



PHSDSBC
PUBLIC HEALTH AND SOCIAL DEVELOPMENT
SECTORAL BARGAINING COUNCIL

RESOLUTION 3 OF 2015

**AGREEMENT ON THE ESTABLISHMENT OF PUBLIC HELTH AND SOCIAL
DEVELOMENT SECTORAL BARGAINING COUNCIL'S COMMITTEES**

1. PURPOSE

The purpose of this agreement is to establish committees of the Council in terms of section 55 of the Labour Relations Act ('Act No. 66 of 1995') and clause 16 of the constitution of the Council. It repeals PHWSBC's Resolution 1 of 2001.

2. SCOPE OF APPLICATION

This agreement binds:

- 2.1 The State as the Employer;
- 2.2 Public Health and Social Development personnel employed by the Employer who are members of the Trade Union parties to this agreement; and
- 2.3 Public Health and Social Development personnel employed by the Employer who are members of any Trade Union parties to this agreement, but who fall within the registered scope of the Public Health and Social Development Sectoral Bargaining Council (PHSDSBC).

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3. AGREEMENT

3.1 Parties to the Council agree to establish the following committees:

- 3.1.1 Executive Committee;
- 3.1.2 Finance Committee;
- 3.1.3 Dispute Management Committee; and
- 3.1.4 Collective Bargaining Committee.

3.2 The committees in clause 3.1 above shall be the Standing Committees of the Council in accordance with clause 16 of its constitution, unless the Council decides otherwise.

4. POWERS AND FUNCTIONS

All the Committees would report to the Council via the Executive Committee (EXCO). The terms of reference for standing committees shall be, but not limited to, the following:

4.1 Executive Committee (EXCO)


The powers and functions shall be as provided for in clause 17 of the constitution of the Council.

4.2 Finance Committee (FINCOM)

The FINCOM shall:

- 4.2.1 Make recommendations to EXCO on financial matters;
- 4.2.2 Review, consider and recommend budget to EXCO;
- 4.2.3 Consider and review financial statements to ensure that financial policies and procedures are adhered to;
- 4.2.4 Consider and recommend the acquisition of capital expenditure items within the budget;

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- 4.2.5 Discuss the audited financial statements and management report with the auditors to recommend to EXCO for consideration;
- 4.2.6 Discuss and manage the expenditure of special projects as directed by the Council;
- 4.2.7 Advise on cash flow management;
- 4.2.8 Consider and make recommendations on the issues that may have financial implications on Council;
- 4.2.9 Review financial policies as and when required to determine the appropriateness thereof as directed by the Council;
- 4.2.10 Propose practical ways of implementing these policies.

4.3 Dispute Management Committee (DMC)

The DMC shall:

- 4.3.1 Monitor and evaluate the efficiency and effectiveness of dispute management, through regular reports by the General Secretary to the Council.
- 4.3.2 Provide recommendations to ExCo and the Council on dispute management.
- 4.3.3 Consider and make recommendations on the accreditation of the Council by the CCMA; as directed by Council, and
- 4.3.4 Recommend research options to EXCO for resolving matters falling within the jurisdiction of the Council.

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4.4 Collective Bargaining Committee (CBC)

The CBC shall:

- 4.4.1 Assist with the monitoring and evaluation of the Chamber activities to ensure that they function optimally.
- 4.4.2 Assist with the monitoring and implementation of the Council Collective agreements.
- 4.4.3 Recommend relevant training and research options for the Council.
- 4.4.4 Deal with any collective bargaining matter referred to it by ExCo and/or the Council.

5. REPRESENTATION

- 5.1 Representation in the committees shall be as provided for in section 55 (2) of the Labour Relations Act, i.e. one (1) per admitted trade union and an equal number of representatives from the Employer.
- 5.2 Parties shall be entitled to nominate alternatives equal to the number of main representatives.

6. MEETING OF THE COMMITTEES

6.1 Frequency of meetings

The committees shall meet regularly as determined by the operations of the Council.

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7. IMPLEMENTATION DATE

This agreement shall come into effect on the date on which it attains majority signatures.

8. DISPUTE RESOLUTION PROCEDURES

Any dispute about the interpretation or application of this Agreement shall be dealt with in terms of the dispute resolution procedure of the Council.



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THUS DONE AND SIGNED AT CENTURION ON THIS 28 DAY OF
OCTOBER 2015

ON BEHALF OF STATE AS THE EMPLOYER

NAME	SIGNATURE
NTINGALE	

ON BEHALF OF TRADE UNIONS

TRADE UNION	NAME	SIGNATURE
NEHAWU	Mike Shingye	
DENOSA	Thandeka Nsibi	
PSA		
HOSPERSA	Susan Ntlety	
NUPSAW	Puening Rachel Mphaga	