**National Assembly**

**Question Number: 357**

**Mr C H H Hunsinger (DA) to ask the Minister of Transport:**

(a) What number of negotiations, consultations and discussions have taken place between the Passenger Rail Agency of South Africa and unions in the past 24 months, (b) on what date did each of the specified negotiations, consultations and discussions take place, (c) what (i) has been the outcome in each case and (ii) agreements and resolutions have been reached in each case and (d) how is implementation in each of the cases monitored?

 **NW381E**

**REPLY:**

1. The PRASA Bargaining Forum meets periodically to discuss the issues of workers however there are scheduled wage negotiations that commence in October every year to deliberate and agree on the wages for the following year. The latter is obviously in the case where there is no long-term wage agreement.

Other ordinary Bargaining Forum discussions that take place would include specific issues on company policy changes, changes affecting conditions of employment.

Additionally, there are Organizational Labour bilateral meetings that also take place periodically with the Group Chief Executive Officer, Group Executive: HCM, CEOs of divisions and Human Capital Management of divisions, subsidiaries and regions.

1. See attached annexure for the different discussions with Organized Labour.
2. (i) See attached annexure
3. See attached annexure
4. Implementation is monitored through the progress reports submitted to the scheduled Bargaining Forum meetings.

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| (c)DATE | MEETING TYPE | ATTENDEES | AGENDA ITEMS | ( c ) (i) & (ii)OUTCOME |
| February 2017 | Pre-Bargaining Forum  | Organized Labour (SATAWU & UNTU) & management r | Medical Aid, Collective Bargaining Strategy, 2017/18 Wage Negotiations | * Medical Aid Committee comprising of Management and organized labour representatives
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| 31 March 2017 | Bilateral with organized Labour  | Organized Labour (SATAWU & UNTU)  | 19 Issues (Overtime Management, Leave Management, recruitment and Selection, performance management, full time contract workers, PPE) | * Leave management issues addressed – abuse curtailed
* Overtime capped
* MOU on performance management for bargaining unit signed with organized labour
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|  |  | Management representatives |  |  |
| 12 June 2017 | Organized Labour Bilateral meeting with the Acting GCEO | Organized Labour, management representatives and Acting Group CEO  | Management and Labour relationship management | This is an ongoing relationship building engagement |
| 18 October 2017 | Bargaining Forum | Organized Labour (SATAWU & UNTU) & management | Wage Negotiation year plan | Wage Negotiation year plan proposed and adopted |
| 27 October 2017 | Bilateral | Organized Labour (SATAWU & UNTU)  | Meeting regarding the status on the 19 issues Overtime Management, Leave Management, recruitment and Selection, performance management, full time contract workers, PPE) | * PPE Budget allocation
* Absorption of Full Time Contract Workers that are within the legislative threshold
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| 29 November 2017 | Preparation for the Bargaining Forum | Management representatives | Medical Aid, Allowances (Standby, Book off, Night shift) | * Agreement on the increase of the allowances
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| 05 March 2018 | Bargaining Forum | Organized Labour (SATAWU, UNTU) & management representatives | Train Driver Assessments, Risk Management, Job Evaluation | * Train Driver Assessment by Wits University underway
* Risk Register compiled
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| 5 June 2018 | Bargaining Forum | Organized Labour (SATAWU, UNTU) & management representatives | Pension/Provident fund presentations, agency shop fees, AGM, Employee Trust Fund | * Agency shop fees resolved.
* AGM held on agreed date
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| 15 August 2018 | Bargaining Forum | Organized Labour (SATAWU, UNTU) & management representatives | PRASA Financial report, Bargaining Forum members elections | * Elections completed and EXCO chairperson and members appointed
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| 11 September 2018 | Bargaining Forum | Organized Labour (SATAWU, UNTU) & management representatives |  Employee Trust Fund, presentation on PRASA Rescue Plan | * Trust Fund presentations made by Management
* Trust Fund Committee Members appointed
* Rescue Plan task team appointed
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| 12 December 2018 | Bargaining Forum | Organized Labour (SATAWU, UNTU) & management representatives | PRASA Rescue Plan, IDPs | * MOU on Rescue Plan agreed and signed
* Members to participate of the Enterprise Change Management appointed.
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| 26 February 2019 | Wage Negotiations | Management representatives |  | * Currently underway
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