

Section 7: Disciplinary Matters and Outcomes

Local Labour Forum

The main objective during the 2016/2017 financial year has been to foster sound relations with organised labour through relationship-building sessions that focused on addressing and concluding agreements, where possible, on the following matters: policies, placement and organisational structure, salary disparities, CCMA cases/unfair labour practice, OHASA, employee wellness/people relations, conditions of service, communications, long-service awards, corruption, and the terms of reference.

The relationship-building session resulted in agreements being reached and the conclusion of matters such as placement and organisational structures, salary disparities, health and safety, conditions of service being availed to all employees, including medical and housing benefits, health and safety, and employee communications. There will be a continued effort to have the Local Labour Forum focusing on organisational readiness in respect of the reintegration process into the City and the conclusion of policy consultations sessions with unions. Although JPC was able to build relationships with organised labour due to the sensitive nature of the relationship, it is also necessary to take cognisance of external labour issues within the city that might impact on the JPC Local Labour Forum, such as the City's parity exercise and issues being addressed at the City's Local Labour Forum.

Union Representation

In terms of the union representation graph, from a staff complement of 557 employees as at end June 2017, the majority of employees belongs to a union. It confirms that JPC is a highly unionised organisation and requires a structured, stabilised labour relationship in order to ensure a harmonious working environment.

