

**GENERAL PUBLIC SERVICE SECTORAL BARGAINING COUNCIL
(GPSSBC)**

RESOLUTION 1 OF 2004

**AMENDMENTS TO THE FULL-TIME SHOP STEWARDS AGREEMENT
RESOLUTION 3/2001 OF THE GENERAL PUBLIC SERVICE SECTORAL
BARGAINING COUNCIL**

1. PURPOSE OF THIS AGREEMENT

- 1.1 The purpose of this agreement is to provide for the amendment of the full time shop stewards agreement (Res.3/2001) in the General Public Service Sectoral Bargaining Council.

2. SCOPE OF APPLICATION

This agreement applies to and binds:

- 2.1 the employer; and
2.2 the Trade Union Parties admitted to the General Public Service Sectoral Bargaining Council.

3. AMENDMENTS

Parties agree to the amendment of the following paragraphs of the principal agreement (Resolution 3/2001):

- Paragraph. 2.2 of the principal agreement to be amended to read as follows: "the Trade Unions admitted to the General Public Service Sectoral Bargaining Council."
- Paragraph 4.1 of the principal agreement to be amended to read as follows:
 - "4.1.1 In order to be appointed as a FTSS a person must:
 - 4.1.1.1 be permanently employed in the sector.
 - 4.1.1.2 not be employed in a critical post or be appointed above salary level 8.
 - 4.1.1.3 have been elected or nominated by the trade union of which that person is a member.
 - 4.1.2 In determining whether a post is critical the following criteria should be considered:
 - 4.1.2.1 the type of service provided;
 - 4.1.2.2 the nature of work performed by the employee;
 - 4.1.2.3 the current and expected allocation of resources; and

4.1.2.4 the non-availability of similar skills to replace the employee.

4.1.3 The limitations stipulated in paragraph 4.1.1.2 above may be lifted in exceptional circumstances by agreement of the respective trade union and the employer represented by the head of department. In considering whether an exception ought to be made, the parties may take into account the following:

4.1.3.1 the burden and complexity of labour relations work required to be performed by the FTSS;

4.1.3.2 the nature and type of negotiations that the FTSS will be involved in; and

4.1.3.3 the nature and number of disputes that may arise."

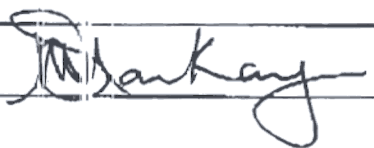
- Paragraph 4.2.1.1 of the principal agreement be amended to read as follows: 1000 - 3999 members = 1 full time shop steward per union
- Paragraph 4.4.1 of the principal agreement be amended to read as follows: "subject to paragraph 4.1.3, once the trade unions have nominated or elected their FTSS, the trade unions must notify the respective provincial administrations/national departments in writing of the names of those persons who have been elected as FTSS."
- Paragraph 4.5.1 of the principal agreement be amended to read as follows: "once the Provincial Administration/National Department has received the notification referred to in paragraph 4.4.1, the persons nominated or elected to the position of FTSS will be duly confirmed. Their confirmation will be by way of a secondment.
- Paragraph 6.1.3.2 of the principal agreement be amended to read as follows: "who is employed in any grade above grade 4 but below the level indicated in sub-paragraph 4.1.1.2 will be paid: at a rate equal to the rate of remuneration that the full time shop steward was employed on at the time of taking up the position of full time shop steward."
- Paragraph 13.1 of the principal agreement be amended to read as follows: Dispute about the interpretation or application of this agreement shall be dealt with in terms of the dispute resolution procedures of Council.

4. DISPUTE RESOLUTION

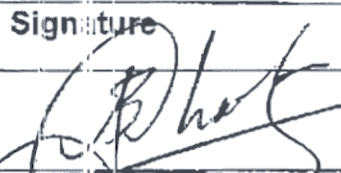

- 4.1 Dispute about the interpretation or application of this agreement shall be dealt with in terms of the dispute resolution procedures of Council.

THIS DONE AND SIGNED AT CENTURION ON THIS 13TH DAY OF FEBRUARY 2004

ON BEHALF OF THE EMPLOYER

STATE AS THE EMPLOYER	Name	Signature
	Melissa Ntshukila	

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature
NEHAWU	Alfred CHARLES	
POPCRU	M. QINYISEMI KA-DLADLA	
PSA	Amos Mokoabedi	