

## SUBMISSION OF AGENDA ITEMS TO COUNCIL

**Name of party:** Organised Labour

**Date of submission:** 20 May 2026

No	Description	Remarks
1.	<b>Current Agenda Item</b>	Permanent Employment of Community Healthcare Workers
2.	<b>Motivation/Problem Statement</b>	<ol style="list-style-type: none"><li>a. HOSPERSA, PSA, and NUPSAW jointly submitted an agenda item titled Permanent Employment of Community Healthcare Workers (which ultimately became an organised labour agenda item) for discussion in a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) special Council meeting that was held on 07 October 2025.</li><li>b. As per the submission that was tabled, the Employer was required to address all the issues set out in the written agenda item submission.</li><li>c. Following that special Council meeting, the National Department provided progress reports on the permanent employment of CHWs across the different provinces throughout their reporting in various Council meetings.</li></ol>

		<ul style="list-style-type: none"><li>d. Although the Employer has continuously responded to the initial agenda item, several issues contained within the same submission remain inadequately responded to and have not been fully addressed in Council.</li><li>e. Organised labour demanded that the Employer table a draft collective agreement to address all outstanding matters relating to the CHWs within the 2026/27 financial year.</li><li>f. The draft collective agreement would also have to address issues pertaining to the remaining cohort of CHWs who have not yet been permanently employed by the various provincial Departments of Health.</li><li>g. In a recent circular by the National Department of Health, provincial departments of Health were instructed not to permanently employ CHWs without matric, yet in the initial submission by organised labour of the 07<sup>th</sup> of October 2025, labour demanded that all modalities pertaining to the remaining cohort of CHWs be negotiated in the PHSDSBC as a legitimate structure in negotiating matter of mutual interest.</li><li>h. The Employer previously acceded to organised labour's demand in that a draft collective agreement should be tabled for engagement by parties.</li><li>i. However, to date, the Employer has not tabled a draft collective agreement for engagement my parties to the Council, and yet</li></ul>
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		<p>provinces are implementing directives which are contra to engagements that are expected to be taking place at Council level.</p> <p>j. The draft collective agreement should be addressing all the issues pertaining to the recently permanently employed CHW's but equally addressing the remaining issues regarding the remaining CHWs who are not yet permanently employed by the Provincial Departments of Health.</p> <p>k. Furthermore, the Employer should ensure the permanent employment of all CHWs in the Department of Health and provide clear processes to be engaged on as part of its response, to allow for parties to make the necessary inputs and participate meaningfully in the process.</p>
<b>3.</b>	<b>Cost Implications if applicable</b>	<p>a. Organised labour maintains its position that the Employer provided detailed financial implications regarding the remaining cohort of CHWs and Lay Counsellors (who have not been permanently employed), ensuring their permanent employment in the respective provinces.</p>
<b>4.</b>	<b>Presentation required at the meeting or not?</b>	<p>a. The Employer must provide a detailed written report or presentation outlining how it plans to permanently employ the remaining cohort of CHWs, including CHWs in the Western Cape who are still under the employ of Non-Government Organisations (NGOs), as well as Lay Counsellor, and the benefits that will apply regarding their permanent employment.</p>

		<p>b. The Employer to officially table a draft collective agreement in addressing all the issues regarding the recently appointed CHW's as well as addressing the issues of the remaining cohort of CHW's, including Lay Counsellors.</p>
<p><b>5.</b></p>	<p><b>Expected Outcome</b></p>	<p>a. The Employer must provide a detailed report or presentation setting out the process for the permanent employment of the remaining CHWs and Lay Counsellors from the start of the 2026/27 financial year.</p> <p>b. The Employer to officially retract the recent circular by the National Department of Health on the non-permanent employment of CHWs without matric. The matter requires engagement by parties to the Council.</p> <p>c. The Employer to officially table a draft agreement setting out the modalities and issues pertaining to the remaining cohort of CHWs, inclusive of Lay Counsellors, and their permanent employment.</p> <p>d. The draft collective agreement by the Employer to ensure that a negotiations process via a formal negotiations timetable is undertaken in the PHSDSBC by all parties.</p>