

# NUPSAW

THE NATIONAL UNION OF PUBLIC SERVICE AND ALLIED WORKERS

## HEAD QUARTERS

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### NEWSFLASH

09 December 2025

## NUPSAW's report on PHSDSBC sitting

National Union of Public Service and Allied Workers (NUPSAW) would like to report to CHWs on developments that have taken place at the PHSDSBC meeting held 09 December 2025.

The report is an update on the issues around the permanent employment of Community Health Workers (CHWs). During the Council meeting the employer presented on record the following:

- That all eligible 27 000 CHWs will be permanently employed at Public Service Salary Level 2, effective from 01 September 2025.
- The implementation date of 01 September 2025 shall be limited to a payment of 3 months' net remuneration, while the commencement date for pensionable salaries of these CHWs shall be from 01 December 2025.
- The eligible CHWs will be employed without complying with the provisions of regulation 65(1) of the Public Service Regulations, 2023, as amended, which states that vacant posts must be advertised widely so as to reach an entire pool of applicants.
- Employer agrees to provide an interim stipend increase of R1000 to the remaining 16,687 CHWs for the financial year 2025/26. This adjustment will start from 01 September 2025.

We note that other unions have told members that the payment will be made on 1 September 2025, which never happened, and also on 1 December, which also never happened.

We can confirm that the employer will unilaterally implement what they presented any time from now onwards.

This union would like to highlight that we did not agree to these, as we did not have a mandate from our members. We are seeking a mandate from our members on whether to accept the offer or not.

**Members can SMS "YES" in favour of the offer or 'NO' if not in favour to the following number: 076 584 8761**

**We are giving members three (3) days from tomorrow, Wednesday, 10 December 2025, to vote in favour or not in favour.**

We will consolidate the mandate of members and present it in the next Council meeting.

Yours in the workers' struggle

A handwritten signature in black ink, appearing to be 'Solly Malema', written above a dashed line.

Solly Malema  
GENERAL SECRETARY