

MEDIA RELEASE	PSA welcomes Labour Court ruling for Community Health Workers to be appointed permanent
DATE	29 January 2025
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The Public Servants Association (PSA) welcomes the Labour Court ruling that Community Health Workers (CHWs) be deemed permanent as they are currently employed on recurring fixed-term contracts with no benefits.

Many of these employees have been in the employment of the Department of Health for more than ten years. The PSA has continually been working for these employees' permanent appointed as the Union believes in decent work as supported by the International Labour Organisation. Decent work sums up the aspirations of people in their working lives as it involves opportunities for work that is productive and provides a fair income, security in the workplace, and social protection. It must be work with prospects for personal development and social integration. These CHWs were not able to access any financing, owing to their 12-month contracts as well as receiving allowances and not salaries, which threaten their social protection. The PSA has continuously highlighted the plight and important role of CHWs in South Africa's health system. The PSA strongly opposed the employer's termination of employment of this category of employees and maintained that whilst these issues are engaged on, CHWs must remain in employment.

The PSA calls on the Department of Health to comply and implement the judgement rather than opting for a review. Government departments often tap into the perceived unlimited budget of the state to frustrate employees and processes. The PSA will continue to protect and promote the rights and interests of workers in line with the Union's core responsibility and mandate. The Court judgement came at the right time, as government is in a process of implementing the National Health Insurance, which needs committed, capable, and well compensated employees to ensure that South Africans enjoy the right to access quality healthcare.

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