



FOR PSA MEMBERS: **KWAZULU-NATAL DEPARTMENT OF HEALTH**

13-02-2025

PSA committed to securing permanent employment for Community Health Workers

The PSA is pleased to announce a significant development regarding the employment status of Community Health Workers (CHWs). The Labour Court has ruled that CHWs who have been employed on recurring fixed-term contracts without benefits, are to be deemed permanent employees. This ruling acknowledges the critical role CHWs play in South Africa's healthcare system and their right to job security and benefits.

Ongoing negotiations for implementation

In line with the 2022 resolution aimed at converting CHWs to permanent positions, the PSA is actively engaged in negotiations to ensure the employer implements this resolution effectively. The PSA has worked diligently to address issues concerning CHWs, advocating for their rights and striving to ensure that the employer implements the resolutions.

Clarification on Labour Court ruling

It is important to note that the Labour Court's ruling currently applies only to the CHWs cited in the dispute and arbitration award. The employer has not yet indicated whether it will implement this order or review the Court decision, which may prolong the conversion of CHWs to permanent positions for all CHWs. The PSA is exploring legal avenues to extend the Court order to encompass all CHWs, ensuring that every CHW benefits from permanent employment status and associated benefits.

Addressing misconceptions regarding level-4 placement

There is a misconception that CHWs will be moved to level-4 positions by 1 April 2025. However, government regulations and the recruitment and selection process dictate the procedures for filling positions. At this stage, there is no confirmed information indicating that CHWs will be permanent and to move to level 4 by March or April 2025.

Request for member information

To provide accurate legal advice and support, the PSA requests that all CHWs submit the following information:

- Full Name

- Surname
- PSA Membership Number
- ID Number

Please send this information to thabani.mdluli@psa.co.za or WhatsApp 078 791 4630 or pam.naidu@psa.co.za.

Addressing membership fee overcharges

Newly recruited CHWs who are paying R107 in membership fees are requested to submit a copy of their payslip. This will enable the PSA to resolve any overcharges in line with the membership policy.

The PSA remains steadfast in the Union's commitment to secure permanent employment and fair treatment for all CHWs. The PSA will continue to pursue all necessary legal avenues to ensure that the rights and well-being of members are upheld. For further information or assistance, please contact the PSA:

- Xolani Dhlamini - 073 813 9646 / xolani.dhlamini@psa.co.za
- Nkosephayo Zulu - 082 880 8994 / nkosephayo.zulu@psa.co.za
- Nkosinathi Thwala - 082 880 8953 / Nkosinathi.thwala@psa.co.za

Alternatively, members can contact the full-time shop stewards:

- Ernest Mkhize - 081 016 5028
- Nondumiso Mvubu - 081 016 5024
- Jabulani Bukhosi - 063 737 8498
- Sthembile Ngcobo - 081 016 5085

Reuben Maleka
GENERAL MANAGER