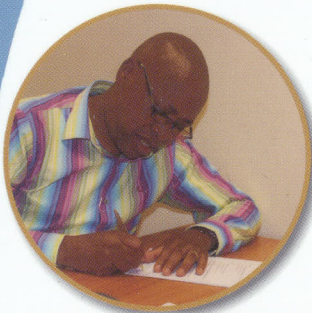


PSCBC

PUBLIC SERVICE CO-ORDINATING
BARGAINING COUNCIL



**2011 /12
ANNUAL REPORT**

**Positioning
Advancing
Influencing
Changing**





**PUBLIC SERVICE CO-ORDINATING
BARGAINING COUNCIL**

Vision

**A Bargaining Council positioned to advance
and influence change in the labour market
environment**

Mission

**Promoting sound labour relations
through collective bargaining and dispute
management both locally and internationally**

Values

- **Integrity**
- **Efficiency**
- **Accountability**
- **Good Governance**



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**Positioning
Advancing
Influencing
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Erasmus Phophi (Employer)

Luther Ralikonyana (Labour)

It is both an honour and a privilege to present to you the PSCBC Annual Report for the financial period 1 April 2011 – 31 March 2012. This annual report covers a year of further significant successes for the Public Service Co-ordinating Bargaining Council (PSCBC) as it endeavoured to give effect to its fledgling vision, mission and value statement.

High on the PSCBC list of priorities during the reporting period was the development of an Operational Plan in August 2011. We are proud to declare that the Operational Plan was adopted for the 2011-2014 strategic cycle of Council and its merits continue to bear relevance in everyday organizational imperatives.

Also of relevance in the reporting period was the closing of applications to the Pensions Redress Programme on 31 March 2012. Hats off to the PSCBC Council, General Secretary and staff who worked tirelessly to ensure that respondents were located, educated and updated during the process. Undoubtedly the sterling work will continue through to the capturing and verification of the records and closing of the programme.

The achievement of an unqualified audit report yet again alludes to the competence and tenacity of PSCBC's management and corporate governance structure in the face of trying economic forecasts.

This annual report will further detail the breadth and quality of the work done by the PSCBC. Special commendation goes out to the Council members, the General Secretary and the staff of the PSCBC for their dedication to the various projects and initiatives that were undertaken during the period under review.

We look forward to sustaining the vitality in 2012/2013.

**Positioning
Advancing
Influencing
Changing**



2. Executive Summary: General Secretary



Frikkie de Bruin (General Secretary)

I am extremely grateful for the opportunity to present the PSCBC Annual Report for 2011/12. This reporting period has been a challenging but extremely rewarding balancing act for me – a period for setting directions and reinforcing good, ethical governance.

The EXCO Operational Planning Session in August 2011 paved the way for the changing landscape of the PSCBC. During the reporting period, Council members and staff have been consistent in their efforts, giving effect to the operational objectives and keeping our vision in sight: "A bargaining council positioned to advance and influence change in the labour market environment".

With a view to tightening dispute resolution processes Council reviewed and adopted an increase in panellist fees, and a service level agreement to ensure the retention of valued expertise and allow for proper panellist management based on performance.

This reporting period also saw the closing of applications to the Pensions Redress Program and the PSCBC is extremely proud of the commitment, good sense of judgement and endurance displayed by Council members and staff alike. I have no doubt that the PSCBC will maintain the momentum as the process unfolds into 2013, bringing welcome relief to thousands of pensioners who suffered past discrimination.

The single term wage settlement for the 2011/12 financial year (Resolution 2 of 2011) provided for a 6.8% salary increase in addition to improved conditions of service, the most significant being consensus among parties to develop a comprehensive Government Employees Housing Scheme that would ensure home ownership for all levels of employees within the Public Service.

It is with a sense of appreciation and pride that I can attest to all of the aforementioned, amongst others, being in line with the PSCBC mission of "Promoting sound labour relations through collective bargaining and dispute management both locally and internationally".

Program objectives have been reported on comprehensively in this annual report and these provide insight into the operations of the core and support components of the PSCBC. The next strategic cycle will be characterized by :

- ✓ Reviewing structures and strengthening processes of collective bargaining in the Public Service as to ensure improved service delivery;
- ✓ Developing and implementing a dispute management strategy that will encompass capacity building of stakeholders and enhancement of dispute resolution procedure;
- ✓ Enhancing good governance with the development and implementation of a risk management strategy, effective performance management of the PSCBC and an investment in human capital development;
- ✓ Developing and implementing a research strategy within the PSCBC – and refining the liaison, marketing and communication strategy as to develop an Organizational brand nationally and internationally; and
- ✓ Monitoring, evaluating and ensuring compliance to collective agreements

The achievements of the past year have launched the PSCBC on a journey of re-inventing itself, and as accounting officer my sincere gratitude goes out to the Council members, management and staff for their contribution, as we celebrate the past in order to inspire fresh advances for the future.



Modise Letsatsi (Labour)

Letsatsi Modise served as Vice Chairperson (Labour) from 2009 to 14 July 2011. His tenure marked many memorable events, some more significant in terms of achievements for collective bargaining at the PSCBC.

Letsatsi's reign encompassed the essential and all-important Birchwood 2 agreement which closed the occupational service dispensation process for public servants and was transitional in improving salary negotiations going forward.

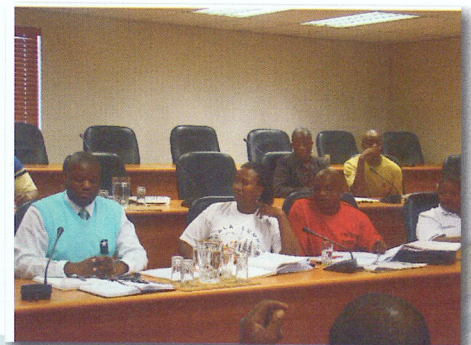
His active participation as chief negotiator for Labour culminated in, among others, the signing of two salary agreements, Resolutions 4 of 2010 and 5 of 2009, the latter enjoying a 100% signature from all labour parties. He also left his mark on a major part of the salary negotiations for 2011/12.

The Public Service Summit in 2010 saw Letsatsi in an instrumental role as parties to the PSCBC committed to the principles and objectives of positioning the Public Service towards a developmental state through effective service delivery.

He ensured the active and meaningful participation of Labour in the Pension Redress Program and himself went the extra mile, giving interviews in the media, attending national and provincial workshops, assisting with applicants in provinces, etc.

Comrade, your consistent commitment and dedication to your work, coupled with your intelligent and humble disposition has set a worthy path for future leaders to follow. We wish you well in your future endeavours and have no doubt that a person of your calibre will continue to raise the bar and defy all limitations.

Ra Leboga, Tsamaya Sentle



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) and was amended in October 2002 to address the new needs of Council.

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; and
- (b) apply to terms and conditions that apply to two or more sectors; and
- (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 Unions, representing approximately 1,3 million employees – to engage constructively over matters of mutual interest. In addition and a similar to the bargaining councils in the private sector, the purpose of establishing the Council was to provide a forum, whose sole purpose is to create and maintain sound labour relations in the Public Service through, among other things, the collective bargaining process.

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 bargaining agreements and deal with any other matters that may affect its organisational interest. The constitution also places the responsibility on the Council to promote effective communication and co-ordination between itself and the Sectoral Councils.

Powers and duties

The powers and duties of the Council are to:

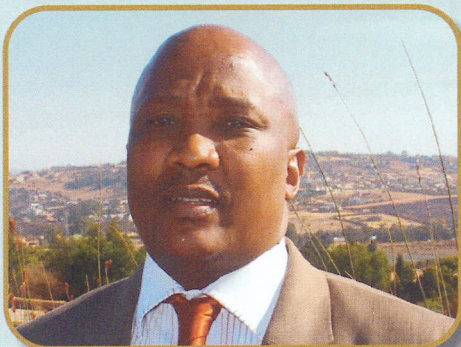
- (a) negotiate and conclude collective agreements in respect of matters regulated by Section 36(2) of the Act, which may include negotiating minimum standards on such matters;
- (b) supervise and enforce collective agreements concluded in the Council;
- (c) prevent and resolve labour disputes;
- (d) resolve disputes between the parties to the Council in terms of the Act 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 Act 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; Clause 5 of the Constitution
- (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 Sectoral Councils in the Public Service;
- (j) co-ordinate, among the Sectoral 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 Sectoral Councils, appropriate standards of financial control and service that such Councils must maintain;

- (l) provide operational services to Sectoral 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 Sectoral Councils of information services relevant to the functions of the Council;
 - (v) providing accommodation to Sectoral Councils, except for the ELRC;
 - (vi) formulation and maintenance of human resources policy and systems for the Council and Sectoral Councils, and training of their staff;
 - (vii) collection of uniform levies from employees and the employer, and proportional disbursement of such levies to Sectoral Councils; and
 - (viii) the determination of uniform levies by the Council and the effective date thereof.
- (m) where a Sectoral 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.

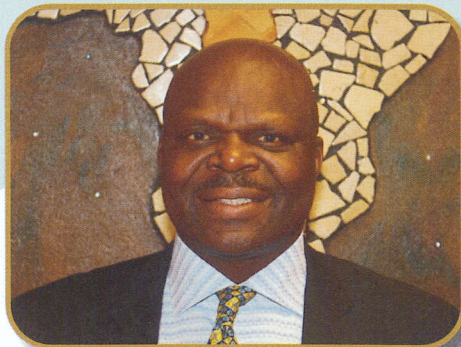
4. Leadership Structure

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

Vice Chairpersons:



Luther Ralikonyana (Vice-Chairperson Labour)



Erasmus Phophi (Vice-Chairperson Employer)



Frikkie de Bruin (General Secretary)

Executive Committee (EXCO)

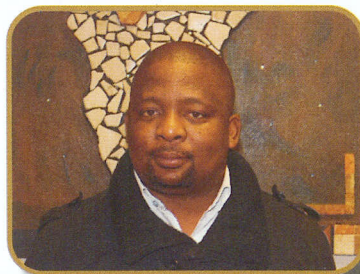
In carrying out its mandate, the Council is assisted by the Executive Committee and the Finance Committee. The following members served on the Executive Committee:

Member

LABOUR



I Kuhn (PSA)



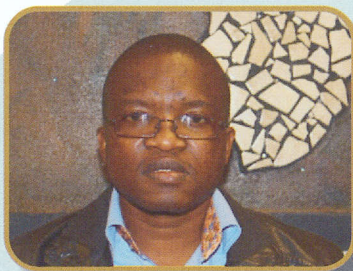
P Ndala (POPCRU)



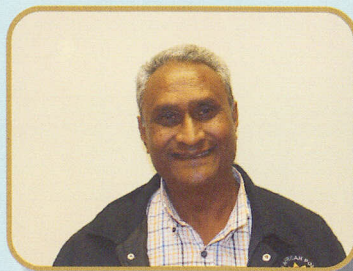
G Yuze (NEHAWU)



K Peane (SADTU)



M LETSATSI (DENOSA)



S Pillay (SAPU)



C Marule (NEHAWU)



H Henriks (NAPTOSA)

Member

EMPLOYER



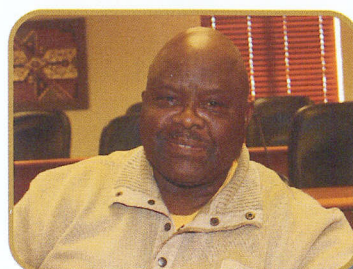
M Ntshikila (DPSA)



J Slater (DHET)

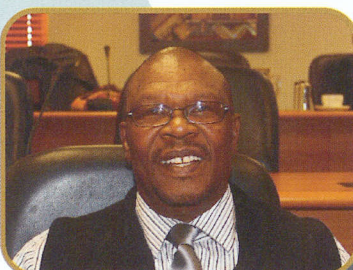


M Ngake (DOH)



H M Magwentshu (SAPS)

Alternate



T Siko (DPSA)



S Geyer (DBE)



M Mntuyedwa (DSD)



J Griesel (SAPS)

The Finance Committee comprises the following representatives:

Member

LABOUR

C Marule (NEHAWU)



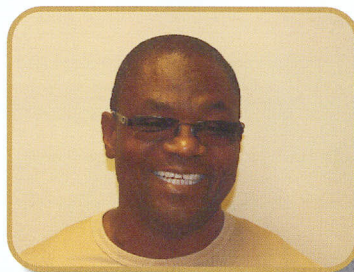
D Madiba (SAMA)



P Ndala (POPCRU)



J Maluleke (SADTU)



Member

EMPLOYER

H Brynard (DPSA)



D Cornelissen (Treasury)



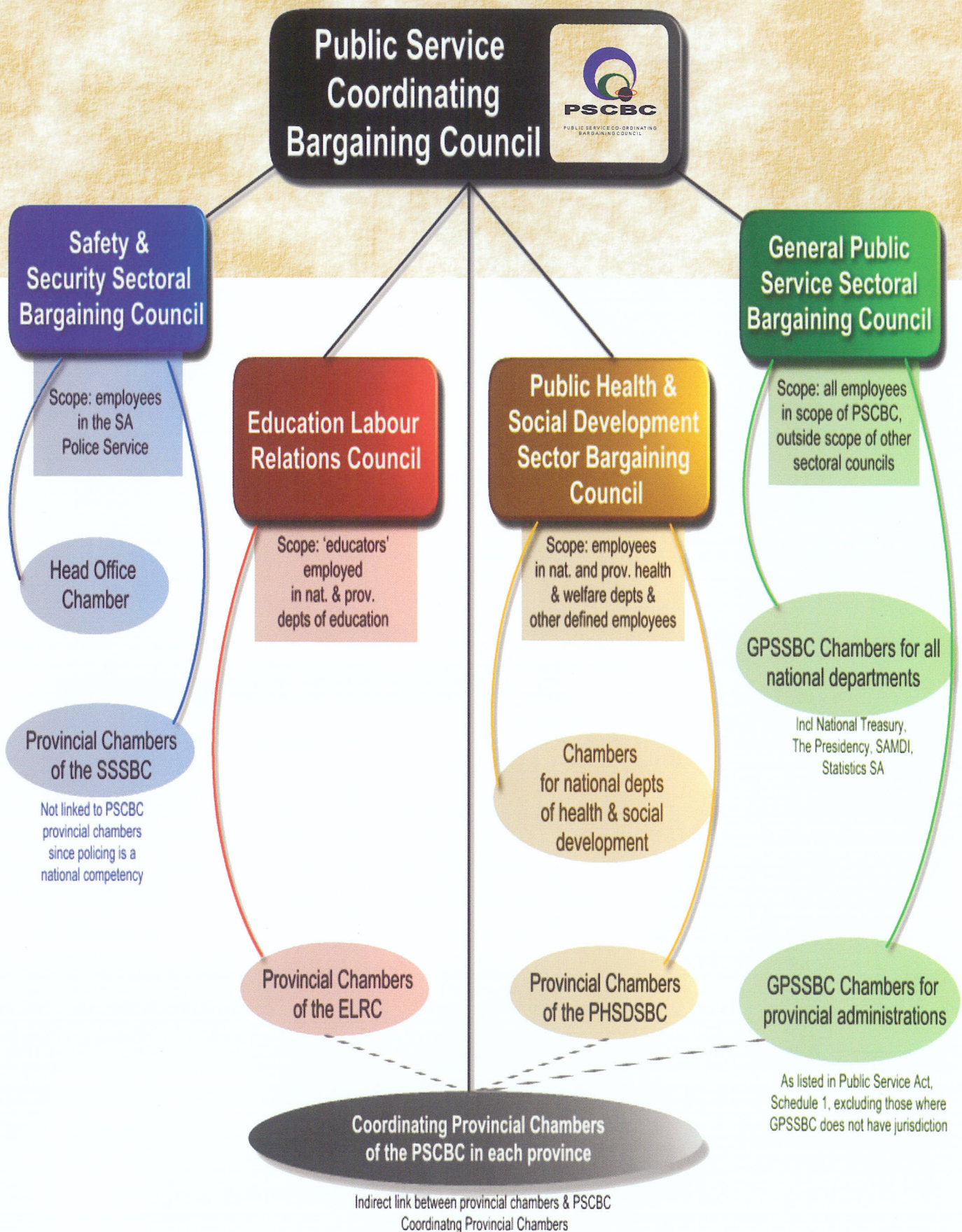
F Van Vuuren (DPSA)



5. Collective Bargaining

Positioning
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Influencing
Changing





Introduction

The reporting period 2011/2012 is characterized by several important accomplishments for Negotiations Support Services (NSS). The PSCBC operational planning session held in August 2011 set the tone for NSS to make every effort to strengthen its various support functions with a view to better serve the Council, Provincial Chambers, committees, Task Teams and the public at large.

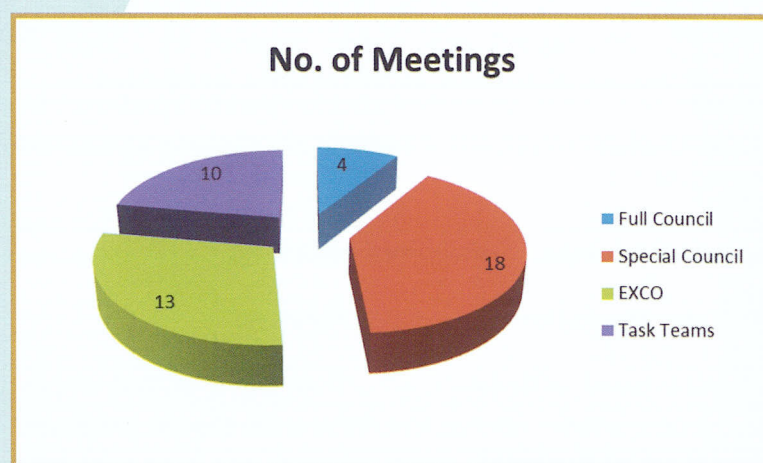
NSS is also responsible for the following but not limited to, the implementation of the provisions of the PSCBC Constitution, relevant sections of the Procedure Manual, and the provisions contained in Council Resolutions.

Perhaps the greatest challenge for the period has been the Pensions Redress Programme, which required considerable commitment, patience and strength of character to interact with the public and stakeholders, and give effect to the resolutions in a meaningful way.

This report will attempt to highlight further the work done by NSS for the relevant period.

Meetings

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



Salary Negotiations 2012-13/2014-15

On 16 February 2012 Labour presented their demand of a 10% salary increase across the board for a single term. In addition, their demands encompassed the full implementation of all outstanding matters and processes in previous PSCBC Resolutions and the prioritization and finalization of the new matters as contained in PSCBC Resolution 2 of 2011.

The Employer proposed:

- ☑ To provide for annual general salary adjustments and improvements to certain conditions of service for employees for the financial years 2012/13 - 2014/15.
- ☑ A salary adjustment for the period 1 April 2012 to 31 March 2013 will be 4% effective on 1 April 2012.
- ☑ A salary adjustment for the period 1 April 2013 to 31 March 2014 will be 4.5% effective on 1 April 2013.
- ☑ A salary adjustment for the period 1 April 2014 to 31 March 2015 will be 4% effective on 1 April 2014.
- ☑ To amend certain PSCBC resolutions.

Negotiations are ongoing with both parties committed to reaching an amicable settlement.

Resolutions 2011/12

The following Resolutions were concluded during the period under review:

Resolution 1 of 2011: Agreement on Amendment to PSCBC Resolution 2 of 2010: Agency Fee. The objective of this agreement is to allow for an implementation modality on the annual adjustment of agency fees payable as per PSCBC Resolution 1 of 2005, through amendment of PSCBC Resolution 2 of 2010.

Resolution 1 of 2005 provides as Schedule 1 an Agency Shop Agreement for purposes of section 5 of the Labour Relations Act. The object of the agreement is to ensure that all employees who receive the benefits of collective bargaining pay towards its costs.

Resolution 2 of 2011: Wage Settlement for the 2011/2012 financial year. The objectives of this Agreement are to (i) provide for the annual salary adjustment and improvement in conditions of service for employees for the 2011/2012 financial year, (ii) deal with processes related to the housing benefit; the medical assistance benefit; minimum service level agreement for essential services, (iii) process other issues raised by parties to the Council during the salary negotiations.

Task Teams

Task Teams were established in terms of clause 18 of the PSCBC Constitution to assist and provide support to the collective bargaining process. In this regard, Task Teams provides for a more informed and constructive engagement in dealing with complex and often highly technical tasks facing Council.

Some of the Task Teams were created to implement aspects of collective agreements of Council while others carry out specific tasks of Council.

The following Task Teams / Technical Working Committees were established:

Pensions Restructuring Task Team (Resolutions 7 of 1998 & 12 of 2002)

The Task Team was established in terms of Resolutions 7 of 1998 and 12 of 2002 on pensions restructuring which provided for recognition of non-pensionable service and redress for eligible employees who were subjected to discriminatory pension practices under apartheid.

The Task Team, together with the PSCBC Secretariat spearheaded a project to locate eligible applicants and have them apply for the redress through their respective current and former Public Service Departments. A major part of the Task Team's work included the facilitating of provincial workshops, and the overseeing of the media campaign. The Secretariat was also tasked to verify application for correctness.

Constitutional Amendments Task Team:

The Task Team's work is on-going with Labour and Employer parties still considering it's content and making substantial inputs. Although other priorities like the salary negotiations processes for 2011 and 2012 have stilted the work of the Task Team, Labour and Employer parties remain committed to the process.

Provincial Co-ordinating Chambers of the PSCBC

Background

The Provincial Co-ordinating Chambers of the PSCBC were established during April-June 2004 in all nine Provinces in terms of Resolution 9/2003 as amended by Resolution 2 of 2005, which provides guidelines on the functioning of the Provincial Chambers.

The PSCBC provides Secretariat services to all provinces except the Free State and Limpopo, which are serviced by the Employer representative in the respective provinces.

The figure below illustrates the Management Committee responsible for co-ordination of Chambers at provincial levels.

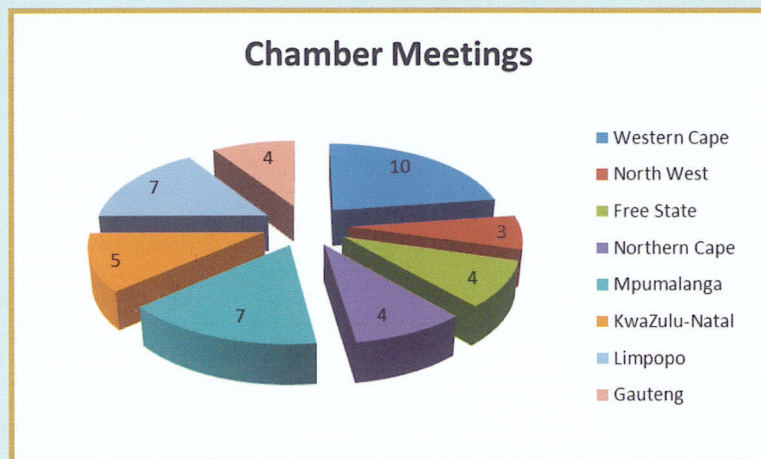
Figure: A

Province	Management Committee Members
Gauteng	Chairperson: S Moteme Vice-Chairperson: S Masekela (Employer) Vice- Chairperson: (Labour) Secretary: M. Mallane (PSCBC)
North West	Chairperson: vacant Vice-Chairperson: W Gaelisiwe (Employer) Vice- Chairperson: vacant (Labour) Secretary: M Mallane (PSCBC)
Western Cape	Chairperson: D Jacobs Vice-Chairperson: S Fakar (Employer) Vice- Chairperson: vacant (Labour) Secretary: M Mallane (PSCBC)
Eastern Cape	Chairperson: D Jaxa Vice-Chairperson: vacant (Employer) Vice- Chairperson: T Koya (Labour) Secretary: M. Mallane (PSCBC)
Northern Cape	Chairperson: K Motebe Vice-Chairperson: T Ntsheno (Employer) Vice- Chairperson: W Koopman (Labour) Secretary: M. Mallane (PSCBC)
Kwazulu Natal	Chairperson: A Van Schalkwyk Vice-Chairperson: T Hlela (Employer) Vice- Chairperson: C Lekgoathi (Labour) Secretary: M Mallane (PSCBC)
Mpumalanga	Chairperson: M Mogoboya Vice-Chairperson: Vacant (Employer) Vice- Chairperson: M Khumalo (Labour). Secretary: M. Mallane (PSCBC)
Limpopo	Chairperson: M Chilwane Vice-Chairperson: S Ntwampe (Employer) Vice- Chairperson: J Marumo (Labour). Secretary: I Kutama (Seconded by Employer)
Free State	Chairperson: D Theron (Employer) Vice-Chairperson: M Sani (Employer) Vice- Chairperson: L Strydom (Labour). Secretary: R Thurston (Seconded by Employer)



The graph below illustrates the number of meetings held by various Provincial Chambers.

Chart A



Agenda Matters for Provincial Chambers

The common matters considered during the period under review by the various Provincial Chambers are as follows:

Pensions Restructuring:

- All provinces

Reconfiguration of Departments:

- Western Cape (CCPWCP)
- Gauteng Province (CCPGP)
- KwaZulu Natal Province (CCPKZNP)

PMDS :

- Gauteng Province (CCPGP)
- Northwest Province (CCPNWP)
- Limpopo Provinces (CCPLP)

Implementation of Resolution 3 of 2009:

- Northern Cape (CCPNCP)
- Northwest Province (CCPNWP)
- Gauteng Province (CCPGP)
- Eastern Cape Province (CCPECP)

Implementation of No Work, No Pay:

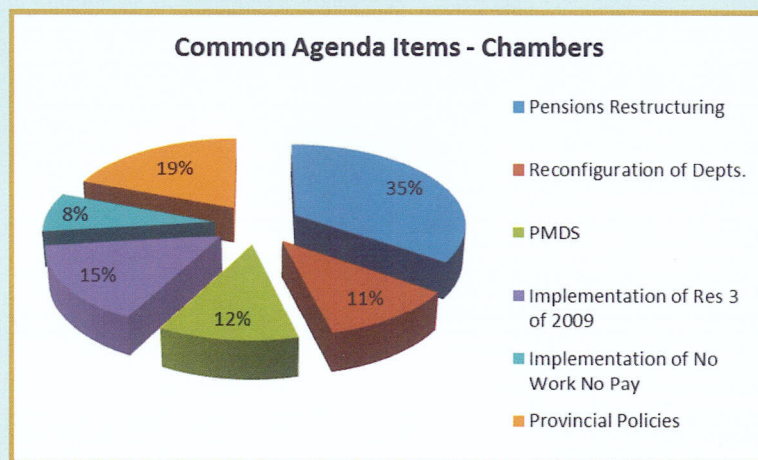
- Eastern Cape Province (CCPECP)
- Gauteng Province (CCPGP)

Provincial Policies:

- KwaZulu Natal Province (CCPKZNP)
- North West Province (CCPNWP)
- Western Cape Province (CCPWCP)
- Gauteng Province (CCPGP)
- Eastern Cape Province (CCPECP)



Chart B



Operational Targets

Strategic Priority 1: To enhance and optimize Collective Bargaining

Strategic Objective	To review structures and strengthen processes of collective bargaining in the Public Service as to ensure improved delivery of services		
Output	Performance Indicator	Target	Performance Result
Convene Birchwood 3	An established and functioning Technical Committee. Birchwood 3 convened.	30 November 2011	Not achieved Parties still need to establish a Technical Working Committee . Matter to be addressed in the new financial year.
Revisiting the scope of the PSCBC	Bi-annual reports.	31 March 2012	Not achieved Process dependant on the outcome of Birchwood 3.
2 nd round of negotiations 2012/13	Conclude collective agreement on salaries.	16 Sep – 15 Dec 2011	Achieved Negotiations are on-going and will be finalized in the next financial year.
GEHS Technical Working Committee	Adoption of Scheme.	22 Aug – 15 Dec 2011	Not Achieved Employer has suggested revised project timelines for completion of the project, proposing 1 Oct 2012 for implementation of the scheme. The 2012/13 salary negotiations have bearing on the eventual outcome and implementation of the GEHS.
Remuneration Policy Review	Action Plan Terms of Reference Periodical Report	1 December 2011	Not Achieved Salary negotiations process took precedence.
Review the impact of existing outsourcing and agentisation practices	Terms of Reference	31 March 2012	Not achieved Salary negotiations process took precedence.

The Year Ahead:

During the coming months the Department's strategic objective - "to review structures and strengthen processes of collective bargaining in the Public Service as to ensure improved delivery of services" - will continue to find expression in the implementation of its outputs (viz.):

- ☑ Convene Birchwood 3
- ☑ Re-visit the scope of the PSCBC
- ☑ Conduct the 2nd round of negotiations as per Resolution 2 of 2011
- ☑ Development of a Government Employees Housing Scheme (GEHS) in accordance with Resolution 2 of 2011
- ☑ Remuneration Policy Review
- ☑ Evaluating the PSCBC Chambers
- ☑ Alignment of Constitutions of Sectoral Council
- ☑ Capacity building for negotiators
- ☑ Develop a Code of Conduct and Procedure Manual
- ☑ Review the impact of existing outsourcing and agentisation practices
- ☑ Convene a Public Service Summit

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6. Dispute Management

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Overview

The report provides an overview of the dispute resolution activities for the period under review as carried out by the various Public Service Councils in compliance with the legislative mandate of performing dispute resolution functions¹.

Statistics²

In the 2011/2012 Financial Year (FY) 5204 disputes were received by the various Public Service Bargaining Councils (PSCBC, GPSSBC, SSSBC, PHSDSBC and the ELRC) – an increase of only 1% in comparison with the 2010/2011 FY. Disputes which are not properly referred form part of those classified as out of jurisdiction and only constitutes 9% of the total number of referrals.

Table 1: Referrals per Council

Number of cases referred from 1 April 2011 to 31 March 2012 per Council			
Councils	Number of cases	Transferred by the CCMA1	Out of Jurisdiction before any process
PSCBC	694	5	145
ELRC	741	10	86
GPSSBC	2112	19	158
PHSDSBC	943	9	45
SSSBC	709	11	10
Total	5199	54	444

The percentages of cases received by the various Public Service Bargaining Councils in relation to the total number of cases received:

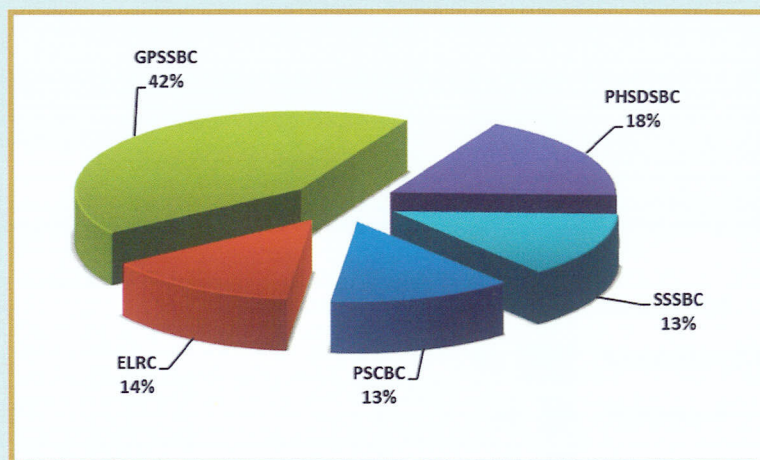
A substantial referral rate increase of 40% was recorded in the ELRC, 15% in the PHSDSBC and only 4% in the PSCBC. On the contrary, the SSSBC recorded a referral rate decline of 7% and 8% in the GPSSBC in comparison with the 2010/2011 FY.

¹ Section 28 (c) & (d) of the LRA

² Statistics drawn from the Case Management System (CMS) report as provided by the CCMA and the GPSSBC statistics report

³ Section 147 (2) of the LRA and out of jurisdiction cases

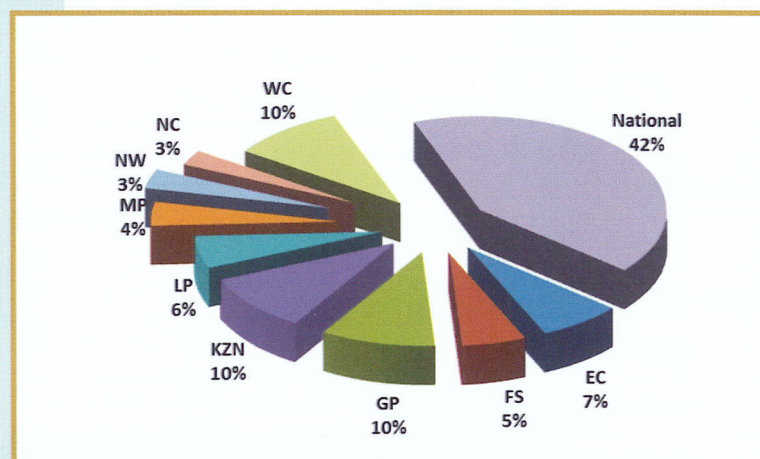
Figure 1: Referrals per Council



Overview of disputes referred against the National and Provincial Departments

The disputes referred against the National Departments declined by 7% (2171) whilst in Provincial Departments disputes referred increased by 12% (3028). The increase was most prevalent in the Western Cape, Limpopo and KwaZulu Natal.

Figure 2: Disputes referred per National and Provincial Departments



Disputes referred per National Department

A remarkable referral rate decline of 22% was recorded in the Department of Labour, 9% in the Department of Correctional Services and 5% in the Department of Police whilst an increase of 12% was noticeable in the Department of Justice, 42% in the Department of Water Affairs and 4 % in the Department of Home Affairs.

Figure 3: Breakdown of disputes referred against the National Departments

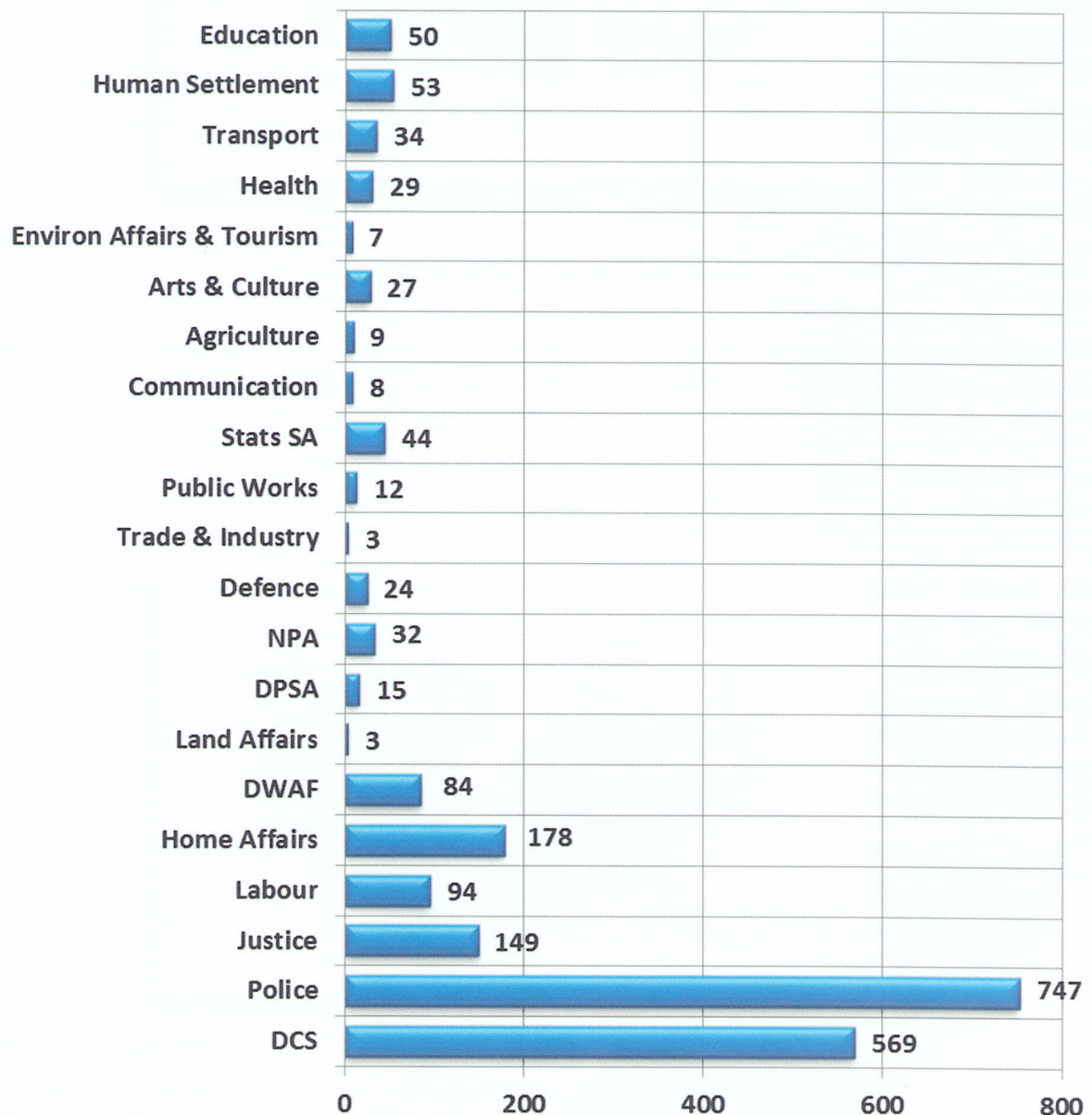


Table 2: Breakdown of Disputes per Provincial Department

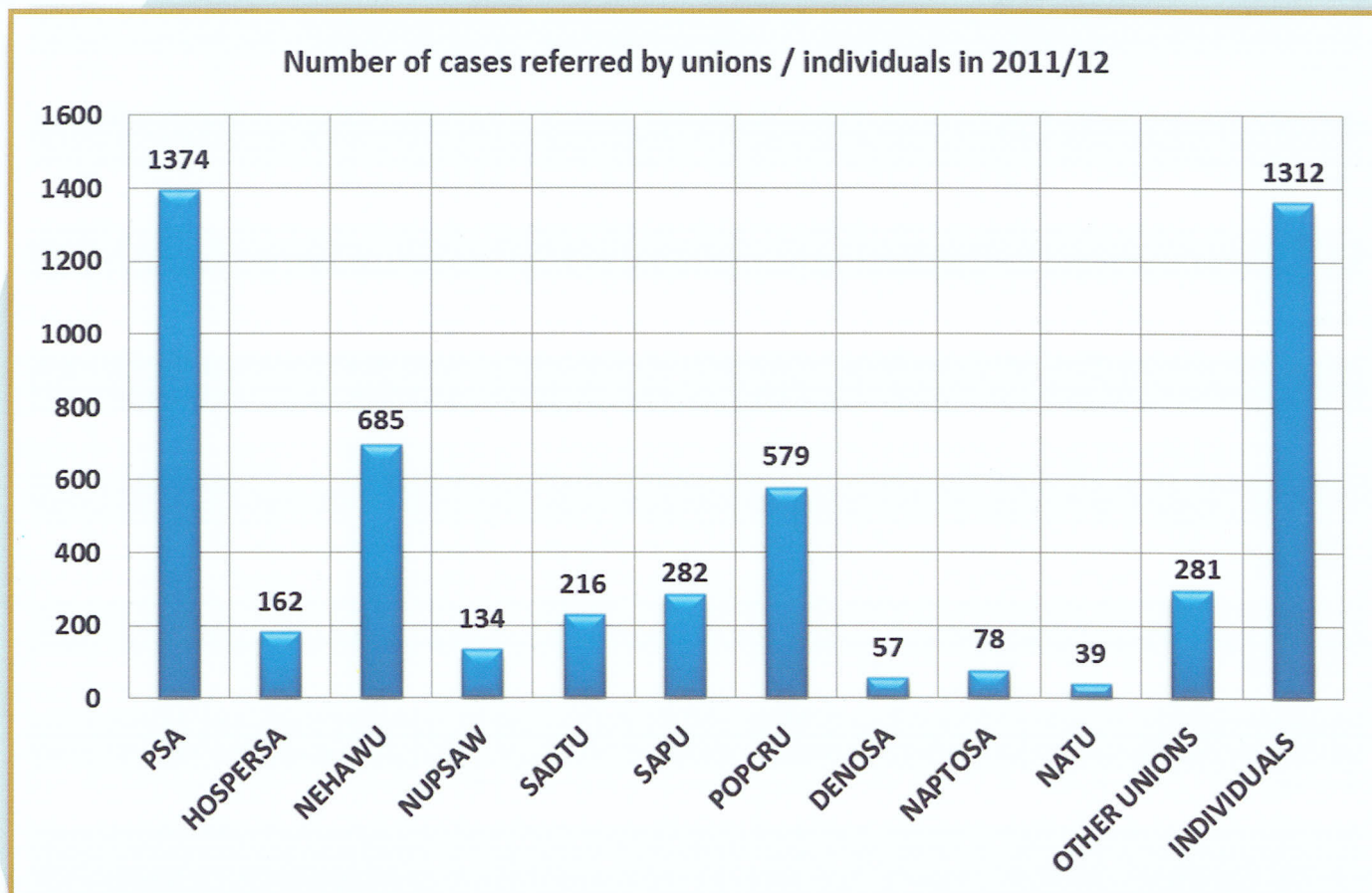
Disputes referred per Provincial Departments									
	Gauteng	KwaZulu Natal	Free State	Mpumalanga	North West	Eastern Cape	Limpopo	Northern Cape	Western Cape
Education	131	209	65	77	52	96	84	40	265
Health	79	208	137	64	35	162	30	34	127
Social Dev	65	20	23	20	20	22	65	7	6
Agriculture	17	2	7	10	5	6	8	1	12
Economic Dev	10	4	5	6	4	1	6	6	0
Community Safety	10	1	0	1	0	0	0	0	19
Premier	4	3	4	1	2	3	2	4	3
Finance	9	0	0	0	3	0	1	0	0
Cooperative Gov.	5	0	2	0	0	0	0	3	0
Human Settlement	3	0	0	0	0	0	2	0	0
Safety & Liaison	0	0	0	7	6	3	0	5	0
Public Works	0	24	8	11	12	6	0	3	1
Sports	10	2	1	1	21	7	3	3	6
Local Gov	9	0	0	3	3	6	1	1	5
Roads & Transport	18	12	17	3	0	23	10	15	13
Other	139	33	27	16	15	48	65	19	49
Total	509	518	296	220	178	383	277	141	506
	3% decrease	37% increase	24% decrease	45% increase	5% increase	31% increase	28% increase	16% increase	19% increase

Statistics indicate a referral rate increase in most provinces except in Gauteng and the Free State. Referrals against the Department of Health declined by 15% whilst the Department of Education recorded an increase of 16%.



Figure 4: Disputes referred by parties to Council and others

Previous reports have revealed that the PSA invariably referred the most disputes in comparison with other admitted Trade Unions. A similar trend is portrayed year on year. However there appeared to be a slight increase in the number of disputes referred by NEHAWU and POPCRU.

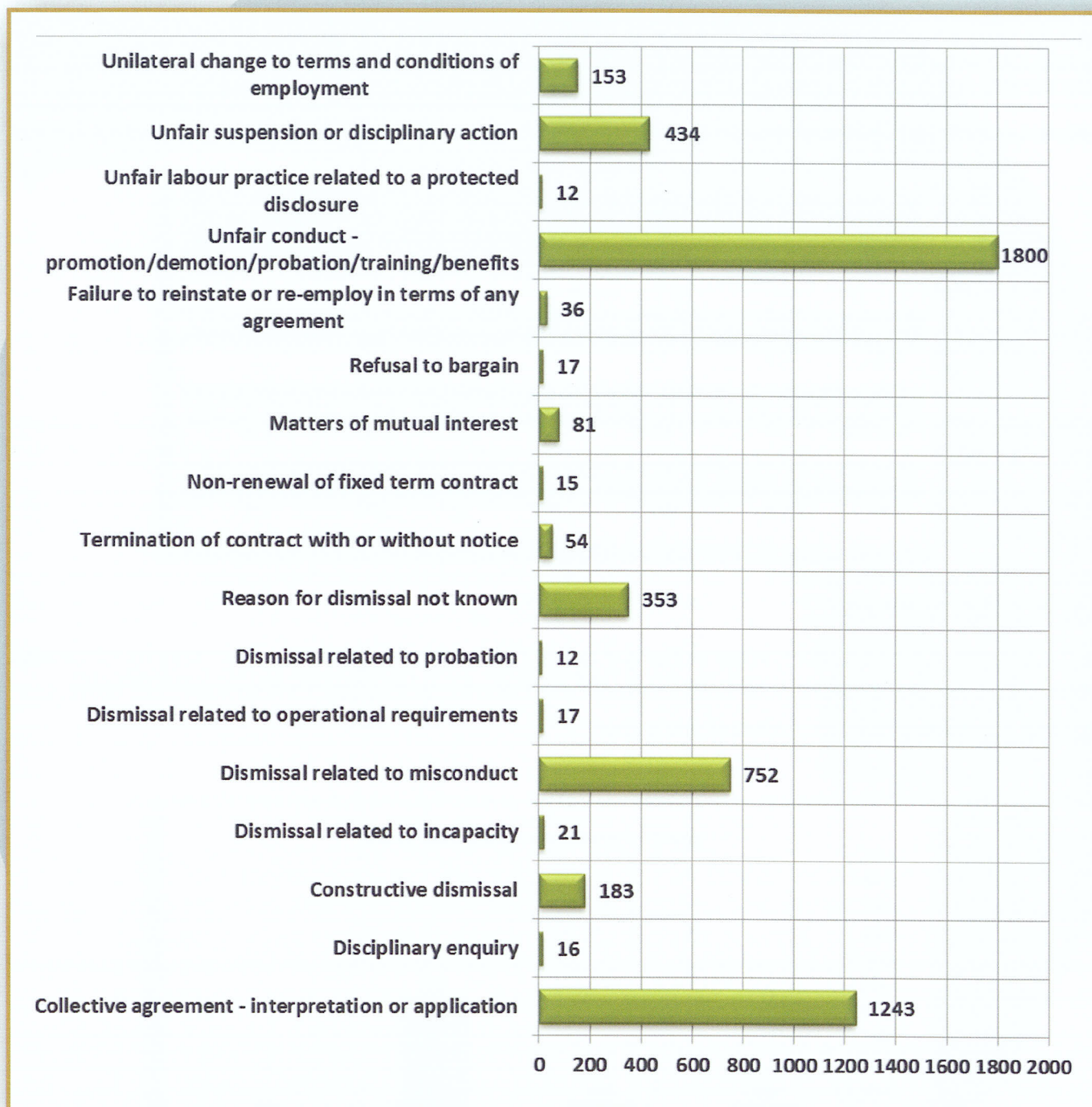


Classification of disputes

Disputes about the interpretation or application of collective agreements have increased considerably by 19%. Unfair labour practice disputes have increased by 9% whilst dismissal disputes decreased by 14% in comparison with the previous FY⁴.

⁴ Comprise all the categories of disputes as defined in section 186 of the LRA.

Figure 5: Nature of disputes referred⁵.



⁵ Information in the above graph is based on the classification of disputes as depicted by the CMS and the PSSBC reports.

Hearing Processes per Council

Conciliations scheduled exclude disputes that are not properly referred and/or out of jurisdiction. More arbitration hearings were scheduled in the period under review. This may be attributed to various reasons such as postponements, adjournments and/or part heads. The number of rescissions and variations processes has increased to a considerable degree when compared with the previous FY where only 74 cases were recorded.

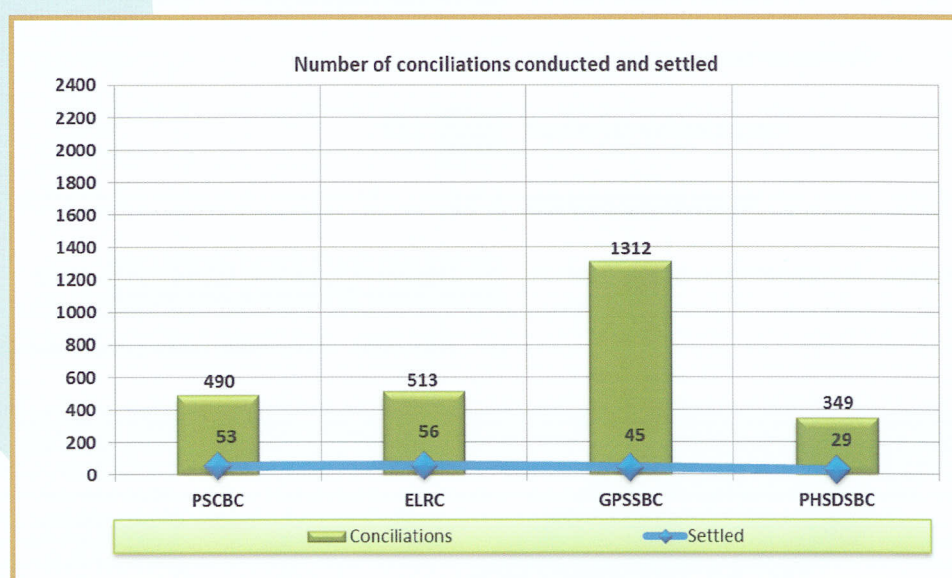
Table 4: Hearings and other Processes

Hearings ¹						
	Conciliations	Arbitrations ²	Con/Arbs	In Limine	Rescissions / Variations	Reviews ³
PSCBC	490	379	0	28	3	12
ELRC	513	766	0	95	38	1
GPSSBC	1087	2126	27	313	126	364
PHSDSBC	349	1865	0	74	17	36
SSSBC	0	0	1560	135	36	46
Total	2439	5136	1587	645	220	459

Settlement rate per Council

There was a significant drop of 7% of the settlement rate at conciliation across the Councils. Only 11% of the disputes were settled at conciliation in both the PSCBC and the ELRC, 8% in the PHSDSBC and 3% in the GPSSBC.

Figure 6: Conciliation hearings conducted and settled



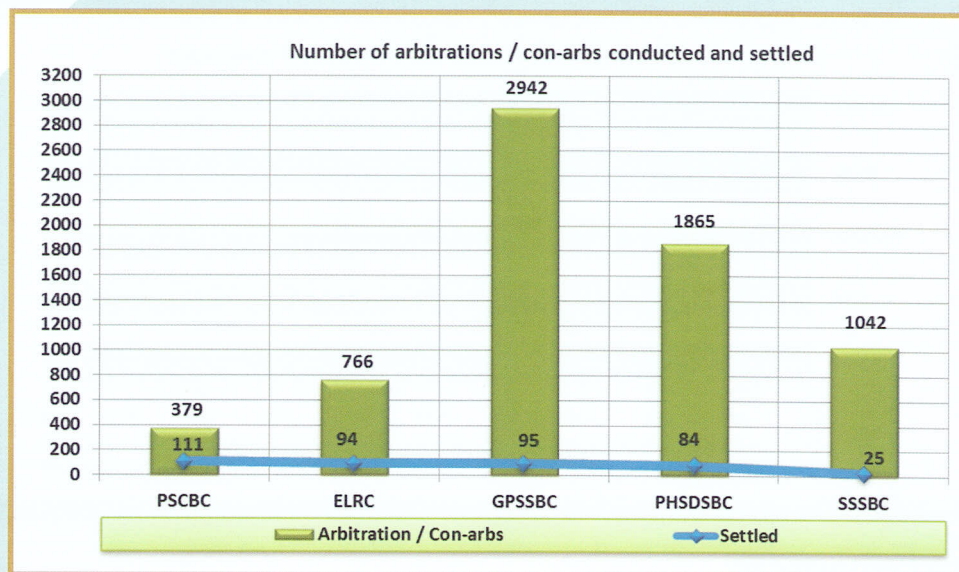
The overall settlement rate at arbitration / con-arb remains at 6%. The PSCBC settled at least 29% of the cases referred to arbitration, ELRC 12%, PHSDSBC 5%, GPSSBC 3% and SSSBC settled only 2% of cases during arbitration.

⁶ Where no figures are reflected either there was no information to record on CMS or such information was not recorded on CMS and thus not depicted by the CCMA report.

⁷ Includes arbitrations carried over from the 2009/10 period, postponements, part heards etc.

⁸ Review applications made to the Labour Court in terms of Section 145 of the LRA and scheduled on CMS.

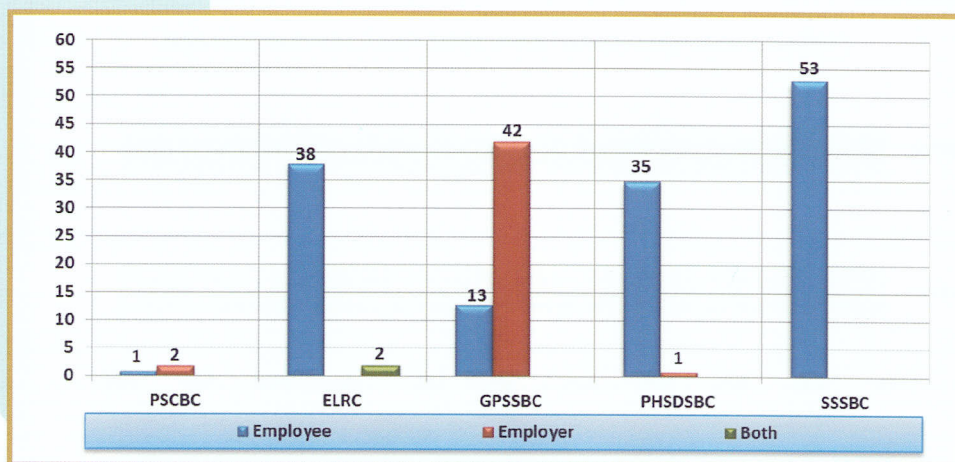
Figure 7: Arbitration hearings conducted and settled



Non-attendance at hearings

The figure below shows a comparatively high incident of non-attendance by the employer in the GPSSBC. Similarly to the previous FY, non-attendance by the employees is still prevalent in all Sectoral Councils.

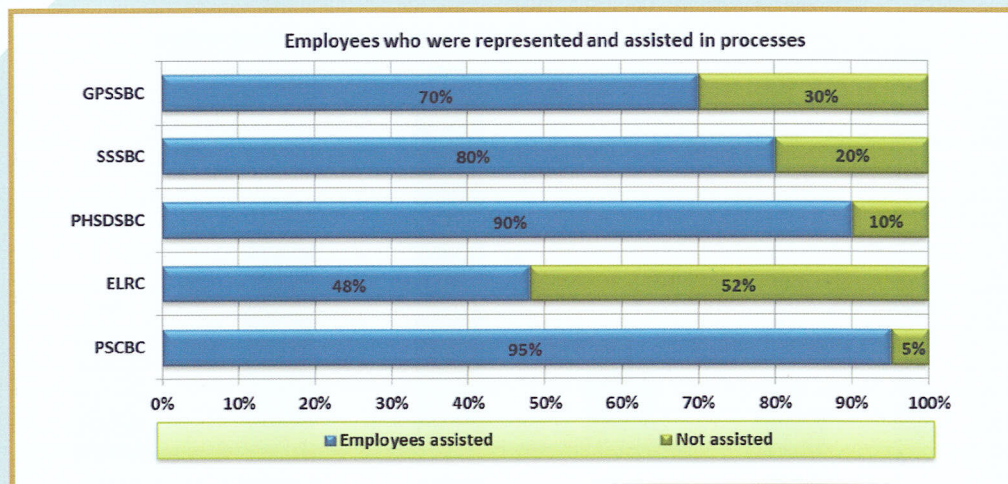
Figure 8: Non-attendance at arbitration and con-arb processes



Representation and assistance at hearings

The following graph shows a consistent pattern that more than 50% of employees are not represented or assisted by trade unions in the ELRC as opposed to other Councils where representation is quite prevalent.

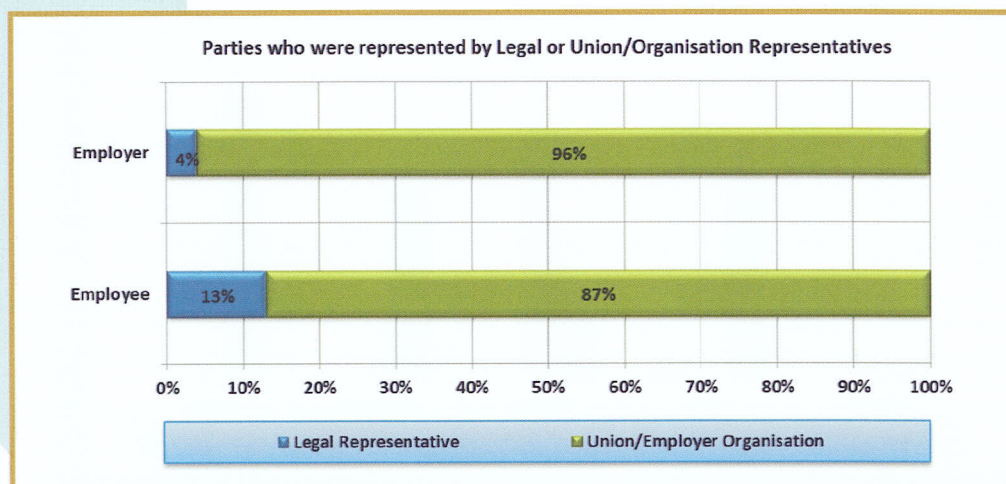
Figure 9: Representation versus non-representation



Legal Representation

Legal representation has slightly increased when compared with the previous FY. Legal representation is regulated by the dispute resolution procedures and rules of the respective Councils and provides for certain limitations which could be the reason why it is relatively low. In this context legal presentation only applies to arbitration and con/arb hearings.

Figure 10: Legal representation at arbitration hearing



Outcome of processes

The number of postponements has increased by 68% in the PSCBC, 42% in the PHSDSBC and 52% in the ELRC. In the SSSBC the postponements has decreased by 33%. The number of non-attendance has also increased by 49% in comparison with the 2010/2011 FY.

⁹ PSCBC Rule 22 (1); PHSDSBC DR procedure - paragraph 4.2 ; GPSSBC Rule 22 (1) ; SSSBC DR procedure - paragraph 4.7 and ELRC DR procedures - paragraph 24.6

¹⁰ No information relating to postponement has been provided by the GPSSBC

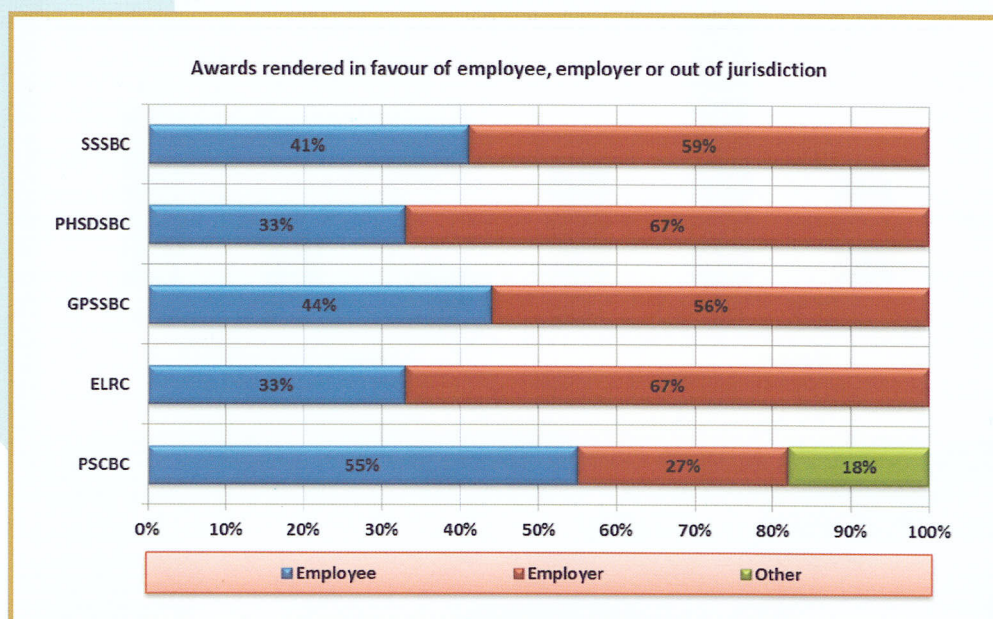
Table 3: Outcomes of processes in the individual Councils

Outcomes ¹					
	PSCBC	GPSSBC	PHSDSBC	SSSBC	ELRC
Not settled and completed	96	831	32	-	3
Settled	164	140	113	25	150
Settled by parties	9	48	42	-	2
Postponements (incl. postponed sine die)	89	-	700	332	367
Withdrawals	203	180	99	161	86
Arbitration awards rendered	74	811	173	232	168
Default awards	6	-	5	-	-
Settlement agreement made an arbitration award (section 142A)	10	-	-	-	-
Dismissed due to non-attendance	1	55	36	56	59

Arbitration Awards

The graph below indicates a remarkable shift from the previous reports in that more awards were issued in favour of the employee at PSCBC and the SSSBC in this review period.

Figure 11: Outcome of arbitration awards rendered



¹¹Where figures are not reflected, the information was neither provided in the CMS report nor the annual report of the respective councils.

Performance Report

One of the key strategic priorities adopted by the parties to Council during the strategic planning session in the year under review comprise the development and implementation of a dispute prevention strategy that will encompass capacity building of stakeholders and enhancement of the dispute resolution procedure.

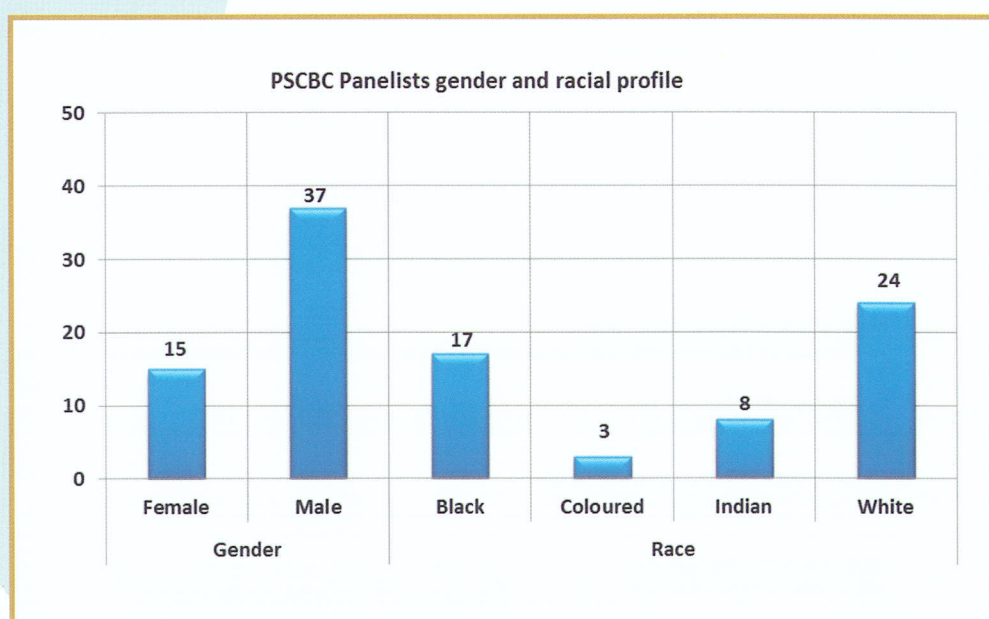
Specific targets were set to achieve key objectives and priorities which culminated into operational plans for the Dispute Management unit. These include:

Panellists Recruitment

Panellists positions were advertised in the national media in May 2011. The PSCBC collaboratively with the GPSSBC embarked on a process to interview candidates - a diversion from the previous practice whereby panellists were randomly selected and appointed solely based on applications. The interviews were conducted nationally in June 2011 with a view to ensure that a competent pool of panellists is recruited into the panel of conciliators and arbitrators to conduct dispute resolution functions in line with Section 127 of the Labour Relations Act 66 of 1995 (LRA), as amended read with Clause 9.15 (c) of the PSCBC Constitution.

In September 2011, 52 applicants who were found to be suitably qualified were recruited nationally onto the PSCBC panel of conciliators and arbitrators. Representation in terms of race and gender remains a challenge not only in the Public Service but in all Bargaining Councils in general including the CCMA. This will be a perpetual difficulty to manage over a period of time. It is however possible in collaboration with the CCMA to focus on intervention strategies in specific Provinces as to ensure the development of individuals to address the same.

Figure 12: Panellists Representation Profile



Panellists Service Level Agreement

The PSCBC and the GPSSBC have both developed a new Service Level Agreement (SLA) for panellists which came into effect from October 2011.

The SLA replaces the old independent contractor contract and is viewed as a performance monitoring tool which will allow for proper management of panellists. Its main objective is to assist the Councils to apply common principles consistently to ensure quality dispute resolution service.

Panellists Professional Development Workshops

During the period February to April 2012 the PSCBC and the GPSSBC co-hosted the Panellists Professional Development (PPD) workshops. The GPSSBC was the only Sectoral Council that responded positively to the invite to co-host the workshops.

The joint hosting of the PPD workshops was organised in line with the organisational programmes of Council as encapsulated in the Councils Operational Plan for the period 2011-2014.

The objectives of the workshops were to engender an understanding of the application of the SLA and to provide practical guidelines to enhance panellists' performance and ensure best practice that is in line with the law, consistent, practical and professional. The workshops highlighted certain key principles and trends established by the Courts which have ramifications on dispute resolution practices.

Workshops of this nature are an integral part of dispute resolution as they provide a platform for panellists to interact and encourage them to apply standard principles. Constant interaction with panellist to acquaint them with the developments in Public Service environment is pivotal.



Strategic Priority 1: Capacity Building and Enhancement

The following is a summary of key measureable objectives and outcomes of the Dispute Management programmes in the period under review.

Table 4: Dispute Management Programmes

Priority	Activity	Timelines	Performance Results	Reasons for Variance
1. Review Dispute Resolution procedures, rules admin systems	Consult stakeholders / sectors Develop and adopt recommendations from report	March 2012	Not achieved	Discussions by DR Committee in progress
2. Develop Service Level Agreement-panellist	Submit draft SLA to EXCO Implement and monitor compliance	September 2011	Achieved	
3. Co-ordination Strategy- Public Service Dispute Resolution	Develop co-ordination strategy in consultation with stakeholders / sectors and implement		Not achieved	Project deferred to FY 2012/2013
4. Develop dispute prevention program (training)	Develop and implement dispute prevention strategy including training program		Not achieved	Project deferred to FY 2012/2013

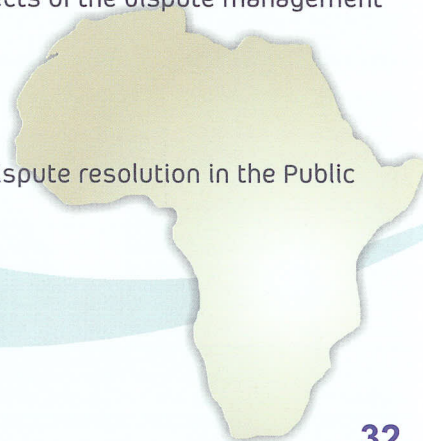
The Year Ahead

The strategic objectives of the Council bring major challenges which have to be implemented over the three year period.

During the period 2012/2013 the department will focus on the following key aspects of the dispute management programmes:

- Review Dispute Resolution procedures, rules and admin systems
- Co-ordination Strategy - Public Service Dispute Resolution

The Dispute Management unit is committed to ensuring effective and efficient dispute resolution in the Public Service.



7. Financial Services

Positioning
Advancing
Influencing
Changing



Annual Financial Statements and Auditors Report

The Finance Committee has been established as a sub Committee of the Council. The role of the Finance Committee is to scrutinise the financial activities of the Council and to make recommendations to the Executive Committee on these activities.

The Duties of the Finance Committee listed below are found in the Finance Policy and Procedure Manual

- Formulate financial policies and procedures;
- Recommend practical ways of implementing these policies;
- Review budgets and recommend to the 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).

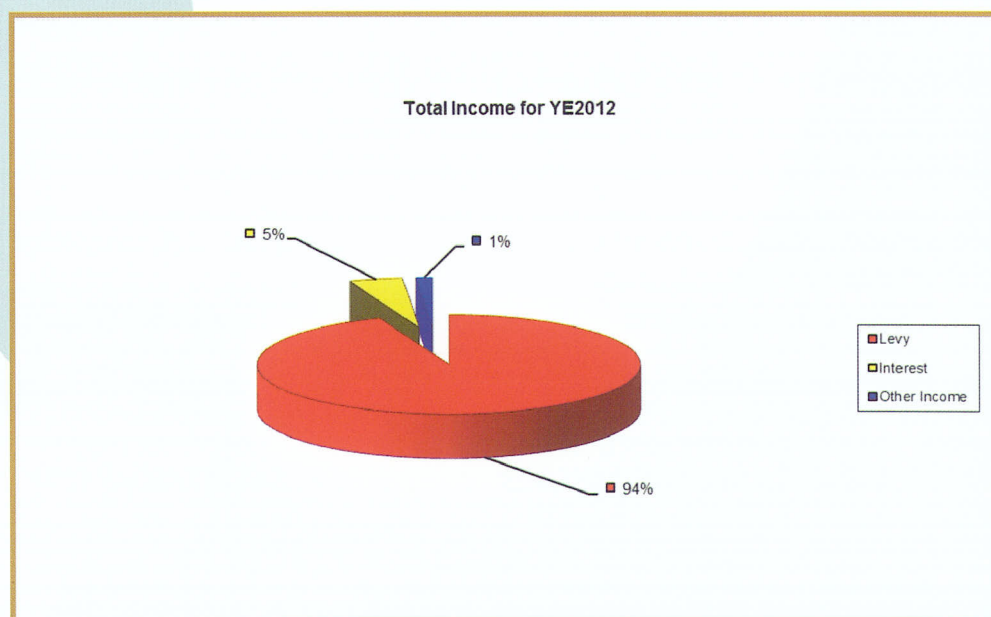
Financial analysis

Total Income – Levy Account

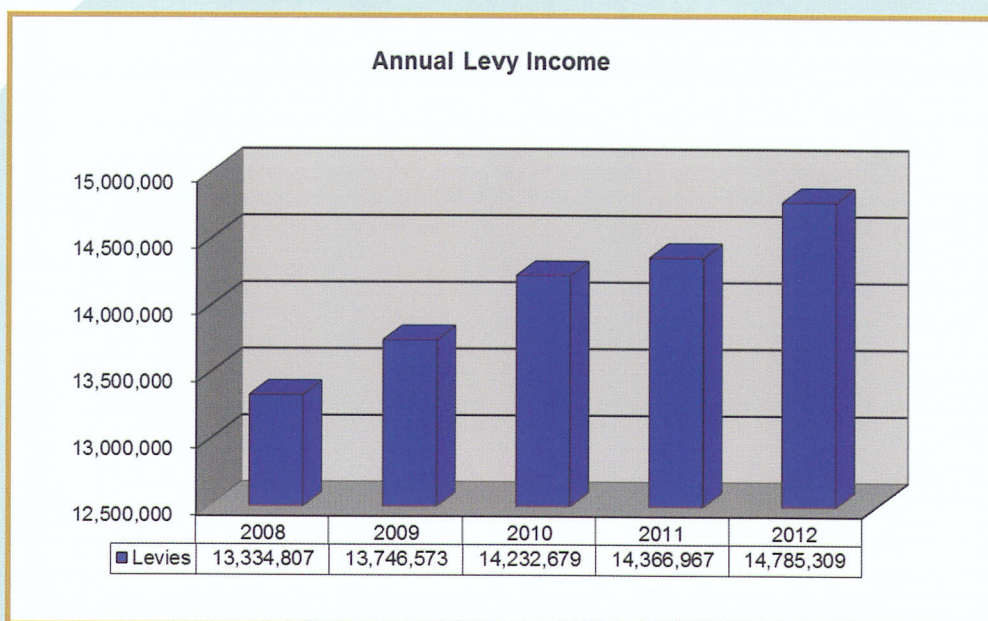
The overall income for the Council during the 2011/2012 financial year was R15, 002,408 of which:

- 94% was generated out of levies from the Public Service as per the PSCBC Levy Agreement (Resolution 5 of 2003),
- 5% was generated from interest earned on those levies and reserves,
- 1% was generated from other income.

The levies received of R14,785,309 were more than the projected income of R14,344,626 for the year by R440,683.



The income for the last five years has gradually increased and the income received during the 2012 financial year was more than what was received during the 2011 financial year.

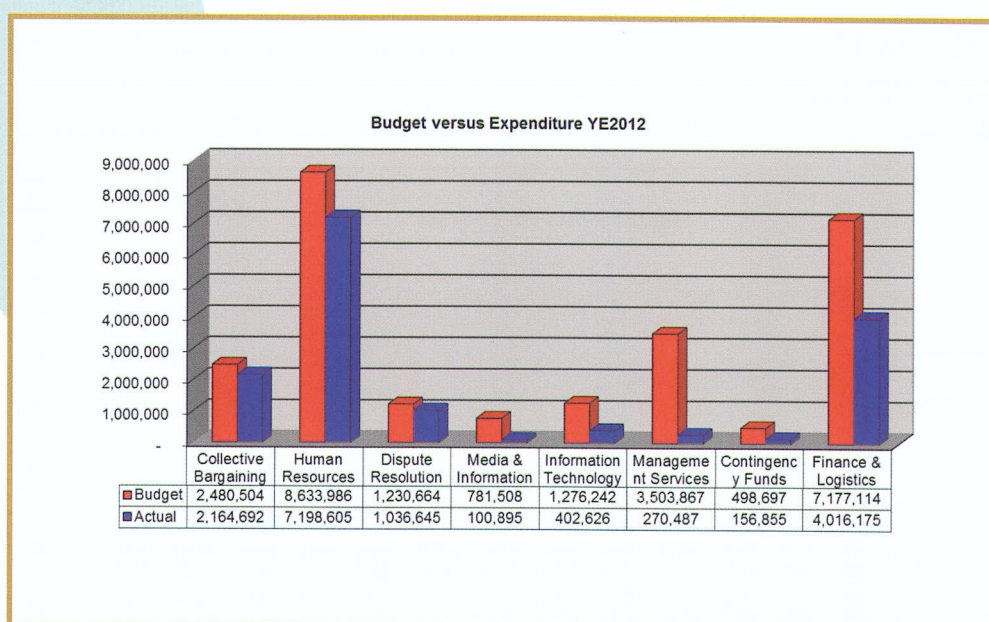


Total Expenditure – Levy Account

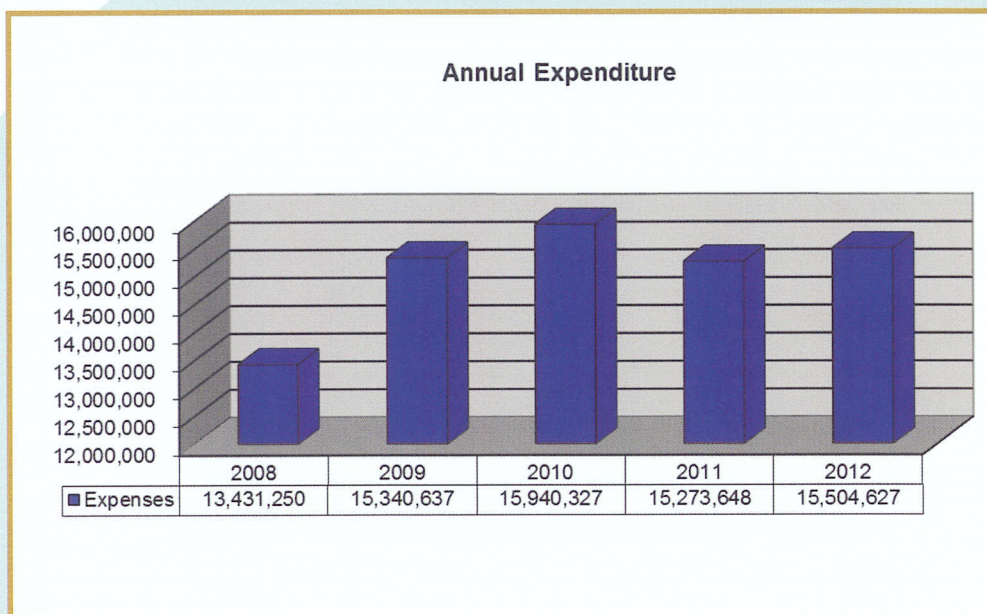
The overall expenditure for the Council during the 2011/2012 financial year amounts to R15, 504,627 which was below the projected expenditure of R25, 582, 582.

The graph below depicts the departmental expenditures:

The Council recorded a net surplus of R134, 797 for the 2011/2012 financial year.



The graph below indicates the expenditure over the last five years, which has almost consistently increased largely due to operational expenditure (the day to day running costs)



Special Projects Account

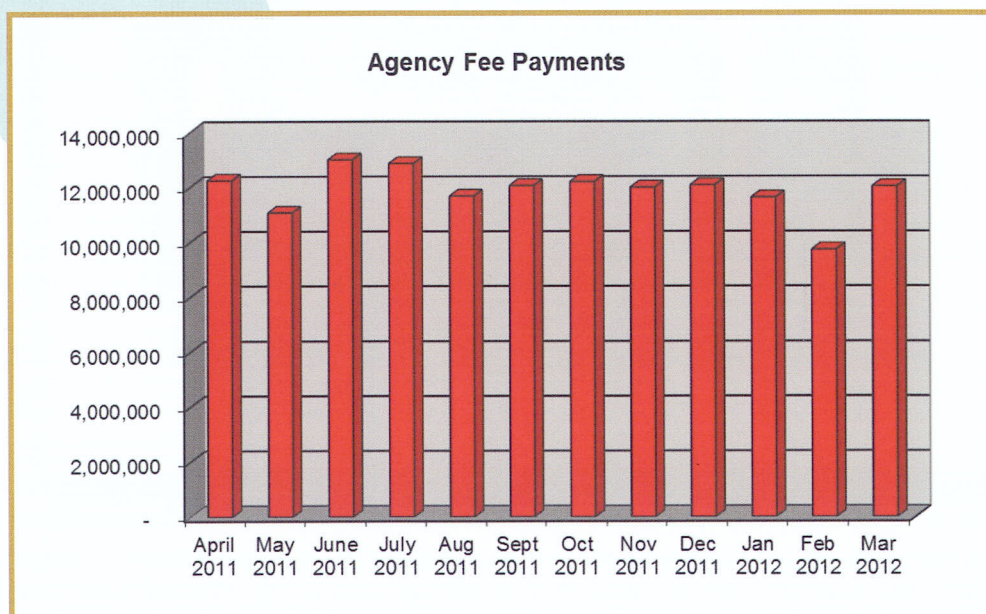
The Special Projects Account was created by the Council to provide funding for projects related to research, training and development, implementation of partnerships and international relations.

The closing balance of this account as at the end of the financial year was R851, 704. An amount of R19, 142 was utilised during the 2011/12 financial year for payments to speakers at the Labour Relations Conference and monthly bank charges.

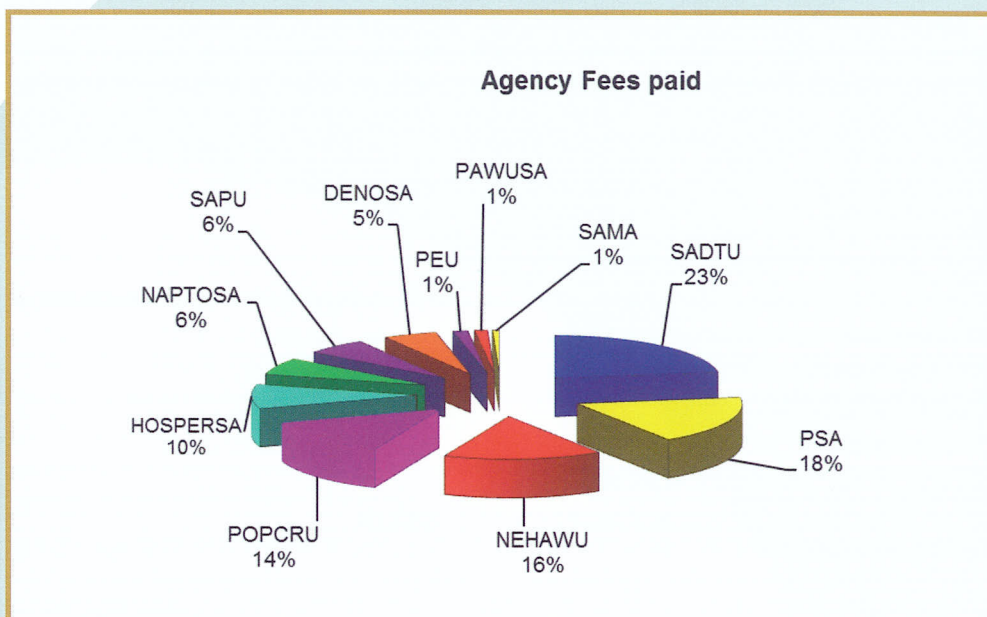
Agency Shop Fee Account – Disbursements to Admitted Trade Unions

R142, 841,095 was received for the 2011/12 financial year for distributions to the unions.

The graph below illustrates the total amount distributed to Trade Unions per month in terms of Resolution 2 of 2010:



The agency fees were distributed according to the vote weights as per the graph below.



The PSCBC requires Trade Unions to submit their 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 statements, agency fee payments are forfeited until such statements are submitted to the Council.

The Trade Unions audited financial statements are submitted to the Council's Auditors. The auditors monitor usage of the funds to ensure compliance with Section 25 (3) (d) of the Labour Relations Act and PSCBC Resolution 1 of 2005.

Investment Call Account

The Council has invested surplus funds into the PSCBC call account. An amount of R8, 845, 518 was budgeted for in the call account to fund the deficit of the current account however; no money was withdrawn during the financial year because the strategic projects could not be completed due to time constraints. On the 31 March 2012 a balance of R10, 579, 845 million was reflected in the call account.

Operational Targets

Strategic Priority 4: To enhance good governance with the development and implementation of a risk management strategy, effective performance management of the organisation and an investment in human capital development

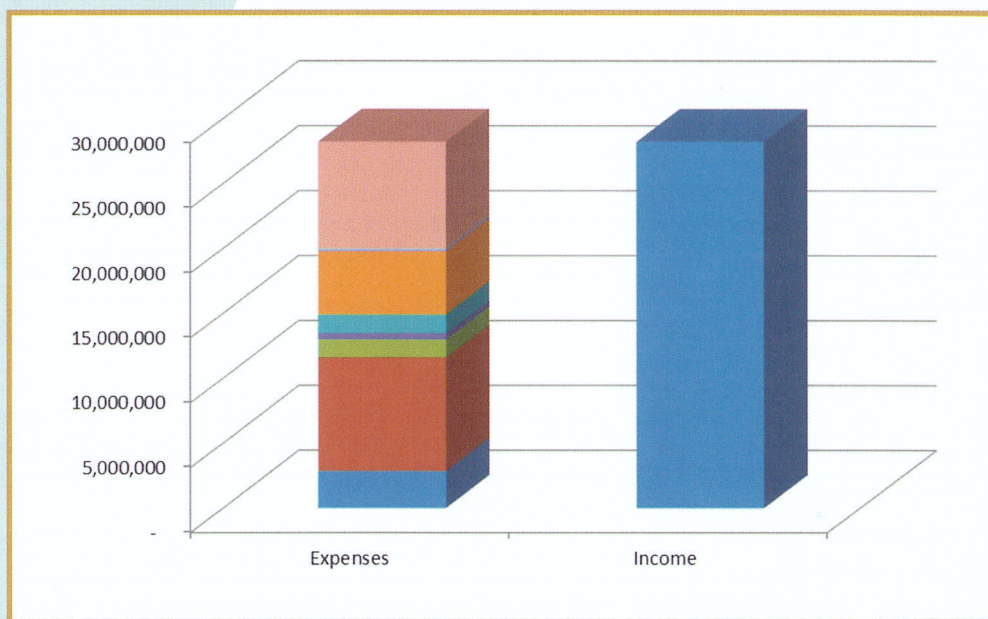
Strategic Objective	<i>To review structures and strengthen processes of collective bargaining in the Public Service as to ensure improved delivery of services</i>		
Output	Performance Indicator	Target	Performance Result
Develop Risk Management Strategy	Risk response plan developed	Dec 2011	Not achieved The risk response plan has been developed but not adopted
	Adoption of plan		
Accommodation	Feasibility study with recommendations	31 January 2012	<u>Not achieved</u> Process is dependent on the outcome from the various banks on how much they are willing to fund towards purchase of the buildings.

Year Ahead

During the coming months the Department in line with its strategic objective – “To enhance good governance with the development and implementation of a risk management strategy, effective performance management of the organisation and an investment in human capital development” - will continue to implement the following strategic objectives of Council:

- Re-visit the scope of the PSCBC
- Conduct the 2nd round of negotiations as per Resolution 2 of 2011
- Development of a Government Employees Housing Scheme (GEHS) in accordance with Resolution 2 of 2011
- Remuneration Policy Review
- Evaluating the PSCBC Chambers
- Alignment of Constitutions of Sector Council
- Capacity building for negotiators
- Develop a Code of Conduct and Procedure Manual
- Review the impact of existing outsourcing and agentisation practices
- Convene a Public Service Summit

The graph below illustrates the projected annual budget income and expenditure for the financial year end 2012/13:



The PSCBC has incurred a surplus for the 2011/12 financial year as all the projects indicated in the strategic and operational plans, for the 2011/12 financial year could not be carried out during the year. The interest received has also been utilised against the expenditure. In the 2010/11, there was a loss of R750, 659 incurred. The projected budget for the 2012/13 financial year also indicates that there will be a deficit of R8, 497, 649 in the current account and the savings from the call account will have to be utilised to fund this deficit. The savings in the current account is currently R10, 581, 740.

Had the strategic objectives that were budgeted for taken place, there would have been a substantial loss in the 2012 financial year. The projected loss for the 2012/13 financial year together with the losses incurred in 2011 and 2010 is an indication that the levy income is not adequate to cover expenses. It is therefore imperative that Resolution 3 of 2003 (Levy Agreement), which states that an equal contribution of R0.50 by the state as the employer and a contribution of R 0.50 by the employee, needs to be reviewed.

8. Financial Statements and Auditors Reports

Positioning
Advancing
Influencing
Changing



**Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements
for the year ended 31 March 2012**

Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

General Information

Country of incorporation and domicile

South Africa

Nature of business and principal activities

Enhance labour peace and promote sound relations between employer and employees in the public service

Registered office

Public Service Bargaining Centre
Building A and B
260 Basden Avenue
Lyttelton
Centurion
0176

Postal address

P O Box 3123
Lyttelton South
Centurion
0176

Auditors

PricewaterhouseCoopers Inc.
Registered Auditor

Registration number

LR2/6/6/126

Level of assurance

These financial statements have been audited in compliance with the applicable requirements of section 53 of the Labour Relations Act, Act No 66 of 1995

Preparer

The financial statements were independently compiled by:
D H du Plessis CA (SA)



Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Index

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

	Page
Council's Responsibility Statement	3
Independent Auditors' Report	4 - 5
Council's Report	6 - 7
Statement of Financial Position	8
Statement of Comprehensive Income	9
Statement of Changes in Funds	10
Statement of Cash Flows	11
Summary of significant accounting policies	12 - 15
Notes to the Financial Statements	16 - 22

The following supplementary information does not form part of the financial statements and is unaudited:

Detailed Income Statement	23 - 24
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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Council's Responsibility Statement

The Council of the Public Service Co-ordinating Bargaining Council (PSCBC) is required in terms of section 53 of the Labour Relations Act, 1995 to maintain adequate accounting records and is responsible for the content and integrity of the financial statements and related financial information included in this report. It is their responsibility to ensure that the financial statements fairly present the state of affairs of the PSCBC as at the end of the financial year and the results of its operations and cash flows for the year then ended, in conformity with South African Statements of Generally Accepted Accounting Practice ("SA GAAP"). The external auditors are engaged to express an independent opinion on the financial statements.

The financial statements are prepared in accordance with South African Statements of Generally Accepted Accounting Practice and are based upon appropriate accounting policies consistently applied and supported by reasonable and prudent judgements and estimates.

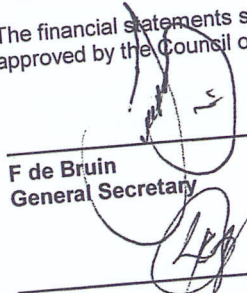
The Council acknowledges that it is ultimately responsible for the system of internal financial control established by the organisation and places considerable importance on maintaining a strong control environment. To enable the Council to meet these responsibilities, the Council members set standards for internal control aimed at reducing the risk of error or loss in a cost effective manner. The standards include the proper delegation of responsibilities within a clearly defined framework, effective accounting procedures and adequate segregation of duties to ensure an acceptable level of risk. These controls are monitored throughout the PSCBC and all employees are required to maintain the highest ethical standards in ensuring the business is conducted in a manner that in all reasonable circumstances is above reproach. The focus of risk management in the PSCBC is on identifying, assessing, managing and monitoring all known forms of risk across the PSCBC. While operating risk cannot be fully eliminated, the PSCBC endeavours to minimise it by ensuring that appropriate infrastructure, controls, systems and ethical behaviour are applied and managed within predetermined procedures and constraints.

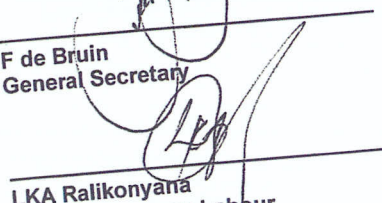
The Council is of the opinion, based on the information and explanations given by management, that the system of internal control provides reasonable assurance that the financial records may be relied on for the preparation of the financial statements. However, any system of internal financial control can provide only reasonable, and not absolute, assurance against material misstatement or loss.

The Council has reviewed the PSCBC's cash flow forecast for the year to 31 March 2013 and, in the light of this review and the current financial position, they are satisfied that the PSCBC has or had access to adequate resources to continue in operational existence for the foreseeable future.

The external auditors are responsible for independently reviewing and reporting on the PSCBC's financial statements. The financial statements have been examined by the external auditors and their report is presented on pages 4 to 5.

The financial statements set out on pages 6 to 24, which have been prepared on the going concern basis, were approved by the Council on 2012-06-19 and signed on its behalf by:


F de Bruin
General Secretary


LKA Ralikonyana
Vice Chairperson Labour


ME Phophi
Vice Chairperson Employer

Independent Auditors' Report

To the Members of the Public Service Co-ordinating Bargaining Council Report on the Financial Statements

We have audited the annual financial statements of the Public Service Co-ordinating Bargaining Council, which comprise the statement of financial position as at 31 March 2012, and the statement of comprehensive income, changes in funds and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, and the Council's report, as set out on pages 6 to 22.

Council's Responsibility for the Financial Statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with South African Statements of Generally Accepted Accounting Practice and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' 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 auditors' judgement, 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 management, 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 Public Service Co-ordinating Bargaining Council as at 31 March 2012, and its financial performance and its cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice.





Independent Auditors' Report

To the Members of the Public Service Co-ordinating Bargaining Council Report on the Financial Statements

We have audited the annual financial statements of the Public Service Co-ordinating Bargaining Council, which comprise the statement of financial position as at 31 March 2012, and the statement of comprehensive income, changes in funds and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory notes, and the Council's report, as set out on pages 6 to 22.

Council's Responsibility for the Financial Statements

The Council is responsible for the preparation and fair presentation of these financial statements in accordance with South African Statements of Generally Accepted Accounting Practice and for such internal control as the Council determine is necessary to enable the preparation of financial statements that are free from material misstatements, whether due to fraud or error.

Auditors' 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.

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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 Public Service Co-ordinating Bargaining Council as at 31 March 2012, and its financial performance and its cash flows for the year then ended in accordance with South African Statements of Generally Accepted Accounting Practice.

PricewaterhouseCoopers Inc, 32 Ida Street, Menlo Park, P O Box 35296, Menlo Park 0702, South Africa
T: +27 (12) 429 0000, F: +27 (12) 429 0100, www.pwc.co.za

Executive: S P Kana (Chief Executive Officer) T P Blandin de Chalaïn D J Fölscher P J Mothibe S Subramoney F Tonelli
Resident Director in Charge: M S I Gani
The Company's principal place of business is at 2 Eglin Road, Sunninghill where a list of directors' names is available for inspection.
Reg. no. 1998/012055/21, VAT reg.no. 4950174682

Other matter

The supplementary information set out on pages 23 to 24 does not form part of the financial statements and is presented as additional information. We have not audited this information and accordingly do not express an opinion thereon.

Report on Other Legal and Regulatory Requirements

We are also required by the Labour Relations Act, 1995 (Act No 66 of 1995) to assess whether the entity has complied with those provisions of its constitution relating to financial matters and we have no significant exceptions to report.

PricewaterhouseCoopers Inc.

PricewaterhouseCoopers Inc.

Director: F Grové

Registered Auditor

20/06/2012



Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Council's Report

The Council submit their report for the year ended 31 March 2012.

1. Review of activities

Main business and operations

The Public Service Co-ordinating Bargaining Council (PSCBC) is registered in terms of Section 35 and Section 36 of the Labour Relations Act, 1995. It is mainly formed to enhance labour peace and promote sound relations between employer and employees in the public service and operates principally in South Africa.

The objectives of the PSCBC, 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 Labour Relations Act and the constitution, negotiate and bargain collectively to reach agreement on matters of mutual interest to the employer and employees represented by admitted trade unions;
- (d) provide mechanisms for the prevention and resolution of disputes between -
 - (i) the employer and trade unions admitted to the PSCBC;
 - (ii) the employer and trade unions not admitted to the PSCBC; 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 Labour Relations Act and its constitution;
- (g) consider and deal with such other matters as may affect the interest of the parties to the PSCBC; and
- (h) promote effective communication and co-ordination between the PSCBC and sectors.

Registered office

Public Service Bargaining Centre
Building A and B
260 Basden Avenue
Lyttelton
Centurion
0176

Postal address

P O Box 3123
Lyttelton South
Centurion
0176

2. Going concern

The financial statements have been prepared on the basis of accounting policies applicable to a going concern. This basis presumes that funds will be available to finance future operations and that the realisation of assets and settlement of liabilities, contingent obligations and commitments will occur in the ordinary course of business.

3. Review of results

The financial results and state of affairs of the PSCBC are fully set out in the attached financial statements and do not in our opinion require any further comment.

Net surplus was R 134,796 (2011: deficit R 1,050,135).



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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Council's Report

4. Events after the reporting period

The Council is not aware of any matter or circumstance arising since the end of the financial year that might have a material impact on the reported results.

5. Property, plant and equipment

The PSCBC acquired property, plant and equipment amounting to R 1,148,188 for the financial year ended 31 March 2012 (2011: R 28,683).

6. Auditors

PricewaterhouseCoopers Inc.

Physical address

32 Ida Street
Menlo Park
Pretoria
0102

Postal address

P O Box 35296
Menlo Park
Pretoria
0102



Public Service Co-ordinating Bargaining Council
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Financial statements for the year ended 31 March 2012

Statement of Financial Position

	Notes	2012 R	2011 R	2010 R
Assets				
Non-Current Assets	3	<u>1,126,852</u>	<u>675,576</u>	<u>1,300,813</u>
Property, plant and equipment		<u>1,126,852</u>	<u>675,576</u>	<u>1,300,813</u>
Current Assets	4	<u>1,205,437</u>	<u>968,397</u>	<u>752,674</u>
Trade and other receivables	5	<u>19,057,245</u>	<u>18,597,706</u>	<u>23,400,086</u>
Agency fees held in trust	6	<u>13,267,684</u>	<u>12,464,208</u>	<u>14,630,530</u>
Cash and cash equivalents		<u>33,530,366</u>	<u>32,030,311</u>	<u>38,783,290</u>
		<u>34,657,218</u>	<u>32,705,887</u>	<u>40,084,103</u>
Total Assets				
Funds and Liabilities				
Funds		<u>851,704</u>	<u>825,280</u>	<u>1,194,644</u>
Special project reserve		<u>12,451,339</u>	<u>12,342,966</u>	<u>13,023,736</u>
Retained income		<u>13,303,043</u>	<u>13,168,246</u>	<u>14,218,380</u>
Liabilities				
Non-Current Liabilities	7	<u>510,251</u>	<u>-</u>	<u>-</u>
Finance lease liability				
Current Liabilities	8	<u>19,057,245</u>	<u>18,597,706</u>	<u>23,400,086</u>
Agency fees held in trust	9	<u>1,756,053</u>	<u>524,239</u>	<u>1,809,109</u>
Trade and other payables	19	<u>30,626</u>	<u>415,696</u>	<u>656,528</u>
Operating lease liability		<u>20,843,924</u>	<u>19,537,641</u>	<u>25,865,723</u>
		<u>21,354,175</u>	<u>19,537,641</u>	<u>25,865,723</u>
		<u>34,657,218</u>	<u>32,705,887</u>	<u>40,084,103</u>
Total Liabilities				
Total Funds and Liabilities				

The notes on pages 16 to 22 are an integral part of these financial statements.


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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Statement of Comprehensive Income

	Notes	2012 R	2011 R
Revenue			
Other income			
Operating expenses	11	14,785,309	14,366,967
Operating deficit		217,099	357,860
Investment revenue		(15,504,627)	(16,465,386)
Interest paid	12	(502,219)	(1,740,559)
Surplus/(deficit) for the year	13	703,267	690,425
Other comprehensive income:	14	(66,251)	-
Total comprehensive income for the year		134,797	(1,050,134)
Total comprehensive income/(deficit)		-	-
		134,797	(1,050,134)

The notes on pages 16 to 22 are an integral part of these financial statements.

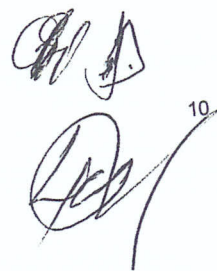


Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Statement of Changes in Funds

	Special project reserve R	Retained income R	Total funds R
Opening balance as previously reported	-	13,826,702	13,826,702
Adjustments	-	(802,966)	(802,966)
Prior period error (note 20)	1,194,644	-	1,194,644
Reclassification of special project liability	<u>1,194,644</u>	<u>13,023,736</u>	<u>14,218,380</u>
Balance at 01 April 2010 as restated	-	(1,050,134)	(1,050,134)
Changes in equity	(369,364)	369,364	-
Total comprehensive deficit for the year	<u>(369,364)</u>	<u>(680,770)</u>	<u>(1,050,134)</u>
Transfer to special project reserve	<u>(369,364)</u>	<u>(680,770)</u>	<u>(1,050,134)</u>
Total changes	<u>825,280</u>	<u>12,342,966</u>	<u>13,168,246</u>
Balance at 31 March 2011	-	134,797	134,797
Changes in equity	26,424	(26,424)	-
Total comprehensive income for the year	<u>26,424</u>	<u>108,373</u>	<u>134,797</u>
Transfer to special project reserve	<u>26,424</u>	<u>108,373</u>	<u>134,797</u>
Total changes	<u>851,704</u>	<u>12,451,339</u>	<u>13,303,043</u>
Balance at 31 March 2012			

The notes on pages 16 to 22 are an integral part of these financial statements.

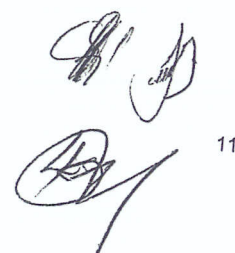


Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Statement of Cash Flows

	Notes	2012 R	2011 R
Cash flows from operating activities			
Cash generated from operations			
Interest income			
Interest paid	16	694,496	(2,828,064)
		703,267	690,425
Net cash from operating activities		<u>(66,251)</u>	<u>-</u>
		1,331,512	(2,137,639)
Cash flows from investing activities			
Purchase of property, plant and equipment			
Sale of property, plant and equipment	3	(488,527)	(28,683)
	3	161	-
Net cash from investing activities		<u>(488,366)</u>	<u>(28,683)</u>
Cash flows from financing activities			
Finance lease payments			
		(39,669)	-
Increase/(decrease) in cash and cash equivalents		803,477	(2,166,322)
Cash and cash equivalents at the beginning of the year		12,464,208	14,630,530
Total cash and cash equivalents at the end of the year	6	<u>13,267,685</u>	<u>12,464,208</u>

The notes on pages 16 to 22 are an integral part of these financial statements.



Summary of significant accounting policies

1. Accounting policies

1.1 Basis of preparation

The financial statements have been prepared in accordance with South African Statements of Generally Accepted Accounting Practice. The financial statements have been prepared on the historical cost basis, except for items carried at fair value, and incorporate the principal accounting policies set out below. These policies have been consistently applied. They are presented in South African Rands.

The preparation of financial statements in conformity with SA GAAP requires the use of certain accounting estimates. It also requires management to exercise its judgement in the process of applying the accounting policies. The areas involving a higher degree of judgement or complexity, or areas where assumptions and estimates are significant to the financial statements, are disclosed.

The estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognised in the period in which the estimate is revised if the revision affects only that period or in the period of the revision and future periods if the revision affects both current and future periods.

Standards and interpretations:

Standards and interpretations effective in 2012 and applicable to the Council:

- Amendment to IAS 24 - Related party disclosures
- Improvements to IFRS's

Standards and interpretations effective in 2012 and not applicable to the Council:

- Amendment to IFRIC 14 (AC 447) - Pre-payments of a Minimum Funding Requirement
- IFRIC 19 (AC 452) - Extinguishing Financial Liabilities with Equity Instruments

No standards and interpretations have been early adopted.

1.2 Property, plant and equipment

Property, plant and equipment are stated at cost less accumulated depreciation and any impairment losses. Historical cost includes expenditure that is directly attributable to the acquisition of the items.

Subsequent costs are included in the asset's carrying amount or recognised as a separate asset, as appropriate, only when it is probable that future economic benefits associated with the item will flow to the PSCBC and the cost of the item can be measured reliably. All other repairs and maintenance are charged to the statement of comprehensive income during the financial year in which it is incurred.

Depreciation is calculated on the straight line method to write off the cost of each asset, or the revalued amounts, to their residual values over their estimated useful lives. Depreciation rates applicable to each category of property, plant and equipment have been assessed as follows:

Item	Average useful life
Motor vehicles	7 years
Office furniture and equipment	5 years
Computer equipment	3 years
Computer software	2 years



Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Summary of significant accounting policies

1.2 Property, plant and equipment (continued)

The residual value, useful life and depreciation method of each asset are reviewed, and adjusted if appropriate, at the end of each reporting period. If the expectations differ from previous estimates, the change is accounted for as a change in accounting estimate.

The depreciation charge for each period is recognised in surplus or deficit unless it is included in the carrying amount of another asset.

The carrying value of property, plant and equipment is reviewed for impairment when events or changes in circumstances indicate the carrying value may not be recovered. If any such indication exists and where the carrying values exceed the estimated recoverable amount, the assets are written down to their recoverable amount.

The gain or loss arising from the derecognition of an item of property, plant and equipment is included in surplus or deficit when the item is derecognised. The gain or loss arising from the derecognition of an item of property, plant and equipment is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

1.3 Leases

Leases where a significant portion of the risks and rewards of ownership are retained by the lessor are classified as operating leases. Payments made under operating leases (net of any incentives received from the lessor) are charged to the statement of comprehensive income on a straight line basis over the period of the lease. Leases of equipment where the PSCBC has substantially all the risks and rewards of ownership are classified as finance leases. Finance leases are capitalised at the inception of the lease at the lower of the fair value of the leased asset or the current value of the minimum lease payments. Each lease payment is allocated between the liability and finance charges so as to achieve a constant rate of the finance balance outstanding. The corresponding rental obligations, net of finance charges are included in other long-term liabilities. The finance cost element is charged to the statement of comprehensive income over the lease period. The equipment acquired under finance leases is depreciated over the useful life of the asset.

1.4 Trade and other receivables

Trade receivables consist of amounts due from members. Collection is expected in one year or less and is therefore classified as current assets. Trade and other receivables are carried at anticipated realisable value. An estimate is made for doubtful receivables based on a review of all outstanding amounts at year-end. Bad debts are written off in the year in which they are identified. The carrying amount of the asset is reduced through the use of a provision for impairment account, and the amount of the loss is recognised in surplus or deficit within operating expenses. When a trade receivable is uncollectable, it is written off against the provision for impairment account. Subsequent recoveries of amounts previously written off are credited against operating expenses in surplus or deficit.

Trade and other receivables are classified as loans and receivables.

1.5 Cash and cash equivalents

Cash and cash equivalents are carried in the statement of financial position at cost. For the purposes of the statement of cash flows, cash and cash equivalents comprise cash on hand, deposits held at call with banks and other short-term highly liquid investments with original maturities of three months or less.



Summary of significant accounting policies

1.6 Trade payables

Trade payables are obligations to pay for goods and services that have been acquired in the ordinary course of business from suppliers. Accounts payable are classified as current liabilities if payment is due within one year or less. Trade payables are carried at the fair value of the consideration to be paid in future for goods or services that have been received or supplied and invoiced or formally agreed with the supplier.

1.7 Related parties

Parties are considered to be related to the entity if the entity has the ability, directly or indirectly, to control the party, jointly control or exercise significant influence over the party in making financial and operating decisions, or vice versa, or where the entity and the party are subject to common control. Related parties also include key management personnel which are those persons having authority and responsibility for planning, directing and controlling the activities of the entity, directly or indirectly.

1.8 Financial instruments

Classification

Financial instruments carried on the statement of financial position include cash and bank balances, receivables and payables. The fair value of receivables and payables approximate the cost thereof, due to the short term nature thereof.

The PSCBC classifies its financial assets as loans and receivables. The classification depends on the purpose for which the financial assets were acquired. Management determines the classification of its financial assets at initial recognition.

Loans and receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market. Financial assets are recognised on the trade date. These are included in current assets. The PSCBC's loans and receivables comprise receivables and cash and cash equivalents in the statement of financial position. The fair value of receivables approximate the cost thereof, due to the short term nature thereof.

1.9 Provisions and contingencies

Provisions are recognised when:

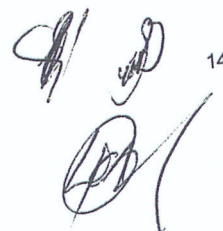
- the council has a present obligation as a result of a past event;
- it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation; and
- a reliable estimate can be made of the obligation.

The amount of a provision is the present value of the expenditure expected to be required to settle the obligation.

Contingent assets and contingent liabilities are not recognised.

1.10 Revenue

Revenue is measured at the fair value of the consideration received or receivable and represents the amounts receivable for services provided in the normal course of business. Levies received are recorded on the date of receipt.



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**Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012**

Summary of significant accounting policies

1.10 Revenue (continued)

Operating expenditure invoiced to and recovered from sectoral councils are credited to the applicable expenditure accounts.

1.11 Investment income

Interest income is accrued on a time proportion basis with reference to the principal amount receivable and the effective interest rate applicable. Interest income is accounted for as it accrues, unless collectability is in doubt. Interest income excludes that portion which relates to designated funds/ agency fees held in trust.

1.12 Critical accounting estimates and assumptions

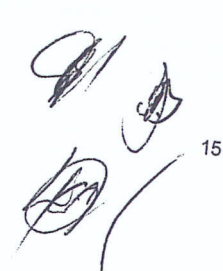
Estimates and judgements are continually evaluated and are based on historical experience and other factors, including expectations of future events that are believed to be reasonable under the circumstances.

During each financial year, management reviews the assets within property, plant and equipment to assess whether the useful lives and residual values applicable to each asset are appropriate.

An estimate is made for doubtful receivables based on a review of all outstanding amounts at year end.

1.13 Contingent liabilities

Contingent liabilities are disclosed when the PSCBC has a possible obligation that arose from a past event and whose existence will be confirmed only by the occurrence or non-occurrence of one or more uncertain future events not wholly within the control of the PSCBC.



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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

2. Financial risk management

Capital risk management

The PSCBC's objective when managing capital are to safeguard the entity's ability to continue as a going concern in order to provide benefits for its stakeholders and to maintain an optimal capital structure to reduce the cost of capital. In order to maintain the capital structure, the entity may draw down on available banking facilities and funds.

Liquidity risk

Sufficient cash is maintained to manage the entity's liquidity risk. Trade and other payables in the amount of R 1,331,382 (2011: R 303,647) are payable within 3 months after year end.

Interest rate risk

The PSCBC's income and operating cash flows are independent of changes in market interest rates. At the reporting date the interest rate profile of the entity's interest bearing financial instruments was as follows:

	2012 R	2011 R	2010 R
	13,266,684	12,463,208	14,629,820

Variable rate instruments
Cash and cash equivalents

An increase or decrease in one percentage in interest rates at the reporting date would have increased and decreased the surplus/ (deficit) by the amounts shown below. This analysis assumes that all other variables remain constant. The analysis is performed on the same basis for 2012.

	2012 R	2011 R
	117,211	115,071
	(117,211)	(115,071)

Increase of one percentage
Decrease of one percentage

Credit risk management

Financial assets which potentially subject the PSCBC to concentrations of credit risk consist principally of cash and cash equivalents and debtors. Concentrations of credit risk with respect to trade receivables are limited due to the number of debtors. Funds only deposited with reputable financial institutions.

3. Property, plant and equipment

	Cost / Valuation	2012 Accumulated depreciation	Carrying value	Cost / Valuation	2011 Accumulated depreciation	Carrying value
Leased office equipment	659,661	(43,977)	615,684	-	-	-
Office furniture and equipment	1,855,589	(1,695,171)	160,418	1,976,427	(1,726,067)	250,360
Motor vehicles	179,152	(179,152)	-	179,152	(167,208)	11,944
Computer equipment	1,869,287	(1,597,095)	272,192	1,740,448	(1,342,432)	398,016
Computer software	237,307	(158,749)	78,558	479,966	(464,710)	15,256
Total	4,800,996	(3,674,144)	1,126,852	4,375,993	(3,700,417)	675,576

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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

	2012 R	2011 R	2010 R
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3. Property, plant and equipment (continued)

	Cost / Valuation	2010 Accumulated depreciation	Carrying value
Leased office equipment	1,976,427	(1,457,970)	518,457
Office furniture and equipment	179,152	(155,264)	23,888
Motor vehicles	1,715,901	(994,807)	721,094
Computer equipment	475,829	(438,455)	37,374
Computer software			
Total	4,347,309	(3,046,496)	1,300,813

Reconciliation of property, plant and equipment - 2012

	Opening balance	Additions	Disposals	Depreciation	Closing balance
Leased office equipment	-	659,661	-	(43,977)	615,684
Office furniture and equipment	250,360	57,147	(225)	(146,864)	160,418
Motor vehicles	11,944	-	-	(11,944)	-
Computer equipment	398,016	311,693	(12)	(437,505)	272,192
Computer software	15,256	119,687	(10)	(56,375)	78,558
	675,576	1,148,188	(247)	(696,665)	1,126,852

Reconciliation of property, plant and equipment - 2011

	Opening balance	Additions	Depreciation	Closing balance
Office furniture and equipment	518,457	-	(268,097)	250,360
Motor vehicles	23,888	-	(11,944)	11,944
Computer equipment	721,094	24,546	(347,624)	398,016
Computer software	37,374	4,137	(26,255)	15,256
	1,300,813	28,683	(653,920)	675,576

Reconciliation of property, plant and equipment - 2010

	Opening balance	Additions	Depreciation	Total
Furniture and fixtures	628,196	176,876	(286,615)	518,457
Motor vehicles	35,830	-	(11,942)	23,888
IT equipment	1,107,902	68,656	(455,464)	721,094
Computer software	61,560	25,735	(49,921)	37,374
	1,833,488	271,267	(803,942)	1,300,813

Leased assets consist of office equipment and are encumbered by finance lease liabilities in the amount of R 619,992 (2011: Rnil) (note 7).

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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

	2012 R	2011 R	2010 R
4. Trade and other receivables			
Trade receivables	754,856	103,335	190,340
Prepaid expenditure	298,730	261,977	232,339
Deposits	65,643	56,484	53,643
Other receivables	86,208	546,601	276,352
	<u>1,205,437</u>	<u>968,397</u>	<u>752,674</u>

Trade and other receivables past due but not impaired

The ageing of amounts past due but not impaired is as follows:

Not past due			52,626
1 month past due	68,204	71,888	(3,621)
2 months past due	60,818	-	78,913
3 months past due	60,818	-	62,422
	<u>565,016</u>	<u>31,447</u>	<u>190,340</u>
	<u>754,856</u>	<u>103,335</u>	

5. Agency fees held in trust

This relates to agency fees administered by the PSCBC in terms of an Agency shop agreement (Resolution 1 of 1998) and section 25 of the Labour Relations Act.

	<u>19,057,245</u>	<u>18,597,706</u>	<u>23,400,086</u>
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Total

6. Cash and cash equivalents

Cash and cash equivalents consist of:

	1,000	1,000	710
Cash on hand			
Bank balances	1,838,372	2,069,146	1,764,291
- Levy income	848,467	420,178	1,500,310
- Special projects	10,579,845	9,973,884	11,365,219
Short term bank deposits	<u>13,267,684</u>	<u>12,464,208</u>	<u>14,630,530</u>




Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

	2012 R	2011 R	2010 R
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7. Finance lease liability

Office equipment is leased under a non-cancellable lease agreement for a term of 5 years.

As the lease terms transfer substantially all the risks and rewards of ownership, the lease is classified as a finance lease.

The future aggregate minimum lease payments under non-cancellable finance leases are as follows:

Within 1 year
Later than 1 year and no later than 5 years

Total liability
Less: Short term portion as trade and other payables

Minimum lease payments	Finance cost	Present value
166,800	(57,059)	109,741
611,600	(101,349)	510,251
<u>778,400</u>	<u>(158,408)</u>	<u>619,992</u>
	619,992	-
	(109,741)	-
	<u>510,251</u>	<u>-</u>

8. Agency fees held in trust

This relates to agency fees administered by the PSCBC in terms of Agency shop agreement (Resolution 1 of 1998) and section 25 of the Labour Relations Act.

Opening balance
Interest received
less: Expenditure incurred
Agency fees received
Agency fees paid

18,597,706	23,400,085	23,522,643
319,800	772,692	1,012,973
(120,491)	(180,335)	(92,616)
142,841,095	137,078,094	98,788,388
(142,580,865)	(142,472,830)	(99,831,302)
<u>19,057,245</u>	<u>18,597,706</u>	<u>23,400,086</u>

9. Trade and other payables

Trade payables
Other payables
Accrued leave pay
Accrued bonus
Accrued expense
Short term portion of finance lease liability

791,791	67,661	623,458
56,227	18,508	90,708
314,933	220,593	328,903
181,813	173,828	138,944
301,548	43,649	627,096
109,741	-	-
<u>1,756,053</u>	<u>524,239</u>	<u>1,809,109</u>

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Public Service Co-ordinating Bargaining Council
(Registration number LR2/6/6/126)
Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

	2012 R	2011 R	2010 R
10. Post retirement benefits			
The PSCBC has no obligation to provide post retirement benefits to employees.			
11. Revenue		14,785,309	14,366,967
Levies income			
12. Operating deficit			
Operating deficit for the year is stated after accounting for the following:			
Loss on disposal of property, plant and equipment	(86)		-
Depreciation on property, plant and equipment	696,665		653,920
Employee costs	6,619,319		6,938,534
13. Investment revenue			
Levy accounts	684,607		656,581
Special project account	18,660		33,844
	<u>703,267</u>		<u>690,425</u>
14. Interest paid			
Interest paid	50,321		-
Finance cost on lease liability	15,930		-
	<u>66,251</u>		<u>-</u>
15. Auditors' remuneration			
Fees	150,804		103,846
16. Cash generated from operations			
Surplus/(deficit) for the year	134,797		(1,050,134)
Adjustments for:			
Depreciation	696,665		653,920
Loss on disposal of assets	86		-
Interest received	(703,267)		(690,425)
Interest paid	66,251		-
Changes in working capital:			
Trade and other receivables	(210,737)		(215,723)
Trade and other payables	1,095,771		(1,284,869)
Movements in operating lease assets and accruals	(385,070)		(240,833)
	<u>694,496</u>		<u>(2,828,064)</u>

Public Service Co-ordinating Bargaining Council
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Financial statements for the year ended 31 March 2012

Notes to the Financial Statements

17. Taxation

The PSCBC is exempt from normal income tax in terms of Section 10(1)(cA)(i) of the South African Income Tax Act, 1962 (Act No. 58 of 1962).

18. Related parties

Related party	Relationship	Nature of transaction	2012 R	2011 R
Senior Management	Key Senior Management	Remuneration	2,293,128	2,054,012
Chairperson of Council	Council Member	Attendance of meetings	-	-

19. Operating lease commitments

The office building is leased under a non-cancellable operating lease for a term of 7 years.

As the lease terms do not transfer substantially all the risks and rewards of ownership, the lease is classified as an operating lease.

The future aggregate minimum lease payments under the non-cancellable operating lease are as follows:

	2012	2011	2010
Within 1 year	187,923	2,242,778	2,096,054
Between 1 and 5 years	-	187,923	2,430,701
	<u>187,923</u>	<u>2,430,701</u>	<u>4,526,755</u>

20. Prior period error

The operating lease was not straight-lined correctly in previous financial years.
The effect of the prior period error is as follows:

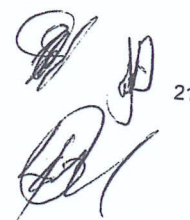
Statement of Financial Position

Decrease in operation lease asset
Opening retained earnings - decrease

Surplus/deficit

Operating lease expense

	2011 R	2010 R
Decrease in operation lease asset	(69,888)	(802,966)
Operating retained earnings - decrease	-	802,966
	69,888	-

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Notes to the Financial Statements

2012
R

2011
R

21. Reclassification of comparatives

The PSCBC reclassified the following line-items as it is more descriptive of the operational activities of the PSCBC.

- 21.1 In previous years the PSCBC has earmarked certain reserves for special projects and therefore a special project reserve is established and disclosed.
- 21.2 Expenses recovered from other sectoral councils are allocated to the respective expense accounts instead of recognising separate revenue streams.
- 21.3 Interest earned on the agency fees administered on behalf of the trade unions are credited to the agency fees held in trust. Agency fees are transferred to the statement of financial performance as the expenditure is incurred.

	As previously stated 2011 R	Reclassified 2011 R	Restated 2011 R
Trade and other receivables	562,260	406,137	968,397
Special project liability	(420,179)	420,179	-
Trade and other payables	(18,726,488)	18,202,249	(524,239)
Provisions	(394,421)	394,421	-
Agency fees held in trust	-	(18,597,706)	(18,597,706)
Special project reserve	-	(825,280)	(825,280)
Other income	(1,851,962)	1,494,102	(357,860)
Operating expenses	17,626,169	(1,160,783)	16,465,386

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Detailed Income Statement

	Notes	2012 R	2011 R
Revenue			
Levy income			
Other income		14,785,309	14,366,967
Sundry and special project income			
Subsidy received		31,225	-
Donations, recoveries and service seta income		42,120	67,050
Agency fee revenue		81,572	36,566
Administration fees		54,982	245,844
		7,200	8,400
		<u>217,099</u>	<u>357,860</u>
Expenses (Refer to page 24)			
Operating deficit		(15,504,627)	(16,465,386)
Investment revenue	12	(502,219)	(1,740,559)
Interest paid	13	703,267	690,425
	14	(66,251)	-
		<u>637,016</u>	<u>690,425</u>
Surplus/(deficit) for the year		<u>134,797</u>	<u>(1,050,134)</u>

The supplementary information presented does not form part of the financial statements and is unaudited

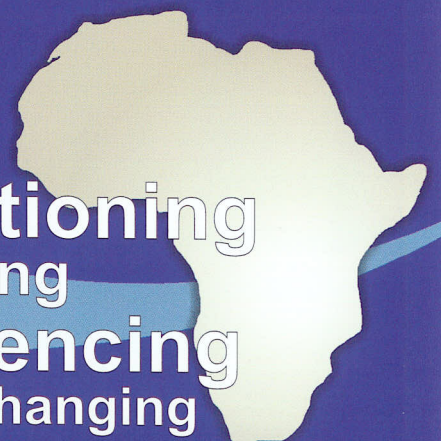
Public Service Co-ordinating Bargaining Council
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Financial statements for the year ended 31 March 2012

Detailed Income Statement	Notes	2012 R	2011 R
Operating expenses		(13,680)	-
Accommodation project		-	(27,143)
Advertising		(54,982)	(245,844)
Agency expenses		(780,722)	(575,327)
Arbitration and conciliation	15	(150,804)	(103,846)
Auditors remuneration		(30,576)	(33,994)
Bank charges		(64,090)	(120,067)
Books and subscription		(382,051)	-
Capacity building		(151,600)	(146,600)
Case Management System and reports		(156,855)	(218,029)
Contingency Fund		(696,665)	(653,921)
Depreciation		(248,827)	-
Dispute resolution		(283,943)	(229,636)
Electricity		(6,619,319)	(6,938,534)
Employee costs		-	(41,376)
ILERA- Nigeria		(251,026)	(507,561)
Information technology		(137,062)	(113,323)
Insurance		(1,604,603)	(2,650,617)
Lease rentals on operating lease		(29,435)	(196,721)
Legal fees		(7,880)	(250)
Licences		(86)	-
Loss on disposal of assets		(256,807)	(72,121)
Management services		(36,805)	(64,416)
Marketing and communications		(826,283)	(1,332,077)
Meetings and conferences		(20,788)	(22,711)
Motor vehicle expenses		(95,829)	-
Office cleaning		(29,907)	(106,256)
Office refreshments		(854,309)	-
Pensions restructuring project		(4,204)	(3,283)
Postage		(278,924)	(262,102)
Printing and stationery		(503,524)	(388,529)
Provincial Chamber costs		(197,375)	(176,760)
Repairs and maintenance		(63,469)	-
Risk assessment		(14,996)	(32,705)
Security		(19,142)	(403,207)
Special projects expenses		(61,679)	-
Strategic Partnerships		(357,301)	(446,983)
Telephone and fax		(197,235)	(274,521)
Training		(21,844)	(76,926)
Travel - local		<u>(15,504,627)</u>	<u>(16,465,386)</u>

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9. Management

Positioning
Advancing
Influencing
Changing



Overview

The Media, Resource and Information Section is a support structure of the Council and forms part of the Dispute Management and Support Services Department. The strategic objective of the Section is to refine and enhance the liaison, marketing and communication strategy as to develop an Organisational brand nationally and internationally.

This report highlights the key activities as outlined in the business plan performed by the Media, Resource and Information Centre in the Financial Year 2011/12.

Marketing and communication

The Media Section is guided by a number of marketing and media policies and procedures in executing its duties. These Policies and Procedures are currently under review and will be aligned with the strategic objectives of the Council.

Facebook and Twitter

The PSCBC embraces the transition towards turning to social media as an effective method of communication and as a marketing tool. The PSCBC can be found on both www.facebook.com and www.twitter.com (PSCBC news on twitter). Using these effective tools allow easy access to information for the public to track PSCBC activities.

Website

The PSCBC website is extremely busy with an average of 9,728 users per month. The website is updated on a frequent basis in order to ensure that all information is current. The current website was developed in excess of 10 years ago and needs to be upgraded to be more user friendly, accessible and faster.

The number of Users accessing the website has increased by 37% from the previous financial year. Usage peaked during the period of Wage Negotiations and Pension Redress Media Campaign.

Table 5:

MONTH	2011/12	2010/11	INC/DEC	%INC
APRIL	7 521	5 790	1 731	30%
MAY	8 754	7 517	1 237	16%
JUNE	9 836	6 480	3 356	52%
JULY	12 235	7 700	4 535	59%
AUGUST	21 132	9 390	11 742	125%
SEPTEMBER	7 760	7 974	-214	-3%
OCTOBER	6 849	9 850	-3 001	-30%
NOVEMBER	7 561	6 736	825	12%
DECEMBER	5 595	4 471	1 124	25%
JANUARY	7 086	5 199	1 887	36%
FEBRUARY	9 117	5 892	3 225	55%
MARCH	13 299	7 971	5 328	67%
TOTAL	116 745	84 970	31 775	37%

Pensions Redress Media Campaign

The final phase of the Pensions Redress Media campaign was held in 2011. The campaign was launched as a final call to potential beneficiaries of the pensions redress process to make application for redress for having suffered past pensions discriminatory practices.

The objectives of the campaign were to:

- Create awareness
- To market/ advertise the opportunity to potential beneficiaries
- To reach key target audiences i.e. beneficiaries who qualify for the benefits based on various categories
- To assist in obtaining eligible applicants from potential beneficiaries

Target audiences:

- All eligible public servants currently employed in the Public Service
- Eligible public servants who exited the Public Service
- Beneficiaries of former public servants who have since passed away and who qualify in terms of the categories stated.

An external communications company was appointed to conduct the Media Campaign. The Campaign involved, radio interviews, radio live reads, television interviews, newspaper articles and posters. A SMS line was also set up whereby people could send a SMS to 43638 and the PSCBC will call them back for further information purposes.

Further visits to remote areas in specific provinces were required and the PSCBC Media Section conducted the Campaign for these visits. The Campaign was successfully rolled out however a need was identified to conduct further provincial visits due to the response.

International Relations

Organisational Programmes for Media and Communications 2011-2013

Strategic Priority 1: Implement research strategy and enhance the liaison, marketing and communication strategy

Table 6: Media Programmes

Priority	Activity	Timelines	Performance Results	Reasons for variance
1. Create Capacity-Research	Develop a framework to institutionalise the research function in the Organization	31 Jan 2012	Not Achieved	Pending Council's decision
2. Develop Marketing and communication strategy	Develop effective marketing & communication strategy	2012/ 2013	Achieved	
3. Strategic partnerships	Review and redefine objectives of existing strategic partnerships	31 Jan 2012	Achieved	
4. Pension Restructuring Task Team	Implement marketing campaign	1 Sep 2011 – 31 Mar 2012	Achieved	

The Year Ahead:

In seeking to improve access to information for all, the unit will focus on the following;

- Re-evaluate marketing and communication strategy;
- Evaluate existing policies on Communication, Image & Marketing (including events management and library policies) and formulate appropriate policies and strategies to address Council's plan and strategic objectives;
- Establish and monitor internal and external communication strategies to ensure effectiveness;
- Further identify and strengthen relations with national and international strategic partners ;
- Implement programmes to market the organisation and explore to gain better understanding of industrial relations practices and legislation globally;
- Implementat efficient and cost effective library management and information systems; and
- Upgrade the website to be more user friendly, accessible and faster.

SOCIAL RESPONSIBILITY

Tracker Men in the Making

The PSCBC hosted a group of 12 schoolboys from The Lyttelton Manor High School as part of the Tracker Men in the Making Campaign. This initiative is supported by the Department of Basic Education. The Department saw this initiative to be in line with their Girl Education Movement (GEM) and Boy Education Movement School programmes; the (BEM)in particular.

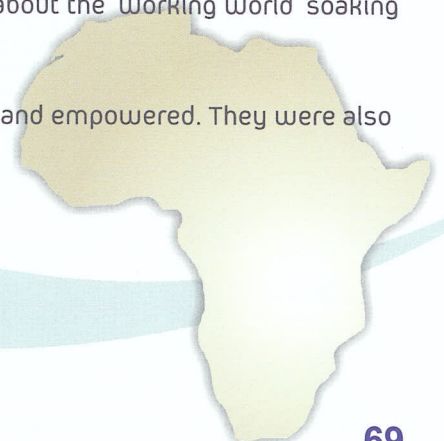
Reasons for the programme:

1. To draw society's attention to the plight of developing boys and young men at high school and beyond.
2. To create a platform for boys to find expression and meaning in their lives.
3. To level the playing field in so far as growth and advancement opportunities are concerned, between girl-children and our boy-children.
4. To correct the distortion that 'it is cool to do crime and be defiant and that you are not yet a man until you have walked through the corridors of a prison'.
5. As a company fighting vehicle crime in the country, we have an obligation to educate and positively impact on the lives of boy-children so that they grow to be responsible citizens and future leaders of our country.

The programme at the PSCBC included an opening and welcome by the General Secretary, Mr Frikkie de Bruin and talks from the various Managers regarding careers in the related fields. The boys were also given a motivational talk and tours of the various Sector Councils. They were also addressed by state and union officials.

The boys were energetic and full of enthusiasm and had many questions to ask about the 'working world' soaking up as much information as possible.

The day was fun filled and the boys left with much resistance, feeling motivated and empowered. They were also issued with certificates.



Presentations to Lyttelton Manor High School by Management



PSCBC AIDS Day and Visit to Lotus Homes (Good Hope Community Organisation)

The PSCBC observed World AIDS day on the 01 December 2011 to remember loved ones that we have lost to the dreaded pandemic of HIV and AIDS. Staff gathered in the Boardroom to pray, share experiences and to listen to the motivational speaker that spoke about the pandemic. It was a sad day as many shared their personal experiences.

The day ended with a visit to Lotus Homes (Good Hope Community Organisation) located in Lebanon, Winterveldt, and Ward 14 in the north of Pretoria who accommodates in excess of 130 orphaned children. School Uniforms, toys, foodstuff, clothing and computers were donated to the children some whom were affected by HIV and AIDS.

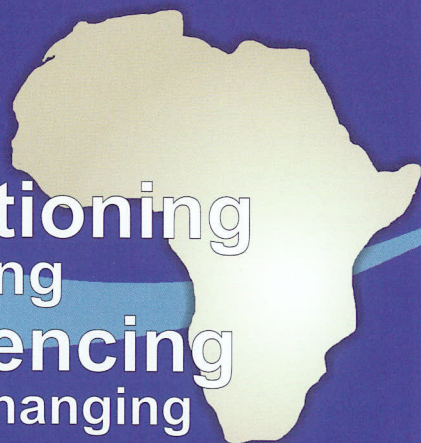
The children were overwhelmed with the goods and attention that they received and showed their appreciation through the vibrant song and dance show that they displayed for the PSCBC secretariat that attended. The officials and staff of Lotus Homes were very appreciative.

PSCBC and Sectoral Councils Staff during the World Aids day Commemoration



10. Performance and Evaluation

Positioning
Advancing
Influencing
Changing



PERFORMANCE AND EVALUATION: Operational Targets

Strategic Priority 1: To develop a framework to ensure the monitoring, evaluation of collective agreements and overall compliance by the Organization and Stakeholders

Strategic Objective	<i>To monitor, evaluate and ensure compliance to collective agreements</i>		
Output	Performance Indicator	Target	Performance Result
Framework Monitoring & Evaluation	Research report	31 March 2012	<u>Not achieved</u> Research is ongoing and the matter will continue to receive due attention in the new financial year.
Develop performance Measurement System for Organisation	Research report	31 March 2012	<u>Not achieved</u>
Pensions Restructuring Task Team	Convene task team meetings	1 Sep 2011 – 31 March 2012	<u>Achieved</u>
	Implement marketing campaign		
	Distribute and collect application forms		
	Verification of application forms		



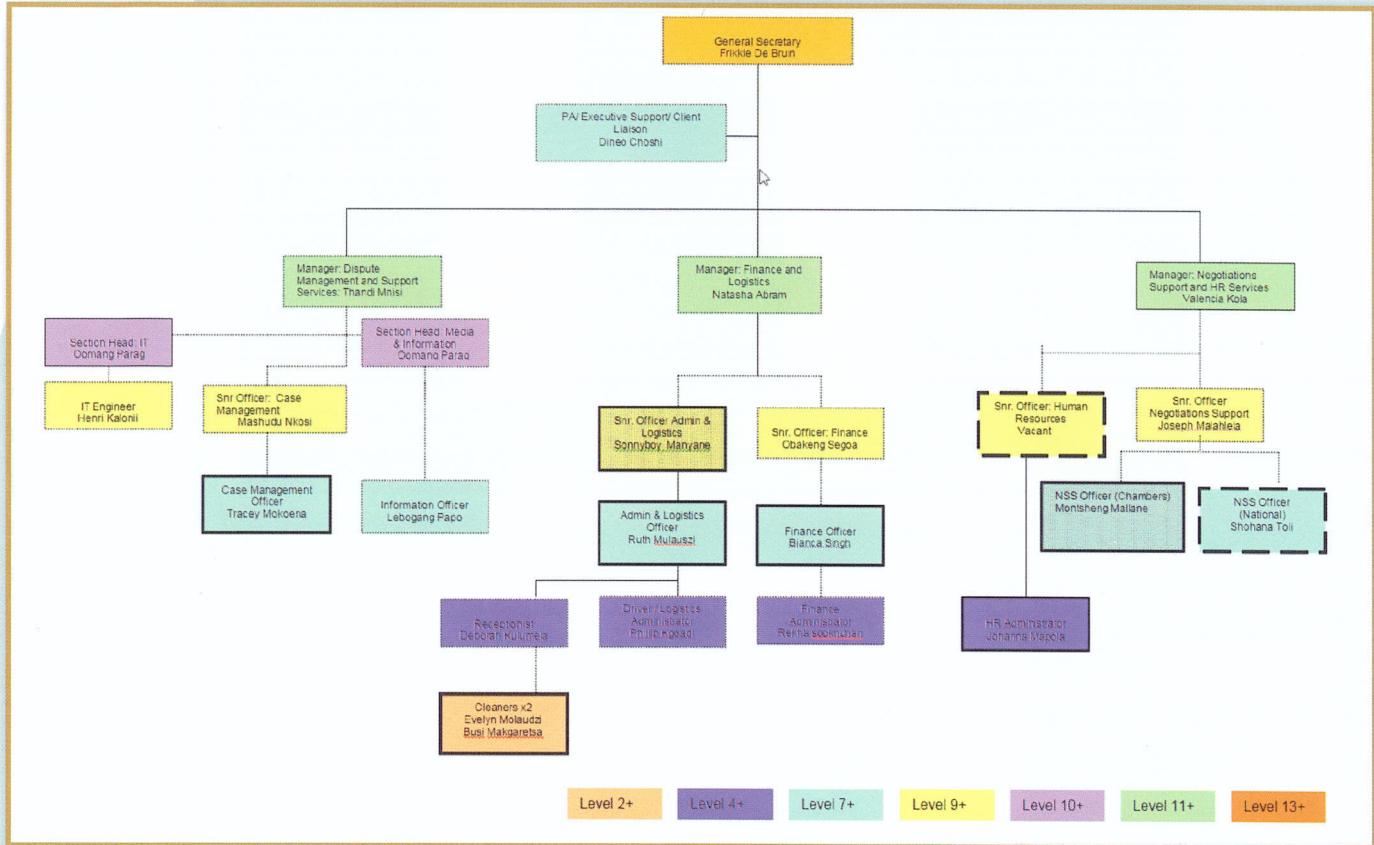
11. Human Resources

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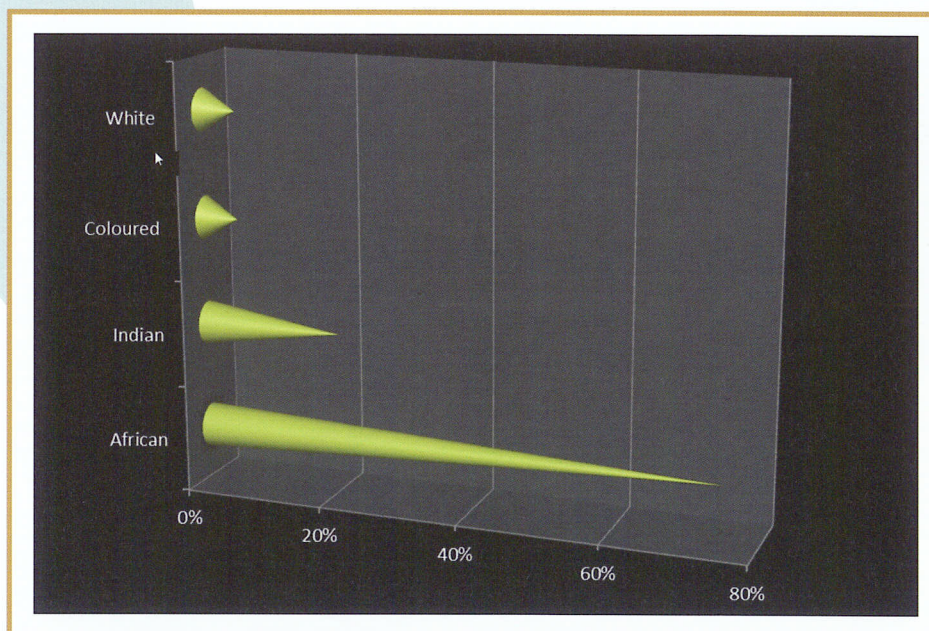
SECRETARIAT PROFILE 2011/12

Organogram

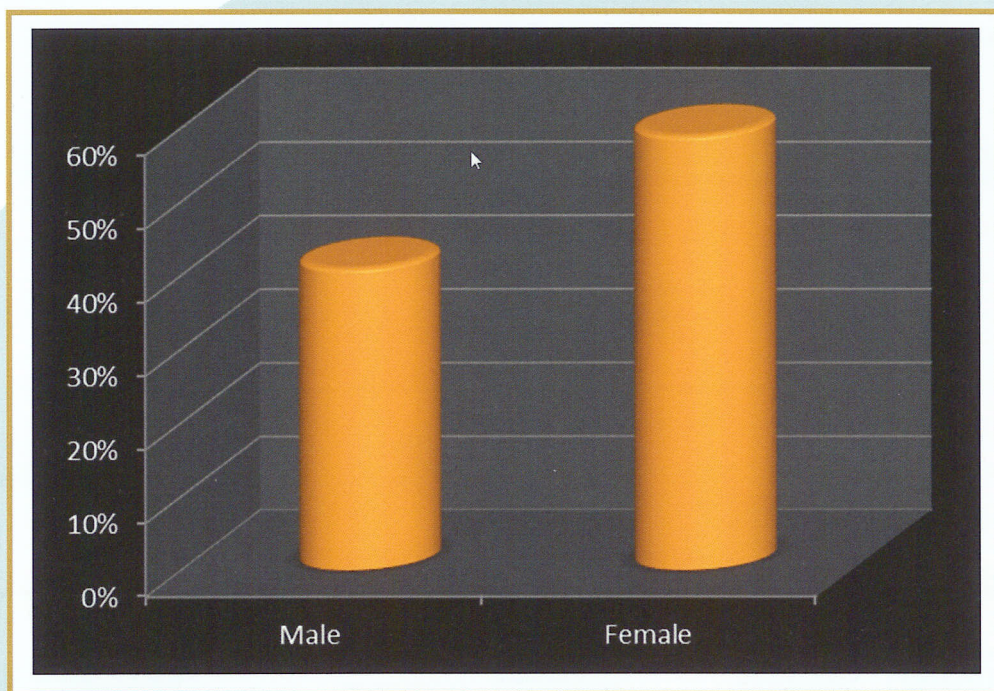


Representivity Profiles

Race



Gender



Staff movement

Resignations

No resignations during the period under review.

Appointments

No appointments was done during the 2011-2012 financial year

Vacant posts

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

1. Section Head: Media and Information
2. Media and Information Officer
3. Senior Officer: Human Resource
4. Personal Assistant to the General Secretary
5. Negotiations Support Officer



SKILLS DEVELOPMENT

Council prides itself on the importance that it places on skills development and up skilling of its staff. During the period under review Council continued to show commitment to the Skills Development Act. The following Bursaries and Study loans were awarded to the following staff members:

Bursaries awarded	Employee
BTech LRA	Ms Montsheng Mallane
Programme in Practical Labour Law	Mr Frikkie De Bruin
Programme in Labour Relations	Mrs Dineo Choshi

Study Loan awarded	Employee
National Diploma in Logistics	Mr Phillip Kgoadi

Achievements:

Achieved	Employee
BTech LRA	Ms Thandi Mnisi



Staff Operational Planning and Team Building - The Ranch, Polokwane

Operational planning concerns three aspects of a company's work: how work will be performed, who will perform the work and what resources are required to complete work in each business area. The purpose of the Operational Plan is to provide organisation personnel with a clear picture of their tasks and responsibilities in line with the goals and objectives contained within the Strategic Plan.

Council undertook a team building and operational session with staff from 24 – 26 January 2012. Team building is essentially a process involving participation, collaboration and nurturing of team spirit amongst the team members. Every employee is dependent on his/her fellow employees to work together and contribute efficiently to the organisation. No employee can work alone; he/she has to take the help of his/her colleague to accomplish the tasks efficiently.



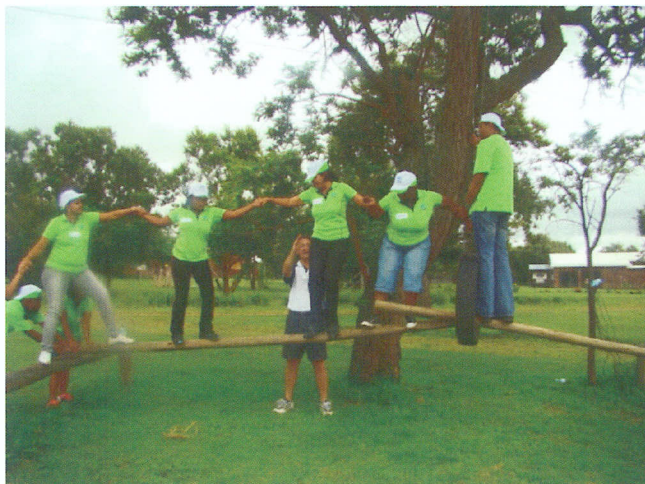
The new Council Vision, Mission and Values were explained to the employees by the General Secretary to give the employees understanding and expectations of Council.

Each department presented their business plans on tasks, processes and procedures, and different departments were made to understand the role of other departments within the organization.

PSCBC staff agreed to the following values:

- Attitude,
- Commitment and
- Respect

The team building exercise was conducted by Tag Consulting & Training.



"Coming together is a beginning. Keeping together is progress. Working together is success"

12. Special Projects

Positioning
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REDRESS FOR PUBLIC SERVICE EMPLOYEES DISCRIMINATED AGAINST BY GOVERNMENT PENSION FUNDS UNDER APARTHEID

The PSCBC undertook this mammoth project in terms of Resolutions 7 of 1998 and 12 of 2002 on Pensions Restructuring. The Resolutions provide for recognition of non-pensionable service as pensionable years of service for public servants affected by past discriminatory pension practices.

Bisho



During 2010 and 2011 workshops were held in all nine provinces as well as nationally, facilitated by the PSCBC National Task Team with the objective of training task team members on how to deal with the process and how to complete application forms. All the workshops were facilitated successfully and were well attended.

Intervention became critical during 2011 as some Departmental and Provincial Task Teams failed to perform in terms of their mandate. The General Secretary visited all nine Provincial Task Teams with a view to assist and offer guidance towards ensuring that the Task Teams become operational. The Sector Councils were requested to assist in reviving the National Departmental Task Teams.

De Aar



Following a Council decision, a massive media campaign was launched in November 2011 to create awareness and allow maximum opportunity for possible beneficiaries to apply before the closing date. Posters and pamphlets were printed and distributed to all the 9 provinces and National Departments. The media campaign involved – radio interviews (face to face & Telephonic), radio live reads, television interviews (face to face), and newspaper articles (face to face & Telephonic). All the aforementioned media initiatives took cognisance of the 11 official languages.

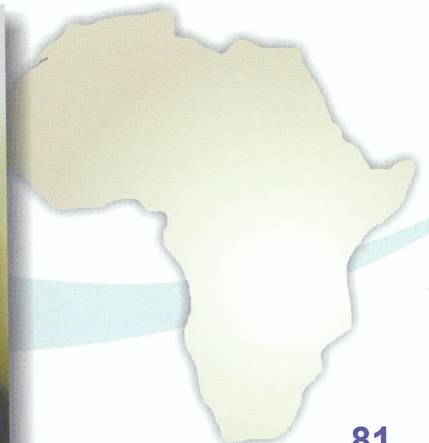
Due to several complaints from potential applicants, further interventions in 2012 were done in the Eastern Cape, the Northern Cape and Mpumalanga. Council deployed National Task Team members and the Secretariat to these provinces to assist the eligible applicants to fill in application forms.

Ermelo



The PSCBC had dealt with thousands of telephonic and sms enquires from the public since the commencement of the media campaign. The number of visitors to the website also increased significantly. The envisaged closing date for receipt of applications as determined by Council was 31 March 2012.

Port Elizabeth



13. Labour Highlights

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DENOSA

International Council of Midwives (ICM) Congress – June 2011

DENOSA sent a delegation to the ICM congress in Durban. The delegation took part in robust discussions on policy issues regarding the profession.

DENOSA tackles TB and MDR TB- November 2011

With Tuberculosis (TB) continuing to be a major public health problem in South Africa, ranked third in the list of high burden TB countries in the world, so much needs to be done to fight the disease.

DENOSA heeded the call to play an active role in the continuous fight against TB. From 26- 30 October 2011, through the assistance of the International Council of Nurses (ICN) we sent a delegation of three representatives to attend the 42nd UNION World Conference on Lung Health in France. UNION is the international organization fighting TB and lung disease.

The main aim of the conference which was held under the "partnership for scaling up and care" was to emphasise the importance of partnerships in the fight against TB and lung disease. These partnerships include governments, private sector, NGO's, Civil Organizations and patients and Nursing Organisations across the globe.

Significantly to DENOSA the insight obtained from this conference is being re-channeled to Nurses in the country through our ongoing TB and MDR project. This we believe will empower Nurses, who are at the forefront of this fight. The experience will also be used to benchmark with other countries in the treatment and management of the disease.

Some of the most important issues that came out prominently are that, we need to decentralize the management and caring of TB and MDR TB patients. Meaning, following the six- month hospitalization, patients should be discharged and be allowed to continue with their treatment regimen from the Clinics.

DENOSA commemorates World AIDS Day- December 2011

DENOSA joined millions of people across the globe in commemorating World AIDS Day, a day that seeks to raise awareness and to call for measures to prevent the spread of HIV and AIDS.

DENOSA commemorated the day in all nine provinces and activities for the day included candle lighting, raising awareness, HIV counseling and testing, making donations & wearing the red ribbon. Our Provincial gender structures took lead in commemorating the event and four of our provinces made donations to children affected by the pandemic.

DENOSA launch Non-Communicable Disease project- March 2012

DENOSA in collaboration with the International Council of Nurses (ICN) launched the Nursing Non Communicable Diseases (NCD) Prevention and Wellness Project at the Barolong boora Tshidi in Montshioa Village near Mahikeng in the North West province on Friday, March 30th, 2012.

The main aim of the NCD project is to assist Nurses working within the Public Health Sector to focus on their health wellness as well as to support a select community within the North West province to do the same. The project further aims to promote health and wellness in those diagnosed or at risk of developing NCD within the target nurse population and community.

Ultimately, an ideal model for Health Institutions and communities that effectively support health and wellness will be scaled up.

Through this project, Nurses will be able to lead by example on the importance of living a healthy lifestyle which we believe will influence more people positively. The NCD project also serves as part of DENOSA's response to the challenge posed by Non- Communicable diseases in the country.



International Nurses Day- May 2012

DENOSA celebrated the International Nurses Day (IND), a day in which the nursing fraternity pays tribute to the founder of modern nursing Florence Nightingale. In light of this year's theme 'Closing the gap: from Evidence to action', it is essential that Nurses provide nursing care that is responsive to and is informed by the healthcare needs of the country. In other words Nurses ought to provide nursing care that is in line with and is consistent with the realities and challenges in the healthcare of this country.

The theme of this year's event, "Closing the Gap: From Evidence to Action, is intended to empower Nurses to identify what evidence to use, how to interpret that evidence, how to put that knowledge into everyday use, and how to identify whether the anticipated outcomes are sufficiently important to change practice and use precious resources that may be needed elsewhere.

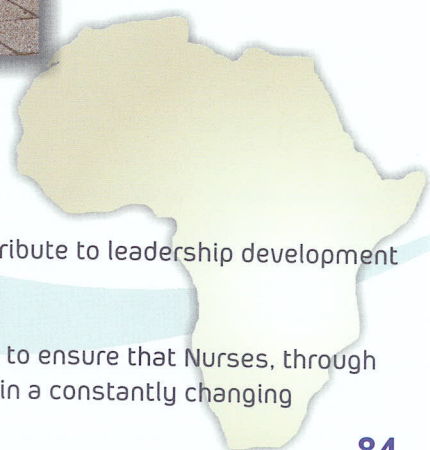


Celebrations were held in all nine provinces.

Leadership for Change (LFC) Programme- ongoing

The DENOSA Professional Institute (DPI) that amongst other things, aims to contribute to leadership development in nursing is continuing with the 'Leadership for Change Programme' (LFC).

The DPI is working in collaboration with the International Council of Nurses (ICN) to ensure that Nurses, through this three- year programme, are equipped to be effective leaders and managers in a constantly changing health environment.





The first group of students will be graduating in November 2012.

DENOSA and partners launch HIV partnership in Northern Cape- May 2011

DENOSA, Soul City, the AIDS Consortium, Positive Convention and the Seriti Institute launched the Northern Cape HIV Prevention Partnership in Kuruman.

The project aims to empower Nurses and communities in the continuing fight against the spread of HIV. The month-long training of nurses and community members will take place at Seeding Village in Kuruman, Northern Cape.

The training also aims to reduce HIV infections and to get rid of the stigma in our societies when it comes to the pandemic.

Through the Health Workers for Change initiative as DENOSA we are training and empowering Nurses in this area of healthcare to be advocates for their communities in the continuing fight against the spread of this disease.



NAPTOSA 2011-2012 HIGHLIGHTS

WOMEN DARE AND MEN MATTER

NAPTOSA implemented deliberate leadership training for women in 2010 and to date over 400 women have had some form of training. This year, in April, a conference was held in Durban for both men and women. NAPTOSA believes that for gender issues to be authentic, perspectives must embrace Venus and Mars conversations. The conference theme was "Women Dare and Men Matter".



The programme was varied, but only three of the modules are highlighted. Dr Peter Manser, principal of Alexander Road High, was challenging in his presentation viz *Courageous Conversations – Leaders who dare to make emotions matter*. Emotional intelligence is a critical skill needed in our nation. NAPTOSA is convinced that the LGBT conversation is essential and it was thus most appropriate to have Mr Andrew Putter, an internationally renowned artist, bring pertinent understanding about these issues in his workshop entitled "I'd rather be gay – straight talk". Since NAPTOSA wants all its leaders to be capacitated in public speaking, toastmasters Elaine and Attie Swanepoel's contribution "Easy Speak Conversations" proved to be most worthwhile.

AFT & NAPTOSA declares – SEE a bully; STOP a bully!



Friday, 4 May 2012, was declared an international day of standing up against bullying. NAPTOSA was part of this programme and many schools with NAPTOSA members participated in this worthy cause. At 12 noon entire school populations stood up in silence to declare that bullying is a totally unacceptable behavioural practice and to make a commitment not to be a bully. Together with AFT, NAPTOSA declares "SEE a bully; STOP a bully; MAKE a difference". (Visit www.stand4change.org)

The National Teaching Awards – 2012

The Department of Basic Education – 12th National Teaching Awards was held in Johannesburg on the 23 February 2012. NAPTOSA congratulates all finalists and winners in the various categories. The NAPTOSA members have done us proud and excelled in the different categories listed.

Excellence in Primary School Teaching	NAPTOSA finalist and winner
Excellence in Secondary School Teaching	NAPTOSA finalist and winner
Excellence in Primary School Leadership	NAPTOSA finalist
Excellence in Secondary School Leadership	NAPTOSA finalist and winner
Excellence in Special Needs Teaching	NAPTOSA finalist and winner
Special Ministerial Award – The Professor Kader Asmal Award	NAPTOSA finalist

NAPTOSA PLOUGHS BACK INTO FARM

The National Professional Teachers' Organisation of South Africa (NAPTOSA – North West Province) donated clothes, paint and a bicycle to Mantsha Primary School.

The union collaborated with the provincial commercial radio station NW FM to help the school, whose plight was highlighted by The New Age in May 2011.

The school lacks the infrastructure and facilities to provide a suitable educational environment. The school does not have an administration block, a computer laboratory or computers.



NAPTOSA Provincial Chief Executive, (NWP) Gregory Masondo, said Mantsha Primary School was an example of a large number of schools that faced similar problems.

As a union, we want to take care of pupils and put smiles on their faces. We believe that if children are happy, they learn better, so we decided to donate clothes and other necessities as part of a bigger project that we intend to expand to the entire province he said.

Masondo added that they donated a bicycle for the school to give to the best-performing pupil who travels a long distance to and from school. We want children to feel encouraged and we should spread the spirit of ubuntu to all schools in our province, Masondo said.

Literacy Training in Mpumalanga

"While NAPTOSA takes its role as a trade union very seriously and takes every possible action to protect the employment conditions and socio economic welfare of its members, it takes equally seriously the professional development of its members and other teachers. The importance of professional development is embedded in a desire to improve teaching and learning and the general education of South Africa's youth.

To this end our programmes in a number of provinces reaches thousands of teachers annually. These activities range from curriculum matters to general teacher-wellness. In particular NAPTOSA Gauteng in collaboration with Wits University developed a



programme to assist teachers in the Foundation Phase who are required to introduce English as First Additional Language from 2012. This programme was piloted to 100 teachers in the Kwena Basin in Limpopo with funds provided by Anglo-Plats. This programme is now being rolled out around the country with the first 5 sessions already off the ground in the Eastern Cape. Further examples include the three well attended conferences held in Johannesburg this year at the Wits

School of Education where the Union offered a wide range of programmes to teachers in the Foundation Phase, Intermediate/Senior and FET phases respectively to more than 2000 teachers. These are annual events and have become well established professional development programmes. NAPTOSA Gauteng recognises that good management is the key to improving our education system and so offers, annually, a Management Conference over two days to 250 principals and management teams. In addition to these, other programmes are offered 4 days a week, every week, during term time as well as regular weekend programmes. Through all of these programmes the Union reaches more than 5000 teachers annually, all of whom attend on a purely voluntary basis."

PSA leading the way for members and communities

Experience, gained over almost a century as an active labour organisation, is one of the Public Servants Association's (PSA) biggest assets.

This once again came into play during the challenging Public Service salary negotiations which recently culminated in the signing of PSCBC Resolution 1/2012.

The agreement came the long and hard way with the PSA persistently demanding a fair deal for its members. The process was protracted without any substantial move towards an agreement until the PSA and other ILC unions in June 2012 declared a dispute with the employer on its failure to reach an acceptable agreement after months of negotiations failed to deliver results.

Despite conciliation, no formal settlement offer was made by the employer. Discussions continued until the early hours of the morning of 27 July 2012 before the employer tabled a new settlement offer containing several amendments. Although some unions soon afterwards signed the agreement, the PSA, true to its commitment to members, first allowed its mandating process to run the full course. Throughout the process, the PSA took great care to highlight several important aspects to members in order to guide their final decision. When the PSA later signed the agreement as mandated by the majority of members, it incorporated the majority of the PSA's demands.



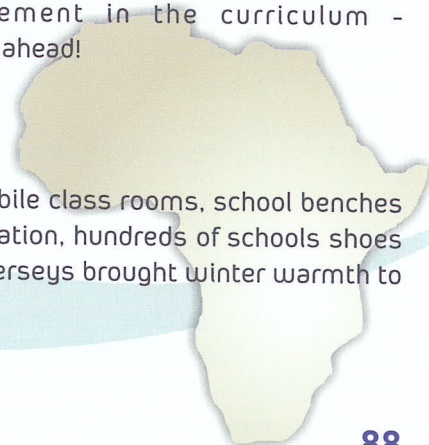
Collective bargaining and labour-related matters are, however, but one aspect of the PSA's range of activities in the interest of members. The PSA, as a Union serving people, is intensely aware of the increasing social challenges being faced in many South African communities.

Disadvantaged children were the focus of attention when the PSA donated mobile class rooms, school benches and lap-desks to a number of schools in rural areas. In further support of education, hundreds of school shoes were donated to learners in North West and KwaZulu-Natal and 11 700 school jerseys brought winter warmth to needy learners in Limpopo, North West and the Eastern Cape.

The PSA therefore, in consultation with various stakeholders and based on set guidelines, identifies positive social responsibility interventions aimed at the long-term upliftment and empowerment of beneficiaries.

Various successful national and provincial projects have been undertaken. This includes a project which was aimed at teaching young children the value of financial responsibility and to instil the habit of saving from an early age. Some 11 000 money boxes and educational flyers were distributed to learners at primary schools in semi-urban areas in various provinces.

The PSA was delighted to learn that the North West Department of Education has since decided to include financial management in the curriculum - the PSA was a step ahead!





In a creative and dual approach to social responsibility, the PSA commissioned the manufacturing of quality school bags by a cooperative at a price that could not be matched even by major suppliers. Cooperatives have been developed to operate in the mainly informal and marginalised sector of the economy, as well as empowering self-owned businesses by means of providing specialised skills and equipment to manufacture a range of quality goods.

Another joint venture with a cooperative resulted in the PSA donating 90 steel baby cots to children's wards at identified hospitals in Mpumalanga, the Northern Cape, the Eastern Cape and Gauteng. In further support of health care, the PSA also donated to life-saving incubators to hospitals in the Northern Cape and the Free State as well as structured to house a clinic in the Western Cape and an EMS station in Limpopo.

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Skills development was at the centre of the PSA-sponsored training intervention at a primary school located in an environment facing numerous challenges, including poverty and unemployment. The crop from the school's existing food garden did not meet increased needs owing to a lack of skills. The PSA's long-time social responsibility partner, the Food Gardens Foundation together with whom the PSA has already established successful food gardens at schools across the country, offered a training session aimed at revitalising the school's garden. The enhanced food garden is now assisting in providing learners and members of the community with skills whilst cultivating vegetables to be used by the school's feeding scheme for orphans.



Skills development was also the main aim when the PSA donated sewing machines to two centres employing women to do sewing work, thereby assisting them with personal development and making a living for their families. The donation was further enhanced by the PSA's sponsoring of three-day training sessions by qualified trainers to refine the women's sewing skills which are sure to boost the income of the centres.

In recognition of the valued role of shop stewards, a project aimed at giving them an opportunity to participate in social responsibility activities was launched resulting in several successful projects, in support of sport development, enhancement of members' work environment and education have been completed. PSA Branches also annually nominate above-average needy charitable and welfare organisations for donations.

The PSA has developed a reputation as a Union that cares and, true to nature, various small-scale, worthy initiatives saw the donation of wheelchairs, mattresses and blankets, books, lap-desks, computers, clothes, groceries, food parcels, stationery and food-gardening tools. In the Western Cape the PSA recently displayed its caring nature to the most vulnerable members of society with the launch of an under-nine soccer tournament for schools serving less fortunate communities. In his opening address the Provincial MEC for Sport and Cultural Affairs, Ivan Meyer, indicated that the Provincial Government would like to be part of future events of this nature.

Mandela Day and Aids Day are other occasions which annually see the PSA and its staff reaching out to communities in need.

The PSA, the Union with a heart, continues to explore opportunities to enhance its involvement in social responsibility activities, especially in areas where a high level of sustainability and empowerment can be achieved.



POPCRU



POPCRU hosted a successful elective congress on the 13th to the 16th of June 2011 in Bloemfontein under the theme "21 YEARS OF CONSOLIDATING WORKING CLASS POWER WITHIN THE CRIMINAL JUSTICE CLUSTER".

It was at this gathering where Office Bearers re-affirmed that worker control, worker democracy, transparency, accountability and internal debates remain our vital building blocks towards achieving our congress theme.



Every year POPCRU identify one Province to celebrate Womens' Day. In August 2011 it was held in Northern Cape (Kimberley).

The aim was to participate in the Departmental Rehabilitation programme and to extend our moral support to female inmates, and further give them hope. In 2009 it was held in North West and 2010 held in Limpopo. In 2012 it will be held in Eastern Cape at East London Prison.



On the 18th of July 2011 POPCRU hosted an International Mandela Day at Sithabile Child and Youth Care Centre at Benoni an Orphanage housing around 65 children. The motive was to make a difference in their lives and enhancing social cohesion. Groceries and bedding was handed over to the centre. Cleaning, planting tress and art making exercises were done. In 2012 we will be in an Orphanage at Emalahleni in Mpumalanga



SADTU

SADTU'S Labour Law course a success

Seventy (out of eighty three) SADTU members undertaking a Practical Labour Law course, that lasted for two years, reaped the fruits of their toil when they officially graduated at a gala dinner during the NGC held at the Velmore Conference Centre in Erasmia near Pretoria. The ceremony, held on the 25th of November 2011, also marked the launch of the 16 Days of No Violence Against Women and Children campaign.

The course was provided by the Nelson Mandela Metropolitan University and accredited at NQF 7 level. The following modules were offered: Individual Employment Law, Collective Labour Law and Social Security Skills, Dispute Resolution and Labour Advocacy Skills. The Education Labour Relations Council (ELRC) and the ETDP SETA funded the programme.

The students included SADTU's Deputy General Secretary Nkosana Dolopi, Provincial Secretaries, Regional Secretaries, National Negotiators and Provincial Organizers who were divided into three clusters comprised of three provinces each. Northern Cape, Free State and Gauteng constituted the first cluster. Limpopo, North West and Mpumalanga formed the second cluster while the Western Cape, Eastern Cape and KwaZulu Natal constituted the third cluster.

In his welcoming speech, SADTU president Thobile Ntola expressed gratitude to Walter Sisulu University's Professor Adriaan Van Der Walt and Advocate Bono for the work done in lecturing the students. He also thanked funding partners ELRC and the ETDP SETA.

Ntola said to the graduates, that they were expected to defend members and also to ensure that they educate members and assist the Union with legal advice.

"We have trained you to ensure that not a single member ends at the gallows of the Department of Education, no matter what offence they may have committed," he said.

However, Gender Vice President Dorcus Sekabate – launching the 16 Days of No Violence Against Women and Children campaign – cautioned against defending members at all costs in the light of rising incidents of sexual abuse of learners by teachers.

She lamented the fact that the campaign was launched 12 years ago but during this period there had been an escalation of violence against women and children.

She said violence against women and children should be fought by both men and women. She said abuse should be understood in the context of social ills made possible by the system of capitalism that placed money above human beings.

Sekabate said that the abuse of women could not be overcome only by campaigns such as the 16-day activism but by individuals taking responsibility by educating themselves and those around them.

Sekabate said that the time had come to expose and call to order those in our ranks who were abusers.

"Let us take a lead, comrades. Never be scared to be unpopular. Never be scared to be a failure. Let us care for the safety of our women and children," she said.

Sekabate reminded members of sections of the Union's code of conduct which call for Teachers to refrain from improper physical contact with learners. This includes sexual harassment of learners and refraining from having any form of sexual relationships with the learners.

ETDP SETA'S Chief Operating Officer, Professor Burton Malgas commended the Labour Law students for attaining an 85% pass. Delivering the SETA's message of support, he said the SETA was fully committed to a partnership with SADTU. He commended SADTU for playing a pivotal role in shaping the ETDP SETA – now a top performing SETA – through SADTU members being in governing structures of the SETA.

ELRC General Secretary Daya Govender praised SADTU for developing its leaders to better serve education. "It is only when we are empowered with the necessary skills that we are able to effect change," he said.

He commended SADTU that had for many years always thought about ways in which members would be able to grow and develop in knowledge and skills, not just to serve SADTU members but the community as well. "The empowerment will go a long way to empower our learners. We have the responsibility to serve our nation through our work," he said.

Govender also echoed Vice President Sekabate's words that the graduates should not defend the indefensible acts of our members.

Keynote speaker, Deputy Minister of Higher Education Professor Hlengiwe Mkhize, also noted the launch of the 16-Days Of No Violence Against Women and Children campaign and also echoed the fact that the attempts to fight abuse and violence against women and children seemed to be taking a step backward.

She also pointed out that our schools were still faced with high levels of learner pregnancy, vulnerable learners and different forms of gender violence.

Mkhize also spoke about the decline of moral values in schools citing the Jules High School incident where a 15-year old girl learner was drugged and raped by boys in 2010. She then called on Teachers to strengthen the teaching of gender equality and the creation of programmes to build moral values.

She reminded South Africans that though they were amongst the first countries to sign special conventions protecting the Rights of The Child, that those rights were not being observed.

Mkhize also called for schools to become centres of anti-corruption. She said corruption hampered service delivery and affected the appointment of quality Teachers.

On the issue of access to education, Mkhize also emphasized that we should not lose sight of quality. She said they were looking at ways of using modern technology to promote distance learning. On quality, in education, she emphasized that our curriculum – from pre-school education to tertiary levels should work towards producing researchers.

Congratulating the graduates, Mkhize said she was at first confused at how Teachers took labour law courses, however after the ceremony she understood the background and had learned that this also meant learning about the promotion of administration and the constitution and not an attempt to gear SADTU further along activist lines.

The Deputy Minister said that the Department of Higher Learning and Training fully realized that her Department had to look at the professional development of Teachers and that they had a budget for that.

THE KNOWLEDGE OF PRACTICAL LABOUR LAW CONTINUES TO CASCADE

SADTU has hailed the Practical Labour Law Course as a success and will spread it lower to structures this year, training 1 068 members.

SADTU will adopt a cascading model where the officials who complete the Practical Labour Law Course, will conduct training workshops for the 1 068 members.

The beginning of March saw officials undergoing a refresher course in preparation for training facilitators to ensure uniformity in the delivery of the training of all delegates. The following participants will receive training in the first phase: Branch Secretaries, Deputy Regional Secretaries, Branch Chairpersons, Provincial Gender Conveners, Regional Gender Conveners, Regional Secretaries (who did not already attend the Practical Labour Law Course) and Deputy Provincial Secretaries.

The Second phase will target one site steward per school. This means that 25 985 site stewards will take part in the second phase of the training.

The Nelson Mandela Metropolitan University, in liaison with the National Secretariat, will design the training manual. Chapters to be included in the manual will include the ELRC Constitution, SADTU Induction Manual, Sexual Harassment, Corporal Punishment, Incapacity, Absenteeism, Grievance Procedure, Section 17 and 18 of the Employment of Educators Act and the SACE Code of Conduct.

The delegates will be accommodated in different training venues in their respective regions with the provinces.

HOSPERSA MAKES STRONG CONTRIBUTION TO NATIONAL NURSING SUMMIT

Hospersa made a strong contribution to the National Nursing Summit held at the Sandton Convention Centre from 5-7 April 2011, particularly on Health and Safety issues. Vice President: Education and Training, Thandi Mogakabe, presented a powerful, well received paper on creating an enabling environment for nursing occupational health and safety and EAP.

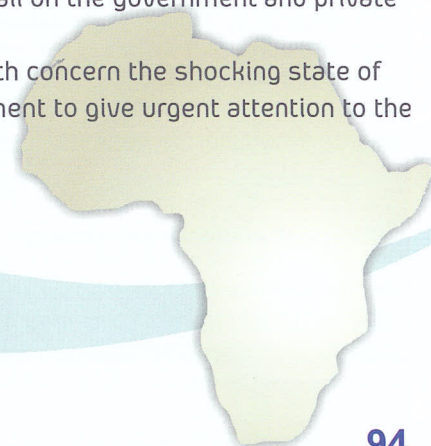
PRIMARY HEALTH CARE

We reaffirm that re-engineering of the health care system must drive the refocusing of service delivery and developments in the nursing profession within the District Health system, based on the following streams of primary healthcare:

- Multi-disciplinary team of clinically competent professionals in which nurses play a critical role
- Community ward based, multi-disciplinary health teams with nurses playing a critical role; and
- Effective implementation of a national school-based primary health care system led by nurses.

TRAINING

- We urge government to declare nursing education a national competency
- We call upon the minister of health to facilitate the declaration of public nursing colleges as higher education institutions.
- We call upon the SA nursing council (sanc), in collaboration with the national department of health (DOH), CHE and the SA qualifications authority, to fast-track the processing and implementation of the new nursing qualifications framework and appropriate transitional arrangements.
- We urge the nursing education institutions to strengthen the implementation of recognition of prior learning in line with national policy and SANC guidelines for access and entry into nursing training programmes.
- We call upon SANC, in consultation with nursing stakeholders, to develop core national standards for curricula that respond to national population, health and health system needs.
- We urge the National DOH, with relevant stakeholders, to cost and evaluate an appropriate clinical training model and for SANC to regulate its implementation.
- We call upon the national DOH to develop, implement and allocate adequate resources for a national nursing educator and nursing manager development programme.
- We urge the department to urgently review the occupation specific dispensation (OSD) and other financial incentives for all categories of nurses, and to ensure alignment of remuneration with other health professionals.
- We urge the department to formulate a standardized national model for student funding, recognizing and overwhelming support for a stipend through PERSAL – and recognizing the need for accommodation, transport and learning materials.
- Recognising the overwhelming support for a standardised white uniform, we call on the government and private employers to issue nurses with a complete outfit.
- We support the establishment of the office of standards compliance: noting with concern the shocking state of some nursing education institutions and clinical facilities, and urge the department to give urgent attention to the revitalisation of these education and training institutions.



STAFFING ISSUES

- We urge the NDOH to develop staffing norms and to fund and fill vacant nursing posts.
- We urge government and the private sector to develop and implement policy for succession planning, career progression and access to continuing learning for all categories of nurses.
- We note the negative impact of strikes on the provision of essential services and the health of the community and therefore urge the employer and organised labour to reach consensus on this matter.
- We call upon all categories of nurses to commit to the nurses pledge and the rights and provisions of the national constitution and international treaties.
- Taking into account the negative health system consequences of moonlighting, we urge the department and the private sector to implement measures to manage moonlighting.
- We urge the department to develop regulations to control nursing agencies in South Africa.

CONCLUSION

We call on the nursing summit organising committee to ensure that detailed inputs of the commissions, taking into account the national nursing strategy, are developed into a strategic plan. We urge the department to ensure implementation of the strategic plan, a biennial review and ongoing monitoring and evaluation. We urge government, the private sector, professional associations and labour unions to ensure the development of nurse leaders to lead and implement change.





OUR 365 DAY CONTRIBUTION AGAINST THE SCOURGE OF HIV/AIDS & TB

Our commitment to the fight against HIV/AIDS and TB is a daily one. Hospersa has put in place a dedicated team, comprised of National Office Bearers, staff and branch members to address the daily scourge. Our members in the Health and Social Sectors remain the unsung heroes as they toil daily to provide prevention programmes, treatment, care and support to the millions of people infected and affected by HIV/AIDS and TB. It is through health workers dedicated service, that access to treatment has been increased – by the shifting of the administration of ARVs from doctors to ARV centres, where more than 4000 nurses can now dispense.

Hospersa's role in shaping our new country strategy – NSP 2012- 2017 country

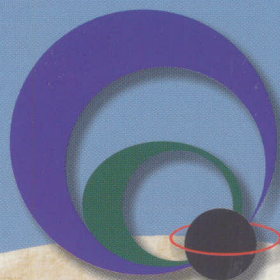
Hospersa has worked diligently since 2010, when the process of reviewing our country's progress against the NSP, 2007 – 2012 began at SANAC and has passionately contributed its workers views in the new NSP. While the target of halving new infections was not met, a decline in new infections has finally begun to materialise. Hospersa will continue to play its role in ensuring that the goals of NSP 2012- 2017 are achieved.

Hospersa contributes to National and International Policy to protect Health Workers

Hospersa was one of the tripartite partners consulted in the development of the 2011 WHO-ILO-UNAIDS guidance note for improving Health Worker's access to HIV and TB prevention, treatment, care and support services. This reader friendly guidance note will form an integral part of Hospersa's campaign and programmes addressing HIV and TB in Health Care Workers. The ILO recommendation 200, concerning HIV and the world of work, was also consulted among trade unions, and Hospersa made inputs at NEDLAC. South Africa is also currently revising the code of good practice for HIV/AIDS, which supplements the employment equity act, and Hospersa has presented the inputs of organised labour at the NEDLAC task team, which is reviewing the code.

Hospersa features in international training video to prevent HIV

Hospersa's OHS educational programmes and campaign for safe needle devices, to prevent the risk of needle-stick injuries and the possibility of contracting HIV and TB, in health facilities, will be supported through the PSI's international training video. We played a leading role in facilitating footage in health care facilities and features throughout the training video.



PSCBC

**PUBLIC SERVICE CO-ORDINATING
BARGAINING COUNCIL**

CONTACT DETAILS:

Tel: (012) 644 8100

Fax: 086 619 7884

Email: info@pscbc.org.za

Post: PO Box 3123
Lyttelton South, 0176

Physical: Public Service Bargaining Centre
Buildings A & B
260 Basden Ave
Lyttleton, Centurion
South Africa, 0176

Tel: +27 (012) 644 8100 Email: info@pscbc.org.za

www.pscbc.org.za

