



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

13-02-2026

## Feedback: PHDSBC Special Bargaining Council Meeting – 12 February 2025

### **Permanent appointment of CHWs**

Members will recall that the employer committed to appoint all Community Health Workers (CHWs) with Grade 12 permanently although the PSA called for permanent appointment of all CHWs, including those without Grade 12. The basis of the argument is that those cadres are doing the job, and it is an injustice that although the Department allowed them to do the work without Grade 12, when opportunity arises for them to be appointed permanently, the educational requirement becomes an issue. Subsequently, the employer indicated that it is considering a collective agreement for CHWs without Grade 12, which would be tabled at the Council in due course. However, the PSA was shocked to learn that even CHWs with Grade 12 were excluded from permanent appointment. Subsequently, the PSA has written a letter to the Minister to demand the permanent appointment of excluded CHWs with Grade 12. Further, the PSA is calling for permanent appointment of Mentor Mothers, Peer Educators, and Lay Counsellors who are equally critical for health service provision.

### **Salary level: Health Promoters**

The PSA was approached by some members who allege that Health Promoters are paid on different salary levels as some are on salary level 5 and others on level 4. It is on this basis that the PSA sought to establish the extent of this problem amongst provinces. Health Promoters are requested to submit their names and salary levels to PSA Provincial Offices for negotiators to be able to take the matter forward. The information will be appreciated on or before **27 February 2026**.

### **Forensic Pathology matters**

Members are aware that three related matters pertaining to Forensic Pathology Services are before the Council, namely, amendment of Resolution 4/2017 (agreement on payment of special allowances and danger allowance), amendment of Resolution 2/2010 (OSD for therapeutic, diagnostic, and allied professional), and salary disparity: Forensic Pathology Managers. Owing to dissatisfactory answers from the employer, labour requested a facilitation meeting. The scheduling of the meeting is still awaited.

Members will be informed of developments.

Enquiries regarding matters affecting employees in the PHDSBC can be directed to Aubrey Mabotsa - [Aubrey.mabotsa@psa.co.za](mailto:Aubrey.mabotsa@psa.co.za) and Kagisho Kagisho - [kagisho.kagisho@psa.co.za](mailto:kagisho.kagisho@psa.co.za).

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