



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

20-08-2025

Update: PHSDSBC Western Cape

PHSDSBC Resolution 3/2019: Annual registration with professional bodies

Nurses: The annual SANC registration-fee deduction will happen in November 2025. Affected professional nursing staff will be able to access their Annual Practicing Certificate (APC) electronically.

Social Workers: Social Development indicated that it is in the verification process with SACSSP. Members will be informed of progress.

Safety of staff

The Western Cape Chamber has established a task team with the sole responsibility of addressing staff safety issues. Labour has requested an updated OHS report from the employer, reflecting all existing and pending OHS Committees. The employer agreed to provide the information by 31 August 2025.

PHSDSBC Resolution 1/2023: Nursing uniform allowance

The procurement process has been put on hold pending a National Department of Health meeting, scheduled for 27 August 2025, whereby concerns pertaining to the quality of uniforms and the decentralisation of procurement will be addressed. The Western Cape Department of Health, however, re-iterated that it intends to pay the allowance for 2025. A Special Western Cape Chamber meeting will be held after the National Health Meeting for parties to have clear way forward.

EMS: IMLC

EMS falls in the ECSS (Emergency and Clinical Services Support) as per the newly approved macro-structure of Department of Health and Wellness, Western Cape. This, in turn, means that all transversal EMS issues will be addressed in the ECSS Transversal IMLC. The proposed EMS Metro and Rural IMLCs retain their independence whilst operating within the ambit of the Transversal EMS IMLC. The PSA welcomed the practical adjustment to the EMS IMLC structure. The employer will provide organised labour with the proposed Transversal IMLC 'Terms of Reference' by 22 August 2025.

Minimum service agreement (MSA), Essential Services Committee (ESC) Social Development

Negotiations regarding the conclusion of a MSA have been brought to a halt by the concerns of organised labour. As an amicable way forward, the ESC has agreed to host a workshop whereby addressing the essence and impact of a MSA between parties. Further negotiations regarding the conclusion of a MSA

are set to proceed from there. This workshop is deemed as critical as it will determine the trajectory for upcoming MSA negotiations set to happen for the Department of Health and Wellness. The workshop is set to take place on 7 October 2025.

Micro-design project (MDP) Part 2: Department of Health and Wellness

Phase 2 of the staggered approach has commenced and speaks to Micro Design Optimisation whereby the individual functional areas as prioritised by the Department. The employer previously presented its proposal for the optimisation and service re-design of the Chief Directorate: SCM and Chief Directorate FIM: Infrastructure Sourcing. Members raised no opposition to the proposal. The matter is now deemed as duly consulted and awaiting implementation.

Patient Care Assistants

Organised labour raised concern with the influx of Patient Care Assistants in the Department of Health and Wellness. The employer has also advertised these posts as part of internships offered in an Expanded Works Programme (EPWP). Nurses informed the employer that these Assistants are completing the duties of registered nurses without the official competency or professional registration. This puts patients at high risk and the employer open for liability costs. Organised labour will provide the employer with supporting evidence to substantiate its claim. The matter has been moved to the next task team meeting.

The next Chamber meeting is scheduled for 9 October 2025. 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 members wanting to raise any employment concerns should contact the PSA Labour Relations Officer at angelo.fisher@psa.co.za.

Reuben Maleka
GENERAL MANAGER