



# STATE ADMINISTRATION COLLECTIVE BARGAINING REPORT - GAUTENG

## Background

The General Public Service Sectoral Bargaining Chamber (GPSSBC) meeting was convened on the 21st September 2015 to deal with the following issues;

- Voting Weights
- Departmental Terms of Reference: Labour Forums in Gauteng Provincial Government
- Departmental Agenda Items

## Voting Weights

The GPSSBC presented the following vote weights which were adopted on 31 December 2014 in line with clause 16.1 of Resolution 1 of 2012.

Trade Union	Membership	Vote Weights
<b>PSA</b>	10 511	<b>54.41%</b>
UNIPSA	1	
NUPSAW	379	
HOSPERSA	155	
<b>TOTAL</b>	<b>11 052</b>	
<b>NEHAWU</b>	8 696	<b>42.82%</b>
<b>TOTAL</b>	<b>8 696</b>	
<b>POPCRU</b>	562	<b>2.77%</b>
<b>TOTAL</b>	562	
<b>GRAND TOTAL</b>	<b>20 310</b>	<b>100%</b>

The above table reflects a worrying picture for the union as such all branches of the union must work hard to attain 60+1 % in order to control bargaining forums in the province. This can be done by implementing our collective bargaining strategy and recruitment strategy across the government departments in the province.



### **Departmental Terms of Reference: Labour Forums in Gauteng Provincial Government (GPG)**

The terms of reference for labour forums in GPG now called the Terms of Reference on the Departmental Standing Committees in the GPG have been adopted by all parties for implementation with effect from 21 September 2015. These terms of reference are going to assist in regulating the labour forums or departmental standing committees to ensure that what is discussed at departmental level is recorded by the chamber and the agreement at that level will bind all parties. This is an achievement for the union in Gauteng and will pave a way for ensuring that respective departments engage with the union following the attached terms of reference.

### **Departmental Agenda Items**

The union submitted the agenda items for eleven departments plus the Premiers Office at the GPSSBC meeting held on the 21 September 2015. These items were recorded by the chamber and differed to respective departments as follows;

#### **Premier's Office**

1. Establishment of a consultative forum or labour forum
2. Review of recruitment and selection policy
3. Labour to serve as observers whilst the policy is reviewed
4. Non adherence to grievance timelines
5. Union bashing (union not allowed to convene general members meetings)

#### **Gauteng Department of Roads and Transport (GDRT)**

1. Absorption of contract workers
2. Non compliance with OHS
3. Nonpayment of 2013/14 PMDS
4. Unpaid leave

#### **Gauteng Department of Community Safety**

1. Termination of contract workers
2. Development of the new structure
3. Tools of trade
4. PMDS application and payment
5. Asset disposal policy

#### **Gauteng Department of Economic Development**

1. Merger of Gambling Board and Liquor Board
2. Shared Services
3. Transversal HR Policies
  - 3.1 Recruitment and selection
  - 3.2 Secondment
4. Absorption of contract workers

#### **Gauteng Department of Agriculture and Rural Development**

1. Review of HR Policies
  - 1.1 Recruitment and selection
  - 1.2 Overtime
  - 1.3 Staff development
  - 1.4 Transport
2. Payment of PMDS
3. Restructuring

#### **Gauteng Department of Finance and Gauteng Treasury**

1. Review of HR Policies
  - 1.1 Bursary
  - 1.2 Recruitment and selection.
  - 1.3 Acting appointments
  - 1.4 Staff retention
  - 1.5 Skills development
  - 1.6 Substance abuse
  - 1.7 Ethics
  - 1.8 Leave policy

#### **Gauteng Department of Sports and Recreation**

1. Departmental structure (unapproved)
2. Report of the September 2014 RBO
3. Review of all HR Policies
  - 3.1 Recruitment and selection policy (prioritized hence mentioned)



- 3.2 Labour to serve as observers in recruitment and selection whilst the policy is under review
4. Nonpayment of overtime
5. Unfair approval of subsidized
6. Career path and skills development
7. In sourcing of cleaning and security services
8. Contract workers absorption and dismissals

#### **Gauteng Department Corporate Governance and Traditional Affairs**

1. Discrimination of CDWs to access offices (Tshwane)
2. Salary disparities of CDWs
3. Peer Supervision
4. Discrimination in the implementation of PMDS and non payment
5. Filling of vacant post in some wards
6. CDW's development
7. Career path and upwards mobility for CDEs
8. Dangerous working conditions of CDWs
9. Maintenance of tools of trade for CDWs

#### **Gauteng Department of Human Settlement**

1. Upgrading of SL 9 to SL 10 and SL 11 to SL 12

2. Hazardous building (Building not complying with OHS)
3. Confirmation and non confirmation of interviewed candidates
4. Artisans not paid remunerated in line with OSD

#### **Gauteng Department of Education (GDE)**

1. Blanket payment of PMDS
2. Guidelines for application of annual leave

#### **Gauteng Department of Infrastructure Development (GDID)**

1. Misappropriation of workers
2. Restructuring in line with IDMS and Redeployment Task Team

All the above agenda items were differed to respective departments and shop-stewards must make sure that departmental standing committees are convened to engage on the items as submitted to the chamber. PEC delegates deployed to each departmental standing forum and province as led by the organizing service center will also coordinate and provide necessary support to comrades at departmental level.

#### **Issued by NEHAWU Communications Department**

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