



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Issue 4: January - March 2021

Welcome to the fourth edition of the newsletter.

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FEATURE ARTICLE

COVID-19 VACCINE ROLL OUT - FRONTLINE WORKERS FIRST



Exactly a year after South Africans went into lockdown for the first time, as the hard reality of Covid-19 reached Africa, government's current efforts are now concentrated on getting much needed vaccines to frontline workers, as the Third Wave and an early Winter looms.

Growing concern over the roll out strategy; however, highlights the vulnerability of these heroic men and woman, as despite all efforts, it's more and more likely that only 500 000, or a third of the 1.5 million target set by government, will be reached by the end of April.

The impact of vaccines on the COVID-19 pandemic, is influenced by various factors including how well they work and how quickly they can be approved, manufactured and delivered. The number of individuals that can be vaccinated also plays a vital role. Large outbreaks; however, are likely to be prevented, once two thirds of the population, approximately 40 million people, in South Africa's case, become immune which will take many months, maybe years, to achieve.

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WELLNESS IN THE WORKPLACE

CHOOSE TO CHALLENGE EMPOWERMENT IN THE WORKPLACE



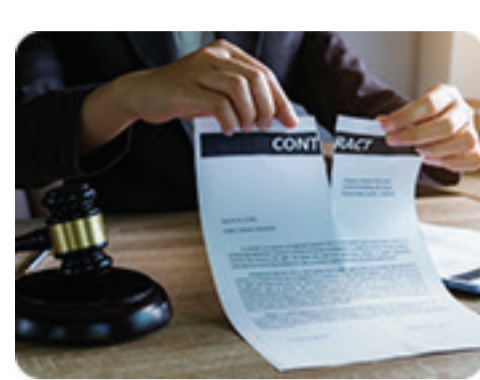
In keeping with the theme of 2021's Women's Month (March), the focus is on senior and executive level women professionals and leaders between the ages of 35 and 65 years. A challenged world is a prepared world. Individually, we're all responsible for our own thoughts and actions - all day, every day. We can all choose to challenge and call out gender bias and inequality.

We as women, can all choose to seek out and celebrate our lives attainments collectively; we can all help create an inclusive world as the saying goes, "from challenges comes change", so let's all choose to challenge.

What is the concept of ubuntu from a management perspective and do professional women practise leadership that is shaped by ubuntu values, which are aligned with the philosophy underpinning the history of our country in practice?

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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?

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DISPUTE RESOLUTION



Certification and enforcement of arbitration awards process.

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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



Factors that promote good employer-employee relations.

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GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature an interview with PHSDSBC Vice Chairperson - Employer

VICE CHAIRPERSON: JOHN MAHLANYA



John Mahlanya is the man responsible for taking care of and representing the needs of the Employer at both the Departments of Health and Social Development.

As a people's person the distancing impact of COVID-19 on the workforce, has been a huge challenge for him. He had to adapt to using Zoom and Microsoft Teams to perform his daily duties; specifically, with regards to attending meetings, arbitrations and training, whereas before he used to bask in the company of the workers.

"Personally, COVID has cautioned me to be more careful than before outside the safety of my home, and as a Christian, there is no more going to church to pray," he laments, when asked how it has affected him.

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SOME FUN



Connect the dots and colour in the final picture!

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FAQs



Who are the parties to the PHSDSBC?

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



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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 that was initially mandated to deal with the matter, within a period of 2 months. The task team had engaged on the matter, and had made recommendations that the Secretariat 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 29 October 2020. A further engagement between the task team and the DALRRD would be convened once the DALRRD confirms its availability for a follow-up session.

2. Standardisation of the Remuneration and Absorption of Community Health Workers in the Department of Health

The PHSDSBC resolved to establish a task team to deal with the standardisation of remuneration and absorption of Community Health Workers (CHWs) in the Department of Health. The task team was given a mandate to conclude discussions by the tentative date of 15 October 2020, and present its report to the structures of the PHSDSBC.

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