



# NEHAWU

NATIONAL EDUCATION HEALTH & ALLIED WORKERS UNION

**UFS BRANCH**

**BOTHO BUILDING**

**Tel: +27 51 401 2981**

**Fax: +27 51 444 2145**

**[NehawuFS@ufs.ac.za](mailto:NehawuFS@ufs.ac.za)**

**1997 - 2007**

**OFFICE OF SECRETARIAT**

**P O BOX 339, Nelson Mandela Drive, Bloemfontein, 9300**

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NEHAWU UFS BRANCH

ANNUAL REPORT

24<sup>th</sup> November 2016

NEHAWU UFS BRANCH ANNUAL REPORT: 2016

## **BRANCH EXECUTIVE COLLECTIVE**

The collective is still on course in execution of their task as mandated by our last congress, they are able to meet as per our annual program of the meeting and outside the program (after hour's meetings which include weekends)

### **Leadership Changes**

The collective has been operating without the deputy chairperson for some time up until Cde Violet Thulo tendered her resignation as deputy chair, and followed by a long absence of cde Mathapelo Mack and cde Motsamai Motsapi who is been dismissed at the end of academic year (2015).

### **Recommendation**

In order to ensure rapid response to the challenges facing members we recommend that vacant position be filled.

### **Leadership who vacated in the BEC**

Cde Violet Thulo – BEC Member residence

Cde Mathapelo Mack – BEC Member residence

Cde Motsamai Motsapi – BEC Member

### **The Co-opted members were as follows:**

1. Cde Bahedile Letlala – African Languages
2. Cde Letsolo Lekhesi - CTL
3. Cde Mookho Ramongalo – Finance

### **Reshuffling of the BEC**

Cde Vuyisile Mazwi who has been in the position of branch treasurer – took the new position as a Deputy Chairperson

Cde Mookgo Ramongalo took over as a new treasurer

Cde L Chabane – tendered her resignation as the deputy secretary

Cde L Lekhesi took over as a new Deputy Secretary

### **Additional member**

Cde Bahedile Letlala was co-opted as an additional member

## LOCAL GOVERNMENT ELECTIONS

The Union 13th Provincial Congress took place at Harrismith Inn on the 25<sup>th</sup> and 26<sup>th</sup> August 2016, where UFS, CUT and MOTHEO VET (Higher education sector in the Free State Province) did not have any delegation. This congress took place after the landmark Local Government Elections had taken place where our ally ANC had managed to secure almost all the Municipalities in the our Province with exception of Metsimaholo Municipality which had gone to alliance led by the advocate of monopoly capital DA.

We have acknowledged that the outcomes of the local government elections across the country came as a result of what the longest serving President of the ANC Cde. Oliver Reginald Manyane Tambo in 1977 warned against when he said that **“Comrades you might think it is very difficult to wage a liberation struggle. Wait until you are in power. I might be dead by then. At that stage, you will realize that it is actually more difficult to keep power than to wage a liberation war. People will be expecting a lot of services from you. You will have to satisfy the various demands of the masses of our people. In the process, be prepared to learn from other people’s revolutions. Learn from the enemy also. The enemy is not necessarily doing everything wrongly .You may take his right tactics and use them to your advantage. At the same time, avoid repeating the enemy’s mistakes”**.

In the light of the foregone OR foresightedness what we have to do as the alliance as a whole is to redeem the current status ANC find itself in and consolidate the resolution of the glaring challenges ANC find itself in today lest the history of 104 years disappear.

## COSATU

We recognise that our federation is passing through an unprecedented period of internal challenges exacerbated by the past days resolution of FAWU National Congress on withdrawing its affiliation to Cosatu and we declare to build all the affiliates of Cosatu by intensifying physical solidarity campaigns in defending the workers interest and building of strong affiliates of Cosatu. Therefore we declare that: **“the unity of our own union NEHAWU is sacrosanct, the unity of our Alliance is sacrosanct and the unity of our socialist axis is sacrosanct as well”**

## INTERNATIONAL

We have realised that international Politico Social Economic conditions working class find them in, due to the crisis of the Capitalist system is impoverishing the masses of our world population.

We declare that the only resolution to this inhuman conditions rest with the united workers organisation which anchor its ideological base on Marxist Leninist Philosophy and solidarity of all workers of the world. We dedicate our self-further on Building of a strong Trade Union movement that does not know any borders.

## **POLITICAL**

We are aware that capitalism is not interested in the unity and cohesion of our federation, Cde we must ensure that we take this union back to the members such that we give effect to our long held positions, there are people who have made it their business to isolate and attack the federation hoping to frustrate the struggle of the working class so that the agenda of monopoly capital can be entrenched, Cde we have all noticed what has gone through in the local elections – in 2019 we'll be going for national elections where we are going to be expected to defend the revolution and all of us are aware that the bourgeois elites are now out in the open prepared to establish liberal political parties which will advance capitalist revolution, we know that the official opposition has not made it a secret.

Our government must now move with speed to transform the commanding heights of the economy as our economic programme is not a sufficient programme to address historical injustice of the past, for as long as it does not radically transform colonialism of special type of economy it is merely tinkering the economic structure. We are therefore calling for the nationalization of the key sectors of the economy so that we can ensure that we enhance and fund industrialization programme of government.

Our Union must be unapologetic to the injustice that the government is doing as we must also declare that a reconciliation that does not speak to the racial powers must be rejected with the contempt it deserves

## **SOCIO ECONOMIC ASSESMENT**

South Africa in its current context is engulfed by the left – right political spectrum with the different interest located in opposing corner.

The probable 0% salary adjustments for most senior public office bearers – still to be ratified – will save the state about R100 million, while municipal councillors' sub-inflationary increases can save another R100 million.

This would more or less pay for those officials who are getting the stipulated 6% increase. They comprise lower-income earners such as magistrates and low-ranking traditional leaders, whose increases amount to R138 million.

## **EDUCATION**

Having witnessed the upsurge of university Fees must fall campaigns in Universities and continuation of some intransigency by the management of those institutions in insourcing all outsourced services and also having observed that SGB's have recently turned to labour brokers which employ people instead of the government being the employer, therefore Nehawu declare to intensify the consolidation of all Education sub structures of our country so that we are able to influence the transformation agenda of institutions of higher learning.

Any nation that neglects the fundamental basic right of education will never extricate itself from so co-economic ills of this world. As we strive to grow our economy, we must ensure that we develop the skills that are required to sustain such growth.

We have become the leading province in investing in our youth through our provincial bursary scheme.

The department of education is currently providing food to just over four hundred and forty thousand learners in the one thousand two hundred and seventy four schools as part of the nutrition programme.

Having depicted the above mentioned achievements, we also noted with great concern small pace movement of transformation drive in our higher education institution especially here at UFS.

Our leaders had a year to meet the demands of Fees Must Fall, and they have failed. But we have an opportunity to change this. This time last year we didn't have the 'no-fee' varsity report released, or had commitments from government to address illicit financial flows, but this year we do. That's why we are calling for Minister Nzimande to stop stalling and implement his own no-fee varsity report, and for Minister Gordhan to commit at least 1% of South African Government's GDP to higher education.

Last October, thousands of amandla.mobi members rallied together and forced Minister Nzimande to release the No-Fees Varsity Report. The report sets out 12 recommendations showing how free university education for students from low income households can be provided [1]. This affirms the demands of the student movement collectively known as 'Fees Must Fall' and proves that the Minister can take decisive action to put an end to financial exclusion in higher education.

Since the release of the report we have been pushing to shift the public debate towards calls for Minister Nzimande to progressively implement the recommendations of the report. The time to stop overlooking us has come! Academics have spoken out on the chronic underfunding of South African Government universities [2]. In fact, South African government spends below the continent's average on higher education, at 0.75% of its GDP. The proportion of GDP for Senegal and Ghana is 1.4% [3].

South African government's higher education budget for the 2015/16 financial year is R30 billion. If the government were to spend 1% of GDP on higher education, this would amount to R41 billion. That's almost four times the reported shortfall caused by 2016's freeze on fee increases [3].

Last week's recommendation by the Department of Higher Education and Training recommended that university fees for 2017 should not be increased by more than 8% is in stark contrast to the events of last year where the government instructed universities on what to do. It is an open invitation for universities to determine what margin they increase fees by, provided that they remain within the Minister Nzimande's recommendation. We need to shift the focus back to addressing the chronic underspending on the country's universities.

### **Membership subscription increase.**

During 2014 elective congress both ufs branches took a resolution to withheld subscription fees of its members as sign of disgruntle as results of lack of support from all union upper structures with an intention to have National office intervention,

Subsequent to that the branch had a meeting with General Secretary; Cde Bereng Soke and other union official – including some members of the extended BEC

Despite the request of the National office to release all subscription funds the branch felt that those subscriptions that withheld were to be used for the benefit of the union. Unlike the QwaQwa branch that had decided to use half of the money for their branch - the BFN branch could not define and have consensus on utilization for the benefit of the union.

There had been an instruction from Nehawu National Office (emanating from a decision by the last CEC meeting (Central Executive Committee of Nehawu) 23 Sept 2016 – as second instruction – first being in August) to the university finance office to increase membership fee from R65.00 - R72.00

### **Recommendation.**

We still need to decide (BFN Branch) what must be done with the money - at the present moment the money is still in the account of the committee of the funeral policy.

Regarding the member' subscription fee - The JBEC has agreed that the increase of subscriptions of all Nehawu members at UFS branch should not be effected until the whole matter was referred to the general assembly.

Meaning that the JBEC did not agree to this issue therefore HAD decided to suspend it until further notice

### **MEMEORUNDUM**

In 2015 around of October, it came to the attention of Nehawu UFS leadership that some disgruntled members of the Union were moving all over and around the campus with a petition demanding to share the subscriptions money. The action of these cde were directly contravening the decision of Nehawu structure within the branch, thereby forcing the Branch Executive Committee to comply with the directives of the constitution to establish investigation committee which comprise with Cde Shamane, Cde Mocwana and Cde Khosana. An investigation report has been submitted to Branch Executive Committee.

The disgruntled comrades who were involved in circulating the petition and also bringing in the splitting up or division of members inside the union have also approached the province.

The BEC had decided that the suspension of membership Nehawu members was highly irregular and unlawful therefore maintain the finance department to reinstate that membership with immediate effect.

Cde Jabu Makhubu – PHOSEC (Provincial Organizer) convene BEC and the said Cdes to try to solve the dispute – the matter was also brought to the attention of the University management

Cde Jabu indicate and conclude that issue of withheld subscription are the issues that are handle from the national secretariat office.

These comrades have now withdrawn their membership from the Union.

## **HIGHER EDUCATION SECTOR STATE OF AFFAIRS**

During the Month October 2015 we experience the student's political uprising fighting for #NOFEESINCREMENT. Which followed by State President announcement acceding to their demand. Earlier this year we had also experience the resurgence of racist act by the ufs white community against the protester. (The Rugby field - Shimla Park incidents). What we have witnessed at UFS is not isolated from what is happening in other parts of the country in institutions of higher learning.

As Nehawu we don't think UFS will ever be the same again...You don't see white people and black people walk together, Racial discrimination has always been the elephant in the room, Some people can shout and stand up and raise their voice... but at the end of the day it's going to go back to the way it was", Many students who were participants in that protests have been beaten up and nothing has been done about it.

The images of white spectators beating up black protesters at Shimla Park in February went viral and struck at the heart of the university that has claimed to have preached tolerance and non-racialism for the past few years. We had decided as Nehawu Union to run the process of transformation parallel to the academic project. That is why we made the commitment to begin the dialogues because there has to be space made for engagement, and the process of transformation has to run parallel to the academic projects

Nehawu Provincial leadership together with Branch has met with UFS management and agreed that the investigation will be conducted by an independent body and the perpetrators must brought to books.

## **NATIONAL HIGHER EDUCATION SECTOR MEETING (9-10 MARCH 2016)**

***Meeting was held in Johannesburg at Cederwood Park – and was funded by the Nehawu National Office***

Delegate to this meeting were Provincial Secretary, provincial Sector Coordinators, Branch chairperson and secretary of each branch, in this instance attended by Cdes Thabang, Ndlangamandla and Phalo



Minister of Higher Education Dr Blade Nzimande was invited to make presentation on the intervention by government on funding and access, including transformation policy issues and Higher education amendment bill which is currently before parliament

The purpose of the meeting was to assess on the implementation of the program of action in the sector as directed by the Central Executive Committee of December 2015.

The program of action included:

### **Campaign against outsourcing**

That #feesmustfall campaign had been used to demand insourcing of outsourced services. In most Universities challenge was that insourcing committee were constituted by parties which were not part of the institutional bargaining unit such WSF, EFF, WASP and student organization. The union had commissioned higher education task team comprise with NOB's as part of the Central executive committee to take the union to the workplace to sensitize members on centralize bargain, tax amendment act insourcing organization program of revive branches in Higher education sector amongst other issues.

### **Way forward**

All the branch were to convene mass meetings to provide feedback on progress of insourcing and report to region before the end of April.

Each Province to convene sector meeting to translate the outcome of this and identify the role of the region and the branch.

All branches to convene with Sasco to discuss the functioning of the students and workers alliance

### **Campaign for centralized bargaining**

All 26 universities were provided with template to provide National office certain information

#### **(c) Building a strong workplace organization**

#### **(d) Recruitment campaign**

#### **(e) Preparation for the 2016/2017 wage negotiation**

Analysis of the 2015/2016 wage settlement based on inflation rate of 4.6% in 2016 and it appears that only Central University of Technology and University of The Free State did not secure buying power during salary negotiation of the 2016

In line of the above union resolved that there was an urgent demand to review remuneration policy / system within higher education sector.

Central West Regional Executive committee meeting (11-12 March 2016)



## **Pre negotiation Time table was provided to assist the branches – by Cde Ntsako National organizer**

### **The Salary Dispute:**

As cdes are all aware that we have declared a wage dispute at CCMA for conciliation. For branch preparedness of the non-resolution outcome, a strike task team led by deputy secretary was established to mobilize and ascertain the strength to pull the strike. This was done by a way of roadshow throughout constituencies.

Conciliation date was on the 1<sup>st</sup> of March 2016,

Representative were: Cde Mokapi Mokhachane acting provincial secretary, cde Thabang Sepeame and Cde Jabu Makhubu

### **Meeting did not proceed for the following reasons:**

1. The employer were not served with notice of sat down
2. Provincial secretary and provincial organizer requested an extension for another 30 days. This provincial move is as National office directives for the province to assist in looking for alternatives and also to ascertain the strength of the branch the strike.

Province has indicated that they are arranging JBEC meeting for the above mentioned

The dispute had emanated from the protracted wage negotiation that has been taking place with the University since 2015 but could not come to an agreement.

The negotiations in the institution were led by two Unions (UVPERSU and NEHAWU). Parties exchanged proposals and compromises during the negotiations but could not agree. The University proposed a 4% increase and R2000.00 once of bonus for all employees who qualified. UVPERSU signed the agreement and NEHAWU did not sign on the basis that the University's offer was far below the current inflation. NEHAWU's position was that the University should give an increase of 7.45% across the board.

The last meeting was held with the University on the 18<sup>th</sup> January 2016, where the University indicated that it was not prepared to negotiate any further and that this was their final position.

### **The program of action**

After the meeting with the employer, Nehawu convened a meeting where we developed the program of action as follows;

In ensuring that we comply with the provisions of the recognition agreement, and to ensure that our members were protected during the strike, the Union wrote an official letter declaring a dispute in terms of clause 16 of the recognition agreement.

The letter to the University gave the employer up to the 26<sup>th</sup> January 2015 to respond, failing which the Union made an application to CCMA for conciliation on the 27<sup>th</sup> January 2016.

Both the QwaQwa and Bloemfontein branches held the general meetings on the 25<sup>th</sup> January 2016 to inform members on the dispute.

The Regional and provincial leadership was also visible during these general meeting to guide and provide support to the members and the branch leadership.

The Union had develop a pamphlet which was distributed to the University on the dispute before the general meetings.

The Province also wrote a letter to the Head office requesting amongst other support material the banners, placard and the information about the settlements in other sister Universities.

### **New Communication channels**




We have established new way of communicating with members – that of disseminating information through the SMS BUNDLES, every member that does not receive the message must submit their names to the office – BEC promise that with time we'll eventually manage to control these new system of communication.

## THE STRIKE PHAMPHLET

### **NEHAWU DECLARES A DISPUTE WITH THE UNIVERSITY OF THE FREE STATE OVER WAGES**



**TO: THE COMMUNITY OF THE UNIVERSITY OF THE FREE STATE**

-  **NEHAWU MEMBERS**
-  **STUDENT, LECTURES AND ACADEMICS**
-  **ALL WORKERS**
-  **COMMUNITY MEMBERS**

NEHAWU wishes to inform the above mentioned community of the University of the Free State that as a union we have declared a dispute with the university management.

The dispute arises from the university offering wage increase of 4% across the board. This the university offers in the face of the increase in petrol prices, increase in electricity, increase in food prices and the imminent increase on everything as a result of the draught.

UVPERSU has signed for the 4%. We note of course that to the majority of their members the 4% is more than enough given their lucrative salaries.

#### **NEHAWU SAYS NO TO THE 4% OFFERED BY THE UNIVERSITY**

On the 25<sup>th</sup> January 2015 we will be convening the general meetings in the branches of the university and we call on all workers to attend

**DOWN WITH THE 4% DOWN!!!!!!!**

**THIS PAMPHLET IS ISSUED BY NEHAWU FREE STATE PROVINCIAL OFFICE; CONTACTS 051 448 0075**

## **SUSPENSION OF THE STRIKE**

The Union was served with the memorandum where the University had stated their position where extra security measures were to remain in place basing on the University's obligation towards its teaching and learning services.

### **THE FOLLOWING TERMS AND CONDITIONS WERE NOTED:**

1. The University had to suspend the lock-out accordingly and members were to return to their workstations to work.
2. The Union had to give the undertaking that they were to ensure that members will not embark on any other direct or indirect protest action, including but not limited to,

go slow or any such action that will impair the operational functioning of the University.

3. The union was to give the undertaking that they were to ensure no intimidation, victimization, inciting etc. of any staff member, student or clients of the University, members of the public or employees of other employers working on the campuses.

4. Should the union after the suspension of the strike, decide to go on strike again, they will have to give 48 hours' notice accordingly and the lock-out will again be re-instated and enforced once notice is received of the contemplated strike action. Terms and conditions for the strike action will then be confirmed by the University.

5. Should any member of the union transgress in terms of points 2. and/or 3. above, the lock out will be re-instated and enforced and/or the University will take any such action or recourse available including but not limited to disciplinary action, no work no pay, etc.

### **Victimization and unfair labour practices during the strike**

Some Nehawu members who participated on the strike had some deductions made on from their salaries.

The Union employees were picketing in the employees premises, and the employer exercised its rights by locking –out all the employees participating in the strike action, and employees barricaded the entrance of the University.

At QwaQwa campus one staff member was singled out of the entire masses and was charged with misconduct (locking the gates, blocking the entrance with the vehicle)

The employer had failed to comply with provision of section 69(4) and (5) as no picketing rules were agreed upon by both parties.

### **Case Handling:**

Disciplinary cases

<b>DEPARTMENT</b>	<b>Misconduct</b>	<b>Findings</b>	<b>Sanction</b>	<b>Referral</b>	
Protection services	Post desertion	Guilty	Dismissal	Own	
SSLU	Retirement age	NO	Dismissal	CCMA/Conarb	LC
Microbiology		Guilty	Dismissal	Accepted	
Natural science	Incapacity / ill health		Settlement		

Housing& Residence	ill health/incapacity		Awaiting Medical Boarding feedback		
Protection service	Investigated	Suspended			
Protection Services	Post Desertion	Plea Agreement	Written Warning		
Communication science	Cross Dishonesty Incompatibility	Awaiting outcome			
Health &science	Cross Dishonesty Incompatibility	Postponed			
Institutional Advancement	Investigated	Suspended			

## **Grievances:**

### **Group Grievance (Protection services)**

Members are awaiting investigation report

### **Group Grievance (Housing and Residents)**

It was brought to the attention of the university management that a group of contract workers from Industroserve were conducting themselves unprofessionally towards other UFS cleaning staff members at the Housing and Residence Affairs – by using abusive words against them and by also turning that division upside down with illegal and bad behaviour.

Union still waiting outcome requested.

### **Individual Grievances (Agricultural and natural Sciences)**

The union attend to it and discuss with Employee Relation Director on other hand the member has already secured an appointment with the rector, we haven't been updated with any progress in this regard.

### **Individual Grievance**

(Protection services)

The member has officially lodged grievance before it can be reported to the union, because the matter involved union members; Union had intervene to restore unity amongst memberships.

## **APPOINTMENTS:**

### **Senior Director Human Resource Position.**

The above mentioned position was given to second best candidate after Dr. Mosia had resign from the university after he had worked for University for only three weeks .The union believe that the human resources recruitment process was completed for the above mentioned position in which position was offered to Dr Mosia who accept it and performed employer's functions.

Given the above scenario the union believe that the recruitment process should start from the scratch instead of implementing selection committee recommendation **(should the preferred candidate decline the offer be given to the second best candidate)**

The union regard the process as inappropriate

The union has challenged this ridiculous decision and requested an exit report, this request was done through various structures (Rectorate and Institutional forum)

### **Union Equipment and Office Space**

The printing machine has been out of order since from August last year and we couldn't take it for repair because it was out of service and we couldn't procure the new one immediately due to the ICT new system of centralising printing machine. But we have manage to persuade the employer to have our own. Now we have new second hand 3-in-one printing machine.

We were using one laptop which worn-out. We have being donated with 3 new second hand laptops.

### **Office Space**

Our boardroom is very small and we have requested to occupy our next door offices and also we have requested the employer to consider health and safety issue.

The building is newly painted and new carpets had been fitted.

The union is now occupying the whole building and hope the office space problem is been resolved.

We still need new furniture.

### **Laptops**

Three laptops were given to the Nehawu office by ER Office.

### **Cell phone and a recording device**

The Union has brought a new cell phone to ease communication with its members through SMS messages.

A new recording device has also been bought to ease the recording of minutes.

## **FULL TIME SHOPSTEWARD ACTIVITIES REPORT**

**NAME OF COMMITTEE: Branch executive committee**

**Date of submission: 07 September 2006 – next date of submission is expected end of November 2016**

No activity reports were done during the month of October 2016 as the BEC was involved with matters including salary negotiations and insourcing.

Only several incidents of disciplinary cases and grievance were also attended

**This Report will cover the Activities from the 1<sup>st</sup> till 31<sup>st</sup> August, 2016**

### **Sectional meetings**

#### **Ill health Meeting**

This meeting was concerning the ill health of Mrs. Elisa Dithlareng there has been number of consultation whereby employer initiated medical boarding. We received a confirmation that the application has been sent to the insurer. And the waiting period is minimum of six month. The employer (insure) will pay the first three month and then the remaining period the member will not have an income, but we advise the member to complete UI 19 forms.

#### **Reorganizing ICT 30<sup>th</sup> August 2016**

It must be stated that the invitation for this meeting was send to Mr. Dawid Mocwana, I was called in afterwards and I was briefed that the new organogram is been approved and the process of reorganizing is under way, no cut of jobs

#### **Professorate committee 29 August 2016**

Meeting was chaired By Prof Jansen

This meeting was centered on the Academic promotions

Promotion to Adjunct Professor: Dr J Goethals ,department of Anatomic pathology .There was an objection for this promotion, and this objection was raised as why the department don't hold back the promotion for almost six month and request a promotion for associate professor and the argument was that is because NRF rating, therefore the objection was out voted.

Promotion to associate professor :Dr Abdon Antangana,Institute for Ground Studies

Promotion to senior professor :Prof. Pieter Meintjies in the department of physics

Promotion to professor. Associate Professor FJ Burt ,in the department Medical Microbiology



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### **Support Service Remuneration Committee 29 August 2016**

Meeting was chaired by Prof Prakash Naidoo.

The meeting were to consider and approved the recommendation for the following category in support services:

1. Salary advancement within salary scale
2. Salary advancement above salary scale
3. Promotion
4. Once-off bonus /one merit notch/two merit notches

The committee decided as follows:

To hold back all CTL recommendation in all category on the basis that the center will be part of University salary component starting from next year, so here the consideration was on recurring financial obligation which will not be sustainable.

Other recommendation for promotions from various department we not approve just because there were not within the policy and other recommendation were not approved as results of job grading been on the same level and for those job grading indicate other levels were approved.

Once off bonus were approve for all Marketing department with a mix feeling, because it appears that that was a promise made them

Once-off Merit approved – from protection service and this because of union was motivation as this was the outcome of Grievance that lodged by the member early

### **Central Employment Equity meeting August 31, 2016**

Issues Discussed

1. Feedback from faculties on the departmental equity plan

Health and Science report was presented by Ishmael Seshupo in his capacity as HR strategic partner, in his oral presentation he mentioned that in this specific faculty there is no progress correcting the equity profile, he indicate that the challenge is the lack of will from managerial point of view, irrational decision are taken on the basis that blacks can't do the work,

#### **Resolution on future appointment**

All department and the faculties must have their target / succession plan for the next retiring staff.

#### **Issue that were picked up**

Scares skills

Competition

Pouching

Target and non-target

Policy on disability

### **Barriers**

Underlying influence of race

Resistance to change

## **DISCIPLINARY HEARING /CASES**

### **Cde Motsapi case**

Handled by Union lawyers; There has been an exchange of legal document between the three parties

### **Cde Senekane**

Disciplinary penalty --Plea agreement

The University of the Free State intended to institute disciplinary action against Cde Rashane Senekane from Protection services, in which misconduct arise from leaving his post unattended for 16 minutes in total. Labour relation act obliged employer to notify the union when disciplining shop steward. The letter was sent to the Regional office on and the there was no respond nor acknowledgement, the branch made .see email

The matter was further discussed JBEC on the 23 July 2016.

Suspension of Cde Merriam Olifant from protection

Cde has been on suspension from the 04<sup>th</sup> August 2016 and in terms of disciplinary policy suspension is supposed to laps on the 10<sup>th</sup> September 2016

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## **GRIEVANCES.**

### **2<sup>nd</sup> Notch Meeting Mr. Motaung**

There has been several meetings since 2014 in which the parties agreed with one Notch and the 2<sup>nd</sup> notch were to be awarded after a period of 18 months on condition that member's performance plan will be in place and been evaluated times. But that did not happened, the plan was only been finalized on the 04 June 2016,However in our last engagement with faculty management we agreed to waive 18 months to 6

months to determine an awarding of 2<sup>nd</sup> notch. The first evaluation meeting was on the 31<sup>st</sup> August.

## **RECRUITMENT AND APPOINTMENTS**

Appointments:

Postgraduate school: Senior Officer >Mr. Katleho Nyaile was recommended

Natural Science/ Sustainable Agriculture: Junior /lecture > Dawid van der Merwe

Kovsie Alumni : Senior Assistant Officer > RE- Advertised

Post graduate school: Senior Researcher>Mrs. Yvonne Tau

South campus: Marks and examination >Milliana Marescia

South African Sign language: Officer> Anneke Jean-Denoboli

Natural Science /Sustainable Agriculture> Jan Swanepoel

Shortlisting

Education: professional service

## **University committee Meetings**

University Management committee

Announcements: Exam paper that has answers, that was an Afrikaans version, and corrective measure are to taken. And it was further announced that similar situation has happened in Health and Science but that was not in public domain.

Qwaqwa SRC Election: President Mjabulo Maulo

Court case on language policy Afri Forums vs UFS at SAC on the 12 September 2016.

Financial status of the University: It was stated that from the University budget committee university need 8% to survive for the 2017.whereas other 16 out of 26 universities are already in deficit. UCT, MMU has already budgeted 0% for salary increase has indicated that if there no fee increase for 2017

ICT reorganizing project was presented and approved.

END

Secretary: Phalo KI

Chair Person: Prof. Acho T

Deputy Secretary: Lekhesi L

Deputy Chairperson: Mazwi V

Date: 24 November 2016