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

11-12-2024

## Feedback: PHSDSBC meeting – 10 December 2024

The following agenda points were discussed:

### **Standardisation of remuneration: Community Health Workers (CHW) - Department of Health**

Labour's demand to serve in the expert working groups (EWG) was acceded to by the employer and each union was requested to submit the name of a representative. Labour's involvement will assist the process where reports and documents will be interrogated at the first point of entry unlike waiting for when the final report would be submitted to the Council, as the employer intended. Labour appreciated the favourable consideration of the demand and committed to providing names as directed.

### **Provision of uniform: Nurses in sector**

The employer previously shared the terms of reference (TOR), which was well received by organised labour. Organised labour demanded centralisation of the procurement of nurses' uniforms. However, in this meeting the employer reported that other provinces have paid suppliers, and the process cannot be suspended owing to financial implications. Labour was shocked as concerns were previously raised regarding the quality of uniforms provided to nurses, only to be told that contracts were concluded with service providers. Parties could not agree on the halting of the procurement processes. A facilitation process was agreed upon for January 2025. The employer reported that all outstanding payments of allowances for uniforms for Free State will be processed before end of December 2024.

### **Child and Youth Care Workers (CYCW) performing duties not within their scope**

Members were previously informed that the employer could not respond to this matter owing to unavailability of the expert. The employer reported that Department of Social Development conducted an audit and maintained that CYCWs are performing work that is within their scope and did not agree with labour's submission. Labour reiterated that accompanying children to hospital, providing doctors' reports to nurses and administering medication (including ARVs as well as Schedule 4 and 5 medications) cannot fall within the scope of CYCWs. After extensive engagement, parties could not find each other. Labour reserved its rights on the matter although the Chairperson endeavoured to arrange a meeting in January 2025 with a view to resolving the impasse.

### **Amendment: Resolution 4/2017 - Agreement on payment of special allowance and danger allowance**

Labour tabled the matter following complaints from members to amend Resolution 4/2017 to increase payment of the danger allowance to R5 000 wherein the employer undertook to engage its principals. The employer reported that internal processes were underway, and it was thus not able to respond. The employer reported that engagement with the DPSA was underway to seek clarity and advice, although it was of the view that current wage negotiations should be concluded as it could provide direction to deal with the matter. Labour indicated that there was no relation between wage negotiations and the demand pertaining to Resolution 4/2017. Seeing that the employer did not understand the issue of PSCBC Resolution 4/2015 and PHSDSBC Resolution 4/2017, labour will table a draft amendment in the next meeting. The employer will thus await labour's submission of the draft amendment.

### **Salary disparities: Forensic Pathology Managers**

The PSA tabled the matter following complaints that Forensic Pathology Managers are not paid equally across the health sector and called on the employer to ensure that the principle of 'equal work for equal pay' applies. The employer responded that it would reflect on the matter and provide feedback in the next meeting. The employer acknowledged the disparities that are attributed to the sizes of facilities as larger facilities' managers will be paid higher than those managing smaller facilities. Labour rejected the explanation and demanded a further presentation to demonstrate the categorisation of facilities and the job evaluation results of the same. The employer noted the request and undertook to report in the next meeting although being of the view that this is a rights matter that should not have been tabled at the Council and members should rather have declared grievances. Labour lambasted the employer for such behaviour as the Council also has dispute prevention mechanisms, noting that the system cannot be overloaded by declaring disputes for matters that can be resolved through engagements.

### **Status: Professionalisation of Community Development Practice (CDP)**

The employer tabled this matter pertaining to the professionalisation of the Community Development Practice in terms of section 14A and 28(2)(gD) of the *Social Services Professions Act*. The employer reported that the regulations, which outline the roles of the Minister of Social Development, and the South African Council for Social Service Professions (SACSSP), have been approved and gazetted. The SACSSP should now develop voters rolls by identifying eligible CDPs to facilitate the nomination and election of Board members. The Board is yet to be constituted, once advertised and filled, will thus deal with issues such as regulation of CDP training, qualifications, registration, and ethical conduct. Labour enquired on the timeframe and the employer indicated that it was not able to commit to any timeline at this point. Labour noted the progress report and will monitor the process. The employer will report in the next meeting.

Employees who want to join the PSA can visit the PSA's website, send an email to [ask@psa.co.za](mailto:ask@psa.co.za), or contact PSA Provincial Offices.

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