



**PUBLIC HEALTH AND WELFARE SECTOR
BARGAINING COUNCIL**

RESOLUTION NO. 2 OF 2004

**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. OF 2004

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

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

1. OBJECTIVES

- 1.1 To attract and retain health professionals on a full time basis to the Public Health Service as managed by the Health Employer to the rural areas
- 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 inhospitable 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.

2. SCOPE:

This agreement applies to the employer and employees

- 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.

3. PARTIES TO COUNCIL AGREE THAT:

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

immediate effect are:

a). ISRDS Nodes:

- (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;

Registered Health Professionals (categories)	ISRDS nodes
	Percentage (%) allowance rate
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%

Notes: - Community service workers and interns are included.

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

- (ii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other inhospitable 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 Inhospitable allowance, calculated as 22% of basic salary, will be equal or higher than R19 800 per annum.

- 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

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

Registered Health Professionals (categories)	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%

Notes: - Community service workers and interns are included.

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

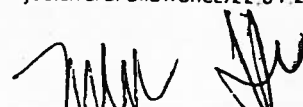
- (ii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other inhospitable areas identified by Provincial Head of the Department of Health should continue to receive the allowance at the rate of R19 800 per annum as personal until their basic salaries have 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.

- c) OTHER INHOSPITABLE AREAS TO BE DETERMINED BY THE PROVINCIAL HEAD OF HEALTH

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 Inhospitable 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



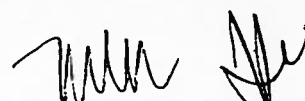



4. IMPLEMENTATION DATE:

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 disputes resolution procedure of the PH&WSBC.



THIS SIGNED AT PRETORIA

OF THIS 20th 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	V. Mhlapo	<i>V. Mhlapo</i>
PSA	A. LOUWRENS	<i>A. Louwrens</i>

M. Tshabalala

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

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 B

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

RESOLUTION NO OF 2004

REVISED NON-PENSIONABLE RECRUITMENT ALLOWANCE, REFERRED TO AS
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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	Ozwothini			KZN	8061
Bambisana	Lusikisiki			EC	12022
Barkly West	Barkly West			NC	4653 4653 77000
Bedford-Provincial	Bedford			EC	1204
Benedictine	Nongoma			KZN	7941
Bethesda	Ubombo			KZN	79313
Bill Pickard	Prieska			NC	7500 7500 46500
Bloemhof Provincial	Bloemhof			NW	3800
Blouberg	Bochum			NP	31400
Botlokwa Hospital				NP	31300
Botshabelo	Botshabelo			FS	0452
Butterworth	Butterworth			EC	12001
Cala	Cala			EC	1201P
Canzibe	Ngqeleni			EC	1200
Cathcart	Cathcart			EC	12041
Catherine Booth	Amatikulu			KZN	8051 8051
Ceza/Thulasizwe	Mahlabatini			KZN	79610
Charles Jonhson Memorial	Nqutu			KZN	7991

Christ the King	Ixopo			KZN	003050
Christiana Provincial	Christiana			NW	380010 193800
Church of Scotland	Tugela Ferry			KZN	801125 003210
Citrusdal	Citrusdal			WC	410002
Cloete Joubert	Barkly East			EC	120400
Cofimvaba	Cofimvaba			EC	120185
Delareyville	Delareyville			NW	381150
Derdepoort	Derdepoort			NW	370520
Dr CN Phatudi	Naphuno			NP	700650
Donald Frazer Hospital	Thohoyandou			NP	416000
Dr M Mphahlele Memorial	Groothoek			NP	612000
Duiwelskloof	Duiwelskloof			NP	512000
Ekombe	Kranskop			KZN	800100
Elim	Elim			NP	415000
Elizabeth Ross	Witsieshoek			FS	045100
Elliot	Elliot			EC	120430
Ellisras Provincial	Ellisras			NP	113000
Elsie Ballot Provincial	Amersfoort			Mpu	942000
Embhuleni	Eerstehoek			Mpu	912000
Emmaus	Winterton			KZN	009600
Empilisweni	Sterkspruit			EC	120180
Ezibeleni	Ezibeleni			EC	120520
Fritz Visser	Noupoort			NC	710000 710000 465000
Ganyesa	Ganyesa			NW	418320
Gelukspan	Radithuso			NW	398320
Garies Hospital	Garies			NC	587010 587000 460000
George Masebe	Suswe			NP	212000
George Stegman	Soutspoor			NW	386340
Glen Grey	Lady Frere			EC	120180
Greenville	Bizana			EC	120230
Helene Franz	Bochum			NP	312000
Hester Malan	Douglas			NC	465400
Hlabisa	Hlabisa			KZN	795100
Holy Cross Mission	Flagstaff			EC	120230
Hoopstad	Hoopstad			FS	045550
H A Grove	Belfast			Mpu	842000
H C Boshoff	Sekhukhune			NP	615000
Isilimela	Port St Johns			EC	120230
Isthelejuba	Pongola			KZN	003950

					00321
Jagersfontein	Jagersfontein			FS	045300
Jane Furse Memorial	Nebo			NP	61300
Jubilee	Hammanskraal			NW	37732
J D Verster	Koster			NW	381306
Kakamas (Ouma Cillie)	Kakamas			NC	57000 57000 740001
Kgapane	Ga-Kgapane			NP	51600
Kwa-Mashu Polyclinic	Kwa Mashu			KZN	808119 80911
Kwa-Mhlanga Hospital	Kwa Mhlanga			Mpu	86100
Lehurutshe	Lehurutshe			NW	397320
Letaba	Letaba			NP	51800
Madwaleni	Elliotdale			EC	12000
Malamulele	Malamulele			NP	417000
Manapo	Witsieshoek			FS	04430
Manguzi	Kwangwanase			KZN	88113 881131
Mankweng	Sovenga			NP	89000
Maphutamalatji	Namakgale			NP	51500
Mapulaneng	Bosbokrand			NP	513000
Mary Therese	Mt Frere			EC	12022
Matikwana	Mkhuhlu			NP	60000
Matlala	Tsimanyane			NP	61400
Mbongolwane	Ntumeni			KZN	80012 80013
Mecklenburg Hospital	Driekop			NP	61800
Mjanyana	Mjanyana			EC	12001
Mmamethake	Skilpadfontein			Mpu	851000
Mt Ayliff	Mt Ayliff			EC	12022
Mogwase	Mogwase			NW	38190
Mokopane	Potgietersrus			NP	211000
Montebello	Dalton			KZN	80712 00322
Moretelepsi	Boshoek			NW	386320
Maroka	Selosesha			FS	04520
Mosvold	Ingwavuma			KZN	79112 79112
Mseleni	Mkuze			KZN	79312 00302
Nelspoort Care and Rehabilitation	Nelspoort			WC	58000
Nessie Knight	Qumbo			EC	12000
Niemeyer Memorial	Utrecht			KZN	00566 00365

Nkandla	Nkandla			KZN	003226 800124
Nkhesani	Giyani			NP	524000
Nkonjeni/St Francis	Mahlabatini			KZN	796107 796116
Nompumelelo	Peddie			EC	120111 120182 120183
Phalaborwa	Phalaborwa			NP	521000
Philadelphia	Dennilton			Mpu	871000
Postmasburg	Postmasburg			NC	740009 740008 740010
Reivillo	Reivillo			NW	380539
Rietvlei	Stafford's Post			EC	120237
B J Kempen Memorial	Victoria West			NC	900010 900009 900008 465000
Sabie	Sabie			Mpu	771000
Sannieshof Provincial	Sannieshof			NW	381150
Sekororo	Trichardtsdal			NP	517000
Seshego	Seshego			NP	315000
Shiluvana	Ritavi			NP	522000
Shongwe Hospital	Shongwe			Mpu	751000
Siloam	Nzelele			NP	414000
Supetu	Mt Frere			EC	120220
Smithfield	Smithfield			FS	045350
Steynsburg	Steynsburg			EC	120470
St Andrews	Harding			KZN	003830
St Apollinaris	Creighton			KZN	009830
St Barnabas	Libode			EC	120000
St Elizabeth's	Lusikisiki			EC	120230
St Lucy's	Tsolo			EC	120000
St Margeret's	Umzimkulu			EC	120230
St Rita's	Glen Cowie			NP	611000
Sutherland	Sutherland			NC	850000 850000 460000
St Patrick	Bizane			EC	120230
S S Gida	Keiskammahoek			EC	120000
Taung	Taung			NW	416320
Taylor Bequest	Mt Fletcher			EC	120230
Thafalofefe	Butterworth			EC	120000
Themba (Inc Bongani)	Nsikazi			Mpu	731000
Thusong	Ikoseng				581300
Tintswalo	Acornhoek			NP	514000

Tshilidzine Hospital	Thoyo-yandou			NP	41200
Tshwaragano	Kuruman			NW	419326
Umlamli	Sterkspruit			EC	12019
Umpumulo	Mapumulo			KZN	80611
Umzimkulu	Umzimkulu			EC	120236
Untunjambili	Kranskop			KZN	00323 80608
Victoria	Alice			EC	120075
Vredenburg	Vredenburg			WC	92000
Waterval Boven	Waterval Boven			Mpu	84200
Witpoort Hospital	Seleka			NP	114000
W F Knobel	Lonsdale			NP	31100
Zitulele	Mqanduli			EC	12000

PROVINCIAL PROPOSALS TO ADD TO THE EXISTING LIST:

HOSPITAL	AREA	NODE	PROVINCE	PAY POINT NUMBER
Botlokwa	Botlokwa		Limpopo	313000
Donald Frazer	Vhufuli		Limpopo	416000
Mecklenburg	Driekop		Limpopo	618000
Tshilidzini	Shayandima		Limpopo	412000
Witpoort	Ha-Seleka		Limpopo	114000
Thabamooopo	Lebowakgomo		Limpopo	680000
Hayani	Makwarela		Limpopo	413000
Messina	Musina		Limpopo	400010
Thabazimbi	Thabazimbi		Limpopo	116000
Zeerust	Zeerust		North West	38092
Schweizer-Reyneke	Schweizer-Reyneke		North West	380010
General De la Rey			North West	381310
Amajuba	Volkstrust		Mpumalanga	941000
Bernice Samuel	Delmas		Mpumalanga	821000
Carolina	Carolina		Mpumalanga	911000
Groblersdal	Groblersdal		Mpumalanga	881000
Lydenburg	Lydenburg		Mpumalanga	773000
Matibidi	Bourkes Luck		Mpumalanga	772000
Piet Relief	Piet Relief		Mpumalanga	931000
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

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