

SOUTH AFRICAN MUNICIPAL WORKER'S UNION

GREATER TSHWANE REGION



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MEMORANDUM OF DEMANDS

**TO: THE EXECUTIVE MAYOR OF THE CITY OF TSHWANE, DR NASIPHI MOYA
DELIVERED AT TSHWANE HOUSE ON 6 AUGUST 2025.**

1. INTRODUCTION

1.1 The South African Municipal Workers' Union (SAMWU) has, over a sustained period, observed and documented a range of systemic challenges affecting both the governance of the City of Tshwane and the welfare of its employees. These challenges are largely attributable to ongoing administrative mismanagement and a persistent lack of effective leadership.

1.2 Notably, employees of the City of Tshwane have been subjected to a wage freeze, receiving no salary increases, even as the City has proceeded to implement increases in electricity and water tariffs. This financial burden is further compounded by continued interest rate hikes implemented by the South African Reserve Bank.

2. PAYMENT OF 3.5% AND 5.4% SALARY INCREASES FOR 2021

2.1 In 2021, a collective agreement was duly concluded under the South African Local Government Bargaining Council (SALGBC) between SAMWU and the South African Local Government Association (SALGA), setting salary increases for municipal employees. The City of Tshwane sought exemption from this agreement, which was rejected. The City subsequently challenged this decision through the Labour Court.

2.2 SAMWU demands that the City of Tshwane urgently commence a politically mediated process and effect payment of all remuneration owed to its employees without further delay.

3. ASSISTANCE WITH FUND TRANSFER

3.1 Employees seek to transfer their membership and benefits from the Municipal Workers Retirement Fund (MWRF) to alternative retirement funds of their choice but require employer assistance to facilitate this process.

3.2 SAMWU demands that the employer take all lawful steps to facilitate the seamless transfer of membership rights and associated benefits from the MWRF to retirement funds chosen by employees, in accordance with applicable laws and regulations.

4. SHIFT ALLOWANCE AND SHIFT SYSTEMS

SAMWU has noted that the City Manager unilaterally implemented a new shift system without full consultation or agreement from relevant parties, undermining collective bargaining and contravening the Labour Relations Act.

SAMWU Demands:

- Immediate cessation of unilateral implementation of the shift system.
- That parties at the Local Labour Forum complete negotiations in good faith.

5. OUTSOURCING AND WASTE MANAGEMENT SERVICES

5.1 SAMWU notes with concern the City's continued reliance on external service providers for waste collection, cleaning, electricity, and parks maintenance despite adequate internal capacity.

5.2 Such outsourcing results in unnecessary expenditure, undermines job security, and deprives municipal employees of work opportunities.

SAMWU Demands:

- Immediate insourcing of all cleaning services currently outsourced.

- That at least ninety percent (90%) of electricity, parks, and waste collection work be performed by municipal employees.
- A thorough investigation into payments to external providers for Inner City waste collection and recovery of any irregular expenditure.
- Allocation of recovered funds toward outstanding salary increases.

6. ACCESS TO SERVICED STANDS

Many municipal employees do not qualify for bonded or low-cost housing and are forced to reside in informal settlements.

SAMWU Demands:

- Facilitate access to serviced stands for employees within the municipality.
- Allow costs to be deducted from salaries in manageable instalments.

7. SYSTEMIC LABOUR, SERVICE DELIVERY, AND EMPLOYMENT CHALLENGES

SAMWU notes systemic challenges including unilateral policy implementation, outsourcing despite capacity, non-compliance with health and safety, infrastructure deficits, unfair employment and promotion practices, misuse of contract workers, financial disputes, and operational disruptions.

SAMWU Demands:

- Meaningful engagement with labour before policy implementation.
- Immediate insourcing and integration of municipal workers.
- Compliance with occupational health and safety standards.
- Upgrading infrastructure and providing necessary tools and equipment.
- Transparent and lawful employment, promotion, and disciplinary practices.
- Ending misuse of contractors and filling vacancies with permanent appointments.
- Ceasing unfair deductions and restrictive policies.
- Addressing operational deficiencies, including recurring water outages.

8. OPERATIONAL AND COMPENSATION CHALLENGES IN ENVIRONMENTAL MANAGEMENT

Challenges include delayed fleet maintenance, poor landfill infrastructure, inadequate danger allowances, incomplete job evaluations, restrictive funeral transport policies, unfilled vacancies, overreliance on service providers, mismanagement at Rietvlei Nature Reserve, and outstanding salary increases.

SAMWU Demands:

- Expedite fleet repairs and maintenance.
- Improve landfill and refuse site facilities.
- Provide danger allowances for hazardous work.
- Finalize and implement job evaluations with proper compensation.
- Amend funeral transport policy to include colleagues' funerals nationwide.
- Fill all funded vacancies promptly.
- Reduce dependence on external service providers by investing in City-owned equipment.
- Proper management of Rietvlei Nature Reserve animals.
- Full implementation of GAP Market Allowance provisions.
- Immediate implementation of agreed 3.5% and 5.4% salary increases from 2021.

9. REVENUE AGENTS (JOB DESCRIPTION AND POST GRADING)

9.1 It has come to SAMWU's attention that there exists ambiguity and inconsistency in the job descriptions and post grading of revenue agents within the City of Tshwane.

9.2 These discrepancies have resulted in unfair treatment, confusion regarding roles and responsibilities, and disparities in remuneration and career progression.

SAMWU Demands:

- That job descriptions for all revenue agents be standardized and aligned with actual duties performed.

- That the grading of these posts be reviewed and adjusted in accordance with job evaluation outcomes, ensuring equity, transparency, and compliance with SALGBC standards.

10. GRIEVANCES AND AWARDS

10.1 There is an unacceptable backlog of unresolved employee grievances and unimplemented arbitration and disciplinary awards. This reflects poorly on the City's commitment to fair labour practices.

SAMWU Demands:

- That all outstanding grievances be addressed and resolved within a defined and reasonable timeframe.
- That all arbitration and disciplinary awards issued in favour of employees be implemented without delay.
- That proper internal mechanisms be established to prevent future delays in grievance and award processes.

11. SHORTAGE OF FLEET

11.1 Numerous service delivery vehicles, including trucks, remain unused and parked in City depots while being claimed for monthly.

11.2 Additionally, electric vehicles are being deployed with incorrect licensing (amber lights instead of emergency response classification), limiting their effective use.

11.3 The condition of several municipal buildings is also deteriorating, affecting workplace safety and service delivery.

SAMWU Demands:

- That all idle vehicles be inspected, repaired, or decommissioned appropriately.
- That electric vehicles be licensed in accordance with their function and equipped for emergency response where applicable.
- That municipal facilities be repaired, maintained, and restored to occupational safety standards.

12. OTHER MATTERS

SAMWU Demands:

- That all employees who submitted expungement letters be given employment contracts.
- That a danger allowance be extended to meter readers and Parks employees.
- That the collective agreement regarding Asset Protection officers be finalised and implemented.
- That the collective agreement on the absorption of staff in political offices be finalised and implemented.

13. UNFAIR DISMISSALS

13.1 SAMWU notes with concern the ongoing unfair dismissal of municipal employees without due process or consultation.

SAMWU Demands:

- That all workers unfairly dismissed be reinstated without delay.
- That all future dismissals be preceded by proper disciplinary processes in line with the Labour Relations Act and collective agreements.

14. CONCLUSION

SAMWU demands a written response to this memorandum within **seven (7) working days** of receipt. Failure to respond and engage in good faith will leave SAMWU with no option but to invoke its rights under labour law, including but not limited to protected industrial action.

Delivered on behalf of SAMWU

Name and Surname

Witness

Name and Surname

Signature

Signature

Received on behalf of the City of Tshwane

Name and Surname

Witness

Name and Surname

Signature

Signature