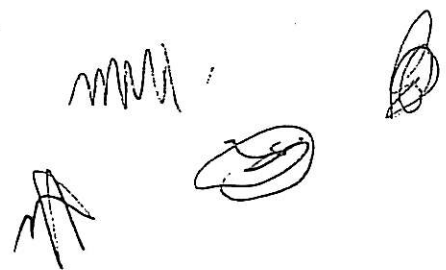


REVISED NON-PENSIONABLE RECRUITMENT
ALLOWANCE, REFERRED TO AS 'THE RURAL
ALLOWANCE': PUBLIC SECTOR HEALTH
PROFESSIONALS WORKING IN HOSPITALS /
INSTITUTIONS AS MANAGED BY THE HEALTH
EMPLOYER
IN:
• ISRDS NODES; AND
• RURAL AREAS

RESOLUTION NO. 2 OF 2004

PUBLIC HEALTH AND WELFARE SECTOR
BARGAINING COUNCIL



ssmith/C/projects/rural allowance/22.01.2004

3.1. The critical areas the Department of Health needs to address with

3. PARTIES TO COUNCIL AGREE THAT:

- a) in the Public Health Sector as managed by the Health Employer but excluding those health professionals in other sectors; and
 - b) fall within the registered scope of the PH&WSBC.
- This agreement applies to the employer and employees

2. SCOPE:

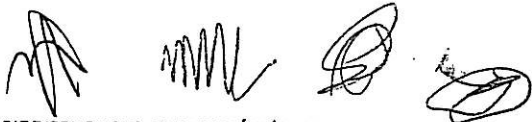
- 1.1 To attract and retain health professionals on a full time basis to the Public Health Service as managed by the Health Employer in terms of the 13 ISRDS
- 1.2 To effect payment in respect of rural allowance in terms of the 13 ISRDS (Rural Nodes) identified as priority areas (Annexure A);
- 1.3 To revise the current non-pensionable recruitment allowance, referred to as 'the rural allowance' (R19 800 per annum) payable to medical officers, dentists, specialists and medical / dental superintendents working in PSCBC designated hospitals / institutions in underserved rural areas (Annexure B);
- 1.4 To allow for the Provincial Heads of Health to determine and designate other in-hospital health institutions with definite recruitment and retention needs dependant on the availability of funds;
- 1.5 To differentiate between institutions in referred to in paras 1.2 and 1.3 and to determine an allowance based on a percentage of the basic annual salary;
- 1.6 To roll the allowance out to include the health professional occupational groups identified in this agreement; and
- 1.7 To agree that the rural allowance be a fixed percentage linked to the annual salary notch.

1. OBJECTIVES

The employer and employee parties agree on the terms set out below:

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS 'THE RURAL ALLOWANCE'; PUBLIC SECTOR HEALTH PROFESSIONALS WORKING IN HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER
 IN IDENTIFIED:
 • ISRDS NODES; AND
 • RURAL AREAS

RESOLUTION NO. OF 2004



- PSCBC designated rural areas:
 - A non-pensionable rural allowance to the value of eight (8%), twelve (12%) and eighteen (18%) percent of the relevant annual salary notch be payable to designated personnel in the occupational groups that are

(iii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other in-hospital areas identified by Provincial Departments of Health should, continue to receive the allowance at the rate of R19 800 per annum as personal until their basic salaries have increased to the extent that the Rural and in-hospital allowance, calculated as 22% of basic salary, will be equal or higher than R19 800 per annum.

- 'Professional Nurse' generically refers to Nurses registered with the SANCA and not to rank.

Notes: - Community service workers and interns are included.

Registered Health Professionals (categories)	Percentage (%) allowance rate	
	ISRDS nodes	
Dental specialist Dentist Medical Doctor Medical Specialist	22%	
Dental Technician Dieticians and Nutritionist Occupational therapist Pharmacologist Physiotherapist Psychologist Radiographer Pharmacist Speech therapist	17%	
Professional Nurse (excluding Student Professional Nurse)	12%	

(i) A non-pensionable rural allowance to the value of twenty two percent (22%), seventeen percent (17%) and twelve percent (12%) respectively of the relevant annual salary notch be payable to identified personnel in the occupational groups that are identified and who are actually involved on a full-time basis with clinical work;

a) ISRDS Nodes:

immediate effect are:

PROVINCIAL HEAD OF HEALTH

c) OTHER INHOSPITABLE AREAS TO BE DETERMINED BY THE

(ii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other inhospitable areas identified by Provincial Head of the Department of Health should continue to receive the allowance at the rate of R19 800 per annum as personal until their basic salaries have increased to the extent that the Rural and inhospitable allowance, calculated as 18% of basic salary, will be equal or higher than R19 800 per annum.

- 'Professional Nurse' generally refers to Nurses registered with the SANC and not to rank.

Notes: - Community service workers and interns are included.

PSCBC designated institutions and other inhospitable areas identified by provincial departments of Health	Percentage (%) allowance rate	
	Dental specialist Dentist Medical doctor Specialist	18%
Dental Technician Dieticians and Nutritionist Occupational therapist Pharmacologist Physiotherapist Psychologist Radiographer Pharmacist Speech therapist	12%	
Professional Nurse (excluding Student Professional Nurse)	8%	

identified and who are actually involved on a full-time basis with clinical work;

These areas will be determined and designated by the Provincial Head of Health for rural allowance depending on the availability of funds.

3.2. Medical Doctors and Dentists who are appointed in or transferred to facilities where they for the first time qualify for the payment of a rural allowance; qualify for the 18% Rural and Inhospitalable allowance with effect from the date of appointment/transfer.

3.3. The employer will in consultation with the Trade Union parties on an annual basis review the existing categories that qualifies for Rural allowance and the designation of any other occupational groups before finalizing the review of existing groups and the designation of any other groups for that allowance.

3.4. The determination of percentages of allowances for the different grouping of professional categories will be a subject of annual collective bargaining process with the intention of achieving equity.

3.5. The payment of the rural allowance will be reviewed or terminated in the following cases -

3.5.1. in the event of transfer/promotion the allowance should be terminated provided that on transfer/promotion the allowance was being paid; and

3.5.2. in the event of reclassification of the institution, the allowance will be reviewed or terminated after giving the affected employees three (3) month's notice.



3.6. The allowance will be based only on the basic salary and is payable with the monthly salary and will not be taken into account when calculating benefits;

3.7. The Rural Allowance is only payable to designated employees appointed on a full-time basis;

3.8. No amendment to this agreement shall be of any force or effect unless a collective bargaining agreement is reached in the PH&WSBC

3.9. this agreement will be re-negotiated every three years from the date of implementation.

3.10. This agreement replaces any resolution on this matter



This agreement will be binding on the Parties and any disputes about its interpretation or application shall be dealt with according to the disputes resolution procedure of the PH&WSBC.

5. DISPUTE RESOLUTION:

The implementation date of this agreement shall be 1 July 2003.

4. IMPLEMENTATION DATE:

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	J Gwagwa	
HOSPERSA/NUPSW		
NEHAWU	V. Mhlapo	
PSA	A. LOUWRENS	

ON BEHALF OF EMPLOYEE PARTIES

NAME	M.E. Ishabaka-Mamang
SIGNATURE	

ON BEHALF OF THE STATE AS EMPLOYER

THIS SIGNED AT FRETORIA OF THIS 20th DAY OF JANUARY 2004.



ISRDS node	Province
Ukhahlamba	Eastern Cape
Chris Hani	Eastern Cape
O R Tambo	Eastern Cape
Alfred Nzo	Eastern Cape
Ugu	Kwazulu-Natal
Umzinyathi	Kwazulu-Natal
Zululand	Kwazulu-Natal
Umkhanyakude	Kwazulu-Natal
Eastern	Mpumalanga/Limpopo
Sekhukhune Cross Boundary	Mpumalanga/Limpopo
Kalahari-Kgalagadi	Northern Cape/North West
Thabo Mofutsanyane	Free State
Central Karoo	Western Cape

ANNEXURE A

PUBLIC HEALTH AND WELFARE SECTORAL BARGAINING COUNCIL (PH&WSBC)

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS 'THE RURAL ALLOWANCE': PUBLIC SECTOR HEALTH PROFESSIONALS WORKING IN HOSPITALS / INSTITUTIONS IN IDENTIFIED:

- ISRDS NODES; AND
- RURAL AREAS

ANNEXURE B

PUBLIC HEALTH AND WELFARE SECTORAL BARGAINING COUNCIL (PH&WSBC)

RESOLUTION NO OF 2004

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS
"THE RURAL ALLOWANCE": PUBLIC SECTOR HEALTH PROFESSIONALS
WORKING IN HOSPITALS / INSTITUTIONS IN IDENTIFIED:

- ISRDS NODES; AND
- RURAL AREAS

PSCBC DESIGNATED PUBLIC SERVICE INSTITUTIONS

1 JULY 2003

Public Service Health Institution	Area	Node	Mag.dist	Province	Pay point(s)
All Saints	Engcobo			EC	1200
Apples Bosch	Ozwathini			KZN	8061
Bambisana	Lusikisiki			EC	120229
Barkly West	Barkly West			NC	4653
					4653
					770001
Bedford-Provincial	Bedford			EC	12041
Benedictine	Nongoma			KZN	7941
Bethesda	Ubombo			KZN	793130
Bill Pickard	Prieska			NC	7500
					7500
					465000
Bloemhof Provincial	Bloemhof			NW	3800
Blouberg	Bochum			NP	31400
Botlokwa Hospital				NP	313000
Botshabelo	Botshabelo			FS	0452
Butterworth	Butterworth			EC	120014
Cala	Cala			EC	120187
Canzibe	Ngqeleni			EC	1200
Cathcart	Cathcart			EC	120414
Catherine Booth	Amatikulu			KZN	805125
					8051
Ceza/Thulasizwe	Mahlabatlani			KZN	796102
Charles Jonhson Memorial	Ngutu			KZN	7991

003050	KZN	Christ the King	Ixopo		
380010	NW	Christiana Provincial	Christiana		
193800		Church of Scotland	Tugela Ferry	KZN	801125
410002	WC	Citrusdal	Citrusdal		
120400	EC	Cloete Joubert	Barkly East		
120185	EC	Cofimvaba	Cofimvaba		
381150	NW	Delareyville	Delareyville		
370520	NW	Derdepoot	Derdepoot		
700650	NP	Dr CN Phatudi	Naphuno		
416000	NP	Donald Frazer Hospital	Thohoyandou		
612000	NP	Dr M Mphahlele Memorial	Groothoek		
512000	NP	Duiwelskloof	Duiwelskloof		
800108	KZN	Ekombe	Kranskop		
415000	NP	Elim	Elim		
045100	FS	Elizabeth Ross	Witsieshoek		
120437	EC	Elliott	Elliott		
113000	NP	Ellisras Provincial	Ellisras		
942000	Mpu	Elsie Ballot Provincial	Amersfoort		
912000	Mpu	Embhuleni	Erstehoek		
009604	KZN	Emmaus	Winterton		
120189	EC	Empilisweni	Sterkspruit		
120522	EC	Ezibeleni	Ezibeleni		
710003	NC	Fritz Visser	Noupoort		
465000		Ganyesa	Ganyesa		
418320	NW	Gelukspan	Radithuso		
398320	NW	Garies Hospital	Garies		
587010	NC	George Masebe	Suswe		
212000	NP	George Stegman	Soutspoot		
386340	NW	Glen Grey	Lady Frere		
120186	EC	Greenville	Bizana		
312000	NP	Helene Franz	Bochum		
465400	NC	Hester Malan	Douglas		
795107	KZN	Hlabisa	Hlabisa		
120232	EC	Holy Cross Mission	Flagstaff		
045550	FS	Hoopstad	Hoopstad		
842001	Mpu	H A Grove	Bellast		
615000	NP	H C Boshoff	Sekhukhune		
120231	EC	Isillimela	Port St Johns		
003970	KZN	Isthelejuba	Pongola		



00321	Jagerfontein	Jagerfontein	FS	045300
61300	Jane Furse Memorial	Nebo	NP	37732
381306	Jubilee	Hammanskraal	NW	57000
57000	J D Verster	Koster	NW	57000
740001	Kakamas (Ouma Cillie)	Kakamas	NC	51600
808119	Kgapanne	Ga-Kgapanne	NP	80911
808119	Kwa-Mashu Polyclinic	Kwa Mashu	KZN	86100
397320	Kwa-Mhlanga Hospital	Kwa Mhlanga	Mpu	51800
51800	Letaba	Letaba	NP	417000
417000	Madwaleni	Ellioldale	EC	881131
881131	Mamulele	Mamulele	NP	89000
89000	Manapo	Witsieshoek	FS	51500
51500	Mankeng	Sovenga	NP	513000
513000	Mapulaneng	Bosbokrand	NP	12022
12022	Matikwana	Mkhuhlu	NP	60000
60000	Matala	Tsimanyane	NP	614000
614000	Mbongolwane	Ntumeni	KZN	800130
800130	Mecklenburg Hospital	Drekap	NP	618000
618000	Mjanyaana	Mjanyaana	EC	12001
12001	Mmamethake	Skilpadfontein	Mpu	851000
851000	Mt Ayiff	Mt Ayiff	EC	12022
12022	Mogwase	Mogwase	NW	38190
38190	Mokopane	Potgietersrus	NP	211000
211000	Montebello	Dalton	KZN	80717
80717	Morelets!	Boshoek	NW	386320
386320	Maroka	Selossha	FS	04520
04520	Mosvoid	Ingwavuma	KZN	79112
79112	Mseleni	Mkuze	KZN	79312
79312	Nelsport Care and Rehabilitation	Nelsport	WC	580001
580001	Nessie Knight	Qumbo	EC	12000
12000	Niemeyer Memorial	Utrecht	KZN	205660
205660				00360

003226	KZN		Nkandla						
800124			Giyani						
524000	NP		Nkonjeni/St Francis						
796107	KZN		Mahlabini						
796116									
120111	EC		Nompumelelo						
120182									
120183									
521000	NP		Phalaborwa						
871000	Mpu		Philadelphia						
740009	NC		Postmasburg						
740008									
740010									
380535	NW		Reivillo						
120237	EC		Rietvel						
900010	NC		B J Kempen Memorial						
900006									
900002									
465000									
771000	Mpu		Sabie						
381150	NW		Sannieshof Provincial						
517000	NP		Sekororo						
315000	NP		Seshego						
522000	NP		Shiluvana						
751000	Mpu		Shongwe Hospital						
414000	NP		Siloam						
120228	EC		Supetu						
045350	FS		Smithfield						
120475	EC		Steynsburg						
003830	KZN		St Andrews						
009838	KZN		St Apollinaris						
120003	EC		St Barnabas						
120230	EC		St Elizabeth's						
120007	EC		St Lucy's						
120238	EC		St Margeret's						
611000	NP		St Rita's						
850003	NC		Sutherland						
850004									
460005									
120235	EC		Bizane						
120015	EC		S S Gida						
416320	NW		Taung						
120235	EC		Taylor Bequest						
120015	EC		Thalalofefe						
731000	Mpu		Themba (Inc Bongani)						
581305			Thusong						
514000	NP		Tintswalo						

HOSPITAL	AREA	NODE	PROVINCE	PAY POINT NUMBER
Botlokwa	Botlokwa		Limpopo	31300C
Donald Frazer	Vhufu		Limpopo	41600C
Mecklenburg	Driekop		Limpopo	618000
Tshilidzini	Shayandima		Limpopo	41200C
Wilpoort	Ha-Seleka		Limpopo	11400C
Thabamooopo	Lebowakgomo		Limpopo	680000
Hayani	Makwarela		Limpopo	41300C
Messina	Musina		Limpopo	40010C
Thabazimbi	Thabazimbi		Limpopo	116000
Zeerust	Zeerust		North West	38092C
Schweizer-Reyneke	Schweizer-Reyneke		North West	38001C
General De la Rey			North West	381310
Amajuba	Volksrust		Mpumalanga	94100C
Bernice Samuel	Delmas		Mpumalanga	82100C
Carolina	Carolina		Mpumalanga	911000
Groblersdal	Groblersdal		Mpumalanga	88100C
Lydenburg	Lydenburg		Mpumalanga	77300C
Matibidi	Bourkes Luck		Mpumalanga	772000
Piet Retief	Piet Retief		Mpumalanga	93100C
Tonga	Tonga/Malelane		Mpumalanga	761000
East Griqualand and Usher Memorial	Kokstad		Kwazulu-Natal	003205
Okhahlamba Health Ward	Bergville		Kwazulu-Natal	009604
Murchison	Port Shepstone		Kwazulu-Natal	009606
Taylor Bequest	Matatiele		Kwazulu-Natal	00386-

PROVINCIAL PROPOSALS TO ADD TO THE EXISTING LIST:

Thyo-yandou Hospital	Thyo-yandou		NP	4120C
Tshwaragano	Kuruman		NW	419326
Umlamli	Sterkspruit		EC	1201E
Umpumulo	Mapumulo		KZN	80611C
Uzmimkulu	Uzmimkulu		EC	120236
Untunjambili	Kranskop		KZN	0032E
Victoria	Alice		EC	120075
Vredenburg	Vredenburg		WC	9200C
Wateral Boven	Wateral Boven		Mpu	8420C
Witpoort Hospital	Seleka		NP	114000
W F Knobel	Lonsdale		NP	3110C
Zitulele	Mganduli		EC	12000C

003862					
003484	Kwazulu-Natal			Nongoma	St Mary's Kwa Magwaza
796103	Kwazulu-Natal			Ulundi	Thulasizwe
320002	Western Cape	Central Karoo		Beaufort West	Beaufort West
620001	Western Cape			Ladysmith	Ladysmith
780002	Western Cape			Riversdale	Riversdale
920002	Western Cape			Vredendal	Vredendal
050001	Western Cape			Worcester	Brewerskloof
340007	Western Cape			Bredasdorp	Otto du Plessis
370002	Western Cape			Caledon	Caledon
400002	Western Cape			Ceres	Ceres
520001	Western Cape			Hermanus	Hermanus
680002	Western Cape			Montagu	Montagu
790001	Western Cape			Robertson	Robertson
860099	Western Cape			Swellendam	Swellendam