



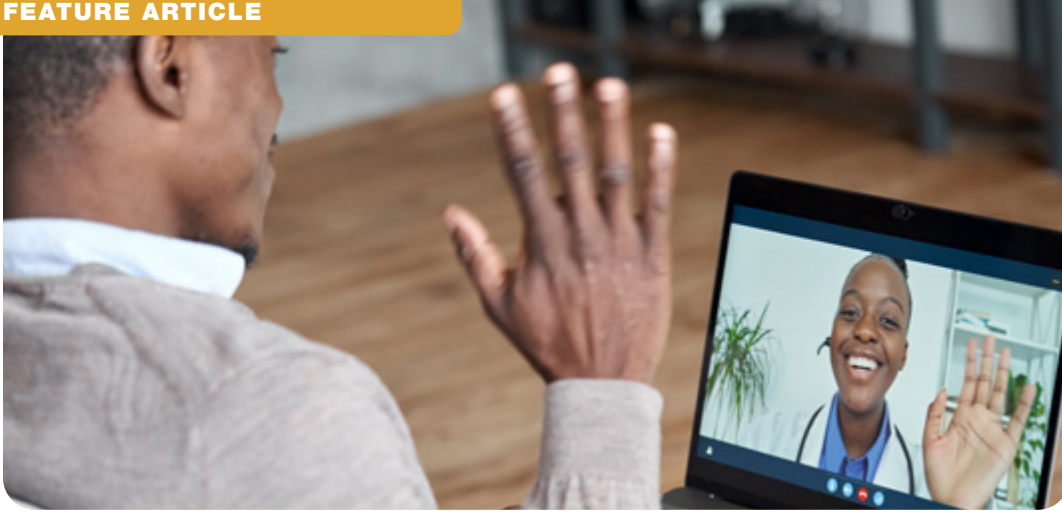
PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Welcome to the sixth edition of the newsletter. **ISSUE 6 | October 2021**

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FEATURE ARTICLE



Virtual visitation

the rise of remoting-in for healthcare professionals and social workers.

As the coronavirus pandemic continues, having firmly embedded itself into our social consciousness, it's plain to see the number of ways in which it has influenced the way we lead our lives. Mask-wearing, social distancing, gathering limits, and so much more are simply a part of our lives now.

Brought to the fore during this time — a function of social distancing and lockdown — was the aspect of remote-working. Dialing in from a distance (for those who could do it) enabled work to continue safely and, though a somewhat double-edged sword, it offered its fair share of benefits as well as downsides.

While the pandemic highlighted the importance of 'remoting in' — for healthcare and social workers, specifically — this medium has been around since 2010 (if not earlier).

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RESIDENT PANELLIST'S CORNER

Can an applicant who is absent from an arbitration apply for rescission of the decision to dismiss the matter?

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EMPLOYEE WELLNESS



RECOGNITION OF DEVELOPMENTAL TRANSFORMATION AND TRUE PEACE CANNOT COME WITHOUT FUNDAMENTAL CHANGE IN THE PROMOTION OF WOMEN IN LEADERSHIP IN SOUTH AFRICA

Current perceptions about women's leadership in South Africa underscores persistent barriers and systemic challenges such as early socialisation, gender stereotyping, limited educational attainment, and discriminatory policies and procedures. Gender norms in South Africa emphasise the primary role of women as mothers and wives, which discourages them from joining the workplace and ascending to higher positions.

At work, recruitment and promotion procedures often work against women's success, and normative perceptions of women as incompetent subject them to more rigorous standards of performance. Going forward, women's leadership in South Africa would benefit from continued theoretical research, advocacy and discussion that embraces the complexity and diversity of South African women leaders.

There is a great need to re-evaluate and provide more support for women to become leaders in South Africa, creating platforms that will act as premiere advocacy groups with the mission of elevating the status of women's leadership in the country.

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DISPUTE RESOLUTION

Making a settlement agreement an award process.

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did you KNOW?

... that there are three main actors in industrial relations. The International Labour Organization has placed emphasis on the importance of the relations between State, employers' organisations and workers' organisations and the relationship between occupational organisations ...

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GET TO KNOW OUR COUNCIL MEMBER



VICE-CHAIRPERSON OF DENOSA Ms Thandeka Ritta Msibi

In this issue we feature: Ms Thandeka Ritta Msibi, Vice-Chairperson of the PHSDSBC from DENOSA

When asked to describe herself in three words, Ms Msibi went with 'energetic', 'focussed' and 'woman'. In her line of work which is demanding and multi-faceted, she has to be energetic to manage. "We don't stop, we're always getting calls — night or day," she tells us. And this, obviously, is why being focussed is also very important. With so many issues to deal with (and very little downtime), she has to devote her attention accordingly. "My eyes are always on the ball," she says.

"I'm passionate about female issues as well," Ms Msibi highlights, "that's why I've mentioned 'woman'." Some strides have been made when it comes to dealing with women's issues, Ms Msibi feels but she still wants to draw attention to the fact that women are, countrywide, still disadvantaged.

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EMPLOYER-EMPLOYEE RELATIONS

People spend most of their time at work in the presence of their co-workers and superiors. Neither employees nor employers can afford workplace disputes. Disputes add to unhealthy tensions and decrease an employee's productivity. Good employee relations help maintain a friendly and productive workforce which is necessary for business success while also serving as a neutral mediator of disputes.

No individual, no matter how hardworking, can do her/his job without the help of others.



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COLLECTIVE BARGAINING



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

- National Implementation Task Team Re-Configuration of Government – Transfer of the Early Childhood Development Function from the Department of Social Development to the Department of Basic Education**

Following the resuscitation of the National Implementation Task Team (NITT) and the directive to the sectoral bargaining councils to revive the project, in relation to overseeing the implementation of PSCBC Resolution 1 of 2019 – Transfer of the Early Childhood Development (ECD) Function from the Department of Social Development to its own Department of Basic Education (PSCBC Resolution 1 of 2019), the PHSDSBC resolved to establish its own NITT comprising of 3 representatives per trade union party and the equivalent number from the Employer. Parallel to the foregoing, the Office of the General Secretary (OGS) of the PHSDSBC, was assigned to liaise with the PSCBC to establish the terms of reference for the task teams, given that the implementation of the resolution requires collaboration with the other affected sectoral bargaining councils, i.e. GPSSBC and ELRC. In response to the foregoing request, the NITT that was established by the PSCBC in relation to its Resolution 1 of 2019, noted that there was a structure that had convened on 11 November 2019, to receive an update from the Department of Public Service and Administration on the transfer of the ECD function. Therefore, it resolved that the structure be revived to develop a process to facilitate the transfer through to its finality.

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FUN ACTIVITY

SUDOKU

[LET'S PLAY](#)

FAQ

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