

Feedback: Bargaining Forum meeting

Members have been informed about these matters in previous editions of the *Informus* (copies can be obtained from the PSA's website on www.psa.co.za or from any PSA Provincial Office).

Operational challenges: Canteens

The employer tabled the item for consultation after experiencing operational challenges in the Centurion and Erasmus Kloof canteens. The employer stated that 50 employees are affected by the operational challenges. It was raised that the salaries of employees escalated and revenue generated from the canteens does not match the salaries of employees. It was also raised that unfortunately, the remote working of SITA employee owing to COVID-19, aggravated the situation and as it stands, the canteens are not operational. The employer is therefore contemplating to close its canteen operations in Centurion and Erasmus Kloof.

The employer presented the proposed way forward in terms of the challenges experienced, as follows:

- Redeploy employees to other Departments
- Retrain and reskill employees
- Voluntary early retirement packages of employees who are 55 years old and above
- Retrenchments in terms of section 189 of the *Labour Relations Act*, as amended.

The PSA will make sure that the employer complies with the provisions of the *LRA*, as amended, and all other applicable legislation during the process and that job losses are avoided or minimised, if it should reach that stage. Members will be consulted continuously and properly throughout the process.

The PSA requests members to provide inputs on other options to ensure continued employment or other avenues that can be explored by no later than **13 December 2021** to Velucia Maluleke at velucia.maluleke@psa.co.za .

Members will be informed of developments.

GENERAL MANAGER