



# PHSDSBC

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Public Health and Social Development  
Sectoral Bargaining Council

**RESOLUTION ...2.....OF 2023**

**AGREEMENT ON PROVISION OF TOKEN OF APPRECIATION TO ALL QUALIFYING  
DEPARTMENT OF HEALTH AND SOCIAL DEVELOPMENT EMPLOYEES**

*Handwritten signature*  
DJ MS

## **DEFINITIONS**

Any expression used in this agreement, which is defined in the Labour Relations Act, 1995 (Act No. 66 of 1995), will have the same meaning as in the Act except that:

**“Council”** means the Public Health and Social Development Sectoral Bargaining Council and may also be referred to as “the PHSDSBC”.

**“COVID-19”** or **“SARS-CoV – 2”** means acute respiratory illness caused by coronavirus, capable of producing severe symptoms and, in some cases, death.

**“Employee”** means an employee employed by the State and who falls within the registered scope of the Council.

**“Employer”** means the State as Employer within the registered scope of the Council.

**“Frontline worker”** means an employee in the Health and Social Development Sector who provided essential public services during the COVID-19 pandemic.

**“Pandemic”** means the outbreak of the COVID-19 disease.

**“Qualifying employees”** means categories of employees falling within the scope of Council who rendered services during the outbreak of the COVID–19 pandemic as listed in Annexure A of this agreement.

## 1. NOTING

- 1.1. That the outbreak of COVID-19 has brought about unprecedented challenges to government services, particularly in the Health and Social Development Sector.
- 1.2. That despite all these challenges, frontline workers continued to demonstrate their commitment to fight this pandemic in order to assist the government to meet its mandate and responsibility.
- 1.3. That frontline workers have lost much of their resting and family time in the line of duty because of their dedication, continued service and ensuring that service delivery was not interrupted during the pandemic.
- 1.4. That frontline workers have played a critical role in mitigating the spread of COVID-19, thus risking their own lives to save the lives of others.

## 2. OBJECTIVE

- 2.1. To provide for a token of appreciation for all qualifying frontline employees who provided services during the COVID-19 pandemic.

## 3. SCOPE

This agreement binds the following parties:

- 3.1. Employer in the National Department of Health and National Department of Social Development.
- 3.2. Employer in the Provincial Departments of Health and Provincial Departments of Social Development.
- 3.3. Trade Unions that are admitted to the Council and their members; and

Handwritten signatures and initials, including a large stylized signature, the initials 'DJ', and the initials 'MS' with a circled '10' above them.

3.4. Employees of the Employer who are not members of any Trade Union party to this agreement but who fall within the registered scope of the Council in the National and Provincial Departments of Health and Social Development.

**4. THEREFORE, PARTIES AGREE AS FOLLOWS:**

4.1. The Employer shall provide all qualifying employees five (5) days Special Leave as a token of appreciation.

4.2. The Special Leave shall only apply to all qualifying employees who rendered services during the period starting from 27 March 2020 to 04 April 2022.

4.3. The Special Leave shall be managed and administered in accordance with all applicable laws, regulations and policies governing the administration of leave in the public service.

4.4. The Special Leave shall only apply for a period of one (1) year from the date of the signing of this agreement, and after this period, this provision will lapse.

4.5. All employees deployed as part of COVID-19 outreach teams during the pandemic, whose categories are not part of Annexure A, shall also qualify for the token of appreciation.

**5. INTERPRETATION AND APPLICATION**

5.1. 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.

5.2. 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.


**6. DISPUTE RESOLUTION PROCEDURE**

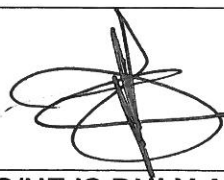
Should there be a dispute regarding the interpretation and application of this agreement, any party may refer such dispute to the Council, which will be dealt with in terms of the dispute procedure of the Council.

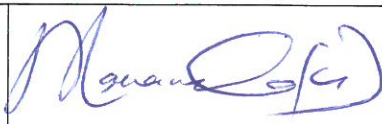

**7. IMPLEMENTATION OF THE AGREEMENT**

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 THE 07 DAY OF NOVEMBER 2023.

ON BEHALF OF THE STATE AS AN EMPLOYER			
STATE AS THE EMPLOYER	NAME	SIGNATURE	DATE
	MASHEGO SOLOMON MAHLATJIE		30/10/2023
WHO WARRANTS THAT S/HE IS DULY AUTHORISED			

ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION	NAME	SIGNATURE	DATE
NEHAWU	Decembar Mawiso		06/11/2023
WHO WARRANTS THAT S/HE IS DULY AUTHORISED			
PSA			

	<b>WHO WARRANTS THAT S/HE IS DULY AUTHORISED</b>		
DENOSA	MAMAMELO KWENA DANIEL		03/11/2023
	<b>WHO WARRANTS THAT S/HE IS DULY AUTHORISED</b>		
HOSPERSA	Susan Mthatheni		07/11/2023
	<b>WHO WARRANTS THAT S/HE IS DULY AUTHORISED</b>		
NUPSAW			
	<b>WHO WARRANTS THAT S/HE IS DULY AUTHORISED</b>		

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## ANNEXURE A

1. Air Pollution Control Officer
2. All nursing categories
3. Biokinetician
4. Child and Youth Care Worker
5. Chiropodist
6. Clinical photographer
7. Clinical Psychologist
8. Clinical Technologist
9. Community Development Officer
10. Community Health Workers
11. Community Liaison Officer
12. Dental Technician
13. Dentist
14. Dietician
15. Emergency Care Practitioner
16. Emergency Service Officer
17. Environmental Health Officer
18. Forensic Analyst
19. Forensic Pathology Officer
20. Health therapist
21. Industrial Technician
22. Medical Natural Scientist
23. Medical Officer
24. Medical Orthotist and Prosthetist
25. Medical Physicist
26. Medical Specialist
27. Medical Technical Officer
28. Medical Technologist
29. Medical/Dental Superintendent
30. Medicine Control Officer
31. Mortuary Attendants

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MS  
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32. Nutritionist
33. Orthopaedic Echelon (Medical and dental Specialists)
34. Pharmacist
35. Porters
36. Probation Officer
37. Psychologist
38. Radiation Control Officer
39. Radiation Scientist
40. Social Auxiliary Worker
41. Social Worker
42. Supplementary Diagnostic Radiographer
43. Cleaners
44. Laundry Workers
45. Receptionist
46. Switchboard assistants
47. Security Guards
48. Messenger Drivers
49. Data Capturers
50. Admin Clerks
51. Admin Officers
52. Doctors
53. Supply Chain officers
54. Physiotherapist
55. Pharmacy Assistant
56. Diagnostic Radiographers
57. X-ray dark room assistant
58. Radiation Therapist
59. Nuclear Medicine Radiographers
60. Sonographers
61. Medical depo officials
62. Occupational Therapist
63. Radiographers

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