# NATIONAL ASSEMBLY

**FOR WRITTEN REPLY**

**QUESTION NO. 756**

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**(INTERNAL QUESTION PAPER NO. 14)**

**Mr B S Madlingozi (EFF) to ask the Minister of Health:**

Whether, taking into account the extreme levels of pressure that medical practitioners are working under and will continue to work under as the Covid-19 crisis evolves, he has considered increasing the remuneration of medical practitioners; if not, why not; if so, what are the relevant details?

###### NW913E

**REPLY:**

The remuneration of medical practitioners in the Public Health Sector, together with all health professionals including Nurses and other frontline staff, is determined in accordance with the agreements that both organised labour and the State as the employer negotiate and sign at the Public Service Coordination Bargaining Council (PSCBC) and Public Health and Social Development Sectoral Bargaining Council (PHSDSBC). The PSCBC agreements determine those matters that are regulated by uniform rules, norms and standards that apply across the public service such as salaries, leaves and benefits. The PHSDSBC agreements determine those matters that are health sector specific and that do not apply in other sectors.

The PHSDSBC signed Occupational Specific Dispensation (OSD) Resolutions: viz 2 of 2007; 3 of 2009 and 1 of 2010 etc, whereby individual skills and experiences are recognised and acknowledged to place the said health professionals in the relevant bracket of remuneration.

Apart from remuneration, the performance of Health Professionals is incentivised in accordance with the PMDS system in terms of which they may receive an incentive bonus, and an annual increase.

Based on the above deliberation, it needs to be noted that any salary increases is a subject of negotiations at the Bargaining Council, by parties. Currently, there is a process of consultation between the Department of Health and organised labour on a “token of appreciation” for all essential and frontline employees who are working and will continue to work during the Covid-19 crisis. This process will be concluded in due course.

END.