

RESOLUTION ~~---~~<sup>3</sup>2017

**NEGOTIATION PROTOCOL AGREEMENT: WAGE NEGOTIATIONS PROCESS**

**1. Noting**

1.1 Parties having evaluated the 2015 wage negotiations, committed to approaching the ensuing wage negotiations with a joint solution seeking (JSS) approach in that:

- (a) Parties will spend significant time analysing and understanding issues before seeking solutions;
- (b) Parties will evaluate all possible solutions by assessing them against the identified needs and interests;
- (c) Only after such assessment will the parties seek to select between possible alternatives, rejecting those found not to be suitable and choosing preferred solutions to any particular issue.

1.2 Parties commit to embark on a structured, step by step process to identify and effectively deal with factors aggravating the conflict in the negotiations including those issues recorded on the wage negotiations evaluation report.

**2. Purpose**

The purpose of this Negotiation Protocol is to:

- (a) Set out parties joint commitment to conduct effective interest based negotiations;
- (b) Set out parties joint commitment to certain shared objectives;and
- (c) Establish a process framework and timetable for each identified cycle of negotiations

*Handwritten signatures and initials:*  
AM, V, MJ, R.E.M., P.M. Nke

### 3. Pre-Negotiation Process

#### 3.1 Exchange of Information:

Parties agree that all relevant information relating to economic Indicators that becomes available from time to time will be shared.

3.1.1 Any other information from reputable organisations will also be shared

#### 3.2 Facilitated bargaining meetings:

- (a) The bargaining preparatory meeting will be held at a suitable venue,
- (b) The appointed facilitator(s) will conduct a process to assist parties to identify and share each other's needs, interests, and concerns relating to the negotiations.

3.2.1 The objectives and desired outcome of the facilitated bargaining process will include:

- (a) To afford parties/individuals the opportunity to prepare adequately;
- (b) To create a realistic bargaining range;
- (c) To set the mood/ambiance for the negotiations;
- (d) Explore and stabilize divergence of opinions within some teams. Building relationships;
- (e) To explore creatively, yet analytically all possible options/solutions;
- (f) To encourage a proper mandating procedure;
- (g) To expedite the negotiation process;
- (h) Clarify and decide on issues;
- (i) Determine the agenda of the negotiation process; and
- (j) Agree to a timetable.

3.2.2 Parties may agree during the preparatory meeting to conduct research on certain identified issues, or to meet further before the commencement of negotiations to discuss issues or positions that have emerged.

#### 4. Negotiation Stage:

4.1 The parties will agree at the conclusion of the facilitated pre-bargaining meeting whether to use a facilitator(s) from the start of the negotiation stage.

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4.2 If/when a facilitator(s) is appointed, the facilitator after consultation with the parties will determine, from time to time and as the negotiations progress, in what order to deal with the items on the bargaining agenda, when to hold joint and side meetings, when to hold plenary or smaller working group meetings, and generally, to facilitate an effective joint problem solving interest based negotiations. At an appropriate stage in the negotiations, the facilitator(s) must use a single text procedure to capture areas of agreement and disagreement in a single document, which will be used as the basis for drafting the final agreement. The facilitator will manage the negotiation process and the timetable with a view to meeting all reasonable timeframes for negotiations as contemplated in this protocol agreement.

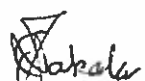
4.3 If a facilitator(s) is not appointed, the parties will commence negotiation in a joint meeting, and commit to further meetings, including smaller working group meetings where necessary and in so doing commit to follow a joint solution seeking process.


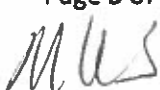
**5. Dispute Resolution**

The parties agree that any dispute regarding the interpretation and application of this protocol will be resolved in terms of the dispute resolution procedure of Council.

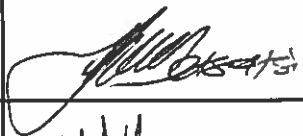
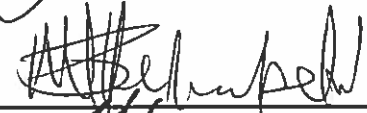




THIS DONE AND SIGNED AT CENTURION OF THIS 27<sup>th</sup> DAY  
 OF JUNE 2017

**ON BEHALF OF THE EMPLOYER**

	Name	Signature
State as Employer	NICIOR SAKALA	

  
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 V. Mg

**ON BEHALF OF TRADE UNION PARTIES**

Trade Union	Name	Signature
DENOSA	Madise Letsatsi	
HOSPERSA/NUPSAW/NATU	Masale Silematsek	
NAPTOSA	Basib. Manuel	
NEHAWU	Mike Sinyanga	
POPCRU	RANKHELE MSINTO	
PSA		
SADTU	MUGWENA MATHLEKE	
SAPU		