



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

21-07-2026

PSA welcomes newly appointed health professionals at Department of Health and Wellness

The PSA effectively represents the full spectrum of the South African population and lives by the values of *Loyalty, Transparency, Respect, Ethical Conduct, Consistency and Service Excellence!* As a leading politically non-aligned, professional trade union, the PSA's mission is to protect your rights and promote your interests. The PSA has a seat at the table of both the national and provincial Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) and Public Service Coordinating Bargaining Council (PSCBC), as well as the Institutional Management Labour Caucus (IMLC) of the various institutions in the Western Cape Department of Health and Wellness.

Here are a few more reasons why you should invest in PSA membership:



VERY GOOD REASONS

WHY THE PSA SHOULD BE YOUR LABOUR HOME

The PSA, a registered trade union, is the largest, politically non-affiliated, fully-representative Union in the Public Service and State-Owned Entities, with a proud history of more than a century of service to members. The PSA...

- 1. Is a growing Union** with 240 000+ 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. Is the only Union in the Public Service that serves Public Service pensioners.**
- 7. 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 infringements 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. In the Public Service, the Public Service Coordinating Bargaining Council (PSCBC), Education Labour Relations Council (ELRC), Safety and Security Sectoral Bargaining Council (SSSBC), Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), and General Public Service Sectoral Bargaining Council (GPSSBC) provide dispute resolution functions. With the promotion of interests, rights are also established with collective agreements - non-compliance with such rights is being taken care of by these institutions.
- 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. 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 mandates 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. 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 (updateinfo@psa.co.za) to ensure that you receive all news.

The PSA effectively represents the full spectrum of the South African population and lives by the values of **LOYALTY, TRANSPARENCY, RESPECT, ETHICAL CONDUCT, CONSISTENCY and SERVICE EXCELLENCE!**

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PSA
The Union Of Choice

Your rights matter! Join the PSA now by contacting psa.kstad@psa.co.za or (021) 409 7360 for further information.

Reuben Maleka
GENERAL MANAGER