



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Issue 9: April - June 2022

Welcome to the ninth edition of the newsletter.

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FEATURE ARTICLE

ACTUALITY: PEACEFUL NEGOTIATIONS VS VIOLENCE



There's an old joke that asks; Why was the Royal Philharmonic Orchestra banned? Too much Sax and Violence goes the answer. Why fight for your workplace rights as an individual when you can join a collective aimed at doing it peacefully on your behalf?

In a country where high unemployment and illegal immigrants add its own challenges to the workforce mix, trade unions play an integral role in facilitating favourable outcomes instead of potential violence. Most trade unions are independent and non-aligned, but their members can and are encouraged to be active politically. Most unions are also specifically aligned to the industry sectors representing most of their members.

Unity amongst union members is of the utmost importance and as such, those representing members of trade unions are always working towards deepening their members' participation. This is also a significant way of minimising any potential for violence. Dispute resolution and conflict management are vital in delivering on the demands of the workforce, and the outcome when negotiations break down is to strike instead of taking up arms.

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WELLNESS IN THE WORKPLACE

SOUTH AFRICA'S YOUTH CONTINUE TO BEAR THE BURDEN OF UNEMPLOYMENT AND A VOICE TO BE HEARD



As the country moves to celebrate national youth day and youth month under the theme: "The Year of Charlotte Manny Maxeke: Growing youth employment for an inclusive and transformed society", the focus will be around various youth development and empowerment initiatives to support young people.

It is ironic that after so many years, since the genesis of democracy there is no way out for our young people the same people who are more likely to provide solutions have their views often pushed aside and are represented by others. In some instances, they are rebuked and their voices subdued. It is the young people who are most affected by societal issues and who will possibly live longer, but the scheme of things within society are such that the fate of the youth is decided outside them often with an unpalatable and unnecessary ambitious providence.

To this end some young people think it is rather haughty stance against them that need a counter approach. Unemployment figures and poverty indexes among young people are generally high. Young people have little role to play in the economy, this despite in some cases young people having high consumer presence in specific commodity fields. Access to meaningful education is poor and remain a challenge that is difficult to deal with quicker and effectively. Diseases, unplanned pregnancies and other obnoxious health issues frequent the youth more than other ages. Crime, gender-based violence is often higher among young people.

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DISPUTE RESOLUTION



Dispute management referrals report. Purpose: To present the Dispute Management Department report on referrals, for the period 01 April 2021-31 March 2022.

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DID YOU KNOW?



Corporate Social Responsibility (CSR) is a concept whereby an organisation integrates social and environmental concerns in its business operations and interactions with its stakeholders.

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EMPLOYER EMPLOYEE RELATIONS



Principles that guide sound employer-employee relations.

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GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature an interview with general secretary of NUPSAW - Solly Malema

GENERAL SECRETARY - NUPSAW: SOLLY MALEMA



Solly Malema was born and raised in the tiny village of Mashite in the Limpopo Province. His love for the rights of the working class developed here at an early age and led him to Seshego, Polokwane, to further his career as a professional trade unionist.

He worked his way up the organisational ladder and furthered his skillset by obtaining a diploma in Business Management and Certificates in Dispute Resolution and Management Development.

Labour relations and fighting for the rights of the marginalised have been his life's passion. He witnessed his fair share of the exploitation of workers by their employers, both in the Private and Public sectors. He soon became the provincial organiser for various trade unions in the Limpopo Province before moving to Pretoria in 2013.

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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 MANAGEMENT



COLLECTIVE BARGAINING REPORT

The PHSDSBC had in this first quarter, negotiated on the following matters of mutual interests:

- 1. Review of Uniform Allowance in the Public Sector (Uniform for Nurses)**
 - a. The parties to the PHSDSBC had since signed the collective agreement, on the provision of uniform for nurses in the public sector. The agreement enjoyed the majority signature of the parties on 28 February 2022.
 - b. The item remains on the agenda of the PHSDSBC to monitor the implementation of Resolution 1 of 2022.
- 2. Amendment to Revised Non-Pensionable Recruitment Allowance Referred to as Rural Allowance**
 - a. The PHSDSBC had agreed that the Employer should sponsor a counter-proposal, in response to Labour's draft collective agreement.

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