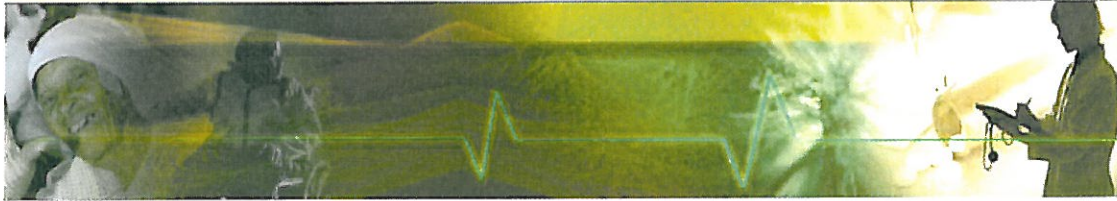




PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL



PHSDSBC

PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

RESOLUTION 2 OF 2010

**OCCUPATIONAL SPECIFIC DISPENSATION FOR
THERAPEUTIC, DIAGNOSTIC AND RELATED ALLIED
HEALTH PROFESSIONALS**

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL
(PHSDSBC) RESOLUTION ... OF 2010**

**OCCUPATIONAL SPECIFIC DISPENSATION FOR THERAPEUTIC, DIAGNOSTIC AND
RELATED ALLIED HEALTH PROFESSIONALS**

1. DEFINITIONS

- 1.1. **Grade progression** - the salary movement from one salary grade (scale) to the first salary notch of the next higher salary grade (scale) attached to a post.
- 1.2. **Pay progression** - the salary movement from one salary notch attached to a salary grade (scale) to the next higher salary notch attached to the same salary grade (scale)
- 1.3. **Salary grade (scale)** - the set of salary notches attached to a particular salary grade (scale)

2. OBJECTIVES

- 2.1. To give effect to paragraph 4 of PSCBC Resolution 1 of 2007
- 2.2. To introduce an occupational specific remuneration and career progression dispensation (OSD) for therapeutic, diagnostic and related allied health professionals.
- 2.3. To provide within the OSD for:
 - 2.3.1. Career pathing opportunities based on competencies, experience and performance;
 - 2.3.2. Pay progression within the limits of the relevant grades based on performance;
 - 2.3.3. Grade progression, where applicable, based on performance;
 - 2.3.4. Recognition of appropriate experience for the purpose of grade progression; and
 - 2.3.5. Recognition of performance for accelerated progression to higher grades and pay progression within a salary grade.
- 2.4. To introduce differentiated salary scales for identified categories of professionals based on a new remuneration structure.
- 2.5. To provide for translation measures to facilitate the implementation process.
- 2.6. To incorporate the existing scarce skills allowances where payable to such professionals into salary upon translation to the revised salary notches in terms of the relevant translation table.
- 2.7. To introduce a change in the pensionable composition of the total cost to employer packages applicable to health professionals covered by this agreement.

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3. SCOPE

This agreement binds:

- 3.1. the Employer;
- 3.2. the employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity, who are members of the trade union parties to this agreement and who occupy a post in a therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement; and
- 3.3. the employees of the Employer employed in terms of the Public Service Act, 1994, as amended, either in a part-time or full-time capacity, who are not members of any trade union parties to this agreement, but who fall within the registered scope of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) and who occupy a post in a therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement.

4. IN GIVING EFFECT TO PARAGRAPH 4 OF PSCBC RESOLUTION 1 OF 2007, PARTIES TO COUNCIL AGREE TO THE FOLLOWING:

4.1. OCCUPATIONAL SPECIFIC DISPENSATION (OSD)

An OSD for employees, who occupy a post in a therapeutic, diagnostic or related allied health profession as contained in **Annexure A** of this agreement, is introduced with effect from 1 July 2009. The OSD will provide for the following:

4.1.1 PAYMENT OF A ONCE-OFF NON PENSIONABLE GRATUITY

4.1.1.1 The Employer will pay employees covered by this agreement, and who were in employment on 30 June 2010, a once-off non-pensionable gratuity for the period 1 July 2009 to 30 June 2010.

4.1.1.2 The non-pensionable gratuity will be calculated as 5% of the basic annual pensionable salary as on 30 June 2010, and will be paid within three (3) months from date of conclusion of this agreement.

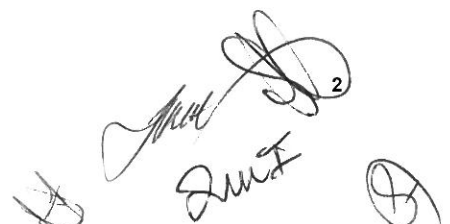
4.1.2 UNIQUE REMUNERATION STRUCTURES

The introduction of unique remuneration structures per occupational category.

4.1.3 DIFFERENT CAREER STREAMS

The introduction of different career streams for the respective categories of professionals to enhance career mobility.

4.1.4 DIFFERENTIATION IN SALARY SCALES

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The introduction of differentiated salary scales for the respective categories of professionals as reflected in **Annexure B**.

4.1.5 REQUIREMENTS FOR APPOINTMENT AND SALARY/ GRADE/ CAREER PROGRESSION

The introduction of appointment requirements, grade and career progression requirements for these categories as determined by the Employer, subject to any statutory requirements determined by a relevant health professional council where applicable.


4.1.6 PAY PROGRESSION

- 4.1.6.1 The introduction of a system of annual pay progression based on 1.5% of basic salary where provided for in the dispensation and as reflected in the salary scales contained in **Annexure B** of this agreement within the limits of the relevant salary scale, on condition that the relevant employee has maintained a satisfactory level of performance as set out in the performance management system that will be applicable at the time when such employee becomes eligible for pay progression.
- 4.1.6.2 The 1st annual pay progression cycle commenced on 1 April 2010 and will run until 31 March 2011 regarding the granting of a 1.5% pay progression as provided for in the agreement.
- 4.1.6.3 The actual pay progression will be awarded with effect from 1 July in the year in which the professional has complied with the prescribed requirements for such pay progression.
- 4.1.6.4 Accelerated pay progression, as provided for in **Annexures B1-B7** of this agreement, constitutes two notches within the limit of the particular salary grade based upon above average performance. This accelerated pay progression is effective from 1 July 2011.

4.1.7 IMPROVEMENT OF CAREER PATHS

- 4.1.7.1 The improvement of career paths for the various categories through the introduction of a set of salary grades attached to posts in each category. The salary grades will display longer career progression opportunities, as part of the defined career path, in order both to recruit and retain the professionals in the relevant areas of need and also to cater for the retention of such professionals in clinical practice for longer periods.
- 4.1.7.2 The OSD will also provide for career paths that facilitate progression to other job categories subject to the requirements and conditions for such progression being complied with.

4.1.8 COMPETENCY REQUIREMENTS

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The Employer will prescribe the competency requirements (generic, functional and experiential) per post level to provide for appropriate salary recognition and grade progression, as contained in **Annexure B** of this agreement.

4.1.9 CONSOLIDATION OF SCARCE SKILLS ALLOWANCE

4.1.9.1 The Scarce Skills Allowance payable to certain categories of health professionals who occupy a post in a therapeutic, diagnostic or related allied health profession in terms of Public Health and Welfare Sectoral Bargaining Council (PHWSBC) Resolution 1 of 2004, shall be terminated upon implementation of this agreement.

4.1.9.2 The scarce skills allowance is incorporated into the OSD remuneration structures with effect from 1 July 2010.

4.1.10 GRADE PROGRESSION

4.1.10.1 Creation of posts in the identified occupations as a single post per career stream, with the linking of more than one salary grade (scale) to the post to facilitate grade progression.

4.1.10.2 Progression to the next salary grade (scale) attached to the post, provided that candidates meet all the requirements to progress to the relevant higher grades as indicated in **Annexure B**.

4.1.10.3 A system of differentiated periods for grade progression, as indicated in **Annexure B**, based on performance, to enable serving professionals or professionals on appointment from outside the public health sector, and who have distinguished themselves from their peers in terms of performance, to progress faster to higher grades attached to the post.

4.1.11 RECOGNITION OF RELEVANT EXPERIENCE FOR EMPLOYEES ON APPOINTMENT FROM OUTSIDE THE PUBLIC HEALTH SECTOR WITH EFFECT FROM 1 JULY 2010

4.1.11.1 This agreement provides a basis for the recognition of appropriate experience on appointment, which shall be limited to posts in the production levels only, up to a minimum of the salary grades, as provided in **Annexures B1-B7** of this agreement.

4.1.11.2 The salary position of a serving employee upon translation to the OSD is protected against that of a new appointee as provided for in **Annexure C** (translation tables) of this agreement.

4.1.11.3 The recognition of relevant experience after registration with the HPCSA as reflected in **Annexure B1** to this agreement shall also take into consideration the experience gained by serving employees in those categories listed in **Annexure A** where a qualification of less than two years and compulsory registration was not a requirement on appointment.

4.1.11.4 The recognition of relevant experience of serving employees covered by this agreement shall be based on verified proof of such experience. Proof

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of such experience, where not available on the personnel record of an employee, must at the latest be submitted to the employer by 31 March 2011 in order to qualify for any recognition with effect from 1 July 2010 in terms of this agreement. Where such proof of experience is submitted after 31 March 2011, recognition for salary purposes, where provided for in the agreement, shall be with effect from the first day of the month following the month in which proof was submitted by the employee.

4.1.12 SALARY RECOGNITION UPON APPOINTMENT IN HIGHER POST OR GRADE

All serving employees who are covered by this agreement, and who advance to a higher post or grade, shall gain at least one (1) notch on such appointment (promotion rule).

4.1.13 DECLASSIFICATION FROM THE SENIOR MANAGEMENT SERVICE

Senior professionals employed in posts in the occupation Psychologist where registration with the HPCSA is an inherent requirement of the post and who are remunerated in accordance with the salary dispensation for Senior Managers in the Public Service (SMS Grade A), are declassified from the SMS with effect from 1 July 2010.

5 STRUCTURING OF SALARY PACKAGES

- 5.1 The pensionable income of the cost-to-employer salary package, where applicable, for all the categories covered by this agreement constitutes 70% of the basic salary.
- 5.2 The measures for the structuring of salary packages will be in accordance with the OSD package dispensation.

6 DATE OF IMPLEMENTATION

The agreement will be implemented as follows:

- 6.1 Within three months of achieving majority signature: The payment of the once-off non-pensionable gratuity as a percentage of the basic annual pensionable salary as on 30 June 2010.
- 6.2 **1 July 2010:** The implementation of the revised salary scales, career and salary progression measures as contained in **Annexure B** of the agreement.
- 6.3 **1 July 2010:** Minimum translation from the current salary notch/ package to the appropriate post and salary grade and notch as contained in **Annexure C** of the agreement.

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7 TRANSLATION MEASURES

- 7.1 Translation from the existing dispensation to appropriate salary scales attached to the OSD based on the principle that no serving employee's salary position (notch or package) will be less favourable with the implementation of the revised salary and career progression dispensation.
- 7.2 The translation to the new dispensation provides for the recognition of relevant experience of serving employees (*see paragraph 4.1.11.2*).

8 ACCELERATED GRADE PROGRESSION

- 8.1 The OSD provides for the introduction of a system of accelerated grade progression, based on shorter qualifying periods than normal, to higher grades based on **above average performance**.
- 8.2 The accelerated grade progression for employees based on **above average performance** will only be effective from 01 April 2012.

9 FINANCIAL IMPLICATIONS

This agreement will be implemented within the available budget, indicated as follows:

- 9.1. R 72 Million for the financial year 2010/2011 to cover the once-off non-pensionable gratuity;
- 9.2. R 504 Million for the financial year 2010/2011 to cover the expenditure to implement the new salary dispensation for the period commencing 1 July 2010 (excluding the impact of future cost of living adjustments); and
- 9.3 R 676 Million for the financial year 2011/2012 (excluding the impact of future cost of living adjustments).

10 INTERPRETATION AND APPLICATION

- 10.1 In the event of any conflict between the provisions of this Agreement and any other agreement of the Council, the provisions of this Agreement shall take precedence.
- 10.2 No amendments to this Agreement shall be of force or effect unless reduced to writing and agreed upon by the parties to the Council as a Resolution of the Council.



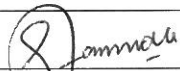
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11 DISPUTE RESOLUTION

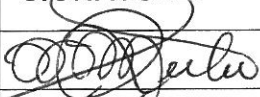

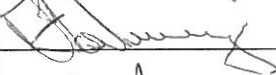
Any disputes about the interpretation or application of this agreement shall be dealt with according to the dispute procedure of the Council.

THIS DONE AND SIGNED AT CENTURION ON THIS THE 5TH DAY OF NOVEMBER.....2010

ON BEHALF OF THE EMPLOYER PARTY

	NAME	SIGNATURE
STATE AS EMPLOYER	JAMES T. CORNWALL	

ON BEHALF OF THE TRADE UNION PARTIES

TRADE UNION	NAME	SIGNATURE
NEHAWU	ISAAC ZUZE	
DENOSA	MEDISE LESLEY LETSATS	
PSA	TONIE OOSTHUIZEN	
HOSPERSA		
NUPSAW-SADNU	SUCCESS MATATISANE	