



PHSDSBC

Public Health and Social Development
Sectoral Bargaining Council

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Issue 22: July - September 2025

Welcome to the Twenty-second edition of the newsletter.

FEATURE ARTICLE

ACTUALITY: SOUTH AFRICA'S MATERNITY LEAVE



In the 2025 Global Maternity Leave Report by UK-Based Moorepay, it was highlighted that South Africa is only one of four countries in the world that do not guarantee paid maternity leave. While employers are not legally obligated to pay for this leave, mothers can claim benefits from the Unemployment Insurance Fund (UIF) by applying at a Department of Employment and Labour centre.

The Basic Conditions of Employment Act determines the period and conditions of maternity leave in South Africa. It grants female employees at least four consecutive months of unpaid maternity leave, which can start up to four weeks before the due date. If there's complications and a doctor deem it necessary, it could even start earlier. Then the employee is prohibited from working for six weeks after the birth unless certified fit by a medical practitioner to return earlier. The Act also covers conditions for miscarriages or stillbirth.

When searching the Department of Employment and Labour's website, the basic guide to maternity leave is "basic". And this is the conundrum, once all the exclusions, management levels or working hour conditions have been met, it is still the most vulnerable women who must leave newborn babies to line up to apply for UIF or return to work earlier as to not forfeit their salaries.

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WELLNESS IN THE WORKPLACE

THE SIGNIFICANT LINK BETWEEN EMPLOYEE FINANCES AND PRODUCTIVITY



In addition to having a significant undesirable effect on decision-making, impulse control, and relationships at work, financial stress has a substantial negative influence on workplace performance. Over 8 hours of an employee's workweek is spent worrying about money. Rising costs of housing, transportation, food, and electricity are putting pressure on employees, making them feel financially strained, in this tough economy.

PHSDSBC'S ASSISTANCE WITH WELLNESS FOR EMPLOYEES

It is challenging to, "leave the stress at the gate" when workers are struggling financially. Five out of 10 workers indicated that their financial situation has an impact on their ability to perform at work. Their financial situation even makes it difficult for them to commute to work. One of the PHSDSBC's strategies for employee wellness, is to decrease stress of employees, by offering financial literacy, in the form of a workshop. The PHSDSBC extended its workshop to its sister bargaining councils, viz., Public Services Co-Ordinating Bargaining Council (PSCBC), General Public Service Sectoral Bargaining Council (GPSSBC), and Safety and Security Sectoral Bargaining Council (SSSBC).

FINANCIAL LITERACY WORKSHOP

The workshop was presented by Association for Saving and Investment South Africa (ASISA) and convened on 29 August 2025. The workshop covered topics, such as planning with money and budgeting, digital banking, retirement planning, the two-pot retirement system, credit management, wills and estate planning and other finance related topics. In conclusion, organisations need to implement financial wellness programmes to respond to the detrimental effects of financial stress on employees to create a more resilient, devoted team. By prioritizing the financial well-being of employees, an organisation has the opportunity of creating a more productive work environment.

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DISPUTE RESOLUTION



Code of Good Practice: Dismissal

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DID YOU KNOW?



There are about 900 different types of birds in South Africa, which is about 10% of the total bird species on earth.

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EMPLOYER EMPLOYEE RELATIONS



There are several methods to enhance the relations between an employer and employee.

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GET TO KNOW OUR COUNCIL MEMBER

INTERVIEW WITH LINAH JIYANA - VICE-CHAIRPERSON (LABOUR) AT THE PHSDSBC



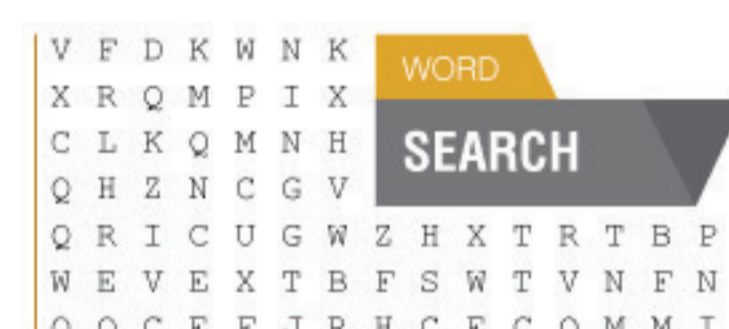
Linah Jiyana was born in Bronkhorstspruit to a family of four. She always wanted to be a social worker but ended up studying to become an auxiliary nurse. Her current position as Vice-Chairperson (Labour) according to her, is however "much closer to that of a social worker than a nurse".

From this position, she represents the interest of Labour as a representative of all the admitted trade unions to the PHSDSBC. Not only does she chair all meetings in the absence of the Chairperson, but she also oversees the effective functioning of the PHSDSBC, supports collective bargaining and manages the secretariat which is responsible for the running of the administrative functions of the PHSDSBC.

"I play a vital role in the policy development proposals that affect the sector" says Linah. Her love and respect for human nature inspired her to use the opportunity that the political position she is holding gives her, to take on and challenge unproductive working environments. Gender issues are also very close to her heart and another responsibility she takes seriously.

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FUN ACTIVITY



Word Search

Have you got what it takes to find all the **key words**? 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 Labour Relations 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



Public Health and Social Development
Sectoral Bargaining Council

COLLECTIVE BARGAINING REPORT OCTOBER 2025

In Q2, the PHSDSBC, deliberated on the following mutual interest matters:

Provision of Uniforms for Nurses

The Employer proposed that the draft agreement submitted by Labour should be referred to the Collective Bargaining Committee for further deliberation before being referred to the Council for ratification. Labour expressed its agreement with this approach. All 9 provinces will pay the uniform allowance by 30 September 2025. The Employer confirmed that a circular had been issued already.

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