



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

29-09-2025

Feedback: Special PHSDSBC Council Meeting - 23 September 2025

Professionalisation of Community Development Practitioners

The employer indicated that it did not bring an expert to come and make a presentation or provide an update as committed in the last meeting as it is still doing background work. Organised labour raised displeasure with the lack of proper progress from the employer as this matter has been dragging on for a while. Parties agreed that a special Council meeting will be called within two weeks for the employer to provide a proper update, including the issue of the funding model.

Implementation: Resolution 3/2019

As members may be aware, Resolution 3/2019 deals with deductions for statutory bodies. The Secretary of Council indicated that a meeting with the statutory council was held and a webinar held with practitioners as committed. Organised labour noted the report but raised concern that employees are still being de-registered albeit it being a small number. Parties agreed to keep this item for monitoring.

Community Health Workers

The employer indicated that it is engaging the DPSC on how to appoint Community Health Workers permanently. Organised labour noted the employer's submission and demanded that there must be meaningful consultation in the Council after the employer has concluded its engagement with the DPSC. Parties agreed that the employer will provide an update on its engagements with the DPSC in the next meeting.

Provision of uniform for nurses in sector

The employer indicated that all provinces are going to pay a uniform allowance of R3 456. 44 by 30 October 2025 because none of the provinces are ready to provide uniforms. Organised labour noted the employer's submission on the payment of the uniform allowance. Organised labour requested that all processes of issuing of tenders for nurses' uniforms in provinces be rescinded for this matter to be concluded at the PSCBC. The employer responded that the rescission of tenders that are already underway by provinces may have huge financial implications.

Draft agreement on picketing rules

Members were previously informed that parties in the Council are in the process of engaging on picketing rules with the aim of having uniform and standard rules in the sector. Organised labour indicated that they are still obtaining mandates for the adoption of the picketing rules and will pronounce their position in the next meeting. The employer noted the submission by organised labour but urged organised labour to prioritise this matter because it has been long outstanding.

Forensic pathologists

Members are aware that organised labour raised this matter regarding salary disparities of Forensic Managers, non-payment of special and danger allowance to Forensic Pathology Officers, and the non-professionalisation of forensic pathology. The employer pleaded with organised labour to deal with this matter in the special Council meeting because it could not secure the attendance of the specialist to address this matter. Organised labour reluctantly acceded to the request by the employer because this matter has been dragging. Parties agreed that this matter be dealt with in a special Council meeting agreed to within two weeks for the employer to provide proper feedback.

Amendment of Resolution 2/2004: Revised non-pensionable allowance to rural allowance

Members were previously informed that organised labour tabled this matter because KwaZulu-Natal is the only province that does not pay a rural allowance for audiologists and proposed amendment of Resolution 2/2004. The employer refused to accede to the request to amend the Resolution to include audiologists. Organised labour indicated disappointment with the stance adopted by the employer and reserved their rights to explore other avenues to resolve this matter.

Levies increase proposal

Members were previously informed that parties are engaging on the proposal to increase levies for Council to meet its operational costs. The PSA has a mandated position, however, other unions are still in the process of obtaining a mandate. Failure by parties to reach an agreement by 30 September 2025 will necessitate a further extension of the current agreement of R5 per party. Other unions committed to pronounce their position before 30 September 2025.

Establishment of Social Development Chamber

The employer indicated that the establishment of a chamber that will focus solely on matters affecting operations at the Department of Social Development will ensure that such matters get the necessary attention and are dealt with effectively. The PSA supported the proposal for reasons advanced by the employer. The rest of the unions indicated that they need to consult their principals and provide their positions in the next meeting.

Minimum service agreement

The employer stated the need for the sector or Council to have a minimum service agreement in place. Organised labour raised a concern that the Essential Service Committee (ESC) is putting pressure on provincial chambers to conclude a Minimum Service Agreement promptly, which raises many challenges, *i.e.*, do provincial chambers have jurisdiction to conclude such agreements. Parties agreed to invite the ESC to engage on this matter within two weeks for further engagement.

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

Reuben Maleka
GENERAL MANAGER