



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Welcome to the thirteenth edition of the newsletter. **ISSUE 13 | August 2023**

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FEATURE ARTICLE



Transactional or transformational leadership?

Which leadership style do Gen Z's prefer?¹

Generation Z (Gen Z) refers to individuals born roughly between 1996 and 2004. These individuals are now entering the workforce. **Many consider Gen Z's to have their own set of characteristics² given the environment that they grew up in. These are:**

1. They are considered to be digital natives, comfortable with the use of technology and social media. They also tend to be good at multi-tasking and being able to navigate different forms of technology. However, being able to access a wealth of knowledge immediately can result in some having shorter attention spans than others.
2. They tend to have a more entrepreneurial spirit when compared to previous generations.
3. Gen Z's tend to favour flexibility and remote work options.

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EMPLOYEE WELLNESS



Are SA's youth happy at work?

The topic at hand is the level of happiness in South Africa's youth when it comes to their work.

With the current economic climate and high levels of unemployment, it is important to understand how the youth feels about their working conditions, job security and overall satisfaction with their career paths. Many factors can contribute to a young person's level of happiness at work, such as the sense of purpose they feel in their job, their relationships with coworkers and superiors, and their overall job security. It is necessary to explore these factors and determine if any underlying trends or patterns may be hindering them from feeling happy and fulfilled in their work environments.

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GET TO KNOW OUR COUNCIL MEMBER



Deputy Director: Charles Mabula

In this issue, we feature the Deputy Director of Dispute Resolution and Strike Management at the National Department of Health

Charles Mabula is a husband and a loving father to three children – two girls and a boy. Mr Mabula has an Honours degree in Human Resources and recently completed an Advanced Diploma in Labour Relations from the University of the Western Cape, and states that he wants to pursue further studies in Labour Relations, but is taking a hiatus from studying further, as his daughter has just started her tertiary education at the University of Pretoria. For him, the sky is the limit when it comes to wanting to further one's education, but the bank manager has the final say!

Mr Mabula enjoys working with people from all walks of life, and as a result of his duties as Deputy Director for Dispute Resolution and Strike Management, he is able to achieve this. Furthermore, because of the position he holds, he is invariably flexible, adaptable and has developed good interpersonal and conflict management skills.

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COLLECTIVE BARGAINING



(April 2023 - July 2023) – **The PHSDSBC has negotiated on the following matters of mutual interest:**

[1] Review of Uniform Allowance in the Public Sector (Uniform for Nurses)

- a. The last task team meeting was convened on 21 June 2023.
- b. A presentation was made on the following issues:
 - i. Introduction of a project manager: Assessment of processes and work completed.
 - ii. Development of specifications: Uniform dress code.
 - iii. Considerations of human rights issues: Outstanding aspects of the policy; procurement options; circular to provinces.
- c. The task team agreed to the following going forward:
 - i. That a clear project plan should be developed and presented in the next team meeting.

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Dispute Management

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?

In classical economics, workers were regarded as commodities that were subject to the natural laws of supply and demand and were considered passive instruments in the production process. Karl Marx challenged this view of labour.

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Employer-Employee Relations

There are best practices in the recruitment and selection process that organisations can adopt to promote workplace culture. The most important matter to consider when creating a conducive working environment is that organisations need to choose the right candidate for the position, which can be done by doing background checks. These days, employers also leverage social media to do background checks.



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