

Update on the employment of Community Health Workers in the Department of Health



PHSDSBC Meeting

Date: 27 February 2026

Presenter: Ms L Hlongwa Madikizela

Venue: Virtual_Teams



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IMPLEMENTATION OF THE AGREEMENT 1/2



#	Parties Agreed on the following:	Progress to date
1	The appointment of 27 000 CHWs on Salary Level 2	7/7 Provinces have employed the majority of eligible CHWs. Progress has been made on reported numbers to date. FS numbers still to be verified.
2	Backdating the implementation to the 01 Sep 25	6/7 Provinces have back-paid the majority of CHWs. Progress has been made on reported numbers to date. Delayed implementation in NC, but processes are in advanced stages.
3	Commencement date for pensionable salaries of these CHWs shall be from 01 December 2025.	7/7 Provinces have reported progress on the number of eligible CHWs employed to date. Remaining CHWs are waiting for verification or reissue of the matric certificate
4	Eligible CHWs will be employed without complying with the provisions of Regulation 65(1) of the Public Service Regulations, 2023	No CHW positions were advertised, eligible CHWs are being employed by Provinces.



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IMPLEMENTATION OF THE AGREEMENT 2/2



#	Parties Agreed on the following:	Progress
5	To provide an interim stipend increase of R1000 to the remaining 16,687 CHWs	7/7 have increased CHW remuneration by R1000, WC has not increased the stipend.
6	Adjustment will start from 01 September 2025	All provinces have complied. WC is not adjusting CHW remuneration.
7	Parties agree to finding a permanent solution for CHWs who do not meet the criteria for permanent employment within the Public Service	The Task Team had 3 meetings from January 2026, the last meeting was on 26 February 2026, deliberating on outstanding matters as indicated in the agreement.
8	Parties agree to finalise the implementation of the following matters by no later than 31 January 2026: a)The permanent appointment of the remaining 16 687 CHWs; and b)The determination and implementation of a Token of Appreciation for CHWs who have reached pensionable age	The new date for concluding this work is 31 March 2026. The engagements on the outstanding matters underway, the conclusion will be shared upon DG approval.



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NUMBER OF CHWS EMPLOYED AT LEVEL 2 AS OF 16 FEBRUARY 2026



- Following the verification done by the Provinces, 22,607 CHWs were confirmed as having Matric certificates.
 - The difference: 4 393 below the set target (27 000)
- PERSAL report indicated employment of CHWs at 18, 972 by 16 February 2026, Next report to be drawn in March,
- 3 635 eligible CHWs are still outstanding, based on PERSAL-reported numbers
- The reasons provided by the provinces for the outstanding eligible CHWs include:
 - Physical verification of CHWs,
 - Verification of Matric Certificates
 - CHWs awaiting reissue of certificates by DoBE
 - NQF level 4 CHWs are being considered

Province	Number of CHWs with Matric submitted, March 2025	Verified number of CHWs with Matric by Province, December 2025	Number of CHW employed as of 16 Feb 2026 (PERSAL report)
EC	2,150	1,586	1,519
FS	2,128	2,035	707
GP	5,509	5,509	5,509
KZN	5,987	5,917	4,415
LP	3,233	2881	2,803
MP	2,744	1,466	1,473
NW	2,554	2,618	1,951
NC	852	595	595
WC	1,843	0	0
Total	27,000	22,607	18,972



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NUMBER OF CHWS WITHOUT MATRIC CERTIFICATES CONFIRMED AS OF 16 FEBRUARY 2026



- Following the verification done by the Provinces, 20, 068 CHWs were confirmed as not having Matric certificates.
 - Difference: 3 381 above the set target (16, 687)
- 6/7 Provinces confirmed having started with the back payment (01 September) of CHW remuneration
 - NC processes are delayed by the approval awaited from the Provincial Treasury.
- All provinces have increased the remuneration by R1000, except for WC
 - New monthly remuneration R6,028.85

Province	Number of CHWs without Matric submitted by Provinces (March 2025)	Number of CHWs without matric verified by Provinces (Feb 2026)
Eastern Cape	1,821	1,591
Free State	251	313
Gauteng		
KwaZulu Natal	3,807	4,523
Limpopo	3,914	3,974
Mpumalanga	2,516	3,758
North West	1,729	2,562
Northern Cape	792	1,490
Western Cape	1,857	1,857
Total	16,687	20,068



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THANK YOU
FOR YOUR CONTRIBUTION
TOWARDS HEALTH SYSTEM
STRENGTHENING!



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others is not a duty...
It is a Joy!



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