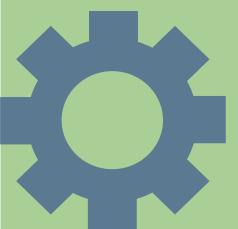
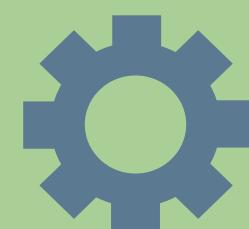




# CCMA InTouch









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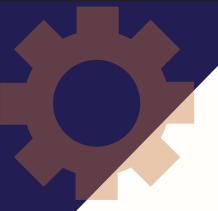
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# From the desk of Annah Mokgadinyane EXECUTIVE GOVERNANCE & STRATEGY

# COURSION ON CONCURS MINISTER AMERICA

# DELIVERING ON OUR LABOUR PEACE AND SOCIAL JUSTICE MANDATE

Dear CCMA Family,

Welcome to the CCMA's first issue of its Intouch Quarterly Newsletter for the 2023/24 financial year. This edition comes at a time when we are confronted with a challenging economic environment, youth unemployment that continues to threaten the livelihoods of many families and service delivery issues within the labour market. Notwithstanding the latter, there is still a pertinent need for us to remain very much committed to ensuring service delivery excellence as an organisation.

As always, we encourage all our readers to share this publication with other keen readers and to also make article submissions via the <a href="mailto:communications@coma.org.za">communications@coma.org.za</a> email address for our speedy processing. Feel free to also share your achievements, struggles and empowering stories that may help others navigate through life.

The CCMA's Communications Sub-Unit will be bidding farewell to one of its most instrumental communications practitioner who has played a key role in ensuring that the CCMA's reputational image is upheld in all media engagements with the support of the rest of the team. To you, Mr Amos Tshabalala, we say **Au Revoir Tshabalala**, we wish you well in your new career path.

Let us also be reminded that next month (July) is known as Nelson Mandela

Month, let us uphold the late President's values of giving and upholding the spirit of Ubuntu by lending a hand to those who are less fortunate.

As you may know recently the CCMA issued a new set of Rules for the Conduct of Proceedings, which aim to enhance the efficiency of the dispute resolution processes undertaken whilst ensuring the protection of personal information and improving virtual service delivery. The amendments to the Rules and Forms were brought on by the need to give effect to the latter Act, but also as per requirements brought on by recent case law and the need for streamlined dispute resolution processes and practices. Let us all educate ourselves other esteemed stakeholders on these rules and their proper application.

In this issue, read about CCMA's mediation efforts on a dispute which was referred to the International Labour Organisation (ILO) by the Solidarity movement relating to the Employment Equity (EE) Act and its application in the South African environment. This historic agreement between the Solidarity movement and the South African government, on a subject which few people thought an agreement would be possible, saw the CCMA being the chief mediator in the case wherein it remained focused in ensuring peace and equity. To the parties and the CCMA, Kudos to you.

CCMA family, as we continue to mend our way through our grappling socioeconomic challenges, let us not lose hope, but remain focused on our mission to rebuild our economy. Let us forge our way through the rest of the financial year echoing and embodying the sentiments of Ubuntu; I am because you are.

#WeGotThis

You do not want to miss this issue...





On workers day, 1 May 2023, nearly a month since President Cyril Ramaphosa signed into law the Compensation for Occupational Injuries and Diseases Amendment Bill to ensure greater protection to vulnerable workers previously excluded from the act, members and office bearers of the Federations of Unions of South Africa (FEDUSA) were encouraged to organise in the domestic sector.

"I am advised that Fedusa does not organise domestic workers since inception in 1997, why is that," asked Advocate Cameron Morajane, the CCMA Director. Advocate Morajane was addressing delegates at the May Day celebration in Polokwane organized by FEDUSA under the theme Health, safety and wellness is a fundamental right in workplaces.

Adv. Morajane said the subject of domestic workers is close to his heart because he was raised by a domestic worker. "I come from a family that sold alcohol for a living. The role that domestic workers play in our lives, in our communities and in the broader economy cannot be underestimated and I stand here before you in Polokwane because a domestic worker is taking care of my home," he said.

"Today I am celebrating the victory of domestic workers. I am celebrating the victory achieved by domestic workers and the unions that organise in the domestic sector. Domestic work is the most important profession and if you are looking for a profession that will teach you about social justice, its domestic work."

Adv. Morajane said it was unfortunate that

it took the child of a domestic worker who died for section 130 of the Compensation for Occupational Injuries and Diseases Act (COIDA) to be declared unconstitutional," referring to the *Mahlangu vs Minister of Labour* Constitutional judgement.

The ConCourt ruled that a provision in the COIDA 130 of 1993 was unconstitutional for excluding domestic workers from being able to claim from the Compensation Fund for work-related death, injury or illness. The definition of an employee in COIDA excluded domestic workers thus preventing them or their dependents from claiming compensation.

Highlighting the significant role domestic workers play, Adv. Morajane quoted Acting ConCourt Judge Victor from the Mahlangu judgement; "Domestic workers are the unsung heroines in this country and globally. There are a powerful group of women whose profession enables all economically active members of society to prosper and pursue their careers. Given the nature of their work, their relationship with their own children and family members are comprised, while we pursue our career goals with peace of mind knowing our children, our elderly family members and household are well taken care of".

Adv. Morajane hailed the judgement as being one of the historic and progressive judgements in the country. He commended the South African Domestic Service and Allied Workers Union (SADSAWU) for their

role in the Mahlangu case and for their resolve in fighting for the recognition and social protection for domestic workers.

Adv. Morajane urged Fedusa and its affiliates to find a cause for celebration on workers day. "If you are celebrating workers day, there must be something of significance as a federation or affiliate union that you are celebrating. There must be an attachment aligned to your celebration. Find a reason to celebrate and from time to time make an evaluation of your set goals," advised Adv. Morajane.

Dr. Joni Musabayani from the International Labour Organisation (ILO) painted a worrying picture about the state of occupational health and safety globally. "Annually, about 2.3 million workers across the globe are affected by occupational hazards and 6000 of them die because of occupational hazards and diseases."

Department of Employment and Labour representative, Mr Phumi Mphaha said health and safety in the workplace was non-negotiable. "As the department we will continue to ensure through inspectorate unit that OHS is protected and safe working conditions are maintained," he said.

President of Fedusa Godfrey Selematse, while acknowledging the vital role played by trade unions in the attainments of better wages and improved working conditions for workers, said more needed to be done to improve safe working conditions and to deal with work-related stress.



### WORKERS' DAY IN PICTURES















**COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION** 



Following intense engagements with the CCMA's Commissioners, the Rules Task Team, the Governing Body Rules Committee, and ultimately the Governing Body, the CCMA announced that its long waited amended Rules and Forms were gazetted and were effective as of the 24th of April 2023. , "Among other factors that spurred the call for the amendments, once such was the need to ensure compliance with the Protection of Personal Information Act 4 of 2013, as more South Africans appreciated the use of digital means to file their cases", alluded Advocate Cameron Sello Morajane.

Due to the extent and impact of the amendments made, it was very clear to the CCMA that these changes would need to be communicated and workshopped regionally for all Users' and Stakeholders' benefit; for the purposes of educating them on the practicalities that would now need to be considered when engaging with the CCMA. To set the tone. the CCMA understood that before it could put its Stakeholder-facing workshops into full swing that it would first have to capacitate its own workforce as the ambassadors of the organisation. As such, from the 24th to the 26th of April 2023 CCMA staff; consisting of, but not limited to, Case Management Officers and Senior Case Management Officers were trained on the amended Rules and Forms and how these changes affected the CCMA's operations and procedures.

The next leg of the training sessions were undertaken in collaboration with *Van Zyl, Rudd & Associates* through a Memorandum of Understanding that both entities have entered

into with the sole purpose of increasing both entities' accessibility to these amendments.

CCMA Director, Advocate Cameron Sello Morajane and Dr. Brian Van Zyl, Director of Van Zyl, Rudd & Associates commenced their series of regional workshops in the following regions; Johannesburg, Tshwane, Gqeberha, Ekurhuleni, Bloemfontein, Durban, and Cape Town on 15 May 2023 with the last workshop being held on 26 May 2023.

Speaking in these workshops Advocate Morajane emphasised that, a sense of care must be upheld when dealing with cases in that one must not assume that everyone understands the requirements as far as dispute resolution processes are concerned, which is why the regional User-facing sessions are very pertinent for the purposes of providing the much needed clarity. The Director further advised participants that dispute resolution in action is about being flexible in dealing with matters as a golden rule to social justice and labour peace and that the CCMA is required to conduct its processes with fewer formalities and legalities to accommodate different classes of workers, which the latest amended rules seek to achieve.

In his concluding remarks, the Director of the CCMA advised participants to use the CCMA's digital platforms to refer cases as this was a faster and easier option to accessing the CCMA's services. Dr van Zyl reiterated the same sentiments and assured the participants that the CCMA's remain free and that the stance the organisation has taken to embrace the digitization of its processes seeks to merely enhance its scope of accessibility, "the CCMA is not closing its doors to anyone who seeks social justice and labour peace as its services are free and are accessible to all User through its offices and where a CCMA office is not available in one's region, a case can be refereed at the Department of Employment and Labour".

Speaking on the final leg of the workshops held in Cape Town both in-person and virtually on 26 May 2023, Denver Solomons a guest from Sun International, who has been attending these sessions for the past ten years but first time for the amendments to the rules, alluded that these workshops are beneficial in empowering employees and employers on the application of the rules. In addition, COSATU Western Cape Provincial Secretary Malvern De Bruyn expressed his appreciation for the sessions and suggested that they also be extended to trade union officials.

In efforts of giving effect to the CCMA's strategic partnership portfolio, the CCMA further extended its virtual sessions on the amended Rules and Forms in collaboration with *Cliffe Dekker Hofmeyr (CDH)* on 5 and 8 June 2023 and also held the same sessions with *South African Society for Labour Law (SASLAW)* on05 June 2023 and on 08 June 2023.



#### CCMA AMENDED RULES AND FORMS WORKSHOPS IN PICTURES

















In the true spirit of social dialogue, the Commission for Conciliation, Mediation and Arbitration (CCMA) has successfully conciliated a dispute between Trade Union Solidarity and the South African Government on Employment Equity Act and its application in the country.

The CCMA facilitated process led to the parties reaching a settlement agreement which was signed on 28 June 2023 in Pretoria which in essence says the approach to affirmative action should be nuanced and fair to all races.

The settlement stems from a complaint filed by Trade Union Solidarity at the International Labour Organisation (ILO) against the South African Government on the basis that Employment Equity Act and its application through Affirmative Action contravened ILO's Convention 111.

Convention 111, which South Africa ratified in 1997 according to ILO, deals with discrimination based on employment or occupation. Article 2 of convention state that; "each member of the Convention undertakes to declare and pursue a national policy designed to promote, by methods appropriate to national conditions and practice, equality of opportunity and treatment in respect of employment and occupation, with a view to eliminating any discrimination in respect thereof."

The convention sets international standards within which member states ought to comply with. Solidary argued in the complaint that the South African government does not meet these standards. Solidarity argued that the current legislation on employment equity was race-based.

"We have been challenging the government not because we are opposed to the advancement of black people, but because we believe the current legislation is racially based," said Solidarity Movement Chairperson, Flip Buys.

"Solidarity believes that imbalances must be rectified, but in such a way that it does not create new imbalances. We must increase the size of the employment cake, so to speak. To redistribute the current shrinking cake is not a solution. To do this, fairness and justice to all is essential," remarked Buys.

The Minister of the Employment and Labour, Thulas Nxesi said the settlement agreement was ground-breaking given that Solidarity has been opposing the legislation on employment equity since inception of the act. He said, "The issue raised by Solidarity relates to race, they strongly felt that in terms of the employment equity act, white people were being discriminated against.

"Therefore, the process allowed us to explain and clarify any misunderstandings of what the employment equity intended to achieve. We have also explained to them that the regulation does not mean white people will be removed as to create space for the previously disadvantaged people as that would be illegal. We have also emphasized that whatever regulations that would be implemented will be in line with the constitution."

ILO Director in South Africa, Dr. Joni Musabayana said, "South Africa is again leading in the area of social dialogue, not only in the African continent but world-wide. South Africa deserves to be recognized for this achievement on an issue even the ILO admitted it was complex." He added that the settlement will be presented to the ILO governing body meeting in October 2023.

The CCMA Director, Advocate Cameron Morajane welcomed the signing of the settlement agreement. "This is a historic moment for the CCMA and all parties involved. When we attend the ILO conferences and learn about conventions, the results of that are to empower us to resolve disputes that are of international status" Morajane said.

"Part of this process involved telling stories, good and bad and from this process, we have learnt that we need to create platforms for our South Africans to tell their own stories in the context of employment equity. Furthermore, as South Africans, we are in a boat, and in this boat our destination is equity. All of us are clear













Following a lengthy wage dispute characterized by intermittent picketing and later a full-blown industrial action of approximately eight months, the South Africa Catering and Allied Workers Unions (SACCAWU) and Makro, a subsidiary of Massmart, finally reached a wage settlement on 06 June 2023 under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA).

The wage deal, which will cover a three-year period, comes after the parties consented to CCMA's request for a further S150 mediation process to break the wage impasse that lasted for a good fourteen months. Prior mediation attempts were unsuccessful as the parties could not reach an agreement.

S150 of the Labour Relations Act empowers the CCMA to appoint one or more commissioners to attempt to conciliate public interest matters irrespective of whether the parties have referred the matter. This is provided both parties consent to the process.

The wage agreement, facilitated by CCMA's Senior Commissioner Duduzile Madubanya and Senior Commissioner Mahmood Fadal, will see workers at Makro receive wage increases of 4.5% or R450 whichever is greater for the 2022/23 financial year, 5% or R480 whichever is greater for 2023/24 financial year and 5.5% or R500 whichever is greater in the 2024/25 financial year. The payment will be backdated to 1 April 2022.

Fadal and Madubanya credits the breakthrough to the parties themselves and hailed the multi-year wage agreement as being critical to ensuring stability and an opportunity for Saccawu and Makro to divert their attention to other issues. "Multi-year agreements are very crucial as they bring about stability in the workplace and allow parties to focus on other key issues of common interest," remarks Madubanya, who adds that she has come to be known as the multi-year deal breaker.

As part of the agreement, the Commissioners

have recommended that Saccawu and Makro undertake a relationship building exercise owing to their somewhat hostile relationship as evident with the prolonged wage dispute and strikes.

"The relationship building exercise will among other things explore and consider centralized bargaining for the different brands under Massmart such as Builders Warehouse, Game, Masscach and Makro," Saccawu said in a statement announcing the conclusion of the wage agreement.

Asked why it took a long time for parties to reach an agreement, both Commissioners concur that the dismissal of about 600 workers for their conduct during the strikes threw a spanner in works of the negotiations. "What happened is that employees took on the company by closing some of its shops during Black Friday and that caused more antagonism. 600 employees were dismissed and that became the secondary key issue to the wage dispute as Saccawu demanded unconditional reinstatement" says Fadal and Madubanya.

However, it was agreed in the wage agreement that engagements are to be expedited on the plight of almost 600 dismissed and charged workers to reach an amicable solution, Saccawu said in the statement. In respect of the strike dismissal, the company agreed not to object to any condonation application or referral to the CCMA, read the agreement.

For both commissioners, the lessons drawn from Saccawu and Makro facilitation is that parties need to negotiate in good faith, be considerate and where possible, limit prolonged industrial actions. "The lesson for me is that when strategizing or planning, labour unions need to limit themselves to strike situations as this ultimately impacts on workers' pockets," says Fadal, a specialist in wage negotiations and S189 'retrenchment' facilitation with more than thirty years of experience in labour relations.

Madubanya adds, "If we assess the Saccawu and Makro matter, the employer has been consistent in terms of what they were offering, and their position has not changed much if you look at the wage agreement."

Saccawu was demanding an across-the-board wage increase of either 12% wage or R900 and R8, 000 a month as a minimum wage while the employer was offering a 4.5% increase.

According to Fadal and Madubanya, what also helped the process reach finality was that despite their differences, both parties acknowledged they had mutual beneficiation relationship that needed to be solidified hence the proposal of relationship building exercise.

Madubanya says she appreciates being teamed up with Fadal given his experience. "Having someone like Fadal who understands Saccawu as a former unionist really assisted in the successful facilitation of this wage deal. The value add of CCMA teaming up commissioners with vast and diverse experience is immeasurable."

In recent times, Madubanya has been involved in several successful facilitations with multi-year wage agreements being concluded and amongst these is the 3-year wage agreement at ArcelorMittal SA Ltd (2023 – 2026), 5-year wage agreement at Anglo American Platinum (2022 – 2027), 3-year wage agreement between NUMSA and Automobile Manufacturers Employers organization (2022 – 2025), resolution of strike at Sibanye-Stillwater Gold Operations (2022) and unprotected strike at PUTCO (2023).

Fadal, on the other hand, has recently been instrumental in the successful facilitation of the wage agreement between Wits and NEHAWU (2023), facilitation of the S89A 'large-scale' retrenchment at BCX and Johnson Matthey South Africa, and many more others.



Judge President of the Labour Court and Labour Appeal Court, Judge President Basheer Waglay called for more resources to be channeled to the labour courts and the Commission for Conciliation, Mediation and Arbitration (CCMA) to keep up with rising case labour disputes and ensure matters are resolved expeditiously.

Judge President Waglay was speaking at a webinar on labour courts backlogs organised by Federation of Unions South Africa (FEDUSA) and headlined by Minister of Employment and Labour, Thulas Nxesi and CCMA Director, Advocate Cameron Morajane. Fedusa General Secretary, Riefdah Ajam moderated the webinar. "Over the past 25 years, there has been enhancement and introductions to the existing labour legislation which increased the jurisdiction of tribunals such as the CCMA and consequently the labour courts. Of concern is that resources have not equally increased."If you increase the CCMA's jurisdiction, you automatically increase the jurisdiction of the labour courts," warned Judge President Waglay He said it was a miracle that the labour courts achieved its annual target of hearing a minimum of 58% of cases brought before it. He attributed this to the innovation and hard work of few judges they have. He said the labour courts had fourteen (14) judges across the country; nine (9) in Gauteng, two (2) in KwaZulu-Natal, two (2) in Western Cape and one (1) in the Eastern Cape. Bemoaning the headcount of judges at the labour courts, Judge President Waglay said in comparison the Free State division of the high court alone had 15 judges.

"Like any other court we are doing well with the limited resources we have. However, it is unacceptable that judgements are written over the weekends and after hours." He said it was extraordinary and commendable that labour courts judges coped with the workload. "We have asked for more resources from Justice and Correctional Service Minister Ronald Lamola but the promise to capacitate the labour courts has not been forthcoming,"

added Judge President Waglay.

He said one of the ways the labour courts are dealing with backlogs is the prioritisation of matters involving more than ten (10) people to ensure justice is not delayed in such cases. He said the labour legislation needed to be reviewed to address some of the challenges such as frivolous cases and for punitive measures to be put in place to deal with such cases.

He also rebuked employers who review cases with no prospects of success but with the aim of frustrating the appellants. Judge President Waglay's sentiments were echoed by the CCMA Director, Adv. Cameron Morajane, who emphasised that users expected expeditious resolution to disputes at the CCMA through to the labour courts which remains a challenge due to limited resources and backlogs. "What is the point of issuing an award in fourteen (14) days, but it takes seven years for the final arbiter to deliver judgement. Where is social justice in that. The law intended for expeditious dispute resolution to apply across the board, at the CCMA or Bargaining Council, the labour courts, and the constitutional court," argued Adv. Morajane. Adv. Morajane said the labour dispute resolution machinery in South Africa could benefit from an integrated system. He said, "If adjustments are made to the CCMA's technological infrastructure, same must happen at the labour courts as this will ensure seamless administrative process which will aid in speedy resolution of disputes." Adv. Morajane said the number of CCMA commissioners was low compared to the volume of cases the commission was dealing with. "The ratio of commissioners against the case load is incompatible. Overload affects quality of awards, and I am not happy about that. The budget cuts have worsened the situation." he said.

In response, Minister Thulas Nxesi recommended that the CCMA and the labour courts team up with his department and the department of Justice and Correctional Services to deliver a national stakeholder workshop for shop stewards and union officials. Minister Nxesi said the decrease in unionisation of workers was amongst the reasons workers were rushing to the CCMA, which was not the case in the past. He said shop stewards and unions officials needed to come to the party and ensure workers are assisted and that attempts

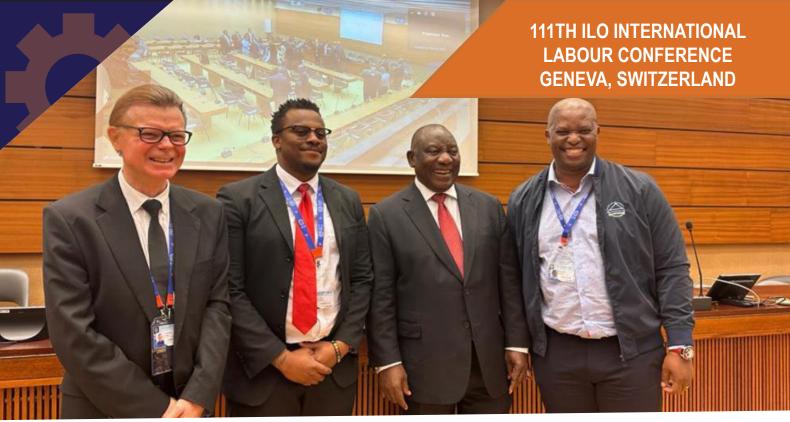
are made at shop floor level to resolve disputes. Minister Nxesi also acknowledged the call for the review or tweaking of labour legislation to address any existing duplications or gaps and to encourage the resolution of disputes at shop floor level in the workplace to minimize the volume of referrals to the CCMA, bargaining councils, and the labour courts.

#### Proposed solutions

Minister Nxesi, Judge President Waglay, Advocate Morajane, Fedusa general secretary Reifdah Ajam and stakeholders who were part of the webinar shared similar sentiments on the proposed solutions to address the backlogs and resource limitations, amongst these is that:

- The labour law (Labour Relations Act and Basic Conditions of Employment Act) needed to be reviewed to address any gaps and duplications to ensure speedy resolution to disputes
- Management and employers should be capacitated to understand the application of employment law and be able to deal with disputes before approaching dispute resolution bodies
- Lawyers should not be allowed to run things themselves as they delays matters on technicalities
- Unions officials must be trained and should be visible on the ground and assist workers
- More training on dispute prevention and workplace mediation should be prioritised
- Punitive measures should be introduced for frivolous cases brought to the CCMA, bargaining councils and the labour courts
- Creation of self-sustained fund for the CCMA to pay the sheriffs for enforcement of awards

It was further agreed that more solution-driven discussions needed to be convened. Minister Nxesi promised to reach out to Lamola's department to ensure they are part of future discussions and that the issue of resourcing the





**COMMISSION FOR CONCILIATION, MEDIATION & ARBITRATION** 



#### **BACKGROUND:**

1. Tell us more about yourself? / Who is Mixo? Name, Age, Place of birth, Qualification (also briefly share with us why this course/what motivated you to go for this course)

I'm Mixo Machebe, aged 30 turning 31 in August 2023. I was born and bred in Giyani. I hold a BA degree in Media Studies from the University of Limpopo (UL) and a Postgraduate Certificate in Education (PGCE) from UNISA. I am also in passion of the following degrees from Wits University: a BA with honours in Translation and Interpreting, an MA with distinction in Translation Studies, and a certificate in Labour Dispute Resolution Programme.

After matric, I chose to study media studies at UL in order to pursue my childhood aspirations of becoming an educated actor or an investigative journalist. The qualification included a module called acting for performance, which I really enjoyed. After earning the degree, I understood that it may take me some time to breakthrough because

Xitsonga-speaking actors were marginalised in the industry. We were poverty stricken at home, as such I thought of a plan B to quickly mitigate the situation at home ty, which was to further my studies. I thereafter pursued an honours degree and a PGCE. I discovered that the qualifications could improve my prospects of becoming a language practitioner while also trying to worm my way into the educational system in order to become an educator.

# 2. What/How was it like growing up and what did you see yourself becoming?

I had a sad and lonely childhood. sometimes even 'reminiscing' about it, it makes me sad. My maternal grandmom and my mom passed away when I was 12 and 13 years respectively. My younger sister and I were practically raised by our maternal grandfather who had epilepsy. We did not allow him to be close to a fireplace for his safety. So, I had to cook and wash for them. Sadly, he also passed away before I completed matric.

I might not be where I want to be, but I have always known that I was going to make it in life. I felt it in my blood. I fancied education from a tender age even under those circumstance.

#### 4. When did you join the CCMA, on what position?

I joined CCMA in 2018 as an interpreter and I am currently Acting CMO at the Limpopo region.

#### 6. What do you love about your/this job?

I love everything about it, more especially the part where I have to send positive feedback to our Users. That makes feel like I uphold our goals and values.

#### 7. What would you be doing if not employed by the CCMA?

Probably teaching kids if not acting or writing articles for a newspaper.

#### **MAXI OUTSIDE WORK:**

#### 8. How do you unwind?

I run, read, and write. I am a published author of two books, a poetry and novel (currently in printing) books.

#### 9. 5 Things we didn't know about Mixo Machebe

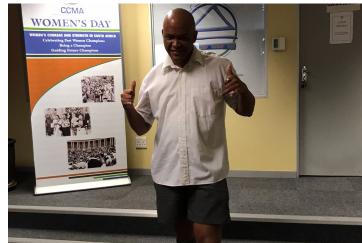
LOL. I am gifted actor. A born leader, I am the current chairperson of REC-CSA in Limpopo region. I was very active in Wits #FeesMustFall, 2016. Cry-baby when sick. A community builder.



#### YOUTH DAY 16 JUNE 2023

















Reduced work opportunities in the CCMA due to budget cuts, presented me with an opportunity to reflect again on who I am and how I "got here". True organisational transformation takes place within a context of personal transformation and/ or awareness of the same. In my job as a part-time commissioner, I assist numerous organisations with issues of transformation and speak to the need for workplace transformation and fairness, given our still recent history of colonialism and apartheid and the lasting legacies of both – hence these periodic reflections as circumstances constantly change.

The last three years have been an unspeakable disaster for millions of fellow South Africans as we faced the onslaught of the Covid-19 pandemic, load-shedding, job losses, rising inflation and escalating levels of crime. The nightmare does not end now that vaccines have been discovered. Vaccines don't even feature on the dashboard for most of the citizens of this vulnerable region. With the unfolding realities of mumps and measles affected by all the negative and confusing narratives concerning vaccines..

I often reflect on the idiosyncrasies of the transformation that has occurred in our country since the late President Nelson Mandela held up the hand of the previous President, FW de Klerk, outside the Union Buildings in 1994. My life up to then had been one of privilege, even if I was unaware at that stage as to just how privileged I had been. As a schoolboy I had moved up directly from the under-fifteen rugby team to the first team; became a prefect in my new school after being there a mere six months; wrote matric at 16 and managed to fail maths. Up went my dreams of studying civil engineering at the then University of Natal.

At just 16, I was the youngest policeman in the force, and went on to become the youngest sergeant then youngest detective sergeant in the history of the force. At the age of 20 years I volunteered to go and join the police's "bush war", serving in five operational zones over a threeyear period across the then South West Africa, Rhodesia and Mozambique. I thought I was a hero of sorts because that is what my circle of colleagues, officers and friends constantly told me I was, and what I wanted to be. It was during an operation in the Zambesi valley that it dawned on me that I was actually on the wrong side in this war. I was a member of the oppressing force, not someone dedicated to protecting others. This realisation not only shamed me in ways that I still suffer from daily but redirected my choices in life. In 1975 I resigned from the force and took on the job of security manager for one of the textile divisions of the largest industrial conglomerate in the country.

At that stage I had limited skills or knowledge outside of policing. At only 25 years old I was sitting on their divisional management board. Thereafter my career morphed into that of human resources management, with extensive in-house training and mentoring (talk about

privilege). In 1978 with the 'resurrection' of black trade unionism in the country following the Wiehahn Commission, I found my true calling in industrial relations and became the IR Manager of one of Anglo-American's subsidiary operations, working across the five main ports in the country. Exciting times right at the forefront of recognising unregistered black trade unions.

For these learnings I remain extremely grateful to SACTWU. My simple reflections here do not even start to touch on the true horrors of apartheid, the apparatus of which I had been an active member of. The SACTWU experience gave me the opportunity to understand the need to transform myself and through that journey, to assist organisations to embark and/or further their journeys of transformation. Even in SACTWU though I was privileged – at that time I was the highest paid official in the COSATU federation at a grand salary of R4000/month. I was privileged by just being given the opportunity to contribute, and in a way to make reparations for my past.

After joining the CCMA in 1996 I was again given multiple opportunities to contribute to the transformation of workplaces, and through this, to continue my personal journey of transformation – based on my working experience in my privileged past. The need for workplace transformation continues to surface with the greater focus brought about by the Covid-19 pandemic and increasing unemployment numbers. My eyes continue to be opened to the realities of lives of the



The CCMA Bloemfontein office decided, of its own accord to organise and host its CELL C Take A Girl Child To Work programme led by Commissioner Tumelo Moetsi, Ms Morongwe Chaka and Ms Avelile Vutha.

What made the event special is that Bartimea School for the Blind and Deaf was targeted as the beneficiary. The school is located in ThabaNchu, some 61km away from the CCMA House in Bloemfontein. The same school achieved a 100% matric pass rate the previous year. Bartimea houses students who are blind and deaf. Its mission is to empower those students by means of education, training, development and care towards a fulfilled life and complete citizenship.



The 11 girls who attended the event with their 2 teachers as well as 1 Interpreter were addressed by Commissioner Tumelo Moetsi on CCMA operations. The attendants were taken through the practical process of referring disputes and also on the process undertaken when a CMO captures the referral. The process that is also undertaken after the capturing has been dealt with was also outlined, i.e. the screening, allocation, and processing of the referral right up to the issuance of notices to parties. To practicalise the process, the girls were also invited to the CCMA hearing rooms for them to see an actual case in process.



The first picture is Ms. Morongwe

Chaka at the shop choosing beanies and scarf for the Girls. The second picture depicts gift bags, given to the Girls, comprising of beanie and scarf, socks, packets of snacks, and juice. Please note 3<sup>rd</sup> picture, the Girls' faces are blurred as requested by the school not to show their faces. In the picture, they are with Commissioner Tumelo Moetsi, who hosted them. Breakfast and lunch were organised for the guests.

As the Provincial Senior Commissioner (PSC) for FS/NC, "I would like to take



"South Africa's economy has performed surprisingly well recently, with GDP trending at pre-pandemic levels; however, global and domestic challenges, particularly energy impacts, are expected to play a significant role in the outlook moving forward," says *Liandra da Silva* of Nedbank's Group Economic Unit.

It is no longer news that we are in a number of perilous situations. South Africa today faces a number of challenges in the economic, political, and social space/environment. These, among other things, endanger the country's stability and, to a lesser extent, our livelihoods. Corruption, unemployment, crime, and load shedding, which have taken on a more serious dimension, have continued to put a strain on South Africa's ailing economy.

This is in addition to the reserve bank's recent 25 basis point increase in the repo rate. With the repo rate at 7.25% and a high inflation rate that has already eroded consumers' purchasing power, you don't need a prophet to tell you that difficult times are ahead. An economy that is still recovering from the COVID-19 pandemic is beset by a number of domestic and foreign challenges.

On the domestic front, the July 2021 unrest (insurgency) in KZN and parts of Gauteng, combined with other political issues, continued to weigh on the Rand. On a global scale, the impact of the Russia-Ukraine conflict on domestic food prices and inflation is negative. It should be noted that Russia and Ukraine export roughly one-third of the world's wheat. They are also among the top five global barley, sunflower, and maize exporters.

Since Russia's invasion of Ukraine, the food security crisis has worsened. This is because many African countries rely on Ukraine or Russia for food and energy. The war has wreaked havoc on the global commodity market, supply chain, and trade flows to Africa. The result has been an increase in food and energy prices. Economies with little or no trade with these war-torn countries are not excluded (isolated). Higher commodity prices have also had an indirect impact on their economies. A setback like this couldn't have come at a worse time, when the economy was recovering and policymakers were grappling with the socioeconomic consequences of the COVID-19 pandemic and other development issues.

As a result of this challenge and other domestic issues, As previously stated, South Africa's economic growth has been revised downward to 0.3%. Furthermore, with the current repo rate of 7.25% and an inflation rate that is still far from the target midpoint, the citizenry's standard of living is declining. This would imply a higher cost of living due to higher bond repayment (an increase of about R167 monthly for an R1m bond), higher food, electricity, and fuel prices, and so on. A continuous rise in commodity prices relative to the poor's income tends to lower their standard of living. It is worth noting that food prices account for roughly 40% of consumer demand in Sub-Saharan Africa. The worsening energy crisis is a major source of concern for South Africa's faltering economy. Several small businesses are on the verge of failure (if not already), while large industries are spending millions of rands to stay afloat.

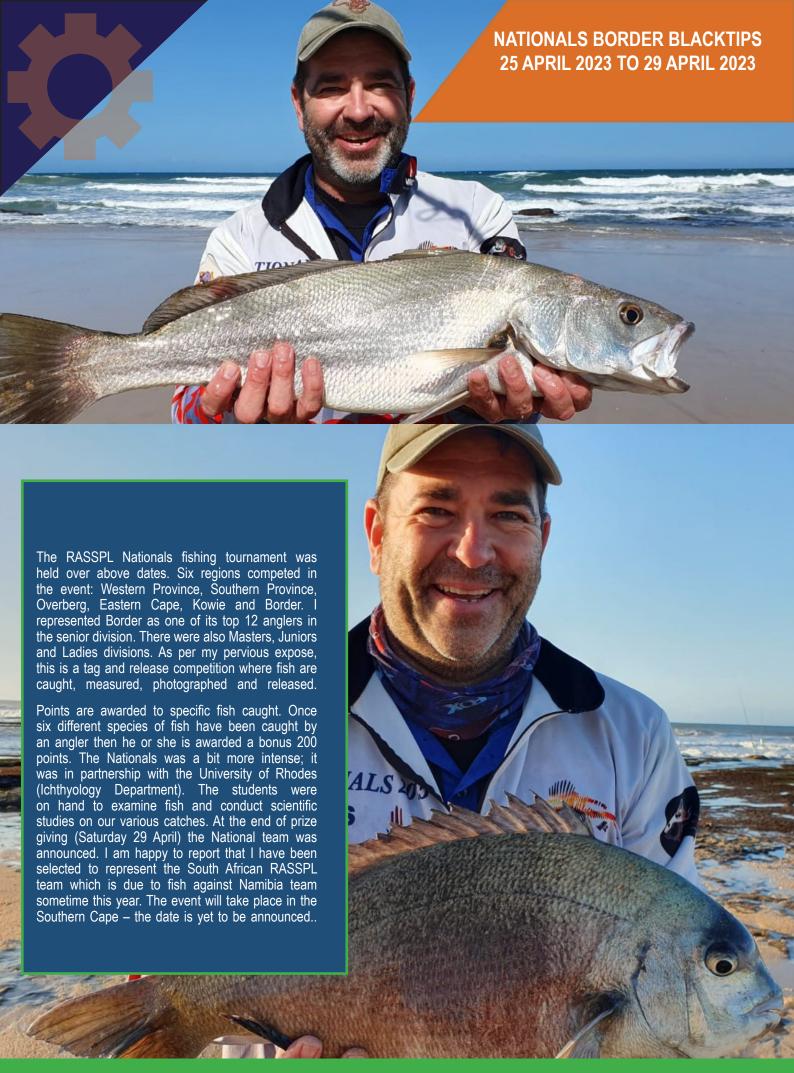
#### Given all these challenges, how do we survive?

"Quitters never win, and winners never quit," says Robert Schuller. This, I believe, is currently required. Financial stress has a significant impact on a person's mental and physical health, as well as their overall quality of life. "Feeling beaten down by money worries can have a negative impact on your sleep, self-esteem, and energy levels," write Robinson and Smith (2022). It can leave you feeling angry, ashamed, or fearful, exacerbate pain and mood swings, and even increase your risk of depression and anxiety. No matter how bad things get, we must remain resilient and hopeful.

More importantly, it is advisable that you engage your financial advisor on how to restructure your spending. However, it is critical to keep track of your finances and ensure that you only spend on necessities while deferring other needs to a later date.

Make a monthly budget and make sure you stick to it. You will need to reduce credit card debt and avoid impulse spending as the repo rate rises, implying a higher interest rate. Look for other sources of income that can help to offset the impact of the crisis on your finances. It is also necessary to think outside of the box.

LET'S BEAT THESE ECONOMIC CRISES TOGETHER!!!!





## CCMA WELLNESS PROGRAMME















## NDAB' EZINHLE



#### GOOD NEWS ACKNOWLEDGMENT LETTERS FROM USERS GOOD NEWS

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Dear Commissioner Moloi and Ncediswa.

I hope this email finds you both in good health and high spirits. I am writing to express my utmost admiration and appreciation for the exceptional service delivery we have experienced from your dedicated team of case managers in Bloemfontein, in recent times.

Over the past few months, we have had the privilege of working closely with your case managers on several complex and time-sensitive matters. From the very beginning, their professionalism, efficiency, and commitment to excellence have been truly remarkable. They have consistently gone above and beyond to ensure that all our concerns were addressed promptly and accurately, leaving me thoroughly impressed.

The exemplary service provided

by your case managers has had a significant impact on the outcomes of our collaborative efforts. Their ability to navigate intricate processes and provide insightful guidance has been instrumental in overcoming challenges and achieving our objectives. Their attention to detail and meticulous approach have instilled a sense of confidence and trust in their abilities.

I have been particularly impressed by the level of personalized attention and care demonstrated by your case managers. Despite the demanding nature of their responsibilities, they have consistently shown genuine empathy and understanding towards our unique circumstances. Their exceptional communication skills have fostered a transparent and collaborative working relationship, making the entire experience smooth and seamless.

Moreover, I commend your case

managers for their efficiency in handling tasks and their ability to meet strict deadlines without compromising on quality. They have consistently demonstrated a remarkable level of organizational skills, effectively managing multiple tasks simultaneously while delivering exceptional results. Their proactive approach and timely updates have kept us well-informed throughout the processes, providing a sense of reassurance and peace of mind.

It is through the efforts of your outstanding case managers that I have been able to witness first-hand the positive impact of exceptional service delivery. Their dedication to their work and their unwavering commitment to excellence truly sets them apart, making them invaluable assets to your organization.

In light of the exceptional service we have received, I would like to extend my heartfelt gratitude to your case managers for their unwavering commitment and exceptional performance. Their professionalism, expertise, and dedication to serving others deserve high praise and recognition.

Commissioner Moloi and Ncediswa, please convey my sincere appreciation to the entire team of case managers for their outstanding contributions. I firmly believe that their exemplary service exemplifies your organization's commitment to excellence and sets a benchmark for service delivery in our industry.

Thank you once again for providing an environment that nurtures such talent and dedication. I look forward to continuing our collaboration and witnessing the continued success of your remarkable case management team.

Kind Regards

# NDAB' EZINHLE



#### GOOD NEWS ACKNOWLEDGMENT LETTERS FROM USERS GOOD NET

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Elsabe Skinner Commissioner, Bloemfontein



Clerence Shikwana CMO, Welkom

#### Greetings

Commissioner, thank you. I am impressed by the fact that you saved the Applicant money, and ensured social justice is served whilst also ensuring that you finalise the matter you were seized with. Sending the Applicant to Johannesburg office to be connected to you means a lot to me. Excellent stuff!! Keep up the good work of ensuring social justice is realized. The conciliation// arbitration was scheduled to take place at Casa Mia Guest House in Sasolburg on 27 March 2023.

In this the Applicant phoned the CCMA informing that he was going to be late as the taxi did not want to leave until the taxi was full. He was advised to go to the CCMA offices in Johannesburg and was connected via Teams. Kudo's to you colleagues.



Tabea Maitsha

DMP Administrator, Tshwane



Matome Selapisa
Acting DMP Commissioner
Tshwane

#### Good Morning Tabea

The South African Chemical Workers Union would like to thank you and your facilitators dating back. Your assistance has been one that upholds the values of excellence, transparency and Ubuntu. We appreciate the good work that you and your team do.





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