



# PHSDSBC

Public Health and Social Development  
Sectoral Bargaining Council

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## Issue 18: July - September 2024

Welcome to the eighteenth edition of the newsletter.

### FEATURE ARTICLE

#### ACTUALITY: ARTIFICIAL INTELLIGENCE IN THE WORKPLACE



Ever asked Siri, Alexa or Meta what the definition of labour law is? If so, you have engaged the services of Artificial Intelligence or AI. But what exactly is it and what role does it play in the health and labour sectors?

AI is technology that "enables computers and machines to simulate human learning, comprehension, problem solving, decision making, creativity and autonomy".

Algorithms, data and computational power is used to perform tasks and as such there's a rational fear that human intelligence in future may be replaced by it, resulting in job losses. In 1952 Wassily Leontief, who would go on to win the Nobel Prize in Economics in 1973 said "Labour will become less and less important. ...More workers will be replaced by machines. I do not see that new industries can employ everybody who wants a job".

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### WELLNESS IN THE WORKPLACE

#### CELEBRATING 30YRS OF DEMOCRACY TOWARDS WOMAN DEVELOPMENT



**A Look at What Was** The Labour market of 1994 was characterized by oppression, tension, confusion and anxiety about what was to be, given the onset of democracy. The majority of women were working in the informal sector of the economy as domestic workers, pre-school care givers, or auxiliary helpers within business mostly owned by men. While in the formal labour market women were, employed as teachers, nurses, social workers, secretaries, factory sewers and tea ladies.

The Legal, Economic, Educational, and social factors were not enabling towards the employment of Women.

For example:

**Legislation:** Women could be dismissed for being pregnant. As there was no maternity leave let alone paid maternity. Women could not be appointed in certain positions.

**Economically:** Women were paid less than men and black woman were paid less than all the racial groups. There were no business opportunities.

**Education:** Women were prohibited to study certain fields because legislation was still being reformed.

**Social Factors:** The majority of men expected the woman to be at home to take care of them and household chores.

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### DISPUTE RESOLUTION



Judgement on the enforcement of awards and the effect of a reinstatement application on contempt proceedings

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### DID YOU KNOW?



Eighty-nine percent of employees working for companies with wellness programs are engaged and happy with their job

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### EMPLOYER EMPLOYEE RELATIONS



The changing employee-employer relationship

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### GET TO KNOW OUR COUNCIL MEMBER

#### INTERVIEW WITH TSHEGOFATSO MOEPI - DEPUTY DIRECTOR HUMAN RESOURCE PLANNING & POLICY AT THE NATIONAL DEPARTMENT OF HEALTH



For Tshegofatso Moepe finding the right person for the right position within budget and according to plan, is all in a day's work. Since 2001, she has poured her life into serving the public health sector.

"Life is a journey and a career is a facet of the journey", she explains when asked why she chose the field of Human Resources as a career. For her, this journey started with a National Diploma in Human Resources Management at the Vaal Triangle Technikon after completing school. "Just like life, a career requires one to be comfortable with change. And continuous learning makes adapting to environmental changes seamless," she adds.

Her career is proof of practising the wisdom that she preaches. Not only did she complete her Post Graduate Diploma in HR Management in 2022, but she has also continuously applied her knowledge in making sure that the employees of the Department of Health are equally benefitting.

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### FUN ACTIVITY



Word Scramble

Find the following words in the puzzle.

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### FAQs



#### 1. What is the PHSDSBC?

The PHSDSBC, like other public sector bargaining councils designated by the Public Service Co-ordinating Bargaining Council (PSCBC), viz. Safety and Security Sectoral Bargaining Council (SSSBC), Education Labour Relations Council (ELRC), and General Public Service Sectoral Bargaining Council (GPSSBC), is a statutory independent forum and it is not a government structure.

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### COLLECTIVE BARGAINING

#### COLLECTIVE BARGAINING MANAGEMENT



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#### COLLECTIVE BARGAINING REPORT

The PHSDSBC had in this second quarter, negotiated on the following matter of mutual interests:

Parties to the Council had since signed Resolution 01 of 2023: Agreement on the Provision of Uniform for Nurses in the Public Health and Social Development Sector ("The Resolution"). Clause 4.9 of the resolution stipulates that: "Uniform allowance in terms of resolution 01 of 2005 shall cease to exist as of 31 March 2023". Further, clause 4.10 of the resolution stipulates that: "The provisions of this agreement shall take effect from 01 October 2023". The Employer was not in a position to implement the resolution as per the initial date of implementation which is 01 October 2023. In the recent PHSDSBC meeting that was convened, 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.

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