

Feedback: Management and labour meeting

Members will recall that during the Limpopo, Mpumalanga and North West (LMN) Regional Labour Relations Forum Meeting, it was resolved that there is a need to have a meeting for the Limpopo area to address the pending employee movement from Polokwane to Tzaneen Correctional Centre. It was reported that there is resistance for employees to move whilst labour complained about the way the employer is handling this matter. Subsequently, a meeting was arranged at Tzaneen Correctional Centre on 9 November 2020 where the employer provided background.

A decision was taken to open Tzaneen Centre in 2015, 100 learners were recruited who started learnership in 2017 and upon completion of the learnership, they were placed in Polokwane as the centre was not yet ready and to gain practical experience. However, completion took longer than anticipated as it only became ready in 2020, hence affected employees were engaged and given three months' notice in preparation to move to Tzaneen. Employees could make representations if their personal circumstances would have made it impossible or difficult to move to Tzaneen after working in Polokwane from 2017. It was, however, agreed that all affected employees must move whilst consideration of their representations is underway.

The PSA raised concern of the self-created emergency in that the employer took five years to have the centre ready, placed employees in Polokwane for three years, which is a long time and many things happened in members' personal lives, hence the blanket approach would not work. It is critical to consider personal circumstances when deciding on the movement. The failure to properly consult also exacerbated the situation as it created the impression that the employer is using the process to settle scores, which is tantamount to victimisation and abuse of power. Subsequently, it was resolved that each union must provide a name for the representative to monitor the process and the employer undertook to conclude the process on or before 31 December 2020.

Members will be updated on developments.

GENERAL MANAGER