

# STANDARDISATION OF REMUNERATION FOR COMMUNITY CARE GIVERS WITHIN DSD

## PHSDSBC COUNCIL VIRTUAL MEETING 17 June 2020

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# INTRODUCTION

- Employer presented in Council on this matter and it remains on the agenda of council.
- DSD is expected to provide feedback in the next Council meeting
- The employer presented in the Council meeting of 17 June 2020
- Labour requested that the report be reduced to writing
- This is employer written feedback as requested.

# Status report/ Feedback

- The department had engaged with National Treasury where Treasury confirmed having presented the minimum wage shortfall according to the department's analysis at the early stages of the 2020 Medium Term Expenditure Committee (MTEC) processes.
- The basis for review of submissions by the MTEC were based on the National Treasury Technical Guidelines (2020) which were developed on the following principles and directed to all the Departments, in that:
  - there is a **compulsory** budget baseline reduction of **5% in 2020/21**, and 6% in 2021/22.
  - there are **no additional resources**, with budget reductions likely to be implemented, and that
  - any additional allocation requested or proposed to a programme must be **funded by reductions from another programme/s.**

# Status report cont...

- It is on this basis that the MTEC did not succeed in finding funds within or outside the social development function group to shift towards this priority in the 2020 MTEF.
- The only additional funds that were secured were for ECD Conditional Grant in which one of the components of the grant was towards increasing the salaries of ECD workers who make-up more than half of the workers earning below minimum wage.

# Status report cont...

- This has partly relieved the cost pressure albeit not to the benefit of Community Care Givers (CCGs).
- NT releases Guidelines for submissions by Departments around June/July timeframe and right now the department is awaiting the Guideline which will provide dates for budget submissions for 2021.
- The department had already sat with Treasury to re-assess the need and in preparation for a submission for the 2021 MTEC, Treasury have requested that DSD also provide additional information specifically for the Community Caregivers namely – the scope of work, qualifications and job descriptions as this helps to bolster the motivation.

# Status report cont...

- That said, Chief Directorate: HIV/AIDS is working on packaging this information while the department is awaiting for the new dates of submission from NT for 2021 MTEF.