



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

01-10-2026

Feedback: PHSDSBC council meeting - 29 September 2026

Nurses Uniform

Models were paraded in nurses' uniforms, as requested by organised labour, to allow an assessment of how the uniform appears and fits individuals. Organised labour urged the employer to continue paying nurses the uniform allowance, noting that the 30 November 2026 deadline will not be met while the parties finalise the draft agreement on the nurses' uniform. Parties agreed that the employer will revert to its principals regarding the request to pay the allowance for the current financial year. However, the employer could not commit to a date for providing feedback. Furthermore, the parties agreed that the development and conclusion of the nurses' uniform agreement must be finalised within the Collective Bargaining Committee.

Forensic Pathology Officers (FPO) matters

Forensic Pathology Officers (FPOs): Amendment of Resolution 2 of 2010- OSD for Therapeutic, Diagnostic and Allied Professionals

Members were previously informed that the employer had agreed to the removal of Forensic Pathology Officers (FPOs) from the Occupational Specific Dispensation (OSD), and a draft agreement was circulated for inputs in this regard. The parties further agreed to continue engagements within the task team until the matter is resolved.

Professionalisation of the FPOs

Members are informed that the National Forensic Pathology Service Committee presented progress on the professionalisation of Forensic Pathology Officers (FPOs). Regulations for FPO registration have been developed and approved by the HPCSA Council, with the register now active. The professionalisation process is intended to secure recognition, establish career progression, and strengthen service delivery within forensic pathology. Parties further agreed that organised labour will collaborate with the Forensic Pathology Service Committee in the task team, which will include the Health Professions Council of South Africa (HPCSA).

Salary disparities for Forensic Pathology Managers

Members will recall that this item was tabled by the PSA due to salary disparities affecting Pathology Managers. The employer initially argued that the disparities were justified by the size of the mortuary, a position which labour rejected as unjustified. Parties agreed that the employer will appoint an expert in the field to engage with organised labour on the matter. Should the employer fail to secure such an expert, or should labour remain dissatisfied with the outcome, labour reserves the right to pursue other avenues to resolve the issue.

Minimum Service Agreement (MSA)

An MSA is a collective agreement between employers and unions in essential services that sets out the minimum staffing levels required to keep vital operations running during industrial action. Organised labour reported that they held a closed session with the Essential Services Committee (ESC) on 21 September 2026 and confirmed that work in this regard remains in progress. Furthermore, organised labour indicated that they can now engage further in the Collective Bargaining Committee on the draft Terms of Reference, having gained greater clarity through their consultations. These engagements will take place within the Collective Bargaining Committee. The employer noted the submission by organised labour.

Permanent employment of Community Health Workers

Members will recall that the central issue is that, although there are 43,000 Community Health Workers (CHWs), the employer permanently appointed only 27,000. The remaining 16,000 were excluded from permanent employment on the basis that they do not hold matric certificates and were instead granted only an additional R1,000 to their stipend. Organised labour is demanding permanent employment of the outstanding 16,000 CHWs.

The employer indicated that it is unwilling to engage on this item owing to an ongoing dispute in Limpopo Province lodged by one of the unions. The PSA has already written to the Director General of the Department of Health requesting a meeting on this matter and is awaiting confirmation of the meeting date.

Professionalisation of Community Development Practitioners (CDPs)

Members will recall that this matter was tabled to push for a structured pathway and accountability in professionalizing Community Development Practitioners (CDPs). The process of the professionalisation of Community Development Practitioners (CDPs) has advanced through legislation, registration, and the establishment of a Professional Board under the South African Council for Social Service Professions (SACSSP). The matter has now largely shifted into statutory and regulatory processes. The Council awaits the Employer's final roadmap to confirm outstanding issues, particularly those affecting employment conditions. Once clarified, the item may be formally closed, with any future labour related matters tabled as new agenda items to protect members' interests.

Implementation of Resolution 3 of 2019

This resolution introduces mandatory deductions of professional registration fees from employees by PERSAL to be paid to the various statutory bodies. Members will recall that this resolution was adopted to address the deregistration of employees that had been occurring prior to its adoption. Regrettably, seven years later, employees continue to face deregistration by statutory bodies. Parties have agreed that the Office of the General Secretary must analyse the key challenges that have contributed to deregistration over the past three years, drawing on reports from various provinces. The consolidated report will be tabled at the next Council meeting for engagement.

Establishment of Social Development Chamber

Members were previously informed that this matter was tabled by the employer, supported by the PSA, for the establishment of a Social Development Chamber. The purpose of the chamber was to ensure that matters falling under Social Development Department receive the dedicated attention and focus they require. However, this item did not secure the necessary support, as the majority of parties in council did not endorse it.

Picketing rules

Picketing rules are essential to safeguard the right to protest while ensuring strikes remain peaceful, lawful, and fair to all parties involved. Members will recall that a process was initiated to conclude an agreement on picketing rules, with the objective of establishing uniform and standard rules across the Sector. Labour reported that they were not yet in a position to adopt the picketing rules, as their internal processes were still ongoing. The employer duly noted this submission.

Employees who want to join the PSA can visit the PSA's website, send or contact PSA Provincial Offices.

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GENERAL MANAGER