



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

21-07-2025

Feedback: Free State PHSDSBC Chamber - 17 July 2025

Outstanding PDMS pay progressions: 2019/20 and 2020/21

Labour raised concerns that PDMS pay progressions for 2019/20 and 2020/21 remain unpaid for some members. The Department of Health has been referring affected employees to the Union, despite the PSA having already submitted these outstanding cases.

Action required: If you have not received your pay progression for these periods, please contact: Neo Montse neo.montse@psa.co.za.

PDMS 2023/24

The employer reported that all PDMS payments for 2023/24 have been processed.

Action required: If you have not received your 2023/24 pay progression, first enquire with your HR department. If unresolved, escalate the matter to the PSA.

PDMS 2024/25

The employer indicated that some hospitals and districts did not meet the initial criteria, and as a result, the moderating committee has not yet convened. A moderating committee meeting is planned for end of July 2025. Payment timelines will be communicated thereafter. An updated report will be shared at the next Chamber meeting on 18 September 2025. The PSA requested the employer to issue an updated circular to all employees regarding progress.

Social Development: PDMS 2024/25

The Department of Social Development confirmed that its moderating committee is scheduled for next week, with payments expected in August 2025.

Long-outstanding overtime: Albert Nzula Hospital and EMS

The employer confirmed that DPSA approval is not required and that the MEC of Health has the authority to approve the submission. The document is currently en route to the MEC, but no payment date has been confirmed.

Outstanding nursing uniforms (2012 – 2018): Social Development

The employer offered once-off payment of R2 399 to affected employees. Labour rejected the offer and proposed an alternative amount of R5 000. The employer has requested that this counterproposal be submitted in writing.

PHSDSBC Resolution 3/2019: Payment of Council fees

Labour raised concerns about 21 deregistered Social Workers. The employer is engaging with the Social Work Council to find an amicable solution and will issue an invitation for further discussions.

Minimum service agreement: Social Development

Labour expressed concern over the disregard for the Free State PHSDSBC Chamber and the ongoing consultation processes at institutional level.

PSA position: Shop stewards are mandated not to participate in these processes. If approached, please contact Lysie Pelser at lysie.pelser@psa.co.za.

Members are thanked for their continued support and vigilance. The PSA is committed to protecting members' rights and ensuring fair and timely resolutions. For any enquiries or assistance, please contact the PSA Provincial Office in Bloemfontein on (051) 403 1300 / 051 403 1315 / psa.bloem@psa.co.za.

Reuben Maleka
GENERAL MANAGER