



FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL: KWAZULU-NATAL - DURBAN AREA**

23-07-2026

PSA welcomes newly appointed Medical Interns and Community Service Practitioners

The PSA congratulates newly appointed Medical Interns and Community Service Practitioners in the South African Public Health Sector. As you embark on this important stage of your professional journey, you will encounter exciting opportunities, but also workplace challenges that require sound advice, strong representation, and reliable support.

The PSA, the largest politically non-affiliated independent Union in the South African Public Service, welcomes you to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) and invites you to become part of a professional Union that has protected and advanced the interests of public servants for more than 106 years. Whether you are stationed at a provincial hospital, regional hospital, district hospital, clinic or specialised health institution, the PSA is your trusted partner in safeguarding your employment rights and supporting your career.

20 reasons to become a PSA member

1. The PSA is a growing union with 250 000+ members served by Provincial Offices across the Country.
2. Attends to members' individual disputes FREE of charge.
3. Negotiates fair terms of remuneration and represents members' interests in bargaining structures.
4. Protects members' service benefits (including medical aid, pension schemes, and housing subsidies).
5. Addresses issues such as fair and reasonable working conditions, hours of work, and leave.
6. It is the only Union in the Public Service that serves Public Service Pensioners.
7. It is financially stable (complies with the *Companies Act and Labour Relations Act*).
8. Assists beneficiaries and communities throughout South Africa as part of the Union's corporate social investment programs.
9. Protects members' rights and defends them in unfair labour practices or infringement of constitutional rights and legislation (*Labour Relations Act, 1996, Basic Conditions of Employment Act, 1997, and Employment Equity Act, 1998*). Disputes are resolved at the CCMA, Labour Court, and Labour Appeal Court. The Public Service Coordinating Bargaining Council (PSCBC), Education Labour Relations Council (ELRC), Safety and Security Sectoral Bargaining Council (SSSBC), Public Health

Social Development Sectoral Bargaining Council (PHSDSBC), and General Public Service Sectoral Bargaining Council (GPSSBC) provide dispute resolution functions.

10. Employs professional, dedicated, and competent staff to support member structures in service of members.
11. Promotes members' interests during collective bargaining in bargaining forums with employers.
12. It is admitted to the various bargaining councils, which enables the Union to resolve workplace problems in these councils, saving cost and time.
13. Acts only on members' mandate (mandates on collective issues are obtained from member structures).
14. Has country-wide extensive member structures (national and sectoral) that are the link between the Union and members. These structures mirror the structures for collective bargaining and ensure the protection and promotion of members' rights and interests. Structures are active in all provinces to promote the organisation of members, obtain mandate and improve communication. For information on your PSA representative and structure, contact your local PSA Provincial Office.
15. Has an impressive success rate in resolving cases by the Union's full-time staff and thousands of democratically elected, trained shop stewards.
16. Offers fringe benefits to members, including FREE membership of *PSACLUB*! Other benefits include an exclusive PSA short-term insurance scheme, insurance benefits, funeral schemes, and assistance with debt and personal loans.
17. Provides FREE financial assistance with funeral costs at a member's death.
18. Provides FREE professional indemnity insurance cover for identified groupings of members. (R1 million per member, per year with no limitation in the aggregate).
19. The PSA Holiday Resort offers holiday accommodation at discounted rates.
20. Magazine and workplace-specific newsletters are issued to members FREE of charge - Update your contact details with the PSA's Membership Section.

Your career deserves strong representation

Medical Interns and Community Service Practitioners often experience challenges such as:

- Excessive working hours.
- Overtime-payment disputes.
- Leave and roster problems.
- Staffing shortages.
- Workplace bullying and harassment.
- Occupational health and safety concerns.
- Contract and appointment queries.
- Performance assessment disputes.
- Unfair treatment and disciplinary action.

You should never face these challenges alone. The PSA is committed to ensuring that every healthcare professional receives fair treatment, dignity in the workplace, and the protection guaranteed by South African labour legislation and collective agreements.

Join the PSA today and let the Union of Choice protect your career whilst you focus on caring for patients. You can contact the following PSA Organising/Marketing Officers:

- Zinhle Manyoni: 063 400 1036 / Zihle.Manyoni@psa.co.za
- Nkosinathi Thwala: 082 880 8953 / Nkosinathi.Thwala@psa.co.za
- Xolani Dhlamini: 073 813 9646 / Xolani.Dhlamini@psa.co.za

Alternatively, you can visit the PSA Provincial Office at Delta Towers, 11th Floor, 300 Smith Street/Anton Lembede Street in Durban or send the *attached* completed membership application form to Nobuhle.Ngongoma@psa.co.za.

Reuben Maleka
GENERAL MANAGER