

NUPSAW

THE NATIONAL UNION OF PUBLIC SERVICE AND ALLIED WORKERS

HEAD QUARTERS

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NEWSFLASH

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REPORT FROM THE COMMUNITY HEALTH WORKERS EXPERT WORKING GROUP (EWG)

The National Union of Public Service and Allied Workers (NUPSAW) took part in the Community Health Care Workers Expert Working Group (EWG). During a Public Health and Social Development Sectoral Bargaining Council (PHSDSBC) meeting, it was revealed that the Department of Health (DoH) is creating a comprehensive policy aimed at the permanent employment of Community Health Care Workers (CHWs).

NUPSAW, along with five other recognized trade unions, attended the EWG meeting for the first time, which included representatives from the Department of Health, Directorate of Monitoring and Evaluation, National Treasury, Social Development, academic circles, NGOs, and labor organizations. They discussed the permanent employment of CHWs, noting that Gauteng province has already integrated them at salary level 2.

The Gauteng model was proposed as a potential national framework to streamline the process instead of starting a new job evaluation from scratch. It was highlighted that the qualifications for permanent employment would include a grade 12 certificate, along with NQF level 4 or relevant training acquired during service. The EWG emphasized the need to professionalize CHWs through accredited training institutions, collaborating with Sector Education and Training Authorities (SETAs).

The Western Cape was recognized as lagging, as CHWs continue to be employed by NGOs, despite recent national changes and a labor court ruling. Provinces have been tasked with compiling reports on available funded positions at salary level 2 for CHWs who may not qualify for permanent employment as CHWs but could fill other roles. The next EWG meeting will gather all feedback to finalize a draft policy to be presented to the National Health Council in July 2025 for review and possible adoption..

Regarding Western Cape's failure to comply with Resolution 1 of 2018 of PHSDSBC by placing CHWs on Persal system, we will do everything in our power, including litigation and mobilization to resist the Western Cape neo-liberal system.

Yours in the workers' struggle

Solly Malema
GENERAL SECRETARY