



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Issue 10: July - September 2022

Welcome to the tenth edition of the newsletter.

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FEATURE ARTICLE

ACTUALITY: WHY JOIN A TRADE UNION? TRADE UNION FEES VS AGENCY FEES



It's a personal choice for any individual to join a union. As such, those who choose not to be a member of a trade union, still need to be covered on issues of collective bargaining. Therefore, agency fees are paid by those employees who are not unionised, and those unions who are not admitted to bargaining councils to ensure that they are also covered.

Section 25 of the Labour Relations Act No 66 of 1995 allows for an employer to enter into an agency shop agreement with a labour union/s. The existing agency shop collective agreement, in terms of agency fees, i.e., Resolution 1 of 2005, was signed into effect in the Public Service Co-ordinating Bargaining Council (PSCBC) by representatives of the employer and trade unions admitted to the PSCBC.

The fee is adjusted on the 1st of July every year. Currently it's R 107.70 per month, which is higher than any other trade unions' membership fees. The fee is determined in terms of the highest amount payable for subscription by a member belonging to a trade union admitted to the PSCBC.

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WELLNESS IN THE WORKPLACE

NUTRITION AND WELLNESS



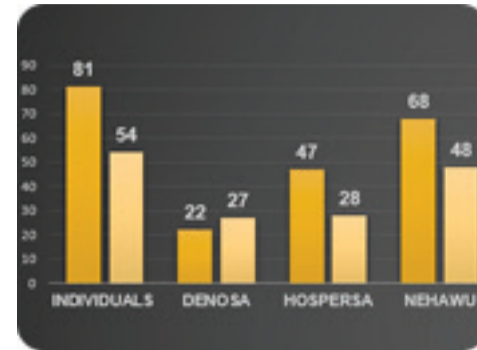
The food you consume has a direct impact on your health and wellness. That's why it's important to be aware of the relationship between nutrition and wellness. Making smart choices about your diet enhances how you feel, allowing you to live your best everyday life.

Eating can be one of the great joys of life, and, can be a way to support good health. Food is in actuality, medicine. Unfortunately, some foods can also be bad for your health. Nutrition for wellness, is about discovering and celebrating those foods that are beneficial to your physical and mental well-being. By understanding what foods to eat, you can make wise food choices that benefit you in the long run. All parts of the body - from the heart to the brain - requires energy to function, which is obtained primarily from the food you eat. As you eat and digest your meals, your body uses chemical reactions to transform that food into fuel to power most of your bodily functions.

Your brain uses glucose for energy; which comes from carbohydrates in your food. There are two types of carbohydrates — simple and complex — that your body uses. Complex carbs from starchy foods, like vegetables, fruit, and dairy absorb slowly into the body for a more consistent source of energy for your brain. Simple carbs from sugary foods or drinks do the opposite. They give your brain a big dose of energy but then cause you to crash and lose focus.

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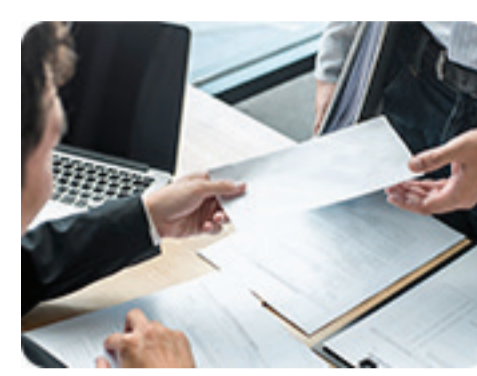
DISPUTE RESOLUTION



Dispute management referrals report.
Purpose: To present the Dispute Management Department report on referrals, for the period 01 April 2021 - 30 June 2022.

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DID YOU KNOW?



DISMISSAL: Under dismissal, every employee or worker has the right to not be unfairly dismissed.

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EMPLOYER EMPLOYEE RELATIONS



Importance of Employer-Employee Relations: Maintaining healthy employee relations in an organisation is a pre-requisite for organisational success.

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CORPORATE SOCIAL RESPONSIBILITY - MANDELA DAY



The PHSDSBC, "adopted" the Leamogetswe Safety Home (LSH), as the organisation it would partner with, to provide relief to the Atteridgeville community.

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GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature an interview with Director Labour Relations - Department of Social Development - Dr Koos Shabangu.

DIRECTOR LABOUR RELATIONS - DEPARTMENT OF SOCIAL DEVELOPMENT - DR KOOS SHABANGU



Dr Koos Shabangu is a man who lives his passion. He walks his talk as is evident by years and years of focusing on sound employment relations. For him it's not about just one side of the coin. "My aim is to capacitate both managers and employees on labour relations management as a means to end the entrenched challenge of unhealthy employment relationship."

Having completed his Doctorate in Philosophy of Public Administration (D Phil PA) recently in record time from the University of South Africa, after having had to switch Universities, is indicative of his tenacity to get the job done while honouring both employer and employee.

Dr Koos started his career in service of the public sector as a personnel practitioner at the Department of Education. From here, he never looked back but advanced his knowledge and experience with regards to Human Resource Management, ultimately culminating in a PhD and his role as Director Labour Relations at the Department of Social Development.

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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 has in this second quarter, negotiated on the following matters of mutual interest:

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 majority signature on 28 February 2022.
 - b. The item remains on the agenda of the PHSDSBC to monitor the implementation of Resolution 1 of 2022.
 - c. The task team on this matter was resuscitated to monitor the implementation of the resolution.
2. **Professionalisation of Community Development Practitioners (CDPs)**
 - a. The Employer had since tabled a report on the professionalisation of the CDPs.
 - b. Further, the draft Social Service Professions Amendment Bill was being refined by the Department of Social Development (DSD) and the Office of the Chief State Law Advisor.

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