



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

07-03-2025

Feedback: PHSDSBC Special Council meeting

Child and Youth Care workers (CYCWs) performing duties outside their scope of work

This matter was referred for facilitation by organised labour following prolonged deliberations that failed to yield a resolution. The PSA firmly maintained that CYCWs workers should not be required to escort patients or administer schedule-5 medication. The PSA argued that these duties are not aligned with existing legislation or regulations, pose significant risks to CYCWs and patients, and constitute exploitation. The employer, however, insisted that these tasks fall within CYCWs' scope of work as outlined in their job descriptions and performance agreements. With both parties deadlocked, organised labour reserved its right to pursue alternative avenues for appropriate relief.

Proposal for increase in levy

Members were informed that the current levy of R10 per month (R5 by an employee and R5 by the employer) was extended through a collective agreement coming to an end on 31 March 2025. The employer enquired if parties have an appetite to depart from the 50/50 funding model and consider a different funding model for the upcoming increase, *i.e.*, 80% by employees and 20% by the employer. The proposal by the employer was rejected by organised labour. The General Secretary of the Council presented three scenarios as proposals for the levy increase:

- **Scenario 1:** Proposal to increase levy to R16.54 - this increase reflects inflation over the past ten years. It will maintain the purchasing power of the original levy.
- **Scenario 2:** Proposal to increase levy to R17.68 - this increase will allow the Council to meet its operational costs (day-to-day), excluding projects.
- **Scenario 3:** Proposal to increase levy to R19.26 - this increase will help the Council to break even whilst also contributing to current reserves.

The employer proposed a fourth scenario, citing financial constraints. The employer proposed that the levy be increased by inflation, which is projected to be at 4.7%, which is a 47 cents increase. Organised labour rejected the employer's proposal because it is wholly inadequate and will not enable the Council to meet its operational costs and function effectively.

Parties resolved that the different scenarios will be presented to principals and members for a mandate.

PSA mandate request

The PSA is requesting a mandate on the three proposed scenarios, which will impact the Council differently. The mandates must be sent to velucia.maluleke@psa.co.za by **14 March 2025**.

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, or contact PSA Provincial Offices.

Reuben Maleka
GENERAL MANAGER