

SPECIAL MULTILATERAL FORUM MEETING FOR TRAFFIC MANAGEMENT

REPORT 05 OF 2024

On 25 September 2024, representatives from HOSPERSA attended the Special Multilateral Forum Meeting for Traffic Management meeting to discuss the below matters.

OVERTIME AGREEMENT

Organised Labour raised the concern that employees are being forced to work overtime without any consultation and agreement in place. Employees are not entitled to overtime if they book off sick. Management requested that organised labour provide specifics as there is an overtime agreement in place.

Hospersa and Popocru to send those specifics and concerns in writing to the secretariat.

Management to do an investigation on the specifics and revert to organised labour.

PROTECTIVE CLOTHING/UNIFORM

Hospersa provided a list of clothing items for the employer to consider for next year winter.

Management indicated that they would have a look at the list and consider but bearing in mind that they may have challenges in terms of the uniform policy.

RISK ASSESSMENTS

Hospersa raised that management have a duty and responsibility to refer traffic officers working shifts for medical checkups at the employer's costs. Management requested that Hospersa send specifics together with legislation

to support their submission. They will then address the shortfalls if any.

STAFF ESTABLISHMENT OF BRACKENFELL AND SOMERSET WEST CENTRES

Management to share the necessary information with organised labour on the process that needs to be followed if they want to fill a vacant post.

WESTERN CAPE GOVERNMENT HARASSMENT POLICY

Popcru raised the concern that some managers do not know how to apply the policy when the time arises.

Management confirmed that the training on the harassment policy is currently being rolled out. Management reported that they are facing some challenges to reach all employees as they are working shifts.



01 OCTOBER 2024

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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