



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

10-10-2025

Feedback: Special PHSDSBC Council Meeting - 7 October 2025

Professionalisation of Community Development Practitioners

Members are aware that the employer had undertaken the process to professionalise Community Development Practitioners. Further, in the last meeting, the employer indicated that the expert was not available to make a presentation or update the Council. Subsequently, upon labour sharply criticising the employer's commitment to the process, parties agreed to have a special Council meeting within two weeks.

In the special meeting on 7 October 2025, the employer brought the Registrar from the South African Council for Social Service Professions (SACSSP) to make a presentation (*attached*) to provide an update on the establishment of the Professional Board for Community Development Practice. The Registrar raised financial challenges in professionalising Community Development Practitioners. The Registrar proposed the engagement with the Director-General of Social Development to seek out funding for the SACSSP. The employer committed to provide an update on this matter at the next Council meeting. Labour called upon the SACSSP and the employer to provide an amended plan of action seeing that the initial dates provided were not honoured.

Rules of conduct of proceeding before PHSDSBC

Members were previously informed that the Council has undertaken a process to amend its rules where inputs were sought from parties. The Council also appointed a professor to assist in this regard who had already made some recommendations for consideration. The matter was then referred to the Dispute Management Committee (DMC) for further deliberations. Subsequently, the matter was tabled at the special Council meeting for further engagements. The inputs from the DMC as well as the professor would be considered by the Council. The Council will share the draft copy for parties' consideration and inputs. Subsequently, the draft will be tabled at EXCO for approval once parties have sufficiently consulted on the matter at Council level.

Community Health Workers (CHWs)

Members are aware that the agenda item for CHWs has been discussed at the Council over many years with one critical call from labour that the Department must appoint CHWs permanently. Further, there were a number of extensions of PHSDSBC Resolutions 1/2018, however, to date the process of permanent appointment is yet to be concluded. In the last meeting, the employer reported that engagement with the DPSA was underway to deal with the matter, and the employer would report back to the Council once the matter is ripe for engagement. The basis for such position was the court judgement obtained by a union pertaining to this matter.

It remains the stance of labour that the Council is seized with the matter, and it should be finalised at the Council. Subsequently, labour was afforded the opportunity to consolidate its position for submission on 8 October 2025 where the employer would respond within seven days before the scheduled Council meeting. The PSA will continue to pursue the permanent appointment of all CHWs and not only those cited in the court judgement.

Members will be informed of developments.

Employees who want to join the PSA can visit the PSA's website or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER