

PSCBC Chambers Mental Health Workshops



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As part of an initiative program to capacitate provincial chambers, the Collective Bargaining Unit in the PSCBC facilitated a series of mental health workshops entitled 'Well-being Voices' during August and September 2024. These workshops, which were conducted across the PSCBC provincial chambers, aimed to address mental health and psychosocial issues that are often overlooked in the workplace. The initiative was part of the implementation of PSCBC Resolution 01 of 2022, specifically Clause 5.5, which stemmed from the Public Service Summit. This clause highlighted parties to councils' commitment in developing, training, and creating capacity building programs aimed at addressing how matters related to mental health and psychosocial issues are to be dealt with in the workplace. The workshops were facilitated by mental health experts and focused on raising awareness about mental well-being, building self-awareness, peer support, and group counseling.

The workshops were highly interactive, with a strong emphasis on group participation and practical application. They demonstrated a holistic approach to mental well-being in the workplace, providing participants with both theoretical knowledge and practical tools for improving their mental health and supporting others. The initiative saw strong attendance across all nine provinces, further strengthening the need for mental health awareness and the required action in public service workplaces.

PSCBC Attends SAPS Women Day Celebration

PSCBC Senior Manager for Dispute Management Ms Petunia Bhengani at the SAPS Women's day Celebration



The PSCBC attended a celebratory Women's Month event hosted by the South African Police Service (SAPS) on 8th August at the Arcadia Hotel. The event, held under the theme "Division Visible Policing and Operations," was aimed at honouring women police officers for their significant contributions to law enforcement and crime prevention. PSCBC Senior Manager- Dispute Resolution, Ms. Petunia Bhengani delivered a message of support on behalf of General Secretary Mr. Frikkie De Bruin. She highlighted the significant presence of women within SAPS, emphasising that it is breaking down gender stereotypes. She also referenced the PSCBC Resolution 01 of 2022 Summit Declaration, which calls for recognising the roles of women, youth, and people with disabilities in the workplace, advocating for equal opportunities, and the eradication of discriminatory practices, harassment, and victimisation.

Several speakers addressed critical issues at the event, including gender-based violence, women were encouraged to speak out when facing challenges both professionally and personally. Among the prominent attendees were high-ranking women police officers, including the Deputy National Commissioner Policing, Lieutenant General TC Mosikisiki.

She praised the SAPS Generals for initiating the event, recognising the vital role that women play in combating crime and maintaining order within the SAPS.

Lieutenant General Mosikisiki emphasised the need to address the loss of experienced women in the SAPS and urged senior managers to change the narrative by preserving and sharing their knowledge.

Colonel Monyebudi echoed this sentiment, calling for greater investment in women, highlighting them as the pillars of society. She stressed the importance of implementing SAPS' succession plan to allow younger generations to ascend to leadership roles.

The event was a powerful reminder of the need to continuously support, uplift, and recognise the women in the South African Police Service, ensuring that their voices, contributions, and leadership are central to the fight against crime and the advancement of gender equality within the Police service.



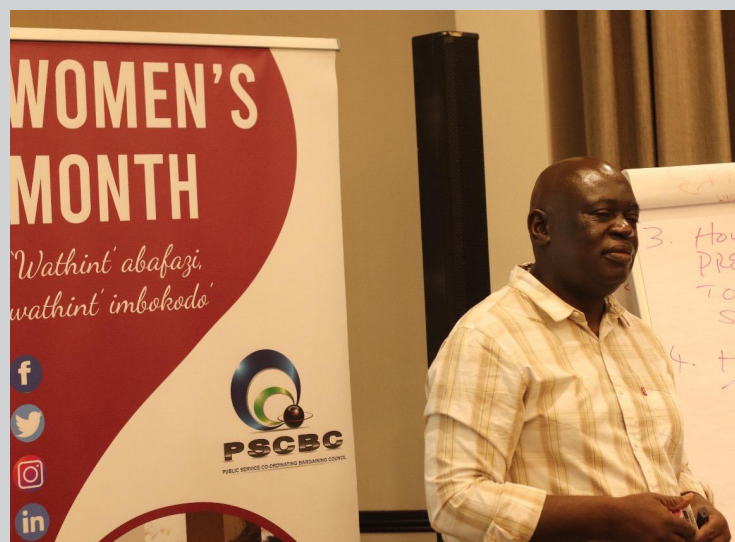
PSETA Skills Training Workshop



Delegates attending PSETA workshop

The PSCBC and GPSSBC (General Public Service Sector Bargaining Council), in partnership with the Public Service Sector Education and Training Authority (PSETA), launched a highly impactful hybrid skills programme on labour and dispute prevention approaches across all nine provinces. This two month long initiative was aimed at enhancing the skills of public servants and union representatives by equipping them with practical tools for preventing and managing disputes in the workplace. The programme attracted over 600 public servants from both national and provincial government departments, as well as representatives from trade unions admitted to the PSCBC. Through comprehensive learning modules, participants were guided in dispute resolution mechanisms, negotiation strategies, and conflict management skills, enabling them to manage workplace issues more effectively. This initiative was a key effort in improving

the overall efficiency and professionalism of public servants, contributing to better governance and service delivery in various government departments. The collaboration between PSCBC, GPSSBC, and PSETA ensured that participants received high-quality training tailored to the specific needs of the public service sector.





PSCBC Hosts Workshop on Legislation Governing Medical Aid Schemes Workshop

PSCBC Delegates at the Medical Aid Scheme legislation Workshop

On July 23, 2024, the PSCBC convened a workshop at the Royal Elephant Hotel and Conference Centre to delve into the intricacies of medical scheme legislation. This initiative, stemming from a Council decision, was aimed at equipping Council members with a comprehensive understanding of medical scheme processes and procedures. The objective was to empower Council members to be able to engage from an informed perspective when interacting with the Government Employees Medical Scheme (GEMS). The workshop commenced with a warm welcome from PSCBC General Secretary, Mr. Frikkie De Bruin, who extended gratitude to the presenter for the detailed program. Subsequently, the Chairperson of Council Mrs. Ingrid Dimo provided a concise

overview of the session's agenda. The workshop encompassed a wide range of topics, including the regulatory structure of medical schemes, trends in the medical schemes industry; principles and key provisions of the Medical Schemes Act; the role and responsibilities of the Council for Medical Schemes, and the potential implications of the National Health Insurance on Medical Schemes. The workshop incorporated case studies that illustrated both positive and negative practices to enhance understanding of the medical schemes industry. Overall, the workshop was well-received by Council members, who unanimously agreed that it successfully achieved its intended objective.



PSCBC Attends PSA 2024 Annual General Meeting

PSCBC GS Frikkie De Bruin at the PSA Annual General Meeting



The Public Servants Association Of South Africa (PSA) hosted its highly anticipated Annual General Meeting (AGM) in Cape Town, where a week of insightful addresses, strategic discussions, and forward thinking commissions took place. The gathering set the stage for a powerful vision for the future of South Africa's public service. On Day 1, the Honourable Minister for Public Service and Administration, Inkosi Mzamo Buthelezi, delivered an impactful keynote address. Minister Buthelezi emphasised the importance of public service excellence, setting an inspiring and productive tone for the week. His address highlighted the need for a united public service workforce to tackle the challenges facing the country. Mr. Frikkie De Bruin, General Secretary of the PSCBC, addressed the audience, offering a message of support. Mr. De Bruin reminded delegates that unity was key to success, stressing how collaboration within the sector could lead to meaningful change. The PSCBC showcased its commitment to public service excellence through its exhibition stand, highlighting its ongoing work.

Day 2 continued with a strong momentum. The session began with an inspiring address from Riefdah Ajam, representing the Federation of Unions of South Africa (FEDUSA). Ajam's speech

energised delegates, focusing on the strength of collective action and the importance of strategic foresight. Following the address, delegates broke into commissions, engaging in discussions that shaped new strategies to enhance the PSA's influence on the workforce and public service. On Day 3, Mrs. Sharlaine Oodit, General Secretary of the General Public Service Sector Bargaining Council (GPSSBC), and Mr. Mpumelelo Sibiya, General Secretary of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), addressed the attendees. Both leaders spoke about the future of public service, emphasising the importance of leadership in building a stronger, more resilient workforce. Their insights added valuable perspectives as the AGM continued to foster dialogue aimed at shaping the future of South Africa's public sector.

As the PSA AGM progressed, the focus remained on developing strategies that would drive transformation, unity, and progress in the public sector. The AGM also reinforced the vital role of the PSCBC in advancing and influencing the labour market. As an organisation committed to providing sound labour relations within the public service, the PSCBC stands at the forefront of fostering unity and cooperation between government and public sector employees.



PSCBC Exhibit at SADTU 10th National Congress

The South African Democratic Teachers Union (SADTU) successfully hosted its 10th National Congress from 25-28 September 2024 at the Birchwood Hotel and OR Tambo Conference Centre in Kempton Park. The congress brought together education leaders, union members, and key stakeholders under the theme: “Mobilizing the consciousness of revolutionary professionals in strengthening foundational and functional learning and advancing inclusive and sustainable economic growth in pursuance of a socialist society.”

The congress provided a platform to address the critical issues facing South Africa’s education system and to forge strategies to strengthen the sector in line with the country’s broader socio-economic goals. SADTU’s focus on promoting a free and democratic education system remained at the heart of the discussions.

A significant highlight of the event was the address that was delivered by both the Honourable Deputy President of South Africa, Mr. Paul Mashatile and Honourable Deputy Minister of Basic Education, Ms. Reginah Mhaule. Both speakers echoed the importance of transforming the education sector to ensure quality learning for all. They also highlighted the recent signing of the Basic Education Laws Amendment (BELA) Bill into law by Honourable President Cyril Ramaphosa, commending this as a revolutionary step towards improving the quality

and accessibility of education in South Africa. The BELA Bill is seen as a significant and commendable change, aligning with the principles of the Bill of Rights, as it enshrines every child’s right to learn.

The PSCBC exhibited at the congress, with representation from Senior Manager for collective bargaining Ms. Valencia Kola and Senior Manager for ICT Mr. Oomang Parag. The PSCBC provided promotional branded gifts to delegates attending the congress to demonstrate its support as a council at the forefront in labour matters.



PSCBC AND SECTOR COUNCILS WELLNESS WEDNESDAYS



The PSCBC together with the sector councils, GPSSBC, PHSDSBC, SSSBC, to advocate and champion issues surrounding the overall wellbeing of employees introduced an initiative to host fitness Wednesday. This was also a way of creating awareness amongst staff members on mental and physical health to highlight the importance of physical activity to achieve a healthy mind and body. In the recent years, the importance of mental health has gained significant attention, and one of the most effective ways to enhance mental well-being is through physical fitness.

The initiative also yielded an opportunity to motivate all bargaining councils to participate in group fitness activities or team sports to foster social connections, which are essential for mental health. Building relationships with other sectors through shared fitness goals can provide support, encouragement, and a sense of community. We have held 4 successful sessions over the past 6 weeks which included aerobics with a personal trainer and 3KM fun walk. These were fun and challenging sessions; however staff members were dedicated, and the turnout was commendable.

The program was a build up to the very much anticipated Bargaining Councils Sports Day event, which is set to be held in October during mental health awareness month. The PSCBC is proud to be part of this tremendous initiatives and constantly positioning itself at the forefront of employee wellness programs.



UPHOLDING SERVICE EXCELLENCE: THE PSCBC'S ROLE IN ADVANCING THE PUBLIC SERVICE CHARTER



The webinar provided an insightful and enlightening information covering additional key topics such as the Employee Health and Wellness Program as a Mechanism to improving working environment for public servant, Gender equality and equity and Experiences related to the implementation of the African Union Charter. The event proved to be a remarkable success, providing valuable informative sessions with engaging discussions that sparked meaningful engagements among delegates. Mr. Poloko Segale, Director OFA, delivered a vote of thanks to all delegates attending the webinar bringing the session to closure.

PSCBC SCHOOL SHOES AND SANITARY TOWELS DRIVE



PSCBC GS Frikkie De Bruin and Council Member Gregory Masondo with Gatang Secondary school teachers

As part of the Corporate Social Responsibility programme, the PSCBC under the leadership of the General Secretary Mr. Frikkie De Bruin, donated school shoes and sanitary towels to Gatang Secondary School in Mamelodi. The school shoes and sanitary towel were officially handed over to the school management on the 9th of September 2024. This initiative began with an online call for school shoe donations, with the primary aim to support learners from disadvantaged backgrounds and to ensure that learners can be able to focus on their education without having to worry about social challenges. The drive yielded to donating 103 pairs of shoes and 500 sanitary towels.

The school principal expressed his profound gratitude and appreciation to the PSCBC noting that their contribution will make a positive impact on the learners. The overall drive was a success, providing needed support and making a positive impact by instilling hope and confidence among learners. The PSCBC remains committed to fostering support and building a better learning environment.



PSCBC HERITAGE DAY CELEBRATION



PSCBC Staff member heritage day celebration

In celebrating Heritage month, the PSCBC hosted a significant Heritage Day event on the 27th of September 2024, for staff members. The primary purpose of this gathering was to promote social cohesion and celebrate the rich and diverse cultural history of South Africa.

One of the key objectives of the event was to highlight the importance of learning and understanding our different South African languages. Activities included vibrant cultural performances, as well as reciting poetry/ idioms, figures of speech, and proverbs in various home languages. Staff members also had the opportunity to share the meanings of their names, enhancing their understanding of colleagues' names.

Staff members thoroughly enjoyed the event, expressing their appreciation for the opportunity to engage and learn more about the diverse cultures within the organisation. By embracing our cultural heritage, we continue to foster stronger relationships and a more inclusive environment

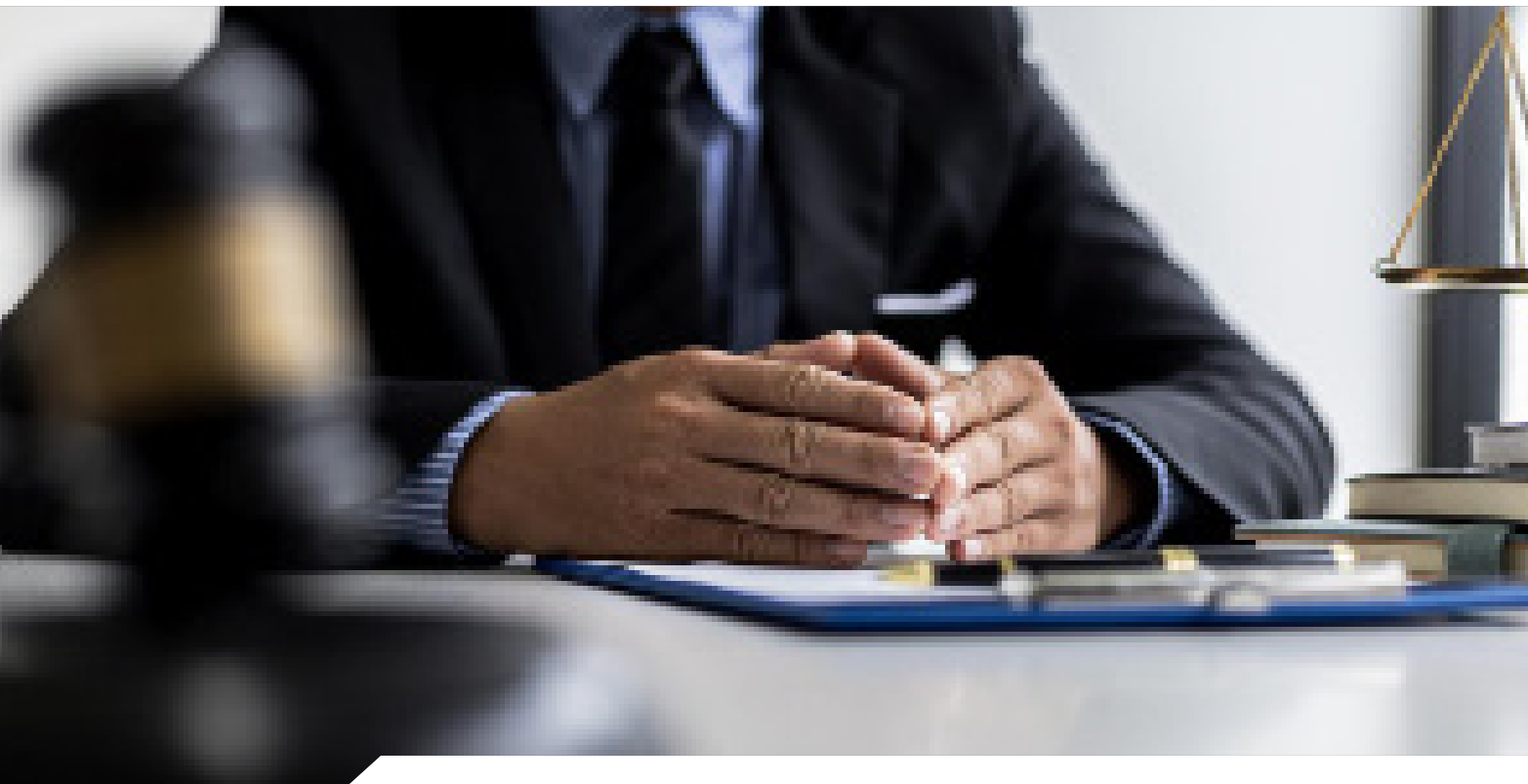


JUDGEMENT: Mduduzi Mkhize VS Rand Water SOC LTD.

Mduduzi Mkhize was employed by the first Respondent since 01 November 1994. On the 31st of January 2021, Mduduzi Mkhize the first applicant, had formally communicated with his employer, the first respondent on his intentions to retire, stating that he will serve three months' notice ending on the 30th of April 2021. The applicant's early retirement was approved by the employer's chief operating officer on the same day. The first respondent had a short-term incentive STI Policy which granted qualifying employees an incentive bonus on certain conditions being fulfilled. The bonus cycle ran from the first of July 2021 to the 30th of June 2022. Therefore, the applicant had worked ten months of the 2020/2021 financial year cycle.

When other employees were paid bonuses in January 2022, the applicant learned that he did not receive a bonus and believed that he was at least entitled to a pro Rata share. Upon inquiry, the first respondent stated that the applicant did not qualify for the bonus due to his early retirement. In disagreement with the response. The applicant referred the matter to the CCMA as an unfair labour practice case under section 186 (2) (a) of the Labour Relations Act.

However, during the arbitration proceedings, the first respondent opposed the CCMA'S jurisdiction, arguing that the dispute arose after the applicant had retired, therefore when the incentives were paid to employees, there was no employment relationship as required by Section 186 (12) (a) of the Labour Relations Act. Both The Commissioner and the first Responded further stated that the CCMA lacks jurisdiction over the case as the dispute arose after the employment relationship was terminated. Therefore, the commissioner dismissed the dispute. The labour court upheld the commissioner's ruling, concluding the CCMA lacked jurisdiction because the dispute emerged after the employment relationship had ended. The applicant asked for costs in event that he is successful and the respondent in turn requested that the review application be dismissed with costs. The court ruled that no costs would be awarded, adhering to the principle that costs do not typically follow the outcome in labour matters. The review application was dismissed with no order for costs.





PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

VISION

“ensuring workplace democratization, economic development, social justice and labour peace for the public service”

MISSION

“embracing the future of work by advancing and protecting centralised collective bargaining, ensuring effective dispute management and good governance, empowering women, persons with disabilities and youth

VALUES

Integrity
Efficiency
Accountability
Good governance
Equity

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