



FOR PSA MEMBERS: **GAUTENG DEPARTMENT OF HEALTH**

24-02-2025

Feedback: Special multilateral meeting (21 February 2025): Unbearable working conditions for Community Health Workers

Community Health Workers (CHWs) are currently subjected to unbearable working conditions. The Gauteng Department of Health employs some 6 000 CHWs. They were absorbed to become full-time employees by the Department of Health in 2022. Since their full-time employment, their working conditions are unbearable and in violation basic conditions of employment. The issue of the working conditions was placed by the PSA on the agenda of the Gauteng PHSDSBC Chamber and the Gauteng Department of Health Multilateral Forum was assigned to resolve all the issues. The urgent issues to be resolved by the employer were as follows:

Procurement of uniform

The PSA raised that management of the Gauteng Department of Health has not addressed the issue of uniform of CHWs in most of districts such as Tshwane, Ekurhuleni, Sedibeng, and Johannesburg. The employer conceded that it failed to make proper follow-up with the service providers of the uniform. The uniform was supposed to be provided during the 2024/25-financial year but was not provided.

Danger allowance

There are CHWs who are based at Kgosi Mampuru Correctional Centre. They are subjected to risk and danger like other correctional centre-based employees. The PSA demanded that they get the benefit of a danger allowance like all other correctional centre-based employees. The Department made an undertaking to implement a danger allowance before the end of May 2025. The PSA will monitor the issue until it is resolved. If the matter is not resolved, the PSA will recommend for CHWs based in the correctional centre to be removed and placed in other centres.

EMPDS

The PSA raised as issue that performance agreement and performance assessments done between CHWs and NPO officials. This is in complete breach of the PMDS policy. The employer undertook to hold a meeting to strategise on how to resolve this matter and report at the next multilateral meeting. Discussions are not finalised and will be deliberated further at the next multilateral meeting.

Members will be informed of developments.

Reuben Maleka
GENERAL MANAGER