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LLF1 of 2019

APPOINTMENT OF CHAIRPERSON AND VICE-CHAIRPERSON LLF (ED: CSS)
(5/2/2)

PURPOSE OF REPORT

To elect a Chairperson and Vice-Chairperson for the Local Labour Forum for 2019.

BACKGROUND

The Main Collective Agreement reads as follows:-

“11.8.3.2 The position of Chairperson and Vice-Chairperson of the Meeting shall rotate annually between the parties.

11.8.3.3 The Chairperson and Vice-Chairperson shall be elected at the first Meeting of the Year”.

COMMENTS LABOUR RELATIONS OF THE LOCAL LABOUR FORUM

- In 2018 Labour Component acted as Chairperson and the Employer Component acted as Vice-Chairperson.
- At the Local Labour Forum Meeting held on 23 April 2018 it was resolved that **Mr MS Mahase** IS APPOINTED as a Chairperson for the 2018 term and that **Mr VE Mawela** IS APPOINTED as a Vice Chairperson for the 2018 term.

RECOMMENDATION

1. That the Local Labour Forum elect a Chairperson from the Employer Component and Vice-Chairperson from Labour for the year 2019.

2

LLF2 of 2019

INTAKE ON LEARNERSHIPS AND INTERNSHIPS (SAMWU) (5/3/1)

PURPOSE

To submit an item to the Local Labour Forum for the purpose of regulating the intake of learners and interns employed for practical working experience.

BACKGROUND

Matjhabeng Municipality has been accepting learners on learnerships and internships in order to give young people a practical working experience and in order to prepare them for when they enter the job market. A Learnership offers training in a specific field while they earn money simultaneously and is primarily for people with matric as their highest qualification. Most times, an internship is required during the study course in order to complete your qualification.

The intake on Learnerships and internships has not been transparent and it usually gives certain individuals an unfair advantage as these programs are not advertised nor publicised. Some interns end up being permanently being employed whereas the process of their recruitment and selection has been not been transparent. SAMWU is submitting this item in order to regulate the intake of learners and interns for the sake of transparency.

LEGAL IMPLICATIONS

Skills Development Act

RECOMMENDATION

SUBMITTED FOR DISCUSSION

3

LLF3 of 2019

LOCAL LABOUR FORUM RESOLUTION AUDIT (SAMWU) (5/13/1)

PURPOSE

To submit an item to the Local Labour Forum in terms of the resolutions of the LLF and also to get a progress on the implementation thereof.

BACKGROUND

The Local Labour Forum is established in terms of the Main Collective Agreement Rule 11.8 on matters of mutual concern pertaining to the workplace and which do not form the subject matter of negotiations at the Council or its divisions. The LLF consists of Management component and Labour component which makes the decisions taken at the forum binding to the parties.

We normally encounter problems of LLF meetings being postponed and resolutions taken in some those meetings not being implemented. It is against this background that SAMWU is submitting this item to the Local Labour Forum in order to get a progress report on the implementation of the LLF resolutions.

LEGAL IMPLICATIONS

LRA Act 66 of 1995
Main Collective Agreement

RECOMMENDATION

Submitted for discussion

4

LLF4 of 2019

APPOINTMENT OF EMPLOYEES ACTING ON HIGHER POSITIONS (SAMWU)
(5/3/2)

PURPOSE

To submit an item to the Local Labour Forum in order to ensure compliance with the Free State Division Collective Agreement.

BACKGROUND

The Conditions of Service are regulated by the Free State Division Collective Agreement, BCEA, LRA and other relevant pieces of legislation. Acting has been a thorny issue in the Municipality as workers have expectation of acting indefinitely of filling the vacant higher positions. Many times acting in vacant higher positions does not conform to the set guide lines outlined in the Collective Agreement resulting in many unnecessary disputes.

SAMWU is submitting this item in order to ensure compliance with the relevant legislation and agreement.

LEGAL IMPLICATIONS

LRA

BCEA

Collective Agreement

RECOMMENDATION

Submitted for discussion

LLF5 of 2019**LOCAL LABOUR FORUM AND LLF SUB-COMMITTEES SCHEDULE OF MEETINGS (ED: CSS) (5/2/2)****PURPOSE OF REPORT**

To submit to the Local Labour Forum for consideration and approval a schedule of LLF and LLF Sub-Committees.

BACKGROUND

The following dates have been scheduled for Local Labour Forum Meetings:

| | |
|------------------|-----------------|
| 2 April 2019 | 3 December 2019 |
| 7 May 2019 | 7 January 2020 |
| 4 June 2019 | 4 February 2020 |
| 2 July 2019 | 3 March 2020 |
| 6 August 2019 | 7 April 2020 |
| 3 September 2019 | 5 May 2020 |
| 1 October 2019 | 2 June 2020 |
| 5 November 2019 | |

The following dates have been scheduled for the LLF Sub-Committees:

HR Sub-Committee

| | |
|-------------------|------------------|
| 9 April 2019 | 10 December 2019 |
| 14 May 2019 | 14 January 2020 |
| 11 June 2019 | 11 February 2020 |
| 9 July 2019 | 10 March 2020 |
| 13 August 2019 | 14 April 2020 |
| 10 September 2019 | 12 May 2020 |
| 8 October 2019 | 9 June 2020 |
| 12 November 2019 | |

Basic Conditions Sub-Committee

| | |
|-------------------|------------------|
| 16 April 2019 | 17 December 2019 |
| 21 May 2019 | 21 January 2020 |
| 18 June 2019 | 18 February 2020 |
| 16 July 2019 | 17 March 2020 |
| 20 August 2019 | 21 April 2020 |
| 17 September 2019 | 19 May 2020 |
| 15 October 2019 | 17 June 2020 |
| 19 November 2019 | |

Workplace and Services Restructuring Sub-Committee

| | |
|-------------------|------------------|
| 23 April 2019 | 18 December 2019 |
| 28 May 2019 | 28 January 2020 |
| 25 June 2019 | 25 February 2020 |
| 23 July 2019 | 24 March 2020 |
| 27 August 2019 | 28 April 2020 |
| 25 September 2019 | 26 May 2020 |
| 22 October 2019 | 23 June 2020 |
| 26 November 2019 | |

*** A copy of the names of delegates for the different sub-Committees **are attached on page 1 of the Annexures.**

SUBMITTED FOR CONSIDERATION AND APPROVAL