



**SAEFA**

SA ENGINEERS AND  
FOUNDERS ASSOCIATION

14 October 2021

Wage Negotiation Advisory No. 45

Dear Members,

**UPDATE ON WAGE NEGOTIATIONS**

The CCMA intervened in the wage negotiations today in terms of s150 of the Labour Relations Act, with all trade unions and all employer parties, except SEIFSA, in attendance. The meeting started with SAEFA calling for an employer caucus and requiring CCMA Senior Commissioner, Berlin Nayager, to attend. The employer parties expressed grave concern over the rampant violence and intimidation associated with the industry strike and requested that the Commissioner go back and explain our position to the labour representatives. He did so, leaving the employer parties to caucus.

Upon our return to the plenary, NUMSA was notably absent, and the Commissioner informed the employers that the NUMSA Spokesperson had complained that because the Commissioner had recently been involved in the Plastic Negotiating Forum (PNF) negotiations, he was somehow compromised, and they insisted on his recusal. Although none of the other labour parties agreed with the NUMSA stance, the Commissioner was concerned that his presence may create unnecessary complications and suggested that he consult with the CCMA structures, with a view to be replaced by two Senior Commissioners who would take over his role of facilitator. The meeting unfortunately ended there, on the understanding that the process would, subject to the Commissioners' availability, continue on Friday, 15 October 2021 at 10h00.

SAEFA today also received correspondence from the Office of the Gauteng Provincial Commissioner of Police requesting that the DPC: Policing and Provincial Head: POCC arrange a meeting with the parties in the sector to see how we can assist each other and mitigate the threat of the ongoing violence.

The SAEFA team also resolved to progress discussions with private security providers in order to assist members in violence hot spots as well as progress discussions with legal experts on the legal remedies available to members in light of the growing levels of unlawfulness.

Yours sincerely,

Gordon Angus  
**SAEFA Executive Director**