

Welcome to the  
**fourteenth edition**  
of the newsletter

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**PHSDSBC**

Public Health and Social Development  
Sectoral Bargaining Council

FEATURE ARTICLE

## Effective conflict Resolution

### Strategies for improved labour relations

In the vibrant tapestry of South Africa's labour landscape, effective conflict resolution stands as a crucial pillar for fostering improved labour relations. In a country where diversity is celebrated, it is essential to employ strategies that not only address conflicts but also strengthen the bonds between labour unions and employers. Here are five strategies specific to South Africa that can pave the way for more harmonious labour relations.

#### 1. The cornerstone of consensus with collective bargaining

In South Africa, collective bargaining is enshrined in labour law and is a fundamental mechanism for resolving disputes. Unions and employers negotiate collectively to reach mutually beneficial agreements on issues such as wages, working conditions and benefits. The process is facilitated by the Commission for Conciliation, Mediation and Arbitration (CCMA), an institution dedicated to dispute resolution

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EMPLOYEE WELLNESS

## Steelcase's six pillars of Wellbeing

### There are six pillars of wellbeing

- that define the idea and achieve holistic wellbeing, as adapted to the workplace.

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GET TO KNOW OUR COUNCIL MEMBER

## Collective Bargaining Manager: Susan Ntlatleng

### In this issue, we feature Ms Susan Ntlatleng – Collective Bargaining Manager at Hoppersa.

In a world where the struggle for workers' rights often faces formidable obstacles, Ms Ntlatleng stands out as a passionate and dedicated labour union representative. For over 15 years, she has been at the forefront of the battle to secure the rights of workers, demonstrating remarkable commitment and unwavering determination.

Ms Ntlatleng's journey as a labour union representative has been defined by her unyielding dedication to her cause. She operates in an environment fraught with political challenges and practical difficulties. Nevertheless, she remains resolute, stating firmly, "The current state of affairs is unacceptable". This statement encapsulates not only her frustration but also her relentless pursuit of positive change.

Central to Ms Ntlatleng's advocacy is her unwavering belief in accountability and transparency in government. She observes a troubling trend where loans, intended to benefit critical sectors such as healthcare, are diverted with no explanation of where they end up. The decline in public service and the overall quality of life for many is a result. Her commitment to transparency and her fight for justice within this challenging context are nothing short of commendable.

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COLLECTIVE BARGAINING

## Collective Bargaining Report

### Review of Uniform Allowance in the Public Sector (Uniform for Nurses)

The parties to the PHSDSBC have signed Resolution 1 of 2023: Agreement on the Provision of Uniform for Nurses. Clause 4.9 of the resolution stipulates that: "Uniform allowance in terms of Resolution 1 of 2005 shall cease to exist as of 31 March 2023". Clause 4.10 stipulates that: "The provisions of this agreement shall take effect from 1 October 2023". The employer is not in a position to implement the resolution as per the initial date of implementation which was 1 October 2023. The employer has tabled a draft agreement with the intention to extend the resolution and amend clauses 4.9 and 4.10.

The draft agreement indicates as follows:

#### 1.1. The resolution is extended to 1 September 2024.

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## POPIA

POPIA aims to promote the protection of privacy through the application of its guiding principles for the processing of personal information in a context-sensitive manner.

Learn more about [PHSDSBC's POPIA compliance here](#).

## Dispute Management

Dispute management referrals report.  
Purpose: To present the Dispute Management Department report on referrals, for the period 01 April 2023 – 30 June 2023

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## Did you Know?

The South African Labour Relations Act (LRA), Act 66 of 1995 aims to promote economic development, social justice, labour peace and democracy in the workplace.

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## Employer-Employee Relations

The worker-employer relationship disrupted by Jeff Schwartz Kraig Eaton David Mallon Yves Van Durme Maren Hauptmann Shannon Poynton Nic Scoble-Williams  
If we're not a family, what are we?

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## FUN ACTIVITY

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