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Ref: TSH/S1/scb**7 November 2017****The Secretariat
Bargaining Committee of the Tshwane
Division of the SALGBC****ATTENTION:** Mr Albert Masemola**BY E-MAIL:** albertm3@tshwane.gov.za

Dear Sir

SPECIAL LOCAL LABOUR FORUM

At the Special Local Labour Forum meeting held on 3 November 2017, parties agreed to address and resolve the breakdown in relationship and trust, following the Group Head: Group Human Capital Management action to negotiate on a Bargaining Committee agreement reached on 20 October 2017, as follows:

1. Parties will be provided with the final list of fixed term contract employees to be appointed permanently for scrutiny by close of business 3 November 2017.
2. That a Special Bargaining Committee meeting be arranged by close of business 3 November 2017 to exclusively deal with this matter.
3. That parties will by close of business on 7 November 2017 submit a draft clause for inclusion in the current Collective Agreement for an additional report to be prepared and submitted to the Mayoral Committee to consider the inclusion of fixed term contract workers not included in the list referred to in paragraph 1 above.
4. That the names of the employees to be appointed permanently be forwarded for inclusion in the Mayoral report by close of business 7 November 2017.

We accordingly respond as follows:

1. We confirm receipt of the final list.
2. We take note that a meeting of the Special Bargaining Committee of the Tshwane Division of the SALGBC has been scheduled for 14 November 2017.
3. We propose that the clause be worded as follows:

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REPRESENTATIVES: S Khoza (President), K Swanepoel (Deputy President), J Koen (General Secretary), K Burton (Chairperson & NEC), D Bam (NEC) W Makhubela (NEC), D Medupe (NEC), R de Bruyn (Regional Manager)

- 3.1 **“The City of Tshwane agrees to submit an additional Mayoral report to be prepared by the Group Head: Group Human Capital Management, to the first Mayoral meeting, following the date of signature of this agreement, to consider the permanent appointment of contract workers excluded from the list of contract workers to be appointed permanently, attached to this Collective Agreement.**
- 3.2 **Labour agrees to submit the names to be included in the additional Mayoral report to the Group Head: Group Human Capital Management.**
- 3.3 **That the Mayoral Committee’s resolution, with reasons, be tabled at a Special Bargaining Committee meeting to be scheduled following the Mayoral Committee meeting”.**
4. **The names of the contract workers to be included in the additional report are the following:**

RESEARCHERS		PAY NO
1.	Mpho B. Mkhono	10024717
2.	Sibusiso J. Gunene	10027776
3.	Clifford Masuku	10027773
4.	Vatiswa B. Matshanda	10018441
5.	Faith Malinga	10018806
6.	Lucky Mogalane	10025642
7.	Thamaga K. Mmanyelole	10015731
8.	Kgomo N Maila	10025643
9.	Kaiser Thamaga	10015731
SENIOR SECRETARIES		PAY NO
1.	Rachael Msiza	10025651
2.	Thapelo Sebulele	10025655
3.	Alice Dladla	10025647
4.	Lorraine Motaung	10016166
5.	Keleabetswe L Moholoagae	10025653
6.	Katlego P. Masalesa	10025517
7.	Busiswe Hlongwane	10025646
8.	Cecelia Ntebatse	10025651
9.	Karabo Komane	10012590
10.	Lindiwe Sithole	10025648
11.	Maruky Motloung	10025840
12.	Daphney Kunene	10025652
13.	Lebogang Msiza	10021026

Motivation:

- Save for the fact that the provisions of section 198B of the LRA does not apply to them because they are above the threshold, their circumstances are the same as the contract workers below the threshold.
- The inclusion of the twenty three (23) contract workers will not have a significant financial impact considering the savings generated by labour agreeing to phase in the benefits.
- These contract workers perform an administrative function. They have their own matrix (section) providing an administrative function to all political offices.
- A few fixed term contract employees that use to work in the political offices have already been appointed permanently.

It is proposed that an amended draft of the Collective Agreement be included before the meeting of the Bargaining Committee in order to allow parties to finalise and sign the agreement at the special meeting.

We trust that our input conforms with the resolution taken at the Special Local Labour Forum and that parties will be able to conclude and finalise the Collective Agreement.

Yours faithfully



**R DE BRUYN
REGIONAL MANAGER**

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Mr Thabo Moloisane
ThaboMolo@tshwane.gov.za

Gerald Ghigange
GeraldG@tshwane.gov.za