

## Good Day Colleagues

After the reluctance of the commissioner that facilitated the section 189 process to rule on SACU's dispute on disclosure of information, a complaint was lodge to the Director of the CCMA. The director of the CCMA, ruled as follows:

- the commissioner to rule on our complaint regarding disclosure of information,
- As well the set-up of a facilitated meeting to determine if more consultation sessions would be required.

The meeting was thus schedule for 12 April 2019. On 29 March 2019, BCX informed Labour that 35 employees that was not placed during the placement process will be retain. Their termination notices was thus withdrawn. They further indicated a detail explanation will be provided during the meeting of the 12 April 2019.

On Monday 08 April 2019 SACU, requested information to meaningful engage, today BCX complied in providing the presentation that will be presented tomorrow as well as most of the information requested by SACU.

The important points raised and covered in the presentation is as follows:

- 790 position/employees was affected,
- 479 employees opted to leave the company voluntary,
- 230 employees was placed during the placement process into vacant positions,
- 81 employees had to exit BCX on 31 March 2019,
- 35 terminations was withdrawn, on 29 March 2019, leaving 46 that was terminated as no fault dismissal,

This however give rise to the following questions:-

- 299 unaffected staff exited during the voluntary process,
  - Was their position made redundant or vacant?
  - If it was vacant why terminate the 46 positions?

- 139 new vacant positions was created with the restructuring process,
- 54 affected staff that opt to leave voluntarily was declined,

Why terminate 46, if you have declined 54?

extracts from presentation:

**The following staff opted to leave voluntary.**

Affected Status	Number	%
Affected (VSP/VERPS)	479	62%
Unaffected (VSP/VERPS)	299	38%
<b>Total</b>	<b>778</b>	<b>100%</b>

Total Approved per VSP / VERP			
VSP /VERP	Total Applications	Number Approved	%
VERP	305	249	82%
VSP	971	529	54%
<b>Total</b>	<b>1 276</b>	<b>778</b>	<b>61%</b>

**Process Step**

**Affected**

Number of Employees to be S189 as communicated at the start of the process	790
Less VSP / VERP's	-479
S189 exits on 31 March 2019	-81
Number of jobs / employees saved during process	230*

\* 230 jobs were saved due to voluntary severance as well as the processes employed to savejobs (i.e. stage 1; stage 2; mapping, BAU applications)

**THE CHOICES YOU MAKE, NOT THE CHANCES YOU TAKE DETERMINE YOUR DESTINY...**

END