



INFORMUS

SINCE 1920  
SERVICE EXCELLENCE

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

26-01-2023

## Feedback: PHSDSBC meeting – 24 January 2023

### Standardisation of remuneration and conditions of service for Community Health Workers (CHWs) - Department of Health

Members will recall that parties to Council concluded a collective agreement, extending the lifespan of PHSDSBC Resolution 1/2018 for two consecutive terms. The employer tabled a draft agreement to once again extend the lifespan with a further three years to allow parties to conclude on outstanding matters as per clause 5.5. The clause stipulates that parties are to ensure the development of a Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes and the absorption into the health system for CHWs and the subsequent process that may follow in line with policy framework and strategy for ward-based outreach.

Labour raised concerns regarding the ongoing extension of these contracts without securing permanent employment for CHWs. The current lifespan of the agreement will end on 10 July 2025. This will ensure that CHWs will be employed for a further three years whilst parties to the Council try and resolve their permanent employment.

In the interim a notice in terms of section 52(3) of the *Basic Conditions of Employment Act, No 75 of 1997 (BCEA)* has been issued regarding commencement of the investigation into the Community Health Workers in South Africa. The terms of reference of the investigation will be: "To investigate the wages and conditions of employment of CHWs in the health sector, to establish a sectoral determination prescribing minimum wages and conditions of employment."

During the Council meeting on 24 January 2023, the PSA again raised a serious concern about the status of the said collective agreement and the current investigation in terms of the *BCEA* and the implications the investigation will have on the collective agreement. The Parties to Council agreed to adjourn and consider all legal implications and alternatives and revert to Council.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website ([www.psa.co.za](http://www.psa.co.za)), send an email to [ask@psa.co.za](mailto:ask@psa.co.za) or contact PSA Provincial Offices.

GENERAL MANAGER