We are very happy to officially announce the launch of the Golf Shirt for Every Member Project. In accordance with a National Executive Council (NEC) decision taken after the 5th National Congress, every IMATU member will be provided with a new golf shirt.

IMATU initiated the roll out of the first round of national golf shirts in December 2012. The objective of this project has been to provide all existing and new IMATU members with golf shirts. Since this initial purchase, IMATU has completed four rounds of mass procurement and delivery of golf shirts over the last three years.

Due to the scale of this upcoming project, over 90 000 golf shirts need to be made and the manufacturing and delivery of the new golf shirts will take a number of weeks. Once the project begins at the start of 2017, Regional staff members will be in contact with their respective Shop Stewards and elected Committees to coordinate delivery during the first half of 2017.

This new golf shirt will reflect a new design, to signify the new term of office from 2016 to 2021. Members are encouraged to wear their IMATU golf shirts and other promotional gear as often as possible, especially on IMATU Fridays.

Viva IMATU Viva!
FROM THE PRESIDENT’S DESK

2016 has been a busy year for IMATU. We hosted our 9th National Congress in March and celebrated 20 years since the union’s amalgamation. This year has also seen strong membership growth and numerous legal victories.

The Deputy President: Keith Swanepoel and I, were able to conduct a number of Presidential Tours this year as well as meet many of you at the Regional Conferences we were able to attend. Please be assured that if your Branch was not visited this year, we are planning to visit every single IMATU Branch within this term of office.

I am very happy to officially announce the launch of the Golf Shirt for Every Member Project. IMATU will be providing all existing and new members with a golf shirt. This new golf shirt will reflect a new design, to signify the new term of office from 2016 to 2021. I strongly encourage you to wear your IMATU golf shirts and other IMATU branded gear as often as possible. We should all be proud to be members of the union of choice in local government.

I would also like to take this opportunity to encourage qualifying members to apply for an IMATU-LA Health-Discovery Bursary. This scheme has been in existence for three years and provides financial assistance in the pursuance of a tertiary qualification.

IMATU continues to grow and our increasing membership is evidence of our status as the union of choice in the local government sector. We currently represent over 87,000 members and attribute this continued growth to focused recruitment efforts, improved service delivery, strong leadership and committed members.

We have already congratulated our elected Shop Stewards and Office Bearers. Both the returning and newly elected union representatives have received extensive training this year, in order to efficiently and effectively serve our members throughout their term of office.

IMATU signed the Local Government Service Charter at the end of November this year, effectively pledging to assist our social partners in improving service delivery to our people. We are also working closely with the Department of Cooperative Governance and Traditional Affairs (COGTA) in the drafting and finalisation of the Municipal Staff Regulations and Guidelines for implementation of the Staff Regualtions.

IMATU is currently in communication with the National Department of Health regarding the development of National Health Insurance (NHI) and how this initiative will affect the establishment of a medical aid benefit for low-income earners. As this year comes to a close, negotiators are continuing their efforts in discussions around the housing allowance and the establishment of a new wage curve.

I trust that you will all have a restful December in order to start the New Year with renewed energy and focus.

The City of Cape Town gave notice to 311 managerial personnel, indicating that they faced possible retrenchment in the foreseeable future. IMATU immediately contacted the City of Cape Town and requested engagement around this issue in a bid to prevent the loss of crucial jobs, institutional memory and skills.

The Commission for Conciliation, Mediation and Arbitration (CCMA) appointed a senior commissioner to facilitate the negotiation process. After only one round of facilitation, the Commissioner instructed the City to consider a placement and relocation process at a local level, before contemplating the retrenchment of employees.

IMATU tabled a comprehensive proposal that provided the City of Cape Town with guidelines to place affected staff in appropriate positions, taking into account their previous skills and experience.

IMATU/LA Health-Discovery Bursary.

IMATU will be providing all members to apply for an IMATU-LA Health-Discovery Bursary.

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In September 2016, IMATU strongly opposed a restructuring process in the City of Cape Town that would have led to job losses and the depletion of much needed skills, within the Municipality’s workforce.

The City of Cape Town was premature in initiating possible retrenchments, without exhausting internal processes to place staff correctly. IMATU is cautiously optimistic regarding the agreed way forward and remains committed to protecting the interests of all affected members and preventing the loss of jobs. IMATU will be monitoring the correct implementation of this process in the coming months and provide regular feedback to members.

The Cape Town Regional Manager: Etienne Bruwer and Regional Chairperson: Mzi Sebezo, met with representatives from the City of Cape Town. IMATU outlined its proposal to combat job losses, ensure a fair process of placement and considerably reduce the anxiety that the initial restructuring exercise caused.

IMATU has been in discussions with the City of Cape Town that would have led to job losses and the depletion of much needed skills, within the Municipality’s workforce.

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In addition to her wealth of managerial experience, Cathi is also an admitted attorney and a member of the Law Society of South Africa. IMATU would like to congratulate Cathi on her appointment and wish her well as she begins her service in this new role.
IMATU CELEBRATES MANDELA DAY

The annual birthday of our former President Nelson Mandela, has come to represent a day in which we remember what he in his individual capacity has done for our country and what we in turn can do for each other.

The Mandela Day campaign message is simple: Nelson Mandela gave 67 years of his life fighting for the rights of humanity and in turn all South Africans are asked to give 67 minutes of their time to make a difference in the lives of others. Mandela Day has become an annual opportunity for IMATU to engage in social responsibility initiatives and actively change our communities for the better.

The IMATU National Office sponsored furniture and teaching aids to foundation phase learners at the Kaalfontein Primary School in Midrand. Kaalfontein Primary will be opening a new Grade R class to 36 learners and this new furniture and teaching material will assist both the teacher and children in their everyday activities at school.

Staff from our Gauteng Region donated clothes, stationery and school bags to a care-giver, who is responsible for children that have been placed in her care by the Department of Social Development.

Members from the Mangaung Branch and staff from the Free State Regional Office visited an old age home in Heidedal, to distribute toiletries and blankets. Members from the Siyathemba Branch in the Northern Cape also visited an old age home and assisted with painting and general repairs. The Matlosana Branch visited children at the Paediatric Ward of the Klerksdorp Hospital as well as a pre-primary school in the Ngaka Modiri Moleme District in North West.

The Johannesburg Region coordinated a repair project at the Park Cottages Old Age Home in Bertrams. Together with members from the Department of Social Development and the Community Work Programme, the Region assisted with major repairs, painting, cleaning and the provision of refreshments.

The Buffalo City Metro Branch refurbished a dilapidated braai area at the Sunshine Child and Youth Care Centre in East London. After all the work was done, the children and staff enjoyed boerewors rolls cooked on their new braai and Branch members distributed goodie bags.

The Tshwane Regional Office donated paint, groceries and stationary to the Tshwaranang Children’s home in Pretoria.

In the spirit of Mandela Day, our Cape Town Metro Region made a considerable donation to the Fikelela Children’s Home in Khayelitsha.

The Western Cape Region purchased a much needed wheelchair for a child in need.
On 25 August 2016 the Tshwane Regional Office hosted a Women’s Day High Tea at the Pretoria Municipal Bowling Club. Tshwane Regional Chairperson: Kim Jansen-Burton, opened proceedings and introduced the various guest speakers while attendees enjoyed tea, coffee and cake. This annual event celebrates the achievements of female employees in the local government sector and is growing in popularity each year.

Regional Chairperson: William van Staden, was present for the handover. Approximately 60 IMATU members were also present when the equipment was purchased and the official handover took place on 22 August 2016.

The Cape Town Region’s Shop Stewards received in-depth training from 8 – 10 June 2016. The Region wished to provide re-elected shop stewards with updated information and ensure that all newly elected shop stewards have the knowledge to assist members and provide good service delivery.

As part of its annual social responsibility initiative, the Free State Region elected to support the Lesedi La Thuto Day Care Centre in the Maluve Local Municipality. Once Branch representatives were able to determine the needs of the day care centre, the educational equipment was purchased and the official handover took place on 22 August 2016.

The Free State Region and its Branches were heartily thanked for their efforts. The Branch representatives were able to determine the needs of the day care centre, the educational equipment was purchased and the official handover took place on 22 August 2016.

As part of their annual social responsibility initiative, the Northern Cape Region donated R 10 000 to the Old Age Home in Carnarvon, Kareeberg Municipality. Northern Cape Regional Chairperson: William van Staden, was present to hand over the Region’s donation to the Old Age Home’s management.

The North West Region held Shop Stewards training in Klerksdorp from 28 – 29 June 2016.

An IMATU delegation recently visited the Municipal Manager of George, Trevor Botha. The informal meeting took place at the Mayor’s Office and focused on introducing the Mayor to the IMATU leadership in his municipality, as well as the work the organisation is currently doing. The Mayor was presented with an IMATU golf shirt and the commitment of clear and open communication between the parties going forward.

The President recently took the opportunity to meet with and wish Gita Baboolal, a Senior Librarian at Musgrave Library, a happy and peaceful retirement.

Gita retired on 30 September 2016, after 40 years of service. Gita is described by her co-workers as a very caring person, who has served the eThekwini Municipality with distinction. She has nurtured and developed staff and was thanked for dedicating herself to serving the public selflessly throughout her employment. Her wisdom and experience will be greatly missed. IMATU would like to thank Gita for her long standing membership and wish her well as she enters into this next chapter of her life.
The IMATU President and Deputy President conducted a Tour of the Northern Cape from 5 – 9 September 2016. Meetings were held with members from the Branches of Sol Plaatje, Frances Baard, Magareng, Dikgatlong, Tsantsabane, Kgatelopele, John Tailo Gaetsewe, Ga-Segonyana, Joe Morolong, Gamagara, Khara Hais, Ikheis, Siyathemba and Siyancuma.

The IMATU President and Deputy President conducted a Tour of the Free State from 3 – 7 October 2016. Members were provided with feedback regarding national and regional developments and encouraged to continue to positively grow their membership bases. Meetings were held with members from the Branches of Phumelela, Mafube, Nketoana, Maluti-a-Phofung and Thabo Mofutsanyana.

The IMATU President conducted visits to a number of depots within the Nelson Mandela Bay Municipality on 27 and 28 October 2016. The Tour Party consisted of the President, Branch Chairperson and Shop Stewards. Membership meetings were held at numerous depots including Burchell, Cuyler, Struanway, Despatch and the Traffic College.

Following on from the Presidential Tour of the Eastern Cape, the President and Deputy President attended the Eastern Cape Regional Conference at the Gonubie Hotel from 3 – 4 November 2016. The President delivered his opening address, providing feedback on various national labour relations matters as well as encouraging delegates to intensify their recruitment efforts. The Conference was also addressed by CCMA Senior Commissioner, Mr Ndlobeni and LGSETA Provincial Manager, Linda Budaza. Delegates were provided with labour law updates and encouraged to make use of skills and development programmes within their municipalities. The Region also took this opportunity to recognise and rewarded the top recruiters for 2016.

Conference attendees were provided with national and regional labour relations updates, addressed by guest speakers and encouraged to build on the Region’s good recruitment efforts to date. Sponsors of the conference were also given an opportunity to outline new services to the members present.

The IMATU President and Deputy President conducted a Tour of the Eastern Cape from 31 October – 2 November 2016. The Tour Party consisted of the President, Deputy President, Regional Manager, Regional Committee representatives and Shop Stewards. Meetings were held with members from the Branches of Sakhisizwe, OR Tambo, King Sabata Dalindyebo, Mbasahe, Amathole and Buffalo City.
ESSENTIAL SERVICES COMMITTEE STAKEHOLDER CONFERENCE

IMATU participated in the inaugural Essential Services Committee (ESC) Stakeholder Conference at the Birchwood Hotel and Conference Centre from 26 – 27 October 2016. Stakeholders met to discuss and propose lasting solutions to the challenges in the essential services world of work.

In her keynote address, Minister of Labour Mildred Oliphant highlighted the difficulty in designating a service or any part of a service, as an essential service. She acknowledged that while workers have a constitutional right to strike, the Labour Relations Act outlines restrictions on this right in respect of those workers who are engaged in designated essential services.

IMATU General Secretary and former ESC member, Johan Koen, delivered a presentation outlining the evolution of the essential services dispensation in South Africa. Delegates were advised of the developments of strike and essential law, legislative amendments and the roles and responsibilities of the ESC. The Minister of Labour personally thanked Johan Koen for his presentation, and congratulated him on what she viewed as an outstanding and informative talk.

HOW LIFE COVER CAN HELP

Life cover is more than just money being paid out in the event of your death. It can also make life easier when you are no longer able to work and care for your family due to injury or health reasons.

Should you pass away, it can reduce financial stress on your loved ones and help them cover short-term expenses, such as your funeral and, more importantly, long-term expenses, such as food, rent and education.

Life cover can also ensure that your loved ones are not burdened with your debt when you pass away, since it will help them pay off any credit cards, loans and store accounts.

Not all life cover is the same; it can be tailored to meet your specific needs. At Metropolitan you can decide how long you need life cover for and whether you want your monthly contributions to increase, decrease or remain level over time. You can even combine your life cover with disability cover, trauma cover and income protection cover.

We’ll also shape your life cover based on a range of factors, such as age, health, gender, income and education level to ensure it is as comprehensive as can be. This will give you the peace of mind that your family will be cared for when you’re not there.

For more information on getting the right life cover that will suit your needs, as well as the needs of your loved ones, get in touch with our financial advisers by calling 0860 724 724 or dial *120*63658#

MADE FOR YOU

Life’s most important gift is your family. And life’s most important job is making sure your family is loved and cared for. At least, this is what we at Metropolitan believe. That’s why we have designed our life cover specifically to help you care for the ones you love most in this world, especially when you’re no longer able to.
16 DAYS OF ACTIVISM FOR NO VIOLENCE AGAINST WOMEN AND CHILDREN CAMPAIGN

IMATU is supporting the 16 Days of Activism for No Violence Against Women and Children Campaign. It takes place every year from 25 November (International Day for the Elimination of Violence Against Women) to 10 December (International Human Rights Day). The period includes Universal Children’s Day and World AIDS Day.

The purpose of the Campaign is to raise awareness and educate people regarding the negative impact that violence has on women and children. The Campaign also seeks to encourage individuals to act against abuse. You can support the campaign by wearing a white ribbon during the 16-day period. A white ribbon is a symbol of peace and symbolises the commitment of the wearer to never commit or condone violence against women and children.

We encourage all of our members to proudly wear white ribbons from 25 November to 10 December 2016.


2017 IMATU-LA HEALTH-DISCOVERY BURSARY SCHEME

It is with great pleasure that we can announce the continuation of the IMATU-LA Health-Discovery Bursary Scheme for the 2017 academic year. As members will know, IMATU in association with the LA Health Medical Scheme and Discovery Health, has established this Bursary Scheme as part of the Organisation’s ongoing commitment to the wellbeing of its members and their families.

The aim of the Bursary Scheme is to provide financial assistance to IMATU members, and the children of IMATU members, in order to facilitate the pursuance and obtaining of a tertiary qualification.

The amount of each bursary granted is R 5000. A maximum of 100 bursaries will be granted annually.

Applications for the IMATU Bursary Scheme will be accepted from Tuesday 3 January 2017. All applications must be submitted by Monday, 13 February 2017 to qualify for the selection process.

Please see the IMATU Bursary Scheme insert (included in this publication) for additional information, the application form and the terms and conditions. This form will also be available for download off the IMATU website, alternatively please contact your Regional Office for more information.

TSHWANE SHOP STEWARDS TRAINING AND RECRUITMENT AWARDS

On 4 November 2016, Tshwane Shop Stewards met for a training session, followed by their end of year function. The Mayor’s Office must have heard of the festivities as newly elected Tshwane Executive Mayor: Solly Msimanga, popped in to greet and motivate our Shop Stewards.

Shop Stewards received training from Izzy Maboa, from the City of Tshwane, regarding disability awareness and managing diversity in the workplace. This training session was followed by the 2016 recruitment prize giving and then lunch.

CONNECT WITH IMATU ON FACEBOOK AND TWITTER

Stay on top of all the latest news and information by connecting with IMATU via Facebook and Twitter.

Check out the new IMATU Facebook page (http://www.facebook.com/imatupage). “Like” the IMATU Facebook page and have access to all the latest news, events and pictures.

Check out IMATU’s Twitter Profile (https://twitter.com/#!/IMATU_Media) Follow @IMATU_Media to receive immediate updates of all our latest news, events and pictures.