



INFORMUS

SINCE 1920
still driven by
SERVICE EXCELLENCE

FOR PSA MEMBERS: **GOLDEN LEOPARD RESORTS - NORTH WEST**

04-07-2023

Update: Wage demands and transfer of Christiana Resorts to North West Development Corporation

Management introduced the new CEO, Mr Aphele Mthiywa, who joined the Resorts on 14 March 2023 as well as Mr Kgosana Selebalo, the new CFO, who joined on 1 August 2022. The PSA noted and welcomed the new appointees and hoped that they will bring stability to the organisation in anticipation of problems that had been peculiar at Golden Leopard Resorts.

The PSA highlighted with concern that it has been writing to management since last year, and again this year, requested a meeting and never received a response. The PSA made the employer aware that this is in violation of clause 7 of the Recognition Agreement between parties, which states that parties must meet when there are new matters to be discussed. The PSA had to give management an ultimatum that it will approach the CCMA with a dispute in that the employer is refusing to bargain. The employer apologised and promised that meetings will be respected and honoured going forward. Parties agreed that negotiations should include all unions and that a date will be determined by the employer in consultation with various unions and must be expedited.

The movement of staff from Christiana to North West Development Corporation was raised. The PSA, however, made it clear to management that the matter would not be discussed in the absence of the relevant shop stewards who could not form part of the meeting because of the late invitation from the employer. An agreement was made that they needed to be accommodated in the next meeting, which should be held soon. A short briefing on the issue of the transfer of employees was given by the employer. The PSA reminded the employer that section 197 of the *Labour Relations Act* should always be adhered to. Parties agreed to work together and ensure that members' pensions and all other issues are taken into consideration.

Members will be informed of developments and are welcome to contact abram.moribe@psa.co.za with any enquiries.

GENERAL MANAGER