



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

**RESOLUTION ...²...OF 2021 – AMENDMENT TO PHSDSBC RESOLUTION 3 OF 2011:
AGREEMENT ON THE APPOINTMENT OF FULL-TIME SHOP STEWARDS AND OFFICE
BEARERS**

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NOTING

1. That in clause 7.1.1 of PHSDSBC Resolution 3 of 2011 - Agreement on the Appointment of Full-Time Shop Stewards and Office Bearers (PHSDSBC Resolution 3 of 2011), parties commit themselves to evaluate the implementation and efficacy of the agreement annually.
2. That in clause 7.1.2 of PHSDSBC Resolution 3 of 2011, parties commit themselves to undertake a mandatory review of the agreement at the end of a period of three (3) years from the date of coming into operation, provided that such review shall be undertaken between the months of September and December; subsequently, at the end of every period of three (3) years.

3. OBJECTIVES

3.1 The objectives of this agreement are to:

3.1.1 Provide for the amendment of PHSDSBC Resolution 3 of 2011.

3.1.2 Augment the procedure regulating the return of Office Bearers (OBs) to the workplace.

4. SCOPE

4.1 This agreement binds the following parties:



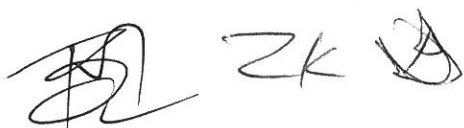
- 4.1.1 Employer in the National Departments of Health and Social Department.
- 4.1.2 Employer in the Provincial Departments of Health and Social Department.
- 4.1.3 Trade unions that are admitted to the Council and their members.

THEREFORE, PARTIES AGREE THAT:

- 5. A new clause, clause 10.2.4 is added into PHSDSBC Resolution 3 of 2011, and the original clauses 10.2.4 and 10.2.5 are converted to 10.2.5 and 10.2.6 respectively. The new clause 10.2.4 reads as follows:

“In instances where an OB held a position lower than salary level eight (8), before serving as an OB for a period of two (2) consecutive terms, upon return to the workplace, the relevant employer shall appoint such an employee on salary level eight (8). The employee shall, subject to consultation with the relevant authorities (National Department or Provincial Department’s facilities, whichever is applicable), be placed at an institution agreed upon.”

- 6. Notwithstanding clause 5 above, employees who are currently serving as OBs, prior to the signing of this resolution, will be covered by the provisions of the new clause, clause 10.2.4 upon this agreement coming into effect on the date it enjoys majority support.

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7. INTERPRETATION AND APPLICATION

7.1 In the event of any conflict between the provisions of this agreement and any other agreement of the Council pertaining to the content of this agreement, the provisions of this agreement shall take precedence.

7.2 No amendments to this agreement shall be of force or effect, unless reduced in writing and agreed to, by both parties to the Council, as a resolution of the Council.

8. DISPUTE RESOLUTION PROCEDURE


In the case of a dispute arising, regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, and will be dealt with in terms of the dispute procedure of the Council.

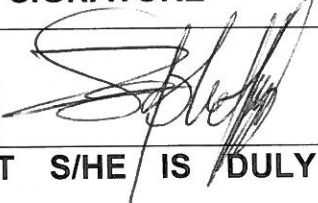

9. IMPLEMENTATION OF THE AGREEMENT

This agreement shall come into effect on the date it enjoys majority support and shall remain in force unless terminated or amended by agreement, in writing.

THUS, DONE AND SIGNED AT CENTURION ON THIS 03 DAY OF Nov 2021.



ON BEHALF OF STATE AS THE EMPLOYER			
STATE AS THE EMPLOYER	NAME	SIGNATURE	DATE
	ADRIAN T. HIGGINS		2/11/2021
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		

ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION	NAME	SIGNATURE	DATE
NEHAWU	Zola Saphorha		2/11/2021
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
DENOSA			
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
PSA	Terrie Oosthuizen		3/11/2021
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		
HOSPERSA			
	WHO WARRANTS THAT S/HE IS DULY AUTHORISED		