



RESOLUTION NO.2 OF 2005

**AGREEMENT IN ADMINISTERING DISCIPLINARY
HEARINGS IN TERMS OF RESOLUTION 1/2003 OF THE
PSCBC**

[Handwritten signature]

[Handwritten initials]

Objective

1. The objective of this agreement is to develop a fee structure for the administration of the disciplinary hearings in terms of the PSCBC's Resolution 1/2003.

Scope

2. 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.

Noting

3. Noting that -
 - (a) clause 7.3 (c) of the said resolution, the Employer and the Employee may agree to request the relevant Sectoral Council to appoint an Arbitrator to chair the hearing.

Agreement

Parties agree to the following:

4. the Employer will be liable for costs of an Arbitrator inclusive of R350.00 administration fee.
5. panellists' costs for the arbitration process will be charged at a daily rate of R 1 500.00 as per the PHWSBC Panellists' Fee Policy, including R650.00 for an arbitration award.
6. invoicing of the Employer by the Council will be effected before proceedings could resume, as contemplated in s188A of the LRA as amended.

RJM

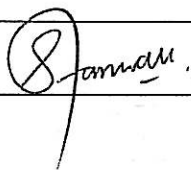
4
P
A

Dispute Resolution

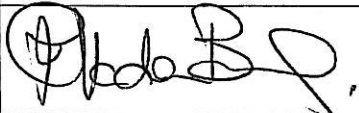

- 7. If there is a dispute about the interpretation or application of this agreement any party may refer the matter to the Council for resolution in terms of the dispute resolution procedure of the Council.
- 8. The Council will monitor the implementation of this agreement.

DONE AND SIGNED AT CENTURION ON THIS THE 14TH DAY OF JUNE 2005

ON BEHALF OF THE STATE AS EMPLOYER

Name	Signature
JAMES T. CORNWALL	

ON BEHALF OF EMPLOYEE PARTIES

EMPLOYEE PARTY	NAME	SIGNATURE
NEHAWU	J.P. VAN DEN BERG	
DENOSA	T. MNGOMEZULU	
PSA		
HOSPERSA		
NUPSAW	MOSADI- MAFHEJARI	