

## Feedback: Relocation of employees from Lebowakgomo to Polokwane

Members will recall that the employer initiated the process of moving employees without proper consultation during which the PSA demanded that the employer suspends the process pending proper consultation with labour. Subsequently, the employer suspended the process although it tried to have a meeting with members without inviting the PSA. Fortunately, the PSA was alerted by shop stewards of the meeting. The meeting was scheduled for 7 April 2021 during which the employer outlined the rationale for the relocation.

The PSA noted the employer's presentation, but raised concerns regarding the forum where consultation is taking place owing to a lack of jurisdiction. The PSA submitted that consultation on matters of moving employees from one town to another, especially where there are issues such as social plans that need to be considered, cannot be decided in such a meeting. The consideration of personal circumstances must take effect including age, family, and ability of employees to relocate from their homes. This cannot be taken lightly and the PSA proposed that the matter must be referred to the Chamber. Some employees would not be able to afford to buy new houses in Polokwane or afford to get temporary accommodation in Polokwane whilst maintaining primary homes in Lebowakgomo.

The employer noted the concerns from the PSA and resolved that it will escalate the matter to its principals and advise if there will be further engagements. The PSA requested that whilst escalating the matter, the employer must also provide resources for the remaining employees as it was reported that the employer has already taken the working tools, making it difficult for employees to do their job.

Members can contact Phillip Maponya at [phillip.maponya@psa.co.za](mailto:phillip.maponya@psa.co.za) or 082 880 8967 for further information. Members will be updated on developments.

GENERAL MANAGER