

Update: SAPC meeting with management

A special meeting with management recently took place, and the following items were discussed:

Group-funeral scheme

The SAPC together with Absa introduced a group-funeral scheme, which was affordable to all employees. All employees then joined this group-funeral scheme. Absa has since withdrawn the policy and Sanlam is now offering the same product, but it only includes the family members at a cost of R45.80. Members were being consulted by the employer with a view to having them join this new scheme with Sanlam. Some employees wanted to be part of this scheme, whilst others opted not to join. The employer emphasized that no employee will be forced to join this funeral scheme. All employees will be given an opportunity to make a choice to be part of this funeral scheme. It was agreed that:

- The matter be discussed at the Bargaining Forum Meeting.
- Management will develop a survey to be completed by all employees who will opt to either join or not.
- Union representatives to be given an opportunity to provide input on the survey.

Working from home

The Registrar explained the process undertaken by management in implementing the Work from Home Policy. Labour was informed of the panel that will review the exceptional request for working from home. The Registrar will make the final decision on the matter. If labour is aggrieved by the process, they are welcome to consult the Registrar.

Job grading

A service provider to conduct the job-grading process has been procured. HR provided feedback on progress. Once the report has been received, it will be presented to REMCO and EXCO and then the Bargaining Forum. The report will contain employees' salaries and management will ensure confidentiality at all times.

Relocation of logistics to Hatfield

The Logistics Department will be relocated to Hatfield with effect from 1 August 2022. All affected employees have been consulted. Once logistics have been finalised, affected employees will be informed accordingly.

Members will be updated on developments.

GENERAL MANAGER