



**PUBLIC HEALTH AND WELFARE SECTOR
BARGAINING COUNCIL**

AGREEMENT NO 1 OF 2004

DATE: 28th JANUARY 2004

**RECRUITMENT AND RETENTION
ALLOWANCES**

**AGREEMENT: INSTITUTION OF A NON-
PENSIONABLE SCARCE SKILLS ALLOWANCE:
DESIGNATED HEALTH PROFESSIONALS
WORKING IN PUBLIC HEALTH SECTOR
HOSPITALS / INSTITUTIONS AS MANAGED BY
THE HEALTH EMPLOYER**

PUBLIC HEALTH & WELFARE SECTOR BARGAINING COUNCIL (PH&WSBC)

AGREEMENT NO 01 OF 2004

AGREEMENT: INSTITUTION OF A NON-PENSIONABLE SCARCE SKILLS ALLOWANCE: DESIGNATED HEALTH PROFESSIONALS WORKING IN PUBLIC HEALTH SECTOR HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER

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

1. OBJECTIVES

- 1.1 To attract and retain health professionals with scarce skills on a full time basis to the Public Health Sector as managed by the Health Employer;
- 1.2. To institute a non-pensionable scarce skills allowance for designated health professional categories working in clinical service delivery* of Public Health Sector hospitals/ institutions and are not part of the Senior Management Service;
- 1.3. To identify the initial occupational groups as the first recipients of the scarce skills allowance;
- 1.4. To determine the percentage of the allowance and the method of payment; and
- 1.5. To agree that the scarce skills allowance be a fixed percentage linked to the annual salary notch.

2. SCOPE:

This agreement applies to the employer and employees

- 2.1. in the Public Health Sector as managed by the Health Employer, but excluding those health professionals in other sectors and
- 2.2. fall within the registered scope of the PH&WSBC.

*includes those in the management of the function of their specialities



3. PARTIES TO COUNCIL AGREE THAT:

- (a) The allowance shall be payable to the occupational groups that are designated as Scarce Skills;
- (b) A non-pensionable scarce skills allowance to the value of 10% (ten percent) and 15% (fifteen percent) of the relevant annual salary notch be payable to personnel in the occupational groups that are listed below:

Registered Health Professionals (designated categories)	Percentage (%)
Medical and Dental Specialist Dentist Medical Doctor Pharmacist Pharmacologist	15%
Dental Technician Psychologist Dietician and Nutritionist Occupational Therapist Physiotherapist Radiographer Speech Therapist	10%
Professional Nurses with qualifications in the following specialities and performing functions pertaining to these specialities: - Operating Theatre Technique - Critical Care (Intensive Care) - Oncology	10%

Note: - Only community service workers are included (interns excluded)
 - 'Professional Nurse' generically refers to Nurses registered with the SANC and not to rank.

- (c) The employer will in consultation with the Trade Union parties, on an annual basis, review the existing categories that qualify for Scarce Skills allowance and the designation of any other occupational groups before finalising the review of existing groups and the designation of any other groups for that allowance.

- d) The determination of percentages of allowances for the different grouping of professional categories will be subject to an annual collective bargaining process with the intention of achieving equity.
- e) The payment of the Scarce Skills allowance will be reviewed or terminated in the following cases-
 - (i) in the event of transfer/promotion to a post not designated as Scarce Skills the allowance should be terminated provided that on transfer/promotion the allowance was being paid; and
 - (ii) in the event of reclassification of the designated occupational group, the allowance will be reviewed or terminated after giving the affected employees three (3) month's notice.
- f) The allowance will be based only on the basic salary and is payable with the monthly salary and will not be taken into consideration when calculating benefits;
- g) The Scarce Skills allowance is only payable to designated employees appointed on a full-time basis;
- h) Professional Nurses who have an additional qualification in the identified specialities and perform functions pertaining to those specialities will receive scarce skills allowance as reflected in the table in 3(b) above.
- i) This agreement will be re-negotiated every three years from the date of implementation.
- j) No amendment to this agreement shall be of any force or effect unless a collective bargaining agreement is reached in the PH&WSBC
- k) This agreement replaces any resolution on this matter.

4. IMPLEMENTATION DATE:

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

5. DISPUTE RESOLUTION:

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

RESOLUTION NO 01 OF 2004

AGREEMENT: INSTITUTION OF A NON-PENSIONABLE SCARCE SKILLS ALLOWANCE: DESIGNATED HEALTH PROFESSIONALS WORKING IN PUBLIC HEALTH SECTOR HOSPITALS / INSTITUTIONS AS MANAGED BY THE HEALTH EMPLOYER

THIS DONE AND SIGNED AT PRETORIA

OF THIS 28TH DAY OF JANUARY 2004.

ON BEHALF OF THE STATE AS EMPLOYER:

NAME	SIGNATURE
M.E. Tshabalala-Msimang	<i>M. Tshabalala</i>

ON BEHALF OF EMPLOYEE PARTIES:

EMPLOYEE PARTY	NAME	SIGNATURE
DENOSA	T. Gwagwa	<i>T. Gwagwa</i>
HOSPERSA / NUPSW		
NEHAWU	<i>V. Mhlapo</i>	V. Mhlapo
PSA	A. LOUWRENS	<i>A. Louwrens</i>

[Handwritten signatures]