



FOR PSA MEMBERS: PUBLIC HEALTH SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) – FREE STATE

21-07-2026

Feedback: PHSDSBC Chamber meeting – 16 July 2026

Organised labour provided feedback on two key issues discussed during the Chamber meeting.

Outstanding PMDS assessments (2023/24 and 2024/25)

Organised labour raised concerns about employees whose PMDS assessments remain outstanding. Although the employer had been requested at the previous Chamber meeting (21 May 2026) to provide a detailed report on affected employees, it failed to do so and instead suggested that employees pursue individual grievances. The employer reported that 410 employees were affected in the 2023/24 cycle and 518 employees in the 2024/25 cycle. Organised labour rejected this approach and insisted on receiving the detailed report before considering any further action. Following discussions, the employer agreed to provide the report within one month. Organised labour will analyse the report and continue engaging the employer to protect affected members.

Grade progression from 2023 onwards

The employer presented a list of employees eligible for grade progression. However, organised labour identified several errors, omissions, and inconsistencies in the information provided. The employer was requested to correct the identified issues, clarify unclear cases, and submit an updated list for further engagement. The Chamber also resolved that the Chamber task team will monitor the implementation of grade progression, whilst the employer must provide a progress report at the next Chamber meeting.

Way forward

Organised labour is committed to ensuring employer compliance with Chamber resolutions and safeguarding members' interests. Members will be updated on progress regarding outstanding PMDS assessments and the implementation of grade progression for qualifying employees.

Reuben Maleka
GENERAL MANAGER