



# **SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL**

## **HEAD OFFICE**

Private Bag X12  
WESTVILLE  
3630

Tel: (031) 267-2227/1598/2388  
Fax: (031) 267-0929

Westville Civic Centre  
1 William Lester Drive  
WESTVILLE  
3630

E-mail: [info@salgbc.org.za](mailto:info@salgbc.org.za)  
Web-site: [www.salgbc.org.za](http://www.salgbc.org.za)

4 July 2006

TO: Job Evaluation Managers  
Principal Job Evaluation Committees

AND: The Regional Secretaries:

Gauteng Division	Mr T Ndlovu	(011) 333-8091
Eastern Cape Division	Ms S Walter	(041) 585-0646
KwaZulu-Natal Division	Mr A Singh	(031) 267-0930
Western Cape Division	Mr O Wilson	(021) 930-9244
Northern Cape/Free State Division	Mr M Faas	(053) 831-3608
North West/Mpumalanga/Limpopo Division	Mr E Shelembe	(012) 320-4136

Dear Sir/Madam

## **CIRCULAR NO.: JE / 2 / 2006 JOB EVALUATION BRIEF**

### **1. FINAL OUTCOMES REPORT**

Congratulations! The SALGBC has published a Final Outcomes Report for the following municipalities:

1. Buffalo City Municipality (EC-R1)
2. Sakhisizwe Municipality (EC-R2)
3. Inkwanca Municipality (EC-R2)
4. Tsolwane Municipality (EC-R2)
5. Lukhanji Municipality (EC-R2)
6. Blue Crane Municipality (EC-R4)
7. Camdeboo Municipality (EC-R4)
8. Baviaans Municipality (EC-R4)
9. Ikwezi Municipality (EC-R4)
10. Cacadu Municipality (EC-R4)
11. Sundays River Municipality (EC-R4)
12. Kou-Kama Municipality (EC-R4)
13. Port St Johns Municipality (EC-R5)
14. Mantsopa Municipality (FS-R1)
15. Masilonyana Municipality (FS-R1)
16. Naledi Municipality (FS-R1)
17. Tswelopele Municipality (FS-R1)
18. Letsemeng Municipality (FS-R1)
19. Mkhambathini Municipality (KZ-R2)
20. Richmond Municipality (KZ-R2)
21. Ingwe Municipality (KZ-R2)
22. Uthukela Municipality (KZ-R3)
23. Utrecht Municipality (KZ-R3)
24. Endumeni Municipality (KZ-R3)
25. Amajuba Municipality (KZ-R3)
26. Umzinyathi Municipality (KZ-R3)
27. Hlabisa Municipality (KZ-R4)
28. Pixley Ka Seme Municipality (MP-R1)
29. Gert Sibande Municipality (MP-R1)
30. Umjindi Municipality (MP-R2)
31. Bergriver Municipality (WC-R2)
32. Eden Municipality (WC-R3)
33. Cape Agulhas Municipality (WC-R3)
34. Knysna Municipality (WC-R3)
35. Prince Albert Municipality (WC-R3)
36. Laingsburg Municipality (WC-R3)
37. Mossel Bay Municipality (WC-R3)

/2. ...

The Principal Job Evaluation Committee must ensure that the municipality acknowledges in writing, the receipt of the Final Outcome Report. The municipality **must** publish the Final Outcome Report on the employee notice boards.

The authority to release the above outcomes was delegated to the Audit Committee by the National Moderation Commission at its meeting on 6 September 2005 as follows:

*“The parties agreed that the Audit Committee finalise all the queries, in terms of the guidelines adopted by the National Moderation Commission, and submit the Final Outcome Reports to the respective Principal Job Evaluation Committees and the National Moderation Commission.”*

## **2. EXTENSION OF JOB EVALUATION COLLECTIVE AGREEMENT**

At the Executive Committee meeting of the SALGBC on 20 June 2006, the parties were unable to finalise the extension of the collective agreement. The trade unions SAMWU and IMATU were in favour of extending the agreement, whilst SALGA stated that it will revert to the SALGBC whether the agreement should be extended or not.

SALGA in a letter dated 30 June 2006 to the SALGBC has agreed that the Job Evaluation Collective Agreement be extended for a further three months.

*“This serves to confirm that SALGA agrees to the extension of the current collective agreement for a further 3 months from the expiry date.”*

All Principal Job Evaluation Committees should continue to operate as normal. The SALGBC will endeavour to convene a National Moderation Commission meeting to consider the current and future status of the Job Evaluation Project.

## **3. JOB EVALUATION REPORTS**

All Principal Job Evaluation Committees must submit a written report to the SALGBC by the 15 July 2006 on the following:

- The municipalities that are currently being evaluated and the expected date of completion thereof.
- The municipalities that are ready for evaluation with quality job descriptions, approved organograms and identification of Section 57 posts.
- Feedback on the notification of the Final Outcome Reports, where applicable.
- Any other issues.

## **4. TARGET FOR JULY 2006**

The SALGBC together with the Principal Job Evaluation Committees will strive for a Final Outcomes Report for the following municipalities:

- |   |  |
|---|--|
| 1. Senqu Municipality (EC-R2)           | 5. Makana Municipality (EC-R4)           |
| 2. Inxuba Yethemba Municipality (EC-R2) | 6. Umzimvubu Municipality (EC-R5)        |
| 3. Emalahleni Municipality (EC-R2)      | 7. Xhariep District Municipality (FS-R1) |
| 4. Ndlambe Municipality (EC-R4)         | 8. Matjhabeng Municipality (FS-R1)       |

- |  |  |
|--|--|
| 9. Northern Free State District Municipality (FS-R2) | 13. Mbombela Municipality (MP-R2)            |
| 10. Mooi Mpofana Municipality (KZ-R2)                | 14. Greater Marble Hall Municipality (MP-R2) |
| 11. uThungulu District Municipality (KZ-R4)          | 15. Greater Groblersdal Municipality (MP-R2) |
| 12. Nkomazi Municipality (MP-R2)                     | 17. Langeberg Municipality (WC-R3)           |
|  | 18. Swellendam Municipality (WC-R3)          |

***Let us collectively strive for the publication of the above outcomes by 31 July 2006.***

Yours faithfully

  
\_\_\_\_\_  
**Mr S S Govender**  
**GENERAL SECRETARY**