



HUMAN RESOURCE POLICY ORGANISATIONAL RIGHTS

Policy No: NLMHRER004	Effective Date: 01 April 2008
Approved:	Review Date: 01 April 2009

Notwithstanding the review date herein, this policy shall remain effective until such time as approved otherwise by Council and may be reviewed on an earlier date if necessary, subject to Labour Law Dispensation or operational requirements.

1. SCOPE

This policy is applicable to all Ngwathe employees.

2. PREAMBLE

This policy must be read in conjunction with the SALGBC Organisational Rights Collective Agreement and agreed annexures, as amended from time to time, and contained in the reference section at the end of this Manual.

3. POLICY

This policy is to provide for and regulate organisational rights for trade unions in Ngwathe.

4. STAKEHOLDER ANALYSIS

Role	Responsibility
Municipal Manager / Director Corporate Services (subject to its delegations if any)	
Council	
Line Manager	
Human Resources	
Labour Representatives	

5. PROCEDURE

All organisational rights and issues must be adhered to in line with the Collective Agreement and respective annexures as referred to above.

6. AUTHORITY

Formulation Policy : Municipal Manager
Authorisation Policy : Council
Ownership and Maintenance Manager : Director Corporate Services