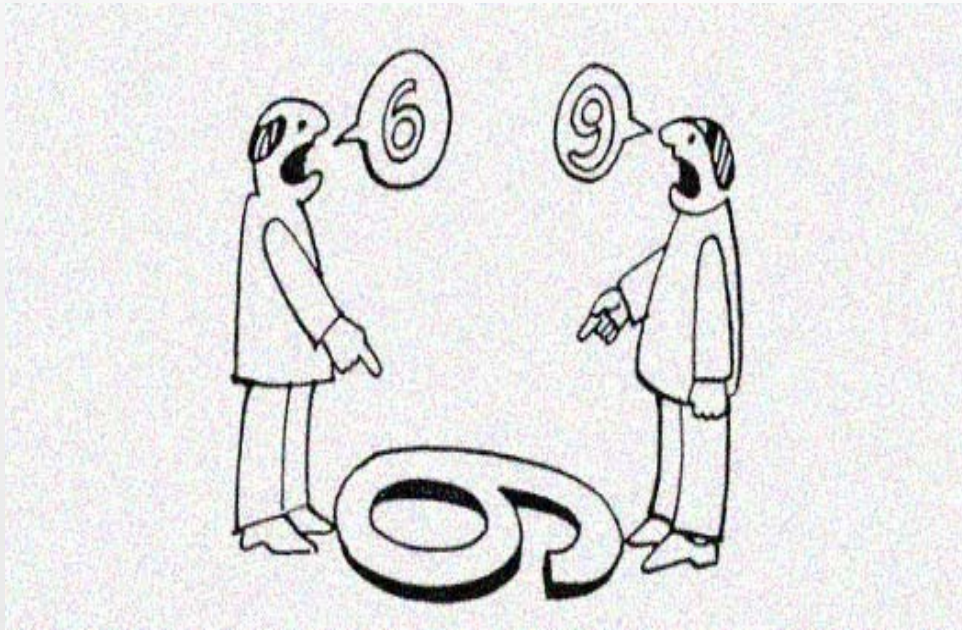


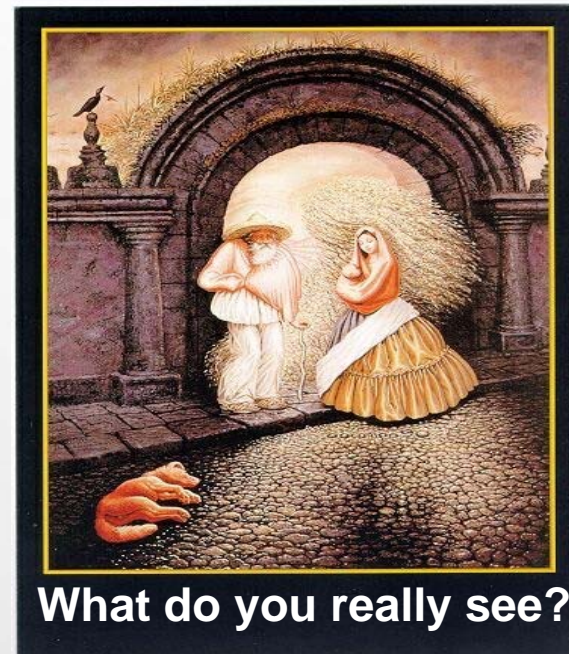
# **CHAIRPERSON'S REPORT 2017 - 2018**



# PERCEPTIONS!



**"We listen to truly hear, we care through action and so we add value to the working environment."**



**What do you really see?**



**IMPROVES INTERESTS OF MEMBERS IN THE WORKPLACE**



# WHO OR WHAT IS **UVPERSU**



**INDEPENDENT UNION**



**UNITES PEOPLE**



**ACKNOWLEDGES THE MULTI – CULTURAL AND DIVERSITY OF THE SOCIETY ON THE CAMPUS**



## **OUR WOW EXPECTATIONS FOR 2020 :**

- **To be the majority union at UFS with a 66% majority**
- **UVPERSU will mirror the diversity at campus**
- **To be financially sustainable**
- **To play a leading role in the moral upliftment of UFS staff**

## Management Committee 2017-2020

Mr F van der Watt (Chairperson)

In alphabetical order:

Mr D Alexander

Mr D Johannes (Vice-chair)

Ms R Johnson

Dr SZ Matebesi

Mr P Plekker (South Campus)

Dr JH Potgieter

Mr TT Theletsane

Ms GM Tsolo

Ms A van der Westhuizen (Vice-chair)

Dr AJ van Niekerk



### **EX OFFICIO MEMBERS:**

Mr J Pretorius (Treasurer)

Ms A Lombard (CEO)

### **QWA-QWA MEMBER:**

Mr G Magaiza (Acting  
Qwaqwa chair)

## STRATEGIC PLANNING AND NEGOTIATIONS

1. STRATEGIC PLANNING
2. SALARY NEGOTIATIONS
3. BUILDING INTEGRITY
4. WATCHDOG ON GOVERNANCE

## FOCUS GROUPS



## PERSONNEL, WORKING CONDITIONS, GRIEVANCES AND DISCIPLINARY

1. WATCHDOG
2. GRIEVANCES AND DISCIPLINARY
3. PERSONNEL AND WORKING CONDITIONS

## STAYING RELEVANT IN A CHANGING ENVIRONMENT

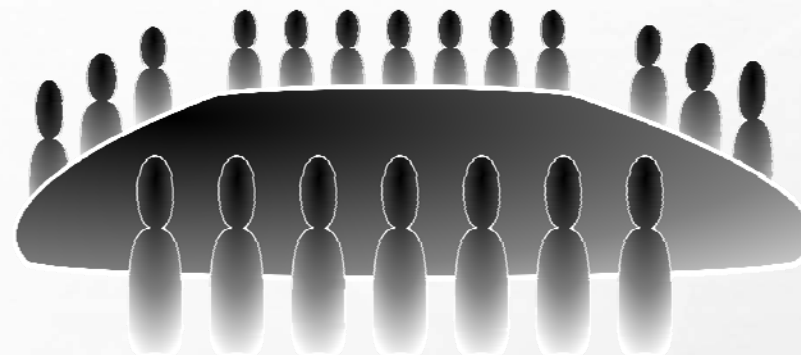
1. WATCHDOG
2. WORKING ENVIRONMENT
3. PERFORMANCE MANAGEMENT
4. WORKLOAD MODEL
5. COMPETENCY MODEL

## NETWORKING

1. LIASON WITH MEMBERS
2. LIASON WITH UFS MANAGEMENT
3. OFFICE MANAGEMENT
4. ADMINISTRATION
5. MARKETING



**FOCUS GROUPS: QUARTERLY**



**GENERAL MEETINGS: ONCE A YEAR**



**CEO & CHAIR: WEEKLY**



**EXEC COMMITTEE: MONTHLY**



**MANAGEMENT COMMITTEE: QUARTERLY**

University  
Management  
Committee

Health-care  
Committee

Study  
Bursaries

Executive  
of Senate

Professoriate  
Committee

Institutional Forum

Health and Wellness  
Committee and  
Forum

Colleagues-  
in-need fund

Disability  
and group  
insurance

Performance  
Management  
Committee

Investment  
Committee

Policies Committee  
and Policies  
Working Group

we

Training and  
Development  
Committee

Short lists  
and  
interviews

Salary  
negotiations and  
service benefits



Liaison with the  
Management of  
the University

Liaison  
with other  
unions

Personnel affairs,  
grievance procedures and  
disciplinary matters

**UVPERSU is officially represented on university committees, sub-committees, task groups as well as on the Institutional Forum, the Executive Management of the University and the Executive of Senate. UVPERSU always acts pro-actively in the interest of members and endeavours to fulfil our watchdog function.**



## CORE FUNCTIONS OF UVPERSU OFFICE

- Ensure that the legal and other interests of members are managed;
- Take part in dispute resolution in the workplace;
- Manage diversity in the workplace;
- Take part in negotiations regarding collective bargaining, conditions of service, policies, remuneration and other workplace issues;
- Ensure that the union complies with applicable labour legislation;
- Identify and analyse labour challenges in the work environment and in the higher education sector;
- Address staff about labour topics where needed;
- Manage the administration and goals of the union;
- Observer status at all shortlist meetings and interviews to give applicable legal and other advice;
- Full member of appointment committees for senior appointment;
- Handle all aspects regarding grievances, corrective counselling and disciplinary hearings.



## **UVPERSU represented its members in a number of cases during 2017 – 2018 :**

- # Retrenchment
- # Disciplinary processes
- # Grievances (informal and formal)
- # Several corrective conversations



**SUMMARY OF THE INCOME AND EXPENDITURE FROM 1 MARCH 2017 - 28 FEB 2018**

	<u>2016-2017</u>	<u>2017-2018</u>			
<b>INCOME:</b>	<b>R 518 810</b>	<b>R 529 689</b>	<b>2%</b>		
<b>Members Fee</b>	<b>R 401 401</b>	<b>R 410 984</b>	<b>2%</b>		
<b>Other Income</b>	<b>R 117 409</b>	<b>R 118 705</b>	<b>1%</b>		
<b>EXPENDITURE:</b>	<b>R 552 888</b>	<b>R 522 922</b>	<b>-5%</b>		
<b>Printing &amp; Stationary (Admin)</b>	<b>R 63 615</b>	<b>R 19 745</b>	<b>-69%</b>		
<b>Bank Fees (Admin)</b>	<b>R 4 284</b>	<b>R 3 349</b>	<b>-22%</b>		
<b>Financial Support</b>	<b>R 47 000</b>	<b>R 45 500</b>	<b>-3%</b>		
<b>Functions</b>	<b>R 37 068</b>	<b>R 35 290</b>	<b>-5%</b>		
<b>Marketing</b>	<b>R 28 276</b>	<b>R 20 700</b>	<b>-27%</b>		
<b>Cleaning</b>	<b>R 2 293</b>	<b>R 2 477</b>	<b>8%</b>		
<b>Audit Fees (Admin)</b>	<b>R 11 742</b>	<b>R 5 586</b>	<b>-52%</b>		
<b>Remuneration &amp; Consultations</b>	<b>R 317 820</b>	<b>R 360 141</b>	<b>13%</b>		
<b>Legal Expenses</b>	<b>R 17 780</b>	<b>R 3 000</b>	<b>-83%</b>		
<b>Training</b>	<b>R -</b>	<b>R 4 615</b>			
<b>Travel Cost</b>	<b>R 23 009</b>	<b>R 22 519</b>	<b>-2%</b>		
<b>NET PROFIT / LOST</b>	<b>R -34 078</b>	<b>R 6 767</b>	<b>-120%</b>		

Over the past year I once again had the privilege to work with a wonderful, dedicated and inspired team. To my vice-chairpersons, **David Johannes** and **Arista v d Westhuizen**, my sincere thanks for your gigantic contributions – you were truly pillars of support. **Henk Potgieter**, the chair of the finance committee and **Janine Pretorius** the Treasurer, who looked after our funds with exceptional precision. **Anita Lombard** has carried UVPERSU with dedication and enthusiasm throughout and her devotion and unique style cannot easily be equalled. At all levels where Anita represents us, they speak of her with great respect and gratitude. A word of thanks also goes to **Sarien Crous**, who handles our office administration and venues in a very competent manner. To all the MC members, as well as to all our non-MC members who represent us on various committees - a sincere thanks for all your sacrifices. A further word of thanks goes to Adelina Tjamela, who ensures that the venues and our office are always spic-and-span and thereby contributes towards UVPERSU's excellent image on campus.



You, the members, are UVPERSU and you are thanked for your support, co-operation and loyalty. The MC can only be as strong as your support and nothing more. We have no other choice but to be involved and it is everyone's social duty to participate and make contributions. We also thank you for the regular letters of support and thanks; these make our task worthwhile. You should guard the privilege with all you have to ensure that you do not ever have to fulfil your duty without empowerment and remember:

***“Bereik Saam/Achieve Together”.***



## **AGENDA**

- 1. Opening and welcome**
- 2. Attendance**  
Members present must sign the attendance register. Members present form a quorum.
- 3. Motions**
- 4. Approval of the minutes of the previous meeting of 1 June 2017**
- 5. Chairperson's report (overview regarding the past year and elucidation regarding important issues) and financial report for approval**
- 6. Closure**