



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Issue 12: January - March 2023

Welcome to the twelfth edition of the newsletter.

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FEATURE ARTICLE

ACTUALITY: GENDER PRONOUNS IN THE WORKPLACE



The issue of gender pronouns in the workplace has gained significant attention in recent years begging the question: Does it matter or is it another storm in the proverbial labour relations industry's teacup?

The short answer is, yes. Not only does it matter in any industry but even more so in industries like Health Care and Social Development.

Google explains a pronoun as "a word that either refers to the people talking (like I or you) or someone or something being talked about (like she, I, them or this)." Technically there are 4 gender pronouns distinguishing between masculinity and femininity. These traditional pronouns however fail to identify individuals who do not want to identify with either. For these people, they, we and them are often used to identify themselves.

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WELLNESS IN THE WORKPLACE

HUMAN RIGHTS IN THE WORK PLACE



Rights and Protections of Health Workers

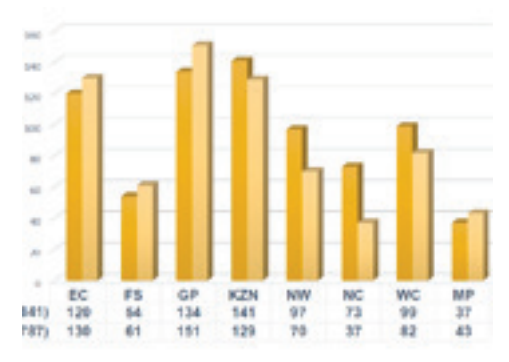
As 21 March, is recognised as Human Rights Day in South Africa, it is essential to consider the human rights of the labour force, in particular, health workers, as they provide essential services, who's roles, functions and duties are oftentimes taken for granted.

There are a number of rights and protections afforded to health workers under national and international law. These include the right to freedom from discrimination, the right to fair compensation and working conditions, the right to form and join trade unions, and the right to freedom from violence and harassment.

Health workers have a fundamental right to freedom from discrimination in the workplace. This includes discrimination on the basis of race, colour, sex, religion, political opinion, national origin or social group. Health workers also have the right to fair compensation and working conditions. This includes the right to receive a living wage, safe and healthy working conditions, and reasonable hours of work.

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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 2022 - 31 December 2022.

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If you regularly use a computer, it's extremely likely you send and receive countless emails each day - emails from clients, subscriptions, newsletters, messages from friends and family, and not to mention spammers.

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EMPLOYER EMPLOYEE RELATIONS



CODE OF GOOD PRACTICE: WHO IS AN EMPLOYEE
Published under GN 1774 in GG 29445 of 1 December 2006.

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GET TO KNOW OUR COUNCIL MEMBER

In this issue we feature an interview with Deputy Director Collective Bargaining: National Department of Health - Sifiso Khumalo.

DEPUTY DIRECTOR COLLECTIVE BARGAINING: NATIONAL DEPARTMENT OF HEALTH - SIFISO KHUMALO



Sifiso Khumalo, Deputy Director Collective Bargaining is the man responsible for providing strategic and practical support to the Chief Negotiator at both the PSCBC and PHSDSBC.

After completing his secondary education, Sifiso worked as an unskilled laborer on the Reef. He became an ordinary member of a union, and this is where he came to appreciate the role of labour relations in keeping labour peace.

It decided his future path and when he had the opportunity to study further at tertiary level, he chose the labour relations route. "I have no regrets," says Sifiso. "I regard this field as a primary referee in the workplace; whereas employer and labour or individual employees are players."

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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 fourth quarter, negotiated on the following matters of mutual interests:

- 1. Review of Uniform Allowance in the Public Sector (Uniform for Nurses)**
 - a. The last task team meeting was convened on 30 September 2022.
 - b. The ExCo members requested the Employer to prioritise and expedite this process noting that clause 4.9 of the agreement makes the provisions of uniform allowance in terms of resolution 1 of 2005 to cease to exist as at 31 March 2022.
 - c. The Convener of the task team to raise the urgency of the matter at the level of the task team meeting to be convened on 11 April 2023.
- 2. Professionalisation of Community Development Practitioners**
 - a. The South African Council for Social Service Professions (SACSSP) launched the community development online form for registration from 01 July 2022 to 30 September 2022.
 - b. Verified and new registration data had been quality assured, and the online registration and verification forms had been compiled and automated for Community Development Practitioners (CDP) voters' roll.

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