



MEMBER UPDATE: PHSDSBC SPECIAL COUNCIL MEETING PERMANENT EMPLOYMENT OF COMMUNITY HEALTHCARE WORKERS

REPORT 10 OF 2026**10 JUNE 2026**

1. This serves as an update to our community healthcare worker members, of the Public Health and Social Development Sectoral Bargaining Council Special Council (PHSDSBC) meeting that was convened on 09 June 2026.
2. HOSPERSA tabled a written submission surrounding the Permanent Employment of Community Healthcare Workers (CHW's). **See attached Annexure 1.**
3. In the said meeting, HOSPERSA raised serious concerns about the Employer's consistent inability to respond to its issues affecting the permanent employment of the remaining CHW's but equally the invalid criteria that is being used by the Employer in permanently employing CHW's in the various provincial departments of health.
4. HOSPERSA further raised its discontent with the way the Employer has consistently sidelined other trade unions who are party to the Council from being part of processes and discussions in permanently employing CHW's.
5. The rogue way the Employer has not responded to issues raised by

HOSPERSA on behalf of its members and not brought the issue of the permanent employment of community healthcare workers is tantamount to the refusal to bargain by the Employer, and HOSPERSA condemns it.

6. The Employer by its own submission and on record, indicated that it had a mandate from the Minister of Health, Dr Aaron Motsoaledi, to actively negotiate on the permanent employment of community of the remaining healthcare workers in the department of health and all other issues of concern by CHW's via national collective bargaining processes and negotiations.
7. However, the attitude by the Employer – National Department of Health in the special Council meeting of 09 June 2026 was extremely disappointing but also displayed a demeanour of arrogance in not wanting to negotiate on the matter, despite the mandate given by the Minister of Health.
8. HOSPERSA has always and remains intentional in its

engagements with the Employer on the issue on the permanent employment of CHW's, but the manner in which the Employer refused to engage in the special Council meeting of 09 June 2026 seriously showed a lack of respect to some of the trade unions, including HOSPERSA as an admitted trade union to the Council.

9. The sheer lack of respect and conduct by the Employer resulted in HOSPERSA immediately adjourning the special Council meeting.
10. HOSPERSA demanded that Employer revert to its principals and ensure that a fresh mandate is sought in making sure that the matter surrounding the permanent employment of the remaining CHW's and all other concerns raised by CHW's is actively negotiated on at the level of the Council.
11. HOSPERSA always remains committed to addressing the issue of the permanent employment of CHW's and Lay Counsellors, inclusive of all the current concerns.

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12. HOSPERSA further demanded that moving forward, the Employer ensures that it respects all parties admitted to the Council, in how it addresses negotiations in the PHSDSBC.
13. Defending collective bargaining processes and protecting the rights of our members will also be paramount for us a trade union admitted to the PHSDSBC, and where the Employer blatantly disrespects us and deliberately short circuits bargaining processes in the PHSDSBC, is something that we utterly refuse to tolerate as party to the Council.
14. We await the Office of the General Secretary – PHSDSBC to pronounce a date for a reconvened special Council meeting, and further commit to providing regular updates to members on the matter.

Aluta Continua!!!!



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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.

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