

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. 2 OF 2004

PUBLIC HEALTH AND WELFARE SECTOR
BARGAINING COUNCIL



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 in-hospital 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.

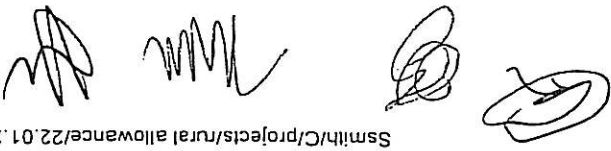
2. SCOPE:

- 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

Ssmith/C/projects/rural allowance/22.01.2004



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)	Percentage (%) allowance rate	
	ISRDS nodes	
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.

- (iii) The position of Medical Interns on salary levels 7 working in PSCBC designated institutions and other in-hospital 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 in-hospital 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;

PSCBC designated institutions and other in-hospital areas identified by provincial departments of Health	Registered Health Professionals (categories)	
	Dental specialist Dentist Medical doctor Specialist	Dental Technician Dieticians and Nutritionist Occupational therapist Pharmacologist Physiotherapist Psychologist Radiographer Pharmacist Speech therapist
	18%	12%
		8%
	Professional Nurse (excluding Student Professional Nurse)	

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 in-hospital 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 in-hospital allowance, calculated as 18% of basic salary, will be equal or higher than R19 800 per annum.

c) OTHER INHOSPITAL 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 Inhospitalable 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;

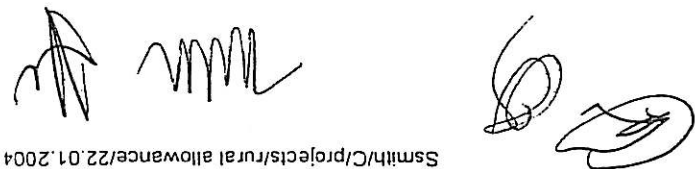
3.8. No amendment to this agreement shall be of any force or effect unless a collective bargaining agreement is reached in the PH&WSBC

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



Smith/C/projects/rural allowance/22.01.2004



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.

5. DISPUTE RESOLUTION:

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

4. IMPLEMENTATION DATE:

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

ON BEHALF OF EMPLOYEE PARTIES

NAME	SIGNATURE
M.E. Ishabula-Mamang	<i>[Signature]</i>

ON BEHALF OF THE STATE AS EMPLOYER

THIS SIGNED AT PRETORIA DAY OF JANUARY 2004. 20th OF THIS

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
Umginyathi	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
'THE RURAL ALLOWANCE': PUBLIC SECTOR HEALTH PROFESSIONALS
WORKING IN HOSPITALS / INSTITUTIONS IN IDENTIFIED:

- ISRDS NODES; AND
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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	12000
Apples Bosch	Ozwathini			KZN	8061
Bambisana	Lusikisiki			EC	120229
Barkly West	Barkly West			NC	46530
					46530
					770001
Bedford-Provincial	Bedford			EC	120401
Benedictine	Nongoma			KZN	7941
Bethesda	Ubombo			KZN	793130
Bill Pickard	Prieska			NC	750003
					750001
					465000
Bloemhof Provincial	Bloemhof			NW	3800
Blouberg	Bochum			NP	314000
Botlokwa Hospital				NP	313000
Botshabelo	Botshabelo			FS	04520
Butterworth	Butterworth			EC	120014
Cala	Cala			EC	120187
Canzibe	Ngqeleni			EC	120003
Cathcart	Cathcart			EC	120414
Catherine Booth	Amatikulu			KZN	805123
					805117
Ceza/Thulasizwe	Mahlabatlani			KZN	796102
Charles Johnson Memorial	Nqutu			KZN	799111

Christ the King	Ixopo					003050
Christiana Provincial	Christiana					380010
Church of Scotland	Tugela Ferry				KZN	801125
Citrusdal	Citrusdal				WC	410002
Cloete Joubert	Barkly East				EC	120400
Cofimvaba	Cofimvaba				EC	120185
Delareyville	Delareyville				NW	381150
Derdepoot	Derdepoot				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	800108
Elim	Elim				NP	415000
Elizabeth Ross	Witsieshoek				FS	045100
Elliot	Elliot				EC	120437
Ellisras Provincial	Ellisras				NP	113000
Elsie Ballot Provincial	Amersfoort				Mpu	942000
Embhuleni	Eerstehoek				Mpu	912000
Emmaus	Winterton				KZN	009604
Empilisweni	Sterkspruit				EC	120189
Ezibeleni	Ezibeleni				EC	120522
Fritz Visser	Noupoort				NC	710003
Ganyesa	Ganyesa				NW	418320
Gelukspan	Radithuso				NW	398320
Garies Hospital	Garies				NC	587010
George Masebe	Suswe				NP	212000
George Stegman	Soutspoot				NW	386340
Glen Grey	Lady Frere				EC	120186
Greenville	Bizana				EC	120234
Helene Franz	Bochum				NP	312000
Hester Malan	Douglas				NC	465400
Hlabisa	Hlabisa				KZN	795107
Holy Cross Mission	Flagstaff				EC	120232
Hoopstad	Hoopstad				FS	045550
H A Grove	Belfast				Mpu	842001
H C Boshoff	Sekhukhune				NP	615000
Isilimela	Port St Johns				EC	120231
Isthelejuba	Pongola				KZN	003970

Jagersfontein	Jagersfontein	FS				00321
Jane Furse Memorial	Nebo	NP				61300
Jubilee	Hammanskraal	NW				37732
J D Verster	Koster	NW				381306
Kakamas (Ouma Cilile)	Kakamas	NC				57000 57000 57000 740001
Kgapane	Ga-Kgapane	NP				51600
Kwa-Mashu Polyclinic	Kwa Mashu	KZN				808119 80911
Kwa-Mhlanga Hospital	Kwa Mhlanga	Mpu				86100
Lehurutsho	Lehurutsho	NW				397320
Letaba	Letaba	NP				51800
Madwaleni	Elliotdale	EC				12000
Malamulele	Malamulele	NP				417000
Manapo	Witsieshoek	FS				04430
Manguzi	Kwangwanase	KZN				881130 881131
Mankweng	Sovenga	NP				89000
Maphutamatatji	Namakgale	NP				515000
Mapulaneng	Bosbokrand	NP				513000
Mary Therese	Mt Frere	EC				12022
Matikwana	Mkhuhlu	NP				600000
Matlala	Tsimanyane	NP				614000
Mbongolwane	Ntumeni	KZN				80012 800130
Mecklenburg Hospital	Driekop	NP				618000
Mjanyaana	Mjanyaana	EC				12001
Mmamethlake	Skilpadfontein	Mpu				851000
Mt Ayliff	Mt Ayliff	EC				12022
Mogwase	Mogwase	NW				38190
Mokopane	Potgietersrus	NP				211000
Montebello	Dallon	KZN				80712
Moreteleisi	Boshoeck	NW				386320
Maroka	Selosessa	FS				04520
Mosvold	Ingwavuma	KZN				79112 791129
Mseleni	Mkuze	KZN				79312
Nelspoort Care and Rehabilitation	Nelspoort	WC				580001
Nessie Knight	Qumbo	EC				12000
Niemeyer Memorial	Utrecht	KZN				005660 00365

12

HOSPITAL	AREA	NODE	PROVINCE	PAY POINT
Botlokwa	Botlokwa		Limpopo	313000
Donald Frazer	Vhufu		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	380920
Schweizer-Reyneke	Schweizer-Reyneke		North West	380010
General De la Rey			North West	381310
Amajuba	Volksrust		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 Retief	Piet Retief		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	003860

PROVINCIAL PROPOSALS TO ADD TO THE EXISTING LIST:

Tshilidzine Hospital	Thoyo-yandou		NP	41200
Tshwaragano	Kuruman		NW	419326
Umlali	Sterkspruit		EC	12010
Umpumulo	Mapumulo		KZN	806110
Uzimkulu	Uzimkulu		EC	120236
Untunjambili	Kranskop		KZN	00320
Victoria	Alice		EC	120075
Vredenburg	Vredenburg		WC	92000
Waterfal Boven	Waterfal Boven		Mpu	842000
Witpoort Hospital	Seleka		NP	114000
W F Knobel	Lonsdale		NP	31100
Zitulele	Mganduli		EC	120000

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Ssmith/C/projects/rural allowance/22.01.2004

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