

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

22-10-2024

## Feedback: Special PHSDSBC meeting - 18 October 2024

### Standardisation of remuneration: Community Health Workers (CHWs) – Department of Health

The employer reported that the work was underway to review the CHWs policy. A skills audit was conducted in all provinces, except the Western Cape, from a sample of 192 Primary Healthcare Facilities and 662 Community Workers. The sampling revealed that CHWs are on different skills levels and qualifications, which assisted to identify training gaps. The employer reported that *Expert Working Group (EWG)* was to provide technical guidance and support to the Department to facilitate dialogue with relevant stakeholders on policy inputs. Labour raised concern on its exclusion and demanded to be included. The employer undertook to report on or before 31 October 2024 upon conferring with its principals.

### Token of appreciation for frontline workers

Members are aware that the employer tabled a draft agreement to amend the PHSDSBC Resolution 2/2023 to include other categories of workers who were also at work during the pandemic. Parties could not agree with a clause that placed the onus on employees to provide proof that they were at work. It was subsequently resolved in a Council meeting that the matter must be referred to the Collective Bargaining Committee. It was reported in the recent meeting that the Committee sat on 9 October 2024 where consensus was reached pertaining to clause 4.2. This clause now puts the onus on both employer and employee to provide the required proof wherein the employer shall assist the employee with documents that are at employer's disposal. The employer will sign the agreement for circulation to unions for their consideration/signature. Members are requested to provide a mandate to [Velucia.maluleke@psa.co.za](mailto:Velucia.maluleke@psa.co.za) to either accept or reject the proposed clause 4.2, which puts the onus on both employer and employee to provide the required proof that they were at work wherein the employer shall assist the employee with documents that are at employer's disposal.

### Provision of uniforms: Nurses in Sector

Members are aware that the employer failed to meet the deadline of 1 September 2024 for the provision of uniforms to nurses in respect of Resolution 1/2023. Parties agreed that the employer should continue paying the uniform allowance as per the collective agreement. The employer reported that a letter was written to all provincial heads on 20 September 2024 to request them to facilitate payment of uniform allowance to nurses on or before 30 November 2024. Members who did not receive their payments on the set date are urged to contact PSA Provincial Offices for intervention.

Members will be informed of developments.

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.

Reuben Maleka

**GENERAL MANAGER**