



# **THE NATIONAL PUBLIC SERVICE WORKERS UNION (NPSWU) CAUTIOUSLY WELCOMES THE MINISTER OF HEALTH'S COMMITMENT TO PERMANENTLY EMPLOY CHWS**

**MEDIA STATEMENT – FOR IMMEDIATE RELEASE**

**Monday July 21, 2025**

The National Public Service Workers Union (NPSWU) cautiously welcomes the Minister of Health's commitment to permanently employ 27,000 Community Health Workers (CHWs) as contained in the budget vote 2025 on Wednesday, 09 July 2025. For years, our union NPSWU has tirelessly advocated for the absorption of CHWs and Community Care Giver (CCG).

The Labour Court's ruling in January 2025, which deemed CHWs employed on recurring fixed-term contracts as permanent government employees, was a significant milestone. However, we as NPSWU believe that all CHWs should be absorbed into permanent employment and negotiate a criterion for their absorptive. We reject any form of discrimination whereby CHWs are performing the same functions and providing essential services to our communities get different salaries.

At NPSWU, our motto reflects our core belief in fairness and justice at the workplace. "Equal pay for work of equal value" means that all workers should receive the same pay when they perform jobs that require similar levels of skill, effort, responsibility, and working conditions—regardless of gender, race, or any other factor. This principle ensures that no one is undervalued or discriminated against for doing comparable work. It's about recognizing the true worth of every worker and promoting dignity, equality, and respect across all roles.

NPSWU believes that this statement by the Minister is mute as it falls short of addressing the plight of the rest of the other thousands of CHWs as it addresses only 27 000 CHWs, the implementation process e.g. 27k 2025 FY, 27k 2026 FY, etc., the platform for negotiations (PHSDSBC) as well as the criteria to for selection of the first 27 000 in order to ensure that the benefits are substantial and meaningful.

NPSWU notes that Community Care Givers, who play a similarly critical and crucial role in supporting vulnerable populations, remain in precarious employment situations. In KwaZulu/Natal the department of social development have terminated the employment contracts, thus putting the communities in pathetic social conditions. We therefore call on the Minister of Social Development Ms Mbali Shinga to follow suit and absorb Community Care Givers into permanent employment.

**Issued By**

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## Our Demands:

>Permanent absorption of CHWs be put to a process: The social partners at the PHSDSBC sign a collective agreement immediately

>All CHWs to be absorbed into permanent posts, RPL for the CHWs who don't have matric, and pension/retirement benefits for those who have reached their retirement age

>We caution against using this important matter as an electioneering tool for political gains and emphasize the need for a prompt implementation date. The lives and live hoods of the workers depend on a committed resolution.

## **Issued By**

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