

Labour Forum: GEP

Following the protracted 2018/19-wage negotiations in GEP that were concluded in November 2018, the first Labour Forum was convened to deal, amongst others, with the non-implementation of the employer's contribution of 1% to members' Pension Fund. The first meeting was convened on 6 May 2019 and subsequently on 14 May 2019 to allow the employer to provide labour with concrete and reasonable information.

1%-Pension Fund contribution by employer

The PSA demanded that the employer provides specific dates when the 1%-pension fund contributions will be paid as per wage negotiations agreement. The PSA also demanded that the 1% contributions be back dated to 1 April 2018 and be paid directly to members as an *ex-gratia* payment. The employer initially argued that the pension fund rules were not amended as per the agreement in November 2018. The PSA demanded that the employer provides the date when it will be amended. The employer unfortunately failed again to provide a date or when payments will be done. The PSA rejected the employer's position and reserved its rights.

Members' bonuses v Relationship by Objectives

The employer requested the PSA to support the initiative to build a better relationship between the employer and members through a program called Relationship by Objective. This will be in the form of a one-day event where all employees and the employer will gather at a venue paid for by the employer. The PSA argued that the employer should rather hold staff meetings to improve the relationship with employees and that the money earmarked for the Relationship by Objective program be used to pay members' bonuses. The employer indicated that it will escalate the PSA's response to the Executive Committee and the Board for consideration. The PSA demanded that the employer commits to timeframes and is expecting a program that will deal with it urgently.

GEP planned restructuring

The employer presented its intention to move some employees to different centers and some to head office to realign operations. It further indicated that this movement is to come in line with the proposed organisational structure of the GEP. The PSA indicated that the employer must present a proper plan for consultation that will be taken to members for inputs. The PSA stressed that full and proper consultation should take place. The PSA is awaiting the presentation.

The PSA encourages all members to attend the meetings that will be convened by the PSA to give to the PSA an opportunity to consult and provide feedback.

Ivan Fredericks
GENERAL MANAGER