

## Feedback: Insourcing of nutritional functions

The PSA was invited to a meeting with the National Commissioner of Correctional Services on 26 February 2019. The meeting was to discuss the human-resource implications related to the currently-outsourced nutritional services that were performed by African Global Operations (AGP), formerly known as BOSASA.

At the meeting the DCS made a presentation (*copy attached*) and indicated that the purpose of the meeting was to engage labour on the staffing of DCS kitchens, where nutritional services have been outsourced. Evidence revealed at the Commission of Inquiry on State Capture necessitated the DCS to review all major contracts, including the AGP contract. It was also indicated that 30 days' notice was given to AGO because of its liquidation.

The DCS further indicated that the risk of the unavailability of AGO to continue with its commitments towards the DCS have specific human-resource implications for the DCS, as it relates to the staffing of affected kitchens - 26 kitchens across seven Management Areas will be affected. It was also indicated that the failure to ensure replacement of resources may result in a negative impact on the provision of nutritional services in affected centers. The DCS highlighted the its readiness to take over the nutritional functions.

The following options to mitigate the human-resources risks in as far as the short- to long-term goals are concerned were highlighted:

- Deployment of current DCS employees who have already been trained on food services management.
- Consideration of employment of AGO staff currently in affected kitchens.
- To secure approval for deviation from procurement processes to secure the services of a recruitment agency to recruit employees.
- It was also indicated that a work-study would be conducted to address the matter.

The PSA noted the presentation and raised serious concerns regarding the lack of decisive action towards those employees who are implicated in the Zondo Commission. The PSA also indicated discomfort with the task teams that were established and include the same implicated individuals. The PSA, however, appreciated the willingness of the DCS to update the PSA on this matter. The PSA indicated that it is important for the matter be tabled at the Departmental Bargaining Chamber (DBC) for further engagement.

The Commissioner thanked the PSA for attending the information-sharing meeting and committed to table the matter at the DBC for further engagement on details and mandated by members. Members will be informed of developments.

Ivan Fredericks  
GENERAL MANAGER