

THE UVPERSU STORY

2018 -2019

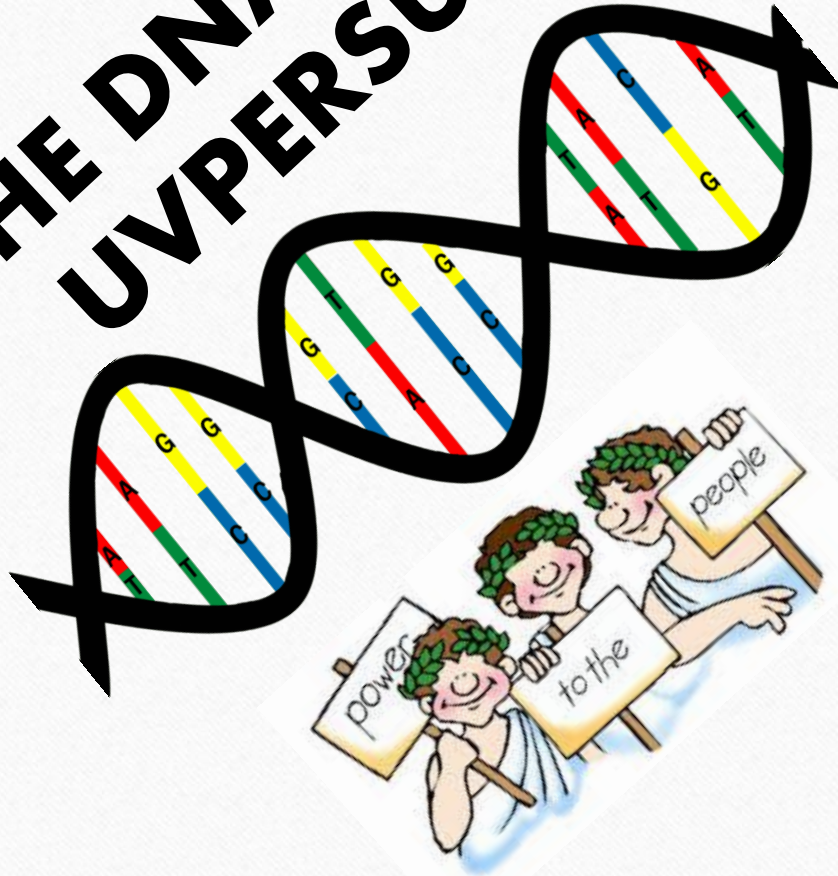


We listen to truly hear, we care through
action and
so we add value to the working
environment



"Bereik Saam/Achieve Together".

THE DNA OF UVPERSU



MAJORITY AND REPRESENTATIVE UNION ON CAMPUS

IMPROVES THE INTEREST OF MEMBERS IN THE WORKPLACE

UNITES PEOPLE IN THE WORK PLACE

ACKNOWLEDGES THE MULTI – CULTURALISM AND DIVERSITY OF THE SOCIETY ON THE CAMPUS

THE UNION IS NEITHER POLITICAL NOR MILITANT





- Use more relevant and effective platforms to **communicate** UVPERSU success stories to members
- Growth
- Address the demographic composition to keep UVPERSU relevant
- Better marketing to communicate the **role and function** of UVPERS to UFS staff
- Care about the wellbeing of members
- Keep members informed about **relevant information** which will impact on their **working environment**
- **Visibility and awareness** of UVPERSU Management Committee

- By walking the talk and creating tangible awareness, UVPERSU will remain the union of choice



Management Committee 2017-2020



Frans van der Watt



Anita Lombard



Arista van der Westhuizen



Dan Alexander David Johannes

Management Committee 2017-2020



Dr Henk Potgieter



Janine Pretorius



Dr Zachy Matebesi



Maggie Tsolo



Tello Theletsane

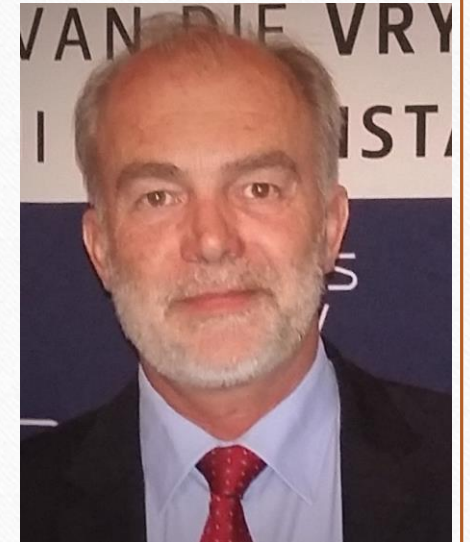
Management Committee 2017-2020



Riana Johnson



Dr Arno van Niekerk



Pierre Plekker



Grey Magaiza



Khethiwe Biyo



Sarien Crous



CEO & CHAIR:
WEEKLY



FOCUS GROUPS:
QUARTERLY



EXEC COMMITTEE:
MONTHLY



GENERAL MEETINGS:
ONCE A YEAR



MANAGEMENT COMMITTEE:
QUARTERLY





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.

**University Management
Committee, Executive of
Senate and Professoriate
Committee**

Ms A Lombard

**Short lists and
interviews**

Ms A Lombard

**Liaison with the
Management of
the University**

MC

Investment Committee

Mr F van der Watt

Institutional Forum

Ms A Lombard

Ms Arista vd Westhuizen

**Transformation and
Institutional Multi-
stakeholder Group**

**Ms A Lombard and Mr
F vd Watt**

We



**Personnel affairs, grievance
procedures and disciplinary
matters**

Ms A Lombard

Health Care Committee

Ms R Johnson

Skills Development

Ms A Lombard

**Salary negotiations
and service benefits**

**Disability and
group insurance**

Ms A Lombard

**Central Equity
Committee**

Ms A Lombard





INCOME AND EXPENDITURE 1 MARCH 2018 – 28 FEBRUARY 2019



	<u>2017- 2018</u>	<u>2018- 2019</u>
INCOME :	529,689	528,676
Members fee	410,984	396,970
Other income	118,705	131,706

EXPENDITURE :		531,989		489,255
Auditors remuneration		6,783		6,900
Bank charges		3,349		4,110
Depreciation		7,860		6,549
Employee costs		360,141		390,043
Entertainment & refreshments		35,025		20,834
Gift recognition		20,700		521
Legal expenses		3,000		-
Office admin fees		8,022		7,116
Printing & stationery		7,255		6,461
Scholarships / Bursaries		45,500		38,000
Subscriptions (TV & post office)		265		680
Telephone & fax		11,570		8,041
Travel - local		22,519		-
Net Profit / (Loss)		(2,300)		39,421

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, 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.



“Bereik Saam/Achieve Together”.