



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) COUNCIL MEETING OF 23 SEPTEMBER 2025

REPORT 22 OF 2025

Parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) convened for a normal council meeting on 23 September 2025 and discussed the following matters:

1. PROFESSIONALISATION OF COMMUNITY DEVELOPMENT PRACTITIONERS

- The Employer indicated that currently discussions were still underway regarding the funding model for the matter of professionalisation of Community Development Practitioners and once those discussions had been finalised the technical expert would be able to present the report to parties to the Council.
- Organised labour indicated that it was unacceptable that the Employer was to date, not providing an update report regarding the agenda item, e.g., the issue of the voter's roll, the board members nomination process, etc, as per the timeframes that the Employer had outlined in the previous Council meeting.
- The Employer noted the concerns raised by organised labour and indicated that they would provide progress report once the funding model has been finalised, and a special council meeting would be requested in appraising parties to the Council regarding progress.

- Organised labour vehemently rejected the response by the Employer, given that some of the issues that should have been reported on to date, had no financial costs attached, but were simply administrative issues.

- Organised labour demanded that a technical expert be invited within two weeks to come and provide progress on the matter especially regarding the funding model that the Employer is currently dealing with.
- The Employer noted the submission by organised labour and agreed to have a special council meeting convened within two weeks with the assistance of the Office of the General Secretary (OGS).

2. IMPLEMENTATION OF RESOLUTION 3 OF 2019

- The OGS reported that the webinar that was requested by parties to the Council had been previously convened with the all the statutory councils.
- The Employer indicated it was engaging with various statutory councils outside of Council, in addressing the challenges that were raised in that webinar, and it was ongoing progress.
- Organised labour requested that the Employer provide a report on status of all the deregistered employees that were flagged as per the reports that were

26 SEPTEMBER 2025

presented by the different statutory councils.

- Organised labour further indicated that employees who continue to work whilst being deregistered imposes serious legal challenges for such employees.
- The Employer proposed that the chambers should be providing progress reports on the implementation of the PHSDSBC Resolution 3 of 2019, and that it was not the responsibility of the Employer at national to provide reports on the monitoring of the resolution.
- Organised labour indicated that the Employer should be playing an oversight role in terms of the correct implementation of the PHSDSBC Resolution 3 of 2019, and where there are issues that require the intervention of the Employer at national level such intervention should be provided by the Employer to the various provinces.
- Organised labour further indicated that the chambers were a sub-committee of the Council, and therefore, wherein challenges were being realised, the Employer at National level had the responsibility to ensure that provinces that were not correctly implementing the resolution should be guided in ensuring compliance with the resolution.
- Parties agreed that the item should be retained on the agenda

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of the Council for monitoring purposes.

3. PROVISION OF UNIFORMS FOR NURSES IN THE SECTOR

- The OGS reported that organised labour had tabled a draft collective agreement to ensure standardisation and centralised procurement for nurses' uniform in the sector.
- Furthermore, organised had demanded that the Employer in the various provinces should pay uniform allowance by end of September and not later.
- The Employer indicated that all the nine provinces will pay uniform allowance by 30 September 2025.
- The Employer further proposed that the draft agreement that was tabled by organised labour should be referred to the Collective Bargaining Committee (CBC) for further engagement.
- Organised labour indicated that given that none of the provinces were ready to provide uniform that all qualifying employees should therefore be paid their uniform allowance.
- Organised labour further indicated that the Employer should commit to halting all procurement processes in provinces given that a draft agreement had been tabled on the matter, but also that parties to Council had agreed to wait for the Public Sector Coordinating Bargaining Council (PSCBC) to finalise processes regarding the implementation of the PSCBC Resolution 2 of 2025, which requires review of the current PSCBC resolution on uniform.
- Organised labour agreed for the draft collective agreement to be referred to the CBC for further engagement.

- Parties agreed to retain the item on the agenda of Council.

4. DRAFT COLLECTIVE AGREEMENT ON PICKETING RULES

- Organised labour reported that it was still busy with their mandating processes and would revert to the Employer in the next Council meeting.
- Parties agreed to retain the item on the agenda of the Council.

5. AMENDMENT OF RESOLUTION 4 OF 2017 – AGREEMENT ON THE PAYMENT OF SPECIAL ALLOWANCES AND DANGER ALLOWANCE

- The Employer proposed that the agenda item should be referred to the CBC to deliberate on all issues affecting Forensic Pathology Officers (FPO's), given that there was currently a ministerial committee that was dealing with the matter of FPO's wherein a technical expert will provide a progress report on all the FPO issues.
- Organised labour rejected that the matter be referred to the CBC but should however, be discussed in the special Council meeting within two weeks for the technical expert to present the report to parties to the council.
- The Employer indicated that it would engage with the OGS to confirm whether it was ready to have the matter discussed at the special Council meeting to be convened within two weeks.
- Parties agreed to retain the matter on the agenda of the Council.

6. AMENDMENT OF RESOLUTION 2 OF 2010 – OSD FOR THERAPEUTIC, DIAGNOSTIC AND ALLIED PROFESSIONALS

- Parties agreed that moving forward, the agenda item will be combined with discussions pertaining to the Amendment of Resolution 4 of 2017 – Agreement on the Payment of Special Allowances and Danger Allowance under a new heading – Forensic Pathology Officers.

7. SALARY DISPARITY: FORENSIC PATHOLOGY MANAGERS

- Parties agreed that moving forward, the agenda item will be combined with discussions pertaining to the Amendment of Resolution 4 of 2017 – Agreement on the Payment of Special Allowances and Danger Allowance under a new heading – Forensic Pathology Officers.

8. AMENDMENT OF RESOLUTION 2 OF 2004 -REVISED NON-PENSIONABLE ALLOWANCE REFERRED TO AS RURAL ALLOWANCE

- The Employer indicated that the matter was an interpretation and application issue regarding the collective agreement, and therefore parties to Council cannot amend the current collective agreement.
- The issue that was raised by the KZN Chamber was not affecting other provinces.
- Organised labour indicated that the collective agreement separated the two job categories, however, both fell within the profession of speech therapist. Hence, the proposal by organised labour to amend the current

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collective agreement, for KZN to align with all other provinces in paying their audiologist's rural allowance.

- The Employer still maintained its position that a dispute should be referred on interpretation and application as opposed to amending the current collective agreement.
- Organised labour reserved its rights and indicated that it would refer a dispute on the matter, and therefore the matter should be removed from the agenda of the Council.
- The Employer agreed to the removal of the agenda item in terms of Council processes.

9. LEVIES INCREASE PROPOSAL

- The Employer indicated that it was still waiting for organised labour to provide a consolidated positions regarding the proposed scenarios by the OGS.
- Organised labour indicated that HOSPERSA had provided a mandated position on the matter. Should other unions not finalise their mandating processes by the expiration of the current extended levy agreement, the agreement should be extended, as previously agreed by parties to the Council.

NEW MATTERS:

10. ESTABLISHMENT OF THE SOCIAL DEVELOPMENT DEPARTMENTAL CHAMBER

- The Employer made a presentation on the matter. **See attached Annexure 1.**
- The respective annexures can be found on the Hopersa website – www.hopersa.co.za
- Organised labour noted the presentation by the Employer, and the PSA on record supported the

Employer's item to establish a separate social development chamber.

- Organised labour further indicated that it did not have a consolidated position on the matter and the remaining trade unions were still to seek a mandate on the matter and revert to Council.

11. CHAMBER CONCERNS REGARDING DEPARTMENT OF SOCIAL DEVELOPMENT CONCLUDING INSTITUTIONAL MINIMUM SERVICE AGREEMENTS AT THE INSTITUTIONAL LEVEL.

- The OGS tabled two letters from different chambers raising concerns regarding the Employer Department of Social Development (DSD) negotiating Minimum Service Agreement at chamber level whereas parties to the Council were not currently negotiating the matter.
- Organised labour raised a clarity regarding the processes that were unfolding at the level of the PSCBC because initially parties to the Council had sought clarification from the PSCBC regarding the issue of the Minimum Service Agreement.
- The OGS indicated that parties a dispute had been referred on the matter by the Employer at the PSCBC, the dispute was finalised which resulted in the ESC having awarded a ruling regarding the processes to be undertaken regarding the MSA framework agreement
- Organised labour proposed that the OGS do some research and determine whether the sector has jurisdiction to conclude an MSA whereas the PSCBC had not yet concluded its processes.

Secondly that the requested meeting by the ESC be fast tracked and convened for parties to the Council with the inclusion of the Chamber Chairpersons and Vice- Chairpersons.

- The Employer agreed that the ESC be allowed to present to parties to the Council and Chamber Chairpersons and Vice - Chairpersons, and all the necessary clarities be sought with the ESC in paving a way forward on the matter.

12. MINIMUM SERVICE AGREEMENT

The OGS presented a correspondence from the ESC. **See attached Annexure 2** and reported that it had received correspondence from the Essential Services Committee (ESC) seeking an audience with parties to the Council to address the determination issue via a Minimum Service Agreement for the Sector.

- Organised labour indicated that the ESC should be afforded an opportunity to come and present to parties to the Council, to explain themselves, and further indicated that the ESC must refrain from engaging via the Department of Social Development in provinces, until parties to the Council have deliberated on the matter.
- The Employer and organised Labour acceded to the request by the ESC being allowed to present to parties to the Council regarding the subject matter, with an additional decision that chamber chairpersons and vice - chairpersons be invited to partake in the session with the ESC.

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Parties agreed that the session should be convened on a date to be determined by the OGS



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Individual indemnity cover of up to two million rand per member (exclusion apply)
Death benefit of R7 000 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.