

## Feedback: Regional Labour Relations Forum Meeting

The meeting of the Limpopo, Mpumalanga, and North West (LMN) Regional Labour Relations Forum of the Department of Correctional Services (DCS), took place on 16 September 2021 at Rooigrond Correctional Centre, during which the following issues were discussed:

### Shortage of Water at Rooigrond

The employer reported that a borehole was drilled, and that 20 water tanks have been procured as a solution to the challenge of water shortages.

### Pay Progression: Teachers within the Region

Employees received their payment for pay progression on 16 September 2021 with the exception of employees at Thohoyandou. The employer reported that the matter is receiving the necessary attention.

### Promotions: Employees on Lower Ranks

The employer indicated that DCS does not have a Promotion Policy and officials on lower ranks can only be promoted through application for senior positions or grade progression upon meeting the laid down requirements in terms of the period of employment and performance.

### Tzaneen Correctional Centre Challenges

The employer has indicated that all employees that were appointed at the Centre are correctly placed, although some are still unhappy because they have been at Polokwane for some time and are having personal challenges. The matter is aggravated by the fact the Centre does not have accommodation for employees hence the employer committed to consider those with personal problems.

### Availability and Distribution: Uniforms

The Department will resuscitate plans to procure machines to ensure in-house production of uniforms which will address the shortage.

### COVID-19 Leave Management

The confusion regarding the type of leave to take related to COVID-19 was clarified as follows: Employees who become ill from COVID-19, will be regarded sick and will thus take sick leave until contacting a doctor and upon receiving positive results, special leave would then commence.

### **Union Representatives at LMN Regional Offices**

Concern was raised that there are no labour representatives at the Regional Office hence labour committed to ensure elections are conducted soonest.

Members will be kept updated of developments.

GENERAL MANAGER