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

**REGION: HEAD OFFICE**

| **#** | **SURNAME AND INITIALS**  | **PERSAL NUMBER** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DCS: REP & CONTACT DETAILS** | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 1 | Ndlovu V.J | 12846708 | Pietermaritzburg | ULP: Promotion | Kgoahla S.M | Application for condonation granted | N/A | 15/08/2018 | Postponed  | N/A |
| 2 | Mabunda Attorneys obo Ndlovu SL & 460 Others | PSCB837-14/15 | All Regions  | Interpretation/Application of Collective Agreement | Kgoahla S.M | 16/03/2016 | Unresolved | 22/02/2018 | Arbitration Award issued in favour of DCS | Applicants are taking the matter on review  |
| 3 | Mabunda Attorneys obo Majeng T.D & Others  | PSCB495-15/16 | Witbank  | Interpretation/Application of Collective Agreement | Mofokeng P.A | 16/11/2015 | Unresolved  | 17/08/2018 | Arbitration hearing set down on 17/08/2018 | N/A |
| 4 | PSA obo Members | PSCB130-12/13 | Head Office  | Interpretation/Application of Collective Agreement (Overtime)  | N. Cassim (SC) and S. Mphahlele | N/A | Unresolved | 26,27,28 March 2018  | Arbitration award issued in favour of PSA | DCS is reviewing the matter  |
| 5 | PSA obo R.B.H.C Van Anraad  | GPBC214/2015 | Head Office  | Unfair Dismissal  | Counsel Ndebele  | N/A | Unresolved  | 02/03/03 November 2016 | Arbitration award issued in favour of DCS |   |
| 6 | Mbele M  | 22390111 | Head Office  | Unfair dismissal | Kgoahla S.M | N/A | N/A | 05/04/2018 | Arbitration award issued in favour of DCS | N/A |
| 7 | POPCRU Obo Chauke ER & 2 Others  | GPBC 2268/2016  | Gauteng Region  | Interpretation and application of Collective Agreement (Res 1 of 2006)  | Mofokeng P.A  | N/A  | Remained unresolved  |   | Arbitration award issued in favour of DCS | N/A  |
| 8 | PSA obo 12000 Members  | GPBC 1877/2014 | All Regions  | Matters of mutual interest  | Adv Mphahlele S.M  | 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 | H Van Royen | N/A | Gauteng Region (Zonderwater)  | Interpretation and application of Collective Agreement | Adv. Sello W.  | N/A | Remained unresolved | Awaiting Arbitration Hearing 23/02/2018 | Condonation application not granted  | N/A |
| 10 | Dlamini JJ and 4 others | GPBC 1524/2016 | KZN Region  | Interpretation and application of Collective Agreement | Shope R.R | N/A | Unresolved | 20/06/2017 | Arbitration Award issued in favour of Applicants  | N/A |
| 11 | Thulani Madondo AND 49 OTHERS  | PSCBC 1028-16/17 | KZN  | Interpretation and application of Collective Agreement | Kgoahla SM  | N/A | Unresolved  | 12-Sep-17 | Awaiting date | N/A |
| 12 | BM Mthombeni and 73 others  | GPBC 1848/16 | LMN  | Interpretation and application of Collective Agreement | Shope RR | N/A | Unsettled  | 23/08/2017 | Awaiting for new date of set down  | N/A |
| 13 | POPCRU obo Molontana  | GPBC 811/2017 | KZN  | Interpretation and application of Collective Agreement | Shope RR | N/A  | Unresolved  | 2/8/2017 | Memo written for implementation award  | N/A |
| 14 | Mlangeni PM  | GPBC 2897/15 | LMN  | Interpretation and application of Collective Agreement | Shope RR  | N/A | Unresolved  | 14 and 15 Sep 2017  | Awaiting new date  | N/A |
| 15 | PSA obo PP Khuzwayo and 4 others  | PSBC 693-16/17  | KZN  | Interpretation and application of Collective Agreement | Shope RR  | N/A | Unresolved  | 14/8/2017 | Awaiting new date  | N/A  |
| 16 | PSA obo Madinani  |   | KZN  | Interpretation and application of Collective Agreement | Shope RR  | N/A  | Unresolved  | 7/02/2018 | Awaiting arbitration award  | N/A |
| **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** |  |  |  |  |  |  |  |  |

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

**REGION: GAUTENG**

| **#** | **SURNAME AND INITIALS**  | **PERSAL NUMBER** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DCS: REP & CONTACT DETAILS** | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | NKADIMENG M.S | 70366004 | BAVIAANSPOORT  | UNFAIR LABOUR PRACTICE-BENEFITS-SEC 186(2)(A) | HEAD OFFICE | 2018.04.04 | UNRESOLVED | 2018.09.04 | PENDING | N/A |
|  | MAOKA A.F AND 10 OTHERS | 18700004 | BAVIAANSPOORT | UNFAIR SUSPENSION OR DISCICPLINARY PROCESS | LAWRENCE MOELA | 2017.10.02 | UNRESOLVED | 2018.03.11; 2018.06.11 | PENDING | N/A |
| TEL: 012 841 8672/ 8712 |
| Lawrence.moela@dcs.gov.za |
|  | BEZUIDENHOUT M.D | 22793798 | BAVIAANSPOORT  | COLLECTIVE AGREEMENT- INTERPRETATION OR APPLICATION 24(2)[24(5)] | HEAD OFFICE | N/A | N/A | 2018.05.03 | PENDING | N/A |
|  | MALEPE W | 19000561 | BAVIAANSPOORT | UNFAIR LABOUR PRACTICE - BENEFITS - SECTION 186(2)(A) | HLATSHWAYO D | 2018.05.03 | PENDING | PENDING | PENDING | N/A |
| 012 841 8712 |
|  | MOKONE CS | 12840301 | BOKSBURG  | UNFAIR SUSPENSION  | MS MEYER  | 2017.06.01 | UNRESOLVED | 2017.09.13; 2018.02.15; 2018.04.24 | PENDING | N/A |
| 011 898 3945 MS. HLATSHWAYO T.O.T |
| 012 420 0182 |
|  | MOKONE T.M | 18757227 | BOKSBURG  | UNFAIR SUSPENSION OR DISCICPLINARY PROCESS | MS MEYER  | 2017/09/14 | UNRESOLVED | 2017.12.04; 2017.12.15 | PENDING | N/A |
| 011 898 3945 MS HLATSHWAYO TOT |
| 012 420 0182 |
|  | MOGANE J | 16494679 | BOKSBURG  | UNFAIR DISMISSAL | SHIREEN MEYER | 2017/10/02 | UNRESOLVED | 2018.02.09 | PENDING | N/A |
| TEL: 011 898 3945 |
| Shireen.cornelisen@dcs.gov.za  |
|  | MANDYU SB | 16482654 | BOKSBURG  | UNFAIR DISMISSALS | MEYER S | 2018.01.16 | UNRESOLVED | 2018.05.15; 2018.08.14-15 | PENDING | N/A |
| 118 983 945 |
|  | MOSIKARE MT | 12275450 | BOKSBURG  | UNFAIR DISMISSALS | SHIREEN MEYER | 2018.01.16 | UNRESOLVED | 2018.07.30 | PENDING | N/A |
| TEL: 011 898 3945 |
| Shireen.cornelisen@dcs.gov.za  |
|  | JELE & 4 OTHERS | 53117964 | BOKSBURG | UNFAIR DISMISSALS | SHIREEN MEYER | 2018.01.16 | UNRESOLVED | 2018.08.02 | COUNCIL LACKS JURISDICTION | N/A |
| TEL: 011 898 3945 |
| Shireen.cornelisen@dcs.gov.za  |
|  | MABIZELA ST & 2 OTHERS | 24513971 | BOKSBURG | UNFAIR DISMISSALS | MEYER S | 2018.06.22 | UNRESOLVED | 2018.12.11 | PENDING | N/A |
| 011 898 3945 |
|  | JH SLABBERT & 3 OTHERS | 12346934 | BOKSBURG | COLLECTIVE AGREEMENT &INTERPRETATION OR APPLICATION-OSD | MEYER S011898 3945 | 2018.07.13 | UNRESOLVED | PENDING  | PENDING  | N/A |
|  | DANIELS S | 70314365 | JOHANNESBURG | UNFAIR DISMISSAL | KENNY QWABE | 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 |
| TEL: 011 933 7047 |
| FAX: 011 941 1713 |
| kenny.qwabe@dcs.gov.za  |
|  | MOTSOEDI S.E | 12843075 | JOHANNESBURG | UNFAIR DISMISSAL | 2015.10.06 | UNRESOLVED | 2016.12.06; 2017.10.02 & 28; 2017.12.04; 2018.02.08-09 | PENDING | N/A |
|  |
|  | MOLOI J | 12829854 | 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 |
|  | MOTAUNG N.J | 14488744 | JOHANNESBURG | CONSTRUCTIVE DISMISSAL |   | UNRESOLVED | 2017.09.12; 2018.03.08; 2018.08.02; 2018.09.10-12 | PENDING | N/A |
|  | RAMPAI L.S | 12297208 | JOHANNESBURG | UNFAIR DISMISSAL | 2017.05.03 | UNRESOLVED | 2017.08.25; 2017.11.21-22; 2018.05.28; 2018.08.06-08 | PENDING | N/A |
|  | MOTSUMI E.B | 26692368 | 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 |
|  | POOE S.S | 12855421 | 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 |
|  | MKANSI K |   | JOHANNESBURG | PROMOTION/TRAINING | N/A | UNRESOLVED | 2017.12.11; 2018.03.08 | PENDING | NO |
|  | SWARTZ C | 21983500 | JOHANNESBURG | UNFAIR DISMISSAL | 2017.10.12 | UNRESOLVED | 2017.12.11 | PENDING | NO |
|  | SOMO S.M | 22086269 | JOHANNESBURG | UNFAIR UNFAIR DISMISSAL | 2017.11.13 | UNRESOLVED | 2018.05.04; 2018.07.19 | PENDING | NO |
|  | MOPHUTHING J.L | 1628992 | JOHANNESBURG | UNFAIR DISMISSAL | 2017.11.17 | UNRESOLVED | 2018.06.15; 2018.07.19 | PENDING | NO |
|  | MOTHIBA T | 18772307 | JOHANNESBURG | UNFAIR SUSPENSION |   | UNRESOLVED | 2018.03.26 | PENDING | NO |
|  | MDAKI L.P | 12843075 | JOHANNESBURG | UNFAIR DISMISSAL | 2017.12.19 | UNRESOLVED | 2018.06.13 | PENDING | NO |
|  | MBONGO J | 12297445 | JOHANNESBURG | UNFAIR DISMISSAL | 2018.01.22 | UNRESOLVED | 2018.05.18; 2018.08.13-15  | PENDING | NO |
|  | BALOYI J | 22349383 | JOHANNESBURG | UNFAIR DISMISSAL | 2018.01.22 | UNRESOLVED | 2018.06.26 | PENDING | NO |
|  | SEMATLE B.J  | 15218341 | JOHANNESBURG | INTERPRETATION OF RESOLUTION | 2018.04.13 | UNRESOLVED | 2018.07.30 | PENDING | NO |
|  | MAHLANGU P | 22350136 | KGOSI MAMPURU II | INTERPRETATION ON TIME FRAME | REFERRED TO HQ | 2017.06.29 | UNRESOLVED | 2017.10.03 | PENDING | N/A |
|  | SEEMANE PW | 19155298 | KGOSI MAMPURU II | UNFAIR DISMISSAL | TEL: 012 334 3435 | 2017.08.24 | UNRESOLVED | 2018.01.25 2018.04.04 2018.08.21-22 | PENDING | N/A |
| Chabi.sesoko@dcs.gov.za |
|  | BASSON S | 14705613 | KGOSI MAMPURU II | UNFAIR SUSPENSION | TEL: 012 334 3435 | 2017.11.28 | UNRESOLVED | 2018.08.31 | PENDING | N/A |
| Chabi.sesoko@dcs.gov.za |
|  | NXUMALO T | 18523081 | KGOSI MAMURU | UNFAIR DISMISSAL | TEL: 012 334 3435 | 2018.03.06 | UNRESOLVED | 2018.08.17 | PENDING | N/A |
| Chabi.sesoko@dcs.gov.za |
|   |
|  | SETSHEDI MT | 22350381 | KGOSI MAMPURU II | UNFAIR DISMISSAL | SESOKO CHABI | 2017.11.17 | UNRESOLVED | 2018.03.16 2018.09.27 | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za  |
|  | MAPHOTO MW | 12830780 | KGOSI MAMPURU | INTERPRETATION/APPLICATION | REFERRED TO HQ | PENDING | PENDING | PENDING | PENDING | N/A |
|  | DUMA TP |   | KGOSI MAMPURU | UNFAIR DISMISSAL | SESOKO CHABI | 2018.02.28 | PENDING | PENDING | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | ERASMUS AHS | 12331236 | KGOSI MAMPURU | INTERPRETATTION/APPLICATION | REFFERED TO HQ | 2018.02.28 | UNRESOLVED | 2018.08.24 | PENDING | N/A |
|
|  | MORE KM |   | KGOSI MAMPURU | UNFAIR LABOUR PRACTICE | SESOKO CHABI | 2018.03.14 | UNRESOLVED | 2018.07.31 | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | ZIBI MF |   | KGOSI MAMPURU | UNFAIR DISMISSAL | SESOKO CHABI | 2017.12.18 | UNRESOLVED | 2018.04.09 2018.07.30 | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | MASILELA BJ | 18425621 | KGOSI MAMPURU | UNFAIR DISMISSAL | SESOKO CHABI | 2018.07.15 | PENDING | PENDING | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | NAIDOO W |   | KGOSI MAMPURU | UNFAIR LABOUR PRACTICE | SESOKO CHABI | 2018.06.28 | UNRESOLVED | PENDING | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | NDUMO & OTHER |   | KGOSI MAMPURU | UNFAIR DISCIPLINARY ACTION | SESOKO CHABI | 2018.06.14 | UNRESOLVED | PENDING | PENDING | N/A |
| TEL: 012 334 3435 |
| Chabi.sesoko@dcs.gov.za |
|  | STALLENBERG R | 12866997 | KRUGERSDORP | UNFAIR LABOUR PRACTICE | MNGOMEZULU D.B  | 2017.05.02 | UNRESOLVED | 2017.11.13; 2018.05.02;2018.06.27 | PENDING | N/A |
| TEL: 011 950 0008 |
|  | MPHOMELA G.M | 21994048 | KRUGERSDORP | UNFAIR DISCIPLINARY ACTION | WEBSTER H.T | 2016.12.15 | UNRESOLVED | 2017.03.23 | PENDING | N/A |
| 119500013 | 2017.06.02 |
|  | CHOKOE MP | 26479052 | KRUGERSDORP | UNFAIR DISMISSAL  | MONAMA D/MDALA N.M | 2018.02.22 | UNRESOLVED | 2018.04.09;2018.07.17-18 | PENDING | N/A |
|  | LAKAJE & 49 OTHERS (COLLECTIVE GRIEVANCE) | COLLECTIVE | KRUGERSDORP | BENEFITS(DANGER ALLOWANCE) | MOFOKENG P.A | 2018.04.30 | PENDING | 2018.09.20 | PENDING | N/A |
|  | SHIKWAMBANA B | 26479052 | KRUGERSDORP | UNFAIR DISMISSAL | MATHIBE K.M | 2018.06.04 | UNRESOLVED | PENDING | PENDING | N/A |
| TEL: 011 950 0091 |
| Kefilwe.Mathibe@dcs.gov.za  |
|  | RACHIDI MF | 21654191 | LEEUWKOP | UNFAIR LABOUR PRACTICE – PROMOTION – SECTION 186(2)(a) | TEL: 011 208 9522 | 2017.07.04 | PENDING | 2017.07.21; 2017.10.04; 2018.01.31; 2018.02.22; 2018.06.15 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | MASANGO S.T | 22443291 | LEEUWKOP | UNFAIR LABOUR PRACTICE – PROMOTION – SECTION 186(2)(a) | TEL: 011 208 9522 | 2017.07.04 | UNRESOLVED | 2018.02.22 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | RAMBAU | 26615495 | LEEUWKOP | UNFAIR DISMISSAL SECTION 191(1) 191 (5)(a) | TEL: 011 208 9522 | 2017.08.03  | UNRESOLVED | 2017.11 21; 2018.03.19-20; 2018.07.26 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | MOTHIBE BR | 21980276 | LEEUWKOP | COLLECTIVE AGREEMENT – INTERPRETATION OR APPLICATION | TEL: 011 208 9522 | 2017.11.28 | UNRESOLVED | 2018.06.12 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | MALOBEKO KP | 23088567 | LEEUWKOP | PROCEDURAL UNFAIRNESS OF SANCTION | TEL: 011 208 9522 | 2017.11.28 | UNRESOLVED | 2017.12.01; 2018.03.02 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | NDLOVU TP | 22561901 | LEEUWKOP | UNFAIR DISMISSAL | TEL: 011 208 9522 | 2018.03.22 | UNRESOLVED | 2018.07.05 | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|  | SKOSANA SL | 27038327 | LEEUWKOP | UNFAIR DISMISSAL | TEL: 011 208 9522 | 2018.06.14 | UNRESOLVED | PENDING | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za |
|   |
|  | MASEKO MZ | 12374270 | LEEUWKOP | UNFAIR LABOUR PRACTICE – NOT SHORTLISTED ALTHOUGH HE MET REQUIREMENTS | TEL: 011 208 9522 | 2018.06.15 | UNRESOLVED | PENDING | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za  |
|  | PUTTER AL | 14338343 | LEEUWKOP | CORRECTION AND FINALIZATION OF REINSTATEMENT AWARD BACKPAY | TEL: 011 208 9522 | 2018.06.15 | UNRESOLVED | PENDING | PENDING | N/A |
| Ponti.molotsi@dcs.gov.za  |
|  | MABOA K.S | 2280341 | MODDERBEE | DISCIPLINARY ACTIONS SHORT OF DISMISSAL (SUSPENSION) | ANTOINETTE MASHIGO | 2017.03.13 | UNRESOLVED | 2017.08.28; 2018.03.12 | PENDING | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|   |
|  | LIBUKO N | 22181652 | MODDERBEE | DISCIPLINARY ACTIONS SHORT OF DISMISSAL (SUSPENSION) | ANTOINETTE MASHIGO | 2017.03.13 | UNRESOLVED | 2017-09-11; 2017.11.17 | PENDING | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|   |
|  | TEKANE V.S | 22036905 | MODDERBEE | UNFAIR SUSPENSION | ANTOINETTE MASHIGO | 2017.02.03 | UNRESOLVED  | 2017.05.15 | PENDING | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|   |
|  | MQIBA & 2 OTHERS  | 22558357 | MODDERBEE  | UNFAIR DISMISSAL  | ANTOINETTE MASHIGO | 2017.02.13 | UNRESOLVED  | 2017.03.31 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za |
|  | MONARENG D.D.  | 22790381 | MODDERBEE | UNFAIR DISMISSAL | ANTOINETTE MASHIGO | 2015.07.30 | UNRESOLVED | 2015.11.03; 2016.12.06-08; 2017.04.18-20; 2017.10.23-25 | PENDING | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|  | MOEPANG P.R.  | 19154038 | MODDERBEE  | UNFAIR DISMISSAL  | ANTOINETTE MASHIGO | 2016.02.10 | UNRESOLVED | 2016.08.04 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|  | NKOSI T |   | MODDERBEE  | FAILURE TO REINSTATE RE-EMPLOYMENT CONTRACT AGREEMENT | ANTOINETTE MASHIGO | 2016.02.10 | UNRESOLVED | 2016.08.04; 2018.03.08 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|  | NKABINDE M |   | MODDERBEE  | UNFAIR LABOUR PRACTISE  | ANTOINETTE MASHIGO | 2013.06.10 | UNRESOLVED  | 2016.03.02; 2018.03.09 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|  | MR. NHLAPO R.S.  | 8011481 | MODDERBEE  | UNFAIR CONDUCT: PROMOTION BENEFITS  | ANTOINETTE MASHIGO | 2013.06.10 | UNRESOLVED  | 2016.03.02; 2017.10.05 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|  | SKHOSANA S.J | 19016221 | MODDERBEE | UNFAIR DISMISSAL | ANTOINETTE MASHIGO | 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 |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za |
|  | NDLOVU S.  | 16829212 | MODDERBEE  | UNFAIR DISMISSAL  | ANTOINETTE MASHIGO | 2017.06.29 | UNRESOLVED  | 2017.09.27; 2018.05.19 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za  |
|   |
|   |
|  | MS TSHABALALA T.  | 18700721 | MODDERBEE  | FAILURE TO REINSTATE TERMS OF AGREEMENT – SALARY DIFFERENCE  | ANTOINETTE MASHIGO | 2017.08.31 | UNRESOLVED  | PENDING  | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za |
|  | KONDILE N.N.  | 22181687 | MODDERBEE  | COLLECTIVE AGREEMENT – L.W.P. TAKEN  | ANTOINETTE MASHIGO | 2017.06.01 | UNRESOLVED  | 2018/01/12 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za |
|  | MALEHO S.E. |   | MODDERBEE | COLLECTIVE AGREEMENT - INTERPRETATION OR APPLICATION | ANTOINETTE MASHIGO | 2018/01/18 | UNRESOLVED  | 2018/06/15 | PENDING  | N/A |
| TEL: 011 360 8012 | MATTER REFERRED TO HEAD OFFICE |
| Antoinette.mashigo@dcs.gov.za |   |
|  | MR MASHELE A.S & |   | MODDERBEE | UNFAIR LABOUR PRACTISE – BENEFITS  | ANTOINETTE MASHIGO | 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 |
| MADLOPA T.  | TEL: 011 360 8012 |
|   | Antoinette.mashigo@dcs.gov.za |
|  | MR. THABUDI M.C. | 18616089 | MODDERBEE  | DISCIPLINARY ACTIONS SHORT OF DISMISSAL  | ANTOINETTE MASHIGO | 2017/02/03 | UNRESOLVED  | 2017.06.23 | PENDING  | N/A |
| TEL: 011 360 8012 |
| Antoinette.mashigo@dcs.gov.za |
|  | VAALTYN-YOUNG L | 18696295 | REGIONAL OFFICE | UNFAIR SUSPENSION OR DISCIPLINARY ACTION | MULLER A.J |   | UNRESOLVED | 2018.10.09 | PENDING | N/A |
| 079 953 8028 |
| Abrie.Muller@dcs.gov.za  |
|  | MATHABATHA C.E | 21979588 | REGIONAL OFFICE | RECOGNITION OF QUALIFICATIONS | MAHLATSE M.J TEL: 012 420 0161 FAX: 086 533 9989 Jimmy.Mahlatse@dcs.gov.za  | 2014.04.04; 2017.01.18 | UNRESOLVED | 2016.09.14; 2017.01.18 | PENDING | N/A |
|  | HARRISON M.M | 26496917 | ZONDERWATER | UNFAIR LABOUR PRACTICE- PROMOTION- SECTION 186(2(a) | CODE ENFORCEMENT | 2017.09.27 | UNRESOLVED | 2018.01.11; 2018.05.23 | PENDING | N/A |
|  | MUKHWANTHELI LT | 24519651 | ZONDERWATER | UNFAR DISMISSAL-SECTION191(1)[[191] (5)(a)] | TEL: 012 305 7298 willem.strydom@dcs.gov.za  | 2017.09.20 | UNRESOLVED | 2018.03.16; 2018.04.02; 2018.06.18 | PENDING | N/A |
|  | VAN WYK AJ &OTHERS | 14596466 | ZONDERWATER | COLLECTIVE AGREEMENT-INTERPRETATION OR APPLICATION | MKHIZE | 2017.10.04 | UNRESOLVED | PENDING | PENDING | N/A |
| 826714287 |
|

|  |  |  |
| --- | --- | --- |
| **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**

| **#** | **SURNAME AND INITIALS**  | **PERSAL NUMBER** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DCS: REP & CONTACT DETAILS** | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Finger S.A | 19158581 | Grootvlei Management Area | Collective agreement – interpretation or application | Attorney  |   | Unresolved  | 12/01/2018 | Awaiting jurisdictional ruling | N/A |
|  | Litsoane H.D | 11852364 | Groenpunt Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | State Attorney |   | Unresolved  | 25/01/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Sechocho M.M | 22316272 | Kimberly Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | D.M Mohlala |   | Unresolved  | 10/05/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Tladi S.T | 12871664 | Grootvlei Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] | Shope  |   | Unresolved  | 07-09/03/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Motsapi C.M | 12842923 | Grootvlei Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] | P. Sephapo | 28/09/2016 | Unresolved  | 24-26/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Makhoesa K.F | 12335614 | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | P. Sephapo |   | Unresolved  | 25/08/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Hume T.P | 12336939 | Bizzah Makhate Management Area | Dismissal related to misconduct – Section 191(1)[191(5)(a)] | M.S Ndaba |   | Unresolved  | 15 - 16/02/2018 | Finalised in favour of DCS | N/A |
|  | Ngquqo K.T |   | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | P. Sephapo | 25/11/2016 | Unresolved  | 05 & 28/07/2017 | Finalised – in favour of applicant | Review |
|  | Thomas H | 16826281 | Kimberly Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | S. Finger |   | Unresolved  | 08/06/2018 | Finalised – awaiting award | N/A |
|  | Pretorius J.H | 12304808 | Grootvlei Management Area | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | P. Sephapo | 07/12/2016 | Unresolved  | 11/04/2017 | Finalised – in favour of applicant | Rescission application |
|  | Makiri E.M & 4 others | 11175907 | Parole Board members from different Management Areas | Unfair Labour Practice – Promotion/Demotion/Probation/Training/Benefits – Section 186(2)(a) | Attorney  |   | Unresolved  | 08/06/2017 | Awaiting jurisdictional ruling | N/A |
|  | Lekaota T.J & 1 other | 12283046 | Bizzah Makhate Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | S. Finger |   | Unresolved  | 09/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Nel N.H | 14704340 | Goedemoed Management Area | Collective agreement – interpretation or application | D.M Mohlala |   | Unresolved  | 22/05/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Galant O.D | 12337170 | Upington Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | Code Enforcement |   | Unresolved  | 12/07/2017 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Matthews B | 12296384 | Upington Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | D.M Mohlala |   | Unresolved  | 17-18/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Britz B | 22857974 | Kimberley Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | D.M Mohlala |   | Unresolved  | 05 - 06/07/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Mkansi K | 20916931 | Upington Management Area | Unfair Labour Practice – training – Section 186(2)(a) | S. Mawela |   | Unresolved | 08/03/2018 | Finalised – awaiting award | N/A |
|  | Nku N.M | 18633561 | Groenpunt Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | J. Kambule |   | Unresolved  | 04/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Mashinini N.I & 1 Other  | 19269218 | Groenpunt Management Area | Unfair Labour Practice – Promotion – Section 186(2)(a) | D.M Mohlala/J. Kambule | 15/09/2017 | Unresolved  | 31/01/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | De Beer & 6 Others |   | Grootvlei Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) | M.P Sephapo |   | Unresolved  | 08/02/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Mofokeng S.M | 18796095 | Groenpunt Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) | J. Kambule | 22/02/2018 | Unresolved  |   |   |   |
|  | Masuku B.F | 16683811 | Colesburg Management Area | Unfair Labour Practice – Demotion – Section 186(2)(a) | D.M Mohlala | 26/02/2018 | Unresolved  | 28/05/2018 | Awaiting jurisdictional ruling | N/A |
|  | Lubbe W.F.P & 17 Other | 12348244 | Grootvlei Management Area | Collective Agreement – interpretation or application | D.M Mohlala | 26/02/2018 | Unresolved  | 18/05/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Jantjies S | 18853129 | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | M. Classen-Links | 09/03/2018 | Unresolved  |   |   |   |
|  | Thlokwe T.C | 22857656 | Kimberley Management Area  | Unfair dismissal – section 191(1)[191(5)(a)] | D.M Mohlala |   | Unresolved  | 02/07/2018 | Finalised – Awaiting award | N/A |
|  | Neke  |   | Groenpunt Management Area | Unfair Labour Practice – Promotion – Section 186(2)(a) | J. Kambule |   | Unresolved  | 13/06/2018 | Finalised – Awaiting award | N/A |
|  | Selepe  |   | Groenpunt Management Area | Unfair suspension or disciplinary hearing – section 186(2)(a) | J. Kambule | 04/04/2018 | Unresolved  |   |   |   |
|  | Mahommed Z |   | Kimberley Management Area  | Unfair suspension or disciplinary hearing – section 186(2)(a) | M. Classen – Links/ D.M Mohlala | 04/04/2018 | Unresolved  |   |   |   |
|  | Malgas H |   | Kimberley Management Area  | Unfair suspension or disciplinary hearing – section 186(2)(a) | M. Classen – Links/ D.M Mohlala | 04/04/2018 | Unresolved  | 03/07/2018 | Withdrawn  | N/A |
|  | Klopper H |   | Grootvlei Management Area | Unfair Labour Practice – Benefits – Section 186(2)(a) | M.P Sephapo | 10/04/2018 | Unresolved  |   |   |   |
|  | Sauer F & 1 Other |   | Groenpunt Management Area | Unfair dismissal – section 191(1)[191(5)(a)] | Code Enforcement  |   | Unresolved  | 30/04/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Rancho F.K & 1 Other |   | Grootvlei Management Area | Collective Agreement – interpretation or application | M.P Sephapo | 02/05/2018 | Unresolved  |   |   |   |
|  | Fourie A.J & 1 other |   | Kimberley Management Area  | Collective Agreement – interpretation or application | M. Classen – Links/ D.M Mohlala | 04/04/2018 | Unresolved  | 17/05/2018 | Postponed to the date to be set down by the GPSSBC | N/A |
|  | Folscher |   | Grootvlei Management Area | Collective Agreement – interpretation or application | M.P Sephapo | 30/05/2018 | Unresolved  |   |   |   |
|  | Motsamai M.M |   | Grootvlei Management Area | Collective Agreement – interpretation or application | M.P Sephapo | 30/05/2018 | Unresolved  | 31/07/2018 | Withdrawn  | N/A |
|  | Molale S.P |   | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | M. Classen-Links | 08/06/2018 | Unresolved  |   |   |   |
|  | Laubscher  |   | Upington Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | M. Gudula |   | Unresolved  | 02/07/2018 | Finalised – Settlement |   |
|  | Pone M.E & 3 Others |   | Groenpunt Management Area | Unfair suspension or disciplinary hearing – section 186(2)(a) | J. Kambule | 06/07/2018 | Unresolved  |   |   |   |
|  | Visagie M |   | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | M. Classen-Links |   | Unresolved  | 16/07/2018 | Finalised – awaiting award | N/A |
|  | Basson Q |   | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | S. Finger |   | Unresolved  | 18/07/2018 | Withdrawn  | N/A |
|  | Mahommed Z |   | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | S. Finger  |   | Unresolved  | 18/07/2018 | Withdrawn  | N/A |
|  | Brandt A |   | Kimberley Management Area | 24(2), [24(5)] Collective agreement – interpretation or application | S. Finger/D.M Mohlala  |   | 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**

| **#** | **SURNAME AND INITIALS**  | **PERSAL NUMBER** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DCS: REP & CONTACT DETAILS** | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Vos HL | 1231678 | St Albans | Failure to re-instate or re-employ in terms of any agreement | Ms. Mabunda Q | 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 |
| 082 510 5083 |
|  | Mahaluba V | 22559001 | St Albans | Unfair suspension | Mr. Nkadimeng P. | 31/05/2018 | Unresolved | 10/07/2018 | Pending | No |
| 08/08/2018 |
|  | Sanda-Manyuka X | 15353222 | St Albans | Unfair dismissal | Ms. Seshoba K | 31/05/2018 | Unresolved | 11/07/2018 | Pending | No |
| 07/08/2018 |
|  | Zono VK | 12272922 | St Albans | Unfair dismissal | Adv. Kroon | 30/09/2017 | Unresolved | 16-20 /07/2018 | Pending | No |
|  | Mzalazala  | 16185749 | Amathole | Interpretation of application/collective agreement Res 7/2000 | N/A, case was dealt with in Centurion | 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**

|  | **SURNAME AND INITIALS** | **PERSAL NO.** | **MANAGEMENT AREA** | **NATURE OF DISPUTE** | **DCS:REP & CONTANCT DETAILS** | **DATE OF CONCILIATION** | **OUTCOME OF CONCILIATION** | **DATE OF ARBITRATION** | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | M. Sinam | 20782543 | Goodwood | Unfair Dismissal 191(1)[191(5)(a)] | S. Reedy | 2018.05.25 | Unresolved | 2018.06.07, 2018.07.30, 31 | Pending | N/A |
|  | HD Ludick  | 12343153 | Allandale | Unfair Dismissal 191(1)[191(5)(a)] | W Brent | 2018.03.06 | Unresolved | 2018.06.15, 2018.07.31 | Pending | N/A |
|  | TN Maqanda - Louw | 14659140 | Regional Office | Insubordination and Poor Work Performance | Code Enforcement- Head Office | 2018.07.27 | Unresolved | Pending  | Pending | N/A |
|  | J.C.Martin | 14223368 | Allandale | Unfair Labour Practice Section 186(2)(a) | W.Brent | 2018.07.27 | Unresolved | Pending | Pending | N/A |
|  | J.Breytenbach | 12368342 | Allandale | Unfair Labour Practice Section 186(2)(a) | W.Brent | 2018.07.27 | Unresolved | Pending | Pending | N/A |
| ANALYSIS: No of Conciliation: 03 for July 2018 No of Conciliation Pending: 03 No of Arbitration: 2 for July 2018  Award Arbitration Pending: 02  |

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

**REGION: LMN**

| **#** | **SURNAME AND INITIALS**  | **PERSAL NUMBER** | **MANAGEMENT AREA & CC** | **NATURE OF DISPUTE**  | **DCS: REP & CONTACT DETAILS** | **DATE OF CONCILIATION**  | **OUTCOME OF CONCILIATION**  | **DATE OF ARBITRATION**  | **STATUS** | **REVIEW Y/N** |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | DUBE GS  | 15814417 | BETHAL  | UNFAIR DISMISSAL  | MKHABELA EM | N/A | N/A | 2018.07.17-19 | PENDING  | N/A |
| 123062035 |
|  | MABILO KE  | 24602728 | RUSTENBURG  | UNFAIR DISMASSALS  | MKHABELA EM  | N/A | N/A | 2018.07.31 | PENDING  | N/A |
| 123062035 |
|  | MAHLANGU KT  | 81900783 | WITBANK  | PROMOTION  | MKHABELA EM | N.A | N/A | 2018.07.06 | PENDING  | N/A |
| 123062035 |
|  | MASHANGU TB  | 21869723 | KLERKSDORP  | UNFAIR LABOUR PRACTICE | MR MODUMO MJ 018 487 3032 | N/A | N/A | 2018.07.25 | PENDING  | N/A |
|  | MYAKAYAKA C  | 12353167 | TZANEEN  | UNFAIR SUSPENSION  | RAMMBASA TG  | N/A | N/A | 2018.07.05 | PENDING  | N/A |
|  | TSHIVHASE SL  | 16830334 | THOHOYANDOU  | UNFAIR DISMISSAL | MKHABELA EM | N/A | N/A | 2018.07.09 | PENDING  | NA |
| 012 306 2034 |
|  | NGOBELI E  | 15574377 | THOHOYANDOU  | UNFAIR DISMISSAL  | MR NETSHIFHEFHE NP  | 2018.07.02 | REMAINS UNRESOLVED  | N/A | N/A | N/A  |
| Conciliations = 01 Arbitrations = 09 Arbitration awards in favour of DCS = 00 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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| --- | --- | --- |
| **RESULTS FOR ARBITRATIONS IN THE VARIOUS COUNCILS FOR JULY 2018** |   |   |
| **REGION** | **IN FAVOUR OF DCS** | **IN FAVOUR OF THE APPLICANT** | **MATTER WITHDRAWN** | **SETTLED** | **COUNCIL LACKS JURISDICTION** | **TOTAL CASES PER REGION** | **TOTAL COSTS PER REGION**  | **MOST COMMON DISPUTES** |
| **HEAD OFFICE** | **4** | **4** | **0** | **0** | **0** | 16 | R 0 | **Interpretation/Application of Collective Agreement**  |
| **GAUTENG**  | 0 | 0 | 0 | 0 | 1 | 73 | R 0.00 | **Unfair Dismissal/Suspensions/ULP** |
| **FS & NC** | 1 | 2 | 4 | 1 | 0 | 42 | R 0.00 | **Unfair Dismissals/Suspensions/ULP** |
| **E CAPE** | 0 | 0 | 1 | 0 | 0 | 5 | R 0.00 | **Interpretation/Application of Collective Agreement**  |
| **W CAPE** | 0 | 0 | 0 | 0 | 0 | 5 | R 0.00 | **Interpretation/Application of Collective Agreement**  |
| **LMN** | 0 | 0 | 0 | 0 | 0 | 10 | R 0.00 | **Unfair Dismissals/Suspensions/ULP** |
| **KZN**  | 0 | 0 | 0 | 0 | 0 | 0 | R 0.00 | **Unfair Dismissals/Suspensions/ULP** |
| **TOTAL** | **5** | **6** | **5** | **1** | **1** | **151** | **R 0.00** |  |
|   |   |   |   |   |   |   |   |   |