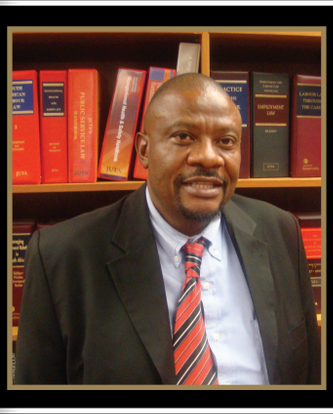




message from the chairperson

It is indeed a great honour to present this very special 10th anniversary publication of the Public Service Co-ordinating Bargaining Council (PSCBC) annual report for the 2007/2008 financial year. In this report we reflect on activities and efforts undertaken by Council during the period under review in fulfilling our mandate.

Ten years ago, the creation of the PSCBC reflected a nation's collective resolve that the transformation agenda for a better life for all fundamentally depended upon strong social dialogue structures. On 13 October 2007, PSCBC celebrated its 10th anniversary in style during a gala dinner at the Sheraton Hotel in Pretoria. This very important milestone is probably one of the biggest highlights for PSCBC.

Over the past 10 years the PSCBC, being the largest and strongest social dialogue structure in South Africa, has been a vehicle for the transformation and restructuring process in the public service, reaching significant collective agreements on human resource matters.

To celebrate and capture these very important highlights in the establishment and development of the PSCBC over the last 10 years, the PSCBC published a commemorative 10 year publication – **Sixazulula Ngezingxoxo Masixoxisane, We resolve by negotiations, Lets negotiate** – in the form of a coffee table book.

As newly elected Chairperson of the PSCBC Council, I am following in the footsteps of a well-known and legendary person, Mr. Edwin Molahlehi, who was the first elected Chairperson of the PSCBC. The respect he earned from the parties ensured his re-election for 5 terms, which lasted almost 10 years until his appointment as Judge in the Labour Court.

The year under review will be remembered for the lengthy salary negotiations which included long days and nights of caucuses in an attempt to bring the parties closer to settlement. PSCBC appointed Charles Nupen and myself as mediators to start a very long mediation process that resulted in Resolution 1 of 2007 which finally enjoyed majority support on 5 July 2007.

The PSCBC Council commissioned three delegations to embark on study visits to USA, Mexico and the Nordic region during October and November 2007. Their task was to identify best practices and benchmarking various research areas identified by Council. This report will assist task teams with initiatives to improve the conditions of service for South African public servants.

As part of the relations and partnership objective of Council, PSCBC hosted a delegation from Botswana during November 2007. The Council aims to develop exchange programmes with other organisations locally, regionally and internationally, particularly in Africa.

PSCBC mourned the tragic loss of one of Council's key role players Don Pasquillie, Deputy General Secretary of the South African Democratic Teachers Union (SADTU) during January 2008. As EXCO and Council member, Don played an important strategic role in the governance and management of the PSCBC.

IRASA hosted a very successful 5th IIRA African Regional Congress in Cape Town from 26-28 March 2008. The congress attracted people from all over the world, including Africa, Australia and Europe to name but a few.

In the next financial year Council will enter into a new round of salary negotiations. PSCBC will also be preparing for the Public Sector Summit as provided for in clause 15 of Resolution 1 of 2007.

I appreciate the commitments and efforts of my Vice-chairpersons, the Executive Committee and the secretariat and want to thank all members of Council and other stakeholders who continue to support the efforts of the PSCBC.

MESHACK RAVUKU
CHAIRPERSON: PSCBC
31 MARCH 2008

Vision, Mission & Values

Vision

To be a model bargaining council within the South African labour market and in the global arena.

Mission

To promote integrated collective bargaining at national, sectoral and provincial levels of the Public Service.

To provide mechanisms to ensure labour, peace and stability in the Public Service.

Values

We aim to work together as a team, encouraging co-operation and efficiency, both from ourselves and others around us.

Mutual respect, trust and value for the people we serve and with whom we work.

Commitment to be fair, ethical, trustworthy and accountable in all of our work.

Commitment to the collective bargaining processes and the fair resolution of disputes.



message from the general secretary

This annual report encapsulates the activities of Council for the period 1 April 2007 to 31 March 2008. During this period the PSCBC celebrated its 10th anniversary and the publishing of a book, providing a review of challenges and successes experienced in the last decade. The last ten years have seen the PSCBC as a social dialogue institution grow from a virtually non-existent system of labour relations, to a sophisticated bargaining council. The successes were as a result of the combined efforts and commitment of all the parties to Council. Therefore this annual report is presented to the 11th Annual General Meeting of the PSCBC.

During the year under review, a total of six agreements were signed. Emanating from Resolution 1 of 2007, two agreements have been signed in two sector bargaining councils on the revised occupational specific salary structures for identified occupations.

The management of dispute resolution services remains a great challenge. A total of 4005 cases have been referred to the public service bargaining councils.

We also welcome our newly elected Chairperson Mr. Meshack Ravuku. We bade farewell to our Vice-chairpersons, Mr. D. Odendaal and Ms. S. Pardesi. It is a great pleasure to welcome our two new Vice-chairpersons, from Labour, Dr. A. Mahapa (POPCRU) and from the Employer, Mr. M. Phophi (Chief Director: Labour Relations Limpopo Province).

During the period October/November 2007, PSCBC commissioned three delegations to the following countries for study visits: USA, Mexico and the Nordic Countries. The said delegates were tasked to identify best labour relations practices and benchmarking exercises on a number of identified research areas. The gathered information has been consolidated in to a final report, which has been approved by the Council. This report has been published and has been distributed to the parties as a reference document in their policy development, consultation and negotiation processes.

In November 2007, a delegation from Botswana visited PSCBC as part of a comparative research exercise and found the collective bargaining system in the South African public service to be advanced and progressive.

At this point, I would also like to pay tribute to the late SADTU Deputy General Secretary, Don Pasquille who played a significant role in PSCBC, as member of the Executive Committee and Council over the last two years. He was a critical role player during the 2007 wage negotiations, both as Chief Negotiator of SADTU and as COSATU's chief spokesperson.

The past year saw the expansion of the PSCBC staff as we appointed eleven new staff members to the PSCBC.

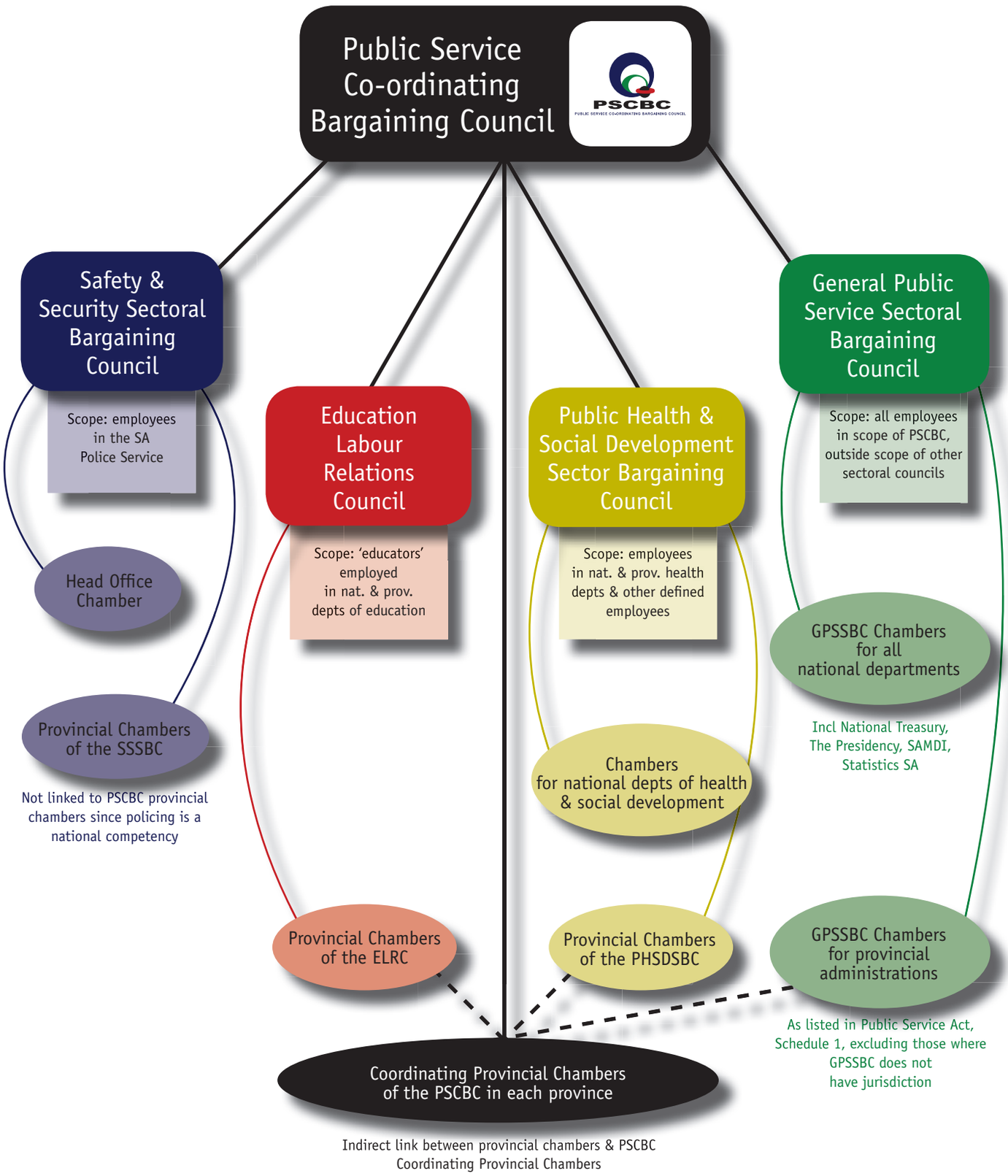
During the last financial year, our expenditure was within the overall budget, even though the protracted wage negotiations and mediation process posed some strain on the financial resources of Council. Furthermore, substantial resources went into the research project and other critical strategic objectives of Council. Council's income through the levy agreement is proving to be insufficient, given the fact that the last levy increase was in 2003. Therefore parties would have to seriously consider a levy increase in the next financial year.

The year under review ended successfully with the 5th IIRA African Regional Congress hosted by IRASA in Cape Town. The event was marked by a high calibre of participation by various speakers from the public service, academia, and the private sector. A token of appreciation to the IRASA organising committee, especially the President of IRASA, Judge Edwin Molahlehi, for the commitment and effort in drawing Africa on a map of excellence within the labour relations movement.

My sincere gratitude is extended to the Chairperson, Vice-chairpersons, members of the Executive Committee and Financial Committee for their dedicated efforts in ensuring that the Council meets its strategic objectives and fulfils its vision. Lastly, thank you to the PSCBC staff for their tireless efforts and hard work in ensuring that PSCBC delivers efficient and effective secretariat services.

SHAMIRA HULUMAN
GENERAL SECRETARY: PSCBC
31 MARCH 2008

Collective Bargaining System for PSCBC and Sectoral Bargaining Councils



PSCBC

PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL

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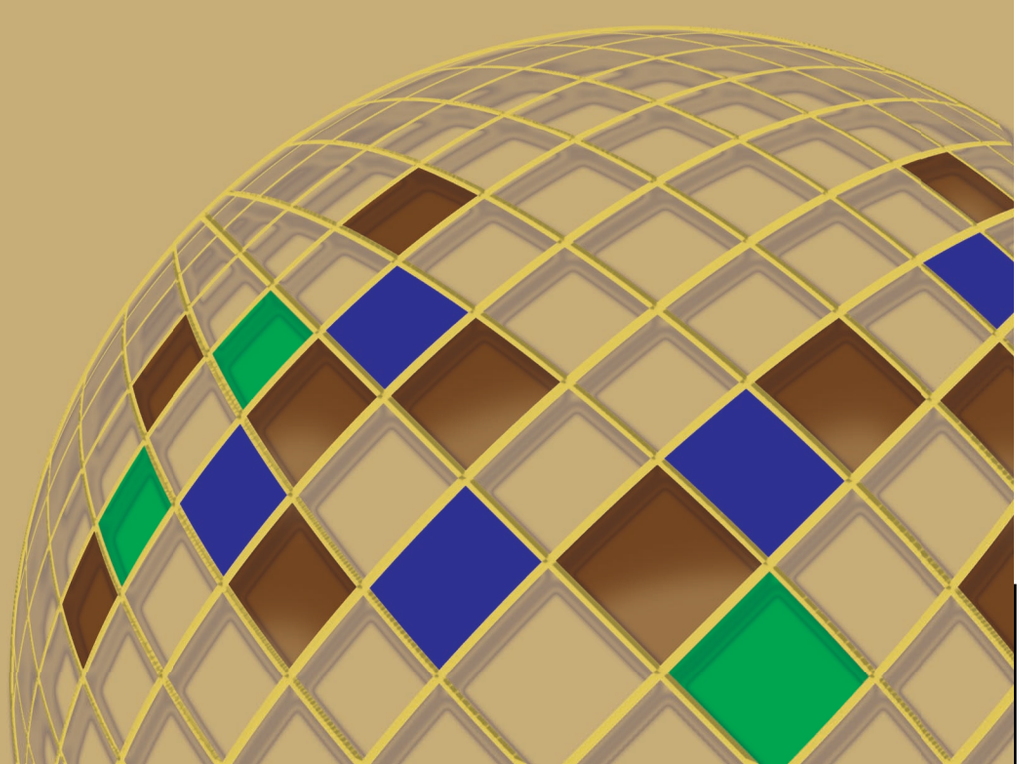
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GOVERNANCE STRUCTURE



1. Governance Structure

1.1 Overview

The Public Service Co-ordinating Bargaining Council (Council), whose constitution was registered in October 1997, was established in terms of section 35 of the Labour Relations Act, No. 66 of 1995 (LRA).

In performing its function, the Council has the mandate to deal with matters that:

(a) are regulated by uniform rules, norms and standards that apply across the public service; or
(b) apply to terms and conditions that apply to two or more sectors; or
(c) are assigned to the State as employer in respect of the public service that are not assigned to the State as employer in any sector.

In establishing the Council, the LRA sought to provide a platform for the social partners, – the State as the Employer, and the public service trade unions as Labour, representing approximately 1 million employees – to engage constructively over matters of mutual interest. In addition and similar to the bargaining councils in the private sector, the purpose of establishing the Council was to provide a forum to create and maintain sound labour relations in the public service through, among others, the collective bargaining process.

This report provides an overview of the achievements of the Council from 1 April 2007 to 31 March 2008.

1.2 Objectives

In terms of its constitution, the Council has set for itself the objectives of enhancing labour peace, promoting good relations between the parties, providing a forum for the parties to engage in collective bargaining, and providing a mechanism for dispute prevention and resolution. The constitution also requires the Council to conclude, supervise and enforce collective agreements and deal with any other matters that may affect its organizational interest. The constitution also places the responsibility on the Council to promote effective communication and co-ordination between itself and the sectoral councils.

1.3 Powers and duties

The powers and duties of the Council are to:

(a) negotiate and conclude collective agreements in respect of matters regulated by section 36(2) of the LRA, which may include negotiating minimum standards on such matters;
(b) supervise and enforce collective agreements concluded in the Council;
(c) prevent and resolve labour disputes;
(d) resolve disputes between the parties to Council in terms of the LRA and the dispute resolution procedures of the Council;
(e) resolve the disputes of parties who are not parties to the Council, but who fall within the registered scope of the Council, in terms of section 51(3) of the LRA and the dispute resolution procedures of the Council;
(f) establish and administer a fund to be utilised for resolving disputes, collective bargaining and general administration of the Council and the sectoral councils;
(g) develop proposals for submission to NEDLAC or any other appropriate forum on policy and legislation that may affect labour relations in the public service;

(h) determine by collective agreement those matters which may not be an issue in dispute for strike or a lock-out;
(i) designate sectors, vary their scope, amalgamate or disestablish sector councils in the public service;
(j) co-ordinate, among the sector councils, and between such councils and the Council, the functions and operations of such councils, including those related to collective bargaining and administration;
(k) determine, in consultation with sector councils, appropriate standards of financial control and service that such councils must maintain;
(l) provide operational services to sector councils, if they contribute to efficiency or administrative convenience, and are appropriate for the sharing of skills, expertise or resources, including the following:
    (i) providing policy and guidelines regarding the appointment, training and payment of panelists;
    (ii) management and maintenance of case management systems and policy;
    (iii) training of users and parties regarding the dispute resolution framework in the public service;
    (iv) provision to the public, the parties and the sector councils of information services relevant to the functions of the Council;
    (v) providing accommodation to sector councils, except for the ELRC;
    (vi) formulation and maintenance of human resources policy and systems for the Council and sector councils, and training of their staff;
    (vii) collection of uniform levies from employees and the employer, and proportional disbursement of such levies to sector councils; and
    (viii) the determination of uniform levies by the Council and the effective date thereof.
(m) where a sector council becomes dysfunctional in the view of the Council, and in consultation with such council, provide such assistance and fulfil such functions as are required;
(n) raise, borrow, lend, levy and invest funds; and
(o) exercise any other power or duty that may be necessary or desirable to achieve the objectives of the Council.

1.4 Leadership Structure

The constitution provides for the election/appointment of a Chairperson and Vice-chairpersons of Council who serve for a 24 month term:

Chairpersons



Judge E. Molahlehi
(01/04/07 – 18/07/07)



Mr. M. Ravuku
(18/07/07 – current)

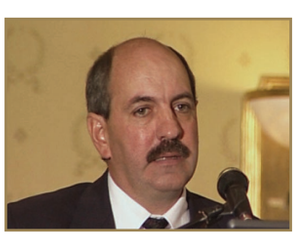
Vice-chairpersons



Ms. S. Pardesi (Labour)
(01/10/06 – 18/07/07)



Dr. A. Mahapa (Labour)
(18/07/07 to current)



Mr. D. Odendaal (Employer)
(01/04/07 – 18/07/07)



Mr. E. Phophi (Employer)
(14/01/08 to current)

The constitution further provides for the appointment of an independent secretariat. Council appointed Mrs. S. Huluman as its independent Secretary in 1999.

General Secretary



Mrs. S. Huluman
(01/01/99 to current)

1.4.1 Executive Committee (EXCO)

In carrying out its mandate, the Council is assisted by the Executive Committee and the Finance Committee. The following members served on the Executive Committee:

Labour

MEMBER	ORGANISATION	ALTERNATE	ORGANISATION
T. Ntimane	SAPU	V. Dladla	POPCRU
J. Magagula	DENOSA	H. Murray	HOSPERSA
H. Hendricks	NAPTOSA	J. Peane	SADTU
L. Sotaka	NEHAWU	A. Mokgabodi	PSA

Employer

MEMBER	ORGANISATION	ALTERNATE	ORGANISATION
J. Cornwall	DOH	K. Ngongwane	GPG
C. Mtshisa	DPSA	M. Ntshikila	DPSA
J. Slater	DOE	V. Bhe	OTP: EC
J. Griesel	SAPS	Z. Mhlambo	DOH

1.4.2 Finance Committee (FINCOM)

The Finance Committee comprises of the following representatives:

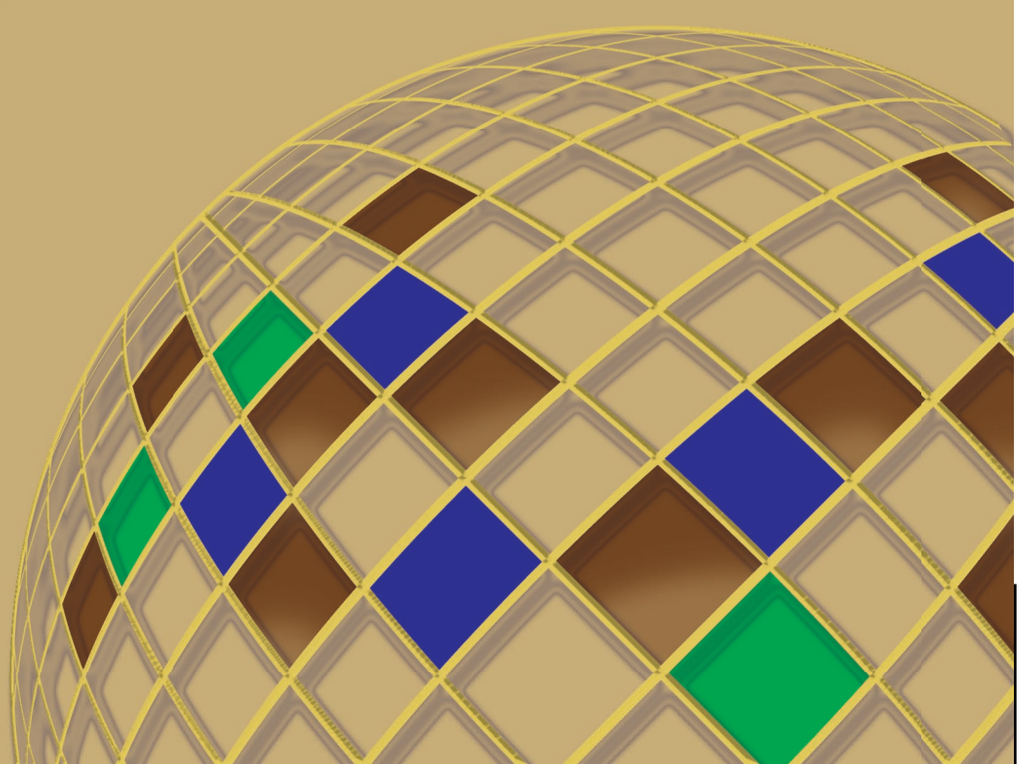
Labour

MEMBER	ORGANISATION
A. Mahapa	Vice-chair PSCBC
E. Kwadi	PSA
S. Mahlangu	POPCRU
T. Gumbi	DENOSA
J. Peane	SADTU

Employer

MEMBER	ORGANISATION
C. Slabbert	SAPS
T. Siko	DPSA
J. Slater	DOE
A. Snyman	DPSA

PSCBC 10TH ANNIVERSARY



2. PSCBC 10th Anniversary Celebrations and Launch of PSCBC 10 Year Review Publication

The PSCBC, registered on 13 October 1997, is the country's largest bargaining structure, covering more than one million workers and is responsible for negotiating issues which impacts on more than 37% of the national budget. The PSCBC celebrated its 10th year of existence on 13 October 2007.The auspicious event was held at the Sheraton Hotel situated in the heart of Pretoria. The function was well attended by representatives from all stakeholders, including the parties to Council, CCMA, Department of Labour, Public Service Commission and NEDLAC.

Among the important guests was the Honourable Minister for the Public Service and Administration. In her address, the Minister acknowledged prominent people who played critical roles in the establishment of the Council, e.g. the first Chief Negotiator for the employer (Neva Makgetla), the first PSCBC Chairperson (Judge Edwin Molahlehi), former Vice-chairpersons (Fikile Hugo, Shireen Pardesi, Vusi Khumalo, Paddy Padayachee, Pule Rameetse and Div Odendaal), and last but not least the staff of PSCBC for their hard work and commitment in shaping the PSCBC in being a leader in the social dialogue on the African continent.

In paying tribute to the achievements of social dialogue in the public service since the dawn of our democracy, the Chairperson of the PSCBC, Meshack Ravuku, acknowledged the work of the former and first Chairperson, Judge Edwin Molahlehi in his absentia, for the role he has played in steering the PSCBC to become a benchmark bargaining structure.

The parties to Council gave heartfelt messages of support to the secretariat, and thanked them for the "nursery services given to the parties".

The Vote of Thanks was delivered by the PSCBC General Secretary who acknowledged all the other institutions that contributed to the success of PSCBC, including CCMA for the role played, especially in the establishment of the Council. She also thanked past negotiators and the past Chairperson and Vice-chairpersons for assisting in terms of providing strategic direction of the Council.

For its 10 year anniversary, the PSCBC also published a limited edition of its first coffee table book entailing all the achievements and successes over the past decade. The launch of this book was held on 28 February 2008 in a form of cheese and wine function at the PSCBC premises.

The book covers all the significant milestones achieved over the past 10 years including the restructuring of the macro benefits such as the medical aid, pensions and leave and the framework agreement on the transformation and restructuring of the public service.

These achievements have led the PSCBC to be a vehicle of the transformation and restructuring process in the public service, reaching significant collective agreements on human resource matters and has indeed drawn a map of excellence in its bargaining structures, hence the name of the publication, **Sixazulula Ngezingxoxo Masixoxisane** which translates, **We resolve by negotiations, lets negotiate**.

Over the last 10 years, PSCBC has successfully entrenched social dialogue in the public service. Despite the tensions and inherent conflicts that emerged, parties have remained committed to engage and committed to the institution of PSCBC.

The book was distributed to all key role players, Premiers, MEC's, parties to Council and all other stakeholders.

pscbc 10th anniversary







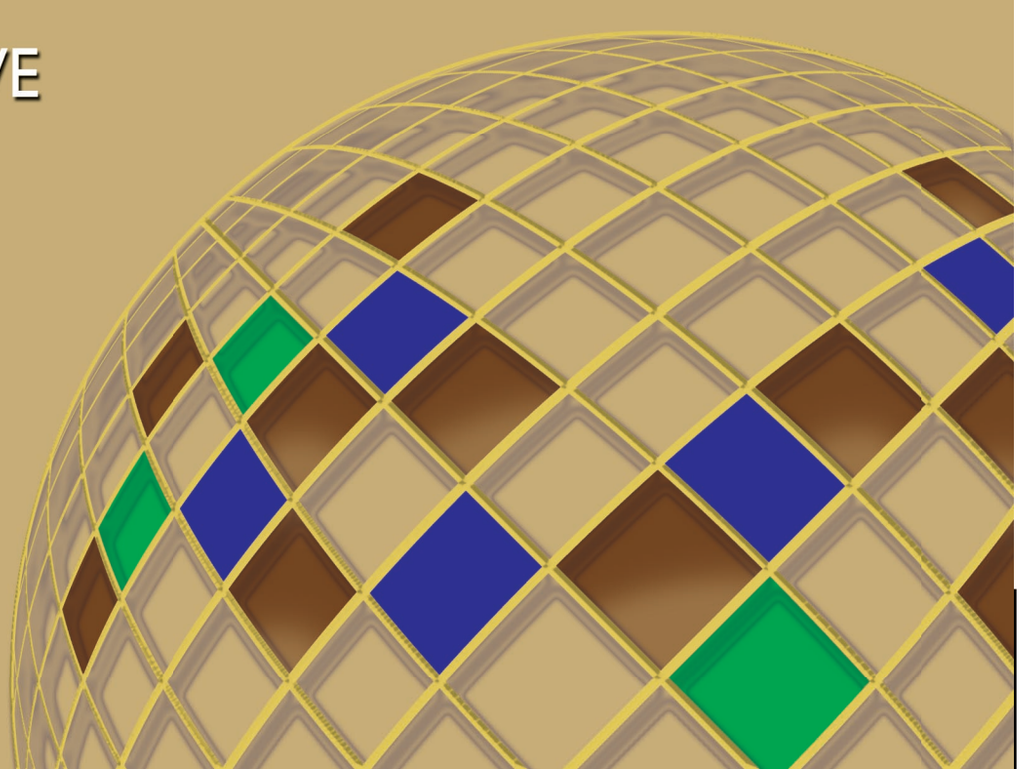






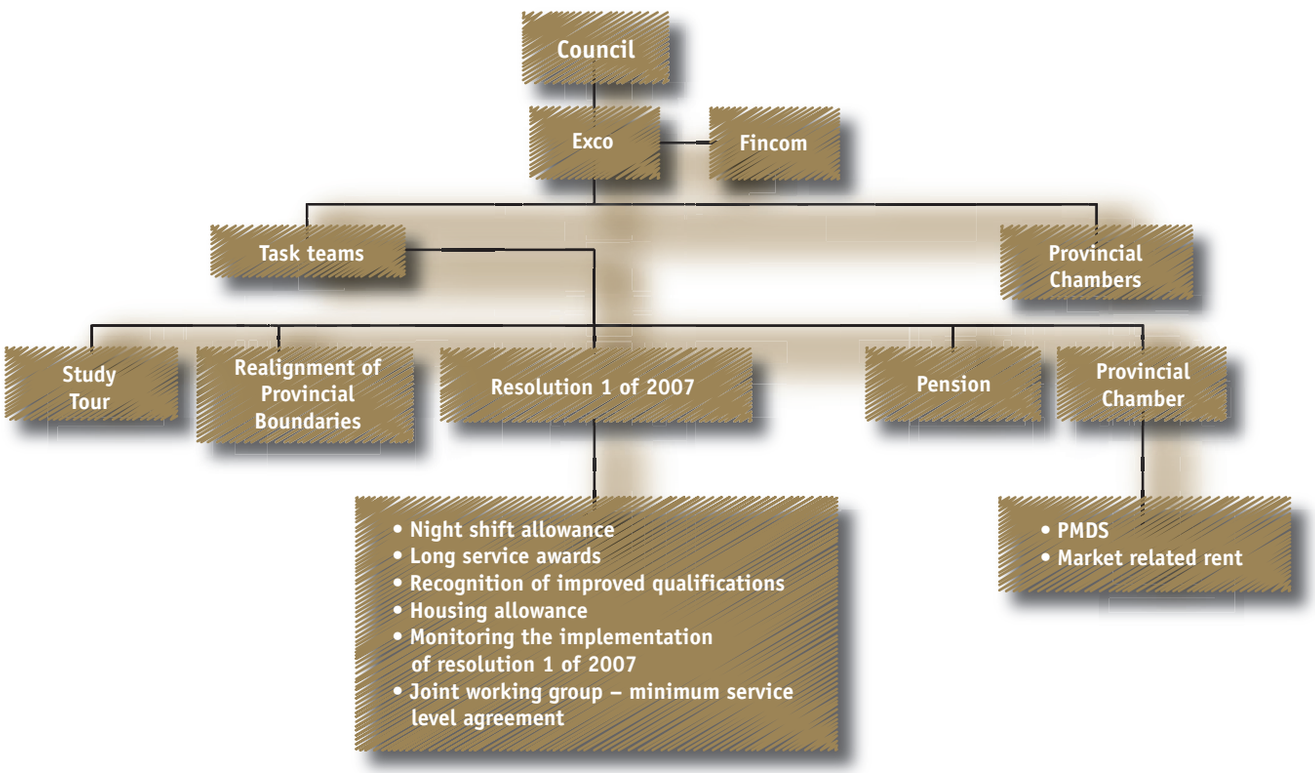

PSCBC
Sixazulula Ngezingxoxo
Masixoxisane
We resolve by negotiations
Lets negotiate
A 10 year review of the PSCBC

COLLECTIVE BARGAINING AND CONSULTATIVE PROCESSES



3. Collective Bargaining and Consultative Processes

Structure: Collective Bargaining and Consultative Processes 2007/8



3.1 Introduction

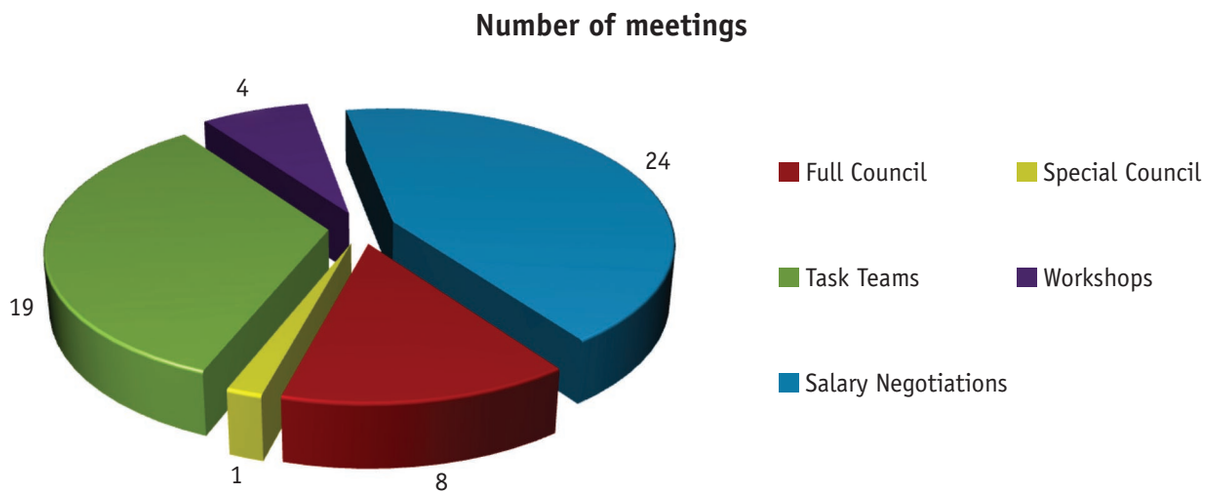
The Negotiations Support Section (NSS) offers administrative support services by arranging meetings of Council, provincial chambers, committees and task teams established by Council in order for Council to achieve its strategic objective on effective and efficient bargaining.

The section is also responsible for among others, the implementation of the provisions of the constitution, the implementation of relevant sections of the procedure manual, and to ensure optimal functioning of the various structures of Council.

collective bargaining & consultative processes

3.2 Meetings and Task Teams

The following diagram illustrates the number of meetings during the period under review:



3.3 Bargaining Matters

The Council engaged on the following matters during the period under review:

MATTER	PROCESS	PERFORMANCE RESULT/OUTCOME
PAYOUT OF ANNUAL LEAVE ACCRUED BEFORE 1 JULY 2000 (CAPPED LEAVE) (PSA)	Labour (PSA) tabled the matter at Council for negotiations. Sponsors of the item withdrew it from the agenda.	Item was removed from the agenda.
PROPOSED CHANGES TO THE CONSTITUTION (THRESHOLD INCREASE) (SADTU)	Labour (SADTU) tabled the matter at Council for negotiations. Sponsors of the item withdrew it from the agenda.	Item was removed from the agenda.
SINGLE PUBLIC SERVICE	The matter was tabled by the Employer in the previous financial year for consultation.	Consultative meetings and workshops were held. The item was removed from the agenda.
EXTENSION OF SPECIAL DISPENSATION TO ALL PUBLIC SERVICE EMPLOYEES (NEHAWU)	Sponsors of the item withdrew it from the agenda of Council.	Item was removed from the agenda.
NATIONAL AND INTERNATIONAL PROGRAMME ON PARTNERSHIP STRATEGY	The secretariat tabled the item on national and international programme for consideration and adoption.	The programme was adopted.
APPOINTMENT OF AUDITORS	A recommendation from Joint FINCOM and EXCO on the appointment of auditors was tabled for consideration and adoption by Council.	Xabiso Chartered Accountants appointed as auditors for Council.

MATTER	PROCESS	PERFORMANCE RESULT/OUTCOME
PROPOSAL ON DELEGATION OF AUTHORITY	A recommendation from EXCO on the appointment of consultants to develop the delegation of authority for PSCBC was tabled at Council for consideration and adoption.	NIA consultants were appointed to develop the delegation of authority.
RESOLUTION 1 OF 2006: MEDICAL AID ASSISTANCE FOR PUBLIC SERVICE (HOSPERSA) • ALIGNING OF POST RETIREMENT MEDICAL ASSISTANCE BETWEEN EMPLOYEE INITIATED SEVERANCE PACKAGES AND APPENDIX 1 OF PSCBC RESOLUTION 1 OF 2006	Labour (HOSPERSA) tabled the item for negotiations. Sponsors of the item withdrew it from the agenda of Council.	Item was removed from the agenda.
AMENDMENTS TO RESOLUTION 2 OF 2005	The secretariat tabled a proposal to amend Resolution 2 of 2005. Council agreed to amend the resolution and established a task team to work on the amendments.	Matter to be finalised in the next financial year.
REVIEWAL OF BARGAINING STRUCTURES WITHIN DEPARTMENTS (POPCRU) (DCS TO SSSBC)	Labour (POPCRU) tabled the item for negotiations, and later removed it from the agenda of Council.	Item was removed from the agenda.
IMPLEMENTATION OF RESOLUTION 1 OF 2007	The negotiation for salary adjustments and improvement of conditions of service continued during the period under review. A resolution on conditions of service was signed by a majority of parties as Resolution 1 of 2007. Parties agreed to establish a committee to draw up an action plan for implementation of the resolution. The committee tabled the action plan to Council through EXCO.	Action plan on monitoring the implementation of Resolution 1 of 2007 was adopted.
POST WAGE NEGOTIATIONS REVIEW	Council agreed to review the wage negotiations. A workshop was held in Mokopane. An independent facilitator, Mr. J. Brand was appointed to conduct the workshop.	A workshop was held. Report to be adopted by Council.

collective bargaining & consultative processes

MATTER	PROCESS	PERFORMANCE RESULT/OUTCOME
MEDICAL AID ASSISTANCE FOR PUBLIC SERVICE – SHARING OF IMPLEMENTATION PROBLEMS	Resolution 1 of 2008 stipulates that Council should set up a meeting within two months of conclusion of the agreement, for the parties to address the concerns raised by labour with regard to GEMS and operational matters. Parties agreed to meet with GEMS representatives on a quarterly basis under the auspices of PSCBC. The first meeting was convened in March 2008.	Quarterly meeting held with representatives from GEMS.
FILLING OF FUNDED VACANT POSTS	Clause 14.1.4 of Resolution 1 of 2007 states that the Employer will provide Council with regular reports on the advertising and filling of posts in the public service. Parties agreed that the Employer will present quarterly reports to Council.	Reports to be presented in the next financial year.
JTWG: PROCESS TO DEVELOP MINIMUM SERVICE LEVEL AGREEMENT FOR THE PUBLIC SERVICE (ADDENDUM 1 OF RESOLUTION 1 OF 2007)	Parties appointed a joint technical working group to develop a minimum service level agreement. Mr. P. Stone was appointed to facilitate the process. Parties agreed to extend the time frames in terms of Addendum 1 of Resolution 1 of 2007. Several joint working group meetings were held and reports were presented to Council.	To be finalised in the next financial year.
DRAFT BUSINESS PLAN: PUBLIC SECTOR SUMMIT 2008 (CLAUSE 15 OF RES 1 OF 2007)	The secretariat drafted a business plan and presented it to Council for consideration and approval. The Employer and PSA agreed to the draft business plan. Labour were to seek mandate on the matter.	To be finalised in the next financial year (by June 2008). Labour to seek mandates.
IMPLEMENTATION OF OCCUPATIONAL SALARY STRUCTURES FOR GPSSBC, ELRC AND PHSDSBC	Correspondences from sector councils requesting an extension to finalize the Occupational Specific Dispensations (OSD) for certain occupations in the respective sector councils were tabled for consideration. Council considered the matter and agreed to grant an extension to the following sectors to finalise negotiations on the OSD: • ELRC – schools and office based educators • PHSDSBC – nurses • GPSSBC – justice cluster	Resolutions signed on extension of time-frames.

MATTER	PROCESS	PERFORMANCE RESULT/OUTCOME
DOMICILIUM EXECUTANDI	The secretariat tabled a resolution amending the address of Council. Resolution 3 of 2007 on Domicilium Executandi was signed.	Resolution 3 of 2007 was signed.
IIRA: EUROPEAN REGIONAL CONGRESS – MANCHESTER: 3-6 SEPTEMBER 2007	Parties considered and deliberated on the matter and it was agreed that the trip should be cancelled.	Trip cancelled.
REVISION OF PACKAGES OF MEMBERS OF THE MIDDLE MANAGEMENT SERVICE (MMS) IN LINE WITH PAR.5.2 OF PSCBC RESOLUTION 1 OF 2006	The Employer presented the memorandum on the matter and Labour agreed to the memorandum.	Memorandum agreed to.
MAXIMUM EXPENDITURE ALLOWED ON (1%) WAGE BILL AND FINANCIAL INCENTIVE (1.5%) OF THE REMUNERATION BILL (PSA)	Labour (PSA) tabled the item for negotiations. Sponsors of the item removed it from the agenda of Council.	Item removed from the agenda.
IMPLEMENTATION OF THE FURTHER EDUCATION AND TRAINING COLLEGES ACT, 2006 (ELRC/GPSSBC)	A joint consultative meeting was convened with ELRC and GPSSBC under the auspices of PSCBC. Matter was referred to the relevant sectors, namely ELRC for CS Educators and GPSSBC for Public Service Act employees.	Consultative meeting was held. The matter was referred to the relevant sectors.
FREQUENCY OF PSCBC MEETINGS	The secretariat tabled an amended year plan for the year 2008 for consideration and adoption by Council. Parties agreed to one meeting per month.	Number of meetings reduced. Year planner for the year 2008 adopted.
REVISED POSITION PAPER ON FOREIGN SERVICES DISPENSATION (DPSA)	The Employer tabled a proposal on the matter, for negotiations. An agreement was reached in Council which resulted in signing of Resolution 1 of 2008.	Resolution 1 of 2008 was signed.
DRAFT EMPLOYEE HEALTH AND WELLNESS STRATEGIC FRAMEWORK	The Employer presented the draft framework to Council for consultation. Labour parties were requested to forward their inputs on the matter to the Employer.	Workshop and consultative meetings were held.

MATTER	PROCESS	PERFORMANCE RESULT/OUTCOME
RESEARCH PROJECT - STUDY TOUR REPORT	Council agreed to undertake study tours to three countries i.e. USA, Mexico and Nordic Countries to conduct a comparative study on the following: • Medical aid • Pension provision • Pay progression • Remuneration • Collective bargaining and employee relations systems • Conditions of service • Performance management systems Parties agreed to send members of Council and the secretariat to the above-mentioned countries to do a comparative study. Research was conducted and a report compiled.	The study tour was undertaken and the report was adopted.
IIRA 6TH ASIAN REGIONAL CONGRESS: 19-21 APRIL 2007, NEW DELHI, INDIA	An invitation to attend the IIRA 6th Asian Regional Congress was tabled for consideration and approval. Council as a member of IIRA agreed that Council should sent 20 delegates to attend the congress. The 6th IIRA African Regional Congress was attended in India, New Delhi from 19-21 April 2007.	Congress attended.
IIRA 5TH AFRICAN REGIONAL CONGRESS: 26-28 MARCH 2008, CAPE TOWN	Council as a member of IIRA and in terms of the adopted national and international programme agreed to sent 24 delegates to attend the 5th IIRA African Regional Congress in Cape Town from 26-28 March 2008.	Congress attended.

3.4 Salary Negotiations in the Public Service 2007

The negotiations for salary adjustments and improvement of conditions of service continued during the period under review and culminated in the longest public service strike in South African history.

Conciliation between parties to Council started on 13 April 2007 where the employer revised its offer from 5,3% to 6%. Two further conciliation meetings were held and on 3 May 2007, parties agreed that the process had failed and a certificate was issued which paved the way for the unions to legally go on strike. On 11 May 2007, unions unanimously rejected the 6% offer and indicated their intention to mobilise members for a strike.

On 25 May 2007, unions organized protest actions and marches in all provinces. Parties met on 28 and 29 May 2007 under the auspices of PSCBC in an attempt to break the impasse. A technical task team was established with nine (9) members a side

from both Labour and Employer and they produced a draft agreement with exploratory options to be considered by Council. The Chairperson of the PSCBC then called a meeting on 30 May 2007 to prevent parties from reverting to their original positions in terms of clause 16.2 of the PSCBC constitution. At that meeting it was resolved that the technical task team document will be recognised as a working document for the purpose of discussion and/or exploring means of settlement, without any prejudice to any party's rights.

Council then resolved that on the basis of the document being a working document, any party could submit any further proposals for consideration and that parties would not be bound by the working document.

The 1st of June 2007 saw the start of industrial action in the public service. On 4 June 2007 parties met to break the impasse on salary negotiations. The Employer tabled a revised offer of 6.5% salary adjustment and improved conditions of service. Labour did not accept the revised offer and indicated they would propose a counter offer to the Employer in due course.

On 8 June 2007, the Employer and Labour agreed that a mediator be appointed to assist in resolving the salary dispute in the public service. The PSCBC then appointed Charles Nupen and Meshack Ravuku as mediators. On 9 June 2007 parties reconvened under the auspices of the mediators. The Employer indicated that they are not moving from their position of 6.5% salary offer, but indicated that the offer could be improved if parties agree to shift funds within the package. The mediators were requested to draft and submit a proposal to parties on a range for settlement. The mediators' proposed an adjustment of 7.25% for 2007/2008 financial year.

On 14 June 2007 parties met and at the meeting the Employer indicated that they concurred with the mediators' proposal as a basis of settlement of the matter. They also submitted proposals in respect of a possible return to work, the application of the no work no pay rule and a process to establish minimum service level agreement. Unions reiterated their position of 10% increment for 2007/2008 and proposed that a working group be established to deal with the issue of return to work, the no work no pay deductions and a minimum service level agreement.

The working group met on 15 June 2007 and compiled a document on the aforesaid matters with the assistance of the mediators for consideration by the parties. Parties met on 17 June 2007, whereby Labour indicated that it would submit proposals in response to the Employer's proposal of 14 June 2007. The working committee was requested to reconvene to rework the return to work, no work no pay deductions and minimum service level agreement.

On 19 June 2007 parties reconvened whereby the Employer responded to Labour's proposal in respect of the Employer's proposal of 14 June 2007. Labour indicated that the 7.25% proposed salary adjustment was not acceptable and that they were prepared to decrease their demand to 9%.

On 22 June 2007 the Employer tabled the revised offer of 7.5%. Parties agreed that the mediation process had come to an end. Labour did not accept the revised offer but indicated that they would revert back after consultation with their constituencies.

On 28 June 2007 Labour held a press conference where they announced the end to the strike action. On 5 July 2007 Resolution 1 of 2007, collective agreement on improvement in salaries and other conditions of service, enjoyed a 70% majority support from labour parties.

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WE DEMAND
A 12%
INCREASE
SADTU
THE PUBLIC SERVICE WOR
PEHAWU

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3.5 Post Strike Review Workshop

Due to the tough round of negotiations, the PSCBC took a decision to review the salary negotiations process. An independent facilitator, Mr. J. Brand, was appointed to facilitate the workshop. The process sought amongst others to review the manner in which parties engaged with each other during the salary negotiations, identify the obstacles that prevented the negotiations to achieve optimum results within a reasonable time period and also improve methods of negotiations.

The following obstacles were identified:
- Unrealistic expectations
- Few concessions
- Inflexibility
- Lack of trust
- Poor selection of negotiators

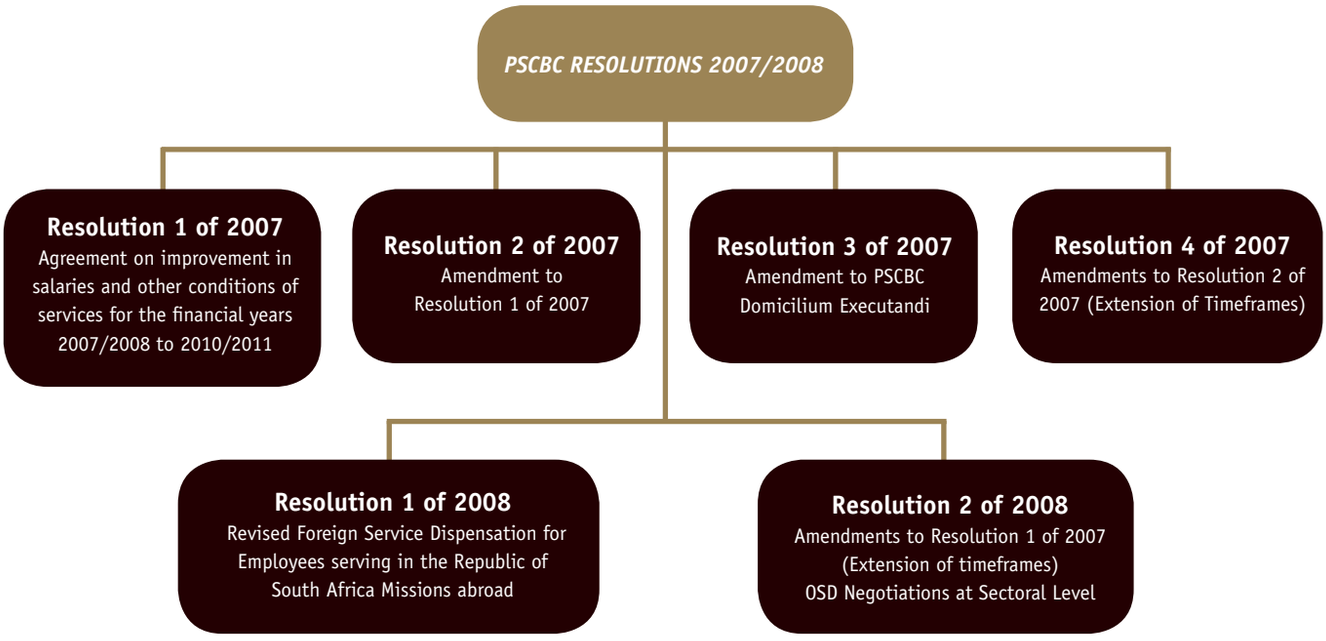
Parties were introduced to different techniques of negotiating for optimum results. Various scenarios were used to demonstrate the types of results that could be achieved when negotiating.

Parties were also introduced to the tactics and stages of positional bargaining, negotiating with the assistance of a facilitator, problem solving processes, expanding the pie instead of looking at the positional demands and to focus on a mutual gains approach. Positional bargaining and interest bargaining were also discussed and evaluated.

The post strike review workshop was a success. It gave parties the opportunity to come together and reflect on the factors that hindered the wage negotiations process and to develop an action plan on how to improve future negotiations. It also assisted to restore the trust relationship between the parties. Parties agreed to an action plan that would assist in their next round of salary negotiations.

3.6 Resolutions 2007/8

The following resolutions were concluded during the period under review:



3.6.1 *Resolution 1 of 2007: Agreement on improvement in salaries and other conditions of service for the financial years 2007/2008 to 2010/2011*

Summary: This resolution emanated from the protracted salary negotiations

The objectives of this agreement were:

(a) to provide a basis for the annual general salary adjustments for employees for the financial years 2007/2008 and 2008/2009;
(b) to introduce revised salary structures per identified occupation that caters for career pathing, pay progression, grade progression, seniority, increased competencies and performance with a view to attract and retain professionals and other specialists;
(c) to replace the existing Scarce Skills Framework for the public service with the introduction of the revised salary structures;
(d) to review the non-pensionable allowances payable in the public service;
(e) to deal with certain leave matters;
(f) to provide for the adjustment of the medical aid subsidy;
(g) to provide for the adjustment of the housing allowance;
(h) to provide for the alignment of the public service with the requirements of the Basic Conditions of Employment Act, 1997 and matters incidental thereto;
(i) to provide for processes to review certain existing terms and conditions of employment;
(j) to provide for the conclusion of a minimum service agreement for all workers employed in essential services (Addendum 1); and
(k) to provide for a mutually beneficial process for the return to work of workers (Addendum 2).

3.6.2 *Resolution 2 of 2007: Amendment to Resolution 1 of 2007*

Summary: The objective of this agreement was to give effect to the extensions of OSD for PHSDSBC and GPSSBC in terms of PSCBC Resolution 1 of 2007.

3.6.3 *Resolution 3 of 2007: Amendment to PSCBC Domicilium Executandi*

Summary: The objective of this resolution was to effect amendments to Resolution 2 of 2001 on the domicilium executandi of the PSCBC.

3.6.4 *Resolution 4 of 2007: Amendment to Resolution 2 of 2007 (Extension of Timeframes)*

Summary: The objective of this resolution was to give effect to the extension of OSD for ELRC to conclude its negotiations on OSD for all school and office based educators. GPSSBC was also granted a further extension to conclude its negotiations on OSD for legal professions within the justice cluster in the public sector.

3.6.5 *Resolution 1 of 2008: Revised Foreign Service Dispensation for Employees serving in the Republic of South Africa Missions abroad*

Summary: The objective of this agreement was to adjust certain aspects of the dispensation. The purpose of Foreign Service Dispensation (FSD) is to compensate a designated employee stationed abroad for the cost of living expenses based on the principle that it is expected of designated South African employees stationed abroad to maintain a standard of living commensurate with the representational standard determined by the South African Government.

3.6.6 Resolution 2 of 2008: Amendments to Resolution 1 of 2007 (Extension of timeframes) OSD Negotiations at Sectoral Level

Summary: The objective of this resolution was to allow GPSSBC to finalise the occupation specific salary structure for legal professionals within the justice cluster by 29 February 2008 and PHSDSBC to finalise the occupation specific salary structure for social workers by 30 April 2008.

3.7 Task Teams

The task teams that were established in terms of clause 18 of the Council constitution were intended to assist and provide support to the collective bargaining process. In this regard, task teams provided better-informed and more constructive engagement in dealing with complex and often highly technical tasks facing Council.

3.7.1 The following task teams were established in terms of Resolution 1 of 2007:

- Nightshift allowance;
- Housing allowance;
- Recognition of improved qualifications;
- Long service awards; and
- Monitoring the Implementation of Resolution 1 of 2007.

3.7.1.1 Nightshift Allowance Task Team

During the period under review the task team met once. Parties were requested to identify areas that need to be reviewed. Labour submitted their inputs on specific allowances that require review.

The task team recommended the following work plan to Council:

- Draft policy on night shift allowance to be developed – January 2009;
- Research to be undertaken on the night shift allowance;
- The research process to be completed – 30 November 2008; and
- Mandated documents to be developed and submitted to the Minister – March 2009.

The task team will continue its work in the next financial year.

3.7.1.2 Housing Allowance Task Team

During the period under review the task team met once. The terms of reference of the housing allowance task team is to undertake a comprehensive review of the current housing allowance to include amongst others:

- Promotion of home ownership;
- The constitution of a fair and reasonable benefit in the light of present property values and/or the cost of housing;
- What other practices regarding housing benefits exist in the labour market; and
- Financial implications of proposals.

The task team recommended the following work plan to Council:

- A joint research to be conducted under the auspices of PSCBC with the same terms of reference as per Resolution 1 of 2007;
- Parties be allowed to conduct their own research; and
- A service provider be contracted to conduct research on housing allowance in terms of the PSCBC procurement policy.

The task team will continue its work in the next financial year.

3.7.1.3 Recognition of Improved Qualifications Task Team

Parties agreed to undertake a review of the need to recognise rewards for qualifications that are job related and will enhance performance and service delivery.

The task team recommended the following work plan to Council.

TASK	BY WHOM	DUE DATE
Independent research	Parties	31 May 2008
Development of position papers	Parties	30 June 2008
Consolidated position papers and submission of recommendations to Council	Parties	July/August 2008
Council processes: Negotiations	Council	August/September 2008
Conclusion of agreement	Council	1 October 2008
Implementation as per Resolution 1 of 2007	Employer	1 July 2008

The task team will continue its work in the next financial year.

3.7.1.4 Long Service Awards Task Team

The task team agreed on the following terms of reference in term of clause 13.2 and 13.4 of Resolution 1 of 2007:

- The Employer recognises the need to revise the existing long-service award with the view to ensure that the employer is in position to retain skills and reward loyalty in the public service;
- The investigation into the long service award for 20 and 30 years;
- Other periods, e.g. 10, 15, 20 and 30 years; and
- The payment to employees on attaining the various years of service.

The task team will finalise the work plan in the next financial year.

3.7.1.5 Monitoring the Implementation of Resolution 1 of 2007 Task Team

The task team recommended the following terms of reference to Council:

- To monitor the implementation of the agreement, as a dispute prevention initiative; and
- To receive and deal with non-compliance/complaints, before a dispute arises.

The task team will continue its work in the next financial year.

3.7.2 Other task teams:

Some task teams were created to implement aspects of agreements of Council, while others carried out specific tasks for Council.

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3.7.2.1 Pensions Restructuring Task Team

During the year under review the task team dealt with the following matters, some of the matters were finalised while others are still in progress:

- Action Plan for the verification of information regarding the Venda Pension Fund; and
- The case was referred to the High Court and subsequently to the Constitutional Court. The judgment was passed in favour of Government Employees Pension Fund (GEPF). The task team agreed that this matter was no longer part of their brief as both the high Court and Constitutional Court have passed their judgments.

3.7.2.2 Implementation of Resolution 12 of 2002 (Provincial Task Team)

- The provincial task team to be revived and the previous terms of reference will be used as a basis for the new terms of reference;
- Progress report on the processing of the first cohort of beneficiaries (General Assistants and prioritisation of the remaining categories of employees who were subject to discriminatory practices); and
- It was agreed that the General Assistants' waiting period and all other applications will be dealt with, but that no submissions will be dealt with after the recommended cut off date namely 30 April 2008. The task team also recommended that Resolution 12 of 2002 be amended to prioritise the waiting periods of the General Assistants, thereafter the strikers be prioritised.

The task team will continue its work and make proposals to Council in the next financial year.



3.7.2.3 Realignment of Cross Boundaries Task Team

Exclusion

The committee recommended that issues related to the following be excluded from its scope of work:

- Municipalities
- National departments

Scope

In relation to the realignment of provincial boundaries the task team dealt with the following:

- Services moved from provinces to municipalities;
- Provincial departments;
- Monitor provincial count of affected staff; and
- Identify similarities and differences in the conditions of service of affected employees.

During the year under review the Employer tabled progress reports on the matter and it was agreed that Labour would submit their concerns. The task team will continue with its work and make proposals to Council in the next financial year.

3.7.2.4 Study Tour Task Team

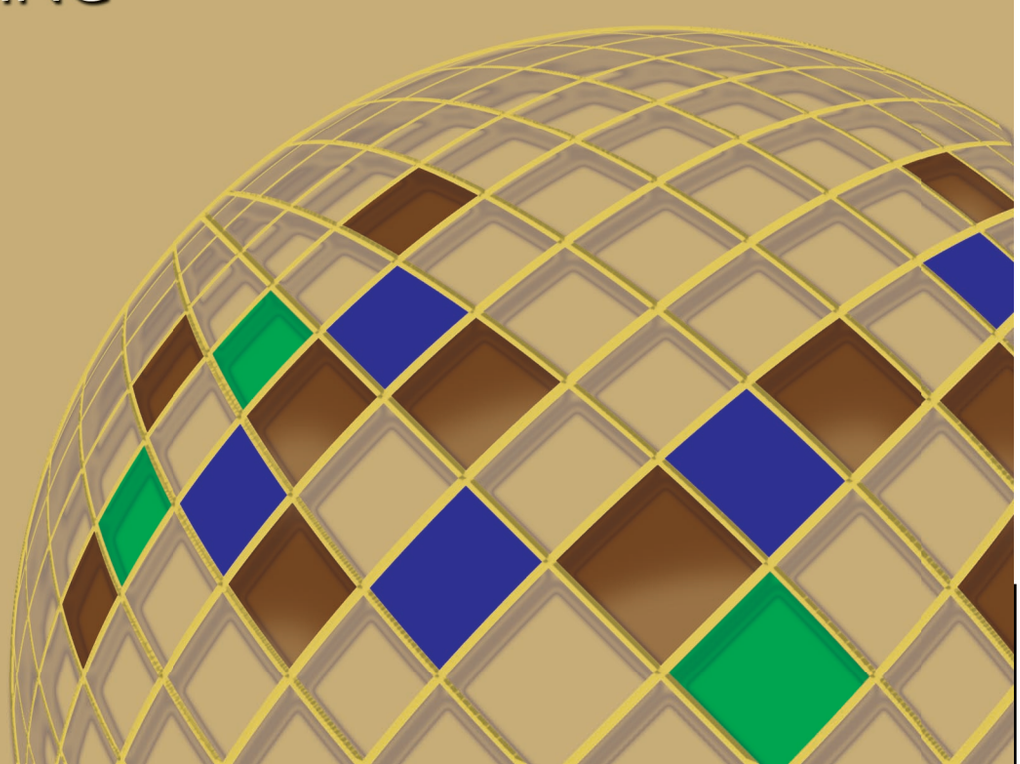
The purpose of the project was to explore developments and challenges experienced in terms of service delivery in the public service that will contribute towards improving the quality of collective bargaining and consultative processes in South Africa. In particular the project sought to access ideas and processes from similar countries' context that can be adapted to the South African situation.

Comparative research was conducted in three countries/regions. The areas of research were as follows:

- Medical aid assistance;
- Pension provision;
- Pay progression systems;
- Remuneration policies in the public service;
- Collective bargaining and employee relations systems;
- Conditions of service in broad terms, including leave provision; and
- Performance management systems.

This report has been distributed to the parties as a reference document in their policy development, consultation and negotiation processes.

PSCBC PROVINCIAL CO-ORDINATING CHAMBERS



4. Provincial Co-ordinating Chambers of Council

4.1 Background

The provincial co-ordinating chambers of Council were established during April – June 2004 in all nine provinces in terms of Resolution 9 of 2003 as amended by Resolution 2 of 2005. Resolution 2 of 2005 provides clarity on the functioning of provincial chambers.

During the period under review, the Council provided secretariat services to the following provinces: Gauteng, North West, Northern Cape, KwaZulu Natal, Eastern Cape, Western Cape and Mpumalanga.

The Employer provided secretariat services to Free State and Limpopo.

4.2 Office-Bearers of the Provincial Chambers

The office-bearers of the provincial chambers who are responsible for co-ordination at provincial levels are:

PROVINCE	MANAGEMENT COMMITTEE MEMBERS
Free State	Chairperson: D. Theron Vice-chairperson: M. Sani (Employer) Vice-chairperson: L. Strydom (Labour) Secretary: R. Thurston (Seconded by Employer)
North West	Chairperson: E. Moeng Vice-chairperson: Vacant (Employer) Vice-chairperson: L. Modise (Labour) Secretary: M. Sono (PSCBC)
Northern Cape	Chairperson: E. Snyders Vice-chairperson: T. Seetelo (Employer) Vice-chairperson: R. Strydom (Labour) Secretary: D. Rambau (PSCBC)
Mpumalanga	Chairperson: D. Mahlangu Vice-chairperson: M. Mogoboya (Employer) Vice-chairperson: C. Nkambule (Labour) Secretary: D. Rambau (PSCBC)
Eastern Cape	Chairperson: M. Machemba Vice-chairperson: B. Pityi (Employer) Vice-chairperson: T. Koya (Labour) Secretary: D. Rambau (PSCBC)
Gauteng	Chairperson: G. Kabinde Vice-chairperson: M. Mabuse (Employer) Vice-chairperson: V. Mthembu (Labour) Secretary: S. April (PSCBC)

pscbc provincial co-ordinating chambers

PROVINCE	MANAGEMENT COMMITTEE MEMBERS
Western Cape	Chairperson: D. Jacobs Vice-chairperson: S. Faker (Employer) Vice-chairperson: B. Lose (Labour) Secretary: M. Sono (PSCBC)
Limpopo	Chairperson: M. Chilwane Vice-chairperson: S. Ntwampe (Employer) Vice-chairperson: Vacant (Labour) Secretary: I. Kutama (Seconded by Employer)
KwaZulu Natal	Chairperson: P. Mngoma Vice-chairperson: T. Nzunza (Employer) Vice-chairperson: R. Lil-Rathan (Labour) Secretary: M. Sono (PSCBC)

4.3 Matters for Bargaining / Consultation

The period under review covers the activities, operations and functioning of the provincial chambers. The provincial chambers engaged in several negotiations and consultative processes. Other provincial chambers were faced with fundamental challenges like not being able to finalise items that have been on the agenda for long and failure to reach consensus on matters.

The matters considered during the period under review by the various provincial chambers appear in the table below:

Free State Chamber:

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
ORGANISATIONAL RIGHTS AGREEMENT	Item initially tabled by Acting Secretary under previous collective agreements. PSA was awaiting confirmation from its head office in terms of how organisational rights should be dealt with in the PSCBC and whether there is a *locus standi* for the chamber to enter into such an agreement - dispute in KZN Chamber.	Item removed from the agenda.
PMDS	The Employer tabled the item and informed Labour that the amended PMDS Policy was approved by EXCO – distributed to Labour.	Amended PMDS Policy was consulted.
OPERATIONAL PLAN	The Acting Secretary tabled the item. Provincial chambers to embark on a two-day operational planning session to be in line with the new strategic plan for Council.	Removed from agenda until amendments to Resolution 2 of 2005 is finalised.

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
ELECTION OF CHAIRPERSON AND VICE-CHAIRPERSONS	Nominations were made and the Chairpersons elected.	Chairperson and Vice-chairpersons elected.
REQUEST FOR JOB EVALUATION IN CASES WHERE THE RANK/LEG PROMOTIONS WERE ABOLISHED	Item submitted by Labour to request the Employer to intervene as the abolishment of the rank/leg system resulted in officials having the same job description and being remunerated on different levels within the same environment.	Labour to provide the Employer with a list of affected employees. To be finalised in the next financial year.
APPLICATION AND IMPLEMENTATION OF THE JUDGMENT ON PUBLIC HOLIDAYS	Item submitted by Labour. Labour's concern was that some departments are not complying.	Circular sent out sensitising HOD's to comply.
PRESENCE OF UNIONS IN INTERVIEWS AND FILLING OF VACANT POSTS	Item submitted by Labour to request the Employer to pronounce its position on the presence of unions in interviews and filling of vacant posts. The Employer's position is that there is no room for union involvement as observers in the interview processes.	An assessment was conducted and departments contacted in determining the current practice in departments.
BENCHMARK JOB DESCRIPTIONS, GRADING LEVELS AND IMPLEMENTATION GUIDELINES FOR JOBS OF SECRETARY AND PA: DPSA CIRCULAR 1/8/8/23 OF 13/12/06	Item submitted by Labour to request the Employer to ensure that departments that have not as yet upgraded their secretaries should do so.	Labour to provide the Employer with details of cases so that each case can be handled on its own merits.
INTERPRETATION AND IMPLEMENTATION OF THE PROVISIONS OF PSCBC RESOLUTION 1 OF 2007	Item was submitted by Labour. Labour identified a need to have the same understanding as the Employer on certain clauses of PSCBC Res 1 of 2007, as there are clauses that could be interpreted differently when it comes to implementation. Labour proposed a 2 to 3 hour session with the Employer in view of reaching consensus on the resolution.	Copies of PSCBC Res 1 of 2007 were given to Labour for information regarding implementation. To be finalised in the next financial year.
PROVINCIAL VOTE WEIGHTS: CCPFSP	Item placed on the agenda for record purposes by the Acting Secretary. The vote weights were read out to parties.	Provincial vote weights as at 31/12/06 reported as it was received from the PSCBC.

pscbc provincial co-ordinating chambers

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
NON-COMPLIANCE WITH ACT 56 OF 2001 - ACT ON THE REGULATION OF THE PRIVATE SECURITY INDUSTRY	Item submitted by Labour to ensure that Employer complies.	Employer to do an assessment of the situation amongst employees in the security environment. To be finalised in the next financial year.
FEEDBACK REGARDING IMPLEMENTATION OF PSCBC RESOLUTION 1 OF 2007: PARAGRAPH 14.1	Item submitted by Labour to ensure that the Employer complies. Requested Employer to forward list of all vacant and funded posts as on 7 July 2007. Employer responded that disclosure of information is a prerogative of Minister: DPSA.	Item removed from the agenda.
IMPLEMENTATION OF THE ADVICE FROM DPSA WITH REGARD TO THE SALARY LEVEL OF THE HUMAN RESOURCE OCCUPATIONAL GROUP	Item submitted by Labour. Labour was of opinion that the implementation should be done according to provincial guidelines with a common date of implementation. Employer to request HOD's to make sure that they follow DPSA's and provincial guidelines. The redetermination of the level of the posts is not compulsory. The benchmark is only a guideline from DPSA and may or may not be followed, depending on circumstances. Labour to be provided with a copy of communiqué.	Item removed from the agenda.

North West Chamber:

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
OPERATIONAL PLANNING	The secretariat tabled the item. Provincial chambers to embark on a two-day operational planning session to be in line with the new strategic plan for Council.	Removed from agenda until amendments to Resolution 2 of 2005 is finalised.
ORGANISATIONAL RIGHTS	Labour presented the Employer with the organisational rights document and requested the Employer to revise the document. Consultations between Labour and the Employer are still continuing.	A workshop was held. The matter to be finalised in the next financial year.

Northern Cape Chamber:

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
POLICIES ON: • **EMPLOYMENT EQUITY** • **TERMINATION OF SERVICES** • **SEXUAL HARASSMENT** • **STAFF RETENTION** • **SETTLEMENT COST POLICY** • **STANDBY POLICY**	Labour raised a concern that the provincial policies need to be revised. The Employer submitted draft policies to labour for inputs.	Consultative meeting were held. The matter to be finalised in the next financial year.
ELECTION OF NEW MANAGEMENT COMMITTEE	Nominations were made and the Chairpersons elected.	Chairperson and Vice-chairpersons elected.

Mpumalanga Chamber:

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
PROVINCIAL PMDS	The Employer tabled the PMDS policy for consultation and input. Parties agreed to adopt the policy with an understanding that annexure still needs to be finalised.	Policy adopted.
OPERATIONAL PLANNING	The secretariat tabled the item. Provincial chambers to embark on a two-day operational planning session to be in line with the new strategic plan for Council.	Removed from agenda until amendments to Resolution 2 of 2005 is finalised.
PROVINCIAL PARKING POLICY	The Employer tabled the parking policy to chamber for inputs from Labour.	Inputs were forwarded to the Employer. To be finalised in the next financial year.
PENSION RESTRUCTURING	Item was submitted by Labour to investigate the reasons for the delays in paying employees who are leaving the public service in the Mpumalanga province. GEPF officials were invited to make a presentation and to present a report on the matter.	To be finalised in the next financial year.

pscbc provincial co-ordinating chambers

MATTERS	PROCESS	PERFORMANCE RESULT/OUTCOME
CROSS BOUNDARY TRANSFER	Item was submitted by Labour with the intention of ensuring that employees are transferred within the parameters of the LRA and Public Service Act. A task team was established to work on the matter.	To be finalised in the next financial year.
ELECTION OF NEW MANAGEMENT COMMITEE	Nominations were made and the Chairpersons elected.	Chairperson and Vice-chairpersons elected.

Eastern Cape Chamber:

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
PROVINCIAL PMDS	The Employer tabled the PMDS policy and inputs from Labour were invited and incorporated into the document.	Policy adopted.
HROPT/JUDGE WHITE COMMISSION	The item has been on the agenda since 2004. The commission of enquiry was assigned to review any appointment or promotion, award of any term or condition of service or benefit which occurred between April 1993 and September 1994. The department embarked on extensive audit and provided their inputs on the HROPT/ Judge White Commission.	Consultative meetings including meetings with the DDG were held to resolve the matter. To be finalised in the next financial year.
RECOGNITION OF PENSIONABLE SERVICES FOR CASUAL/GENERAL ASSISTANTS	The item was submitted by Labour to raise a concern about the outstanding amount for the general/casual assistants. A task team was established to work on the matter. The Employer investigated the matter and a report was forwarded to the GEPF for further investigation. The Employer will issue a circular to enforce the resolution.	Consultative meetings were held. Final report is awaited from the Cabinet Committee. To be finalised in the next financial year.
INTEGRATED EMPLOYEES WELLNESS POLICY FRAMEWORK	The Employer tabled the Integrated Employee Wellness policy to the chamber for input from Labour. Input was received from Labour to be incorporated into the policy.	Consultative meetings were held. Final report is awaited from the Cabinet Committee. To be finalised in the next financial year.

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
CODE OF ETHICS FOR THE PUBLIC SERVICE	The Employer tabled the Code of Ethics for input by labour. Labour's input was incorporated into the policy.	Final report is awaited from the Cabinet Committee. To be finalised in the next financial year.
LEAVE POLICY	The policy was tabled by the Employer for input by Labour.	To be finalised in the next year financial year.

Gauteng Chamber:

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
PENSIONS TASK TEAM REPORT	The chamber requested to be appraised on the progress of the PSCBC Pensions Task Team. A progress report from the task team was forwarded to the provincial chamber parties.	Chamber appraised on the progress of the PSCBC Pensions Task Team.
REVIEW OF THE PMDS TASK TEAM	The Gauteng Chamber entered into a collective agreement during the old bargaining chamber in order to have consistency in implementing the PMDS. The challenge for the chamber is where such disputes should be referred to, as complaints have been received that both the PSCBC and the GPSSBC argue that the matter is not within their jurisdiction.	Matter referred to PSCBC.
OPERATIONAL PLANNING 2007/2008	The secretariat tabled the item. Provincial chambers to embark on a two-day operational planning session to be in line with the new strategic plan for Council.	Removed from agenda until amendments to Resolution 2 of 2005 is finalised.
AMENDMENTS TO RESOLUTION 2 OF 2005	The item was tabled by the secretariat. Parties were requested to forward their inputs on amendments to Resolution 2 of 2005 to the PSCBC.	To be finalised in the next financial year.

pscbc provincial co-ordinating chambers

Western Cape Chamber:

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
EMPLOYEE ASSISTANCE PROGRAMME (EAP)	The item was sponsored by the Employer. The Employee Assistance Programme to address the employees' health and wellness in the various departments. Labour was requested to submit inputs on the Employee Assistance Programme and their inputs were consolidated into the final draft.	Programme adopted.
INCONSISTENCY AMONGST GOVERNMENT EMPLOYEES RELATING TO SALARY GRADING	Labour raised a concern about the differences in the salary grading by the various departments on the same posts.	Two task teams to be established to look into the matter. To be finalised in the next financial year.
OPERATIONAL PLANNING	The secretariat tabled the item. Provincial chambers to embark on a two-day operational planning session to be in line with the new strategic plan for Council.	Removed from agenda until amendments to Resolution 2 of 2005 is finalised.
MANAGEMENT OF EMPLOYMENT, DEVELOPMENT AND CAREER PROGRESSION OF PERSONS WITH DISABILITIES IN THE PROVINCIAL GOVERNMENT	The Employer tabled the Management of Employment Development and Career Progression of Persons with Disabilities. Labour's inputs were consolidated into the final draft.	Policy adopted.
PROVINCIAL GROWTH DEVELOPMENT STRATEGY	The Employer tabled the Provincial Growth Development Strategy that highlights the need for social cohesion, the importance of a Human Capital Development Strategy and the recognition of governance as a key to priority for Ikapa Elihlumayo. Labour submitted inputs which were consolidated into the final draft.	Policy adopted.
ADVERTISEMENT OF POSTS/ QUALIFICATION REQUIREMENTS	Labour raised a concern that posts are not advertised according to the NQF standard as required by the Department of Public Service and Administration. The Employer investigated the matter and aligned all the advertised posts according to the NQF standard.	All the advertised posts were aligned in terms of NQF standards.

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
EMPLOYMENT EQUITY FRAMEWORK POLICY	The Employer tabled the Employment Equity Framework policy which was later adopted by the chamber after the consolidation of Labour's inputs.	Policy adopted.
PERFORMANCE MANAGEMENT	The Employer made a presentation with the findings and progress on Performance Management policy. Labour's inputs were consolidated into the policy which was later adopted by the chamber.	Policy adopted.
OPERATIONAL HANDBOOK ON ORGANISATIONAL DESIGN	The Employer tabled the Operational Handbook that seek to provide a dynamic, ongoing learning platform from where the provincial government of the Western Cape can share good practices on organisation design. Labour submitted inputs that were incorporated into the Handbook.	The Operational Handbook was adopted and launched on the 5th March 2008.
E-MAIL APPLICATIONS FOR VACANT POSTS	Labour raised a concern that when internal posts are advertised, applicants need not fill in the forms or submit copies of the documents required because the HR directorate has direct access to all applicants' personal files. The Employer indicated that each applicant should submit the required documents as a requirement and that the HR directorate would not be able to use the documents that are on the personal files, as this is time consuming and it may not reflect all qualifications that are on the file.	Matter was removed from the agenda.
PUBLIC HOLIDAY ON SUNDAY	Labour raised a concern that when Sunday is a public holiday and their members are on duty as a normal day of work for them, they should be paid as if they were on duty during a public holiday.	The matter was escalated to the relevant sectoral councils.
TRANSVERSAL POLICY FRAMEWORK: PROTECTED DISCLOSURE (WHISTLE BLOWING)	The Employer tabled the transversal policy framework on protected disclosure highlighting the reporting procedure. Labour submitted inputs on the policy which was then adopted by the chamber.	Policy adopted.

pscbc provincial co-ordinating chambers

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
GUIDELINES FOR NON-MONETARY REWARDS IN RECOGNITION OF GOOD PERFORMANCE	The Employer presented the Non-monetary rewards policy as an alternative to financial reward. The Employer requested Labour to submit inputs on Guidelines for Non-monetary Rewards in recognition of good performance.	To be finalised in the next financial year.
POSITIONS OF OFFICIALS IN POSTS WHERE SUCH POST HAS BEEN GRADED LOWER AS A RESULT OF RESTRUCTURING	Labour raised a concern that employees who have been affected by restructuring should benefit from pay progression.	To be finalised in the next financial year.

Limpopo Chamber:

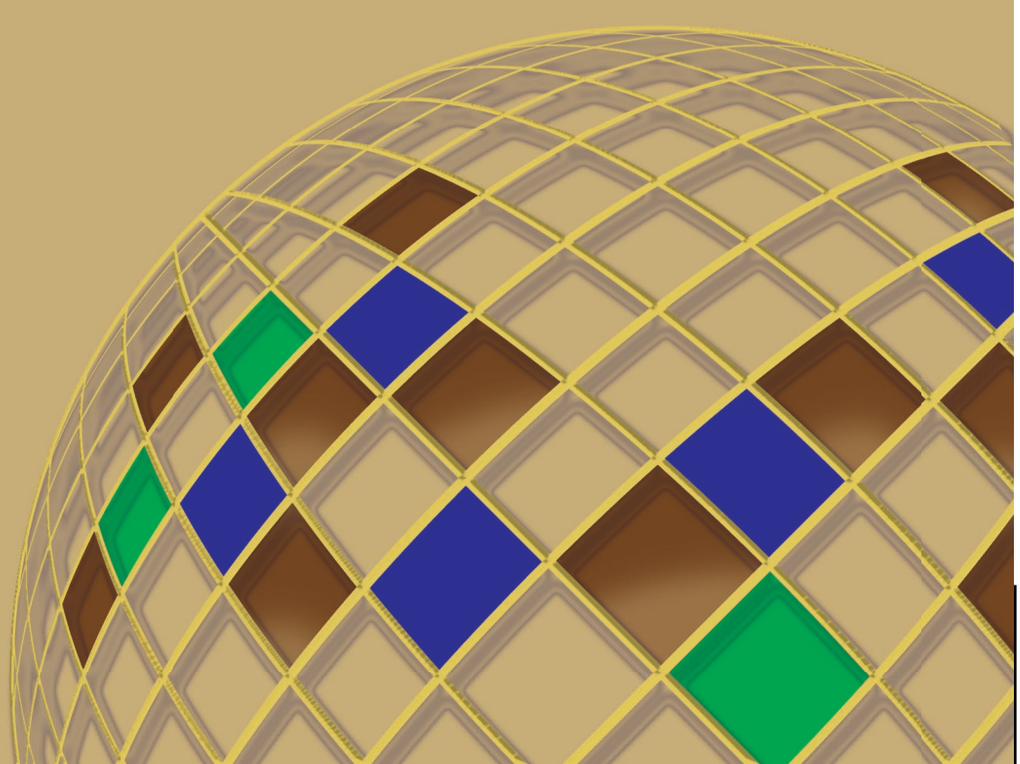
MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
YEARLY SCHEDULE	EXCO submitted a draft which was approved by the chamber.	2008 year planner approved.
FORMER VENDA PENSION	An individual who was an employee of Municipality of Vhembe District Council has submitted the matter to the chamber. The chamber agreed that the matter was outside its jurisdiction.	Item removed from the agenda.
PUBLIC SERVICE STRIKE	The matter on vandalism by strikers at the Office of the Premier was tabled by the Employer. It was indicated that disciplinary hearings are being held.	The matter is being monitored.
RETURN TO WORK – FORFEITED LEAVE	Labour submitted the matter to the chamber for consideration. Chamber has no mandate to change agreements settled at national level, hence Labour have to take the matter up with the national office.	Removed from the agenda.
LEAVE WITHOUT PAY AS AGAINST THE NO WORK NO PAY RULE	Labour submitted the matter and for consideration. Chamber resolved that the matter had national competency.	Item removed from the agenda.
PMDS UNIFORMITY IMPLEMENTATION	Labour submitted matter for consideration by the chamber.	Policy implemented.
RESOLUTION NO. 2 OF 2006 (LABOUR RELATIONS POLICY)	Employer submitted the item for consideration and consultation with Labour.	To be finalised in the next financial year.

MATTERS ON THE AGENDA	PROCESS	PERFORMANCE RESULT/OUTCOME
SEXUAL HARASSMENT POLICY	Labour requested consideration of the policy. Labour could not avail themselves for two meetings so the Employer withdrew the consultation and implemented the policy.	Policy implemented.
DRIVING COMPETENCY TEST POLICY	Employer submitted the policy for consultation and consideration. Labour could not avail themselves for two meetings so the Employer withdrew the consultation and implemented the policy.	Policy implemented.
LEAVE OF ABSENCE POLICY	GPSSCBC submitted the policy to the chamber for consideration.	To be finalised in the next financial year.
DETAILED CCPLP ANNUAL REPORT FOR 2005/6 FINANCIAL YEAR TO THE DG	EXCO submitted the matter for consideration by the chamber.	Report adopted.
SUBMISSION OF REPORTS TO PSCBC BY PROVINCES	Employer sponsored the motion. It was resolved that it should be communicated to the PSCBC by the Secretary.	Letter forwarded to the PSCBC.
NOTICE OF NON-ATTENDANCE OF SUCCESSIVE MEETINGS BY THE VICE-CHAIRPERSON MS. MACHAKA	EXCO submitted the notice on the 29th October 2007 for consideration.	To be finalised in the next financial year.
UPDATE REPRESENTATION IN RESPECT OF NAPTOSA AND DENOSA	Unions submitted names for new negotiators.	List of representatives updated.
INVITATION TO SOCIAL EVENTS LIKE FUNERALS AND UNION COUNCILS ETC.	EXCO submitted the item to the Chamber. The Chamber resolved that EXCO should decide whether to delegate or not.	EXCO mandated to deal with the matter.
AGM REQUEST TO THE PSCBC	The matter was considered by chamber and submitted to PSCBC. Council found it to be unconstitutional.	PSCBC was consulted.
EXCO OF CHAMBER	The matter was considered by chamber and submitted to PSCBC. Council found it to be unconstitutional.	PSCBC was consulted.
SUBMISSION OF INPUTS FOR AMENDMENTS ON RESOLUTION 2 OF 2005	PSCBC requested inputs from provinces. The chamber consolidated the inputs and submitted to the PSCBC.	Inputs forwarded to PSCBC.

KwaZulu Natal Chamber:

The CCPKZN was dysfunctional during the year under review. Investigations were conducted by the secretariat on the cause of the chamber not being functional. It emerged that the chamber had been referring transversal matters to the GPSSBC. A workshop was held by the General Secretary to remind the chamber of their mandate.

DISPUTE RESOLUTION



5. Dispute Resolution

5.1 Overview

In terms of section 36 of the LRA 66 of 1995 and the PSCBC constitution, the PSCBC may perform all the functions of a bargaining council in respect of those matters that:

(a) are regulated by uniform rules, norms and standards that apply across the public service; or

(b) apply to terms and conditions that apply to two or more sectors; or

(c) are assigned to the State as employer in respect of the public service that are not assigned to the State as employer in any sector.

5.2 Dispute Resolution Procedure and Rules for the Conduct of Proceedings

The PSCBC dispute resolution procedure and rules for the conduct of proceedings are currently contained in Resolution 4 and 5 of 2005. A need was however identified to amend the procedures and rules to ensure that it meets the evolving needs of the parties and adhere to new principles laid down in jurisprudence. With this in mind the PSCBC has embarked on an amendment process with the aim to refine processes and procedures to render it more efficient and user-friendly.

5.3 CCMA Subsidy

Since the PSCBC's establishment, the payment of subsidies to the public service bargaining councils was the topic of several discussions between the PSCBC and the CCMA. The PSCBC and sector councils have never received any subsidy payments from the CCMA.

A new application was lodged in January 2008, requesting the CCMA to give the same consideration to the public service bargaining councils as they give any other bargaining council who needs assistance in order to meet their dispute resolution obligations in terms of the LRA.

The CCMA has informed the Council in writing that an in principle agreement has been reached within the CCMA Governing Body to pay the public service bargaining councils, pending a clarification from National Treasury on the nature of funding given by government to public service bargaining councils.

5.4 CCMA Accreditation

The CCMA has extended the public service bargaining councils' accreditation period to November 2008. This extension runs concurrently with the CCMA's review process of the current accreditation process.

According to the CCMA the purpose of the current review process is to develop accreditation criteria that will promote effective dispute resolution by accredited councils, as it is an essential part of the mandate of the CCMA that it promotes and facilitates effective dispute resolution both by its own commissioners and by accredited councils and agencies.

The CCMA proposes to utilise objective measures that have been implemented to measure its own efficiencies as a basis for evaluating whether councils meet the accreditation criteria set out in section 127(4) of the LRA. It is the CCMA's view that this approach will improve the effectiveness of dispute resolution services to employees and employers in all sectors of the economy. In addition it will promote a cohesive and integrated system of dispute resolution within the labour market as a whole.

The operation of the new criteria will be phased in to allow councils at least one year to evaluate and record their dispute resolution activities in terms of the objective measures contained in the criteria. They will allow for the monitoring of dispute resolution performance on a systematic and ongoing basis and will provide concrete benchmarks to encourage excellence.

In order to assess whether panellists are competent to perform dispute resolution functions and any associated powers, objective measures have also been identified to assess performance of panellists.

With regard to the period of accreditation, the CCMA has indicated that although councils were previously accredited for a specific period based on the actual caseload of the Council, it is recommended that the period of accreditation in future should be linked to the performance of the Council. Thus, the better performing councils in all likelihood will be afforded accreditation for longer periods than those councils not meeting all the accreditation criteria.

The CCMA has requested bargaining councils to provide inputs on the proposed criteria for accreditation and performance of panellists which will be tabled at the CCMA Governing Body for their consideration.

5.5 Quality Control of Awards

The issue of quality control of arbitration awards is important as awards have a direct impact not only on people's lives, but also on the development of jurisprudence. Currently the PSCBC exercises quality control by scrutinizing its awards for general spelling and grammar mistakes before it is sent to the parties. The PSCBC also notifies the arbitrator if he/she erred in the manner he/she referred to resolutions or made a finding that contradicts labour court judgements. The CCMA guidelines that have recently been brought to Councils' attention will further assist councils to develop specific strategies to ensure the quality control of awards in the public service bargaining council environment.

5.6 Dispute Prevention

5.6.1 Information Pamphlets

The PSCBC has designed an information pamphlet which highlights the functions and procedures relating to dispute management in the public service. Three hundred thousand copies of this pamphlet were subsequently distributed.

5.6.2 Manuals

The PSCBC has approved the principle that manuals should be drafted to empower the parties to Council, panellists and staff.

The following manuals were drafted:

Induction / Best Practices Manual for Bargaining Council Staff

A number of new dispute management employees were appointed in the various public service bargaining councils. In most cases these new appointees were thrown into the deep end with no or little induction as to how and where the various councils fit together and what the jurisdictional pitfalls are with regard to the different types of disputes, occupational classes, workplaces and other relevant factors that impact on their work.

This manual specifically aims to enhance the Case Management Officers' understanding of their work environment and knowing the background of why certain operating procedures have developed through the years.

Training on these manuals will take place in May 2008.

Best Practices Manual for Bargaining Council Panellists (Conciliators / Arbitrators)

The public service environment is quite unique and many panellists make the mistake of assuming that principles established in the private sector automatically apply to the public sector. It was found that many panellists do not take the requirements of the public service specific legislation (including the regulations and bargaining council constitutions) into account when writing awards and are not always aware of jurisprudence that developed pertaining to the public service.

It is envisaged that this manual, highlighting the differences between the councils and drawing the panellists' attention to current case law pertaining to the public service, which will assist them greatly in performing their functions.

The manuals will be provided to all panellists who attend the PSCBC panellist workshops that are envisaged to take place in the latter half of 2008. These manuals will also be made available on the PSCBC website.

Best Practices Manual for Bargaining Council Users (Parties and Non-parties to Council)

Panellists often allude to the fact that parties seem poorly prepared for hearings. The Council also received numerous phone calls requesting guidance on the preparation for cases (disciplinary hearings, conciliations, arbitrations, court proceedings etc.).

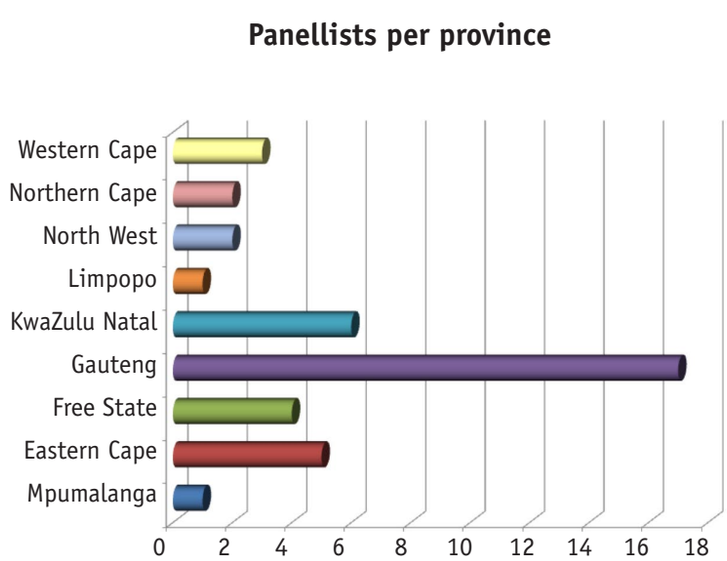
This manual focusses on both the unions and the labour relations officers' roles and empowers the parties with regard to dispute resolution and the legal aspects of hearings and labour law in general. It is hoped that this manual will assist parties to engage in a more constructive manner in hearings.

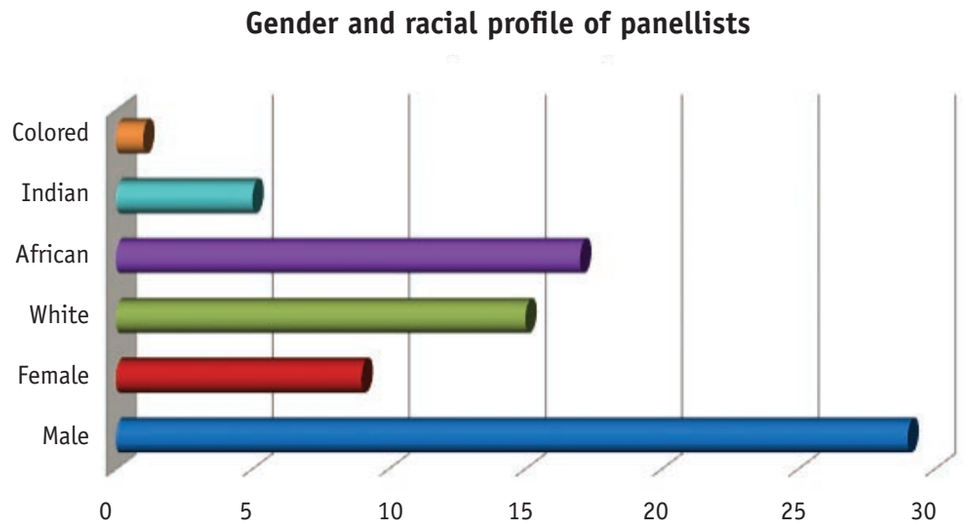
The PSCBC will provide training on these manuals for union representatives and labour relations officials in the latter part of 2008. The manual will also be made available on the PSCBC website to ensure that the parties to Council has easy access to this information whenever they require it.

5.7 Panel of Conciliators and Arbitrators

The PSCBC extended the panellist contracts, as Council requested that new appointments should be made on the basis of a national advertisement. A selection process involving both the Employer and Labour was followed and the newly recommended panel will be considered at the next PSCBC annual general meeting.

The panellist profile for the 2007/2008 period is illustrated below:



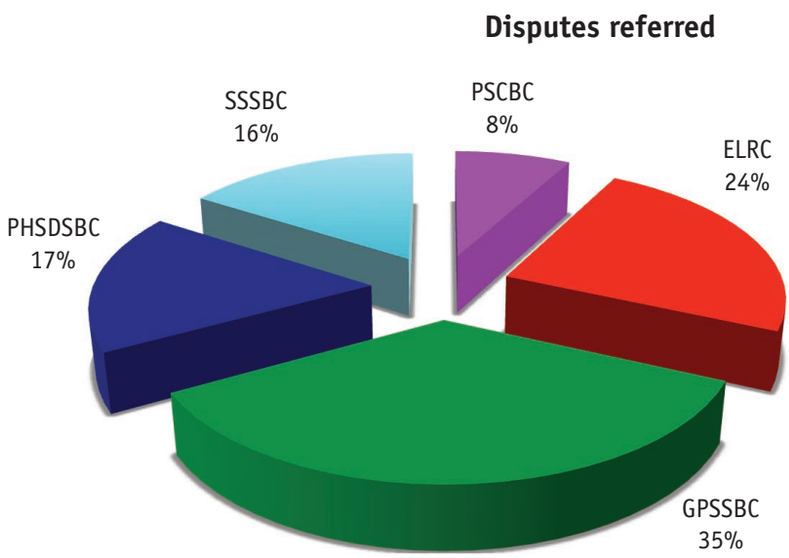


5.8 Operational Report

Note: *All statistics used in this report reflect the position as per the Case Management System for the period under review. The number of disputes referred to the Education Labour Relations Council (ELRC) are reflected in the graph on disputes referred. All other graphs that follow excludes ELRC statistics.*

The PSCBC and sector councils received a total of 4005 new referrals for the period 1 April 2007 to 31 March 2008.

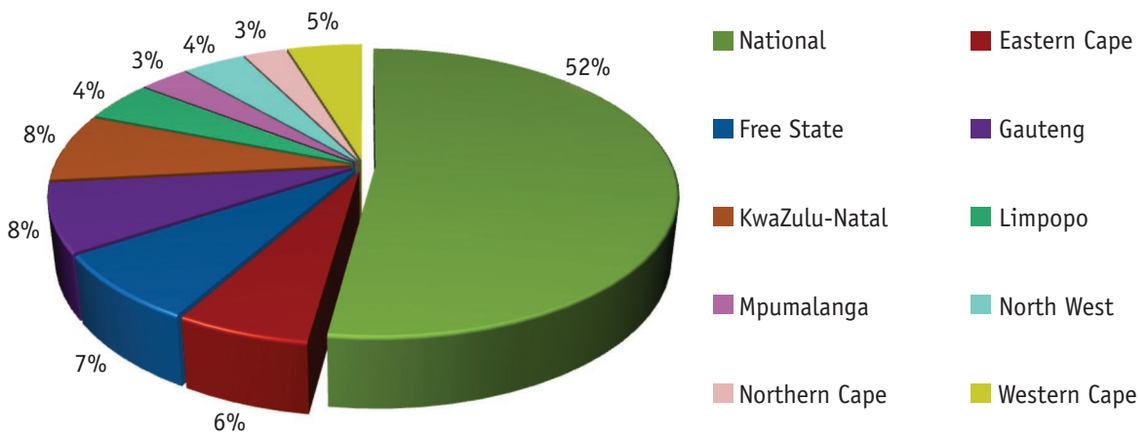
The percentage of cases received by the various public service bargaining councils in relation to the total number of cases received by all the councils is depicted below.



Council	Cases referred
PSCBC	316
ELRC	955
GPSSBC	1410
PHSDSBC	687
SSSBC	637
Total	4005

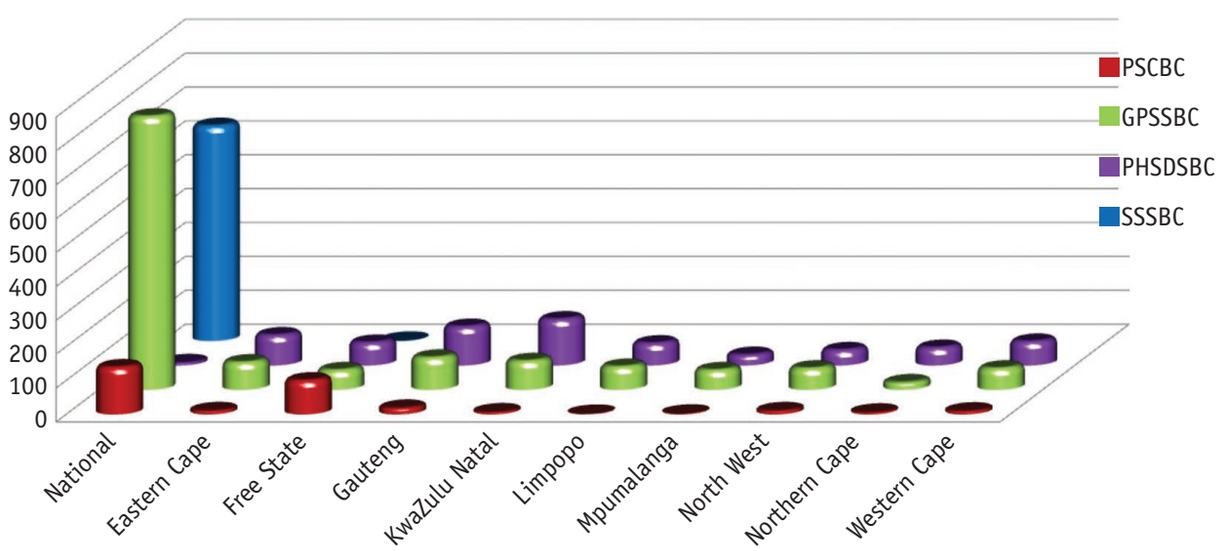
The following graphs indicate the number of disputes that were referred against national departments versus the number of disputes that were referred against provincial departments (excluding ELRC):

National vs Provincial Departments



The bulk of disputes were referred to national departments. Most of these disputes emanated from the South African Police Services, Department of Correctional Services and Department of Justice and Constitutional Development.

Where disputes arose (per council)

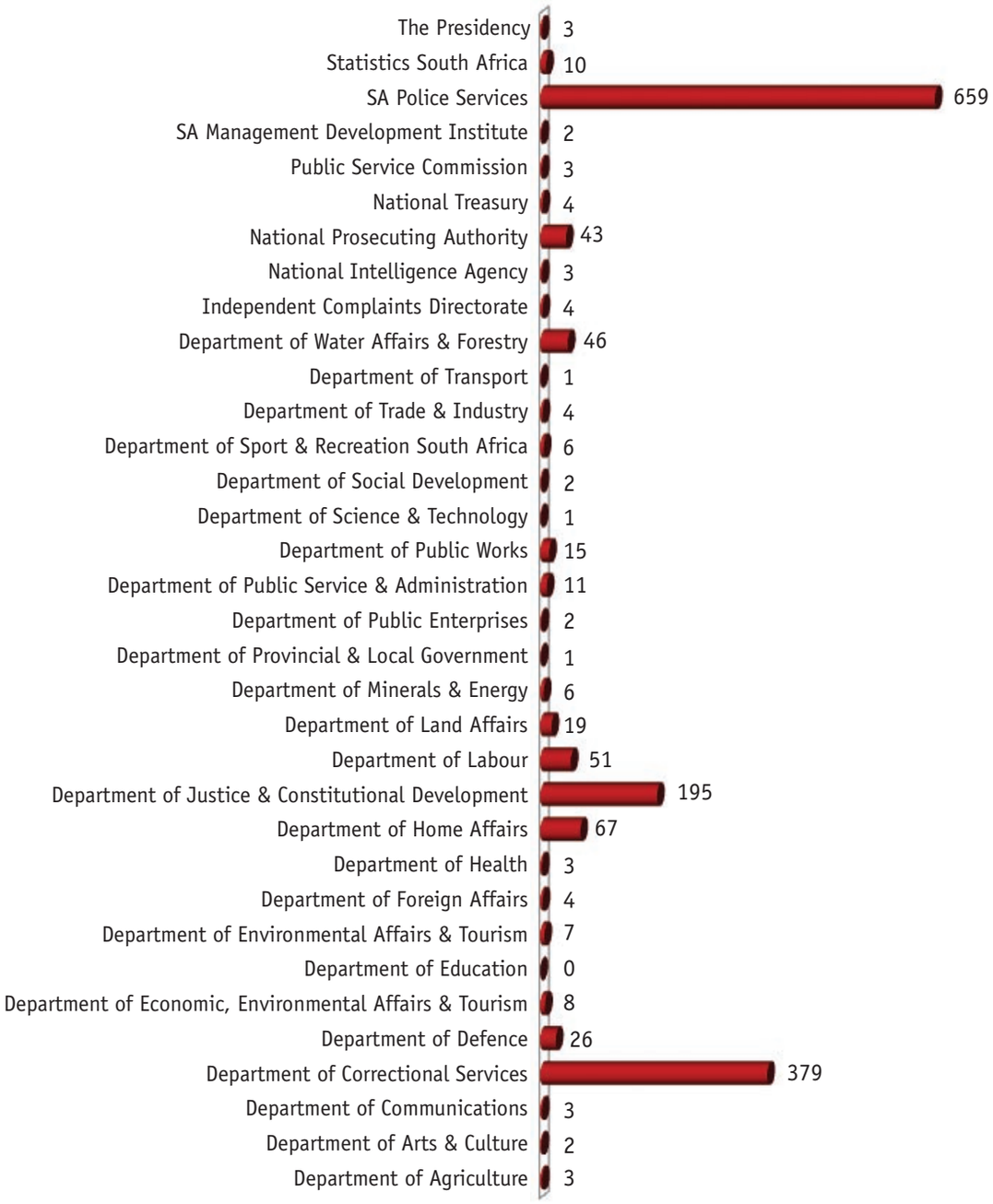


From the above graph it is clear that most disputes that were referred to the PSCBC, GPSSBC and the SSSBC, were referred against national departments, while most of PHSDSBC disputes arose in KwaZulu Natal.

Of the 1 593 disputes referred against national departments, 41% was referred against the South African Police Services; 24% against the Department of Correctional Services; 15% against the Department of Justice (including the National Prosecuting Authority); 4% against the Department of Home Affairs. The remaining 16% is split between the other national departments.

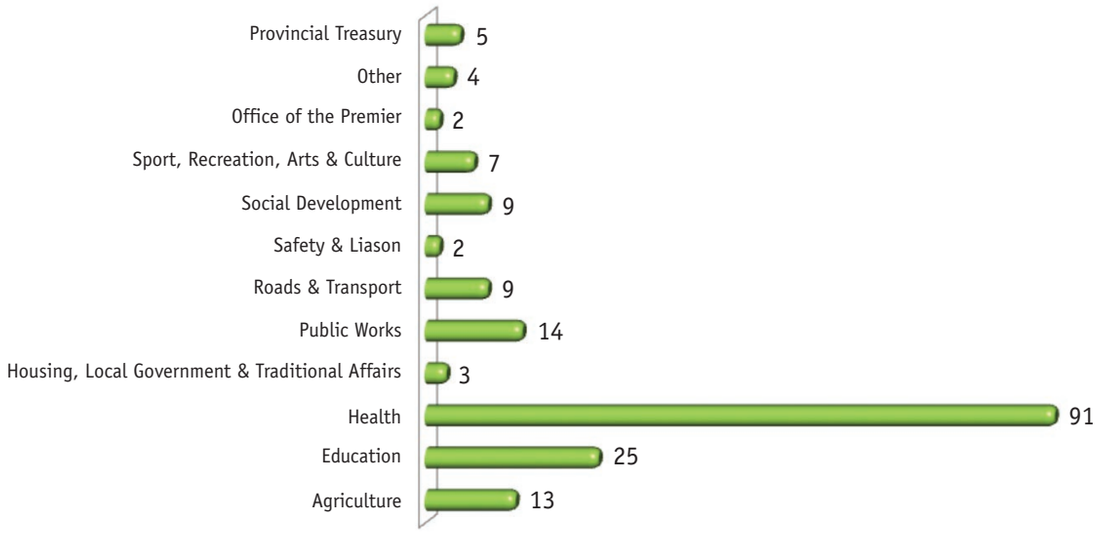
dispute resolution

Disputes referred per national department

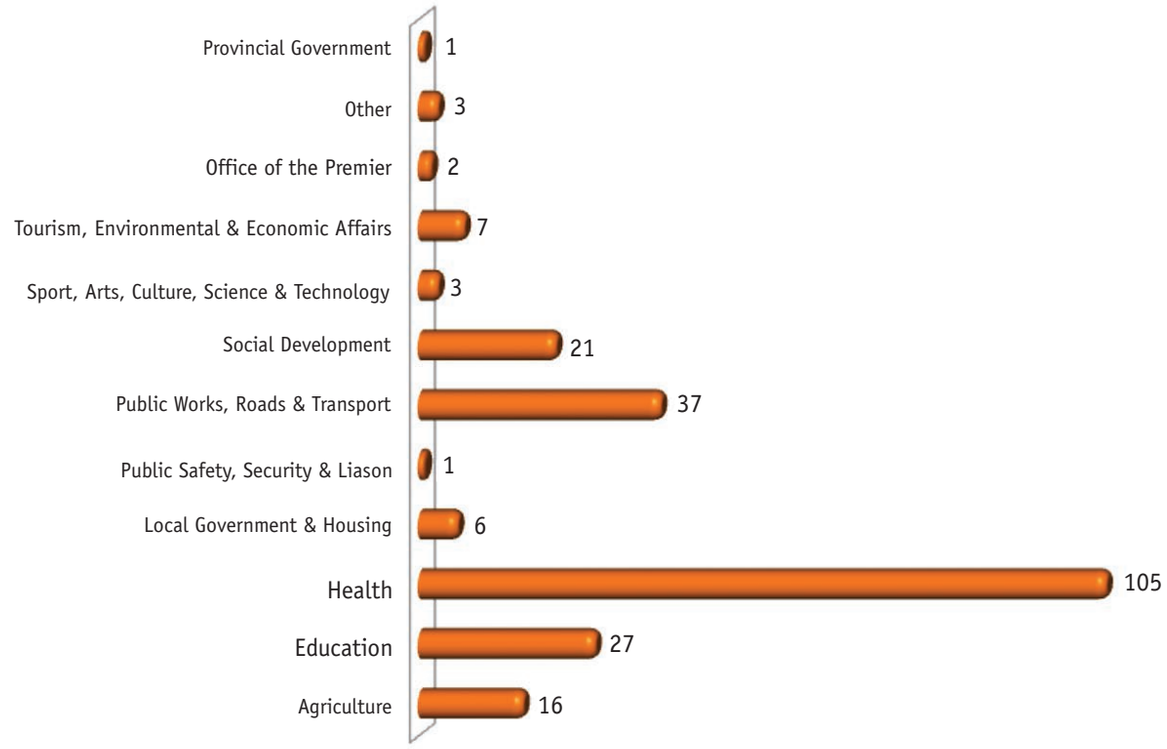


A detailed breakdown of the disputes referred against provincial departments is provided below:

Eastern Cape

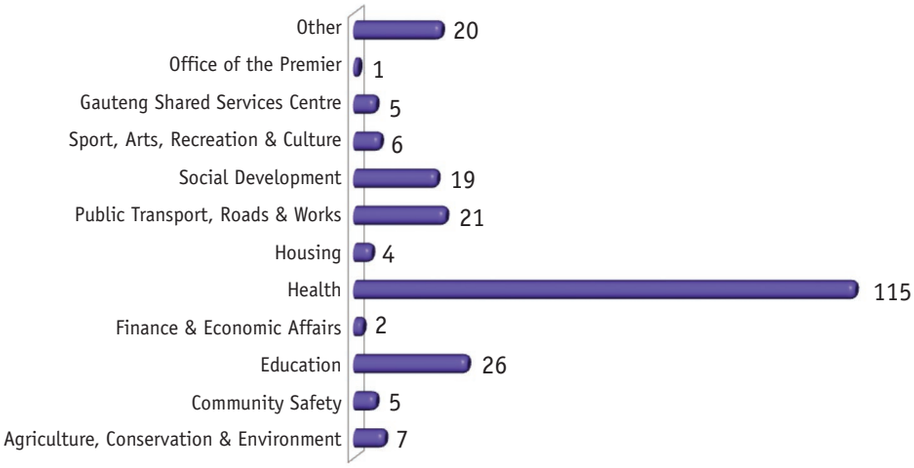


Free State

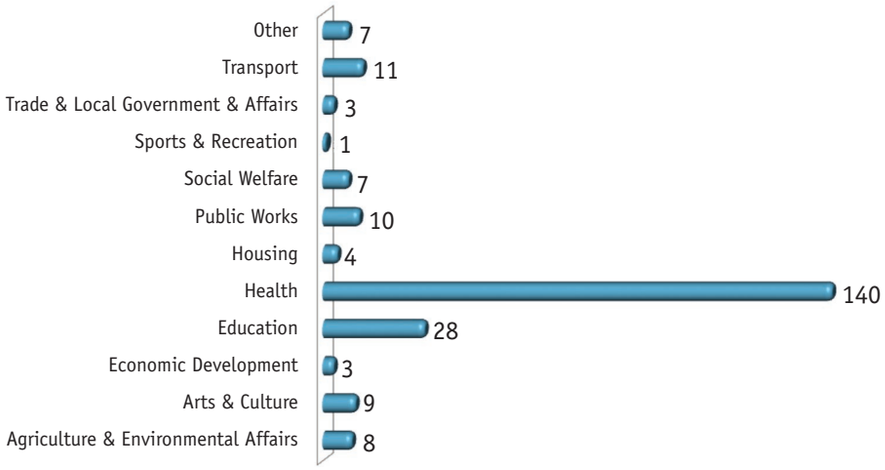


dispute resolution

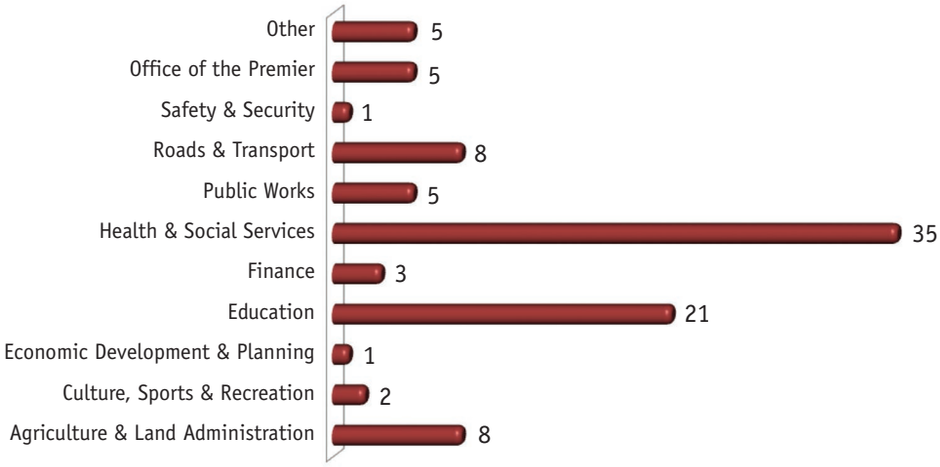
Gauteng



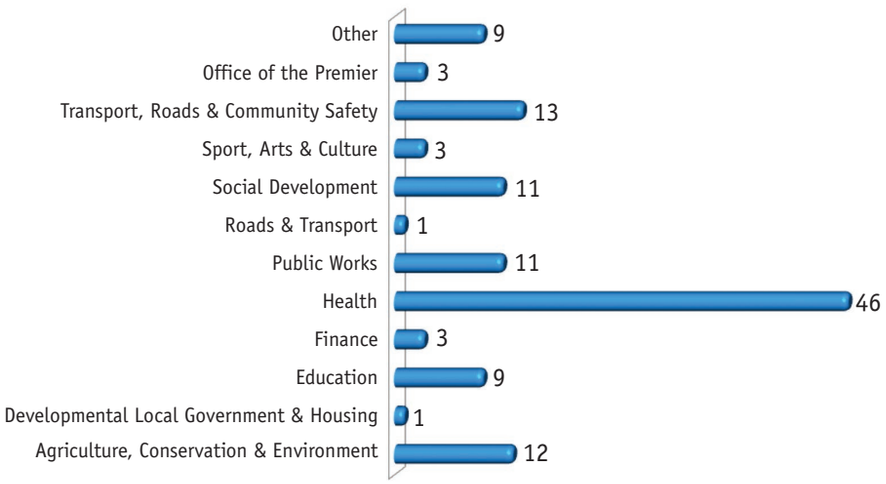
KwaZulu Natal



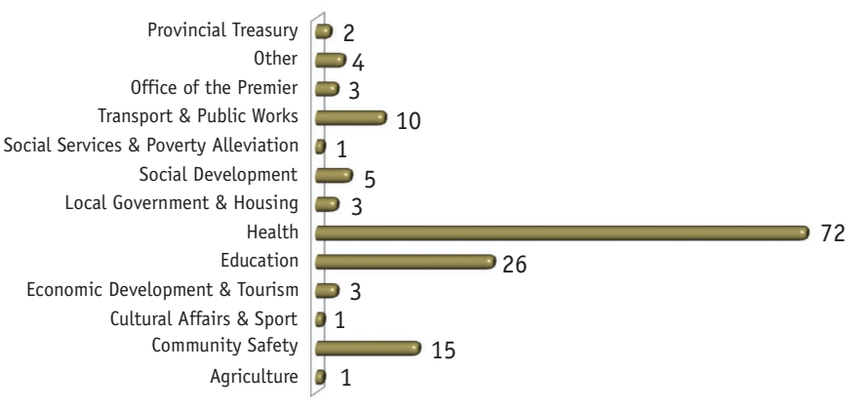
Mpumalanga



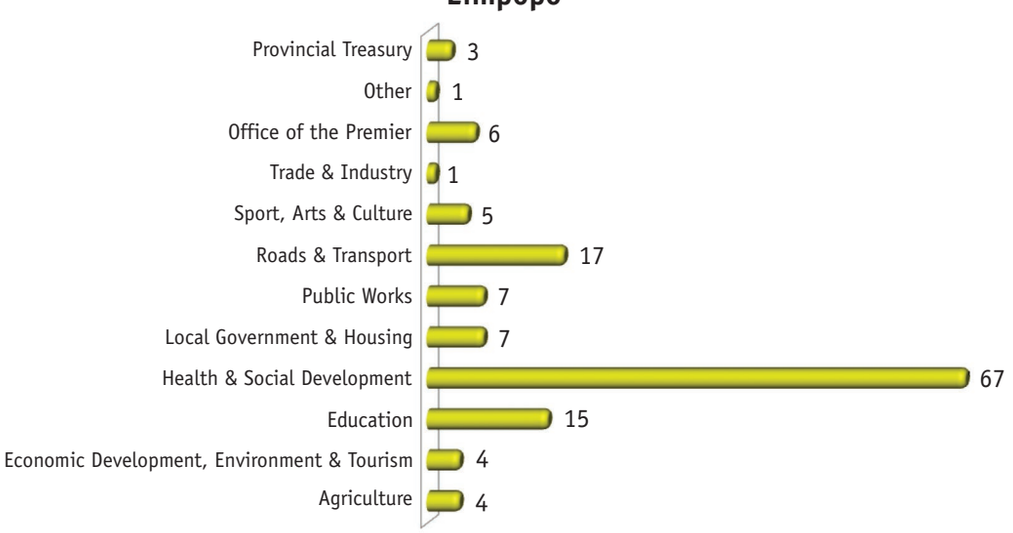
North West



Western Cape

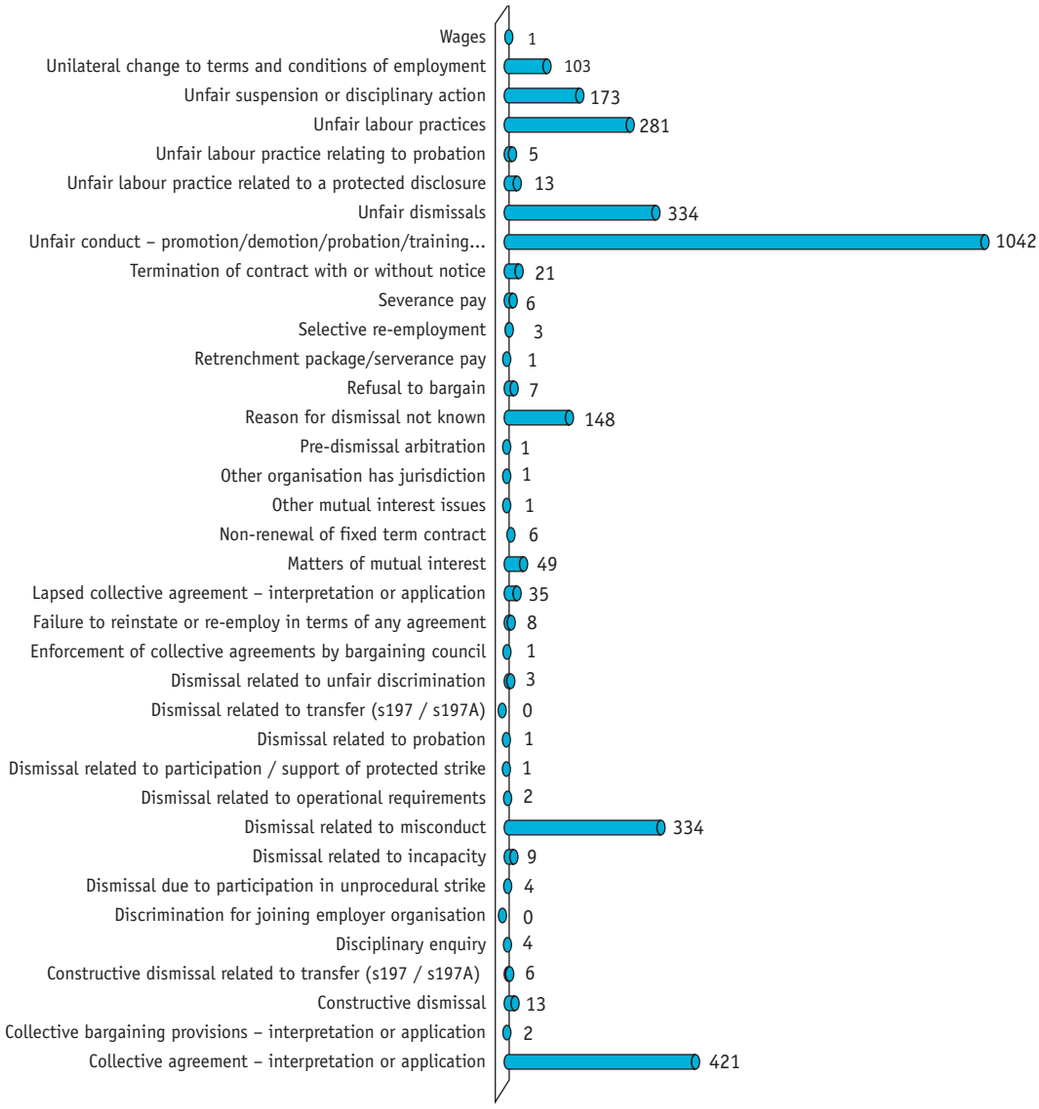


Limpopo



From the above graphs it is clear that the Department of Health features the most prominently in all the graphs above, followed by the Department of Social Development, Department of Education and the Department of Transport. It is noteworthy that the Department of Education still features so prominently in these graphs whilst the ELRC statistics are not included in this report (refer to note on page 50).

Type disputes referred

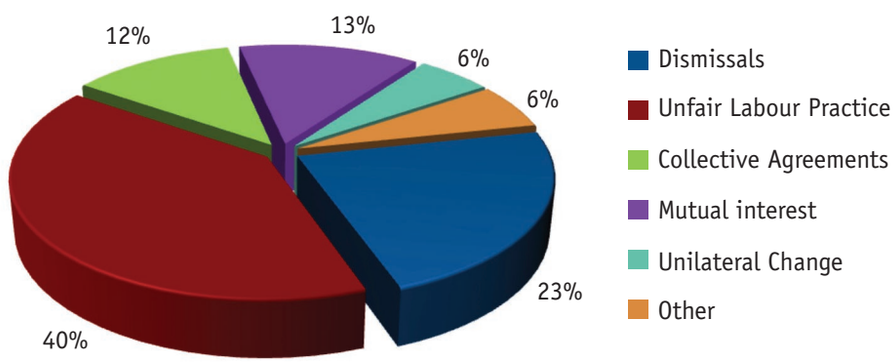


The information in the above graph is based on the classification of disputes as depicted in the Case Management System provided by the CCMA.

Of the total number of disputes referred, 40% pertained to unfair labour practice disputes. Unfair labour practice disputes include disputes about promotions, demotions, training, benefits, suspension or other disciplinary matters short of dismissal, as well as the failure to re-instate in terms of an agreement and probation disputes.

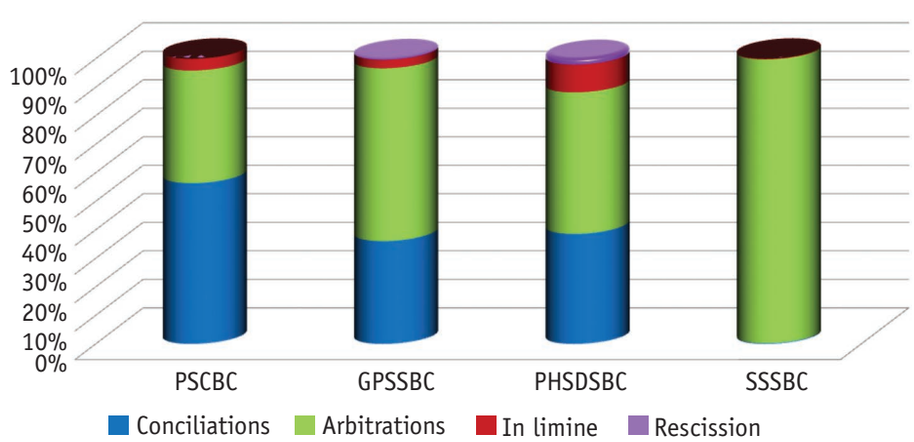
Dismissals account for 23% of the disputes referred, while the interpretation/application of collective agreement disputes account for a further 12%. The percentage of mutual interest disputes referred is unusually high, at 13% of all the disputes referred.

Type of disputes referred



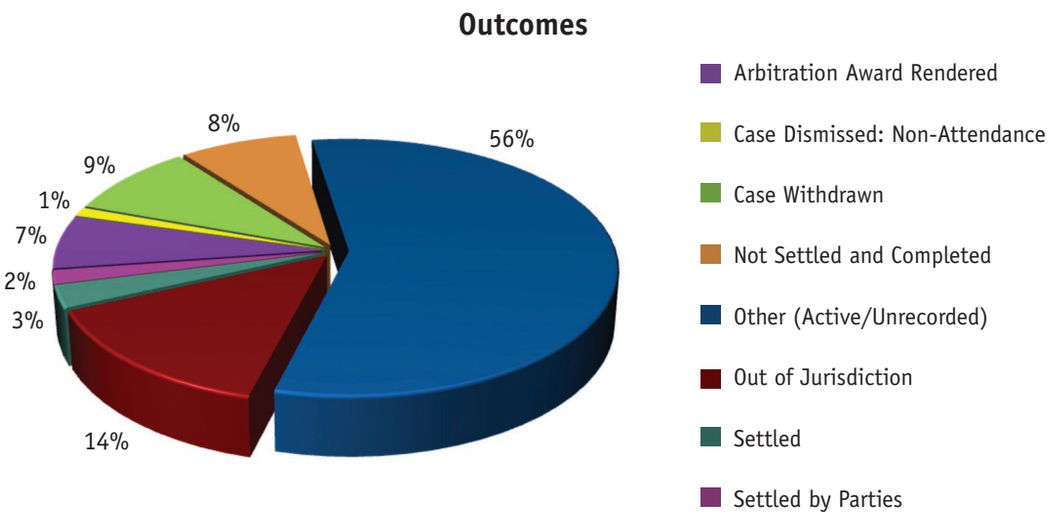
The graph below shows the relation between the number of conciliation, arbitration and in limine hearings that were conducted per council.

Hearings conducted

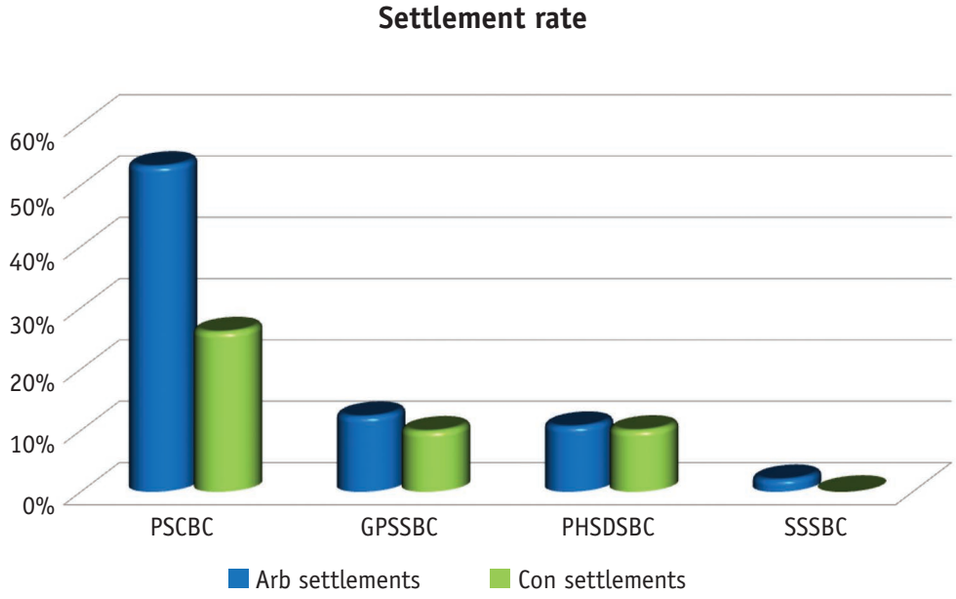


From the graph it is clear that very few rescissions are conducted within the public service bargaining council environment.

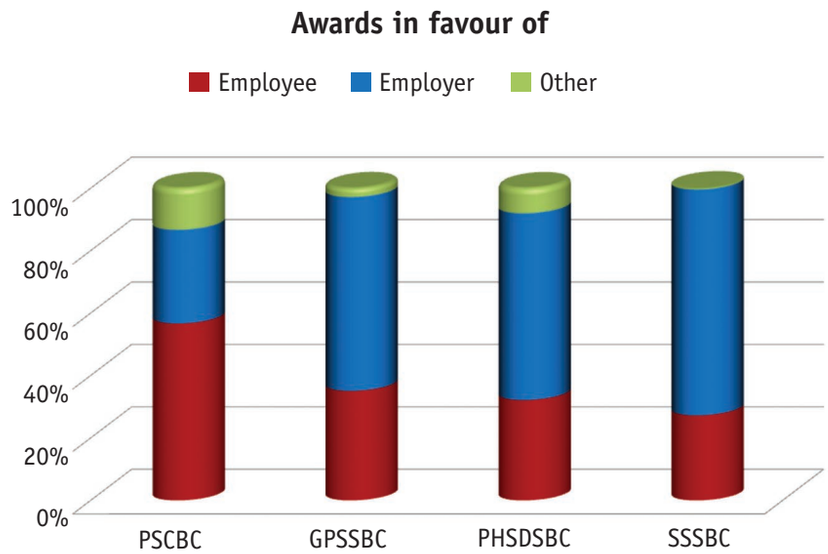
The outcomes of the hearings can be divided into the following:



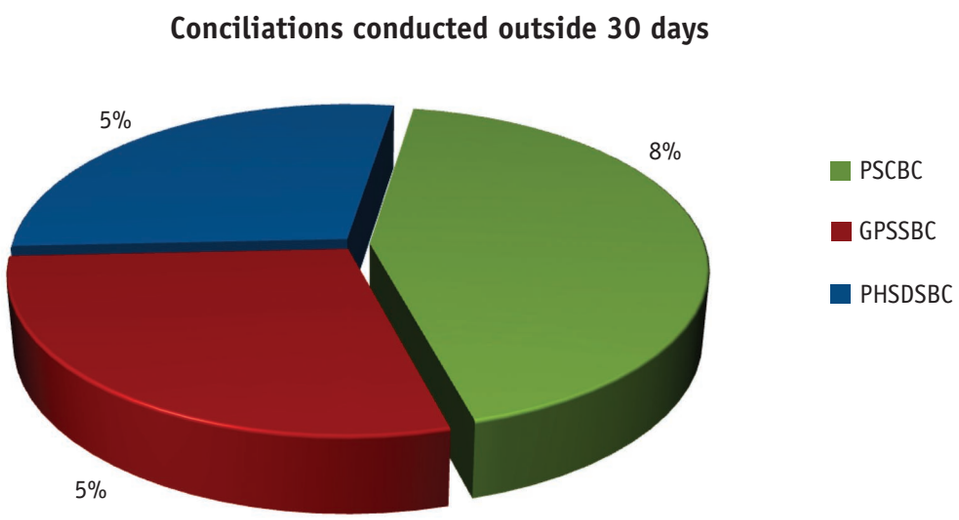
The average settlement rate in the public service is 12% at conciliation stage and 20% at arbitration stage. Besides the extremely low overall settlement rate, it is also still a matter for concern that the settlement rate is higher at arbitration stage than at conciliation stage.



A total of 636 awards were rendered, which is almost half the number of awards rendered in the previous year. The graph below shows in whose favour these awards were made:

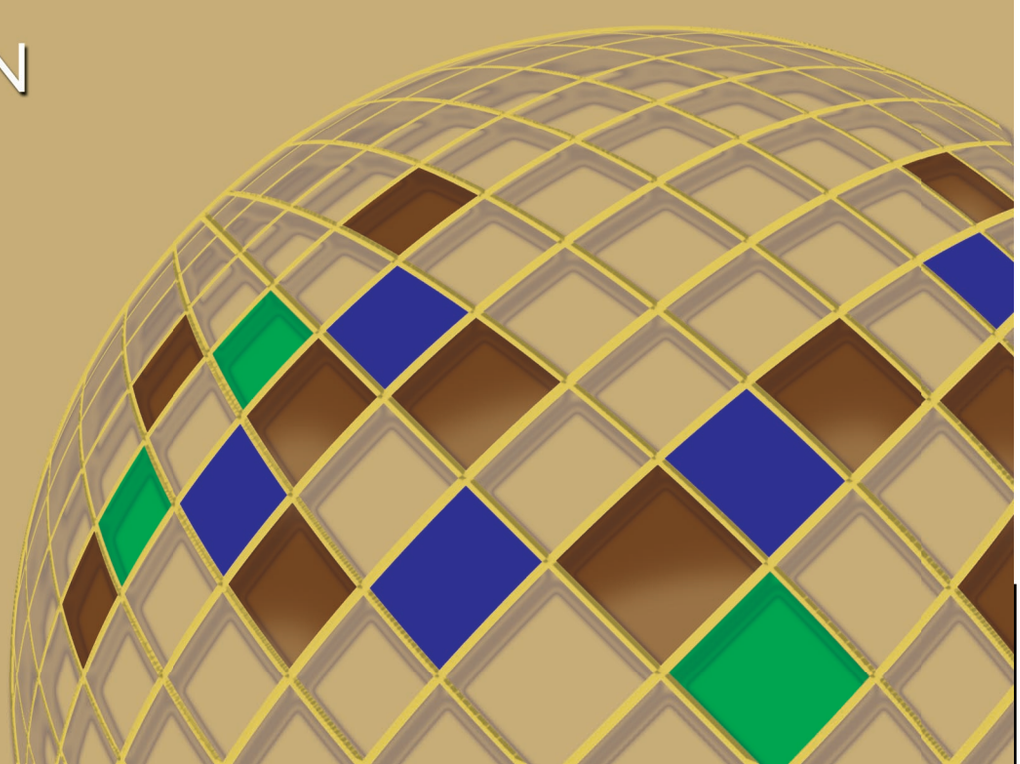


Of the 1787 conciliation hearings that were conducted, 102 hearings were scheduled outside the statutory 30 day period i.e. an average of 6%. As SSSBC does not schedule conciliations separately, they are not included in the graph below. What is remarkable and deserves special recognition, is the fact that GPSSBC managed to schedule most of their 979 conciliation hearings within the 30 day period. As they receive the bulk of the referrals, they set an example to the rest of the councils in this regard.



In general the public service bargaining councils are functioning effectively, but as with everything else in life, there is always room for improvement. The objective efficiencies set by the CCMA as part of the new accreditation criteria will force councils to re-evaluate their current performance and endeavour to adjust those areas where they may fall short. It should however be kept in mind that it will not always be realistic to expect the same outcomes for dispute resolution bodies in the private sector and those in the public sector, as there are different dynamics that impact on the processes and efficiencies that bargaining councils can't control.

MEDIA AND INFORMATION



6. Media and Information

6.1 Year under Review

For the Media and Information section the year under review has been a very challenging, busy and exciting one.

6.1.1 Policies and Strategies

During the period under review, much progress has been made in terms of the drafting of several policies and strategies regulating the various functions performed by the Media and Information section, including a communications, image and marketing policy/strategy, as well as an events organising policy for Council.

6.1.2 Measuring customer satisfaction

A feedback evaluation report was presented to EXCO and Council based on feedback received from evaluation forms completed by delegates attending the first biennial labour relations conference for the public service in 2007. The feedback received was overwhelmingly positive and 97% of the delegates indicated that the conference added enormous value and enhanced and promoted labour relations in the public service. It was further emphasized that a conference of this nature is much needed and should ideally become an annual event. The hunger to obtain knowledge was particularly striking.

6.1.3 Events

The Media and Information section contributed to a very successful PSCBC 10th year celebration gala dinner held on 12 October 2008. The Media and Information section further launched the commemorative PSCBC 10 year review publication on 28 February 2008 in the form of a cheese and wine event. This very special PSCBC 10 year publication, published in the form of a coffee table book, with title: ***Sixazulula Ngezingxoxo Masixoxixsane – We resolve by negotiations, Lets negotiate***, is an inspiring book seeking to celebrate and capture the milestones achieved by PSCBC over the last decade. The book was distributed to all key role players who played an important part in Council's evolution and successes achieved over the past decade. These included DG's, Premiers, MEC's, parties to Council and all other stakeholders.

6.1.4 Communications and Marketing

The Media and Information section published the PSCBC annual report for 2006/2007 which was distributed at the AGM in July 2007.

EXCO further approved the distribution of information pamphlets marketing the services of PSCBC and its sector bargaining councils. The aim of the pamphlets is to empower all public servants with knowledge regarding collective bargaining and dispute resolution. These pamphlets as well as the PSCBC constitution were distributed to all trade unions and their acting together parties as well as national and provincial government departments.

6.1.5 Media liaison

During the 2007 wage negotiations the Media and Information section was actively involved in setting up media conferences with regard to the status of the wage negotiations. The public was further updated on the status of events with regular releases of PSCBC media statements, related articles and the final agreement which was published on the PSCBC website.

6.1.6 Website development and maintenance

During September 2007 the Media and Information section successfully published the new PHSDSBC website. Information gathered in the past eight (8) years was captured electronically and is now available via a new search facility on the PHSDSBC's website. Users now have immediate access to information such as awards, agreements, annual reports and photo's.

According to website statistics for the PSCBC website, the highest website traffic took place during June/July 2007 understandingly as this was the period when salary negotiations reached its peak and the public service strike was on. The most popular files searched for by users on the PSCBC website are resolutions and awards, followed by images from the photo gallery.

6.1.7 Research projects

To support the Council's research strategy, research was conducted internationally with the aim to enable a comparative analysis on collective bargaining systems and other conditions of service in the public service in different countries. The Media and Information section contributed to the success of the first ever PSCBC study tour to the USA, Mexico and the Nordic Region (Norway, Sweden and Finland), with extensive desktop research done on institutions in those countries. It further assisted the different groups with their preparations prior to their departure. This not only assisted the various groups in preparing for the meetings with different organisations and departments, but also contributed to the successful drafting of a final study tour report. Information collated by the different delegations was consolidated into a final report which was approved by Council. This report has been distributed to parties as a reference document in their policy development, consultation and negotiation processes, which will assist in improving conditions of service for all public servants.

6.1.8 Information/Resource Centre

The PSCBC library boasts more than 450 items in its collection, the majority of which are books, magazines, journals and electronic material in the following categories: i.e. labour relations, labour law, collective bargaining, leadership, human resources, communications, marketing, and finance.

The library has also subscribed to several new books, magazines and databases during this financial year, such as:

- SA e-Publications, SA Media, SACat, Netlaw, Gazette index;
- IRNetwork;
- Juta Labour Law library; and
- Workl@w

A new software system (Inmagic DBText) for managing library material was implemented to assist with cataloguing, issuing of library material, inter lending requests and library statistics.

Training with regard to the new PSCBC library policy and rules was conducted to promote an environment that encourages all users to utilize the PSCBC library in a safe and respectful manner.

6.1.9 Liaison services to clients

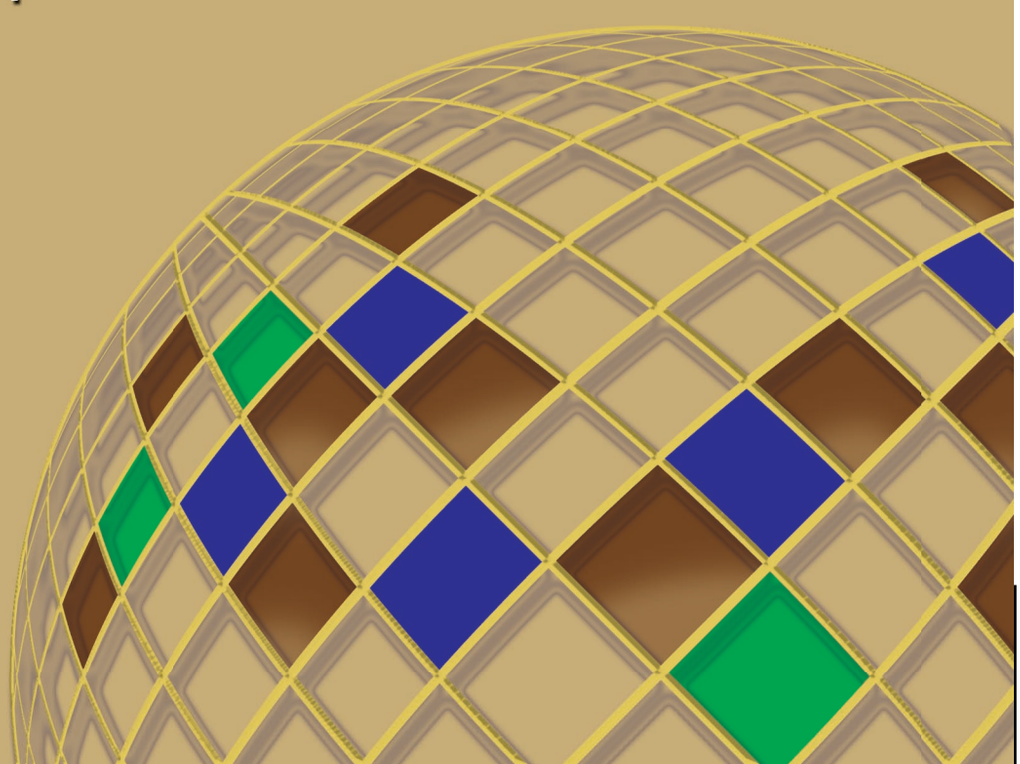
During the year under review the Media and Information section received many research/information requests by parties to Council, labour relations officials, legal professionals, panellists, and other stakeholders. The type of information requested included resolutions (including information on the interpretation of resolutions), awards, public service case law, legislation, rules and procedures with regard to dispute resolution, research with regard to conditions of service and employee relations in the public service, to name but a few.

The Media and Information section aspires to be a leading media centre and information provider that is recognised as a facility that provides quality and up-to-date information to all our users. It is constantly building the professional image of Council through effective communication and marketing initiatives. We will gladly assist with any bargaining council related research and information needs, as well as assist to improve the knowledge and usage of the library's collection and services by its users.





INFORMATION TECHNOLOGY



7. Information Technology

7.1 Year under review

During this year much emphasis has been placed on the development of an enhanced network infrastructure and a stable network backbone. The PSCBC servers and network related equipment (routers, switches, firewalls and similar equipment) have exhausted its lifespan and as a result need to be replaced. A model was developed and approved and all new hardware and software will be deployed in the next financial year. Provision has also been made to install an electronic helpdesk system (HEAT Software). This will assist with call logging, attending to calls and the compilation of statistics.

The network environment has been stable – viruses, spyware, spam and all related irregularities have been effectively prevented from penetrating the network. Regular checkups have been conducted to ensure that workstations and servers are functioning at optimal levels.

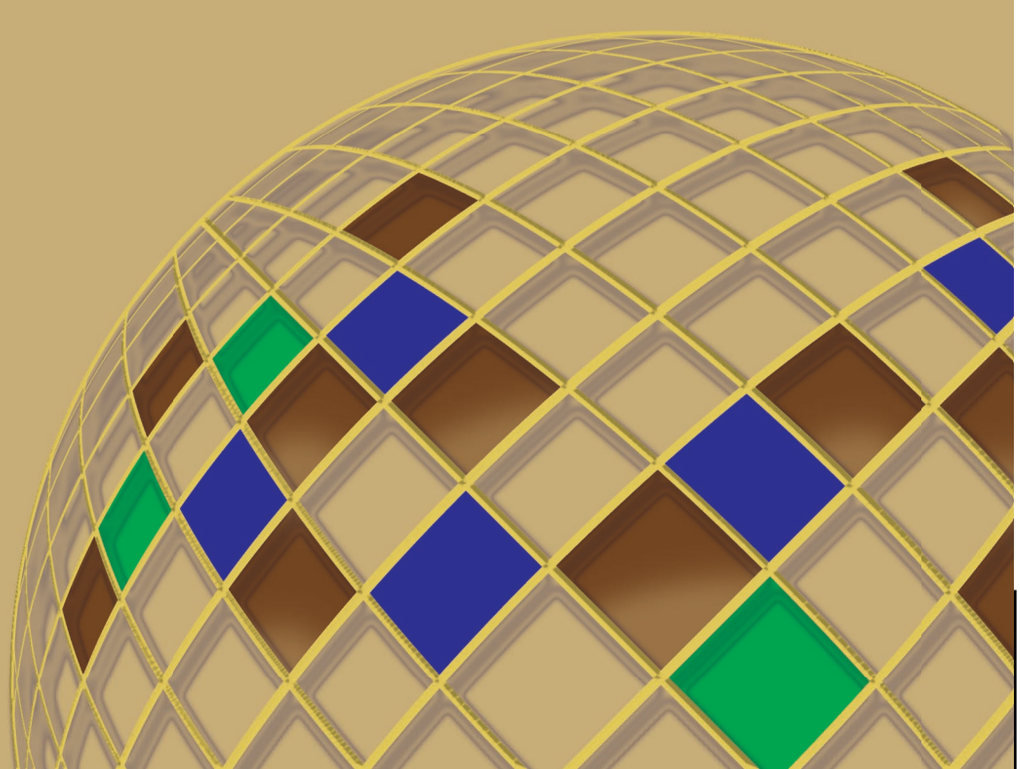
An IT policy has been developed and adopted by Council. Users have been inducted; this will ensure more efficient and effective use of the network infrastructure. Service level agreements have been drafted and are yet to be signed with the sector councils which will guide users with regard to rights and obligations.

A Virtual Private Network (VPN) has been set up hence enabling users who work from remote locations to access their data on their workstations via 3G.

The Information Technology section strives to provide PSCBC and the sector council users with excellent support services.



CONFERENCES AND SEMINARS



8. Conferences and Seminars

8.1 The 6th International Industrial Relations Association (IIRA) Asian Regional Congress – New Delhi, India: 19 – 21 April 2007

Theme of the congress: *"The Changing Global Labour Market Challenges and Opportunities for Asia".*

Overview

Presenters emphasised that Asian countries need to focus on basic education and skills training, as well as implementing credible systems of compensation and social security to those who are affected by economic restructuring. These countries need to unify efficiency with equity, providing decent work for all in countries where globalisation becomes fair with benefits to all. There seems to be an imbalance between the trade unions and the civil society institutions.

The scope, content and ambit of social dialogue need to be widened in Asian countries to cover issues like:

- Poverty, unemployment, underemployment and social exclusion;
- Degeneration of physical environment;
- Population explosion and imbalanced family;
- Dissemination in the labour market;
- Protection and care of the elderly; and
- Social justice, equality, equity and protection for women and other vulnerable sections of the society.

Benefits of attending the congress:

- Understanding the challenges facing Asian countries' industrial relations systems;
- Understanding and comparing legislation, practices and trends;
- Networking with Asian Industrial Relations academics/practitioners;
- Announcing the 5th IIRA African congress to be hosted by Industrial Relations Association of South Africa in Cape Town from 23-26 March 2008;
- Identify emerging trends in industrial relations; and
- Exposure to innovation in the field of employee management and creative ideas for addressing complex issues.



8.2 The 5th International Industrial Relations Association (IIRA) African Regional Congress – Cape Town: 26-28 March 2008

Overview

For the first time in the history of IIRA the congress included a special session on public sector issues. This was achieved through the involvement of the PSCBC General Secretary who ensured that the congress addressed a fair balance of public and private sector issues.

The topics for the plenary sessions and workshops were relevant to the theme of the congress. The congress was well planned, organised and informative. The speakers were informative and well prepared and consisted of a balance of academics, practitioners, national and international subject experts.

Themes/topics covered:

- Bargaining and Arbitration in the Public Sector;
- Public Employment Law and Union Legal Framework;
- Public Sector Compensation, Strikes and Bargaining;
- Child Labour;
- Improving Informal Work;
- Challenges to Decent Work;
- Defending Vulnerable Workers;
- Human Resource Strategies;
- Union, Earnings and Productivity;
- Skills Development;
- Struggle for Fair Employment;
- Regulating and Formalizing Informal Work;
- Human Resource Practices;
- Employment Equity;
- Regulating Work;
- Employment Relations and Decent Work;
- Emerging Researchers;
- Fighting for Social Protection;
- Quality of Work Life;
- Social Partnership and Harmonization;
- Human Capital Development;
- Employment Regulatory Framework;
- Regulating Employment;
- Labour Governance and Decent Work;
- Role of Trade Unions and Co-operatives;
- Trade Unions and Democracy; and
- Social Partnership for Decent Work.

Benefits of attending the congress:

- Understanding the challenges facing the public service globally;
- Networking with industrial relations academics/practitioners from both local and international organizations;
- Marketing the PSCBC through exhibiting some of Councils' material;
- Identifying emerging trends in industrial relations;

- Exposure to innovation in the field of employee management and creative ideas for addressing complex issues; and
- International delegates showed interest in networking with South African institutions with the intention to share experiences and systems.



8.3 Visit by Delegation from Botswana

The PSCBC was visited by a delegation from Botswana who wanted to learn more about how the public service bargaining councils in South Africa are managed in terms of collective bargaining and dispute resolution.

The delegation visited PSCBC from 12 – 13 November 2007.

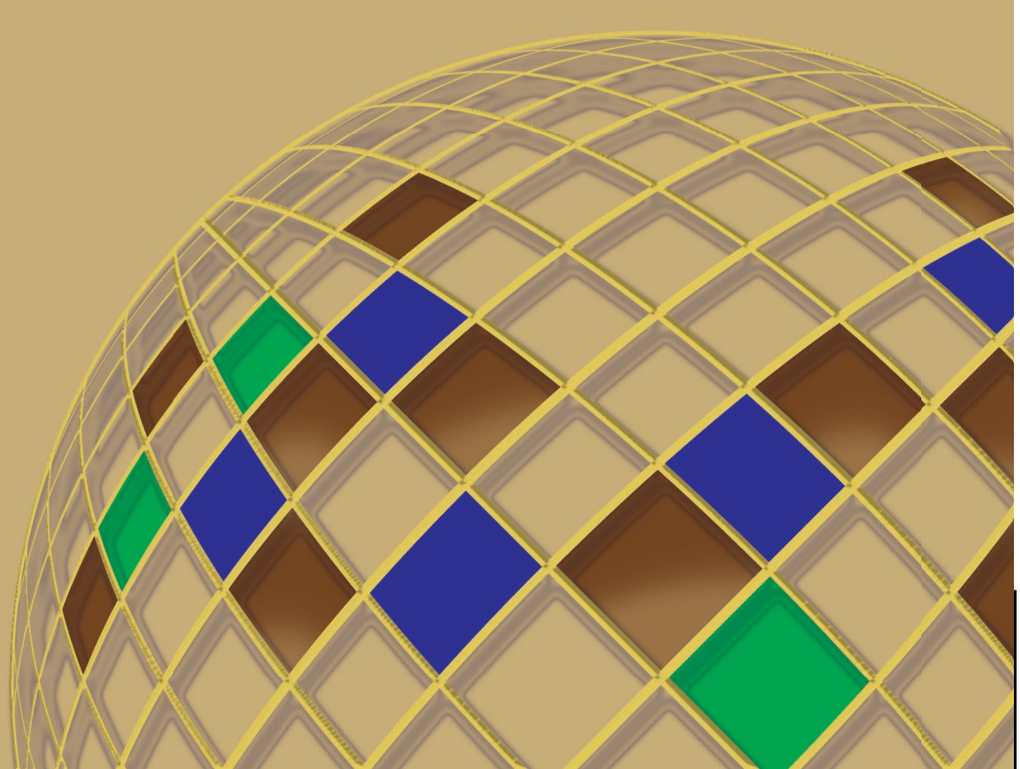
On the first day the following presentations were made to the group:

- History of Labour Relations in South Africa;
- Collective Bargaining Systems in the Public Service;
- Dispute Resolution in the Public Service; and
- Presentations by all the Sector Councils.

On the second day, the delegation interacted with the parties to Council, and on the third day, they interacted with sister organisations, i.e. PSI, PSC and the CCMA.



TRADE UNION MEMBERSHIP TO COUNCIL



9. Trade Union Membership to Council

9.1 Clause 7.1 and 7.2 of PSCBC Constitution (Constitutional provisions)

"7.1 Any single trade union party may apply for admission to the Council if it:

(a) meets the threshold requirement of 50 000 members; and
(b) is admitted to a Sectoral Council.

7.2 Any two or more trade unions acting together as a single party (referred to as a combined trade union party), may apply for admission to the Council if:

(a) their combined membership meets the threshold requirement of 50 000 members; and
(b) each constituent party of the combined trade union party, on its own or acting together (as a single party), is admitted to a Sectoral Council."

9.2 Admitted Trade Unions to Council

In terms of the annual review of membership, the following trade unions were admitted to Council in terms of clause 7 and 8 of the PSCBC constitution for the period July 2007 to June 2008:

- DENOSA acting together with SAMA, as DENOSA;
- HOSPERSA, NUPSAW and NATU acting together as HOSPERSA/NUPSAW/NATU;
- NAPTOSA acting together with SAOU, as NAPTOSA (as of 1 November 2006);
- NEHAWU acting together with PAWUSA, as NEHAWU;
- POPCRU acting together with SASAWU and SADNU, as POPCRU;
- PSA acting together UNIPSA and NPSWU, as PSA;
- SADTU acting together with CTPA, as SADTU; and
- SAPU acting together with PEU, as SAPU.

trade union membership to councils

9.3 PSCBC Vote Weights and Membership

During the period July 2007 to June 2008, the following trade unions were admitted to the PSCBC:

PSCBC MEMBERSHIP STATISTICS AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP CLAUSE 10					VOTE WEIGHT	REPS
	PHSDSBC	GPSSBC	SSSBC	ELRC	TOTAL		
						CLAUSE 11	CLAUSE 12
DENOSA	51,370				51,370		
SAMA	5,626				5,626		
TOTAL	**56,996**				**56,996**	**5.605%**	**3**
HOSPERSA*	41,481	4,063	87	4,044	49,675		
NATU		6		28,421	28,427		
NUPSAW	10,080	13,259	21	1,234	24,594		
TOTAL	**51,561**	**17,328**	**108**	**33,699**	**102,696**	**10.099%**	**5**
NAPTOSA				42,749	42,749		
SAOU				20,670	20,670		
TOTAL				**63,419**	**63,419**	**6.237%**	**3**
NEHAWU	78,934	79,443			158,377		
PAWUSA	5,764	8,613	11	143	14,531		
TOTAL	**84,698**	**88,056**	**11**	**143**	**172,908**	**17.004%**	**5**
POPCRU		29,258	73,308		102,566		
SASAWU	2,048	6,449			8,497		
SADNU	8,392				8,392		
TOTAL	**10,440**	**35,707**	**73,308**		**119,455**	**11.747%**	**5**
PSA	44,970	109,560	13,067	10,574	178,171		
UNIPSA		2,529			2,529		
NPSWU	7,407	1,490			8,897		
TOTAL	**52,377**	**113,579**	**13,067**	**10,574**	**189,597**	**18.645%**	**5**
SADTU				227,437	227,437		
CTPA				5,487	5,487		
TOTAL				**232,924**	**232,924**	**22.906%**	**5**
SAPU			60,295		60,295		
PEU				18,573	18,573		
TOTAL			**60,295**	**18,573**	**78,868**	**7.756%**	**4**
GRAND TOTAL	**256,072**	**254,670**	**146,789**	**359,332**	**1,016,863**	**100.000%**	**35**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

9.4 PSCBC Provincial Vote Weights and Membership

MEMBERSHIP STATISTICS – EASTERN CAPE PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	7,026	2	7,028	
SAMA	430	1	431	
TOTAL	**7,456**	**3**	**7,459**	**6.159%**
HOSPERSA*	5,593		5,593	
NATU	7	614	621	
NUPSAW	1,116	41	1,157	
TOTAL	**6,716**	**655**	**7,371**	**6.086%**
NAPTOSA	142	9,041	9,183	
SAOU	32	1,305	1,337	
TOTAL	**174**	**10,346**	**10,520**	**8.686%**
NEHAWU	19,496	75	19,571	
PAWUSA	2,355	66	2,421	
TOTAL	**21,851**	**141**	**21,992**	**18.158%**
POPCRU	172		172	
SASAWU	4,102	96	4,198	
SADNU	3,144		3,144	
TOTAL	**7,418**	**96**	**7,514**	**6.204%**
PSA	12,583	3,582	16,165	
UNIPSA				
NPSWU	22		22	
TOTAL	**12,605**	**3,582**	**16,187**	**13.365%**
SADTU	126	48,785	48,911	
CTPA	5	1,118	1,123	
TOTAL	**131**	**49,903**	**50,034**	**41.311%**

trade union membership to councils

MEMBERSHIP STATISTICS – EASTERN CAPE PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU				
PEU	3	35	38	
TOTAL	**3**	**35**	**38**	**0.031%**
GRAND TOTAL	**56,354**	**64,761**	**121,115**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - FREE STATE PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	1,876		1,876	
SAMA	272		272	
TOTAL	**2,148**		**2,148**	**3.929%**
HOSPERSA*	2,404	579	2,983	
NATU	3	83	86	
NUPSAW	16		16	
TOTAL	**2,423**	**662**	**3,085**	**5.643%**
NAPTOSA	202	4,683	4,885	
SAOU	178	3,374	3,552	
TOTAL	**380**	**8,057**	**8,437**	**15.433%**
NEHAWU	11,480	14	11,494	
PAWUSA	517	5	522	
TOTAL	**11,997**	**19**	**12,016**	**21.980%**
POPCRU	444	2	446	
SASAWU	447	89	536	
SADNU	1,404		1,404	
TOTAL	**2,295**	**91**	**2,386**	**4.364%**
PSA	11,257	845	12,102	
UNIPSA				
NPSWU				
TOTAL	**11,257**	**845**	**12,102**	**22.137%**
SADTU	65	14,172	14,237	
CTPA	52	184	236	
TOTAL	**117**	**14,356**	**14,473**	**26.474%**

trade union membership to councils

MEMBERSHIP STATISTICS - FREE STATE PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	15	1	16	
PEU	1	5	6	
TOTAL	**16**	**6**	**22**	**0.040%**
GRAND TOTAL	**30,633**	**24,036**	**54,669**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - GAUTENG PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	8,948	2	8,950	
SAMA	1,437		1,437	
TOTAL	**10,385**	**2**	**10,387**	**11.094%**
HOSPERSA*	8,767	27	8,794	
NATU	94	431	525	
NUPSAW	975	19	994	
TOTAL	**9,836**	**477**	**10,313**	**11.015%**
NAPTOSA	611	8,676	9,287	
SAOU	175	3,374	3,549	
TOTAL	**786**	**12,050**	**12,836**	**13.709%**
NEHAWU	21,953	19	21,972	
PAWUSA	412	19	431	
TOTAL	**22,365**	**38**	**22,403**	**23.927%**
POPCRU	353	4	357	
SASAWU	666	29	695	
SADNU				
TOTAL	**1,019**	**33**	**1,052**	**1.124%**
PSA	13,048	701	13,749	
UNIPSA				
NPSWU	788		788	
TOTAL	**13,836**	**701**	**14,537**	**15.526%**
SADTU	52	21,905	21,957	
CTPA		31	31	
TOTAL	**52**	**21,936**	**21,988**	**23.484%**

trade union membership to councils

MEMBERSHIP STATISTICS - GAUTENG PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	7	3	10	
PEU	100	5	105	
TOTAL	**107**	**8**	**115**	**0.123%**
GRAND TOTAL	**58,386**	**35,245**	**93,631**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - KWAZULU-NATAL PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	10,028	3	10,031	
SAMA	1,161		1,161	
TOTAL	**11,189**	**3**	**11,192**	**7.010%**
HOSPERSA*	12,857	1,322	14,179	
NATU	277	25,031	25,308	
NUPSAW	9,376	332	9,708	
TOTAL	**22,510**	**26,685**	**49,195**	**30.811%**
NAPTOSA	346	5,415	5,761	
SAOU	27	786	813	
TOTAL	**373**	**6,201**	**6,574**	**4.117%**
NEHAWU	17,456	12	17,468	
PAWUSA	930	8	938	
TOTAL	**18,386**	**20**	**18,406**	**11.528%**
POPCRU	170	5	175	
SASAWU	155		155	
SADNU	1,399		1,399	
TOTAL	**1,724**	**5**	**1,729**	**1.083%**
PSA	17,583		17,583	
UNIPSA				
NPSWU	8,199	39	8,238	
TOTAL	**25,782**	**39**	**25,821**	**16.172%**
SADTU	532	42,799	43,331	
CTPA		2	2	
TOTAL	**532**	**42,801**	**43,333**	**27.140%**

trade union membership to councils

MEMBERSHIP STATISTICS - KWAZULU-NATAL PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	21	3,274	3,295	
PEU	5	116	121	
TOTAL	**26**	**3,390**	**3,416**	**2.139%**
GRAND TOTAL	**80,522**	**79,144**	**159,666**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - LIMPOPO PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	6,685	1	6,686	
SAMA	351		351	
TOTAL	**7,036**	**1**	**7,037**	**7.028%**
HOSPERSA*	4,240	2	4,242	
NATU	1	39	40	
NUPSAW	1,531	14	1,545	
TOTAL	**5,772**	**55**	**5,827**	**5.820%**
NAPTOSA	97	660	757	
SAOU	32	1,070	1,102	
TOTAL	**129**	**1,730**	**1,859**	**1.857%**
NEHAWU	17,812	8	17,820	
PAWUSA	160	8	168	
TOTAL	**17,972**	**16**	**17,988**	**17.965%**
POPCRU	406	1	407	
SASAWU	54	6	60	
SADNU	890		890	
TOTAL	**1,350**	**7**	**1,357**	**1.355%**
PSA	12,929	426	13,355	
UNIPSA	2,329	23	2,352	
NPSWU	50		50	
TOTAL	**15,308**	**449**	**15,757**	**15.737%**
SADTU	222	39,788	40,010	
CTPA				
TOTAL	**222**	**39,788**	**40,010**	**39.959%**

trade union membership to councils

MEMBERSHIP STATISTICS - LIMPOPO PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	181		181	
PEU	41	10,070	10,111	
TOTAL	**222**	**10,070**	**10,292**	**10.279%**
GRAND TOTAL	**48,011**	**52,116**	**100,127**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - MPUMALANGA PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	2,936		2,936	
SAMA	288		288	
TOTAL	**3,224**		**3,224**	**5.280%**
HOSPERSA*	2,736	5	2,741	
NATU	26	1,154	1,180	
NUPSAW	218	2	220	
TOTAL	**2,980**	**1,161**	**4,141**	**6.782%**
NAPTOSA	138	2,371	2,509	
SAOU	62	1,641	1,703	
TOTAL	**200**	**4,012**	**4,212**	**6.899%**
NEHAWU	14,760	17	14,777	
PAWUSA	72		72	
TOTAL	**14,832**	**17**	**14,849**	**24.321%**
POPCRU	447		447	
SASAWU	159	16	175	
SADNU	484		484	
TOTAL	**1,090**	**16**	**1,106**	**1.811%**
PSA	7,264	620	7,884	
UNIPSA	286	4	290	
NPSWU	48		48	
TOTAL	**7,598**	**624**	**8,222**	**13.467%**
SADTU	66	21,819	21,885	
CTPA		3	3	
TOTAL	**66**	**21,822**	**21,888**	**35.850%**

trade union membership to councils

MEMBERSHIP STATISTICS - MPUMALANGA PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	9	1	10	
PEU	67	3,336	3,403	
TOTAL	**76**	**3,337**	**3,413**	**5.590%**
GRAND TOTAL	**30,066**	**30,989**	**61,055**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - NORTH WEST PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	3,613		3,613	
SAMA	251		251	
TOTAL	**3,864**		**3,864**	**6.246%**
HOSPERSA*	1,856	4	1,860	
NATU				
NUPSAW	1,924	81	2,005	
TOTAL	**3,780**	**85**	**3,865**	**6.247%**
NAPTOSA	254	4,168	4,422	
SAOU	66	1,864	1,930	
TOTAL	**320**	**6,032**	**6,352**	**10.267%**
NEHAWU	12,449	33	12,482	
PAWUSA	256	2	258	
TOTAL	**12,705**	**35**	**12,740**	**20.593%**
POPCRU	361	1	362	
SASAWU	505	12	517	
SADNU	700		700	
TOTAL	**1,566**	**13**	**1,579**	**2.552%**
PSA	9,391	510	9,901	
UNIPSA				
NPSWU				
TOTAL	**9,391**	**510**	**9,901**	**16.004%**
SADTU	571	21,107	21,678	
CTPA	1	13	14	
TOTAL	**572**	**21,120**	**21,692**	**35.062%**

trade union membership to councils

MEMBERSHIP STATISTICS - NORTH WEST PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	14		14	
PEU	68	1,792	1,860	
TOTAL	**82**	**1,792**	**1,874**	**3.029%**
GRAND TOTAL	**32,280**	**29,587**	**61,867**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT

MEMBERSHIP STATISTICS - NORTHERN CAPE PROVINCE AS AT 31 DECEMBER 2006

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
DENOSA	3,613		3,613	
SAMA	95		95	
TOTAL	**3,708**		**3,708**	**18.337%**
HOSPERSA*	1,178	4	1,182	
NATU				
NUPSAW	2	1	3	
TOTAL	**1,180**	**5**	**1,185**	**5.860%**
NAPTOSA	14	487	501	
SAOU	50	1,144	1,194	
TOTAL	**64**	**1,631**	**1,695**	**8.382%**
NEHAWU	3,022	5	3,027	
PAWUSA	1,627	12	1,639	
TOTAL	**4,649**	**17**	**4,666**	**23.075%**
POPCRU	361	1	362	
SASAWU	21		21	
SADNU	323		323	
TOTAL	**705**	**1**	**706**	**3.491%**
PSA	3,301	166	3,467	
UNIPSA				
NPSWU				
TOTAL	**3,301**	**166**	**3,467**	**17.146%**
SADTU	20	4,030	4,050	
CTPA	1	730	731	
TOTAL	**21**	**4,760**	**4,781**	**23.644%**

trade union membership to councils

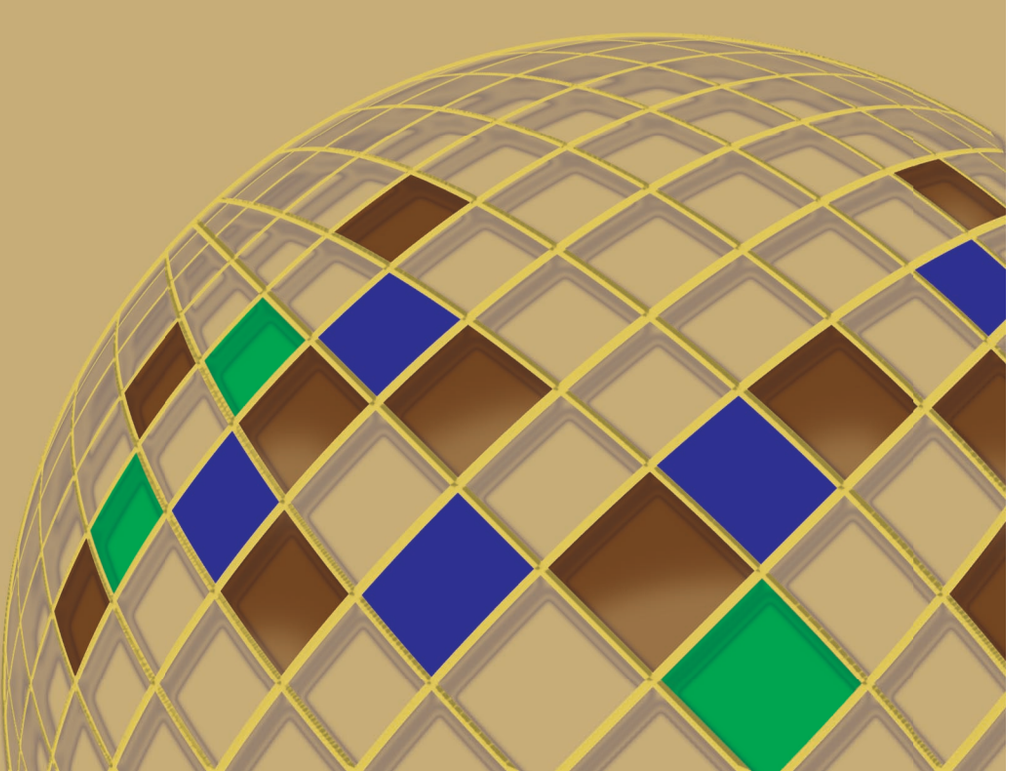
MEMBERSHIP STATISTICS - NORTH WEST PROVINCE AS AT 31 DECEMBER 2006 (cont.)

TRADE UNION	MEMBERSHIP			VOTE WEIGHT
	NON-EDUCATORS	EDUCATORS	TOTAL	
SAPU	3		3	
PEU		10	10	
TOTAL	**3**	**10**	**13**	**0.064%**
GRAND TOTAL	**13,631**	**6,590**	**20,221**	**100%**

* NAME - HOSPERSA/ NUPSAW/ NATU - IN TERMS OF ACTING TOGETHER AGREEMENT


MRC
M-
M+
150
3460
1780
1810
1250
945
1705
720

ANNUAL FINANCIAL STATEMENTS



10. Annual Financial Statements

The reports and statements set out below comprise the annual financial statements presented to the members:

10.1 *Report of the Independent Auditors* 92

10.2 *Report of the Council* 93

10.3 *Balance Sheet* 94

10.4 *Income Statement* 95

10.5 *Statement of Changes in Equity* 96

10.6 *Cash Flow Statement* 97

10.7 *Notes to the Financial Statements* 98-104

10.8 *Supplementary schedule not forming part of the annual financial statements: Detailed Income Statement* 107

10.9 *Departmental Report* 108

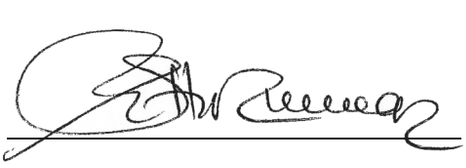
COUNCILS' RESPONSIBILITY STATEMENT

The Council is responsible for the maintenance of adequate accounting records and the preparation and integrity of the financial statements. The financial statements have been prepared in accordance with the South African statements of Generally Accepted Accounting Practice.

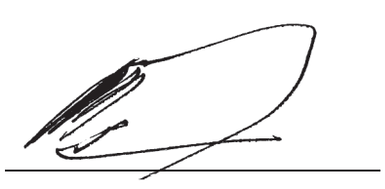
The Council is also responsible for the Council system of internal controls. These are designed to safeguard, verify and maintain accountability of assets and to prevent and detect misstatement and deficit. Nothing has come to the attention of the Council to indicate that any material breakdown in the functions of these controls, procedures and systems has occurred during the financial year under review.

The Council believes that the PSCBC will be a going concern in the year ahead, for this reason they continue to adopt the going concern basis of preparing the annual financial statements.

The annual financial statements set out on pages 92 to 106 were approved by the Executive Committee on 11 July 2008 and are signed on their behalf by:



GENERAL SECRETARY



CHAIRPERSON

10.1 Report of the Independent Auditors to the members of PSCBC

Report on the Financial Statements

We have audited the annual financial statements of Public Service Co-ordinating Bargaining Council, which comprise the councils' report, the balance sheet as at 31 March 2008, the income statement, the statement of changes in equity and cash flow statement for the year then ended, a summary of significant accounting policies and other explanatory notes, as set out on pages 92 to 106.

Council's responsibility for the Financial Statements

Council is responsible for the preparation and fair presentation of these financial statements in accordance with South African Statements of Generally Accepted Accounting Practice. This responsibility includes: designing, implementing and maintaining internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error; selecting and applying appropriate accounting policies; and making accounting estimates that are reasonable in the circumstances.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by the members, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the council as of 31 March 2008, and of the financial performance and its cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice, and in the manner required by the bargaining council's constitution



Xabiso Chartered Accountants Incorporated
Registered Auditors

Per: Lindani Dhlamini
Woodmead
Johannesburg
13 August 2008

10.2 Report of the Council for the year ended 31 March 2008

The council has pleasure in presenting their annual report on the activities of the council for the year ended 31 March 2008.

Nature of Business

The Public Service Co-ordinating Bargaining Council (PSCBC) has been registered in terms of Section 35 and 36 of the Labour Relations Act, 1995, as amended.

The objectives of the council, within its registered scope, are to –

(a) Generally enhance labour peace in the public service;
(b) Promote a sound relationship between the employer and its employees;
(c) In terms of the Act and this constitution, negotiate and bargain collectively to reach agreement on matters of mutual interest to the employer and employees represented by admitted trade unions in the council;
(d) Provide mechanisms for the prevention and resolution of disputes between –
    (i) The employer and trade unions admitted to the council;
    (ii) The employer and trade unions not admitted to the council; and
    (iii) The employer and employees, where the employer has the requisite authority to resolve such disputes;
(e) Conclude, supervise and enforce collective agreements;
(f) Comply with its powers and duties in terms of the Act and this constitution;
(g) Consider and deal with such other matters as may affect the interests of the parties to the council; and
(h) Promote effective communication and co-ordination between the council and sectors.

Council

The following persons acted on the leadership structure of the council during the year under review:

Members	Date Appointed
Mrs. Shamira Nanalal Huluman (General Secretary)	01/01/1999
Mr. Tshivhidzo Meshack Ravuku (Chairperson)	18/07/2007
Mr. Mpfariseni Erasmus Phophi (Vice Chairperson Employer)	18/07/2007
Dr. Alex Lesiba Mahapa (Vice Chairperson Labour)	18/07/2007

All Executive Committee members receive regular information about the Council in order to equip themselves to actively participate in the meetings. Members have access to management and the General Secretary for any further information they require. The Executive Committee meets monthly and retains full and effective control over the Council's business and monitors executive management through a structured approach to reporting and accountability. The non-executive members bring independence judgement to bear on issues of strategy, performance and resources.

Country of Registration

South Africa

Physical Address

PSCBC Offices, Building A
260 Basden Avenue
Lyttelton, Centurion 0176

Registered Office

PO Box 3123
Lyttelton South 0176

Auditors

Xabiso Chartered Accountants
The Woodlands Office Park
1st Floor Building 22B
20 Woodlands Drive
Woodmead 2191

annual financial statements

for the year ended 31 March 2008

Bankers
Nedbank Limited

Subsequent Events
There has been no material subsequent events that occurred between year-end and the date of this report.

Tangible Assets
The nature and policy relating to the use of the tangible assets remained unchanged during the year under review.

	Notes	2008 R	2007 R
10.3 Balance Sheet as at 31 March 2008			
ASSETS			
Non-current assets			
Property, plant and equipment	2	1,240,671	1,422,452
Current assets		41,760,986	42,107,789
Trade and other receivables	3	317,121	200,184
Cash and cash equivalents		41,443,865	41,907,605
Total assets		**43,001,657**	**43,530,241**
EQUITY AND LIABILITIES			
Capital and reserves			
Accumulated Funds		14,899,574	13,327,492
Non-current liabilities			
Special Projects	4	5,079,649	10,537,094
Current liabilities		23,022,434	19,665,655
Trade and other paybles	5.1	981,879	262,747
Trade union funds	5.2	22,040,555	19,402,908
Total equity and liabilities		**43,001,657**	**43,530,241**

10.4 Income Statement for the year ended 31 March 2008

	Notes	2008 R	2007 R
Levies received	6	13,334,807	12,731,991
Other income		430,101	746,568
Operating expenses		(13,463,685)	(11,530,499)
Operating surplus	7	301,223	1,948,060
Investment income	8	1,270,859	836,067
Finance cost		–	(158,499)
Surplus for the year		**1,572,082**	**2,625,628**

	Accumulated Funds R
10.5 Statement of Changes in Equity for the year ended 31 March 2008	
Balance at 01 April 2006	10,701,864
Surplus for the year	2,625,628
Balance at 31 March 2007	13,327,492
Net surplus for the year	1,572,082
Balance at 31 March 2008	**14,899,574**

10.6 Cash Flow Statement for the year ended 31 March 2008

	Notes	2008 R	2007 R
Cash flow from operating activities			
Cash (utilised in)/generated by operating activities	9.1	1,283,629	(1,120,692)
Interest paid		–	(158,499)
Interest received		1,270,859	836,067
Net cash (outflow)/inflow from operating activities		2,554,488	(443,124)
Cash flow from investing activities			
Additions to property, plant and equipment		(198,429)	(1,302,378)
Cash flow from financing activities			
(Decrease) in special projects		(5,457,446)	(340,521)
Increase in trade unions funds		2,637,647	–
Net (decrease) in cash and cash equivalents		(463,740)	(2,086,023)
Cash and cash equivalents at beginning of the year		41,907,605	43,993,628
Cash and cash equivalents at end of the year	9.2	**41,443,865**	**41,907,605**

10.7 Notes to the Financial Statements for the year ended 31 March 2008

1. ACCOUNTING POLICIES

The principal accounting policies of the Council, which are set out below, have been applied consistently in all material respects.

1.1 Basis of preparation

The financial statements which are set out on pages 92 to 106 are prepared in accordance with, and in compliance with South African Generally Accepted Accounting principles. The financial statements are prepared in accordance with the going concern principle under the historical cost basis, except for items carried at fair value.

1.2 Revenue

Levies are recognised to the extent that it is probable that the economic benefits will flow to the council and levies can be reliably measured. Levies are measured at the fair value of the consideration received or receivable.

The following specific recognition criteria must also be met before revenue is recognised.

Telephone Income - Sectors

PSCBC recovers the cost of calls used by other sectors (i.e. GPSSBC, PHSDSBC and SSSBC) as it provides them with service telecommunications system (MAN3000) on which they can make calls.

Interest Income

Interest income is accrued on a time basis, by reference to the principle outstanding and at the interest rate applicable

1.3 Property, plant and equipment

Property, plant and equipment are stated at cost excluding the cost of day-to-day servicing, less accumulated depreciation and any impairment value. Historical cost includes the cost of replacing part of such office furniture and computer equipment when the cost is incurred, if the recognition criteria are met.

Property, plant and equipment are depreciated on the straight-line basis estimated to write each asset down to estimated residual value over the term of its useful life.

Residual values, useful lives and depreciation methods of these assets are reviewed annually and adjusted if necessary. Where the estimated residual value is greater than the original cost, depreciation is not charged on the asset.

The estimated useful lives are as follows:

Motor Vehicle	5 years
Office Equipment	5 years
Recording Equipment	5 years
Office Furniture	5 years
Computer Hardware equipment	3 years
Computer Software	2 years

The Council assesses at each reporting date whether there is an indication that an asset may be impaired. If any such indication exists, or when annual impairment testing for an asset is required, the council makes an estimate of the asset's recoverable amount.

An asset's recoverable amount is the higher of an asset's fair value less costs to sell and its value in use.

Where the carrying amount of an asset exceeds its recoverable amount, the asset is considered impaired and is written down to its recoverable amount.

In assessing value in use, the estimated future cash flows are discounted to their present value using a pre-tax discount rate that reflects current market assessments of the time value of money and the risks specific to the asset.

The fair value less costs to sell is determined by reference to the selling price in a binding sales agreement in an arms length transaction. Where this is not available, a valuation technique is used.

An item of property, plant and equipment is derecognised upon disposal or when no future economic benefits are expected from its use or disposal. Any gain or deficit arising on derecognition of the asset (calculated as the difference between the net disposal proceeds and the carrying amount of the asset) is included in the income statement in the year the asset is derecognised.

1.4 Financial instruments

Measurement
Financial instruments are recognised when the council becomes party to the contractual provisions of the instrument and derecognised when the council is no longer bound by these provisions.

All the financial instruments are initially recorded at fair value, plus in the case of investments not at fair value through profit & loss, including directly attributable transactions costs. Subsequent to initial recognition, these assets are measured as set out below.

Financial assets
Cash and cash equivalents
Cash and short term deposits in the balance sheet comprise cash at banks and on hand and short term deposits with an original maturity of three months or less. These financial instruments are subsequently measured at amortised cost using the effective interest rate method. For the purpose of the cash flow statement, cash and cash equivalent consist of cash and cash equivalents as defined above.

Trade and other receivables
Trade receivables are recognised and carried at the amortised cost which approximates the original invoice amount, less any impairment provisions made for non-collectability.

Financial liabilities and equity instruments
Financial liabilities and equity instruments are classified according to the substance of the contractual arrangements entered into. Significant financial liability includes, overdraft and trade and other payables.

Trade and other payables
Trade and other payables are subsequently carried at amortised cost, using effective interest method. Gains and losses are recognised in net profit or losses when liabilities are derecognised as well as through amortisation process

Impairment of financial assets
The council assesses at each balance sheet date whether a financial asset or group of financial assets is impaired.

Notes to the Financial Statements for the year ended 31 March 2008 (cont.)

Assets carried at amortised cost
If there is objective evidence that an impairment loss on loans and receivables carried at amortised cost has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows (excluding future credit losses that have not been incurred) discounted at the financial asset's original effective interest rate (i.e. the effective interest rate computed at initial recognition). The carrying amount of the asset shall be reduced either directly or through use of an allowance account. The amount of the loss shall be recognised in profit or loss.

The council first assesses whether objective evidence of impairment exists individually for financial assets that are individually significant, and individually or collectively for financial assets that are not individually significant.

If it is determined that no objective evidence of impairment exists for an individually assessed financial asset, whether significant or not, the asset is included in a group of financial assets with similar credit risk characteristics and that group of financial assets is collectively assessed for impairment. Assets that are individually assessed for impairment and for which an impairment loss is or continues to be recognised are not included in a collective assessment of impairment.

If, in a subsequent period, the amount of the impairment loss decreases and the decrease can be related objectively to an event occurring after the impairment was recognised, the previously recognised impairment loss is reversed. Any subsequent reversal of an impairment loss is recognised in the income statement, to the extent that the carrying value of the asset does not exceed its amortised cost at the reversal date.

Derecognition of financial assets and liabilities
Financial assets
A financial asset (or where applicable a part of a financial asset of or part of similar financial assets) is derecognised when:

- The right to receive cash flows from the asset have expired;
- The Council retains the right to receive cash flows from the asset, but has assumed an obligation to pay them in full without material delay to a third party under a "pass through" arrangement; or
- The Council has transferred the rights to received cash flows from the asset and either (a) has transfers substantially the risks and rewards of ownership of the asset, or (b) has neither transferred not retained substantially the risk and rewards of the asset, but has transferred control of the asset.

Where the Council has transferred the right to receive cash flows from an asset and has transferred nor retained substantially all the risks and rewards of the asset nor transferred control of asset, the asset is recognised to the extent of the Council's continued involvement in the asset. Continuing involvement that takes the form of a guarantee over the transferred asset is measured at the lower if the original carrying amount of the asset and maximum amount of the consideration that the Council could repay.

Where continued involvement takes form of a written and/or purchase option (including a cash settled option or similar provision) on the transferred asset, the extent of the Council's continuing involvement is the amount of the transferred asset that the Council may repurchase, except that in the case of a written put option (including a cash settled option or similar provision) on an asset measured at fair value, the extent of the Council's continued involvement is limited to the lower of the fair value of the transferred asset and the option exercise price.

Financial liabilities
A financial liability is derecognised when the obligation under the liability is discharged or cancelled or expired. Where an existing financial liability is replaced by another from the same lender on substantially different terms, or the same lender of an existing liability, are substantially modified, such an exchange or modification is treated as a derecognizing of the original liability and recognition of new liability, and the difference in respective carrying amounts is recognised in the income statement.

1.5 Operating leases

Leases where the lessor retains the risks and rewards of ownership of the underlying asset are classified as operating leases. Payments made under operating leases are charged against income on a straight line basis over the period of the lease.

1.6 Provisions

Provisions are recognised when the Council has a present legal or constructive obligation as a result of past events, for which it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate of the amount of the obligation can be made.

1.7 Cash and Cash Equivalents

For the purpose of the cash flow statement, cash and cash equivalents comprise cash on hand, deposits held on call with banks net of bank overdrafts, all of which are available for use by the Council unless otherwise stated.

1.8 Significant accounting judgments and estimates

There are no significant judgments and estimates made by management other than those disclosed.

Notes to the Financial Statements for the year ended 31 March 2008 (cont.)

2. Property, plant and equipment (cont.)

2008	Motor Vehicle R	Computer Equipment R	Computer Software R	Office Furniture and Equipment R	Total R
Beginning of the year					
Cost	179,152	1,014,332	770,192	1,712,535	3,676,211
Accumulated depreciation	(71,661)	(783,664)	(671,161)	(727,273)	(2,253,759)
Net book value	107,491	230,668	99,031	985,262	1,422,452
Additions	–	87,857	45,213	65,358	198,428
Depreciation	(35,830)	(78,044)	(40,505)	(225,829)	(380,208)
Balance at year	71,661	240,481	103,739	824,791	1,240,671
Made up as follows:					
Cost	179,152	1,102,190	815,405	1,777,893	3,874,640
Accumulated depreciation	(107,491)	(861,709)	(711,666)	(953,104)	(2,633,970)
Net book value	71,661	240,481	103,739	824,791	1,240,671

2007	Motor Vehicle R	Computer Equipment R	Computer Software R	Office Furniture and Equipment R	Total R
Beginning of the year					
Cost	179,152	836 498	723,788	634,395	2,373,833
Accumulated depreciation	(35,830)	(670,995)	(530,089)	(440,776)	(1,677,690)
Net book value	143,322	165,503	193,699	193,619	696,143
Additions	–	177,834	46,404	1,078,140	1,302,378
Depreciation	(35,831)	(112,669)	(141,072)	(286,497)	(576,069)
Balance at year	107,491	230,668	99,031	985,262	1,422,452
Made up as follows:					
Cost	179,152	1,014,332	770,192	1,712,535	3,676,211
Accumulated depreciation	(71,661)	(783,664)	(671,161)	(727,273)	(2,253,759)
Net book value	107,491	230,668	99,031	985,262	1,422,452

		2008 R	2007 R
3.	*Trade and other receivables*		
	Deposits	53,643	48,644
	Study loans and bursaries	57,241	63,622
	Staff loans and advances	8,965	5,798
	Provident fund control-Staff debtors	8,618	-
	Accrued income	6,000	-
	Medical aid control staff debtors	24,422	-
	Inter-companies	95,812	82,120
	SARS control account	62,420	-
		317,121	200,184
4.	*Special projects*		
	Opening balance	(10,537,094)	(10,877,616)
	Interest received (projects)	(426,669)	(595,293)
	Bank charges (projects)	1,343	1,113
	Travel & Accomodation	-	934,702
	Research Study tours (Nordic, Mexico & USA)	3,997,455	-
	Research: Resolution 1 of 2007	64,040	-
	Regional and world congress (IIRA/IRASA, India & Cape Town)	961,683	-
	Capacity building programmes	59,784	-
	Partnership strategy (Botswana delegation)	3,409	-
	10th year celebration	723,776	-
	Inter-banking accounts	72,626	-
	Closing balance	(5,079,649)	(10,537,094)
5.	*Trade and other payables*		
5.1	**Accounts payable is made up of the following**		
	Accrued expense	642,577	40,197
	Salary control	40,524	-
	Retirement annuity control	34,055	-
	Nedbank credit card	4,838	-
	Staff bursary	8,840	-
	Inter-banking accounts	67,787	-
	OID (Workmen's Compensation) control account	2,652	-
	Provision for leave	180,606	222,550
		801,273	**40,197**

Notes to the Financial Statements for the year ended 31 March 2008 (cont.)

		2008 R	2007 R
5.2	**– Trade Unions funds**	**22,040,555**	**19,402,908**
	Opening balance / suspense account (agency)	**(19,402,908)**	**23,240,036**
	Agency fee income (agency)	(85,023,797)	(77,786,808)
	Interest received (agency)	(1,849,822)	(1,284,031)
	Bank charges (agency)	9,595	9,812
	Interest paid	635,664	483,381
	Legal fees recovered	(160,630)	111,098
	Admin fees paid	7,200	67,771
	Inter-bank accounts	(11,766)	-
	Sundry suppliers	(6,000)	-
	Received and allocated	**(86,399,556)**	**(78,398,777)**
	SADTU	19,143,182	17,374,345
	PSA	15,532,233	13,822,006
	NEHAWU	12,987,731	16,192,922
	POPCRU	9,724,406	8,453,875
	HOSPERSA	8,632,943	7,725,492
	NAPTOSA	5,261,729	5,815,032
	SAPU	5,111,801	4,872,506
	DENOSA	4,036,576	5,377,488
	PEU	1,588,919	880,955
	PAWUSA	1,284,802	1,327,485
	SAMA	457,588	393,798
	Distributions made during the year	**83,761,909**	**82,235,903**
6.	*Levies received*		
	- Levies	13,334,807	12,731,991
7.	*Operating surplus for the year*		
	Operating Surplus is arrived at after including following:		
	Employee costs	5,072,846	3,222,232
	Auditor's remuneration – Audit fee	84,531	78,090
	Depreciation – Property, plant, equipment	380,211	576,068
	Lease Rental	2 655,711	2,346,220
	Premises	2,244,093	2,027,526
	Equipment	411,618	318,694
8.	*Investment income*		
	Interest received	**1,270,859**	**836,067**

		2008 R	2007 R
9.	**Notes to the Cash Flow Statement**		
9.1	**Reconciliation of surplus/ (deficit) for the year to cash generated/ (utilised) by operations**		
	Surplus for the year	1,572,082	2,625,628
	Adjusted for:		
		(932,591)	(101,499)
	Depreciation	380,211	576,068
	Interest received	(1,270,859)	(836,067)
	Finance Cost	-	158,499
	Movements in provisions	(41,943)	-
	Operating surplus before working capital changes	639,491	2,524,129
	WORKING CAPITAL CHANGES		
	(Increase)/decrease in trade and other receivables	(116,937)	28,746
	(Increase)/decrease in trade and other payables	761,075	(3,673,566)
		1,283,629	(1,120,692)
9.2	**Cash and cash equivalents**		
	Petty cash	336	996
	Short Term Deposit	11,756,418	10,704,229
	Bank and cash	29,687,111	31,202,380
		41,443,865	41,907,605

Notes to the Financial Statements for the year ended 31 March 2008 (cont.)

	2008 R	2007 R
10. Commitments		
Operating Lease Commitments		
The future minimum lease payments under non-cancellable operating leases are as follows:		
Not later than 1 year	2,098,984	1,878,345
Later than 1 year and not later than 5 years	7,265,516	9,589,139
	9,368,500	11,467,484

10.8 Detailed Income Statement for the year ended 31 March 2008

	2008 R	2007 R
Income	15,035,766	14,314,627
Levies	13,334,807	12,731,991
Donations	-	500,000
Admin fees received	7,200	67,772
Telephone income sectors	422,901	-
Interest received	1,270,859	836,067
Other income	-	178,796
Expenses	13,463,685	11,688,998
Advertising and recruitment	93,567	52,110
Arbitration and conciliation costs	367,962	364,015
Auditor's remunerations	84,531	78,090
Bank charges	33,202	30,480
Case management fees	368,271	248,100
Chairperson's fees	51,088	-
Cleaning	99,856	103,264
IT expenses	608,982	334,591
Condolence fund	4,684	20,927
Consulting fees	129,686	161,220
Depreciation	380,211	576,068
Electricity	87,390	-
Insurance	77,956	62,879
Interest paid	-	158,499
Lease rentals	2,655,711	2,346,220
Legal fees	18,810	1,710
Media and resource centre	225,737	181,556
Meetings, conferences, workshops and seminars	1,090,150	1,589,564
Motor vehicles expenses	23,004	23,536
Postages and courier services	11,352	313
Printing and stationery	221,958	168,546
Provincial chambers	252,661	773,391
Refreshments	17,343	18,469
RSC levies	-	2,024
Repairs and maintenance	418,405	334,637
Salaries	5,072,846	3,222,232
Security	18,606	20,679
Staff training	248,066	68,627
Telephone and fax	463,525	351,418
Training parties	102,830	364,344
Team building	165,198	-
Travel - secretariat	24,682	31,489
Subscriptions	7,972	-
Sector expenses	37,443	-
Surplus for the year	**1,572,082**	**2,625,628**

10.9 Departmental Report

10.9.1 Terms of reference of the Financial Committee

The following duties are assigned to the Financial Committee:

- Formulate financial policies and procedures;
- Recommend practical ways of implementing these policies;
- Review budgets and recommend to Council;
- Review financial statements and ensure that financial policies and procedures are adhered to;
- Discuss the audited financial statements and management report with the auditors;
- Consider and recommend the acquisition of capital expenditure items within the budget;
- Discuss and manage the expenditure of special projects; and
- Cash flow management (including treasury functions).

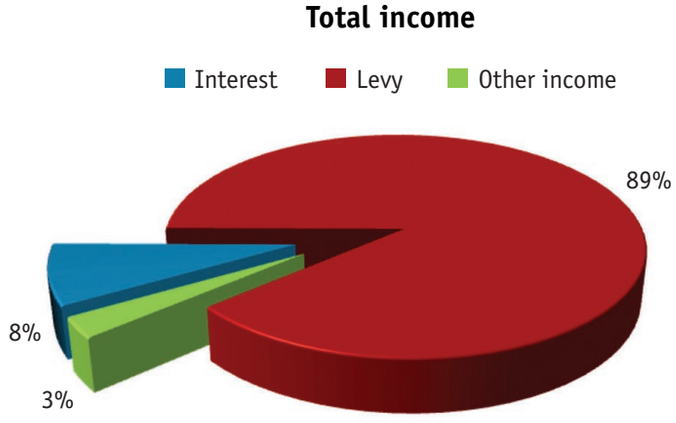
10.9.2 Financial analysis

a. Total income – Levy account

The overall income during the 2007/2008 financial year was R15 035 766 of which:

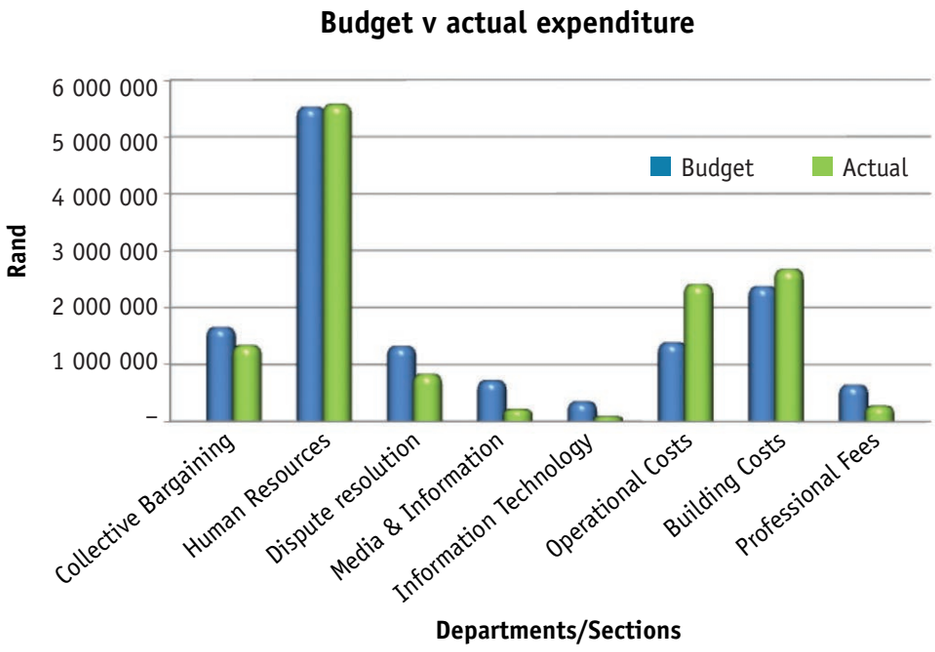
- 89% is generated from the public service levies as per the PSCBC Levy Agreement (Resolution 5 of 2003);
- 8% is the interest earned from those levies; and
- 3% is telephone income from sector councils and administration fees received.

This income is less than the projected income of 14 025 200 for the year and that leaves the Council with a project income short-fall of 690 393.



b. Total expenditure – Levy Account

The overall expenditure for the Council during the 2007/2008 financial year amounts to R13 463 685 still below the projected expenditure of R14 025 200.
The graph below depicts the departmental expenditures:



Council recorded a net surplus of R1.5m for the 2007/2008 financial year. This surplus is largely due to interest earned on the investment account and the remaining portion is the telephone income from sectors and administration fees.

c. Special Projects Account

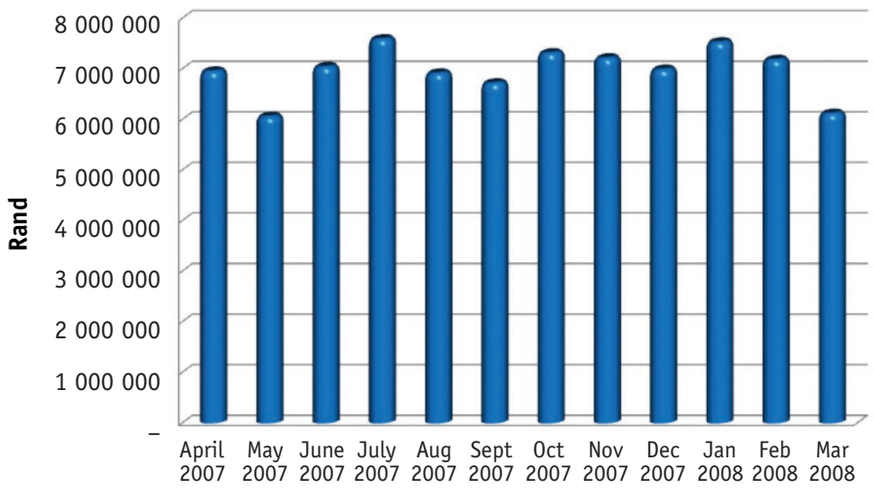
The Special Projects Account was created by Council to provide funding for projects related to research, training and development, implementation of partnerships and international relations.

The closing balance of this account as at the end of the financial year was R 2.6 million, less the loan of R1.6 million made to PSCBC Levy Account in 2004.

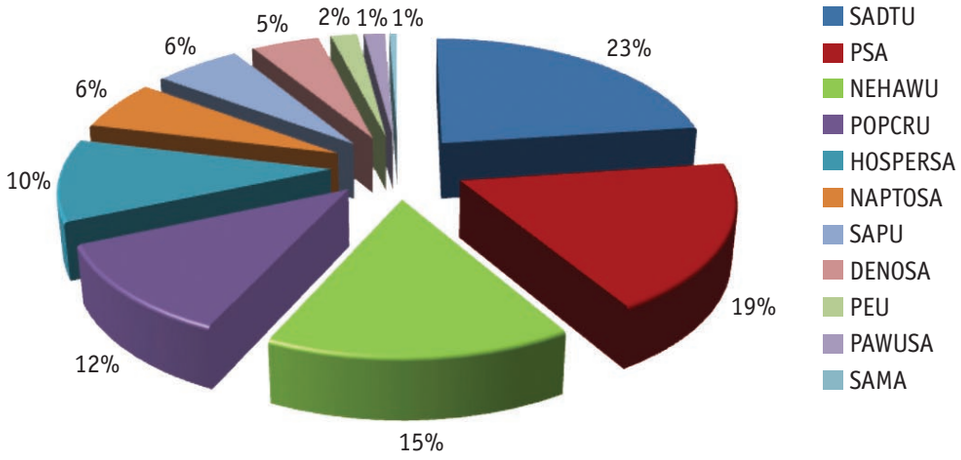
d. Agency Shop Fee Account – Disbursements to Admitted Trade Unions

The allocations for the period under review was R86 399 556.

Agency fee payments



Agency fees paid



PSCBC requires unions to submit audited financial statements of the separate agency fee accounts by June of each year. Those unions which do not meet the deadline are entitled to request an extension until the end of September. Should unions not submit such reports, agency fee payments are withheld, until such reports are submitted to Council.

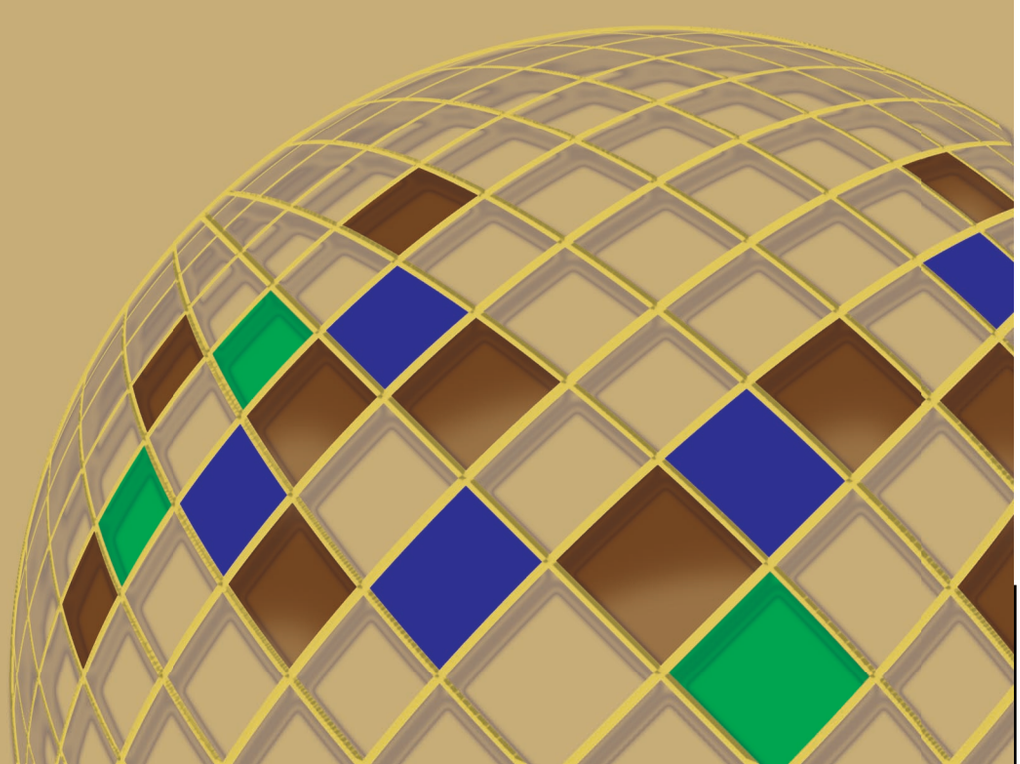
These statements are submitted to Council's auditors to monitor compliance with the requirements of the collective agreement and the provisions of the LRA, with regard to the usage of the funds.

e. ***Investment Call Account***

Council has invested surplus funds into a Call Account. A balance of R11.7 million is reflected in the account as at the end of the financial year.

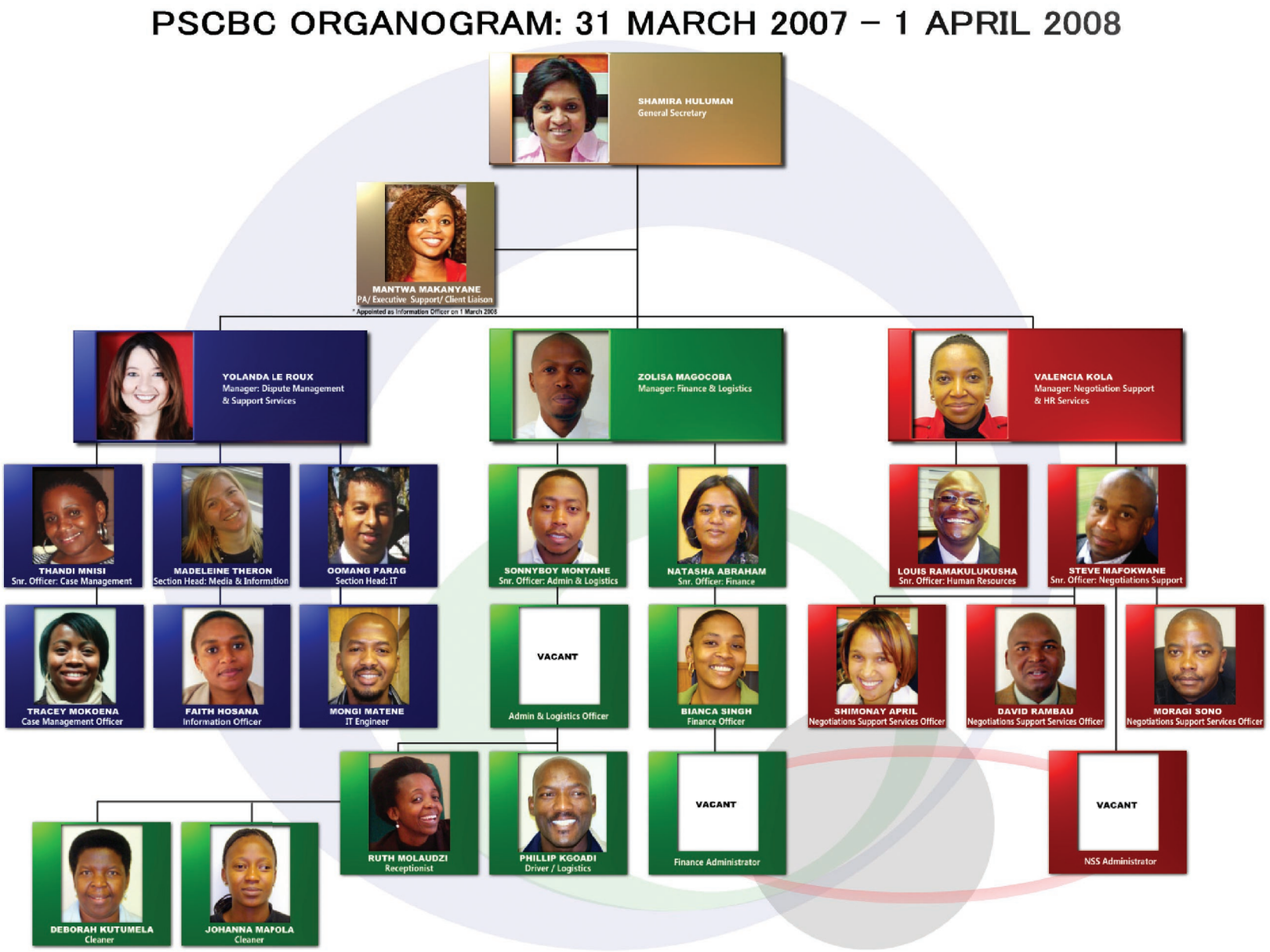


SECRETARIAT PROFILE



11. Secretariat Profile

11.1 Organogram



11.2 Representivity Profiles

Race

RACE	%
African	68%
Coloured	9%
Indian	14%
White	9%

Gender

GENDER	%
Male	41%
Female	59%

11.3 Staff movement

11.3.1 Dismissals

Two employees were dismissed for misconduct subsequent to disciplinary enquiries.

11.3.2 Resignations

Ms. F. Hosana resigned from the post of Information Officer.

11.3.3 Staff Transfers

(i) Mrs. S. April was transferred from the post of Personal Assistant to the General Secretary to the post of the Negotiations Support Services: Officer (National) with effect from 1 April 2007; and

(ii) Ms. M. Makanyane was transferred from the post of the Personal Assistant to the General Secretary to the post of Information Officer with effect from 1 March 2008.

11.4 Appointments

The following posts were filled during the period under review:

POSITION	NAME OF EMPLOYEE	DATE OF APPOINTMENT
Manager: Negotiations Support and Human Resources Services	Ms. Valencia Kola	1 April 2007
Senior Officer: Administration and Logistics	Mr. Sonnyboy Manyane	16 April 2007
Negotiations Support Services: Officer (Provincial Chambers)	Mr. Moragi Sono	1 May 2007
Senior Officer: Human Resources	Mr. Louis Ramakulukusha	1 May 2007
Senior Officer: Negotiations Support Services	Mr. Steve Mafokoane	11 June 2007
PA to the General Secretary	Ms. Mantwa Makanyane	2 July 2007
Information Technology Engineer	Mr. Mongi Matene	3 July 2007

POSITION	NAME OF EMPLOYEE	DATE OF APPOINTMENT
Cleaners	Ms. Johanna Mapola Ms. Jermina Kutumela	1 June 2007
Senior Officer: Finance	Ms. Natasha Abraham	1 December 2007
Finance Officer	Ms. Bianca Singh	1 March 2008
Officer: Case Management	Ms. Tracey Mokoena	1 March 2008

Employees with disabilities

The PSCBC has not succeeded in attracting people with disabilities in any of its categories of employment during this financial year.

11.5 Vacancies

The following vacancies exist in the PSCBC and will be filled in the next financial year:

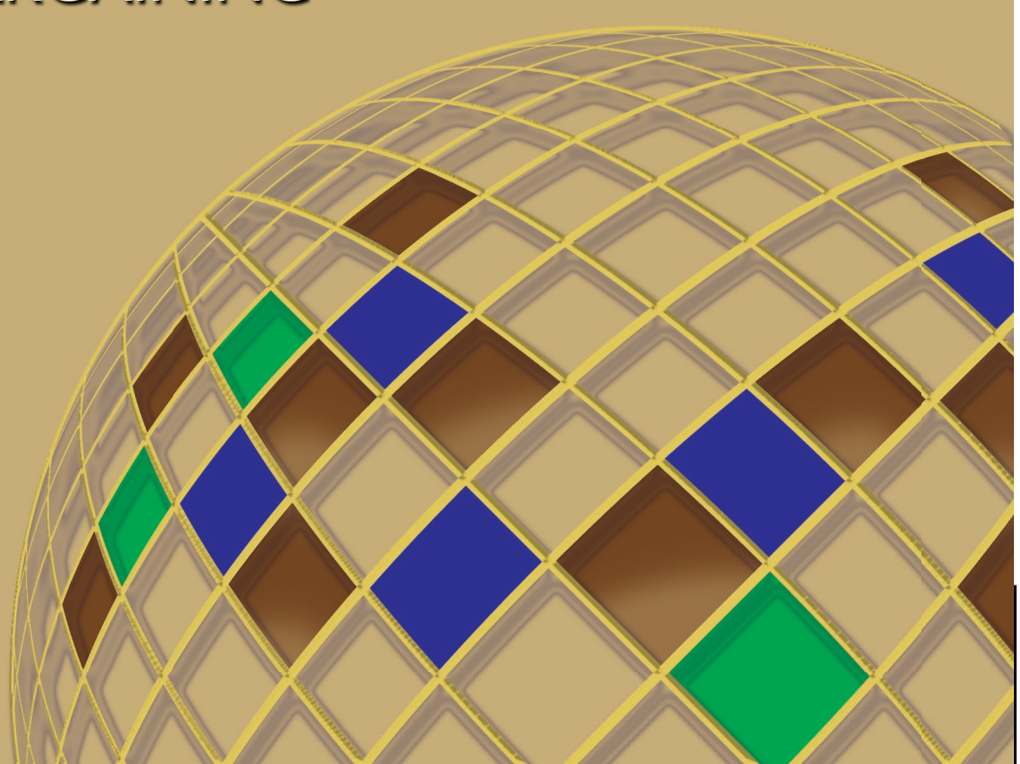
- Personal Assistant to the General Secretary; and
- Human Resources Administrator.

11.6 Bursaries and study loans awarded

During the 2007/2008 financial year, the following bursaries and study loans were awarded to staff members:

BURSARY/STUDY LOANS AWARDED	EMPLOYEE
BA Commerce	Zolisa Magocoba
Bachelor of Arts	Mantwa Makanyane
B-Tech: Labour Relations Management	Thandi Minisi
B-Tech: Labour Relations Management B-Tech: Human Resources Development	Louis Ramakulukusha
Post graduate Diploma: Labour Law	Steve Mafokoane
Post graduate Diploma: Labour Law	Moragi Sono
MCSE	Mongi Matene
N Dip: Logistics Management	Phillip Kgoadi
N Dip: Civil Law Administration	David Rambau
Certificate in Office Administration	Johanna Mapola

REPORTS OF SECTORAL BARGAINING COUNCILS



12. Reports of Sectoral Bargaining Councils

12.1 Education Labour Relations Council (ELRC)

12.1.1 Introduction

This is not a performance report, but rather, highlights from the Accounting Officer's report. A performance report, in terms of the PFMA, was tabled at the ELRC AGM on 14 August 2007.

This report highlights key activities of the ELRC for the Financial Year **1 April 2007** to **31 March 2008.**

Vision

To strive towards the continuous maintenance and promotion of labour peace, accomplished in the spirit of parties to the Council working together and contributing towards the transformation and development of a quality South African Public Education sector.

Mission

To be the leading provider of quality, effective, efficient and non-partisan administration and facilitative mechanisms for Labour Peace and for the development of a quality South African Public Education sector.

12.1.2 Overview

The Council

The Education Labour Relations Council (ELRC) derives its authority from the Labour Relations Act (LRA) as amended and its constitution and is a registered public entity that complies with the Public Finance Management Act (PFMA) of 1999, and Treasury Regulations.

The overriding aim of the ELRC is to provide labour relations services to its key stakeholders, in their pursuit of providing quality services in public education.

The core business of the Council is:

1. To provide an independent and impartial forum for the resolution of disputes in the sector; and
2. To provide a forum for negotiations and consultations in matters of mutual interest in the sector at both national and provincial levels.

ELRC Constitution

One of the significant achievements for the period under review was the extension of the scope of the Council's constitution to include bargaining and dispute resolution for the FET sector.

Further Education and Training Colleges (FETC) Sector

During the period under review the ELRC facilitated the implementation of the FETC Act No. 16 of 2006 which saw two collective agreements being concluded; Collective Agreement No. 4 of 2007, Implementation of the Further Education and Training Colleges Act Number 16 of 2006 and Collective Agreement No.5 of 2007, Further Agreement on the Transfer of Employees from the Department of Education to Individual FET Colleges.

Collective agreement No. 4 of 2007 identified the process by which the employment contracts of educators who were appointed by the State at Further Education and Training (FET) institutions would be transferred from the State, as employer, to the Council

of the College. This agreement binds all employees who are members of trade union parties. The agreement contained guidelines to promote the effective, efficient and fair implementation of the FETC Act of 2006. The ELRC appointed facilitator/s in each province to coordinate the transfer of employment contracts from the provincial education departments to the colleges.

Collective agreement No. 5 of 2007 is a further agreement on the transfer of employees from the Department of Education to individual FET Colleges. The purpose of the agreement was to ensure that the transfer from the old employer (Departments of Education) to the new employer (Colleges) was conducted without disruption to the management and lecturing functions of the FET Colleges. It also ensured the adequate protection of the rights of the transferred employees. The parties agreed that the ELRC would create a bargaining unit for the FETC sector within the ELRC to deal with issues of mutual interest and provide dispute resolution services for the sector.

On day one of the inauguration of the FETC Employers' Organisation, a meeting with Mrs. Penny Vinjevold (DDG), of the Department of Education, saw the finalisation of Collective Agreement No. 5 of 2007 and the FETC Employer's Organisation constitution was finalised. Presentations by Mr. M Govender and Dr. BS Mahlobo, informed the principals on their roles and responsibilities in governing and managing FET colleges. In the evening, provincial breakaway sessions were held to nominate the Executive Committee candidates for the FETC Employer's Organisation.

On the second day the constitution of the FETC Employer's Organisation was adopted and the FETC Employer's Organisation was officially launched on 3 November 2007.

12.1.3 Dispute Resolution and Support Services

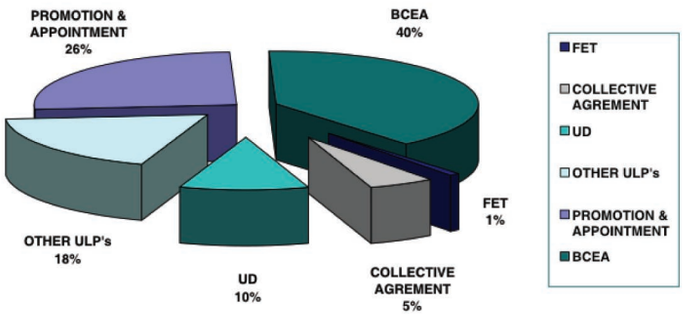
12.1.3.1 Dispute Resolution Services

This is one of the core functions of the Council, as provided in the constitution, which sets out the objectives of the Council. These are, inter alia, to maintain and promote labour peace and to prevent and resolve labour disputes.

A total of 955 disputes were referred to the ELRC for the 2007/08 financial period. This marked an increase of 62% in the caseload from the previous financial year. This sharp increase in the caseload can be attributed to the increase in Basic Condition of Employment Act (BCEA) disputes that were referred to the ELRC. The increase in the number of BCEA disputes referred to the ELRC, were mainly related to deductions made to the salaries of educators for the period of the strike action during June 2007.

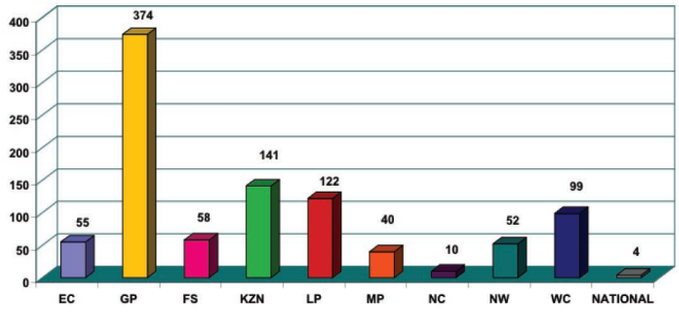
The breakdown of disputes referred to the Council related to:

BCEA	40%
Promotions and/or appointments	26%
Other Unfair Labour Practices	18%
Unfair Dismissal Disputes	10%
Interpretation and Application of Collective Agreements Disputes	5%
FET Disputes	1%



The caseload breakdown per province was as follows:

KwaZulu Natal	15%
Western Cape	10%
Gauteng	39%
Limpopo	13%
Eastern Cape	6%
Free State	6%
North West	5%
Mpumalanga	4%
Northern Cape	1%
National (Department of Education)	1%



12.1.3.2 Dispute Resolution Services: An update on the Development of Dispute Resolution Practitioners on the CCMA Commissioners' Accreditation Course

The ELRC provided the training of dispute resolution practitioners from both employer and employee parties during the 2006/07 financial year. The purpose of the training was to empower dispute resolution practitioners, who were involved in dispute resolution and prevention activities, with the relevant knowledge on labour law and the practical application thereof. The training would also benefit the ELRC by increasing efficiency in the dispute resolution process. A total of 187 officials enrolled for the CCMA training course.

The training of dispute resolution practitioners on the accredited CCMA commissioner modules took place in all nine provinces. The training commenced in the second quarter of 2006 and was completed in 2008. Approximately 89% of the 135 practitioners who wrote the exam, managed to complete at least three modules of the training (Substantive law, Conciliation, Jurisdictional Rulings). Fifty percent of the originally enrolled participants managed to complete all the modules. While only 50% of the initial participants managed to be exposed to all six modules, a significant number of practitioners were equipped with the basic skill to approach labour disputes. This in itself is a great benefit to both the unions and the employer alike in empowering

their representatives to be more au fait with the labour law and practical implementation thereof. A total of R 4, 357 million was budgeted for the project, however, the actual expenditure for the project amounted to R2, 904,443.

It is envisaged that an additional arbitration module will be catered for in the 2008/09 financial year to give those participants who were unsuccessful, an opportunity to complete the training in its entirety.

12.1.4 Negotiations Support Services

The ELRC facilitates negotiations at both national and provincial level in accordance with its vision to promote labour peace within the public education sector.

12.1.4.1 National

The period under review was characterised by a substantial increase in activities, in comparison to the previous year, resulting in a significant increase in the rate of achievement. A total of 6 collective agreements were concluded namely:

Collective Agreements concluded in the period under review

- Collective Agreement No. 2 of 2007: Shop Stewards in Education;
- Collective Agreement No. 3 of 2007: The Levy Agreement addressed the financial crisis that confronted the Council and subsequently contributed to the Council's objectives of promoting and maintaining labour peace within public education through dispute prevention and resolution. The parties to Council all agreed in principle to increase the levy from R1.50 to R5 on either side. This levy increase came into effect in August 2007; and
- Collective Agreement No.4 and 5 of 2007. The ELRC continued to play a crucial role in the improvement of quality public education by contributing towards government's broader objectives of skills development (ASGISA, JIPSA), by successfully facilitating the implementation of the Further Education and Training Colleges Act, No. 16 of 2006. The resolutions that were concluded to give way to this process subsequently necessitated the amendment of the ELRC constitution to extend the scope so as to cater for the educators in the sector.

Collective Agreements concluded and signed in new financial year

- Collective Agreement No. 1 and 2 of 2008: Parties to Council concluded negotiations for the framework for Occupation Specific Dispensation (OSD) for educators in the period under review. The agreements were however only signed on the 3rd April 2008.



Draft Collective Agreements

- Draft Collective Agreement: FETC Bargaining Unit
- Draft Collective Agreement: Amendments to tariffs and other conditions of service regarding persons who perform duties in respect of public examinations.

12.1.4.2 Provincial

Four provincial agreements were concluded.

KwaZulu Natal Chamber

- Collective Agreement No. 1 of 2007 dealt with distribution of ECD posts for 2007.
- Collective Agreement No. 2 of 2007 addressed Post Provisioning Norms.
- Collective Agreement No. 3 of 2007 dealt with Surplus Educators.

Limpopo Chamber

- Collective Agreement No. 1 of 2007: The permanent appointment of temporary educators at Further Education and Training Colleges (FETC), which resulted in 262 FET college lecturers being declared permanent.

12.1.5 Support Services

5th African Regional Congress of the International Industrial Relations Association (IIRA)

The Industrial Relations Association of South Africa (IRASA) and the Congress Organising Committee hosted the 5th African Regional Congress of the International Industrial Relations Association (IIRA). The Congress commenced on 26 March 2008 and ended on 28 March 2008. The opening session of the symposium was held at the University of Cape Town's Graduate School of Business. The ELRC was well represented at the Congress. Mr. Heins Worst of the Communication, Information, Reporting and Accounting (CIRA) Services Department of the ELRC contributed to the success of the conference by branding the entire conference and taking responsibility for the layout and design of all pamphlets, notices, brochures and banners.

The theme of the Congress was: ***Realising Decent Work in Africa: a Shared Vision of Growth and Improved Quality of Life in a Globalising World***. Some of the main issues discussed were: securing improved quality of work and life; combating discrimination and child labour; enhancing social dialogue and democratic governance in the workplace; skills development and the building of efficient labour market institutions to ensure the monitoring and effective implementation of policies. The congress consisted of plenary and workshop sessions and a special workshop on the public sector convened, as the Public Sector in Africa is particularly important for the realisation of the Decent Work in Africa Agenda.

The ELRC provided administrative support at the congress and sponsored printing and registration for some delegates, which amounted to R10 000.

ELRC – HIV/AIDS Intervention programme

The ELRC commissioned the Human Science Research Council (HSRC) to undertake the first-ever comprehensive study on Supply and Demand of teachers in public education, of which one of the components was the Impact of HIV/AIDS on public educators in South Africa, in 2003. Based on the findings of this Report, the Prevention, Care and Treatment Access Project (PCTA) was initiated in the three South African provinces most impacted by HIV and AIDS. The project provided the first comprehensive effort to deliver HIV/AIDS programming dedicated exclusively to educators living with and affected by HIV/AIDS. Through this effort, levels of union capacity have begun to evolve to a higher level and many valuable lessons have been learned. Building on the lessons learned, and in an effort to ensure indigenous ownership and leadership of the efforts, the ELRC through its HIV/AIDS Intervention Programme,stepped forward to implement the next phase of the PCTA project nationwide, with the AFT offering ongoing technical assistance.

reports of sectoral bargaining councils

The goal for Phase II of the PCTA project is to reduce the number of new HIV infections among educators and their families and mitigate the impact of HIV and AIDS on educators and their families by expanding access to Voluntary Counselling and Testing (VCT), Anti-Retroviral Therapy (ART), and care and support for those living with and affected by HIV/AIDS. While the goal of this workplace project is directly related to the impact of HIV/AIDS among educators and their families, the ELRC believes a critical secondary outcome of this project is improving the education sector's capacity to ensure effective HIV prevention, care, and support programmes for learners as well.

12.1.6 Financial and Management Accountability

The ELRC in complying with the PFMA, Treasury Regulations and other Treasury prescripts, is audited by the Auditor-General. The ELRC's financial and management reporting is in accordance with Generally Recognised Accounting Practices (GRAP).

The Auditor-General performs a total audit, including a review of the performance information of the Council. The Audit Committee, an independent committee appointed by the Council, draws its authority from the Audit Committee Charter. It ensures financial and management compliance and accountability.

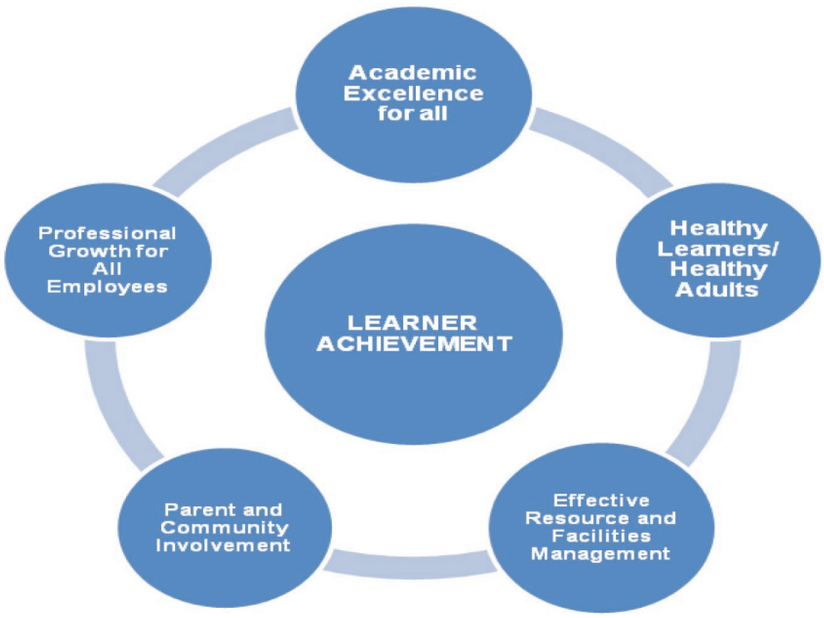
The Accounting Officer and the Chief Financial Officer of the ELRC presented the Council's Annual Report to the Education Portfolio Committee of the National Assembly in Parliament in October 2007, and its Three-Year Strategic Plan in May 2008.

The sole source of income of the Council is the levy collected from the employer and employees (equal amounts on both sides). The parties to the ELRC all agreed, in principle to increase the levy from R1.50 to R5 on either side. This levy increase came into effect in August 2007.

Once again, Parliament was satisfied with the excellent planning and reporting of the ELRC and its contributions to public education in South Africa in particular and Africa in general.

12.1.7 Way Forward for Negotiations and Consultations in the ELRC

Negotiations in the ELRC must address the 5 key focus areas, as identified in the diagram below, with the overall aim of improving learner achievement as an important indicator of the health of the Public Education system.



12.1.8 Conclusion

The Accounting Officer is satisfied with the output and delivery of the core business services of the Council. This report demonstrates the commitment of the Council to the principles of transparency, accountability and service delivery.

The ELRC enables the state and trade unions to work together to ensure quality public education for all.

12.2 General Public Service Sector Bargaining Council (GPSSBC)

12.2.1 Overview

The General Public Service Sector Bargaining Council (GPSSBC) was established in terms of Section 35 read with Section 37 of the Labour Relations Act (66 of 1995) by designation through PSCBC Resolution 10 of 1999.

Subsequent to its designation by the PSCBC in 1999, the GPSSBC was registered with the Registrar of Labour Relations. The registration took effect on the 28th July 1999 and the official inauguration of the Council was held on the 7th of September 1999.

The Council received full accreditation in terms of Section 52 and Section 127 of the LRA from the Governing Body of the Commission for Conciliation, Mediation and Arbitration (CCMA) to perform the dispute resolution functions as listed in Section 51 of the Labour Relations Act, with effect from the 1st June 2000.

Scope

The GPSSBC covers employees who fall within the scope of the PSCBC, but who do not fall within the scope of the Education Labour Relations Council (ELRC), the Public Health and Welfare Sectoral Bargaining Council (PHWSBC), or the Safety and Security Sectoral Bargaining Council (SSSBC).

The scope embodies 267 480 public servants employed within the nine (9) provincial administrations, comprising of eighty-two (82) provincial Departments, and thirty-one (31) national departments/schedule 1 components.

Vision

"To be the leading Sectoral Bargaining Council in the Public Service."

Mission

"To promote sound labour relations and to ensure industrial stability within the sector through effective collective bargaining, dispute management and good governance."

GPSSBC Values

Integrity through:
- Honesty
- Effective Service Delivery

Efficiency through:
- Productivity
- Best work methods, practices, procedures and systems to achieve set goals
- Excellent services

Accountability through:
- Desire to perform well
- Accepting accountability for own behavior
- Commitment

Equity through:
- No unfair discrimination
- Gender equality
- Integration of disability issues
- Affirmative action

12.2.2 Strategic Objectives of Council

Create an enabling environment for collective bargaining:

- Develop shared understanding of transformation in the public sector
- Develop a shared bargaining agenda
- Foster a healthy partnership between parties

Promote effective and expeditious dispute resolution and prevention:

- Strengthen dispute prevention
- Improve dispute resolution
- Reduce cost of dispute resolution
- Develop internal capacity
- Service level management of panelist

Create and maintain effective and efficient administration:

- Improve oversight and control of chambers
- Develop support capabilities and processes
- Develop internal capacity

Promote good governance and effectively manage risk:

- Align and comply with principles of good governance
- Develop proper delegations of authority
- Develop policies and procedures

Develop an effective communication strategy:

- Develop stakeholder communication strategy
- Improve profile/corporate image of the GPSSBC

Optimize relationship with the PSCBC:

- Determine legal status
- Determine scope of operational autonomy
- Define relationship with other sector councils

Engage in strategic conversation through partnerships:

- Engage in sector research
- Engage in and influence strategic forums
- Form strategic partnerships

12.2.3 Parties to Council (GPSSBC)

The scope of the GPSSBC comprises of the State as employer, and admitted trade unions. In terms of the constitution of Council, trade unions must meet a threshold of 30 000 members for admission. The trade unions admitted to Council are National Education, Health and Allied Workers Union (NEHAWU), Police and Prisons Civil Rights Union (POPCRU) and Public Servants Association (PSA).

As per the provision of the constitution, registered trade union parties may enter into working-together arrangements. In the 2007/2008 reporting period, the following working-together arrangements were applicable in Council:

- NEHAWU acting together with PAWUSA and HOSPERSA;
- POPCRU acting together with DENOSA and SASAWU;
- PSA acting together with UNIPSA, NPSWU and NUPSAW

12.2.4 Management of Council

The constitution provides for the appointment of an Executive Committee who amongst others is responsible for the day to day management of the Council. The Executive Committee comprises of:

- The Chairperson
- Deputy Chairperson - Employer
- Deputy Chairperson - Labour
- Three representatives nominated/elected from Labour
- Three representatives nominated/elected from the Employer
- The Secretary to Council – ex officio

12.2.5 Collective Bargaining

It is an imperative for the Council in terms of the LRA and its constitution to negotiate and bargain collectively to reach agreement on matters of mutual interest.

The constitution of the GPSSC provides the basis for collective bargaining within the sector. It is the aim of the Council in terms of the LRA and its constitution to negotiate and bargain collectively to reach agreement on matters of mutual interest.

Collective Agreements signed:

For the period under review, the following collective agreements were concluded:

RESOLUTION	NAME OF RESOLUTION
Resolution 1 of 2007	Transfer of Employees from the Department of Education to the Further Education and Training Colleges
Resolution 2 of 2007	Amendment of Domicilum Executandi
Resolution 1 of 2008	Occupational Specific Dispensation for Legally Qualified Employees

Chambers:

Overview

The GPSSBC resolution established chambers for national departments which fall within the scope of the Council and the nine (9) provincial administrations. The Council established these structures with the view to re-align collective bargaining and promote uniformity within the sector.

Collective Agreements in Chambers:

The following collective agreements were forwarded to Council for ratification:

RESOLUTION	OUTCOME
Resolution 1 of 2007 Special Leave – Department of the Premier – Chamber for the Free State Provincial Government	Council did not ratify this resolution. The issue was identified as a policy issue and as such the chamber was advised that the document may be implemented in the department as a policy.
Resolution 2 of 2007 Restructuring Department of Housing – Chamber for the National Department of Housing	Council did not ratify this resolution. It was found that the agreement does not comply with the Public Service Regulations in as far as it relates to restructuring.

Further Education and Training Colleges Bargaining Unit:

Overview

The GPSSBC concluded Resolution 1 of 2007, (Transfer of Employees from the Department of Education to Individual Further Education and Training Colleges).

The agreement gives effect to the transfer of employees from the old employer to the new employer in terms of section 20 and section 54 of the Further Education and Training Colleges Act 16 of 2006 (FETC) read with section 197 of the LRA.

The agreement further ensures that the transfer of employees is carried out in a fair, equitable and transparent manner.

Implementation of Resolution 1 of 2007

Clause 3.9 of Resolution 1 of 2007 states:

3.9 Transitional arrangements-

(a) All parties to this agreement confirm that the GPSSBC shall create a bargaining unit for the FET sector, within the GPSSBC, and shall accordingly make provision for such to take effect from 1 January 2008.

Launching of FETC Bargaining Unit

Resolution 1 of 2007 requires the GPSSBC to establish a bargaining unit for the FETC.

It is envisaged that the bargaining unit will be launched by July 2008.

12.2.6 Case Management

Overview

The GPSSBC derives its statutory power to resolve disputes from section 52 and section 127 of the LRA 66 of 1995 (as amended). In terms of the aforementioned sections, the Governing Body of the Commission for Conciliation, Mediation and Arbitration (CCMA) accredits the Council to perform the dispute resolution functions listed in section 51 of the LRA. These functions are further limited and / or restricted to parties within the scope of the Council.

The following disputes are not dealt with by the Council but, must, in terms of the provisions of the LRA, be dealt with by the CCMA:

- disclosure of information - sections 16 and 89 of the Act;
- organisational rights - chapter III part A of the Act;
- agency shop disputes - section 25 of the Act;
- closed shop disputes - section 26 of the Act;
- interpretation or application of collective bargaining provisions - section 63(1) of the Act;
- picketing disputes - section 69 of the Act; and
- workplace forum disputes - sections 86 and 94 of the Act.

Council furthermore derives powers and jurisdiction from the constitution and GPSSBC Resolution 4 of 2004 that governs the rules for conduct of proceedings. Council started its dispute resolution function on 1 June 2000.

12.2.7 Projects

The past year saw the Council engaged in the following projects:

Electronic Correspondence Management System

One of the strategic objectives of Council (GPSSBC) is to create and maintain effective and efficient administration as well as to promote good governance and effectively manage risk.

To achieve the above, the Council acknowledged the need to manage the workflow of records, documents and correspondence. The Council, therefore, procured through a tender process a system that would address these needs and improve service delivery by ensuring sound administration and limiting the risk factor.

The project was implemented in phases as of July 2007.
The introduction of the correspondence management system in the first phase of the implementation was a resounding success. Building on the momentum of phase one the implementation of the supply chain management process has resulted in equally satisfying results. The increased efficiencies in the procurement of services and goods for Council as well as the management of the service providers have proved to be an excellent tool to have.

The following phase to be implemented will give remote access to authorised users e.g. Commissioners of Council. This will allow a Commissioner to view case files electronically.

Partnerships

The UPAN Global Forum

The GPSSBC attended the 7th Global Forum on Reinventing Government at United Nations Headquarters in Vienna from 26 to 29 June 2007. The theme of the forum was "Building Trust in Government." A delegation of eight attended the forum.

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International Industrial Relations Association (IIRA)

The Council attended the 5th Regional African Congress of the International Industrial Relations Association in Cape Town, South Africa from the 25th -28th March 2008.

The theme of the conference was "Realising Decent Work In Africa; A Shared Vision Of Growth And Improved Quality Of Life In A Globalising World".

A delegation of 17 attended the congress.



12.3 Public Health and Social Development Sectoral Bargaining Council (PHSDSBC)

12.3.1 Scope

The Scope of PHSDSBC covers:

The state as employer and employees employed in:

- the Department of Health in the national sphere of Government;
- the nine departments of health in the provincial sphere of Government;
- the Department of Social Welfare in the national sphere of Government;
- the nine departments of social welfare in the provincial sphere of Government;
- all other employees who are employed in health and welfare facilities under the Public Service Act and the Correctional Services Act and their employers; and
- other health and welfare workers as defined in schedule 1 of the PHSDSBC's Constitution and employed under the Public Service Act and their employers.

12.3.2 Core objectives

- promotion of labour peace in the public health and social welfare sector;
- promote and maintain sound relationships between the employer and its employees;
- promote collective bargaining in the public health and social welfare sector;
- promote the effective and expeditious resolution of disputes in the public health and social welfare sector;
- promotion of the effective delivery of service to the community; and
- promotion of effective communication between the employer, its employees and the trade unions in the public health and welfare sector.

The Council's (PHSDSBC) broad mandate:

- negotiate collective agreements on matters of mutual interest;
- implement, monitor and enforce its collective agreements;
- implement and monitor those collective agreements that have been concluded in the PSCBC;
- prevent and resolve labour disputes between trade unions admitted to the Council (PHSDSBC) or its employees;
- administer funds to be used for resolving disputes, collective bargaining, and the general administration of the Council (PHSDSBC);
- raise, borrow, lend, levy and invest funds;
- develop policy proposals that may affect the sector;
- promote and establish training and education schemes; and
- exercise any other power or perform any other function that may be necessary or desirable to achieve the objectives of the Council (PHSDSBC).

12.3.3 The Council

- The Council (PHSDSBC) is the highest decision-making structure and is constituted by the following:

The employer in:

- The Department of Health in the national sphere of Government;
- The nine Departments of Health in the provincial spheres of Government;
- The Department of Social Development in the national sphere of Government;
- The nine Departments of social welfare in the provincial sphere of Government; and

Labour:

- DENOSA;
- HOSPERSA;
- NEHAWU;
- PSA; and
- NUPSAW.

- In terms of representation, the employer delegation is made up of 22 representatives drawn from the provincial and national spheres of health and welfare government departments; and
- conversely, Labour's representation was determined on the basis of membership figures as at December 2006. It was as follows:

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UNION	NUMBER OF MEMBERS AS AT 31 DECEMBER 2006	VOTE WEIGHT AS AT 31 DECEMBER 2006	NUMBER OF REPRESENTATIVES
NEHAWU (PAWUSA)	78 934 5 764 **84 698**	33.34%	5
DENOSA (SADNU) (SAMA)	51 370 8 380 5 626 **59 602**	25.74%	5
PSA (NPSWU)	44 970 7 407 **52 377**	20.62%	4
HOSPERSA	**41 481**	16.33%	4
NUPSAW	**10 088**	3.97%	3

12.3.4 Collective Bargaining and consultative processes

- The context within which to construe the work performed by the collective bargaining component is located within its strategic objective as encapsulated in the constitution and enhanced by the strategic plan, namely: the promotion of negotiation and collective bargaining to conclude collective agreements on matters of mutual interest to the employer and employees falling within the scope of the Council (PHSDSBC).
- Pursuant to this, the Council held a total of 39 meetings which culminated in the signing and adoption of the following watershed resolutions:

NAME OF RESOLUTION	PURPOSE
Resolution 2 of 2007 – Agreement on the Operation of Chambers of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC).	The purpose of this agreement is to re-align PHSDSBC chambers in each province and at a national level.
Resolution 3 of 2007 – Agreement on Implementation of an Occupational Specific Dispensation (OSD) for Nurses.	The objectives of this agreement are to: • Introduce an occupational specific remuneration and career progression system for Professional Nurses (Registered Nurses), Staff Nurses (Enrolled Nurses) and Nursing Assistants (Enrolled Nursing Assistants) who fall within the registered scope of PHSDSBC that provides for career pathing, pay progression, grade progression, recognition of appropriate experience, increased competencies, and performance with a view to attracting and retaining nursing professionals in all the identified occupations to the public health sector; • Introduce differentiated salary scales for identified categories of nursing professionals based on a new remuneration structure; and • Incorporate the existing scarce skills allowance payable to identified categories of specialty nurses into salary.
Resolution 4 of 2007 – Amendment to Rule 28(3) of the Rules for Conduct of the Proceedings before the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC).	The objective of this agreement is to amend Rule 28(3) of the Rules for Conduct of Proceedings of the PHSDSBC.

Inspired by the breakthrough on the aforementioned, the collective bargaining component continues to look for sustainable solutions on the following challenges:

- **Development of an Agreement on Co-ordination of Caucuses**
  A need was identified to clarify the role of Council in the facilitation of Employer and Labour caucuses. In view of this a draft resolution on the co-ordination of caucuses was developed and concluded. The document has been finalised and was presented to Council for signing.

- **Amendment to Full-time Shop Stewards Agreement**
  Council signed Resolution 1 of 2003 regarding full-time shop stewards. The aim of the resolution is to provide for rules that govern the appointment of full-time shop stewards (FTSS) in the sector. The agreement clarifies a number of issues including the eligibility of appointment as an FTSS, number of FTSS to be appointed, period of appointment, duties of FTSS and the obligations of the employer and trade union. Clause 9 of the resolution makes provision for the review of the agreement and hence pursuant to this clause a task team was established to deal with the review. Proposals were put forward by both the Employer and Labour. These proposals have been consolidated into the agreement. Consensus has been reached on a number of issues but there are still a few issues that remain in dispute. Parties are currently in the process of trying to resolve them.

- **Uniform Allowance**
  Council signed Resolution 1 of 2005 regarding uniform allowance. The objective of the agreement is threefold: Firstly, it provides for an allowance to be given to Professional Nurses, Staff Nurses and Nursing Assistants who are required to wear uniforms in the execution of their duties. Secondly, it provides for uniforms and protective clothing to all other employees who are required to wear uniforms or protective clothing. Thirdly, it seeks to achieve equity on the amount being paid to nurses for uniform allowance.

  In terms of the resolution, a task team needed to be established to deal with the review of the agreement. Pursuant to this clause, a task team has been established and the terms of reference have been developed. The review process is currently underway.

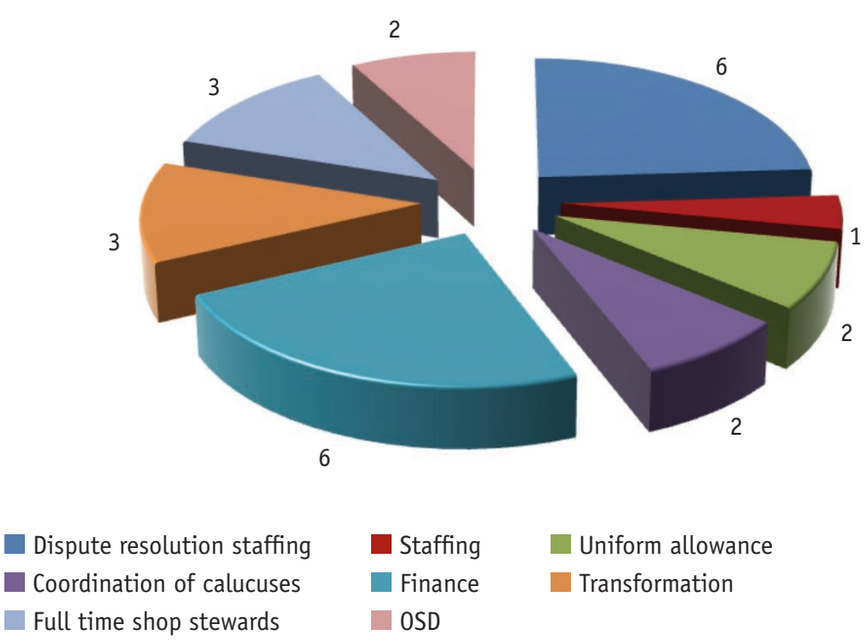
- **Pending matters:**
  The following issues have been carried forward from the previous financial period:
  - Increase in Salaries for Social Workers;
  - NALOMA PROJECT "Nurses doing other work outside their scope";
  - Scarce Skills and Rural Allowance; and
  - Minimum Service Agreement.

12.3.5 Committees and Task Teams

Provision is made in terms of the Councils' constitution for the establishment of committees in order to provide support to the collective bargaining process. Occasionally task teams are also established for this purpose. The establishment of these forums allows for more constructive engagement in dealing with many of the technical tasks facing Council.

During the period under review 8 committees/task teams were operative.

Committees and Task Teams Meetings 2007/2008



12.3.6 Provincial Chambers

Following the provision for the establishment of Health and Social Development Chambers as enshrined in the Councils' constitution, Resolution 2 of 2007 i.e. the Agreement on the Operation of PHSDSBC Chambers was developed.

The promotion of the resolution was achieved through the hosting of workshops throughout the provinces, which took place during the period August to September 2007.

Chambers in the Public Health and Social Development Sector enjoyed many successes during the period under review and the operation of chambers has remarkably improved. Though there is still work to be done to get chambers to function at its optimal level the Council acknowledges the great strides that have been made. The successes of the chambers are largely attributed to the skilled and committed representation of both the Employer and Labour parties within chambers, as well as the constructive guidance provided to chambers by the chamber secretaries.

The year ahead looks very promising, with Council committed to addressing the needs of provincial chambers. Activities planned for the year include operational planning sessions for chambers. This follows from the Strategic Planning Workshop for Council attended by chamber office bearers who were invited to participate. The other major activity planned is the Capacity Building Training Sessions for Chambers that will be addressing the following training needs:

- Negotiation Skills
- Collective Bargaining Skills
- Dispute Resolution Skills

Furthermore the Council will be embarking on a number of publicity campaigns, which will improve the profiling of chambers.

Dispute Resolution Committee

There were six (6) out of twelve (12) convened meetings as per the year planner. Meetings in March, April and June 2007 were hampered as a result of the public service strike.

Finance Committee

The Finance Committee successfully met six (6) times during the financial year under review. It dealt with the monthly financial statements, the format of reporting on a monthly basis, recommendations pertaining to office furniture, and amendments to the Finance Policy and Procedure Manual. In addition three (3) workshops were facilitated to deal with the financial policies and procedures.

Staffing Committee

The first meeting for the year was held on 6 March 2008 whereby the development of various HR policies were discussed.

Transformation Committee

The transformation committee met four (3) times during the financial year under review. The main projects dealt with by the committee were:

(a) The development of a programme for the capacity building training sessions to be conducted for Provincial Chambers;
(b) The development of ratification guidelines for chamber agreements;
(c) The development of proposals for publicity campaigns; and
(d) Consideration of chamber agreements requiring ratification.

The committee has been very successful in the work undertaken. To date a draft ratification agreement has been developed, and the terms of reference for the capacity building training has been finalised. Six (6) different publicity campaigns have been identified and needed to be finalised.

Uniform Allowance Task Team

The terms of reference for the task team were developed and adopted. The process of reviewing the agreement is underway.

Full-time Shop Steward Task Team

At the task team meetings held during the period under review the proposals made by the respective parties were considered and the issues in dispute were considerably narrowed. With regard to the remaining issues in dispute parties have undertaken to obtain mandates from their principals so that the issues in dispute can be resolved.

Co-ordination of Caucuses Task Team

The task team has concluded on its mandate. The agreement is ready for adoption.

Occupational Specific Dispensation Task Team

A number of problems with regard to the implementation of the OSD for nurses were identified and brought to the attention of Council. This resulted in the task team resolving to visit the respective provinces. A sub task team was then constituted and a visit to each of the provinces was undertaken. All provinces were visited between the period January 2008 to March 2008.

The purpose of the provincial visits was to obtain progress reports on the implementation process, in order to develop an understanding of the problems experienced by the provinces with a view to provide the necessary support.

During the visits undertaken the task team was provided with the progress reports required and from this they were able to provide guidance on some of the challenges raised. However, there were a number of challenges that could not be addressed but there is ongoing support being provided in respect of this process.

Dispute Management

The Dispute Management Department managed the following disputes during the period under review:

DISPUTES MANAGED DURING THE PERIOD 2007/2008	
NATURE OF DISPUTE	**NUMBER OF REFERRALS**
Unfair Labour Practice	372
Unfair Dismissal	239
Unilateral Change to Terms and Conditions	22
Interpretation or Application of Collective Agreements	54
Total	**687**

12.4 Safety and Security Sectoral Bargaining Council (SSSBC)

The Safety and Security Sectoral Bargaining Council (SSSBC) was established in terms of PSCBC Resolution 12 of 98. The SSSBC is a result of the amalgamation of the National Negotiating Forum (NNF) and the Department of Safety and Security Departmental Bargaining Council.

12.4.1 Scope

The State as employer and its employees employed in the South African Police Service in terms of:

- The South African Police Service Act; and
- The Public Service Act.

Admission Threshold: Thirty Thousand (30 000)

12.4.2 Parties to Council

- South African Police Services (SAPS);
- South African Police Union (SAPU); and
- Police and Prisons Civil Rights Union (POPCRU).

12.4.3 Accomplishments 2007/08

- **Regional and International Relations**
  The Council has, over the years, been attending regional and international seminars. This has assisted the Council in establishing networks with various organisations in the labour relations arena and in particular, the International Labour Organisation (ILO). Council members attended seminars hosted by the ILO, embarked on a study tour to the ILO Headquarters and further attended courses offered by the ILO. These include;

  ⇒ ILO Seminar on Enhancing Union Relations in Police Service of East Africa (Sept 2007)
  ⇒ Study tour to ILO Headquarters in Geneva and ILO Training Centre in Turin (Nov 2007)
  ⇒ ILO Course on Promoting Social Dialogue (Feb 2008)

  The ILO considers the Council to be one of the resource institutions in their drive to enhance management-union relations in the police services of East Africa. SSSBC is considered by the ILO as a model worth emulating within the African continent and the world over.

  This relationship with the ILO has greatly assisted in the growth and development of the Council.

- **Provincial Chambers**
  The constitution of the Council was amended to clearly outline the powers and functions of the chambers and to make provision for the appointment of independent Chairpersons and Secretaries at provincial level. The chambers have also been given powers to establish lower bargaining/consultation structures.

  Strategic Planning
  The strategic planning session was held on 17 - 19 March 2008, in Cape Town, for both parties to Council and provincial chambers.

  The purpose of the strategic planning was to discuss the plans and activities of the Council for 2008, as well as the role of provincial chambers in this regard.

Provincial chambers were tasked with making presentations on the following:

⇒ Feedback on Memorandum of Understanding;
⇒ Successes of the Chamber;
⇒ Challenges faced by the Chamber;
⇒ Number of meetings held; and
⇒ Chamber objectives and plans for 2008.

The strategic planning session was a success, and the Council will consolidate a report of the session and circulate it to provincial chambers.

- **Collective Bargaining**
  The following collective agreements were concluded in Council during the year under review:

  ⇒ Amendment to Agreement 4 of 2005: Utilisation of Funds Set Aside for Transformatory Measures in terms of PSCBC Resolution 7 of 1998 (Agreement 2 of 2007);
  ⇒ Agreement on Release of National Office Bearers (Agreement 3 of 2007);
  ⇒ Agreement on Overtime (Agreement 4 of 2007); and
  ⇒ Agreement to Amend the Constitution (Agreement 1 of 2008)

SSSBC Constitution 2008 and Dispute Procedure

The parties to the SSSBC have agreed to a new constitution which, in addition to removing those clauses of the founding constitution which are no longer relevant, contains several substantive changes and additions.

The constitution now provides for the appointment, not election, of an independent Chairperson and the appointment of two Vice-chairpersons, one nominated by the employer and the other by the trade unions. The Vice-chairpersons hold office for the same term as the Chairperson and alternatively act as Chairperson in the absence of the Chairperson, exercising all powers and performing all the functions and duties of the Chairperson. The composition of the executive committee has been altered to include the Vice-chairpersons and to increase the number of employer and trade union representatives from three to four.

A new clause 15 provides for the establishment of provincial bargaining chambers. A provincial chamber's scope, objectives and powers and functions are restricted to the province for which the chamber is established. The provisions relating to the Chairperson and Vice-chairpersons, the Secretary and meetings of the Council apply *mutatis mutandis* to provincial chambers. Any decision taken or collective agreement concluded by a provincial chamber requires ratification by the Council.

The negotiating procedures detailed in the constitution remain substantially the same. However a party to negotiations need no longer need to seek the opinion of the other parties within the 60-day period before declaring a dispute.

The Dispute Procedure, now Schedule 1 of the constitution, has been amended. Most amendments clarify the existing procedures and several provisions, including those dealing with pre-dismissal arbitrations, the taxation of bills of costs, condonation of the failure to comply with time-limits, variation and rescission of arbitration awards and subpoenas, have been moved from the Dispute Procedure to the Dispute Resolution Rules of the Council. Important additions include a provision entrenching the privacy and confidentiality of conciliation proceedings and provisions relating to the contents of certificates of outcome and advisory awards.

- **Transformation Projects**

⇒ *Women Development: Tactical Driving*

A total of 248 functional female members across all nine provinces were nominated to attend the Tactical Driving Courses. The main objective of the course was to teach drivers how to handle a motor vehicle at high speed and during dangerous manoeuvres.

The Tactical Driving Courses commenced in September 2006 and was completed by 31 July 2007.

⇒ *Women Development: HR Management Programme*

During the previous financial year, 50 female members registered for the Human Resource Management Programme at UNISA. The main aim of this project was to equip women in the SAPS to deal with personnel issues in an effective and efficient manner.

The duration of the programme was 12 months and learners received tuition through distance learning.

The programme consisted of the following four modules:

- The Human Resources Function
- Labour Relations
- Training and Development
- Human Relations

In order to obtain a Certificate in HR Management, (NQF level 6), members had to pass all four modules.

⇒ *Women Development: Tactical Policing Level II*

The aim of this course was to equip female SAPS members with theoretical and practical training in survival and dealing with day-to-day police activities etc.

40 members attended the course.

The course was presented over a period of five days. Assessment took the form of practical and written assignments.

⇒ *Community Service Centre Course: Train the Trainer*

This course forms part of the Service Delivery Improvement Programme.

The CSC course (Train the Trainer) was aimed at trainers and commanders who were based at the Community Services Centres at police stations. On completion of the course, the trainees were required to train personnel in the CSC on all related matters.

The objective of the project was to improve service delivery to the community. The trainers were trained to:

- Handle Community Service Centre registers
- Conduct inspections and open case dockets

⇒ *Crime Prevention Level 1: Train the Trainer*

The Crime Prevention Level 1 – Train the Trainer course also forms part of the Service Delivery Improvement Programme, contained in Agreement 4 of 2005.

The objectives of this course were to equip trainees with knowledge and skills on:

- Performing crime prevention operations;
- Approaching crime scenes;
- Conducting searches;
- Conducting operational planning of crime prevention operations;
- Approach and techniques when performing duties; and
- Partnership policing with the communities and other agencies.

The target group was functional SAPS members who were based at crime prevention units and Community Service Centres, members who performed operational police functions, trainers or unit commanders, who would then train members at their respective stations, unit commanders as well as unit members who worked with the community.

⇒ *Presentation and Facilitation Skills*

The need for Presentation Skills Training was identified within the SAPS, specifically for officers at all levels, who regularly make presentations to members of Parliament, the National Commissioner and the media.

The main aim of this project was to improve presentation skills within SAPS and labour organisations through a simulation programme.

The target group for this training was 80 SAPS and 20 labour members who make presentations on a regular basis. The service provider carried out assessments on each member. On completion of the course, each member received a certificate and a DVD recording of their performance during the practical component of the formal assessment.

⇒ *Basic Vetting Course*

The Basic Vetting Course forms part of the Service Delivery Improvement Programme, contained in Agreement 4 of 2005.

The aim of the course was to equip 25 vetting personnel within the SAPS with the skills necessary for effective security vetting.

The objectives of the course were for members to be able to:

- Understand the counter intelligence threat;
- Gain a thorough understanding of the aim and role of security vetting in the intelligence community;
- Conduct a thorough planning exercise in respect of security vetting;
- Execute the given vetting guidelines;
- Collect information relevant to security vetting;
- Conduct successful vetting interviews;
- Evaluate information; and
- Compile a vetting report and make a meaningful recommendations based on the main components of security vetting.


10th Anniversary
Celebration
PSCBC
PUBLIC SERVICE CO-ORDINATING BARGAINING COUNCIL