



SOUTH AFRICAN LOCAL GOVERNMENT BARGAINING COUNCIL

HEAD OFFICE

Private Bag X16
MUSGRAVE
4062

461 King Dinuzulu Road
BEREA
4062

Tel: (031) 201-8210/6219/6255
Fax: (031) 201-9788

E-mail: info@salgbc.org.za
Web-site: www.salgbc.org.za

17 September 2021

**TO: ALL MUNICIPAL MANAGERS
ALL CHIEF FINANCIAL OFFICERS**

THE PARTIES:

SALGA	Mr. X George	(012) 369 8001
SAMWU	Mr. D Magagula	Per Email
IMATU	Mr. J Koen	(012) 460 8444

REGIONAL SECRETARIES:

Gauteng/Johannesburg/Tshwane Division	Ms. E. Sekgweleo	(012) 665 1014
Eastern Cape Division	Mr. C. Gqeke	(041) 581 3648
Western Cape/Cape Metro Division	Ms. W Brink	(021) 917 1145
Northern Cape/Free State Division	Mr. T Mqobongo	(053) 831 3608
North West/Mpumalanga/Limpopo Division	Ms N Hlangwani	(012) 342 7015
KwaZulu-Natal/eThekweni Division	Mr. V Nzuza	(031) 201 9752

CIRCULAR NO.: 7/2021

Salary and Wage Collective Agreement and Retirement Fund Collective Agreement

The parties (SALGA, SAMWU and IMATU) to the Council have been engaged in the salary and wage negotiations since 29 March 2021. The bargaining partners and their negotiation teams have been negotiating under difficult conditions occasioned by the various adjusted levels of Lockdown.

These negotiations were facilitated by an independent facilitator and a Facilitator's Proposal, incorporating the retirement fund arrangements, was issued on 10 June 2021. Each party, having considered the Facilitator's Proposal, declared three (3) separate disputes on 2 July 2021, which resulted in three rounds of robust and tough conciliation.

At the extended conciliation hearing held on 14 September 2021, the parties settled their disputes. The settlement is recorded in two separate collective agreements, viz the Salary and Wage Collective Agreement and the Retirement Fund Collective Agreement. The parties to the Council then adopted these two collective agreements at the Bargaining Committee on 15 September 2021.

Attached hereto are the two collective agreements.

Address correspondence to the General Secretary

All municipalities must comply and implement the collective agreements. Furthermore, the collective agreements must be published on the employee notice boards.

The Council will communicate further details in respect of the Retirement Fund Collective Agreement after the Executive Committee has considered the implementation issues arising from that said collective agreement.

These two collective agreements are available on the SALGBC website as well.

Your faithfully



Mr S. S. Govender
GENERAL SECRETARY

Encl: Salary and Wage Collective Agreement (18 Pages)
Retirement Fund Collective Agreement (26 Pages)