

FOR PSA MEMBERS: LIMPOPO DEPARTMENT OF ECONOMIC DEVELOPMENT,
ENVIRONMENT AND TOURISM (LEDET)

03-06-2019

Fixed-term contracts for Field Rangers

Members will recall that the PSA referred the matter to the CCMA regarding the employer's failure to offer permanent employment to Filed Rangers upon completion of training as per the initial agreement wherein the Condonation Application was granted.

The matter was set down for conciliation and a certificate of non-resolution was issued on 15 May 2019. Subsequently, the matter was set down for arbitration on **6 September 2019**. The PSA is fully aware that there are members whose contracts are coming to an end and are not renewed by the employer, resulting in them losing their jobs, which is contrary to the commitment of government to fight against poverty, unemployment and social injustice. **All members who have received notice from the employer that their contracts will not be renewed are advised to inform the PSA Office to enable the referral of the dispute about the fairness of dismissal.**

Members must note that in terms of the *Labour Relations Act*, section 190(2)(a), if an employer has offered to renew on less *favourable* terms or has failed to renew a fixed-term contract of employment, the date of dismissal is the date on which the employer offered the less *favourable* terms or the date the employer notified the employee of the intention not to renew the contract.

Subsequently, an employee whose contract of employment is terminated by notice, may refer the dispute to the Council or the Commission once the employee has received that notice.

For more information, please contact Mike Mkhize (PSA Labour Relations Officer) on 082 880 2937 or 015 295 0503 or lucky.kganyago@psa.co.za.

Members are urged to be patient while justice is being pursued by the Union of Choice.

Ivan Fredericks
GENERAL MANAGER