



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

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Welcome to the Twenty-first edition of the newsletter.

FEATURE ARTICLE

ACTUALITY: THE GREAT 4 DIABETES INITIATIVE



Diabetes is a chronic health condition that has to do with the ability of the body to turn food into energy. The main types of diabetes are Type 1, where the body cannot produce insulin, and Type 2 where the body has resistance to insulin or insufficient insulin production. Type 2 diabetes is often considered a lifestyle disease because factors like poor diet, lack of physical activity and obesity play a significant role in its development and progression. While Type 1 diabetes is an autoimmune disease, Type 2 diabetes can be managed and even reversed in some cases through lifestyle changes.

Therefore, the Great 4 Diabetes Initiative, was developed and scaled out from the Western Cape to other provinces in South Africa with support from the National Department of Health. The aim of the programme is for people with Type 2 diabetes to better understand and manage their condition.

The GREAT (Group Empowerment and Training) Initiative involves group sessions where patients learn about diabetes, lifestyle modifications, medication and how to avoid complications. The programme is designed for those Type 2 patients newly diagnosed or who have poorly controlled diabetes. The initiative consists of 4-5 group sessions, each lasting 60-120 minutes covering topics aimed at assisting the patients with their symptoms, complications, and medication.

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HAPPY WOMENS DAY



The PHSDSBC would like to take this opportunity to wish the female workforce of the public health and social development sectors and the health and social development workforce in other public sectors a very **HAPPY WOMENS DAY**.

"There are two powers in the world; one is the sword, and the other is the pen. There is a third power stronger than both, that of women." **Malala Yousafzai**

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WELLNESS IN THE WORKPLACE

THE ESSENCE OF PROMOTING EMPLOYEE WELLNESS PROGRAMMES WITHIN THE WORKPLACE



The well-being of employees is very vital for the success of any organisation. It is of utmost importance to ensure that it promotes a healthy and positive working environment through the implementation of comprehensive and significant employee wellness programmes for the benefit of all employees. This contributes greatly to increased productivity, enhanced job satisfaction, reduced absenteeism, and talent retention. The PHSDSBC has been engaging in various initiatives of employee wellness programmes such as health checks for the longest time.

According to Aldana, wellness initiatives are an employer's attempt to increase awareness of altering employee behaviour and establish a workplace where appropriate health care practices would be applied (Aldana, 2001). The PHSDSBC believes in prioritising the health and needs of its employees by ensuring that all employees are in an optimal state of well-being and engagement, hence health checks are conducted in the first quarter of each financial year.

Berry et al. define a wellness programme in organisations as a programme organized, designed, and funded by the employer to support employees and sometimes their families, which accepts and maintains behaviours that limit health risks, increase personal efficiency, enhance quality of life, and basically provide benefit to the entire organisation (Berry et al., 2010). The PHSDSBC aims to promote good health within the workplace and create a culture that is conducive to wellness.

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DISPUTE RESOLUTION



Unilateral change to terms and conditions of employment dispute referrals: Does the council have jurisdiction?

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DID YOU KNOW?



Saint Lucia is the only country in the world named after a woman.

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EMPLOYER EMPLOYEE RELATIONS



Corporate Social Responsibility: The PHSDSBC endeavours to apply its resources in a positive manner and provide help in overcoming various challenges in local communities, to create a better society.

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GET TO KNOW OUR COUNCIL MEMBER

INTERVIEW WITH ELEANOR ROBERTS - OPERATIONAL MANAGER: ONCOLOGY, GROOTE SCHUUR HOSPITAL



When people call Eleanor Roberts; Ellie, as she is affectionately known to her work colleagues, she knows that her caring side is noticed and working its magic. A born and bred Capetonian, this formidable woman, currently the operations manager at the oncology ward of the Groote Schuur hospital, is so much more than, "just a nurse". Her qualifications include diplomas in nursing, admission to the bar exams as an attorney and a post graduate diploma in public management.

"My day as the operational manager is very hectic. This is WHEN I'm actually at work, because currently I am moving between being operational manager and doing my trade union work", Ellie says. She is also the provincial chairperson of DENOSA (Western Cape), a COSATU PEC member, as well as the provincial chairperson of the Civil Society Forum and the vice-chairperson of the PHSDSBC Western Cape Chamber. She is also the national representative of DENOSA, for collective bargaining in the PHSDSBC.

Working two full-time jobs means she often takes work home and the shuffling of various priorities leaves her sometimes feeling like she doesn't fully have her finger on the pulse of her staff. It's a major challenge as Ellie's caring nature is her forte. It's also what led her, during her second year as a nursing student, to choose the patients of the cancer ward, as her first love. "For me, the most rewarding thing, as a nurse is to experience the journey with a patient from the diagnosis through to the end."

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FUN ACTIVITY



Triangle Challenge
Have you got what it takes to find all the **triangles in the picture below**? 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



COLLECTIVE BARGAINING REPORT JUNE 2025

In Q1, of the 2025-2026 financial year, the PHSDSBC deliberated on the following mutual interest matters:

Amendment of Resolution 2 of 2010-OSD for Therapeutic, Diagnostic and Allied Health Professionals
Labour has tabled a draft amendment of Resolution 2 of 2010, which seeks to address the following:

- FPOs should be removed from OSD effective from 01 April 2025 until the Employer implements a sustainable model for professionalisation of FPOs.
- FPOs should be eligible for the annual pay progression based on 1.5% of basic salary effective from the 2025/26 financial year.

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