



# PHSDSBC

Public Health and Social Development  
Sectoral Bargaining Council

The PHSDSBC wishes all its members a joyous festive season. We encourage you to keep safe during this period. Remember to always wear masks, avoid physical contact and maintain safe social distancing, wherever you are spending your holidays.

## Issue 3: October - December 2020

Welcome to the third edition of the newsletter.

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### FEATURE ARTICLE

#### COVID 19 AND THE FESTIVE SEASON - THE PSYCHOLOGICAL AND EMOTIONAL STRAIN ON ESSENTIAL SERVICES WORKERS DELIVERING CONTINUED SUPPORT WHILE SA GOES ON LEAVE



Roughly a year ago, around this time, South Africans were preparing themselves for their customary festive season holiday. Rumours of a new disease in China sounded farfetched and fabricated. Who would have predicted that 365 days later, more than one and a half million people worldwide, have lost their lives? As the man on the street prepared to lockdown at home and adapt to a strangely uncommon time of relaxation, health workers geared up, put on masks and protective clothing and went out to face the onslaught of an unknown and lethal virus.

For them, it has been a long hard year of overtime, extremities and challenging working conditions. By August this year, over 27 000 healthcare workers have tested positive for the virus, with a death toll of 230. Almost 80% of the total number of confirmed Covid-19 cases were reported in the public healthcare sector. Although the overall infection rate amongst healthcare workers, as compared to the total number of cases identified, is 50% below the global average of 10%, the mortality rate of 0.9% still translates to 230 lives lost.

As South Africans once again start to slow down and prepare for another festive season, the 3096 newly reported Covid-19 cases in the last 24 hours indicate a spike in infections, and a clarion call to overworked and tired nurses and doctors to brace themselves for the second wave. The emotional and psychological impact of this has huge ramifications for the industry and yet, as a nation, we have never been here before; consequently, solutions for handling the effects are few and far between.

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### WELLNESS IN THE WORKPLACE

#### GENDER BASED VIOLENCE AS A PARADIGM SHIFT DURING COVID-19 PANDEMIC WITHIN THE WORLD OF WORK



Gender based violence has been one of the world's most ignored pandemic within the world of work; however, Covid-19 has exposed most of the underlying issues that has been neglected. Gender based violence and harassment disproportionately affects women and girls, and recognising that an inclusive, integrated and gender responsive approach, which tackles underlying causes and risk factors, including gender stereotypes, multiple and intersecting forms of discrimination, and unequal gender based power relations, is essential to ending violence and harassment in the world of work.

Despite their vital importance, the contributions of women and girls in activism and civil society continue to be under-estimated, under-resourced and undermined. Without their continuing work, the promise to build a better future would be simply unattainable. The fiercest form of violation that women and girls face, remains the one of gender-based violence.

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### RESIDENT PANELLIST CORNER



Rescission of default arbitration awards: The applicable legal test

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### DISPUTE RESOLUTION



Referring a dispute on unfair treatment creating an occupational detriment for an employee who made a protected disclosure

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### DID YOU KNOW?



A service is considered to be an essential service if the interruption of the service would endanger the life, personal safety or health of the whole or part of the population.

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### EMPLOYER EMPLOYEE RELATIONS



One of the aspects of achieving strong employee relations is to provide employees with the image of ambition and success.

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### GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature the vice-chairperson (labour) of PHSDCBC

#### VICE-CHAIRPERSON (LABOUR): INTERVIEW WITH NOBUKHOSI XULU



When a decent work agenda for social dialogue structures within the PHSDSBC framework needs to be set, Nobukhosi Xulu is your person. And when she is called to task, her focus is not only on managing PHSDSBC affairs; she immediately looks to the needs of the most vulnerable of the working class, viz. women.

When asked how Covid-19 has impacted on her life professionally and personally, her answer reflects a woman of great understanding and compassion.

"There was this sudden realisation that we have not done enough when we could have, to secure the physical and psychological safety of employees and our clients in both the private and public sectors. This has put lives at risk, and some of these very exposed frontline workers have succumbed to the pandemic. In return, this has affected me emotionally and psychologically and forced me to robustly engage with various employers to enforce compliance with OHS policies and regulations to protect workers.

Personally, I have become more vigilant where my family is concerned and sometimes overprotective. I have also become better equipped to provide emotional and psychological support as well as medical advice to affected friends, colleagues and communities."

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### SOME FUN



Do you have what it takes to finish the maze?

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### FAQs



What is the PHSDSBC service fee:

The parties to the PHSDSBC are the Employer (State) and the four (4) trade unions in the Public Health and Social Development sector, viz. NEHAWU, DENOSA, PSA and HOSPERSA. The representatives of the State and the trade unions attend Council meetings and negotiate collective agreements on the conditions of service of all the employees in the sector.

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### COLLECTIVE BARGAINING

#### COLLECTIVE BARGAINING MATTERS



#### COLLECTIVE BARGAINING REPORT

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

##### 1. Amendment to Revised Non-Pensionable Recruitment Allowance Referred to as Rural Allowance

The PHSDSBC resolved that the item should be discussed by the task team, within a period of two (2) months. The task team had engaged on the matter, and made recommendations that the PHSDSBC should invite the Department of Land Reform and Rural Development (DALRRD) to address the PHSDSBC on spatial analysis and mapping. The DALRRD made a presentation on the spatial analysis and mapping, on 29 October 2020. A further session between the task team and the DALRRD would be convened to finalise on the matter.

##### 2. Regulations for Minister Powers to vary Conditions of Employment without Consultation

The PHSDSBC meeting, which had convened on 17 June 2020, had resolved that the below-mentioned seven (7) sub-items should be referred to the PHSDSBC's Chambers for consultation:

- a. Recruitment and Training of Human Resources;
- b. Deployment of Human Resources;
- c. Sourcing of Human Resources from the Expanded Public Works Programme, Retired Health Professionals, Community Based Organisations and Non-Governmental Organisations to Render Services in identified Sites;

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