

CIRCULAR 07 / 2020

FROM : CHIEF EXECUTIVE OFFICER

**TO : EXECUTIVE MAYORS / MAYORS
SPEAKERS, POLITICAL HEADS OF CORPORATE SERVICES PORTFOLIO
COMMITTEES
MUNICIPAL / CITY MANAGERS**

DATE : 25 FEBRUARY 2020

**CALL FOR REGISTRATION FOR THE 3RD ANNUAL LOCAL GOVERNMENT
LABOUR LAW SEMINAR**

1. PURPOSE OF THE CIRCULAR

This circular serves to officially confirm to municipalities the convening of the **3rd Annual Local Government Labour Law Seminar** to be held on **19 - 20 March 2020**, at the **Birchwood Hotel & OR Tambo Conference Centre** in Gauteng.

2. BACKGROUND CONTEXT AND STRATEGIC THRUST

The appraisal of the SALGA Seminar Suite (Talent Management, Performance Management and Labour Law Seminars) which were inaugurated in 2018, suggests that in line with the following objectives, expectations have generally been met in as far as they relate to the objectives of the seminar programme, which are:

- Keeping relevant municipal delegates abreast of important and topical developments in the said discipline covered by each seminar;
- Creating a platform for thought leadership, engagement, networking and sharing of best practices;
- Establishing an enabling environment for effective advocacy and constituency immersion on SALGA capacity building programmes;
- Providing 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 high performing municipalities; and

- Assessing capacity development needs of the sector in the area of labour relations management and related undertakings.

As part of its strategic agenda, SALGA formulates and implements a range of leadership and management focused interventions aimed at enhancing the capacity of municipalities to adequately respond to the challenges facing local government. These interventions take various forms, from facilitated leadership conversations, executive coaching, training sessions through to blended learning programmes. These interventions are implemented through the SALGA Centre for Leadership and Governance (SCLG) and the Annual Local Government Labour Law Seminar is part of a bouquet of skills and continuous professional development products and services implemented by SALGA under its auspices.

3. THE THEME FOR THE 3RD ANNUAL LOCAL GOVERNMENT LABOUR LAW SEMINAR

The theme “*Repositioning the Municipal Labour Relations Dispensation for Rapid Change in the World of Work*” embraces the 3rd Annual Local Government Labour Law Seminar’s intention to focus attention on how rapid changes in the world of work are likely to impact on local government employment practices, processes and systems and for the sector to engage with emerging trends, conduct an overview of the emerging jurisprudence stemming from decided cases while also giving attention to legacy and transformational imperatives such as racism and sexual harassment in the workplace, employment equity performance by the sector and a much closer examination of the use of social media in the workplace. Developments on the Fourth Industrial Revolution (4IR) front have further amplified the need to for this seminar unpack its implications, in particular in as far as they relate to the architecture and structure of the municipal labour relations dispensation. Experts in the Labour Law field will also examine the increasing propensity with which other spheres of government seek to regulate employment practices in the municipal sector and what these legal instruments mean coupled to their constitutional status. Unprotected strikes characterised by violent acts and damage to property and assets of the municipalities are also on the rise as with a raft of locally determined settlement agreements that threaten to derail the integrity of centralised collective bargaining arrangements and its associated gains which have been a feature of the local government system since the establishment of the South African Local Government Bargaining Council (SALGBC). This seminar will also pay attention to this emerging phenomenon, the functionality of the Local Labour Forum system, the perennial problem of the sector in correlating the TASK Job Evaluation system with pay grade increases and its associated implementation challenges.

4. SUMMARY OF TOPICS TO BE COVERED

The subthemes listed below will explore topics for deliberations during the two days of this seminar to advance the thrust of the theme as well as respond to emerging trends, matters arising from the previous seminars and representations made by municipal delegates in terms of future potential programme content areas:

- 1) Macro Perspectives on the World of Work;
- 2) Municipal Perspectives on Locally Based Labour Management Measures;
- 3) Perspective on legacy and transformation imperatives;

- 4) Perspectives on Disruptive and Engagement Technologies;
- 5) Perspectives on the Emerging Policy Reform, Jurisprudence and Related Legal Frameworks,
- 6) Perspectives on Remuneration, TASK Job Evaluation and Functionality of Localized Bargaining and Dispute Resolution Arrangements, and
- 7) ILO Perspectives on the Foregrounding of an Interest Based Collective Bargaining Culture in the Municipal Sector.

This seminar will be delivered through a combination of methodologies with a focus on thought leadership insights, keynote presentations, case studies, panel discussions and simulated demonstrations to mention but a few. Stakeholder partners and external organisations have been approached to take up exhibition space to showcase their products and services on terms and conditions set out by SALGA, thereby creating an additional layer of networking, knowledge sharing and learning as part and parcel of the seminar experience.

5. DATE AND DURATION OF THE SEMINAR

The **3rd Annual Local Government Labour Law Seminar is scheduled for 19 – 20 March 2020**, in Birchwood, Boksburg. This seminar will also incorporate in its programme offering the **official launch of the Local Labour Forum Training Programme for Employer Representatives, the first of its kind in the local government sector.**

6. ENVISAGED MUNICIPAL DELEGATION FOR THIS SEMINAR

The target audience for this seminar includes those fulfilling these particular roles within the performance management work environment, including the following critical role players in the municipal performance management:

- Portfolio Heads or Chairpersons of Portfolio Committees responsible for Corporate Services and/or Human Resources
- 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

7. COSTS TO MUNICIPALITIES OF PARTICIPATING IN THE SEMINAR

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

8. VENUE OF THE SEMINAR

The seminar will be held at the Birchwood Hotel & OR Tambo Conference Centre, 14 View Point Road, Bardene, Boksburg in the Gauteng Province.

9. CONFIRMATION OF ATTENDANCE AND ENQUIRIES MANAGEMENT PROCESS

The closing date for registration is **13 March 2020** and interested delegates are requested to register by completing the attached booking form and return it by email to: labourlawseminar@salga.org.za

For further information on the seminar, you may contact **Ms Zikhona Magadla** at e-mail address zmagadla@salga.org.za or **Ms Uzile Skenjana** at e-mail address uskenjana@salga.org.za or via telephone on (012) 369 – 8000.

10. INFORMATION ON THE SALGA ANNUAL SEMINARS APP

SALGA has created an App consolidating all its seminars named **SALGA Annual Seminars**, which is downloadable from the Apple and Android app stores. As a way of enhancing the seminar registration process, promote interactive engagements and collaboration between municipal delegates as well as promote online communities of Labour Relations Practice, SALGA encourages each and every interested delegate to download this app and register his/her individual profile on an “**Opt In**” functionality basis. The added advantage of doing this is that there would be regular updates on the App as part of the build and constituency awareness drive leading up to this seminar.

Lastly, we wish to further request Executive Mayors/Mayors 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, moreso given the short turnaround time between the issuing of this circular and the actual dates of this seminar.

Yours sincerely,



XOLILE GEORGE
CHIEF EXECUTIVE OFFICER