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SERVICE EXCELLENCE

FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL  
BARGAINING COUNCIL (PHSDSBC)**

06-07-2022

## Standardisation of the Remuneration and Conditions of Service for Community Health Workers in the Department of Health

Parties to Council resolved to prioritise the standardisation of the remuneration and the conditions of service of Community Health Workers (CHW) in the Department of Health. Unfortunately, the provisions as contained in clause 5.5 of Resolution 1/2018 has once again not been finalised and further engagements are required to address and finalise the specific issues as stipulated in clause 5.5 below. 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 absorption in the health system for CHWs and the subsequent process that may follow in line with policy framework and strategy for ward-based outreach.

Members would recall that parties to Council did sign a Collective Agreement extending the lifespan of PHSDSBC Res 1/2018 for two consecutive terms. The employer tabled a draft agreement to extend the lifespan once again with a further 3 years to allow parties to conclude on the outstanding matters as per Clause 5.5 above. Labour raised concerns regarding the ongoing extension of these contracts without securing permanent employment for CHW. Parties agreed to meet on 11 July 2022 to engage on the modalities and on the process to finalise the outstanding issues as per Clause 5.5 as indicated above. The current lifespan of the agreement will come to an end on 10 July 2022, by implication if the agreement enjoys a majority signature the lifespan is extended until 10 July 2025.

This will ensure that the CHWs will be employed for another 3 years whilst parties to council attempt to resolve the permanent employment of these workers.

Inputs are requested from Community Healthcare Workers on the draft agreement and whether to accept or reject the extension of the lifespan of the agreement as *attached*.

The mandates should be forwarded to your Provincial PSA Office **on or before 20 July 2022**.

GENERAL MANAGER