



# PHSDSBC

Public Health and Social Development  
Sectoral Bargaining Council

## Issue 2: July - September 2020

Welcome to the second edition of the newsletter.

[Download Brochure](#)

### FEATURE ARTICLE

#### ACTUALITY: NOW TRENDING IN TERMS OF HEALTH AND PUBLIC SECTOR REGARDING THE EFFECT OF THE PANDEMIC ON EXTRA HOURS, UNEMPLOYMENT AND EMPLOYEE HEALTH



Under normal circumstances, the role of the PHSDSBC is to provide a platform and technical expertise to various social partners in the health and public sectors in order to promote labour peace. Yet there is nothing normal about Covid-19 and the pressure the pandemic has placed on this essential services sector.

Glaring cracks exposed by the pandemic include shortage of staff in hospitals, lack and/or poor training of the workforce to deal with Covid and their own risk of exposure to the disease. As frontline workers there is an inevitability of contracting the disease. While everything is being done to ensure that the necessary personal protective equipment is made available, the insufficiency in supply created by the high demand for equipment, coupled with the rampant undermining of corruption in the procurement of goods and services, place these brave men and women at extremely high risk.

If anything good can come from Covid, it will most likely be the exposure the world has given to the service of healthcare workers. Now more than ever there remains a need for people to pursue healthcare as a career option. It is important to find more ways to make it attractive for an unemployed youth to join the workforce as healthcare professionals.

[Read More](#)

### WELLNESS IN THE WORKPLACE

#### WE CANNOT CONTROL A CIRCUMSTANCE SUCH AS COVID-19 BUT WE CAN CONTROL OUR REACTIONS - WORK LIFE BALANCE DURING AND POST COVID-19 IS IMPORTANT



October is Emotional Wellness Month globally, let's use this month as an opportunity to take charge of your emotional wellness, find the soothing activities that work for you, and, most of all, breathe!

"Emotional wellness", refers to our ability to process feelings in a healthy, positive way and manage the stress of everyday life. If you feel stressed or overwhelmed, try a soothing activity like meditation or any form of making you to release stress to slow down and clear your mind'. Int J Clin Pract 2009; 63(8): 1128-35.

With our hectic schedules, device sessions are hitting us from every direction, and modern life is becoming increasingly uncertain, it's more crucial than ever to maintain a sense of calm and balance. Emotional wellness month reminds us to disconnect and take time out for our brain.

[Read More](#)

### RESIDENT PANELLIST CORNER



Is an employee's claim for retrospective remuneration and correction of salary level an unfair labour practice involving the provision of benefits over which the PHSDSBC has jurisdiction?

[Read More](#)

### DISPUTE RESOLUTION



Claiming interest in dispute resolution proceedings

[Read More](#)

### DID YOU KNOW?



In South Africa, all people contracted to perform a job, no matter how menial, are considered to be 'employees', for the purposes of labour legislation.

[Read More](#)

### EMPLOYER EMPLOYEE RELATIONS



When employers and employees have a strong, healthy relationship with one another, the entire organisation benefits.

[Read More](#)

### GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature the general secretary of PHSDSBC

#### GENERAL SECRETARY: MPUMELELO SIBIYA



Mpumelelo Sibiyi is a man with vision and compassion. In a recent interview with the General Secretary of the PHSDSBC, he gave us a glimpse into his world, now at the cold face of fighting the Covid-19 pandemic.

From humble beginnings, Sibiyi describes himself as a promoter of labour peace. As a young man he was acutely aware of the plight of the most vulnerable and downtrodden; a plight that compelled him to pursue a career where he could make a difference and "be of service to human kind".

Sibiyi is highly qualified and holds degrees and various post graduate diplomas in labour law, industrial relations, economics and political science including a Masters in Business Administration. Not only did he graduate his research topic cum laude, his research topic, Black African woman, Executive Positions and the Role of Coaching in their Career Development, excellently reflects this man's heart to engage constructively with the world around him.

[Read More](#)

### SOME FUN



Do you have what it takes to finish the sudoku puzzle?

Download, print and enjoy!

[Download](#)

### FAQS



What is the PHSDSBC service fee:

The State (Employer) subsidizes 50% of the fee that is applicable to the PHSDSBC from all the employees it services; the other 50% is paid by individual employees as follows:

Employer R5.00  
Employee R5.00

Total levy due to the PHSDSBC per employee = R10.00

[Download](#)

### COLLECTIVE BARGAINING

#### PROGRAMME 2: COLLECTIVE BARGAINING MANAGEMENT



#### COLLECTIVE BARGAINING REPORT

The PHSDSBC had in the second quarter, deliberated on the following matters of mutual interests:

##### 1. Standardisation of Remuneration and Absorption of Community Health Workers in Department of Health

Subsequent to the finalisation of Resolution 2 of 2020, the parties had agreed to resume engagements on the implementation of clause 5.5 of Resolution 1 of 2018. The Employer had shared its position paper in 2019. Consequently, Labour had submitted its draft proposal. Parties agreed to establish a task team to address the matter. A report will be tabled at the level of the Collective Bargaining Committee, Executive Committee and finally, to the PHSDSBC.

##### 2. Amendment to Revised Non-Pensionable Recruitment Allowance referred to as Rural Allowance

A task team was established and prepared a report to the Council. The Council had resolved to invite the Department of Agriculture, Land Reform and Rural Development (DALRRD), to make a presentation on the process of spatial analysis and mapping of rural areas. The DALRRD had met with the General Secretary, and a presentation will be made to the PHSDSBC.

[Read More](#)

