



SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

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TO: ALL MUNICIPAL MANAGERS

THE PARTIES:

SALGA	Mr. X George	(012) 369 8001
SAMWU	Mr. J Nhlapo	(021) 696 9175
IMATU	Mr. J Koen	(012) 460 8444

REGIONAL SECRETARIES:

Gauteng Division	Ms. C Manda	(011) 333 8091
Eastern Cape Division	Mr. M Bodlani	(041) 585 0646
Western Cape Division	Ms. W Brink	(021) 930 9244
Northern Cape/Free State Division	Mr. T Mqobongo	(053) 831 3608
North West/Mpumalanga/Limpopo Division	Mr. E Shelembe	(012) 320 4136
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CIRCULAR NO.: 4/2012

LOCAL LABOUR FORUM AND SKILLS DEVELOPMENT TRAINING

Our earlier circulars of 12/2010 and 11/2011 regarding the above have reference.

By decision of the Executive Committee of the SALGBC, comprising SALGA, SAMWU and IMATU, the above exercise commenced in July 2011. To date, about 50% of Local Labour Forums in municipalities have been trained. The workshop program is set to continue and be completed by the 30 April 2012. A Project Steering Committee (PSC), constituted by the parties and the LGSETA, met on 29 February and assessed the training conducted thus far and noted the following problems experienced by the SALGBC and the facilitators:

- Difficulty in obtaining use of a Municipal venue for conducting the workshop.
- Eleventh-hour withdrawal of permission to use the Municipal venue.
- Venue availed but is not in a clean condition.
- The SALGBC is required to pay for the municipal venue.
- Water and drinking glasses are not set up or provided for delegates.
- Presentation aids such as data-projector, flipchart and marking pens are not provided.
- Breakaway venues are not made available.

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- Attendance, mainly on the part of employer representatives, is poor. In other instances municipal officials interrupt the training session to attend other meetings either in the municipality or elsewhere.
- Some municipalities are undermining the SALGBC by approaching the LGSETA for funding of similar training.
- Some parties at municipal level are questioning the training content which was mutually agreed to by IMATU, SAMWU and SALGA.
- Some municipalities are requesting that the three-day training be staggered or shortened.
- The poor or non-attendance of skills development facilitators.

The PSC expressed its concern at the above. The parties to the SALGBC therefore request that their respective constituencies co-operate in completing the Local Labour Forum - Skills Development Training by 30 April 2012. This training has been identified as a strategic intervention:

- To ensure that Local Labour Forums are functioning;
- To ensure that the Local Labour Forum can lead to an improved and better labour relationship between the trade unions and municipalities; and
- For municipalities and trade unions to consult and agree, and improve the quality of Workplace Skills Plans and reports submitted to the LGSETA.

The SALGBC requests the following:

- Municipal Managers should provide municipal venues free of charge and ensure that such venues are conducive for an effective training session;
- Councilors, municipal officials and trade union representatives of the LLF must be punctual and attend the training course for the full duration;
- Municipalities must participate in the SALGBC/LGSETA program and not approach the LGSETA for funding;
- Parties at municipal level must respect the content that has been agreed to at the national level. Any party can approach its national office when a review of the content is conducted at the completion of the LLF/Skills Development Training Project;
- Parties at municipal level must cooperate to ensure that the training is undertaken over three consecutive days; and
- Municipalities must ensure that the relevant official/s responsible for Skills Development attend/s the training workshop.

Let us work together to make the Local Labour Forum – **the third and very important structure of the SALGBC** – an effective labour relations forum for IMATU, SAMWU and SALGA (the municipalities).

Yours faithfully



Mr S. S. Govender
GENERAL SECRETARY

c c LGSETA