



**PHSDSBC**

Public Health and Social Development  
Sectoral Bargaining Council

Welcome to the fifteenth edition of the newsletter. **ISSUE 16** | April 2024

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**FEATURE ARTICLE**



## How will the labour market **evolve in 2024?**

Predicting the future of the labour market in 2024 is uncertain due to various factors, such as economic conditions, technological advances, government policies, and societal changes.

There have been year-on-year increases in the number of remote and hybrid job applications posted on LinkedIn. This provides flexibility, better work-life balance and increased productivity for employees. Employers while also benefiting from increased productivity are also able to access a broader talent pool as geographical boundaries are no longer a concern.

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**EMPLOYEE WELLNESS**



## Impact of employee value proposition

### Introduction

An employer's chance to explicitly state what it provides its workers— including compensation and benefits, career development, family-friendly work environment, and more— is through an Employee Value Proposition (EVP).

An EVP, according to Minchington (2005), is a collection of associations and offerings made by a company in exchange for the knowledge, abilities, and experiences a worker brings to the company. To be a significant factor in attracting, engaging, and keeping talent, an EVP needs to be distinctive, pertinent, and compelling. The compensation or benefit that an employee can anticipate receiving in exchange for their performance is known as the EVP. This might be specific to the division and position one is recruiting for. Once it has been determined what a company's distinctive EVP is (such as incredible perks or career advancement), the company should concentrate its messaging on that element.

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**GET TO KNOW OUR COUNCIL MEMBER**



## Deputy Director: Collective Bargaining.

In this issue, we feature **Henriette Erasmus**

Henriette Erasmus embodies passion and dedication when talking about her work. Having always wanted to work in employee relations and for Government, Erasmus finds herself in her dream job – Deputy Director for Collective Bargaining for the Western Cape Government. Specifically, Erasmus is the Chief Negotiator for the Western Cape Province on a provincial level and is the Western Cape representative on a national level.

Erasmus finds engaging with unions and employers both a challenging yet rewarding task. She noted that with the Public Sector being highly regulated in terms of acts, regulations and legislations, it can be a tricky field to navigate. Sometimes, unions make requests that cannot be fulfilled due to said regulations which create frustration and can hamper relationships. However, this challenge results in personal growth.

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**COLLECTIVE BARGAINING REPORT**



## The PHSDSBC in its fourth quarter, negotiated on the following matters of mutual interest:

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

Parties to the PHSDSBC have signed Resolution 1 of 2023: Agreement on the provision of uniform for nurses in the public health and social development sector. Clause 4.9 of the resolution stipulates that: "Uniform allowance in terms of this agreement shall cease to exist as of 31 March 2023". Further, clause 4.10 stipulates that: "The provisions of this agreement shall take effect from 01 October 2023". The Employer was not able to implement the resolution as per the initial date of implementation which was 01 October 2023. In the recent PHSDSBC, the Employer tabled a draft agreement with the intention to extend the resolution and amend clauses 4.9 and 4.10. Consequently, the PHSDSBC concluded Resolution 1 of 2023: Amendment of Resolution 1 of 2022: Agreement on the provision of uniform for nurses in the public health and social development sector.

In the agreement parties agreed as follows:

- Resolution 1 of 2022 was extended to 01 September 2024.
- Clause 4.9 of the resolution was amended as follows: "A once-off uniform allowance of R 3 153.11 shall be paid to all qualifying nurses by 30 November 2023".
- Clause 4.10 of the resolution was amended as follows: "The provisions of this agreement, other than 4.9 above, shall take effect from 01 September 2024".
- If the Employer is not able to provide the uniforms as per clause 4.3, the uniform allowance shall continue, considering the applicable inflation rate annually, as pronounced by the National Treasury in February.

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## Dispute Management

Dispute management referrals report.  
Purpose: To present the Dispute Management Department report on referrals, for the period 30 September 2023

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## DID YOU KNOW?

The Labour Relations Act (LRA) is the South African legislation Legislation that regulates labour relations. The LRA came into effect on 01 January 1997 and replaced the previous labour legislation, the Industrial Conciliation Act (ICA), which had been in place since 1956.

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## Employer-Employee Relations

Communication is key to building strong employee relationships and developing trust amongst staff. A manager needs to regularly communicate with her/his employees – updating staff on company matters, communicate successes (new technology/processes, increase in client base, etc.), and celebrate individual milestones (birthdays, anniversaries, weddings, births).



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## FUN ACTIVITY

Crossword

[LET'S PLAY](#)



## FAQs

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