

CIRCULAR 5 / 2024

FROM : CHIEF EXECUTIVE OFFICER
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 : 08 FEBRUARY 2024

INVITATION TO REGISTER FOR PARTICIPATION AT THE 6TH ANNUAL LOCAL GOVERNMENT LABOUR LAW SEMINAR TO BE HELD ON 18 – 19 MARCH 2024

1. PURPOSE OF THE CIRCULAR

The purpose of this circular is to:

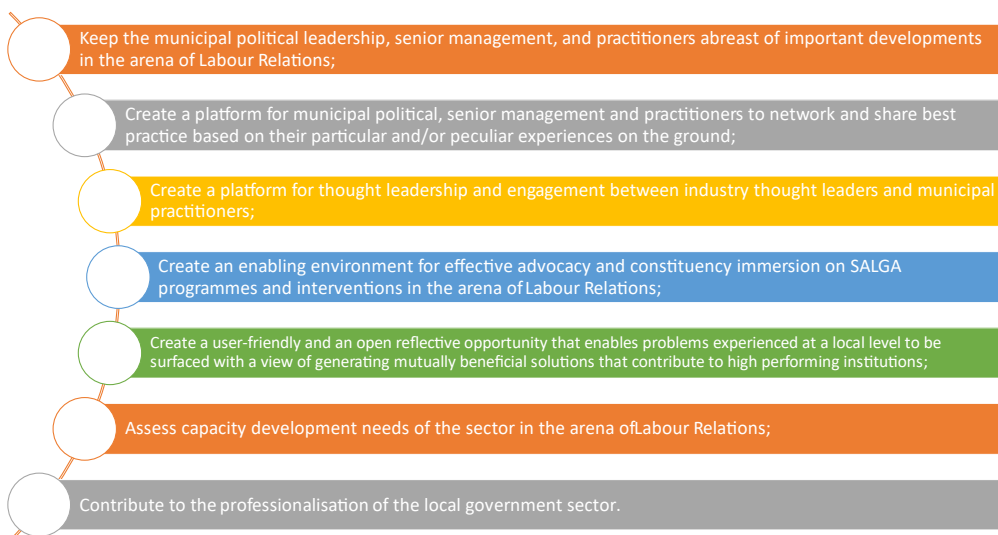
- a) Notify municipalities of the **6th Annual Local Government Labour Law Seminar** as scheduled.
- b) Invite and encourage the targeted municipal delegation to register their attendance as well as to participate in the seminar.
- c) Recap on the objectives of the seminar and to highlight some of the anticipated programme features.
- d) Provide participation options and registration mechanisms.

2. STRATEGIC CONTEXT

The South African Local Government Association (SALGA), continuously formulates and implements a range of municipal leadership focused interventions aimed at enhancing the capacity of municipalities to adequately respond to the challenges facing local government as part of its strategic agenda. These interventions take various forms, from facilitated leadership conversations, executive coaching, training sessions, through to blended learning programmes. All these interventions are implemented under the auspices of the SALGA Centre for Leadership and Governance (SCLG).

The Annual Local Government Labour Law Seminar is delivered as part of a suite of high-impact capacity building and municipal leadership focused interventions, aimed at enhancing the capacity of municipalities to adequately respond to the challenges facing local government. The need for the seminars emanates from the various ongoing engagements and focused assessments whereby SALGA has a strategic role to play in representing the interest of local government within the system of government as a whole on the one hand, and supporting its members in fulfilling their developmental obligations, on the other. As a full partner in government, SALGA is expected to be an active participant in the intergovernmental relations system, to provide common policy positions on numerous matters, to voice local government interests, as well as provide solutions to the challenges facing local government.

3. OBJECTIVES OF THE SEMINAR



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

4. SEMINAR FORMAT, DATE & VENUE

The 6th Annual Local Government Labour Law Seminar is scheduled to be held as follows:

DATE: 18 - 19 March 2024

VENUE: Premier Hotel, O.R. Tambo, 73 Gladiator Street, Kempton Park, Ekurhuleni

This seminar will be delivered both as an **in-contact and a virtual** offering.

5. THE THEME

The theme **“Re-shaping the labour relations system to address municipal sustainability imperatives”** has been derived from an appreciation of the number of challenges facing municipalities which have a bearing on employer relations and labour practices. Under this theme, the seminar aims to account for the various influences on the sustainability of municipalities, in a broad sense, and how they are linked to its employee relations. The seminar will be approaching the municipal sustainability question from various paradigms which include, but not limited to, the following:

- **Financial sustainability:** It is undeniable that most of our municipalities are experiencing and have been categorized as financially distressed. This challenge is occasioned by a number of other factors which will be explored at the seminar.
- **Employee relations sustainability:** The seminar also acknowledges that management-employee relations in our municipalities require attention as they form the basis of the critical constitutional obligations that municipalities have towards their communities – Service Delivery.
- **Municipal Sustainability through Performance and Productivity:** Linked to the above, the seminar also acknowledges that a structured approach to performance management is a necessity if municipalities are to realize the required high levels of productivity.
- **Environmental Sustainability:** The seminar also considers the effects of Climate Change which have manifested in the floods that culminated in serious damage to municipal infrastructure in some provinces, as requiring collaborative attention. These have resulted in the re-prioritization of the planned municipal programs which may have not augured well with the affected communities.

Considering the above, the seminar theme suggests that the current labour relations system of local government needs to be re-fashioned in response to emerging and persisting municipal difficulties that impact on the delivery of services.

6. SUMMARY OF TOPICS TO BE COVERED

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

Reviewing the Standard-Setting by the ILO in its quest for the Promotion of Social Justice and Advancement of Collective Bargaining at the Workplace.

Re-purposing the current Exemption Dispensation as a Remedy available to Municipalities including possible management of the conduct of the parties to the collective agreement and in the light of municipal sustainability challenges.

The groundbreaking High Court judgment considering the constitutionality of the Basic Conditions of Employment Act's regime on parental leave.

An evaluation of whether the Over-Regulation of Local Government Sector is posing a threat to Collective Bargaining and/or Sustainability of municipalities. (i.e. Staff Regulations, Fiscal Challenges etc.)

Examining the Emerging Trend whereby Unprotected Strikes are Legitimized and/ or not effectively managed within the Municipal Sector.

Various topics to be presented in this seminar are drawn from thought leadership insights, municipal case studies & best practices & panel discussions. On the evening of **Day 1** of the Seminar, a **formal Networking session** is planned.

7. ENVISAGED MUNICIPAL DELEGATES

Attendance and participation in the 6th ALGLL Seminar will be strictly limited to municipal delegates from within the levels of key role players fulfilling these particular roles within the labour law work environment, more specifically the following critical role players:

- 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
- Labour Law Practitioners/Managers/Heads
- Employment / Labour Relations Managers
- Labour Relations Practitioners.

8. COST TO DELEGATES

No fee will be charged to municipalities for participation in the seminar as SALGA offers this as a value-add to its members.

Delegates are, however, liable for their costs relating to data for virtual participation or for their travel and accommodation for in-person participation, as well as other incidental costs.

9. SEMINAR REGISTRATION PROCESS

Interested delegates are required to complete the registration forms which are obtainable via the links provided below.

Completed forms should be submitted before the close of business on **13 March 2024** for physical attendance. Registration shall close earlier in the event of reaching the threshold of the expected number of in-person attending delegates prior to the cutoff date.

Delegates will be required to produce proof of prior registration for accreditation and access to the seminar venue.

a) Physical Attendance: <https://forms.office.com/r/MPRMHjjjXj>

b) Virtual Attendance: <https://salga-org-za.zoom.us/meeting/register/tJAvf-yvqTksGd11RWLtkkUOiqdNzNfmCFAC>

Accreditation for delegates who have registered and confirmed to attend the seminar physically will take place on the 17th March 2024 at the seminar venue from 17:00 to 21:00.

Unregistered delegates and walk - ins will not be permitted into the seminar venue, as the contract between SALGA and venue management is for a fixed number of delegates attending in person. Failure to adhere to the terms of the contract by SALGA carries the unwanted potential of unauthorised expenditure being incurred.

10. COMPLIANCE WITH THE POPI ACT

Section 5 of the Protection of Personal Information Act 4 of 2013 dictates that data subject has the right to have his or her or its personal information processed in accordance with the conditions for lawful processing of personal information as referred to in Chapter 3 of the same legislation.

SALGA confirms and assures that data collected for registration purposes will be solely used for the intended purposes of establishing a seminar database of community of practice, and that the processing of such data will be compliant to prescripts and provision of the Act.

11. ESSENTIAL COMPONENTS FOR SUCCESSFUL VIRTUAL PARTICIPATION

The following connectivity requirements apply in order to minimise connectivity disruptions:

Enrolment for Seminar	Connection hardware and software	Stable and Reliable access to Data
Eligible participants are required to complete the registration process within the set deadline.	<ul style="list-style-type: none">▪ A computer/smartphone/tablet with internet access,▪ Zoom application preferable	3/4G data connection/WIFI/Fibre/Office network connection.

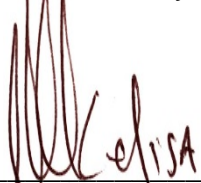
The seminar reading materials will be distributed electronically through the SALGA Seminar APP.

12. MOBILISATION OF DELEGATES INTEREST AND ENROLMENT

The Executive Mayors/Mayors and Municipal Managers as primary recipients of this circular are humbly requested to distribute it widely within the political and administrative echelons of the designated audience within the municipality.

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

Yours sincerely,



MTHOBELI KOLISA
CHIEF EXECUTIVE OFFICER (ACTING)