



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

Welcome to the fifteenth edition of the newsletter. **ISSUE 15** | January 2024

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FEATURE ARTICLE



Navigating dispute resolution in South African nursing settings

Highlighting culturally sensitive approaches and strategies

The nursing profession is a critical component of the healthcare system, and with its demands come inevitable challenges that may lead to disputes among healthcare professionals. In the unique context of South Africa, addressing and resolving conflicts in nursing settings requires a nuanced understanding of local dynamics. This article explores methods of resolving disputes within the South African nursing environment, highlighting culturally sensitive approaches and strategies tailored to the country's healthcare landscape.

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Dispute Management

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

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EMPLOYEE WELLNESS



Significance of Work-Life Balance

A balanced lifestyle promotes a positive mindset, increased resilience and higher level of satisfaction and happiness.

In today's fast paced and demanding world, finding a healthy balance between work and personal life has become increasingly crucial. Work-life balance refers to the maintenance of a harmonious relationship between an individual's work and personal life. It revolves around managing one's time and energy to meet both professional and personal commitments while prioritising self-care and well-being. The significance of work-life balance extends to various aspects, such as, but not limited to:

1. Health and well-being
2. Productivity and performance
3. Personal growth and development
4. Retention and recruitment
5. Workforce diversity and inclusion

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GET TO KNOW OUR COUNCIL MEMBER



Second Deputy President of NEHAWU Babsy Makhafane

In this issue, we feature the Second Deputy President of NEHAWU.

Babsy Makhafane, the Second Deputy President of National Education, Health and Allied Workers' Union (NEHAWU), emerges as a seasoned and dedicated leader in the realm of trade unions and workers' rights. Elected to his current position on November 8, 2021, Makhafane brings a wealth of experience, having been in public service since 2004.

Makhafane's journey into the public sector was not a mere career choice; it was deeply influenced by familial ties to union leaders. His uncles, David and Simon, played pivotal roles in unions - David in COSATU, with Simon leading NEHAWU as a shop steward.

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NEW YEAR MESSAGE



New Year Message from the PHSDSBC

Dear stakeholders

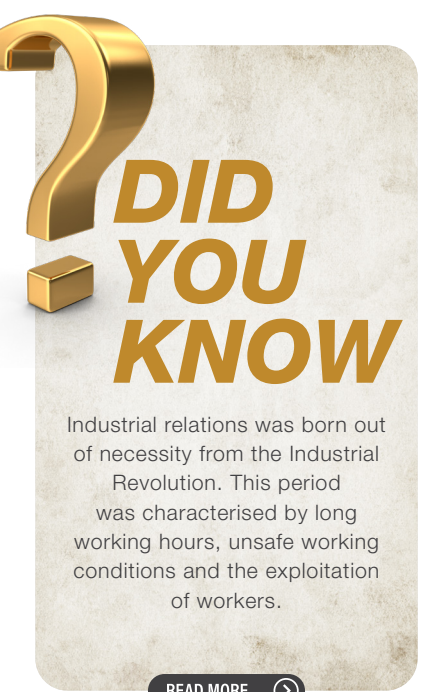
In the spirit of unity that defines the PHSDSBC, we want to convey our deepest appreciation for the dedication and collaborative spirit that characterised our work in 2023. Together, we have achieved milestones, navigated challenges and made meaningful contributions to our shared objectives.

Looking ahead, let us carry the spirit of co-operation and shared purpose into the new year. May our collective efforts continue to make a positive impact on the sectors we serve and the communities we represent. Thank you for your unwavering dedication and the purposeful work you do to keep our South African citizens in good health and spirits.

Wishing you and your families a Happy New Year.

Here's to a successful 2024!

General Secretary
Mpumelelo Sibiyi



Industrial relations was born out of necessity from the Industrial Revolution. This period was characterised by long working hours, unsafe working conditions and the exploitation of workers.

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Employer-Employee Relations

An employee value proposition (EVP) has a key role in attracting, engaging and retaining top staff and elevating an organisation's brand. An EVP is the unique value an organisation offers to its staff in return for skills, experience and commitment or loyalty. An EVP is internal and is a message to staff as to what they can expect to receive when employed within the organisation. This is somewhat like an internal brand promise to the labour force.



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Learn more about **PHSDSBC's POPIA compliance here.**

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