

Update: Community Health Workers

Standardisation of remuneration and conditions of service: Community Health Workers in Department of Health

Parties to Council resolved to prioritise the standardisation of remuneration and conditions of Community Health Workers (CHW) in the Department of Health. Unfortunately, the provisions as contained in clause 5.5 of Resolution 1/2018 have once again not been finalised and further engagements are required to address and finalise the specific issues as stipulated in clause 5.5.

Clause 5.5 of the Resolution stipulates that: “parties to ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes and the absorption in the health system for CHWs and the subsequent process that may follow in line with policy framework and strategy forward based outreach”.

Members will recall that parties to Council signed a Collective Agreement extending the lifespan of PHSDSBC Resolution 1 of 2018 for two consecutive terms. The employer tabled a draft agreement to extend the lifespan once again with a further 12 months to allow parties to conclude on outstanding matters as per clause 5.5 above.

The current lifespan of the agreement came to an end on 10 July 2021. By implication, if the agreement enjoys a majority signature, the lifespan is extended until 10 July 2022. This will ensure that CHWs will be employed for another 12 months whilst parties to Council try to resolve the permanent employment of these CHWs.

A mandate is requested from CHWs on whether to accept or reject the extension of lifespan of the agreement as *attached*. **Mandates should be forwarded to Provincial PSA Offices on or before 26 July 2021.**

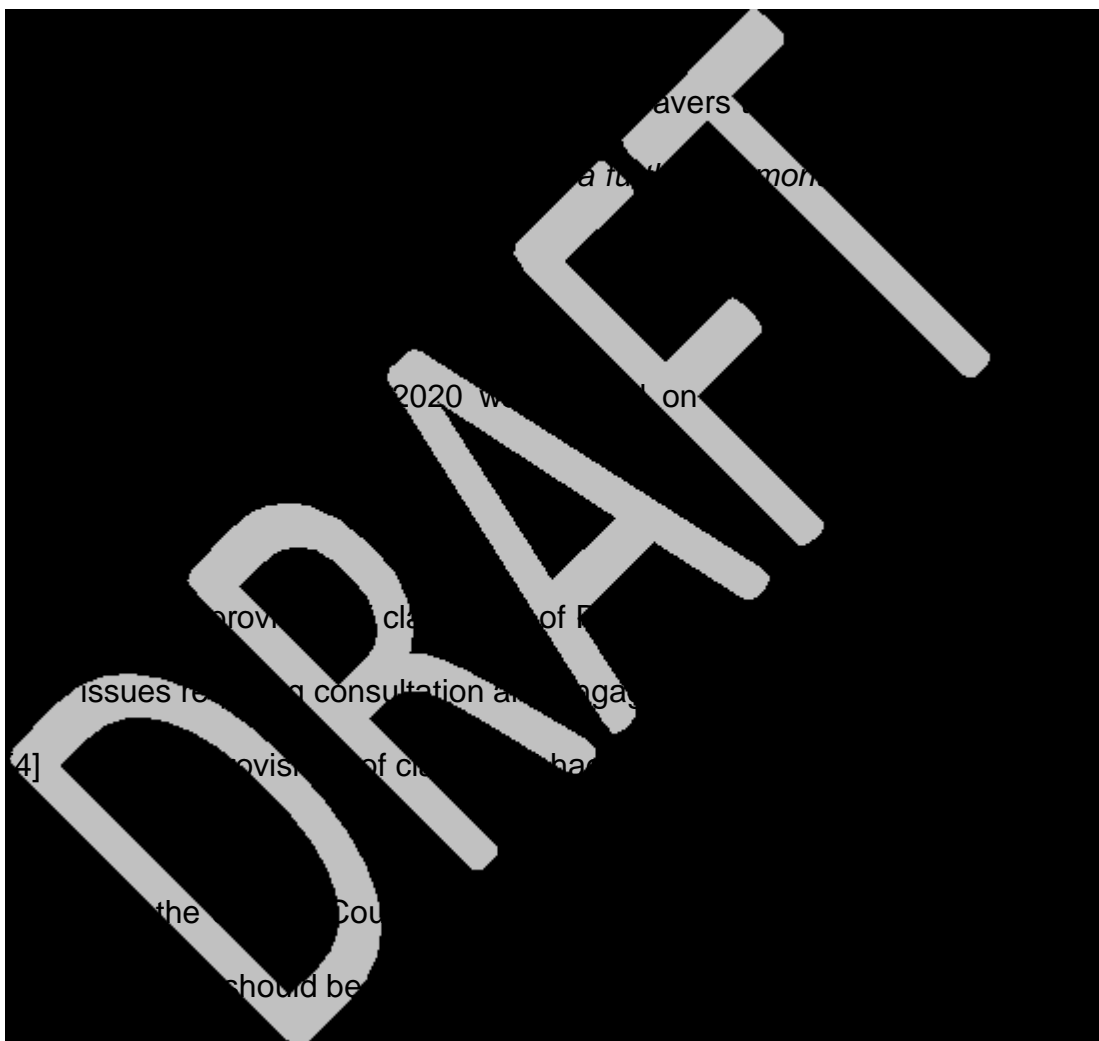
GENERAL MANAGER



PHSDSBC

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL**

**RESOLUTIONOF 2021 – AMENDMENT TO RESOLUTION 2 OF
2020: AGREEMENT ON THE STANDARDISATION OF REMUNERATION
FOR COMMUNITY HEALTH WORKERS IN THE DEPARTMENT OF
HEALTH**



PURPOSE

The purpose of this collective agreement is to:

- [6] provide for the extension of resolution 2 of 2020.

SCOPE

This agreement binds:

- [7] the National Department of Health;
- [8] the Provincial Departments of Health;
- [9] trade unions that are admitted to the Council and their members; and

¹ *Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health*
Amendment to Resolution 2 of 2020: Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health



writing and agreed to by both parties to the Council as a Resolution of Council.

DISPUTE RESOLUTION PROCEDURE

[14] Should there be a dispute regarding the interpretation and application of this agreement, any party may refer such dispute to the Council and will be dealt with in terms of the dispute procedure of the Council.

IMPLEMENTATION OF THE AGREEMENT

Amendment to Resolution 2 of 2020: Agreement on the Standardisation of Remuneration for Community Health Workers in the Department of Health

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