



UNIVERSITY  
OF  
JOHANNESBURG



# 2021

Annual Report

# HUMAN RESOURCES

## Employment Relations and Wellness Unit

### Employment Relations

#### *Collective bargaining*

The collective bargaining environment significantly improved. No industrial action was encountered as past challenges were dealt with. The former dual/separate bargaining structures between the University and the National Union of Metalworkers in South Africa (NUMSA) and the National Education Health and Allied Workers Union (NEHAWU) were successfully integrated into negotiating/bargaining forum. The parties concluded an agreement formalising the Bargaining and Consultative Forum formation.

Several consultative and negotiation sessions were held with the Unions, dealing primarily with issues related to the employment relationship with employees.

The parties concluded the following agreements:

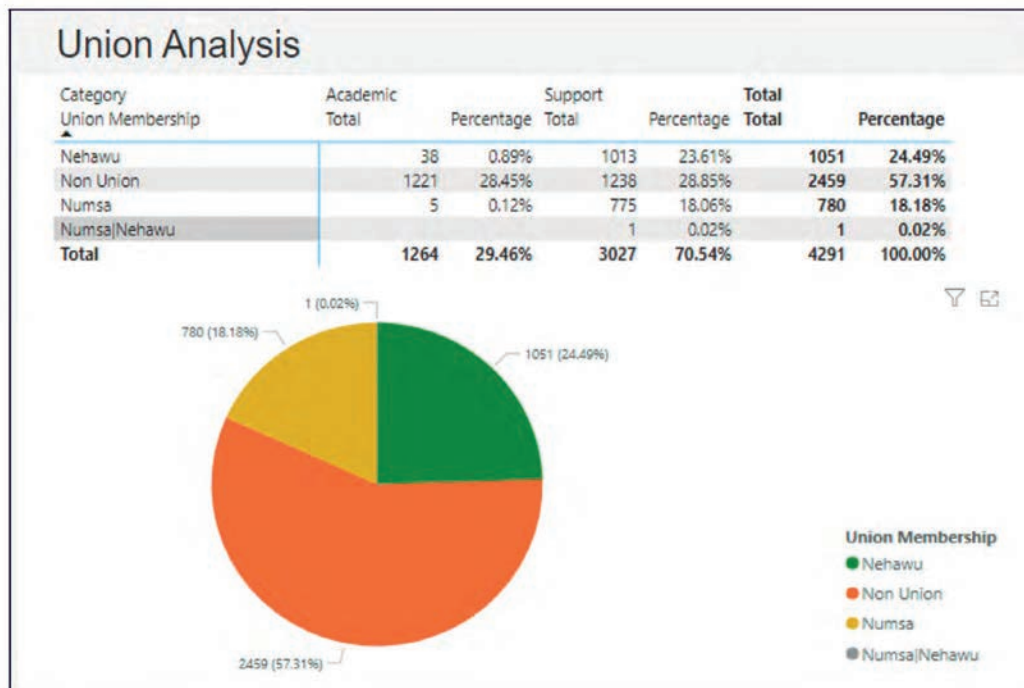
- Protection Service Agreement: The agreement regarding the new shift system has enormous direct and indirect benefits for the University and labour stakeholders. One of the major concessions made by the unions was the reduction of sick leave entitlements.
- The Cleaning Service Agreement was concluded, aligning the working hours within the environment to those in the higher education sector.
- Following the tender process and involving the unions, a new medical brokerage services provider (MUSO Health Services) was acquired to provide our employees with a wide range of services. This addition will be at no additional cost to the University.
- Postponement of the Collective Bargaining Process: following the negotiations with the unions on the postponement of the salary negotiations, it was agreed with the unions that the salary negotiations would recommence during March 2021 for further consideration. The stance recorded by management is that it remained that salary increases could only be implemented from June 2021 and that any backdating of salaries would depend on the University's financial sustainability, considering its position regarding subsidies and other means of income. Discussions are ongoing, and the union is adamant that the 65th percentile discussions be concluded, as those discussions/consultations should have been completed during June 2020, as the unions correctly pointed out.

#### *Union membership*

Figure 22 below depicts the detail of Union membership within UJ. There has been a significant change in membership of the two recognised Unions, with NUMSA membership declining and NEHAWU making some small gains.



**Figure 21: Union member analysis**



**Employee Wellness**

The Employee Wellness Programme (EWP) is an employer-driven business intervention that ensures employees are as productive and balanced as possible. Through its EWP, the UJ provides access to professional and confidential counselling services for its employees, and all those who need professional assistance are encouraged to use this programme.

With the emergence of the various waves and variants of the COVID-19 pandemic and the subsequent lockdowns, many employees continued to experience uncertainty, fear, and feelings of anxiety, which without interventions, could have harmed the wellbeing of employees and their productivity.

Client solution interventions were executed to offer support to employees and their dependents. As a point of departure and to ensure that the appropriate interventions were implemented, a survey was conducted to assess the impact of the COVID-19 pandemic on employees’ wellbeing. The survey focused on mental health-related difficulties and the support available to employees. A total of 1 015 employees participated in the survey. This was adequate for the wellness team to work on the relevant outcomes of the survey. The following main issues emerged from the survey:

- 60,59% of the respondents indicated that they had lost a loved one and a colleague due to COVID-19.
- Furthermore, 63,35% of the respondents indicated that they were concerned about their financial position due to COVID-19.
- 60,89% indicated that they experienced concern relating to their job security.

