PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

RESOLUTION NO 4 OF 2026

AGREEMENT ON THE INCREASE OF LEVIES: PUBLIC HEALTH AND SOCIAL DEVELOPMENT SECTORAL BARGAINING COUNCIL

C.2 MS

SCOPE

This agreement binds:

1. The State as the Employer;

2. Public Health and Social Development sector employees employed by the Employer who are members of the Trade Union parties to this agreement; and

3. Public Health and Social Development sector employees employed by the Employer who are not members of any Trade Union parties to this agreement, but who fall within the registered scope of the Public Health and Social Development Sectoral Council (PHSDSBC/Council).

NOTING THAT

4. Clause 4.3 of Resolution 3 of 2014, Agreement on the increase of Levies: Public Health and Social Development Sectoral Bargaining Council (The Resolution), provides that *"this agreement will be reviewed after ten (10) years of the date of signing of this Agreement"*.

5. The Resolution received majority signatures on 31 October 2014 and expired on 31 October 2024, marking ten years from that date. This necessitated a review.

6. From 01 April 2015 to date, the PHSDSBC has been funded through a fixed levy contribution of R10.00 per employee, shared equally between the employee and the employer. Specifically, the employee contributes R5.00, and the employer matches this with an additional R5.00, totalling R10.00 per employee.

7. Considering the time value of money over 10 years since the signing of the Resolution, the original R10 contribution now has an equivalent value of R16.54 because of inflation. Thus, the original R10.00 is now worth R3.46 and can no longer sustain the Council's strategic objectives and operational functions as required by its constitution.

8. The levy contribution is declining by an average of 2% annually.

PURPOSE

The purpose of this Agreement is to:

9. Establish a sustainable funding model that ensures levy contributions remain adequate to support the PHSDSBC's functions in the current economic environment.

10. Adjust the original levy contribution reflecting the equivalent economic value over 10 years.

11. To remain relevant in changing economic conditions, this agreement includes an annual provision for inflation.

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AGREEMENT

Accordingly, the parties agree as follows:

12. The original levy contribution of R10.00 per employee shall be adjusted to R16,54 per employee, shared equally between the employee and the employer, reflecting the equivalent economic value over 10 years. Specifically, the employee shall contribute R8.27, and the employer matches this with an additional R8.27, totalling R16.54 per employee.

13. This adjustment is grounded in an equitable 50/50 cost-sharing model between the employee and the employer and will take effect as set out in paragraph 18 below.

14. In the subsequent years, an automatic inflation-linked levy adjustment shall occur annually, effective from 01 April each year, to ensure the contribution remains relevant to changing economic conditions. This adjustment will adhere to the 50/50 cost-sharing principle between the employee and the employer, using the Consumer Price Index (CPI) as the inflation measure, as determined by the National Treasury.

15. The levy referred to in paragraphs 12 and 13 will be received directly by the PHSDSBC through the PERSAL and PERSOL system (or any other salary administration system of the Government).

16. This Agreement shall be reviewed five (5) years after obtaining a majority signature.

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DISPUTE RESOLUTION

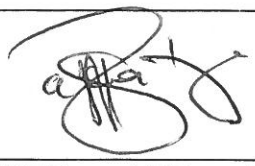
17. Should there be a dispute about the interpretation or application of this Agreement, the dispute shall be resolved in accordance with the Council's established dispute resolution procedure.

IMPLEMENTATION OF AGREEMENT

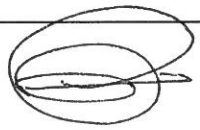
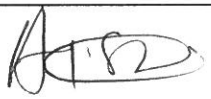
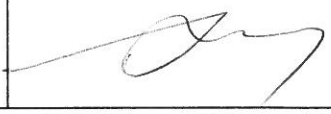
18. This Agreement shall come into effect on 01 October 2026 and remain in force unless terminated or amended by mutual agreement.

19. The Council will monitor the implementation of this Agreement to ensure compliance and effective administration.

THUS, DONE AND SIGNED AT CENTURION **OF THIS** 30 **DAY OF** JULY **2026.**

ON BEHALF OF THE STATE AS AN EMPLOYER			
STATE AS THE EMPLOYER	**NAME**	**SIGNATURE**	**DATE**
THE EMPLOYER	MAGHEGO MAHLATJIE		24/07/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		



ON BEHALF OF ADMITTED TRADE UNIONS			
TRADE UNION	**NAME**	**SIGNATURE**	**DATE**
NEHAWU	CASPER NANTO		30/07/2026
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
PSA	KAGISHO KAGISHO		28/07/26
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
DENOSA			
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
HOSPERSA	SEAN Mc GLADDERY		27/07/26
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		
NUPSAW			
	WARRANTS THAT THEY ARE DULY AUTHORISED TO SIGN		

MS