



FOR PSA MEMBERS: **PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL
BARGAINING COUNCIL (PHSDBSBC) – NORTH WEST**

11-09-2026

Update: North West PHSDBC Chamber meeting - Labour rejects language policy and calls for recomposition of OHS committees by employer (Social Development) to include organised labour

Members are encouraged to note the issues that remain on the Chamber agenda and to request the relevant reports where needed.

Occupational health and safety (OHS) challenges

The employer provided a rotation roster for all directories. The Chamber noted and accepted the lists, as the employer (Health) continues to work from temporary accommodation owing to closure of its main building. The Chamber resolved that the rosters be published for all employees to have access to enhance synergy in the Department. The employer (Social Development) was directed to include organised labour in Provincial OHS Steering Committees. It was resolved that OHS be removed from Chamber to allow Steering Committees to deal directly with OHS issues, which will include inspection of workplaces. The Department of Health indicated that rehabilitation of the building would be undertaken in phases, with the first phase focused on critical safety rehabilitation and the second phase on refurbishment and upgrades.

Resolution 3/2019: Annual statutory registration fees

A report was presented by the employer, which indicated 100% compliance. All social services and health professions statutory payments are up to date. The Chamber agreed to remove the report from the agenda and to only discuss it annually to coincide with relevant renewal periods.

Resolution 3/2009: Occupational-Specific Dispensation for healthcare professionals

The report remains as previously reported and the item is to be removed from the agenda.

Education, Training, and Development Policy

The Chamber removed this from the agenda to allow the employer to make the necessary corrections and provide a detailed report. The Chamber will then process the policy for acceptance or rejection.

Language Policy

The employer, on behalf of the Communication Directorate, presented the policy on language. Organised labour rejected formulation of the language policy and indicated that in terms of the *Constitution*, all twelve languages are equal and should be promoted equitably without favouring any language. It was further motivated that it is an attempt to regionalise the Province into a particular tribe. The Chamber removed this from the agenda to allow the employer to make the necessary corrections and provide a detailed report. The Chamber will then process the policy for acceptance or rejection.

HRM Circular 4/2026

Organised labour added HRM Circular 4/2026, dated 25 August 2026, as an agenda point. The Circular communicates interim measures regarding the filling of vacant posts owing to the Department's projected over-expenditure on compensation of employees. It further temporarily freezes all recruitment and selection processes, inter-departmental transfers, job adjustments, and appointments of Community Health workers, whilst critical posts are excluded where necessary to ensure continuity in service delivery. Organised labour indicated dissatisfaction that the Circular was released prior to any engagements by the Department. An urgent meeting was requested with the principals to engage on the implication of the Circular.

Members who are interested in the reports provided in the Chamber can contact Kabelo Moalosi on 082 880 8996 / Kabelo.moalosi@psa.co.za.

Reuben Maleka
GENERAL SECRETARY