



SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

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3 December 2008

To All Municipal Managers
To All Job Evaluation Managers / Various Job Evaluation Committees
The Parties:

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

And To Regional Secretaries:

Gauteng Division	Ms C Manda (Acting)	(011) 333-8091
Eastern Cape Division	Mrs S Walter	(041) 585-0646
KwaZulu-Natal Division	Mr A Singh	(031) 267-0930
Western Cape Division	Mrs W Brink	(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. 12/2008 JOB EVALUATION

Kindly take note that the parties to the Bargaining Council have made significant progress on the various job evaluation matters. A special Executive Committee of the Central Council held on 24 November 2009 considered the following matters:

1. EXTENSION OF THE TASK JOB EVALUATION COLLECTIVE AGREEMENT

The Executive Committee agreed, in principle and subject to further consultation with their respective principals, to extend the Job Evaluation Collective Agreement to the **30 June 2009**. Such an extension shall enable the Bargaining Council to utilize the relevant structures that will validate work still expected from some municipalities within the context of the interventions the Executive Committee of the Bargaining Council has and will put in place.

2. PROPOSED WAGE CURVE COLLECTIVE AGREEMENT

The Executive committee noted that the parties made significant progress at the national Bargaining Committee meeting held on the 18 and 19 November 2009. At the meeting the facilitator tabled a proposal to the parties for further mandate. The **proposal** entails the following:

- That there be **eight (8) categories** of municipalities, per the grouping in the SALGBC Task Team report as presented to the Bargaining Committee meeting by a Mr Mark Van Wyk, the remuneration expert from Ethekwini Metropolitan Municipality. /2.

- Pay scales linked to the **eight (8) categories** were determined on the ratio of 1:12 between the minimum and maximum salary scales in any particular wage curve. Such salary scales were also developed and shared with the Bargaining Committee by Mr van Wyk.
- The market position, as determined by the Deloitte annual survey, at the 50th percentile, is used to determine the wage curves.
- Each category municipality will have a separate wage rate reflecting TASK grade one (1) to TASK grade twenty five (25) as reflected in the proposed salary scales.
- Developed a Construct by taking a position 10% above and 30% below the 50th percentile market position.
- Created 2.4% master notch scale.
- The effective date of the implementation of the new wages rates for those municipalities that have received a Final Outcomes Report by the SALGBC is proposed to be the **1 January 2009**.

3. STATUS OF JOB EVALUATION

The Executive Committee noted that:

- The SALGBC has completed and published 131 Final Outcomes Reports.
- The SALGBC has approximately 29 Provisional Outcomes Reports from PJEC's, which is work in progress and requires auditing and finalization by the NMC Audit Committee.
- The evaluation of the balance of 123 municipalities should be completed by the process of benchmarking.
- The timeframes for the remaining benchmarking process is meant to be March 2009 and Municipalities without Task grade results will be interacted with by a project team from the SALGBC on steps they need to take to finalize same.

4. BENCHMARKING

- The Executive Committee at its meeting on 24 June 2008 adopted benchmarking as a method to complete the evaluation of municipalities. This would apply to those municipalities that have not submitted any job descriptions or organogram to their respective PJEC's for evaluation.
- The Executive Committee has also appointed a Project Leader to co-ordinate and to manage the completion the benchmarking process. A Task Team of the Executive Committee has been appointed to finalize the detail of the benchmarking plan and manage the process in conjunction with the Project Leader. The details of plan will be communicated after the Task Team has finalized same.

5. MANDATING PROCESS

SALGA, SAMWU and IMATU made it clear at the Executive Committee meeting on 24 November 2008 that, the in principle agreement, to extend the Job Evaluation Collective Agreement and new proposed Wage Curve Agreement will have to be finalized by their respective National Executive Committees. The NEC's of the three parties will meet between the 1 December 2008 and 12 December 2008 to consider and finalize the above issues.

The above circular is downloadable from the SALGBC website.

Yours faithfully



Mr S S Governder
GENERAL SECRETARY