



## MULTILATERAL FORUM MEETING FOR TRAFFIC MANAGEMENT

### REPORT 03 OF 2024

On 29 August 2024, representatives from HOSPERSA attended a Multilateral Forum Meeting (MLF) for Traffic Management meeting to discuss the following items.

#### ISSUING OF UNIFORMS

Employer reported that most uniform items have been ordered. A batch of uniforms will arrive on 30 August 2024.

**Shoes:** Shoes are still an issue. A quality check was done by the employer upon the arrival of the shoes. 80% of the shoes had quality issues. The shoes have been returned to the supplier. Awaiting the supplier to return within the next two weeks. No disciplinary action will be taken against officers should their shoes not be conducive to wear. They must request to wear alternatives via their Traffic Chief first for the permission.

**Bulletproof Vests:** New vests have been issued to all officers. The employer reported that officers are not wearing the vests while on duty. This could have repercussions. Should there be an Injury on duty (IOD) and officer was not wearing the vest, it will not be acknowledged. The employer is giving officers one month to comply, failing which they will be taking disciplinary action against employees. Organised Labour to speak to the members.

#### DELAYS IN PAYMENT OF OVERTIME

Employer reported that most of the backlog of the overtime has been paid. There are only 1 or 2 payments that are not resolved. The process of claiming the overtime was explained by the employer which has been working well for the past three years.

Regulation of the payment of overtime will be discussed at a Special MLF on a later date.

#### TRAINING

The employer reported that there are currently 140 students training at the college.

#### WELLNESS

The employer reported that the Head of Department (HOD) has created a communication channel with on how to deal with wellness. Policy will be devised.

#### HARRASSMENT

Harassment Policy has been signed off at the Public Service Co-Ordinating Bargaining Council (PSCBC) which was implemented. Organized labour requested that the employer train their Management on how to implement the policy.

Special MLF will take place on a later date to discuss the Restructuring/merging of traffic metro

**30 AUGUST 2024**

region, Regulation of payment of overtime.

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#### Why join Hospersa?

Individual indemnity cover of up to **two million rand** per member (exclusion apply)

Death benefit of **R5 846** for principal members after 6 months of membership

**Professional legal assistance** for labour-related issues at the CCMA and Labour Court

Collective bargaining **negotiating salaries** and other substantive conditions of employment.

Trained, democratically elected **shop stewards**.

Representation at **disciplinary hearings**, grievance procedures and incapacity processes

Representation on **various committees**, including Employment Equity and OHS

**General Meetings** with members

Bilateral **meetings with management**

Service provider benefits including **discounts on services** and stays at holiday resorts.

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