

The Weekly

METSIMAHOLO VOWS TO ADDRESS WORKER'S GRIEVANCES

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Attending workers grievances ... The municipal manager of Metsimaholo Local Municipal, Steve Molala

Samwu has complained about lack of pension schemes; lack of promotions and salary disparities between employees doing the same work at the municipality

The municipal manager of Metsimaholo Local Municipal, Steve Molala, has reiterated the municipality's stance that positions must be advertised before people can be appointed despite a demand by the South African Municipal Workers Union (Samwu) that vacant posts must be filled urgently.

Molala told Samwu this week that filling the positions without advertising them will be in contravention of the constitution and labour laws.

Samwu had convened a meeting with the management of the municipality to voice their grievances about vacant posts. Other grievances include lack of pension schemes, lack of promotions and salary disparities between employees doing the same work.

Molala told The Weekly that it was unconstitutional not to place an advertisement if there is a vacant position that needs to be filled.

"We are guided by the national guidelines and it is our responsibility to follow them because we want to place skilled people in the positions we have. Our obligation is to follow the constitution.

"It is worth noting that we recruit on merit. If there's someone internally who is competent enough we don't hesitate but promote that person, otherwise we look outside. We will not keep vacant posts under wraps. Members of the public have a right to know when there are vacancies because everybody is entitled to apply," said Molala.

He said the municipality was ready to work with union leaders to resolve their grievances including the lack of pension schemes.

"These issues have been around for a long time. So is the plan to put in place workers schemes such as insurance of all forms and pension schemes. Sadly, the company we had earmarked to operate some of these schemes got liquidated, hence the delay in implementing them."

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“As for promotions, our council recently adopted a promotion policy that will see long time workers being rewarded and empowered.”

He said he had not received any complaints about nepotism and favouritism in the recruitment process, like the workers alleged.

“No one has come forward about the issue. I have been inviting the workers to come forward with information and evidence if they suspect foul play in our recruitment procedures. If they don’t, then there is no way we will know the truth.”

“We are also trying to address the issue of salary disparities, which was raised by our workers. Yes, it is true that there are cases where you find two people doing similar tasks but earning different salaries. I agree that I have not been at the helm for a long time. Other directors are relatively new arrivals, too. So we are quite disturbed by the recent unrest that took place in Sasolburg.”

[Source: www.theweekly.co.za]