



FOR PSA MEMBERS: KWAZULU-NATAL DEPARTMENT OH HEALTH - DURBAN AREA

07-10-2026

PSA secures rural allowance victory for Staff Nurses and Nursing Assistants

The PSA welcomes the landmark judgement of the Labour Appeal Court of South Africa, which has confirmed the correct interpretation of PHSDSBC Resolution 2/2004 relating to the payment of rural allowances in the Health Sector.

The judgement arose from litigation involving the *Department of Health, KwaZulu-Natal and Dalton Dladla & Others*. This outcome represents a significant victory for nursing employees who have historically been excluded from rural-allowance benefits based on incorrect interpretations of the applicable collective agreement. The Court confirmed that the interpretation of the agreement should not be confined merely to rank designations but must consider the broader category of nursing professionals contemplated by the Resolution.

The PSA particularly acknowledges the tireless efforts, perseverance, and commitment of Dalton Dladla, a PSA shop steward, whose determination over many years since 2013, ensured that the matter was pursued through the appropriate dispute resolution channels and ultimately to the Labour Appeal Court. The PSA is committed to ensuring that collective agreements are applied fairly and consistently and will continue to engage the employer to ensure that all qualifying employees receive the benefits to which they are entitled.

Note: All Nursing Assistants and Staff Nurses who work in hospitals, clinics or any health facilities that are designated as receiving rural allowances must approach PSA Offices to have their details recorded and submitted to the employer.

Join the PSA

To join the PSA, kindly send the *attached* application form to Zamani.Dladla@psa.co.za. Alternatively, call 071 681 3105.

Reuben Maleka
GENERAL SECRETARY