

The PHSDSBC extends warm wishes to all its members for a joyous and festive holiday season.

Stay safe during this time, and may the new year bring health, happiness, and success.



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

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Issue 19: October - December 2024

Welcome to the nineteenth edition of the newsletter.

FEATURE ARTICLE

ACTUALITY: WHY PURSUE A CAREER IN PUBLIC HEALTH AND/OR SOCIAL DEVELOPMENT?



As far back as the 16th century, the term "profession" has been used to describe special occupations of which medicine and divinity were some. Over time and with the explosion of population, science and education, choices for careers have also exponentially expanded.

When looking at criteria used to choose one's occupation, a wide range of factors come into play from financial stability and earning potential, to interests and passion. Often, it's recommended to take an aptitude test to determine a person's ability in a particular skill or field of knowledge if you are not sure what you want to do. And although healthcare ranks in the Top 10 of careers in South Africa, and the demand far outweighs the supply, the local job market shows huge shortages of specialised healthcare professionals.

Healthcare often goes hand in hand with social development roles because of the responsibility to monitor population trends and support government to facilitate grants and services and empower the nation. Unlike engineers and construction specialists, healthcare and social development workers are at the forefront of caring for the heart and health of a country's people. Both these fields offer a variety of career opportunities in a fast-paced environment that will never get boring. Because you work with people, new challenges arise daily and schedules are often very flexible.

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WELLNESS IN THE WORKPLACE

THE INTRODUCTION OF NEW TECHNOLOGY WITHIN THE WORKPLACE



Technology is moving with the times and has taken the world by storm, especially within the workplace environment. The introduction of new technology is suddenly replacing human interaction, physical labour and organisational operations. It is continuously changing the way we work, communicate and collaborate. Although these technological advancements may be beneficial to organisations, they also oppose/present challenges to employees and organisations. These challenges should be taken into consideration and managed to guarantee seamless operations and transitions.

ADVANTAGES OF THE INTRODUCTION OF NEW TECHNOLOGY

Looking on the bright side of introducing new technology within the workplace, the rapid increase of change through the creation of technology, assists employees with being innovative and provides organisations with a competitive advantage because they can stay ahead of their competitors and achieve great customer satisfaction and greater efficiency and productivity (Newman & Gopalkrishnan, 2020). This is also because automation and Artificial Intelligence (AI) can easily proofread processes, detect and reduce manual human errors whilst increasing productivity within the workplace. According to (Acemoglu & Restrepo, 2018), the result of increased productivity is the displacement of human labour by new technology which shows that new technology is much faster than manual labour.

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DISPUTE RESOLUTION



Dispute Management Report - 01 April 2024 - 30 September 2024

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DID YOU KNOW?



Department of Social Development Elevates Workplace Wellness with Inspiring Wellness Day

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EMPLOYER EMPLOYEE RELATIONS



Unlocking the Full Potential of your Workforce

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GET TO KNOW OUR COUNCIL MEMBER

INTERVIEW WITH MASEDI LONKOKILE - NEGOTIATOR: NATIONAL, PUBLIC AND PRIVATE SECTORS - HOSPERSA



In the fast paced, male dominated environment of trade unions and bargaining councils, Masedi Lonkokile, or "M" as her immediate boss calls her, is a shining light. At a table where traditionally only men sat, she guides the interests of her union members with a happy, servant heart. Aptly named, Masedi, she is a national negotiator for HOSPERSA and also a mother of a 3-year-old. It seems to be evident that her birth into a family of strong women ultimately paved the way for her decision to study law and take her rightful place here - at the collective bargaining table.

"I see my role as that of a servant for members of my union, mainly because at a national level, the most important responsibility a negotiator carries is being able to articulate various sector issues and having the ability to take and correctly carry out and defend mandates on mutual interest issues, affecting our members", she explains when asked about a day at the office.

As a woman, she not only has to justify her position, meaning that she often has to work three times harder than her male colleagues to prepare substantive inputs on mutual interest matters but also input on draft collective agreements that can change the conditions of service, for members. She also has to rely heavily on support to balance sporadic work hours, travelling and raising her daughter.

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FUN ACTIVITY



Spot the Difference

Have you got what it takes to find the **10 differences**? If so, dive straight into this fun activity! The first correct entry will **WIN a Woolworths' voucher**.

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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



PHSDSBC
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COLLECTIVE BARGAINING REPORT

The PHSDSBC had in this third quarter (Q3), negotiated on the following matters of mutual interest:

Professionalisation of Community Development Practitioners

The Employer had invited an expert, to present the progress report on the professionalisation of Community Development Practitioners. Consequently, the Employer is expected to submit a further progress report on the matter.

Implementation of Resolution 3 of 2019

The PHSDSBC has long concluded Resolution 3 of 2019: Amendments to an Agreement on Payment of Annual Statutory Registration Fees in respect of Health and Social Development Professionals. Quarterly reports are being submitted on the implementation of the agreement.

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