



HEALTH AND OTHER SERVICE PERSONNEL  
TRADE UNION OF SOUTH AFRICA

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HEALTH AND OTHER SERVICE PERSONNEL  
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**ENQUIRIES: Mr. LEON LIEBENBERG**

**To: ALL INSTITUTIONS**

**Date: 15 OCTOBER 2010**

**Att: SHOPSTEWARDS / MEMBERS**

**Fax: VARIOUS**

**Re: OSD FOR THE ALLIED HEALTH PROFESSIONALS**

Attached please find the above mentioned for your kind attention.

**Please acknowledged receipt**

Regards

*Y. Daniels*  
PP. **LEON LIEBENBERG – Provincial Secretary**  
**HOSPERSA Western Cape**



## **REPORT/UPDATE NO.55 OF 2010(PUBLIC SERVICE)**

### **REPORT OF THE PHSDSBC MEETING HELD 14 OCTOBER 2010, ON THE OSD FOR THE ALLIED HEALTH PROFESSIONALS.**

This meeting came as a follow up of the Council meeting that was held on 23 September 2010(Update/report 51 of 2010)

The employer presented their revised mandate on the four outstanding thus:

- **ON THE RECOGNITION OF SPECIALITIES**

During the initial negotiations, the employer conceded on recognizing specialties in as far as Radiography is concerned. The challenge Hospersa and the other Unions had with the employer's position was that the employer wanted the specialty posts be first advertised first and be subjected to open competition.

In the revised mandate, the employer conceded that all serving employees who have the necessary qualifications, and have been performing the duties will be absorbed in these posts.

- **RECOGNITION OF EXPERIENCE**

The employer conceded to recognition of experience, beyond the posts in the production level. In the previous proposed agreement, the employer wanted to recognize experience only on the production levels. Details will be forwarded as soon as available.

- **ENTRY SALARY LEVELS FOR THERAPISTS**

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In the previous proposal, the employer pitched the entry level salary of the Therapists to R130 000.00 pa. In the revised mandate the employer after

persuasion by Hospersa and other Unions conceded to increase the entry level to R145 000.00 pa. pre the COLA of 01/07/2009. The employer further proposes that this be with effect from 01/07/2010. For the period 01/07/2009-30/06/2010 the employer proposes that a once off 5% non pensionable gratuity be paid out to the affected staff. This will be calculated on the gross salary of the staff member as of the 01/07/2009.

- **TRANSLATION OF MANAGERS ON SALARY LEVEL NINE (9) AND TEN (10)**

The employer did not concede on the demand to improve on this stream. The employer is of the opinion that the initial proposal is comparable to the other signed OSD's.

**VIVA HOSPERSA**