**STATUS OF CONCILIATIONS AND ARBITRATIONS AS AT 20 AUGUST 2018**

**REGION: HEAD OFFICE**

| **#** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Pietermaritzburg | ULP: Promotion | Application for condonation granted | N/A | 15/08/2018 | Postponed  | N/A |
| 2 | All Regions  | Interpretation/Application of Collective Agreement | 16/03/2016 | Unresolved | 22/02/2018 | Arbitration Award issued in favour of DCS | Applicants are taking the matter on review  |
| 3 | Witbank  | Interpretation/Application of Collective Agreement | 16/11/2015 | Unresolved  | 17/08/2018 | Arbitration hearing set down on 17/08/2018 | N/A |
| 4 | Head Office  | Interpretation/Application of Collective Agreement (Overtime)  | N/A | Unresolved | 26,27,28 March 2018  | Arbitration award issued in favour of PSA | DCS is reviewing the matter  |
| 5 | Head Office  | Unfair Dismissal  | N/A | Unresolved  | 02/03/03 November 2016 | Arbitration award issued in favour of DCS |   |
| 6 | Head Office  | Unfair dismissal | N/A | N/A | 05/04/2018 | Arbitration award issued in favour of DCS | N/A |
| 7 | Gauteng Region  | Interpretation and application of Collective Agreement (Res 1 of 2006)  | N/A  | Remained unresolved  |   | Arbitration award issued in favour of DCS | N/A  |
| 8 | All Regions  | Matters of mutual interest  | N/A  | Remained unresolved  | Set down for arbitration on 1-2/03/2018 | Jurisdiction ruling issues in favour of PSA  | DCS is reviewing the matter  |
| 9 | Gauteng Region (Zonderwater)  | Interpretation and application of Collective Agreement | N/A | Remained unresolved | Awaiting Arbitration Hearing 23/02/2018 | Condonation application not granted  | N/A |
| 10 | KZN Region  | Interpretation and application of Collective Agreement | N/A | Unresolved | 20/06/2017 | Arbitration Award issued in favour of Applicants  | N/A |
| 11 | KZN  | Interpretation and application of Collective Agreement | N/A | Unresolved  | 12-Sep-17 | Awaiting date | N/A |
| 12 | LMN  | Interpretation and application of Collective Agreement | N/A | Unsettled  | 23/08/2017 | Awaiting for new date of set down  | N/A |
| 13 | KZN  | Interpretation and application of Collective Agreement | N/A  | Unresolved  | 2/8/2017 | Memo written for implementation award  | N/A |
| 14 | LMN  | Interpretation and application of Collective Agreement | N/A | Unresolved  | 14 and 15 Sep 2017  | Awaiting new date  | N/A |
| 15 | KZN  | Interpretation and application of Collective Agreement | N/A | Unresolved  | 14/8/2017 | Awaiting new date  | N/A  |
| 16 | KZN  | Interpretation and application of Collective Agreement | N/A  | Unresolved  | 7/02/2018 | Awaiting arbitration award  | N/A |
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| **ANALYSIS:** |
| CONCILIATIONS: 0 |
| ARBITRATIONS: 16 |
| ARBIRATION WARDS IN FAVOUR OF DCS: 4 |
| ARBITRATION AWARDS IN FAVOUR OF THE APPLICANT & COSTS: 3 |
| COUNCIL LACKS JURISDICTION: 0 |
| WITHDRAWN: 0 |
| SETTLEMENT AGREEMENTS & COSTS: 0 |
| TOTAL COSTS: R0.00 |

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**STATUS OF CONCILIATIONS AND ARBITRATIONS: Jul-18**

**REGION: GAUTENG**

| **#** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | BAVIAANSPOORT  | UNFAIR LABOUR PRACTICE-BENEFITS-SEC 186(2)(A) | 2018.04.04 | UNRESOLVED | 2018.09.04 | PENDING | N/A |
|  | BAVIAANSPOORT | UNFAIR SUSPENSION OR DISCICPLINARY PROCESS | 2017.10.02 | UNRESOLVED | 2018.03.11; 2018.06.11 | PENDING | N/A |
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|  | BAVIAANSPOORT  | COLLECTIVE AGREEMENT- INTERPRETATION OR APPLICATION 24(2)[24(5)] | N/A | N/A | 2018.05.03 | PENDING | N/A |
|  | BAVIAANSPOORT | UNFAIR LABOUR PRACTICE - BENEFITS - SECTION 186(2)(A) | 2018.05.03 | PENDING | PENDING | PENDING | N/A |
|  | BOKSBURG  | UNFAIR SUSPENSION  | 2017.06.01 | UNRESOLVED | 2017.09.13; 2018.02.15; 2018.04.24 | PENDING | N/A |
|  | BOKSBURG  | UNFAIR SUSPENSION OR DISCICPLINARY PROCESS | 2017/09/14 | UNRESOLVED | 2017.12.04; 2017.12.15 | PENDING | N/A |
|  | BOKSBURG  | UNFAIR DISMISSAL | 2017/10/02 | UNRESOLVED | 2018.02.09 | PENDING | N/A |
|  | BOKSBURG  | UNFAIR DISMISSALS | 2018.01.16 | UNRESOLVED | 2018.05.15; 2018.08.14-15 | PENDING | N/A |
|  | BOKSBURG  | UNFAIR DISMISSALS | 2018.01.16 | UNRESOLVED | 2018.07.30 | PENDING | N/A |
|
|  | BOKSBURG | UNFAIR DISMISSALS | 2018.01.16 | UNRESOLVED | 2018.08.02 | COUNCIL LACKS JURISDICTION | N/A |
|  | BOKSBURG | UNFAIR DISMISSALS | 2018.06.22 | UNRESOLVED | 2018.12.11 | PENDING | N/A |
|  | BOKSBURG | COLLECTIVE AGREEMENT &INTERPRETATION OR APPLICATION-OSD | 2018.07.13 | UNRESOLVED | PENDING  | PENDING  | N/A |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.01.13 | UNRESOLVED | 2017.04.19; 2017.06.28; 2017.09.19-20; 2017.12.05-06; 2018.04.10-13; 2018.08.28-29 | PENDING | N/A |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2015.10.06 | UNRESOLVED | 2016.12.06; 2017.10.02 & 28; 2017.12.04; 2018.02.08-09 | PENDING | N/A |
|
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2015.11.12 | UNRESOLVED | 2016.03.27-30; 2016.08.02 & 04;; 2017.03.09; 2017.09.05-06; 2017.11.20-21; 2018.01.11-12; 2018.02.21-22; 2018.04.16; 2018.06.05-06; 2018.07.05-06 | PENDING | N/A |
|  | JOHANNESBURG | CONSTRUCTIVE DISMISSAL |   | UNRESOLVED | 2017.09.12; 2018.03.08; 2018.08.02; 2018.09.10-12 | PENDING | N/A |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.05.03 | UNRESOLVED | 2017.08.25; 2017.11.21-22; 2018.05.28; 2018.08.06-08 | PENDING | N/A |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.04.13 | UNRESOLVED | 2017.07.28 2017.10.19; 2018.02.04; 2018.06.13; 2018.07.12 | PENDING | N/A |
|  | JOHANNESBURG | CONSTRUCTIVE DISMISSAL | N/A | UNRESOLVED | 2017.07.31; 2017.09.29; 2017.10.05; 2018.01.16-18; 2018.05.15; 2018.09.10-12  | PENDING | NO |
|  | JOHANNESBURG | PROMOTION/TRAINING | N/A | UNRESOLVED | 2017.12.11; 2018.03.08 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.10.12 | UNRESOLVED | 2017.12.11 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR UNFAIR DISMISSAL | 2017.11.13 | UNRESOLVED | 2018.05.04; 2018.07.19 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.11.17 | UNRESOLVED | 2018.06.15; 2018.07.19 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR SUSPENSION |   | UNRESOLVED | 2018.03.26 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2017.12.19 | UNRESOLVED | 2018.06.13 | PENDING | NO |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2018.01.22 | UNRESOLVED | 2018.05.18; 2018.08.13-15  | PENDING | NO |
|  | JOHANNESBURG | UNFAIR DISMISSAL | 2018.01.22 | UNRESOLVED | 2018.06.26 | PENDING | NO |
|  | JOHANNESBURG | INTERPRETATION OF RESOLUTION | 2018.04.13 | UNRESOLVED | 2018.07.30 | PENDING | NO |
|  | KGOSI MAMPURU II | INTERPRETATION ON TIME FRAME | 2017.06.29 | UNRESOLVED | 2017.10.03 | PENDING | N/A |
|  | KGOSI MAMPURU II | UNFAIR DISMISSAL | 2017.08.24 | UNRESOLVED | 2018.01.25 2018.04.04 2018.08.21-22 | PENDING | N/A |
|
|  | KGOSI MAMPURU II | UNFAIR SUSPENSION | 2017.11.28 | UNRESOLVED | 2018.08.31 | PENDING | N/A |
|
|  | KGOSI MAMURU | UNFAIR DISMISSAL | 2018.03.06 | UNRESOLVED | 2018.08.17 | PENDING | N/A |
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|  | KGOSI MAMPURU II | UNFAIR DISMISSAL | 2017.11.17 | UNRESOLVED | 2018.03.16 2018.09.27 | PENDING | N/A |
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|  | KGOSI MAMPURU | INTERPRETATION/APPLICATION | PENDING | PENDING | PENDING | PENDING | N/A |
|  | KGOSI MAMPURU | UNFAIR DISMISSAL | 2018.02.28 | PENDING | PENDING | PENDING | N/A |
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|  | KGOSI MAMPURU | INTERPRETATTION/APPLICATION | 2018.02.28 | UNRESOLVED | 2018.08.24 | PENDING | N/A |
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|  | KGOSI MAMPURU | UNFAIR LABOUR PRACTICE | 2018.03.14 | UNRESOLVED | 2018.07.31 | PENDING | N/A |
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|  | KGOSI MAMPURU | UNFAIR DISMISSAL | 2017.12.18 | UNRESOLVED | 2018.04.09 2018.07.30 | PENDING | N/A |
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|  | KGOSI MAMPURU | UNFAIR DISMISSAL | 2018.07.15 | PENDING | PENDING | PENDING | N/A |
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|  | KGOSI MAMPURU | UNFAIR LABOUR PRACTICE | 2018.06.28 | UNRESOLVED | PENDING | PENDING | N/A |
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|  | KGOSI MAMPURU | UNFAIR DISCIPLINARY ACTION | 2018.06.14 | UNRESOLVED | PENDING | PENDING | N/A |
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|  | KRUGERSDORP | UNFAIR LABOUR PRACTICE | 2017.05.02 | UNRESOLVED | 2017.11.13; 2018.05.02;2018.06.27 | PENDING | N/A |
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|  | KRUGERSDORP | UNFAIR DISCIPLINARY ACTION | 2016.12.15 | UNRESOLVED | 2017.03.23 | PENDING | N/A |
| 2017.06.02 |
|  | KRUGERSDORP | UNFAIR DISMISSAL  | 2018.02.22 | UNRESOLVED | 2018.04.09;2018.07.17-18 | PENDING | N/A |
|  | KRUGERSDORP | BENEFITS(DANGER ALLOWANCE) | 2018.04.30 | PENDING | 2018.09.20 | PENDING | N/A |
|  | KRUGERSDORP | UNFAIR DISMISSAL | 2018.06.04 | UNRESOLVED | PENDING | PENDING | N/A |
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|  | LEEUWKOP | UNFAIR LABOUR PRACTICE – PROMOTION – SECTION 186(2)(a) | 2017.07.04 | PENDING | 2017.07.21; 2017.10.04; 2018.01.31; 2018.02.22; 2018.06.15 | PENDING | N/A |
|
|  | LEEUWKOP | UNFAIR LABOUR PRACTICE – PROMOTION – SECTION 186(2)(a) | 2017.07.04 | UNRESOLVED | 2018.02.22 | PENDING | N/A |
|
|  | LEEUWKOP | UNFAIR DISMISSAL SECTION 191(1) 191 (5)(a) | 2017.08.03  | UNRESOLVED | 2017.11 21; 2018.03.19-20; 2018.07.26 | PENDING | N/A |
|
|  | LEEUWKOP | COLLECTIVE AGREEMENT – INTERPRETATION OR APPLICATION | 2017.11.28 | UNRESOLVED | 2018.06.12 | PENDING | N/A |
|
|  | LEEUWKOP | PROCEDURAL UNFAIRNESS OF SANCTION | 2017.11.28 | UNRESOLVED | 2017.12.01; 2018.03.02 | PENDING | N/A |
|
|  | LEEUWKOP | UNFAIR DISMISSAL | 2018.03.22 | UNRESOLVED | 2018.07.05 | PENDING | N/A |
|
|  | LEEUWKOP | UNFAIR DISMISSAL | 2018.06.14 | UNRESOLVED | PENDING | PENDING | N/A |
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|  | LEEUWKOP | UNFAIR LABOUR PRACTICE – NOT SHORTLISTED ALTHOUGH HE MET REQUIREMENTS | 2018.06.15 | UNRESOLVED | PENDING | PENDING | N/A |
|
|  | LEEUWKOP | CORRECTION AND FINALIZATION OF REINSTATEMENT AWARD BACKPAY | 2018.06.15 | UNRESOLVED | PENDING | PENDING | N/A |
|
|  | MODDERBEE | DISCIPLINARY ACTIONS SHORT OF DISMISSAL (SUSPENSION) | 2017.03.13 | UNRESOLVED | 2017.08.28; 2018.03.12 | PENDING | N/A |
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|  | MODDERBEE | DISCIPLINARY ACTIONS SHORT OF DISMISSAL (SUSPENSION) | 2017.03.13 | UNRESOLVED | 2017-09-11; 2017.11.17 | PENDING | N/A |
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|  | MODDERBEE | UNFAIR SUSPENSION | 2017.02.03 | UNRESOLVED  | 2017.05.15 | PENDING | N/A |
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|  | MODDERBEE  | UNFAIR DISMISSAL  | 2017.02.13 | UNRESOLVED  | 2017.03.31 | PENDING  | N/A |
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|  | MODDERBEE | UNFAIR DISMISSAL | 2015.07.30 | UNRESOLVED | 2015.11.03; 2016.12.06-08; 2017.04.18-20; 2017.10.23-25 | PENDING | N/A |
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|  | MODDERBEE  | UNFAIR DISMISSAL  | 2016.02.10 | UNRESOLVED | 2016.08.04 | PENDING  | N/A |
|
|
|  | MODDERBEE  | FAILURE TO REINSTATE RE-EMPLOYMENT CONTRACT AGREEMENT | 2016.02.10 | UNRESOLVED | 2016.08.04; 2018.03.08 | PENDING  | N/A |
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|  | MODDERBEE  | UNFAIR LABOUR PRACTISE  | 2013.06.10 | UNRESOLVED  | 2016.03.02; 2018.03.09 | PENDING  | N/A |
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|  | MODDERBEE  | UNFAIR CONDUCT: PROMOTION BENEFITS  | 2013.06.10 | UNRESOLVED  | 2016.03.02; 2017.10.05 | PENDING  | N/A |
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|
|  | MODDERBEE | UNFAIR DISMISSAL | 2015.08.21 | UNRESOLVED | 2015.11.12; 2016.10.07; 2017.03.01-03; 2016.12.06-08; 2017.07.03-05 | PENDING | N/A |
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|  | MODDERBEE  | UNFAIR DISMISSAL  | 2017.06.29 | UNRESOLVED  | 2017.09.27; 2018.05.19 | PENDING  | N/A |
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|  | MODDERBEE  | FAILURE TO REINSTATE TERMS OF AGREEMENT – SALARY DIFFERENCE  | 2017.08.31 | UNRESOLVED  | PENDING  | PENDING  | N/A |
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|  | MODDERBEE  | COLLECTIVE AGREEMENT – L.W.P. TAKEN  | 2017.06.01 | UNRESOLVED  | 2018/01/12 | PENDING  | N/A |
|
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|  | MODDERBEE | COLLECTIVE AGREEMENT - INTERPRETATION OR APPLICATION | 2018/01/18 | UNRESOLVED  | 2018/06/15 | PENDING  | N/A |
| MATTER REFERRED TO HEAD OFFICE |
|   |
|  | MODDERBEE | UNFAIR LABOUR PRACTISE – BENEFITS  | NEW MATTER, APPLICATION FOR CONDONATION TO BE CONSIDERED BY THE COUNCIL ON 2018-04-03. MATTER REFERRED TO HEAD OFFICE  | PENDING  | PENDING  | PENDING  | N/A |
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|
|  | MODDERBEE  | DISCIPLINARY ACTIONS SHORT OF DISMISSAL  | 2017/02/03 | UNRESOLVED  | 2017.06.23 | PENDING  | N/A |
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|  | REGIONAL OFFICE | UNFAIR SUSPENSION OR DISCIPLINARY ACTION |   | UNRESOLVED | 2018.10.09 | PENDING | N/A |
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|  | REGIONAL OFFICE | RECOGNITION OF QUALIFICATIONS | 2014.04.04; 2017.01.18 | UNRESOLVED | 2016.09.14; 2017.01.18 | PENDING | N/A |
|  | ZONDERWATER | UNFAIR LABOUR PRACTICE- PROMOTION- SECTION 186(2(a) | 2017.09.27 | UNRESOLVED | 2018.01.11; 2018.05.23 | PENDING | N/A |
|  | ZONDERWATER | UNFAR DISMISSAL-SECTION191(1)[[191] (5)(a)] | 2017.09.20 | UNRESOLVED | 2018.03.16; 2018.04.02; 2018.06.18 | PENDING | N/A |
|  | ZONDERWATER | COLLECTIVE AGREEMENT-INTERPRETATION OR APPLICATION | 2017.10.04 | UNRESOLVED | PENDING | PENDING | N/A |
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| CONCILIATIONS = 14 |
| ARBITRATIONS = 59 |
| AWARDS IN FAVOUR OF DCS = 0 |
| AWARDS IN FAVOUR OF THE APPLICANT/S = 0 |
| CASE WITHDRAWN = 0 |
| SETTLEMENT AGREEMENTS = 0 |
| TOTAL COSTS TO THE DEPARTMENT = R 0 |
| COUNCIL LACKS JURISDICTION = 1 |

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**STATUS OF CONCILIATIONS AND ARBITRATIONS: JULY 2018 REPORT**

**REGION: FREE STATE AND NORTHERN CAPE**

| **#** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Grootvlei Management Area | Collective agreement – interpretation or application |   | Unresolved  | 12/01/2018 | Awaiting jurisdictional ruling | N/A |
|  | Groenpunt Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 25/01/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Kimberly Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) |   | Unresolved  | 10/05/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] |   | Unresolved  | 07-09/03/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] | 28/09/2016 | Unresolved  | 24-26/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) |   | Unresolved  | 25/08/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Bizzah Makhate Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] |   | Unresolved  | 15 - 16/02/2018 | Finalised in favour of DCS | N/A |
|  | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | 25/11/2016 | Unresolved  | 05 & 28/07/2017 | Finalised – in favour of applicant | Review |
|  | Kimberly Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) |   | Unresolved  | 08/06/2018 | Finalised – awaiting award | N/A |
|  | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | 07/12/2016 | Unresolved  | 11/04/2017 | Finalised – in favour of applicant | Rescission application |
|  | Parole Board members from different Management Areas | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) |   | Unresolved  | 08/06/2017 | Awaiting jurisdictional ruling | N/A |
|  | Bizzah Makhate Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 09/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Goedemoed Management Area | Collective agreement – interpretation or application |   | Unresolved  | 22/05/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Upington Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 12/07/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Upington Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 17-18/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Kimberley Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 05 - 06/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Upington Management Area | Unfair Labour Practice – training – Section 186(2)(a) |   | Unresolved | 08/03/2018 | Finalised – awaiting award | N/A |
|  | Groenpunt Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 04/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Groenpunt Management Area | Unfair Labour Practice – Promotion – Section 186(2)(a) | 15/09/2017 | Unresolved  | 31/01/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) |   | Unresolved  | 08/02/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Groenpunt Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) | 22/02/2018 | Unresolved  |   |   |   |
|  | Colesburg Management Area | Unfair Labour Practice – Demotion – Section 186(2)(a) | 26/02/2018 | Unresolved  | 28/05/2018 | Awaiting jurisdictional ruling | N/A |
|  | Grootvlei Management Area | Collective Agreement – interpretation or application | 26/02/2018 | Unresolved  | 18/05/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | 09/03/2018 | Unresolved  |   |   |   |
|  | Kimberley Management Area  | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 02/07/2018 | Finalised – Awaiting award | N/A |
|  | Groenpunt Management Area | Unfair Labour Practice – Promotion – Section 186(2)(a) |   | Unresolved  | 13/06/2018 | Finalised – Awaiting award | N/A |
|  | Groenpunt Management Area | Unfair suspension or disciplinary hearing – section 186(2)(a) | 04/04/2018 | Unresolved  |   |   |   |
|  | Kimberley Management Area  | Unfair suspension or disciplinary hearing – section 186(2)(a) | 04/04/2018 | Unresolved  |   |   |   |
|  | Kimberley Management Area  | Unfair suspension or disciplinary hearing – section 186(2)(a) | 04/04/2018 | Unresolved  | 03/07/2018 | Withdrawn  | N/A |
|  | Grootvlei Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) | 10/04/2018 | Unresolved  |   |   |   |
|  | Groenpunt Management Area | Unfair dismissal – section 191(1)[191(5)(a)] |   | Unresolved  | 30/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Collective Agreement – interpretation or application | 02/05/2018 | Unresolved  |   |   |   |
|  | Kimberley Management Area  | Collective Agreement – interpretation or application | 04/04/2018 | Unresolved  | 17/05/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Grootvlei Management Area | Collective Agreement – interpretation or application | 30/05/2018 | Unresolved  |   |   |   |
|  | Grootvlei Management Area | Collective Agreement – interpretation or application | 30/05/2018 | Unresolved  | 31/07/2018 | Withdrawn  | N/A |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | 08/06/2018 | Unresolved  |   |   |   |
|  | Upington Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 02/07/2018 | Finalised – Settlement |   |
|  | Groenpunt Management Area | Unfair suspension or disciplinary hearing – section 186(2)(a) | 06/07/2018 | Unresolved  |   |   |   |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 16/07/2018 | Finalised – awaiting award | N/A |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 18/07/2018 | Withdrawn  | N/A |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 18/07/2018 | Withdrawn  | N/A |
|  | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application |   | Unresolved  | 31/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
| Conciliations : 09 reported  : 09 remain unresolved Arbitrations : 33 reported  : 2 finalised  : 4 withdrawn  : 9 awaiting decision  : 18 pending  |

**STATUS OF CONCILIATIONS AND ARBITRATIONS: JULY 2018**

**Region: Eastern Cape**

| **#** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | St Albans | Failure to re-instate or re-employ in terms of any agreement | 20/09/2013 | Unresolved | 11/06/2018 | Finalized (matter Withdrawn On 28/06/2018) due to implementation of the settlement agreement on 28/05/2018 | Yes, previously, but not now |
|
|  | St Albans | Unfair suspension | 31/05/2018 | Unresolved | 10/07/2018 | Pending | No |
| 08/08/2018 |
|  | St Albans | Unfair dismissal | 31/05/2018 | Unresolved | 11/07/2018 | Pending | No |
| 07/08/2018 |
|  | St Albans | Unfair dismissal | 30/09/2017 | Unresolved | 16-20 /07/2018 | Pending | No |
|  | Amathole | Interpretation of application/collective agreement Res 7/2000 | 02/07/2017 | Unresolved | N/A | Pending | Pending |
| Analysis: Conciliations = 1 Arbitrations = 4 Arbitration awards in favour of DCS = 0 Arbitration awards in favour of the Applicant = 0 Settlement agreements = 0 Withdrawals by applicant = 1 Total cost for the Department = R 0.0  |

**STATUS OF CONCILIATIONS AND ARBITRATIONS: JULY: 2018**

**REGION: WESTERN CAPE**

|  | **MANAGEMENT AREA** | **NATURE OF DISPUTE** | **DATE OF CONCILIATION** | **OUTCOME OF CONCILIATION** | **DATE OF ARBITRATION** | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Goodwood | Unfair Dismissal 191(1)[191(5)(a)] | 2018.05.25 | Unresolved | 2018.06.07, 2018.07.30, 31 | Pending | N/A |
|  | Allandale | Unfair Dismissal 191(1)[191(5)(a)] | 2018.03.06 | Unresolved | 2018.06.15, 2018.07.31 | Pending | N/A |
|  | Regional Office | Insubordination and Poor Work Performance | 2018.07.27 | Unresolved | Pending  | Pending | N/A |
|  | Allandale | Unfair Labour Practice Section 186(2)(a) | 2018.07.27 | Unresolved | Pending | Pending | N/A |
|  | Allandale | Unfair Labour Practice Section 186(2)(a) | 2018.07.27 | Unresolved | Pending | Pending | N/A |
|

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| --- |
| **ANALYSIS:** |
| No of Conciliation: 03 for July 2018 |
| No of Conciliation Pending: 03 |
| No of Arbitration: 2 for July 2018 |
|  Award Arbitration Pending: 02 |

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**STATUS OF CONCILIATIONS AND ARBITRATIONS: JULY 2018**

**REGION: LMN**

| **#** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | BETHAL  | UNFAIR DISMISSAL  | N/A | N/A | 2018.07.17-19 | PENDING  | N/A |
|
|  | RUSTENBURG  | UNFAIR DISMASSALS  | N/A | N/A | 2018.07.31 | PENDING  | N/A |
|
|  | WITBANK  | PROMOTION  | N.A | N/A | 2018.07.06 | PENDING  | N/A |
|
|  | KLERKSDORP  | UNFAIR LABOUR PRACTICE | N/A | N/A | 2018.07.25 | PENDING  | N/A |
|  | TZANEEN  | UNFAIR SUSPENSION  | N/A | N/A | 2018.07.05 | PENDING  | N/A |
|  | THOHOYANDOU  | UNFAIR DISMISSAL | N/A | N/A | 2018.07.09 | PENDING  | NA |
|
|  | THOHOYANDOU  | UNFAIR DISMISSAL  | 2018.07.02 | REMAINS UNRESOLVED  | N/A | N/A | N/A  |
| **ANALYSIS:**

|  |  |  |
| --- | --- | --- |
| Conciliations = 01 Arbitrations = 09 |  |  |
| Arbitration awards in favour of DCS = 0 |  |  |
| Arbitration awards in favour of the Applicant: 00 |  |  |
| Total amount of costs =0.00 |  |  |
| Settlement agreements: 00 and total amount of cost =0.00 |  |
| Total cost to the Department = 0.00 |  |  |

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