



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

12-03-2026

Critical issues affecting employees in Public Health and Social Development Sector

A Council meeting was held on 11 March 2026 where the following issues were discussed:

Professionalisation of Community Development Practitioners

Members are aware of the process to professionalise Community Development Practitioners (CDPs). Members were informed that the Registrar informed the Council that engagements were underway with the Director-General of the Department of Social Development regarding the funding model. He also provided the roadmap, although he was of the view that parties must ponder on his report as he was of the view that the matter was premature. His basis was that the funding model and establishment of the Board and professionalisation of the profession were not necessarily issues for negotiation as this did not affect members at this stage. In this meeting, labour reported that they pondered on the report and demanded that the amended roadmap as well as close-out report to be shared with parties, which will inform the decision of whether the matter must be removed from the agenda or not.

Implementation of Resolution 3/2019: Amendments to agreement on payment of annual statutory registration fees in respect of health and social development professionals

The Office of the General Secretary (OGS) reported that reports were received from all Chambers. As members may be aware, Resolution 3/2019 deals with deductions for statutory bodies. Members would recall that previously the report did not include reasons for deregistration, which made it difficult to transact on the matter. Subsequently, it was requested that the report be amended to include such a column. In this meeting, the report included reasons. The report still had a high number of deregistered officials, which was attributed to an array of reasons and mostly to historical debt that occurred prior to conclusion of the Resolution. Other discrepancies are being addressed by provincial departments. Noting the high number of deregistered cadres at the South African Council for Social Service Professions, the meeting directed the OGS to engage with the Registrar in endeavour to resolve this matter. The OGS will liaise with provinces to verify information before engaging the Registrar with accurate information.

Permanent employment of Community Health Workers (CHWs)

Members were previously informed about the history of this matter, which resulted in the conclusion of PHSDSBC Resolution 1/2018. This Resolution was extended for several years whilst the matter was under consideration. During this period, one labour party to the Council declared a dispute, which led to the matter being taken to court. Subsequently, the employer initiated a process to permanently employ CHWs. However, the employer introduced a matric requirement, which labour opposed. A total of 27 000 CHWs were identified as meeting the minimum requirement, subject to verification. Whilst labour welcomed the progress and regarded it as a significant breakthrough on this long-outstanding issue, it requested the employer to provide a detailed progress report on the permanent appointment of the 27 000 CHWs. Labour further requested that the employer must urgently table a draft collective agreement to address the remaining 16 781 CHWs.

The employer provided a report at the last meeting and indicated that the matter was being handled by a task team. Labour insisted that this task team must be established under the auspices of the Council and not as an external or independent structure. Labour also demanded that the work of the current task team be suspended. The employer noted these demands but stated that it did not have a mandate to respond. At the recent meeting, the employer reported that its mandating process had not been finalised and therefore could not respond on the matter of the task team. Labour reiterated that the existing task team was illegitimate and that its decisions should not bind members. Labour emphasised that the employer must table the matter before the Council for consideration and ratification. The employer noted labour's submission and again indicated that the internal mandating process was still underway.

Draft agreement: Picketing rules

Members would recall that a process to conclude an agreement on picketing rules with the aim of having uniform and standard rules in the Sector was underway. Labour reported that they were still not able to adopt the picket rules as they were still busy with their internal mandating processes. The submission was noted.

Forensic pathology matters

Members are aware that three matters are on the agenda of 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. Members would further recall that labour has demanded removal of the FPOs on the occupational-specific dispensation (OSD), which proved to disadvantage them, increment of dissection allowance to R5 000 seeing that the employer had failed to come with a sustainable model for Professionalisation of FPOs within six months as per clause 4.5.2 of Resolution 4/2017, and addressing the salary disparity for Forensic Pathology Managers. Although the employer had committed to ensure the presence of the expert to the meeting to deal with issues pertaining to these matters, especially the rationale for the salary disparity, again the employer reported that the expert was unavailable owing to ill-health. However, the employer reported that the demand to increase the dissection allowance to R5 000 cannot be adhered to as it is not affordable. Further, the Department has embarked on a process to ensure that the danger allowance and the special danger allowance are payable in line with the public service. Pertaining to the removal of the FPOs on the OSD, the employer has no problem and has started the process to remove them, noting that they are on different dispensations. The employer reiterated that the danger allowance issue falls under the purview of the PSCBC.

Parties reached a deadlock regarding the validity of Resolution 4/2017 and agreed to a facilitation meeting, which must be scheduled before 27 March 2026. A special Council meeting will be scheduled soon where the expert will be in attendance to address the issues of mortuary classification and salary disparity of Forensic Pathology Managers. Labour expressed disappointment with the employer for not show a sense of agency in dealing with these issues.

Levies increase proposal

Members were previously informed that parties are engaging in the proposal to increase levies for the Council to meet its operational costs. Most of the labour pronounced on their mandates supporting scenario one, *i.e.*, an inflationary adjustment of R16.54 and, in subsequent years, an automatic inflation-linked annual increase, although the employer was not ready to pronounce. In this meeting, the employer indicated that it was still not ready and moved that the current Resolution be extended by six months to allow for finalisation of the employer's mandating process. Subsequently, the Resolution was extended by a further six months.

Establishment of Social Development Chamber

The employer indicated that the establishment of a chamber that will focus solely on matters affecting operations at the Department of Social Development would ensure that such matters receive the necessary attention and are dealt with effectively. The PSA supported the proposal for reasons advanced by the employer. The rest of the unions indicated that they needed to consult their principals and provide their positions in the next meeting. However, in this meeting, they reported that they were yet to conclude their consultation. The matter was deferred to the next meeting.

Minimum service agreement (MSA)

Members would recall that the Essential Services Committee (ESC) was invited to make a presentation to the Council after it was realised that there was pressure on provincial chambers to promptly conclude MSAs without engagement with the Council. Subsequently, parties agreed that a working committee must be established, and workshops arranged. In this meeting, the OGS reported that parties had submitted names, and the draft terms of reference for the committee had been shared. The office also reported that the PSCBC has scheduled the ESC workshop on 23 March 2026, and the Council has requested that PHSDSBC Chambers be allowed to attend albeit virtual. If such request is not adhered to, the Council will embark on a process to schedule such.

Provision of uniform for nurses

Labour raised concerns that some provinces such as the Northern Cape recently paraded uniform when parties had agreed that procurement of nursing uniforms must be kept in abeyance and the employer continues to pay the allowance until the matter is finalised. Subsequently, it was agreed that the matter be added to the agenda of the facilitation meeting to be held before 27 March 2026. However, the employer requested that a special meeting be arranged prior to the facilitation meeting to share information and clarify some issues, which labour accepted.

Special leave

The OGS reported that it received enquiry regarding this matter as to why the PHSDSBC is not concluding the agreement that deals with the special leave, like the GPSSBC. The meeting resolved that the OGS must prepare the draft collective agreement for parties' consideration and negotiation.

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

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GENERAL MANAGER