

**GRIEVANCE PROCEDURE  
POLICY**



# Msunduzi Municipality

CITY OF

PIETERMARITZBURG  
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Grievance Procedure

SAHA

Presented by: Jimmy Mtetwa

# South African Local Government Bargaining Council

CITY OF

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## Grievance Procedure Collective Agreement

Parties to the Agreement:

❖ SALGA

❖ SAMWU

❖ IMATU

# AGREEMENT

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## Scope

- Applies to all Municipalities and employees of the SALGBC

## Effective Date

- 1 July 2003

# Agreement (cont)

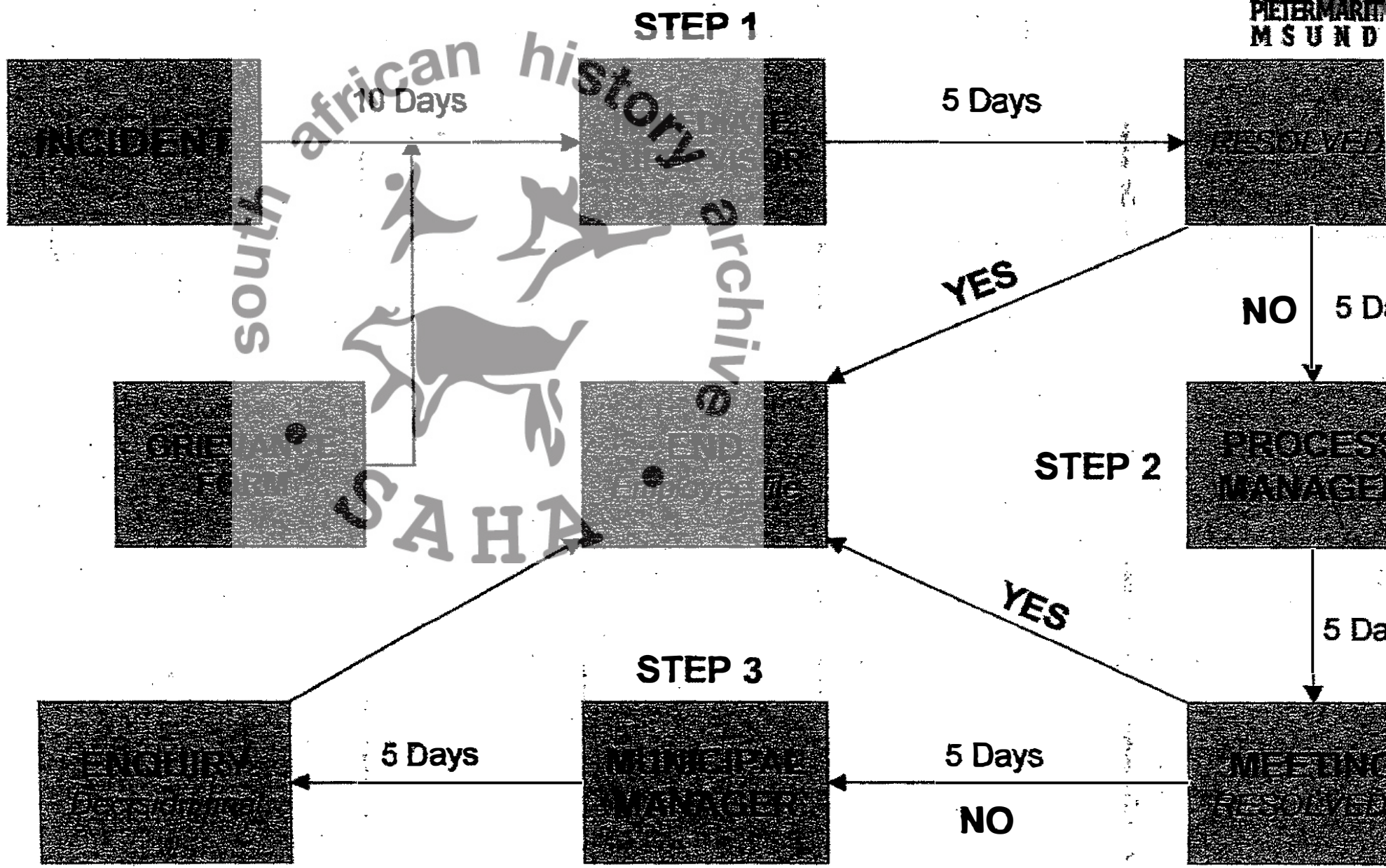
## Intent

- Common and uniform procedure
- Replaces all existing codes and procedures
- Becomes a condition of service
- To ensure fair play, resolve problems as quickly as possible and deal with conflict procedurally
- An employee shall not be victimised as a result of lodging a grievance
- Grievance must be lodged within 10 days
- Procedure shall not address issues for which a particular procedure is provided eg. Job Evaluation

# Grievance Procedure

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# Representation

- An aggrieved employee may at any stage in the Grievance Procedure be assisted by a fellow employee, shop steward or Union official.

# Thank you

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Jimmy Mtetwa