



PHSDSBC COMMUNITY HEALTH WORKERS NEGOTIATIONS UPDATE

REPORT 3 OF 2024

HOSPERSA unequivocally condemns the continuous stalling by the employer in addressing the plight of our Community Health workers (CHW's) within the Public Health and Social Development Sectoral Bargaining (PHSDSBC) Scope.

The issue on CHW's has been a long-standing issue at the level of the PHSDSBC, since the year 2018, and to date we are seeing no decisive movement in addressing the exploitation of our CHW members.

CHW's are expected to provide an integral service within our communities and yet continuously find themselves without proper remuneration aligned to sustainable benefits, e.g., medical aid, pension fund and allowances as provided to any other public servant within our national health service scope.

In addressing that disparity, organized labour in the PHSDSBC tabled a draft agreement to specifically deal with clause 5.5 of the PHSDSBC Resolution 1 of 2018 in November 2023, the following

proposals have been tabled by organized labour.

That all CHW's be permanently employed within the provincial Departments of Health with effect from 01 April 2025.

All CHW's should receive standard employment contracts, with properly outlined job descriptions and be placed on salary level 04 with the applicable benefits.

Provinces and districts to provide CHW's with the necessary uniform, tools of trade and office space to render services to communities.

A proper skills and development plan be negotiated and implemented to allow for proper career pathing for qualifying CHW's in the public service.

The employer has failed since November 2023, to provide organized labour with a proper response as per its mandate processing regarding the draft Collective Agreement that was

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tabled in addressing the issue of permanent absorption of CHWs amongst other issues.

The employer has once again postponed a meeting that was scheduled for 08 March 2024, due to not having a mandate to discuss the tabled draft agreement and we are gravely concerned should further meetings be postponed as it becomes a continued injustice to our members who are affected by this issue.

We are utterly disappointed as HOSPERSA with regards to the slow pace at which this matter is being addressed by the employer, as it allows for further exploitation of our members.

For each day that CHWs are exploited in terms of not being provided with the proper remuneration and benefits is a further dent in achieving Collective Bargaining for the most vulnerable workers within the public health sector.

Eastern Cape (043-722-3776)
KwaZulu-Natal (033-342-6847)
Northern Cape (053-842-2001)

HOSPERSA OFFICES
Free State (051-448-4659)
Limpopo (015-295-3272)
North-West (018-462-3692)

Gauteng (011-791-2243)
Mpumalanga (013-752-6199)
Western Cape (021-591-9283)

We further condemn the continued persistent postponement of negotiation processes on this matter, given that the current PHSDSBC Resolution 3 of 2022 lapses on 31 March 2025.

We commit to continuously providing members with updates on the matter.

Aluta Continua!

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Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

Professional legal assistance for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards.**

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

General Meetings with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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