

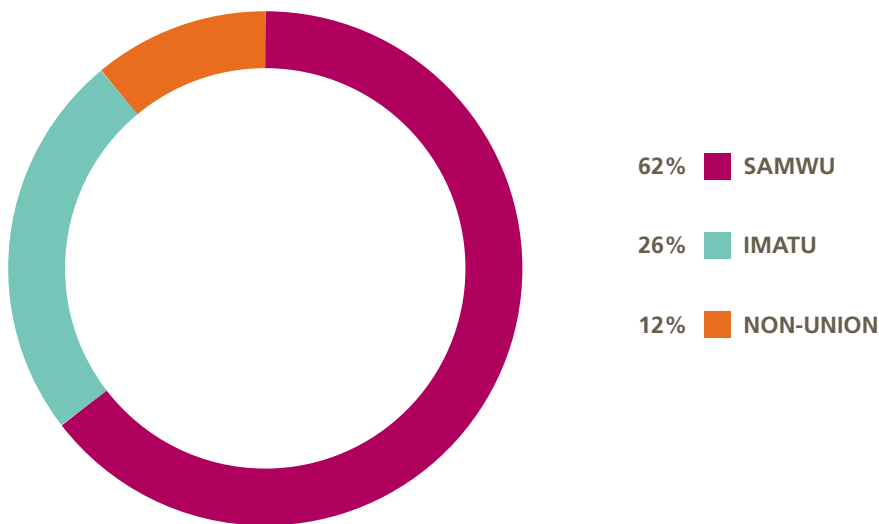
Disciplinary Matters and Outcomes

Local Labour Forum

HCM, in consultation with the Executive Management team, have adopted relationship building initiatives aimed at building and maintaining a conducive relationship with organized labour. These relationship building initiatives are seen as a drive from management to revive the LLF.

Union Representation at JPC

The graph below indicates that from a total staff complement of 602 employees, as at end of June 2016, 533 employees of JPC are unionized and only 72 employees are non-union members. These numbers necessitate a very structured and sound labour relations approach to ensure a harmonious working environment.



The Pikitup Agreement and Parity Exercise

The COJ parity benchmarking exercise has commenced, however in this quarter it had to be halted as a result of unprotected strikes that took place in February, March and April 2016. A final agreement was concluded on 15 April 2016 and in terms of this agreement COJ will implement a common salary scale adjusted/ notched for tenure with progression based on performance.

Misconduct

For the period under review nine (9) cases were reported and/or processed. Below are the details and the status of these cases.

Case Description	Outcome
Insubordination and Insolence	Employee was formally charged and a disciplinary enquiry instituted and the employee resigned prior to the disciplinary hearing and the matter was closed.
Absenteeism	Employee was formally charged and a disciplinary enquiry instituted and the employee was found guilty and dismissed.

Disciplinary Matters and Outcomes continued

Case Description	Outcome
Gross Insubordination and Negligence	Employee was formally charged and a disciplinary enquiry instituted and the employee was found guilty and a Final Written Warning was sanctioned.
Misappropriation of company property (goods)	Employee was formally charged and a disciplinary enquiry institute and however, the employee resigned prior to the disciplinary hearing and the matter was closed.
Gross Misconduct, gross negligence and gross dishonesty	Employee was formally charged and a disciplinary enquiry instituted and the employee was found guilty and a Final Written warning was sanctioned.
Gross Misconduct, gross negligence and gross dishonesty	Employee was formally charged and a disciplinary enquiry instituted and the employee was found guilty and a Final Written warning was sanctioned.
Absenteeism	Employee was formally charged and a disciplinary enquiry instituted. the employee was found guilty and a Final Written Warning and referral to EAP was sanctioned.

Disputes

For the period under review two (2) disputes were received and/or processed. Below are the details and the status of these cases.

Case Description	Outcome
Unfair Labour Practice (Acting allowance)	The dispute was arbitrated by the CCMA and the matter was dismissed on technical grounds (CCMA didn't have the jurisdiction to adjudicate the dispute).
Unfair Labour Practice (Disciplinary measures)	The dispute was arbitrated by the CCMA and the matter was dismissed on technical grounds (CCMA didn't have the jurisdiction to adjudicate the dispute).

Grievances

For the period under review three (3) grievances were lodged and processed. Below are the details and progress:

Case Description	Outcome
Reported the line manager in that he took a company property and never returned it.	The matter was investigated and the line manager was charged with misconduct. However, the line manager resigned on 8 March 2016 pending the finalisation of the hearing (see misconduct cases above).
Acting allowance being stopped.	The matter was investigated and escalated to step 2 of the grievance procedure. However, the employee waived his right and referred an unfair labour practice dispute with the CCMA. (See dispute cases above).
Reported an unfair treatment from the line manager.	The matter was investigated and escalated to the step 3 of the grievance procedure. However, the line manager resigned and the matter was deemed as finalised.