



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

05-08-2026

Feedback: Special and Chamber meeting – 29 -30 July 2026

Tabling of policies by employer

Members will recall that at the Chamber meeting held on 23 September 2025, the employer tabled several policies from the Department of Health, including the Travel Policy, Remunerative Overtime Policy and Working Hours Policy, Succession Planning Policy, Secondment Policy, and Recruitment and Selection Policy. These policies were referred to the task team for discussion. However, the task team did not convene and therefore requested additional time, indicating that it hoped to be ready for the next meeting or would request a special Chamber meeting, if necessary. The request was accepted by labour and the employer. On 29 July 2026, a special Chamber meeting was held wherein the following policies were adopted:

- Succession Planning Policy, which is a new policy aimed at equipping international employees.
- Travelling Policy
- Remunerative Overtime and Working Hours policy
- Secondment Policy
- Recruitment and Selection Policy.

All the above-mentioned Policies will be made available to all admitted unions once these have been signed by the HOD through the office of the Chamber Secretary. Although these Policies were adopted, the PSA noted the need to adopt but had no mandate to adopt the Policies.

The ordinary Chamber meeting was held on 30 July 2026. However, it could not proceed as labour refused to adopt the agenda owing to the employer's failure to invite its principals as requested at the previous Chamber meeting. It was therefore agreed that Chamber management would invite the Heads of Department for both the Eastern Cape Department of Health and the Eastern Cape Department of Social Development. As a result, all agenda items were deferred to the special Chamber meeting planned for September 2026.

Employees who wish to join the PSA can contact Zingisile Mgxaji - 047 501 2500 / Zingisile.mgxaji@psa.co.za or Zizipho Shukuma - Zizipho.shukuma@psa.co.za.

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