



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

01-12-2025

Feedback: WC PHSDSBC meeting - 28 November 2025

The following items were discussed:

PHSDSBC Resolution 3/2019: Annual registration (statutory deductions)

The annual SANC registration fee deductions were finalised in November 2025. The pending HPCSA, SAPC, and SACSSP (Social Development) deductions are set to happen by February 2026. The Department of Health and Wellness informed labour that it is unable to process registrations for staff appointed as from mid-November 2025 to 31 December 2025. All affected staff must personally (manually) ensure their registration with the relevant Council by **31 December 2025**.

Safety of staff

The Department of Health and Wellness recently concluded security contracts with newly appointed service providers for the period 1 November 2025 to 31 October 2028. The employer and labour have agreed to meet online on 3 December 2025 where the employer will provide labour with a fourth quarterly security report and the application of the new security contracts.

PHSDSBC Resolution 1/2023: Nursing Uniform Allowance

The Nurses Uniform Allowance for 2025 has been paid to staff. The appointment of a future nursing uniform service provider is still under discussion at National Health level.

Closure of Brackengate

The Brackengate facility currently provides advanced transitional care under the auspices of the Western Cape Rehabilitation Centre (WCRC). The service is set to be geographically relocated to Mitchells Plain WCRC during 2026. Staff members have been sensitised of the intended move. The matter has been deferred to the first 2026 task team meeting for commencement of consultations.

EMS People Management: Office relocation

EMS People Management will be relocating to offices on the premises of Alexandra Hospital in 2026. Two wards of the institution will be renovated to accommodate the move. A total of 38 staff members are affected. The aim of the move is to consolidate all People Management Team functions along with the provision of a more practically efficient workspace. The move is set to alleviate ongoing OHS issues,

along with interviews, training and meeting space challenges experienced at the current EMS offices located on the Karl Bremmer property. The employer has committed to providing existing staff with transport from the Karl Bremmer premises to Alexandra Hospital for the first three months of the move. The employer will provide labour with all documentation relating to the intended move prior to further engagements set to take place at the first 2026 task team meeting.

Aan-Het-Pad Clinic move to Cloetesville

Aan-Het-Pad Clinic was initially an old farmhouse converted into a clinic. This service is situated in the midst of a high-risk security area with gangsterism at the core of the challenge. The employer proposed a move of all staff and services to Cloetesville Clinic owing to the ongoing security risk and dilapidated infrastructure. The move is set to occur by 1 April 2026. Parties will engage further at a special meeting prior to the move.

Operational alignment of management structure: Sonstraal TB Hospital alignment to Drakenstein sub-district in Winelands district

This will undergo a three-phased approach, with Phase 1 dealing with the onboarding of the management teams, Phase 2 speaking to the strengthening of corporate services, and Phase 3 the amalgamation of all clinical and corporate services with one managerial structure. Sonstraal Transitional Care will become part of the Cape Winelands and directly managed by the Sonstraal Medical Manager. PSA shop stewards are to engage PSA members at these affected institutions and provide the PSA Chairperson with their concerns regarding Phase 1 of the proposal by **4 December 2025**.

Partial movement of Ceres CDC (Witzenberg subdistrict) to premises of Netcare Hospital, Ceres

Members will recall that the employer previously presented its proposal to labour regarding the transfer of the entire existing service from one building to another. The move is less than 5 km from the existing premises. Parties deemed the matter as duly consulted.

Closing of Tygerberg Hospital Pharmacology Lab

Members will recall that this project emanates from the employer having found that the Pharmacology Lab has become redundant since its Medical Technologists' functions are duplicated by the current NHLS and Stellenbosch University Lab. The concerns raised by affected staff will be addressed in a special meeting between the employer, labour and affected members at Tygerberg Hospital prior to 31 December 2025, this with the aim of concluding the process.

The next Chamber meeting is scheduled for 2026.

Employees in the Health and Social Development sector are called upon to join PSA as the Union continues protecting their rights and promoting their interests. Employees interested in joining the PSA or wanting to raise any employment concerns should contact angelo.fisher@psa.co.za or jacques.botha@psaftob.co.za.

Reuben Maleka
GENERAL MANAGER