



**PHSDSBC**

Public Health and Social Development  
Sectoral Bargaining Council

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## Issue 23: October - December 2025

Welcome to the Twenty-third edition of the newsletter.

### FEATURE ARTICLE

#### ACTUALITY: MIGRANT LABOUR IN THE HEALTH SECTOR



Migrant labour's primary motivation is usually to gain employment. This can include highly skilled professionals to individuals illegally crossing borders in search of a better life. South Africa has a history of migrant labour referring to systems prevalent under colonialism and apartheid where predominantly men were forced to leave their homes and families in rural areas to provide cheap, controlled labour for mines and farms. Over the last two decades many individuals and families have however crossed borders from neighbouring countries into South Africa in search of opportunities. In 2022 it was estimated that 2.4 million immigrants were working legally in South Africa.

In the Health Sector the presence of foreign-trained health workers fills critical vacancies. South Africa's health sector is shaped by migration in both directions where professionals grapple with systematic barriers and policies while undocumented foreigners battle to access basic services. International bodies like the WHO support a more comprehensive approach especially with regards to chronic treatment like that of TB and HIV.

Primary policies and procedures are managed by the National Department of Health's Foreign Workforce Management (FWM) programme and the Department of Home Affairs with professional registration overseen by the Health Professions Council of South Africa (HPCSA). The Immigrations Act of 2002 includes a critical skills list stipulating various medical specialists, registered nurses in specific fields (like critical care and midwifery), and industrial pharmacists. This allows qualifying individuals to apply for a Critical Skills work visa.

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### WELLNESS IN THE WORKPLACE

#### THE IMPORTANCE OF CREATING AWARENESS OF CHRONIC DISEASES WITHIN THE WORKPLACE



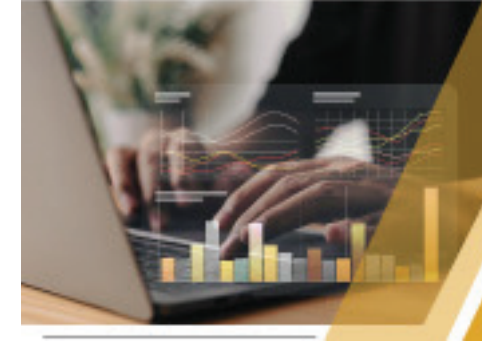
Creating awareness of chronic diseases in the workplace is critical for the promotion of employee health, productivity, and overall well-being. In support of cancer awareness month, the HR office of the PHSDSBC took the initiative to outsource to the CANSA organisation by engaging a nurse to conduct cancer screenings for all staff members in the company.

The nurse also provided the employees with some in-depth education on cancer. Furthermore, she provided staff with breast self-examination guidelines that they can do at home as a precautionary measure to detect any signs of breast cancer at an early stage. The cancer screenings that were conducted on the PHSDSBC premises included breast cancer checks that were performed on all males and females of all ages, as well as prostate cancer screenings conducted on males who are over 40 years of age.

According to DeSantis, breast cancer is incurable mostly because it is a metastatic cancer that frequently spreads to distant organs such as the brain, liver, lungs, and bones. Early diagnosis can result in higher chances of recovery and a higher survival rate. The nurse highlighted that "prevention is better than cure" by ensuring that we watch what and how we eat daily and by knowing our bodies so that it is easier to become aware of any changes that might occur. According to CANSA, it is important to make every meal a smart choice; therefore, choosing the right diet and living a healthy lifestyle reduce the risk of chronic diseases. Through the implementation of comprehensive wellness programmes in organisations, there have been relationships between reductions in health care costs, absenteeism, and turnover (Gebhardt, 1990). This simply means that when an organisation has put in place detailed wellness programmes, this positively affects employees and the company as a whole. The PHSDSBC has guaranteed to prioritise the lives of its employees by maintaining a productive and supportive workplace through the implementation of wellness programmes for the benefit of all staff members.

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### DISPUTE RESOLUTION



Referrals report 01 April 2025 - 30 September 2025.

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### DID YOU KNOW?



Modern Humans Originated in South Africa.

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### EMPLOYER EMPLOYEE RELATIONS



A safe and comfortable working environment can be defined as a sanctuary where employees perform their tasks free from potential hazards, risks, or threats to their physical and psychological well-being.

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### GET TO KNOW OUR COUNCIL MEMBER

#### INTERVIEW WITH SEAN MCGLADDERY - EXECUTIVE MANAGER: COLLECTIVE BARGAINING AND LEGAL SERVICES HOSPERSA



As a young man, Sean McGladdery set his sights on law but after being called out by an invigilator who recognised his name from his human resource paper written a couple of days before, he was encouraged to rather pursue the study of human behaviour and labour relations; a career which has since allowed him to "engage critically with society and contribute to initiatives that advance social justice and dignity".

When Sean isn't facilitating an urgent Labour Court application, he is busy attending bargaining councils' meetings where he negotiates annual wages and benefits. On the private sector side, he is involved in negotiating collective agreements with several private health care providers and attending to collective disputes and issues between members of HOSPERSA and their employers. As if this is not enough, he also provides guidance and support to worker leader structures and provincial managers on both collective bargaining and dispute resolution matters.

"As the chief negotiator for HOSPERSA I face many challenges", Sean says. "Government budget cuts and cost containment programmes, especially in public health services are some of the biggest as it "limits room for wage increases. "This challenge is exacerbated by high unemployment, where employers often use the labour market vulnerability as leverage, arguing that labour is "easily replaceable"! It is a real challenge to secure wage increases that protect real income while employers insist on affordability constraints", Sean continues.

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### FUN ACTIVITY



#### Word Search

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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### GENERAL SECRETARY

#### MESSAGE FROM THE GENERAL SECRETARY OF THE PHSDSBC



As we conclude 2025, we wish you and your families a peaceful and restorative festive season. May 2026 bring renewed inspiration, purpose, and continued excellence.

We thank you for your service throughout this year, to the public and humanity at large.

**THE PHSDSBC OFFICES WILL CLOSE ON 19 DECEMBER 2025 AND REOPEN ON 05 JANUARY 2026.**

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