

**CIRCULAR 11 / 2023**

**FROM : RIO NOLUTSHUNGU  
CHIEF EXECUTIVE OFFICER (ACTING)**

**TO : EXECUTIVE MAYORS / MAYORS  
SPEAKERS, POLITICAL HEADS OF CORPORATE SERVICES  
PORTFOLIO COMMITTEES  
CITY / MUNICIPAL MANAGERS  
CORPORATE SERVICES DIRECTORS/ HUMAN RESOURCES  
DIRECTORS AND MANAGERS  
EMPLOYMENT/ LABOUR RELATIONS MANAGERS AND  
PRACTITIONERS**

**DATE : 02 MARCH 2023**

---

**INVITATION TO THE 5<sup>TH</sup> ANNUAL LOCAL GOVERNMENT LABOUR LAW SEMINAR**

---

**1. PURPOSE OF THE CIRCULAR**

The purpose of this circular is to:

1.1. Confirm to municipalities that the **5<sup>th</sup> Annual Local Government Labour Law Seminar** is scheduled to take place on **27 - 28 March 2023** in a hybrid mode, at **Radisson Hotel & Convention Centre-O.R. Tambo, Estate 154, Corner 3rd & 6th Avenue, Bredell, Kempton Park, Johannesburg.**

**2. THEME OF THE SEMINAR & TOPICS TO BE COVERED**

***“Unpacking the Municipal Sector Productivity Challenge and Possible Solutions within a Labour Relations Context”.***

This theme has been formulated against the background of prevailing municipal challenges which have been worsened by the current energy crisis the country is currently facing. Adversely, this has placed a heavy financial burden on municipal resources, municipalities' ability to execute their mandate and disrupted efficient delivery of services to citizens.

This seminar will provide municipalities with a platform to receive information, knowledge, exposure to caselaw, thought leadership insights and municipal best practices that seek to provide solutions to enhance municipal productivity.

### 3. OBJECTIVES OF THE SEMINAR

- a) Keep the municipal political leadership, senior management, and practitioners abreast of important developments in the arena of Labour Relations;
- b) Create a platform for municipal political, senior management and practitioners to network and share best practice based on their particular and/or peculiar experiences on the ground;
- c) Create a platform for thought leadership and engagement between industry thought leaders and municipal practitioners;
- d) Create an enabling environment for effective advocacy and constituency immersion on SALGA programmes and interventions in the arena of Labour Relations;
- e) Create a user-friendly and an open reflective opportunity that enables problems experienced at a local level to be surfaced with a view of generating mutually beneficial solutions that contribute to high performing institutions;
- f) Assess capacity development needs of the sector in the arena of Labour Relations;
- g) Contribute to professionalisation of the local government sector.

Some of the topics to be covered in this seminar include the following:

- Collective Bargaining in Times of Crisis- A South African Case Study in Recent times;
- The State of Local Government Finance and Financial Management in Municipalities;
- Loadshedding, Rising Unemployment and its Impact on Municipalities;
- Municipal Sector Productivity Conundrum and Possible Solutions;
- Municipal Labour Relations Instability Occasioned by Coalition Arrangements – Governance & Non-Compliance Challenges;
- Harassment Prevention Pack- Helping Employers Prevent and Eliminate Harassment in the Workplace;
- The Litigation and delays in the Implementation of the Retirement Fund Collective Agreement and the Implications for the Municipal Sector;
- The Professionalisation of Local Government within the South African Labour Relations Context;
- The Handling of Minority Trade Unions in Municipalities in relation to LLF and MSA process;
- Examining the Concept of “Exemption” in Salary and Wage Collective Agreements - Does it work or is it a myth?

A formal Local Labour Forum for Employer Representatives (LLF) Programme Certification Recognition Ceremony will be held at the end of Day 1 to recognise the achievements of learners who have successfully completed the programme.

The seminar is accredited by the South African Board of People Practices (SABPP) and all participants will receive **twelve (12)** Continuous Professional Development (CPD) Points. Accreditation Number **CN23CPD00025SABPP**.

### 4. SEMINAR DATE & VENUE

The 5th Annual Local Government Labour Law Seminar is scheduled to be held on **27 - 28 March 2023** at the **Radisson Hotel & Convention Centre-O.R. Tambo, Estate 154, Corner 3rd & 6th Avenue, Bredell, Kempton Park, Johannesburg**. This seminar will be delivered both as an in-contact and a virtual offering.

## 5. TARGET AUDIENCE

The target audience for this seminar includes those fulfilling these particular roles within the labour law work environment, more specifically the following critical role players in the labour law management space:

- Portfolio Heads or Chairpersons of Portfolio Committees responsible for Corporate Services and/or Human Resources and /or Labour Relations
- Portfolio Committee Members
- City/Municipal Managers
- Executive Heads of Departments for Corporate Services and/or Human Resources Management
- Human Resources Managers/Practitioners with responsibilities for Labour Relations Management
- Employment/Labour Relations Managers
- Labour Relations Practitioners

## 6. SEMINAR REGISTRATION PROCESS

Municipal delegates are requested to register through the online registration links provided below and should be submitted before close of business on **17 March 2023**:

- a) **Physical Attendance:** <https://forms.office.com/r/Xd9Fxi6WKh>
- b) **Virtual Attendance:** <https://salga-org-za.zoom.us/meeting/register/tJUkdOyqriqjHNT9R2Iliq5vsyremJDyu34x>

Attendance at the physical venue will be limited to **500 participants** who registered by the deadline date on **17 March 2023**. No additional participants or walk-ins will be allowed at the venue and will be requested to join the seminar virtually.

## 7. MOBILISATION OF DELEGATES INTEREST AND ENROLMENT

Lastly, we wish to further request Executive Mayors/Mayors and City/Municipal Managers as primary recipients of this circular to distribute it widely within the political and administrative echelons of the designated or target beneficiary audience within the municipality for constituency reach and adequate uptake in enrolment.

For any enquiries relating to the seminar please contact **Mr Johan van Zyl - Senior Advisor: Labour Relations** at Cell: **072 827 2500** or **Ms Zikhona Magadla -Project Administrator** at Cell: **083 799 8276** or alternatively via email on: [labourlawseminar@salga.org.za](mailto:labourlawseminar@salga.org.za)

Yours truly,



**RIO NOLUTSHUNGU**  
**CHIEF EXECUTIVE OFFICER (ACTING)**