

POPCRU EST. 1989

POLICE AND PRISONS CIVIL RIGHTS UNION

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GRIEVANCES/CONCERNS OF POPCRU

A. WORKING CONDITIONS

1. Misuse of power by Managers.

- Placement of member is not done in a transparent manner because of this thing called prerogative and due to this lot of questions are raised like favoritism and nepotism as members are not given equal opportunity to compete for posts.

2. Disciplinary procedure and Grievance procedure.

- Hearing of members is done without taking of minutes and this in contrast with the working document.
- Time frame for finalization of grievances is totally ignored by management.

3. Retention of Professionals

- There is high shortage of professionals and those who are working at present are experiencing over load without support, and that is compromising rehabilitation.
- The fact that these professionals' feels that they are not supported-the mostly opt to leave the department.
- Appointment for this centre is so slow as if there is no need for these professionals.

B. OVER CROWDING

1. Rehabilitation

- The departmental priority which is rehabilitation is disturbed due to over crowding as there is a high influx of new admissions.

2. Security Risk

- The effect of over crowding together with staff shortage is that member and offender's lives are compromised as the security risk is high.

3. A delay in building of a new Centre

- This matter have been talked about many years back, but until today reasons are not known why no progress and this could be benefiting the communities in job opportunities.

C. DELAY IN ADVERTISING EXTERNAL POSTS

1. Funded Critical post vacant

- There are critical posts which have been vacant for many years back and instead of post being filled what we see is acting as if we are in Hollywood. or those posts reserved for practicals. This kind of situation is impacting negatively to the Centre esp Switchboard Those posts are the following: Operational staff Support, Switchboard and Unit Manager.

D. MISMANAGEMENT OF PERSONNEL

1. Lack of trust on Unit Managers

- There is a sign of lack of trust on Unit Managers and this is subjecting them to be seen as ordinary Unit Supervisors, and this is not in line with the Unit Management Style whereby they are having some authority on their member as per Unit.

2. Manager defocusing from their duties.

- Managers are seen mostly putting more effort to duties that are not directly their responsibility compromising their duties. For example compromising Corrections and focusing more on personnel issues. This one can take this situation resulting in because the Head Correctional Centre is not doing enough on his duties instead he mostly delegate.

3. Functions of Emergency Support Team

- The name explain its self what is the team intended for in the Department, but what we see and have talked about with the Centre Head is totally compromising safety of other members and offenders as this EST members are only subjected to out sided duties, where there are now and then acts of violence and at during those times this team is not available to safe the situation..

E. STRUCTURAL DEFECTS

1. Leaking Roof

- Since this Centre was renovated we have been experiencing leaks esp on rainy weathers.

2. Security System out of order

- Cameras and electronic gates are not functioning

CONCLUSION

The fact that we have engaged in many meetings even at times including the previous Area Commissioner because of this issues with the HCC and he was always deliberating issues in bad faith, as he like to defend obvious issues or facts. The matter of concern is a commitment to his own work, as Head the manner in which he is delegating his duty, it could be taken as an indication of shying away from his responsibility, and that is impacting negative on our members as some of those authority given to them use it to their advantage to oppress as to satisfy their personal interests.

As POPCRU we are totally not happy with this state of affairs and we want to be open on this matter and say the best manner to assist on this is to say let the Head be transferred to other Centre where may be he will do good unlike here.

SECRETARY

CHAIRPERSON