



PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL (PHSDSBC) NORMAL MEETING

REPORT 15 OF 2026

30 SEPTEMBER 2026

Parties to the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) held a normal Council meeting on 29 September 2026 to discuss the following matters:

1. PROVISION OF UNIFORMS FOR NURSES

- Outstanding matters were the formal parade of agreed uniform specifications and labour's draft amendment to Resolution 01 of 2022. Labour welcomed the DEFCON specification samples but, doubting provincial delivery by 30 November 2026, proposed further consultation and continued payment of the uniform allowance for the current financial year.

2. DRAFT AMENDMENT OF RESOLUTION 01 OF 2022: AGREEMENT ON THE PROVISION OF UNIFORM FOR NURSES IN THE PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTOR

- Labour sought suspension of provincial procurement until the amendment is finalised, citing the Employer's facilitation commitments and adopted April and July 2026 reports; it

requested deferral to 15 October 2026 and continued allowance payments, warning of a possible dispute because readiness reports were outstanding. The Employer questioned labour's good faith but undertook to report on the allowance by 15 October 2026 or notify the Office of the General Secretary (OGS) if not ready.

a. Professionalisation of Forensic Pathology Officers (FPOs)

- Dr Tinyiko Nkondo and Dr Kevin Hlaise presented the FPO professionalisation status and proposed programmes (**Annexures 1–2**): an unaccredited six-month, contact-based pilot for 30 FPOs at R6 500 each, a three-year diploma targeted for 2030, and a four-year programme envisaged for 2035 subject to approvals. Labour raised costs, intake, RPL, career progression, grandfathering and HPCSA fees; the intake will be reviewed, RPL is in the admission criteria, career paths require NDoH engagement, provincial Work Skills Plan funding is discretionary, and discussions will continue in an

HPCSA task team including PHSDSBC representatives.

b. Amendment of Resolution 4 of 2017 – Agreement on the Payment of Special Allowance and Danger Allowance

- As facilitation had not resolved the matter, labour reserved its rights and proposed removing it from the Council agenda; the Employer agreed.

c. Amendment of Resolution 2 of 2010 – OSD for Therapeutic, Diagnostic and Allied Professionals

- The OGS tabled the draft amendment (**Annexure 3**). Some unions were ready to sign, while others were consulting constituencies; labour will notify the OGS when all admitted unions are ready to sign the agreement.

d. Salary Disparity: Forensic Pathology Managers

- Although salaries were identified as individual conditions of service rather than a collective bargaining matter, labour noted that the promised technical presentation and clarifications remained outstanding. The Employer will invite the expert to the next ordinary Council

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meeting, which labour accepted.

3. PROFESSIONALISATION OF COMMUNITY DEVELOPMENT PRACTITIONERS

- The OGS tabled the close-out report and recommendations (**Annexure 4**), which parties noted. The Employer is awaiting the SACSSP roadmap report to determine whether the item should remain on the agenda; labour will await that report before deciding the way forward.

4. IMPLEMENTATION OF THE PHSDSBC RESOLUTION 3 OF 2019

- The OGS reported recurring employee deregistration across provinces, largely linked to SACSSP and its online system. Parties agreed that the OGS should analyse consolidated implementation reports to identify key challenges and invite the relevant statutory councils to bilateral engagements.

5. PERMANENT EMPLOYMENT OF COMMUNITY HEALTHCARE WORKERS

- The Employer viewed the matter as sub judice, while labour said the dispute did not cover permanent employment; HOSPERSA proposed that the item be divided into three (3) sub-items given that it had tabled agenda items inclusive of the permanent employment of the remaining 16 000 CHWs, which to date had still

not found any traction. Parties agreed to split the item into permanent employment, Ward-Based Primary Healthcare Outreach Team (WBPHCOT) policy consultation, and Western Cape CHW status; the Employer committed to responding at the next ordinary Council meeting, with all sub-items remaining on the agenda.

6. DRAFT PICKETING RULES

- Organised labour indicated that it was still consulting its constituencies regarding the matter and would indicate a consolidated position in last Council meeting.
- The Employer noted the submission by organised labour and would await labours position in the year end meeting.

7. MINIMUM SERVICE AGREEMENT

- Labour tabled its draft Terms of Reference (**Annexure 5**) and proposed further engagement at the Collective Bargaining Committee. The Employer welcomed the work and hoped for a final document at the December 2026 Council meeting. The item remains on the agenda.

8. SPECIAL LEAVE WITHDRAWAL

- The item arose from an employee query concerning the GPSSBC special-leave collective agreement. Because it was tabled at short notice,

parties deferred discussion to the final Council meeting in December 2026.

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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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