

Feedback: Regional Labour Relations Forum Meeting

The Limpopo, Mpumalanga and North West (LMN) Regional Labour Relations Forum meeting took place on 5 April 2021 at Losperfontein Correctional Centre. The following issues were discussed:

Shortage of water: Rooigrond

Labour raised the water shortage problem at Rooigrond, which makes it difficult to comply with COVID-19 protocols. The employer indicated that tanks have already been procured to address the water challenge and the possibility of boreholes is being explored.

Availability: PPE

No shortage of PPE is reported although labour raised concerns that members are barred from wearing their unions' branded masks. The employer maintained that employees must wear departmental masks, alternatively, unbranded black, blue, or brown masks.

HR Directive 5 of 2021: Interpretation of Clause 3.1

Labour indicated that the incorrect interpretation of the said clause resulted in management recalling 100% of employees. Management accepted the error but indicated that all the regions have gone back to 100% attendance. Labour cautioned the employer to ensure engagement with labour prior to implementation of Directives.

Pay progression of teachers in Region

Labour raised concerns regarding the departmental failure to pay Teachers their pay progression for the financial year 2019/20, however the employer indicated that it is a national issue as all DCS Teachers were not paid although they will be paid before end of the year.

Tzaneen Correctional Centre challenges

It has emerged that some officials who have been moved from Polokwane to Tzaneen are not settled as the move has disrupted their lives and it was resolved that labour and management must visit the Centre in an attempt to resolve the matter.

Availability and distribution of uniforms

There is inconsistent and inequitable distribution of uniforms as some officials received shirts, trousers, and shoes only. The employer attributed the problem to the national shortage of the uniforms. The

request was submitted to Head Office to allow the inhouse manufacturing of uniforms as opposed to outsourcing.

Members will be updated.

GENERAL MANAGER