

Noziphiwo Dinizulu - POPCRU NCOP SUBMISSION (POTCH)

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 To:
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 Subject: POPCRU NCOP SUBMISSION (POTCH)



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NATIONAL COUNCIL OF PROVINCES
 PARLIAMENT
 CAPE TOWN

CHAIRPERSON : KGOSI MOKOENA

RE : LIST OF GRIEVANCES AT POTCHEFSTROOM CORRECTIONAL CENTRE

Chairperson and the Council we want to express our dismay of the snub of the absence of the Area Commissioner at Potchefstroom Correctional Centre during the visit. As the head of the Area, he must have been there together with the Deputy Regional Commissioner and other members of Management. It vividly shows how we are managed in this area.

SUSPENSION(S)

As Popcru, we are very much aware that at some point (discipline) suspension would be employed against officials of DCS for a variety of reasons, but simultaneously we believe that suspension should be used as a last resort. Other avenues should be at all costs be explored before an official is suspended. But we see unfolding in the Klerksdorp Management Area is disgusting in that officials are suspended left, right and center without taking into cognizance the provisions of the suspension policy. Clause 4.5 of the suspension policy indicates that "An employee may only be suspended if his presence in the work situation is undesirable for one or more of the following reasons"

- He is alleged to have committed an offence of such serious nature that he cannot be utilized (trusted) in his post/ workplace;
- His presence at work may prejudice any investigation;
- He is alleged to have victimized or intimidated a fellow employee or reasonable grounds exists that he will do so or has threatened to do so.

Clause 5.4 of the very policy indicates that an alternative consideration to suspension. Clause 5.4.1 advocates "the temporary transfer to another post in the Management Area.

Kgosi MOKOENA, on the 2008/02/29 round about 20h30 a (fist) fight ensued between an African official and two whites (one an official of DCS and another a friend) where the former was "bliksemmem" by the two. The fight happened at the residential area after hours because both officials were off duty. What is amazing is two officials who manned the Main gate (on duty) were suspended (still are) despite the incident having taken place after hours. A total of six officials are now suspended as a results of the incident. Of the six officials on suspension we STRONGLY believe that the suspension of the officials at the main gate was uncalled for and unnecessary... a clear indication of absurd management. We believed that management should have atleast invoked clause 5.4.1 of the suspension policy against the two officiaks at the main gate. The mishap at the very main gate during your visit on Thursday (2008/03/13) was informed by the 2008/02/29 incident. I want to re-iterate that the mishap was as a result of the instruction given to the poor officials that they SEARCH EVERY vehicle entering and leaving the correctional facility and therefore based on that we RALLY behind the officials in question that they performed the instruction very EXCELLENTLY and therefore need not be grilled or suspended.

This suspension of the six officials followed after a many suspensions against officiaks. Some officiaks are suspended for months thereby defeating the provisions of sections 34 and 35(3)(d) of the Constitution, Act 108 of 1996. The office of the Area Commissioner is employing the route of suspension to instill FEAR (intimidation) so as not question his modus operandi. The office of Area Commissioner (Klerksdorp) is the law unto themselves and as Popcru in the Klerksdorp Management Area request your assistance in terms of influence to authorities that such malpractices be stopped pronto.

UNFAIR TREATMENT OF OFFICIALS BY THE AREA COMMISSIONER'S OFFICE

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Kgosi MOKOENA, we indicated that a highly pregnant female official was COMPELLED to render night duty at Christiana Satellite Centre and days thereafter she gave birth. Popcru listed a number of issues, including this one, to the office of the Area Commissioner and to date NO resolve has been realized. This is as a result that the Area Commissioner does not respect the Labour Relation legislations, including the Relationship agreement between Popcru and DCS.
NCOP come to our rescue!!

LABOUR RELATIONS FORUM

Kgosi and the NCOP, in the Klerksdorp Management Area we have NOT realized the sitting of the Labour Relations Forum. We tried in vain to realize it but the office of the Area Commissioner indicated that they will NOT provide transport for unions to attend the meeting. The question is how are we going to find each other on labour matters when management displays such a disgusting attitude. We told them that as Labour we going no where as we are a very consequential partner in the management and administration of the area.

At Potchefstroom Correctional Centre there is workplace forum where from time to time we meet with management to discuss issues of mutual interests but late last year the office of the Area Commissioner interfered with the wonderful relation we have at Potchefstroom. The A/C office introduced or restructured some personnel without consulting labour, a vivid violation of section 84(1) of the LRA. We raised the matter with the local management but our efforts landed on deaf ears because management said the restructuring was not of their conception but Area Commissioner's and can't be reversed.

RECRUITMENT

Potchefstroom Correctional Centre houses all categories of offenders, namely, sentenced and unsentenced, juveniles, maximum classified and females. NCOP, take such information against the personnel that the center has and it expected of them to perform optimally and efficiently. During the mishap at the main gate two of the four officials are students who were supposed to be compiling evidence for summative assessment (to gauge one's fitness for permanent employment) but were posted at the main gate. Presently at Potchefstroom Correctional Centre there are + 25 vacant and financed (entry level) posts. We are very aware that recruitment at Correctional Services is the millipede pace compared to the SAPS.

OFFENDER OVERCROWDING

Potchefstroom Correctional Centre is a medium center by design but presently it is TOTAL OPPOSITE because the center houses all offender categories compared to Klerksdorp Correctional Centre (Centre of Excellence) with resources. Millions of rands have been used to renovate the Klerksdorp Centre and it is our belief that an inspection in loco was conducted by you and it goes without saying of the difference between the two centers. Klerksdorp centre ONLY houses medium classified offenders MOSTLY WITH RELEASE DATES. Chairperson of the NCOP, Potchefstroom Correctional Centre lack facilities and resources to optimally realize the mandate of the government, for example, the mode of transport used to transport offenders to and from courts and hospital are beyond 200 000 kilos. Klerksdorp Centre has 2 siyaya combis and Potch has nothing. With the present situation, it our believe that Klerksdorp Correctional Centre should house all offender categories in that the infrastructure, facilities and resources are available and Potchefstroom Correctional Centre house ONLY medium classified offenders. For example, at some point Potchefstroom Centre housed an offender doing eleven life sentences..... Chairperson and members of the NCOP it does not take a blind to realize the malady.

Kgosi Mokena and the NCOP in toto we raise this issues with you so that you should have a clear picture of how we are being "managed" in the Klerksdorp Management Area 14 years in democracy... and as we said we hope that this is not a talk shop because indeed an URGENT OVERHAUL of management is very necessary especially at the Area Commissioner's office including the Area Commissioner.

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