



## SPECIAL MULTILATERAL FORUM MEETING FOR TRAFFIC MANAGEMENT

### REPORT 07 OF 2024

On 29 October 2024, representatives from HOSPERSA attended the Special Multilateral Forum Meeting (MLF) for Traffic Management meeting to discuss the below matters.

#### ISSUING OF UNIFORMS

The employer reported that the issuing of uniforms have been issued to students. The last batch of shoes will be issued during the week of 29 October 2024. Reflector jacket sizes had to be corrected.

#### SAFETY ISSUES REPORTED AND BREAKDOWN OF THE INCIDENTS

The secretary circulated a report before the meeting. There were no responses to the report by organised labour.

#### DELAYS IN OVERTIME PAYMENT

The employer reported that all overtime backlog has been resolved. There are only isolated cases in the Metro and Worcester. The employer reported that the Mossel Bay overtime batch was sent back to the base due to an incorrect explanation and overtime needed to be rectified.

#### STAFF ESTABLISHMENT OF BRACKENFELL AND SOMERSET WEST CENTRES & RESTRUCTURING/MERGING OF TRAFFIC METRO REGION

A multi-lateral meeting will take place. The secretary will send an email to parties on proposed dates.

#### GRADE PROGRESSION

This issue was resolved at the Public Service Co-Ordinating Bargaining Council (PSCBC). It was agreed that individuals who qualified for grade progression and did not receive payment must be sent to the relevant person handling grade progression.

#### OVERTIME AGREEMENT

The employer reported that a submission was sent to Department of Public Service and Administration (DPSA). The official feedback by DPSA will be sent to the secretary who will submit to organised labour. Organised labour will await that response.

#### RISK ASSESSMENT

Organised labour will send the list of wellness concerns to the secretary. Employer will provide feedback.

#### IMPLEMENTATION OF WCG HARASSMENT POLICY

The employer reported that dates have been sent out to all managers. The workshop on this policy will be held on those dates.

#### POOR PERFORMANCE

This item was discussed in the General Public Service Sector Bargaining Council (GPSSBC). Parties resolved that a Special MLF meeting must take place. The item was discussed at the Special MLF on 22 October 2024. The matter

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remains unresolved. The matter will be discussed further at the next GPSSBC.

#### SKILLS DEVELOPMENT/TRAINING

The employer reported that students are being trained at the college. Students have been deployed to work on the road with traffic officers as part of the learning process.

The employer must check if the Department has a Provincial Skills Development Committee.

#### OCCUPATIONAL HEALTH AND SAFETY

The employer reported that they have identified the staff that will do the training as occupational health and safety representatives in the various regions.

Organised labour reported that there are no gloves in the traffic vehicles. The employer will make sure all vehicles have gloves.

The employer reported that all Provincial Inspectors, Senior Provincial Inspectors and Principal Provincial Inspectors must wear their bullet proof vests while on duty. Employer to submit to the secretary a copy of the Dress Code Policy as it has been reviewed.

#### STAFF MATTERS

Employer reported that the Head of Department (HOD) has resigned as of the end of October 2024. The Acting HOD will resume duty from 01 November

#### HOSPERSA OFFICES

**Eastern Cape** (043-722-3776)  
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**Western Cape** (021-591-9283)

2024. This information will be communicated to all staff.

**DUE TO THE MEETING BEING PAST THE TIME ALLOCATED AND EMPLOYER NOT BEING ABLE TO RESPOND, A SPECIAL MLF MEETING WILL TAKE PLACE TO ADDRESS THE OUTSTANDING ITEMS.**

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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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