



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

10-06-2026

Critical issues affecting employees in Public Health and Social Development Sector

A special Council meeting was held on 9 June 2026 where the following issues were discussed:

Permanent employment of Community Health Workers (CHWs)

Members are aware of the historical background of this matter, which led to signing of a collective agreement that was extended on numerous occasions to ensure that CHWs do not lose employment whilst parties engaged. Whilst the matter was being considered, one labour party to the Council embarked on a dispute, which led to the matter being considered at Court.

Subsequently, the employer embarked on a process to permanently employ CHWs. The employer unilaterally put the Grade-12 requirement for permanent appointments and identified 27 000 CHWs. This decision left out 16 781 CHWs who did not have matric.

The PSA demanded that the employer must provide a detailed progress report regarding the 27 000 CHWs. The PSA also demanded concluding a collective agreement for the remaining 16 781 CHWs who have not been absorbed. Although the employer undertook to seek the mandate, the process took much longer than necessary, leading to the PSA seeking intervention by the Minister of Health. The PSA was also approached by several members who, despite possessing Grade 12, were not absorbed. The PSA consolidated the list and submitted this to the Minister and even had a meeting with him where the Minister committed that substantial issues pertaining to CHWs would be discussed in the Council.

The PSA was extremely disappointed that whilst the matter was still being discussed at Council, the employer issued directives to the various provinces, directing them not to appoint CHWs permanently. The employer also urged CHWs without Grade 12 to apply for positions where they meet the requirements. The PSA subsequently called for an urgent meeting of Council that was scheduled for 9 June 2026 to deliberate on the matter.

At the Council meeting, the employer categorically indicated that although it had a mandate to discuss the matter, it received a notice of dispute from one of the unions this precluded the employer from discussing

the issue as the matter is *sub judice* and requested the item to be withdrawn. The PSA had called for extension of permanent appointments to similar categories such as Mentor Mothers, Peer Educators, and Lay Counsellors, noting that the exclusion is divisive, causing anxiety, and perpetuating injustice. The matter could not be discussed, however, the employer agreed to seek a fresh mandate, and parties should thus reconvene in due time. The meeting was thus adjourned to afford the employer the opportunity to seek a mandate. Equally labour will use the time to engage their principals for direction.

The other agenda items related to permanent employment of Community Healthcare Workers; Forensic Pathology Officers: Amendment of Resolution 2/2010 – OSD for Therapeutic, Diagnostic, and Allied professionals; minimum service agreement; and responses from the PSCBC and the Registrar could not be dealt with and will be addressed in the next meeting.

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

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GENERAL MANAGER