



PHSDSBC

**PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL**

RESOLUTION 1 OF 2018

**AGREEMENT ON THE STANDARDISATION OF REMUNERATION FOR
COMMUNITY HEALTH WORKERS IN THE DEPARTMENT OF HEALTH**

Agreement on the Standardisation of Remuneration for Community Health Workers in the
Department of Health

1. NOTING THAT:

- 1.1. Policy Framework and Strategy for Ward Based Primary Healthcare Outreach Teams (WBPHOTs) states that:

"Primary health care ... relies, at local and referral levels, on health workers, including physicians, nurses, midwives, auxiliaries, and community workers as applicable, as well as traditional practitioners as needed, suitably trained socially and technically to work as a health team and to respond to the expressed health needs of the community."

- 1.2. The health service as well as the health output and outcome benefits could be derived from a Community Health Workers (CHWs) programme in South Africa.
- 1.3. The Head of Departments (HODs) must ensure consideration, investigation and disposal of grievance relating to non compliance within the prescribed contract of employment in a procedurally fair, economical and expeditious manner with due consideration of fair return of work.
- 1.4. The National Department of Health (NDoH) has set aside funds for conditional grants to provinces for the implementation of standardisation of CHWs remuneration as an interim measure.
- 1.5. The Department of Health (DoH) data base is the source of integrity management of CHWs and requires finalisation with relevent provinces and such information will be used to give effect to this agreement.
- 1.6. That CHWs on the database will receive refresher training commencing in the last week of June 2018.

2. PRINCIPLES

- 2.1. The parties recognize the importance of ensuring fair recruitment of CHWs in the DoH as required and guaranteed by good employment practices.

3. PURPOSE

- 3.1. To ensure the standardisation of payment of remuneration for CHWs in the DoH.
- 3.2. To ensure adequate protection for the remuneration payment of the CHWs into Personnel and Salary (PERSAL) system.
- 3.3. Ensure appropriate implementation and management of recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution and occupational health and safety processes for all members of WBPHCOTs.

4. SCOPE OF APPLICATION

This Agreement binds –

- 4.1. The National Department of Health;
- 4.2. The provincial departments of health;
- 4.3. The Trade Unions and their members who fall within the registered scope of the PHSDSBC; and
- 4.4. The Community Health Workers who are not members of any of the Trade Unions and who fall within the registered scope of the PHSDSBC.

5. AGREEMENT

The parties agree as follows:

- 5.1. A non-service remuneration payment of three thousand and five hundred rand (R3500.00) should be for those CHWs that have matric or either experience and those that can benefit from Recognition of Prior Learning (RPL) will be processed through the persal payment system.
- 5.2. Provincial HODs are accountable for the recruitment of CHWs and provide them with tools needed to do their work in line with the policy.

- 5.3. The professional nurse remains accountable for oversight for CHWs but can also be supported by trained enrolled nurses.
- 5.4. The provisions of this agreement shall apply to CHWs for duration of twelve (12) months upon signing the agreement.
- 5.5. To ensure the development of Standard Operational Procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and absorption in the health system for CHWs and subsequent process that may follow in line with policy framework and strategy for wardbased outreach teams.

6. IMPLEMENTATION OF THIS AGREEMENT

- 6.1. The provisions of this agreement shall take effect at time and date it attains the majority signature.

7. DISPUTE RESOLUTION PROCEDURES

- 7.1. Any dispute about the interpretation and application of this agreement may be referred to the PHSDSBC and shall be dealt with in terms of the dispute resolution procedure of the PHSDSBC.

THIS DONE AND SIGNED AT CENTURION ON THIS ¹² DAY OF ^{JUNE} 2018.

ON BEHALF OF THE EMPLOYER		
STATE AS THE EMPLOYER	NAME	SIGNATURE
	MAGLEF. NGAKE	
ON BEHALF OF THE TRADE UNION PARTIES		
TRADE UNION	NAME	SIGNATURE
NEHAWU	Deemta Mvuso	
DENOSA	Thandeka Msibi	
PSA		
HOSPERSA	Masole Selematsele	
NUPSAW	SUCCESS MATAUISANE	