

RESOLUTION 2 OF 2024

**AMENDMENT TO RESOLUTION 3 OF 2017 - NEGOTIATION PROTOCOL AGREEMENT:
WAGE NEGOTIATIONS PROCESS**

1. NOTING

- 1.1 Council in 2001 adopted a code, commonly referred to as the "*Misty Hills Manifesto*", this manifesto provides guidance to all negotiators on matters of professional conduct during Council proceedings.
- 1.2 Parties entered into PSCBC Resolution 3 of 2017 as to formulate a negotiations protocol agreement where parties committed, to conduct negotiations in a structured and professional manner.
- 1.3 Parties committed to embark on a structured, process to identify and effectively deal with factors aggravating the conflict in the negotiations including those issues recorded on the wage negotiations debriefing reports.
- 1.4 Parties further agreed, in PSCBC Resolution 1 of 2022, "*the public sector summit declaration*", to review the process of negotiations as to ensure that the wage negotiations cycle is aligned to the budgetary cycle of Government.

2. PURPOSE

The purpose of the pre-negotiations process agreement is to:

- 2.1 amend PSCBC Resolution 3 of 2017, where applicable;

- 2.2 setting out parties' joint commitment to conduct effective interest-based negotiations; set out parties' joint commitment to shared objectives; and
- 2.3 establishing a process framework and timetable for each identified cycle of negotiations.

3. WAGE NEGOTIATIONS CYCLE

- 3.1 Parties agree to the following time frames within a respective year (where applicable) to conduct and conclude wage negotiations:
 - 3.1.1 Mandating process of parties – up to May of the year;
 - 3.1.2 Pre – negotiations process – in June of the year;
 - 3.1.3 Negotiations process - July to September of the year; and
 - 3.1.4 Debriefing session - October to November of the year.

4. PRE-NEGOTIATION PROCESS

4.1 Exchange of Information

- 4.1.1 Parties agree that all relevant information relating to economic indicators that becomes available from time to time will be shared.
- 4.1.2 Parties may commission the Council in the outer years of the wage negotiations cycle to conduct research into specifically identified trends in specific economic indicators.
- 4.1.3 Any other information from any reputable source will also be shared and maybe considered by the parties.

4.2 Meetings when conducting pre- negotiations:

- 4.2.1 The pre-negotiations session will be held at a suitable venue.

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4.2.2 The appointed facilitator(s), if applicable, or the Chairperson of the Council as the case may be, will conduct a process to assist the parties to identify and share each other`s needs, interests, and concerns relating to the negotiations.

4.2.3 The objectives and desired outcome of the facilitated process will include:

- a) To afford parties/individuals the opportunity to prepare adequately, through the consolidation of positions;
- b) To create a realistic bargaining range;
- c) To set the mood/ambiance for the negotiations;
- d) To explore and stabilize divergence of opinions within some teams. building relationships;
- e) To explore creatively, yet analytically all possible options/solutions, collectively or in individual groupings;
- f) To encourage a proper mandating procedure, also during the negotiations cycle, if needed;
- g) To expedite the negotiation process;
- h) To clarify and decide on issues;
- i) To determine the agenda of the negotiation process; and
- j) To agree to a timetable.

4.2.4 Parties may agree to meet further before the commencement of negotiations to discuss issues or positions that may have emerged or changed.

5. NEGOTIATION STAGE

5.1 Parties will agree at the conclusion of the facilitated pre-negotiations session whether to use a facilitator(s) at the beginning of the negotiation stage, or to differ this to a later stage.

5.2 If/when a facilitator(s) is appointed, after consultation with the parties will determine, from time to time and as the negotiations proceeds, the order to deal with the items on the bargaining agenda, when to hold joint and side meetings, when to hold plenary

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or smaller working group meetings, and generally, to facilitate an effective joint problem solving interest based negotiations.

- 5.3 At an appropriate stage in the negotiations, the facilitator(s) must use a single text procedure to capture the areas of agreement and disagreement in a single document, which will be used as the basis for drafting the final agreement.
- 5.4 The facilitator(s) will manage the negotiation process and the timetable with a view to meeting all reasonable timeframes for negotiations as contemplated in this protocol agreement.
- 5.5 If a facilitator(s) is not appointed, the parties will commence negotiation in a joint meeting, and commit to further meetings, including smaller working group meetings where necessary and in so doing commit to follow a joint solution seeking process.

6. IMPLEMENTATION OF THE AGREEMENT

- 6.1 This agreement shall come into effect on the date it enjoys the majority support and shall remain in force unless terminated or amended by agreement in writing.
- 6.2 In the interpretation and application of this agreement, words used in the agreement and defined within the constitution of Council will have the meaning as defined in the constitution.
- 6.3 The Council will monitor and enforce the implementation of this agreement.

7. DISPUTE RESOLUTION


Parties agree that any dispute regarding the interpretation and application of this protocol will be resolved in terms of the dispute resolution procedure of Council.

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[Signature]


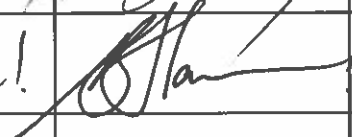

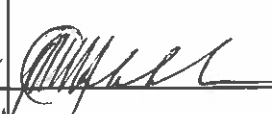
THIS DONE AND SIGNED AT Centurion ON THIS 09

DAY OF July 2024.

ON BEHALF OF THE EMPLOYER

	Name	Signature	Date
State as Employer	Yoliswa Makhosi		30/05/2024

ON BEHALF OF TRADE UNION PARTIES

Trade Union	Name	Signature	Date
DENOSA			
HOSPERSA	SEAN MCGLEADDER		04/06/2024
NAPTOSA	Basil L. Manue!		21/06/2024
NEHAWU			
POPCRU			
PSA	Peter Mngomezulu		31/05/24
SADTU	Mugwena Mabileke		26/06/24
SAPU			