

CIRCULAR 04 / 2019

FROM : CHIEF EXECUTIVE OFFICER

TO : EXECUTIVE MAYORS / MAYORS
SPEAKERS, POLITICAL HEADS OF CORPORATE SERVICES PORTFOLIOS
CITY/ MUNICIPAL MANAGERS

DATE : 13 FEBRUARY 2019

**FORMAL NOTICE AND INVITATION TO THE 2ND ANNUAL LOCAL GOVERNMENT LABOUR
LAW SEMINAR**

1. PURPOSE OF THE CIRCULAR

To invite municipalities to attend and participate in the Second Annual Local Government: Labour Law Seminar scheduled to be held on **05 – 06 March 2019**, at the **Birchwood Hotel & OR Tambo Conference Centre in Gauteng Province**. The theme of this seminar is ***“Sustaining Labour Peace and Stability in a Rapidly Transforming World of Work”***.

2. BACKGROUND AND SEMINAR PROGRAMME CONTEXT

After the successful roll-out of the inaugural Annual Local Government Labour Law Seminar in 2018, SALGA is in the advanced stages of preparing for the 2nd installment in the labour law seminar series. This has become necessary after SALGA received overwhelming feedback from municipalities and its governance structures to continue implementing this programme on an annual basis and as a value add service to municipalities.

Once more, the Annual Local Government Seminar series is brought to you under the auspices of the SALGA Centre for Leadership and Governance (SCLG) and as part of its Continuous Professional Development (CPD) package of offerings to realize the goal of professionalizing municipal administrations and to create an empowered and knowledgeable cadre of political and administrative leadership on the one hand, as well as specialists/ practitioners on the other hand based on the triple operating model of learning, sharing and reflection. The final report of the inaugural annual local government labour law seminar is available on request via email address on labourlawseminar@salga.org.za .

3. THE ANNUAL LOCAL GOVERNMENT LABOUR LAW SEMINAR OBJECTIVES

Expressed from a consolidated perspective, the overall objectives of the seminars include the following:

- To keep municipal political leadership, senior management and practitioners abreast of **important developments** in the arena of employment/labour law and labour relations management;
- To create a platform for municipal political, senior management and practitioners to **network and share best practices** based on their particular and/or peculiar experiences on the ground;
- To create a **platform for thought leadership and engagement** between industry thought leaders and municipal practitioners;
- To create an enabling environment for **effective advocacy and constituency immersion** on SALGA programmes and interventions in the arena of employment/labour law and labour relations management;
- To create a user-friendly and 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 labour peace and stability; and
- To **assess capacity development needs** of the sector in the arena of employment/labour law and labour relations management, more particularly the level of functionality of Local Labour Forums.

The purpose of the two-day seminar is to provide labour relations practitioners with an in depth and comprehensive analysis of the recent amendments to Labour Law, both legislative and jurisprudential, as well as discuss the importance of Local Labour Forums, the future of the workplace as well as practical experiences in respect of the Disciplinary Code & Procedure Collective Agreement. It is the second of a suite of three (3) annual seminars that are to be delivered in the year 2019 and is set to be followed by the Annual Local Government Human Resource Best Practices Seminar in September 2019.

4. TOPICS TO BE COVERED AT THE SECOND ANNUAL LABOUR LAW SEMINAR

Some of the topics to be covered in the 2019 installment of the seminar series include the following:

- a. An outline on the Recent Amendments to Labour Legislation;
- b. The adopted position with regard to Appointments in terms of Municipal Systems Act (Mawonga vs. Walter Sisulu Municipality);
- c. Expert presentation on the Section 198B of the LRA and the status of EPWP Workers
- d. Jurisprudence with regard to the Temporary Employment Services (Section 198A) (Assign Services Case);
- e. The Fundamentals of Employment Equity Compliance within the Framework of Local Government;
- f. Expert Presentation on the Proliferation of Minority Trade Unions - Section 21: Organisational Rights, Closed Shop and Agency Shop Fee Agreements;
- g. Handling the Critical Aspects of Sexual Harassment in the Workplace;

- h. Impact of Strikes and Picketing with reference to the new Code of Good Practice and Essential Services and
- i. Future of Work and Labour Relations Implications: The 4th Industrial Revolution.

5. ENVISAGED DELEGATION FROM MUNICIPALITIES

Attendance and participation in this seminar is limited to key role players in labour relations management from municipalities; at the level of political oversight, senior and/or general management and more specifically specialists/practitioners in the labour relations environment. As a guiding principle, these include the following designations in municipalities:

- Portfolio Heads or Chairpersons of Portfolio Committees responsible for Corporate Services/ Human Resource Management and Development (HRMD) which responsibility span includes labour relations;
- Head of Corporate Services which responsibility span includes labour relations;
- Labour Relations or HR Practitioners/Specialists;
- Employment/Labour Law Practitioners

When constituting its delegation to attend this seminar, a municipality is advised to give due consideration to create an opportunity for a relevant specialist/practitioner to attend. This is to avoid a situation where specialists/practitioners attending this seminar are drawn from other areas/disciplines not related to the functional domain of labour relations. The other reason is to give each specialist/practitioner an opportunity for learning and development in their given area of occupation and specialization hence SALGA has deemed it fit to introduce a suite of three (3) seminars focusing on different distinct areas of specialization, which are Performance Management, Labour Relations and Human Resource Management.

During the recent 2nd Annual Local Government PMS Seminar which took place on 11-12 February 2019, we experienced a lot of “walk-ins” over and above the number of delegates who submitted their RSVP forms. This caused a severe strain on the planned resources of the seminar as well as with the capacity of the venue. In order to avoid a recurrence of this, municipal delegates are humbly requested to **please submit their RSVP forms in time and not simply turn up at the seminar venue to register**. This has become even more important because of the short turnaround time between the recent 2nd Annual Local Government PMS Seminar and this particular seminar. **The above is humbly requested from a logistics management perspective.**

6. COST

No fee will be charged to municipalities for attendance and participation in the seminar as SALGA is offering this as a value add service to its members. Delegates will however be liable for the cost of their travel and accommodation where applicable, as well as other incidental costs.

7. VENUE

The 2nd Annual Local Government: Labour Law Seminar scheduled will be held on **05 – 06 March 2019**, at the **Birchwood Hotel & OR Tambo Conference Centre in Boksburg, Gauteng Province**.

8. DELEGATE PARTICIPATION BENEFITS

By participating in the seminar, municipal delegates will derive learning and development benefits through various forms of reflective engagement ranging from thought **provoking experts** and thought leaders in the field of Labour Relations, evidence based case law, panel based discussions, peer networking, demonstrations and simulated presentations. Delegates who participate in the seminar will receive fifteen (15) Continuous Professional Development Points (CDP). Additional benefits of participating in this programme are captured in a multimedia video that can be accessed via the SALGA website.

9. CONFIRMATION OF ATTENDANCE AND GENERAL ENQUIRIES

For attendance, kindly register by completing the attached registration form and send it to email address labourlawseminar@salga.org.za without delay as time is running out and spaces are limited.

The closing date for registration is **01 March 2019**, and for further assistance and clarity on the seminar, please contact Ms Zikhona Magadla who is the designated Administrator at telephone number **(012) 369 8000** or alternatively via email as set out above. As municipal delegates go through the registration process, they will be loaded into an integrated online enrollment database that will allow them to receive information alerts on, inter alia, the seminar programme which will reflect all the substantive issues to be covered in the different topics chosen and profiles of speakers.

We wish to further request **Executive Mayors/Mayors, Speakers and 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.

Yours sincerely,



XOLILE GEORGE
CHIEF EXECUTIVE OFFICER

Tel: 012 369 8000 | Fax: 012 369 8001

PHYSICAL: Block B, Menlyn Corporate Park, 175 Corobay Ave, Waterkloof Glen Ext 11, Pretoria
0181 POSTAL: PO Box 2094, Pretoria 0001 www.salga.org.za