



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Welcome to the seventh edition of the newsletter. **ISSUE 7 | December 2021**

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FEATURE ARTICLE



Understanding the **Impact** of the **Fourth Industrial Revolution** on the Healthcare Sector

When brought up in discussion, the Fourth Industrial Revolution (sometimes abbreviated as 4IR) is typically described as something which a business or organisation is adapting to or still working to adapt to – but what is it?

The 4IR refers to a number of technological ‘changes’ which, if successfully implemented in the workplace, can radically transform the way we work both internally and externally – improving communications, heightening efficiencies, and streamlining work processes, among other things. These ‘changes’ are a collection of differing technologies, interfaces, methodologies and more, which, though, not applicable to all industries, have far-reaching implications for business, as a whole. Things like biotechnology, advanced artificial intelligence, machine learning, and nanotechnology all fall under the purview of 4IR.

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EMPLOYEE WELLNESS



Not in **My Name**

16 Days of Activism against Gender Based Violence (GBV) is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. It was started by activists at the inaugural Women’s Global Leadership Institute in 1991 and continues to be co-ordinated each year by the Centre for Women’s Global Leadership. It is used as an organising strategy by individuals and organisations around the world to call for the prevention and elimination of violence against women and girls.

2021 marks the 30th anniversary of the Global 16 Days Campaign. Inspired by the original vision and history of the campaign, which focused on raising awareness about violence against women, and considering the continuing impunity for femicide, this year the campaign focuses on the issue of “femicide and/or the gender-related killing of women”.

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GET TO KNOW OUR COUNCIL MEMBER



In this issue we feature the National Organiser for Social Development of NEHAWU: Mr Bhuti Buthelezi

“I simply say things that most are afraid to say,” he tells us. As National Organiser for Social Development for NEHAWU, being able to say your piece and assert yourself with confidence is incredibly important. When it comes to dealing with disputes and interacting with parties that are in the middle of a disagreement, being able to call a spade a spade is very important.

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COLLECTIVE BARGAINING



Collective Bargaining Report - 30 November 2021

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

1. Guidelines on Membership Audits of Members who are in Good Standing

Following the mediation process that was held on 20 and 21 April 2021, the parties managed to develop two draft documents (collective agreement and guidelines), which were tabled at the Special PHSDSBC meeting on 12 July 2021. Labour parties were ready to sign the two draft documents; however, the Employer requested to be given until the next PHSDSBC meeting (09 November 2021) to finalise its mandate on the matter. The final draft documents have since been circulated to all the parties. The Employer was considering the matter, and will pronounce its position in due course.

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The PHSDSBC rejoices in the lighting of this candle for all doctors, nurses, care workers, social workers, nursing aides, and all healthcare workers who nurse and heal the bodies, hearts and souls of the sick. The PHSDSBC thanks you for your sacrifice during this pandemic.

The PHSDSBC lights this candle as a remembrance of God’s people: caregivers, committed to the ministry of healing, who have passed on in the line of duty. May their souls rest in peace.

The PHSDSBC would like to take this opportunity to wish all its members a joyous festive season. Please continue to social distance and sanitise. Stay healthy and safe. See you in 2022!



RESIDENT PANELLIST’S CORNER

Section 17 of the Public Service Act revisited: MEC for Health (North West Province) v South African Medical Association

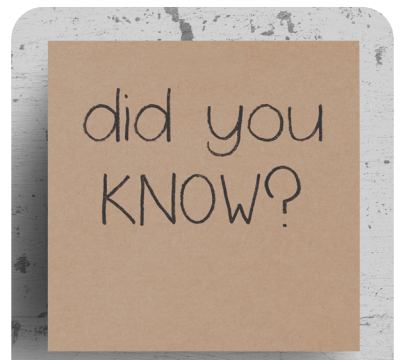
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DISPUTE RESOLUTION

Compensation Awarded and Accruing Interest
By Mr Vusi Mnguni

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The PHSDSBC does road shows and exhibits at the various public health and social development facilities in all the provinces.

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EMPLOYER-EMPLOYEE RELATIONS

The employer-employee relationship is crucial to every workplace.

There are 5 aspects to the foundation of this vital relationship.



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Find answers to your most frequently asked questions here.

[ASK ME](#)



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