

FOR PSA MEMBERS: **CAPE NATURE**

01-06-2022

## What is happening at Cape Nature?

It was previously reported that the leave matter was referred as a dispute to the CCMA. Arbitration was conducted on 6 May 2022 and the Commissioner made his finding in favour of Cape Nature. It was found that the collective agreement regarding Long-Service Recognition, which was concluded in 2012, was only valid for three years and thus lapsed in 2015. Members will be informed of the way forward.

A bi-lateral meeting was held with Cape Nature recently and the following matters were discussed:

### Rationalisation

Cape Nature provided feedback on the status of this process in the organisation, indicating that it is trying every possible means of not having to retrench staff. At present, only those employees who are eligible for early retirement/retirement are leaving the organisation on their own request.

### Provisioning of protective clothing (PPE)

Complaints have been received by the PSA that this matter is wanting. However, according to Cape Nature, protective clothing has been procured and is distributed at the different reserves. Should members experience any problems, it should be reported to the reserve management. Should no progress be made, please inform the PSA accordingly.

### Housing

The matter of employees who need to pay rent and services whilst staying on a reserve was previously brought to the employer's attention. The Labour Relations Officer who was investigating the matter, resigned from Cape Nature and the PSA was requested to resubmit the information to Cape Nature.

### Meetings

The PSA also requested Cape Nature to reintroduce regular meetings between its management and the PSA. Cape Nature welcomed this request and indicated that parties will endeavor to meet on a quarterly basis. For urgent matters, *ad-hoc*/special meetings can be requested.

Members will be informed of developments.

GENERAL MANAGER