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

30-10-2026

Update: PHSDSBC – Western Cape

Safety Of staff

Staff safety remains a key priority and requires continuous vigilance, monitoring, and operational adjustments in response to changing security conditions at institutions in the Departments of Health and Wellness and Social Development. Quarterly engagements between the employer and organised labour provide a structured platform to assess risks, monitor progress, and pursue focused, action-oriented solutions to these ongoing challenges.

The Department of Health and Wellness presented its quarterly safety report to organised labour. The Department of Social Development also presented its quarterly report, together with a *'Progress Report: action-plan for Khayelitsha'*, following the recent increase in crime in the area. Members are urged to familiarise themselves with the *attached* '*Standard Operating Procedure for Incident Reporting'* and to follow the prescribed process when reporting safety incidents.

The PSA will continue to hold the employer fully accountable for its duty to provide and maintain safe working conditions for all employees, regardless of whether security services are provided directly by the employer or outsourced to a service provider.

PHSDSBC Resolution 3/2019: Annual Fees

The Department of Health and Wellness informed organised labour that all registration fee deductions for the SANC (Nursing) were made in October 2026. All appointments made during the period 1 October 2026 to 31 December 2026 will be done manually by the employer. Members must note that the employer is not responsible for any additional registration fee deducted as a result of 'moonlighting' by staff.The Department of Social Development's deductions for nurses will be made in October 2026. Deductions for the SACSSP (Social Work) will follow in due course.

Nursing uniform 2026

The resolution governing the nursing uniform arrangements has lapsed, and the matter remains under consideration at the National PHSDSBC. Parties must now decide whether to pay the nursing uniform allowance for 2026, pending finalisation of procurement arrangements for future uniforms. The Western

Cape has formally indicated its support for payment of the 2026 allowance, however, no payment can be processed until a national directive is issued. The PSA will continue to press for an urgent decision and implementation to ensure members are not disadvantaged by further delays.

Parental Leave (Paternity and Maternity) – DPSA Circular 2 of 2026

The Public Service leave benefits are regulated through the '*Determination and Direction of Leave of Absence.* In the recent Constitutional Court judgement *of Werner Van Wyk and Others v Minister of Employment and Labour and Others (CCT308/23*), the Court ruled that *Parental Leave* (*Maternity and Paternity [4 months, 10 days])* can be shared between partners/spouses. The DPSA is currently assessing the implications of this judgement for the public service leave dispensation. For now, *Maternity and Paternal* leave remain intact for public service.

For further information on Western Cape PHSDSBC matters, members are encouraged to contact the PSA Health and Social Development Chairperson, *jacques.botha@psaftss.co.za* or *angelo.fisher@psa.co.za*.

Reuben Maleka
GENERAL SECRETARY