



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

12-01-2026

Permanent employment of Community Health Workers (CHWs)

Members were alerted that the matter has been on the agenda of the Council for number of years after the conclusion of PHSDSBC Resolution 1/2018, which was subsequently repeatedly extended whilst the matter was being considered. The employer attributed the failure to employ CHWs permanently to a lack of funding although discussions were underway at various levels to source funding for permanent employment of this category of employees. Members were alerted that whilst the matter was being discussed, one party to the Council embarked on a dispute, which led to the matter being considered at court. Subsequently, the Department reported that finally, CHWs will be appointed on a permanent basis although only 27 000 were identified. The employer indicated that only those with Grade 12 will be employed during December 2025.

The PSA was alerted by concerned members who were not appointed on a permanent basis despite possessing Grade 12 contrary to the employer's commitment. Members will recall that labour had requested the employer to provide a detailed progress report regarding the permanent appointment of the 27 000 CHWs and further for the employer to urgently draft a collective agreement to deal with the remaining 16 781 CHWs. The criteria for prioritising CHWs with Grade 12 and inadequate engagement on placement criteria were also highlighted as individual unions engaged on the matter. Subsequently, it was resolved that a special Council meeting will be arranged where the employer will provide a progress report as well as tabling the draft collective agreement.

The PSA thus invited all CHWs with Grade 12 who have not been considered for permanent appointment to urgently send their details to Velucia.maluleke@psa.co.za before **19 January 2026** and must include the following: Name and Surname; ID number; Date of employment; and Work station.

The PSA's call remains that all CHWs, irrespective of their academic qualification, should be permanently appointed as they have demonstrated that they are capable of performing in terms of the scope of this position.

Members will be informed of developments.

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

Reuben Maleka

GENERAL MANAGER