

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL  
(PHSDSBC) SPECIAL COUNCIL MEETING****REPORT 01 OF 2026****27 FEBRUARY 2026**

Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) Special Council Meeting: 27 February 2026

**PERMANENT APPOINTMENT OF  
COMMUNITY HEALTHCARE  
WORKERS**

The employer tabled a progress presentation regarding the permanent appointment of Community Healthcare Workers (CHWs). **See attached Annexure 1.**

HOSPERSA raised concerns around the task team reference in the employer's presentation, i.e., who exactly comprises of the task team?

The employer responded that the task team did not comprise of all parties to the Council, as it only comprised of NEHAWU.

Organised labour demanded that the employer should seek a mandate with its principals on the immediate inclusion of all trade unions to comprise of the National Department of Health Task Team regarding the implementation of the Labour Court judgement regarding CHWs.

Organised labour further demanded that the work of the task team be placed in abeyance pending the mandate seeking processes by the employer in including all admitted trade unions to the PHSDSBC to the

National Department of Health Task Team on CHWs.

The employer responded that it would seek a mandate on both demands that were made by organised labour and revert to parties on the 11th of March 2026.

HOSPERSA enquired regarding the Freestate verification process, how far that process was?

The employer responded that the Freestate verification process and other processes pertaining to its CHWs was a moving target, given that the employer – Freestate Department of Health had kickstarted the process later than other provinces.

HOSPERSA raised a grave concern regarding CHWs in the Western Cape not being part of the process in terms of permanent employment of their CHWs and the stipend increase issue.

The employer responded that discussions with the Western Cape were ongoing in terms of their permanent employment of CHWs given that they were still part of Non-Government Organisations (NGO).

HOSPERSA further raised an issue regarding processes in the Northern Cape, whether they were lagging in terms of backdated payments or regarding the process of employment of their CHWs.

The employer responded that the issue in the Northern Cape was surrounding the backdated payments for CHWs in that province.

HOSPERSA raised a clarification regarding the Mpumalanga – Department of Health (MPDoH) having advertised CHW posts?

The employer responded that the advertisement of the posts by the employer – Mpumalanga DoH was outside of the implementation agreement, and the employer - Mpumalanga used its own prerogative to employ more CHWs outside of the agreed numbers, which would not have an impact on the second cohort of CHWs that would have to be budgeted for in terms of their permanent employment.

Parties noted the progress that was provided by the employer. The employer committed to providing further updates in the Council meeting scheduled for 11 March 2026.

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