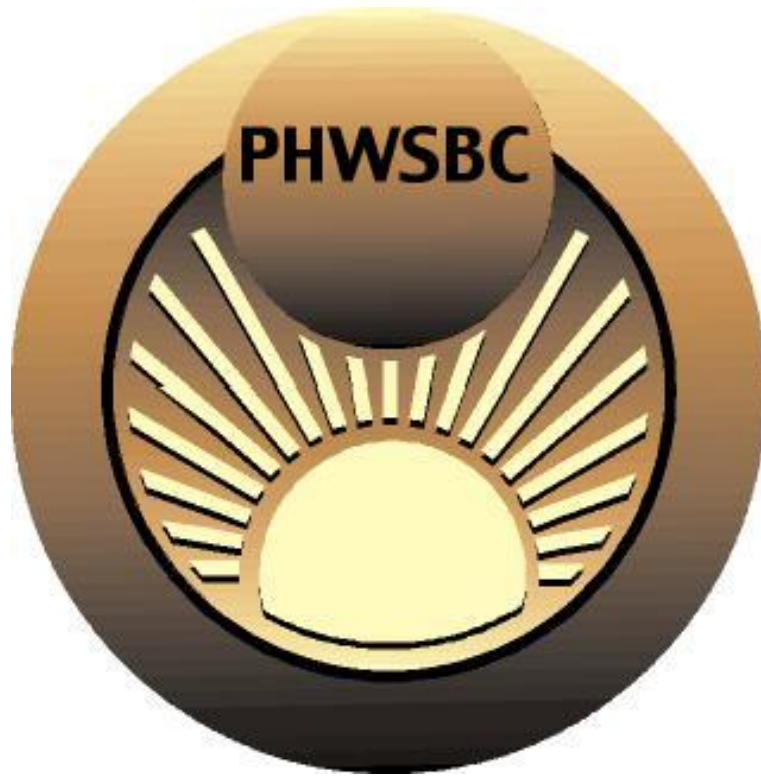


RESOLUTION NO. 3 OF 2004



**DISPUTE PROCEDURE ON CASES EMANATING FROM
RESOLUTION 7/2002 OF THE PSCBC**

1. Scope

1.1 This agreement binds:

- (a) the employer;
- (b) the employees of the employer who are members of the trade union parties to this agreement; and
- (c) the employees of the employer who are not members of any trade union party to this agreement, but who fall within the registered scope of Council.

2. Parties note that:

2.1 Paragraph 10.4 of the PSCBC Resolution 7/2002 allows a party to refer the dispute emanating from the said Resolution to the PSCBC or the relevant sectoral council.

2.2 The PSCBC has taken a decision to refer disputes regarding application of the said resolution to various sectoral councils.

2.3 The PSCBC will further fund the costs of adjudication of the said disputes.

3. Parties therefore agree that:

3.1 All disputes that arose as a result of the application of the Resolution 7/2002, will be dealt with through the dispute resolution procedures of the PHWSBC.

3.2 This agreement will come into effect on the date of signing.

4. Dispute resolution:

4.1 Dispute about the interpretation or application of this agreement shall be dealt with in terms of the Council's dispute resolution procedures.

THIS AGREEMENT ENTERED INTO AND SIGNED AT _____

ON THIS _____ DAY OF _____ 2004.

ON BEHALF OF THE EMPLOYER PARTY

| | Name | Signature |
|--------------------------|------|-----------|
| State as Employer | | |

ON BEHALF OF TRADE UNION PARTIES

| Trade Union | Name | Signature |
|-------------|------|-----------|
| DENOSA | | |
| HOSPERSA | | |
| NEHAWU | | |
| PSA | | |
| NUPSAW | | |