



South African Broadcasting Corporation Limited

Group Employee Relations

Human Capital Services

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14 September 2017

**THE PRESIDENT
BEMAWU
1 DISPLAY GARDENS
SAREL BAARD CRECENT
GATEWAY INDUSTRIAL PARK
ROOIHUIKRAAL**

FAX NUMBER: 086 671 5585

Dear Mr Du Buisson

RE: NOTICE OF CONSULTATION: MTI / NEWS MERGER

We refer to the above matter.

A merger between MTI and News Divisions has been contemplated and this may lead to the possible structural changes, with no adverse impact on the terms and conditions of employment save for change in reporting lines, accordingly it is necessary in such circumstances to consult with you

In order for you to have full appreciation of the SABC's in principle vision, we provide you with the following information, which information you will be required to respond upon in due course, at the consultation meeting, if necessary.

1. Why the merger ?

- 1.1 The decision to merge certain departments within News with MTI is based on the need to have common disciplines across the SABC business centralised under one divisional authority with the most appropriate competency; in a move towards business partnering.
- 1.2 The decision to group the common disciplines together makes provide for business optimization; as it improves operational efficiencies such as optimum staff and resource utilisation.

South African Broadcasting Corporation SOC Limited: Registration Number: 2003/023915/30

Non-Executive Directors: Ms K T Kweyama (Chairperson); Mr M G Tsedu (Deputy Chairperson);

Mr J Matisonn; Mr K Naidoo; Ms F Potgieter-Gqubule

Executive Directors: Ms N P Philiso (Acting Group Chief Executive Officer); Ms L B Tugwana (Acting Chief Operations Officer); Ms T S Dlamini (Acting Chief Financial Officer); **Company Secretary:** Ms L V Bayi

- 1.3 It enables News to transfer the risk of technical disruptions to a division with appropriate competence to handle such.

2. Why can't we remain with the old structure?

- 2.1 SABC further undertakes to consider any proposed alternatives that you may table during the consultations process. .

3. How many employees may be affected?

- 3.1 At present the number of employees possibly to be affected by the merger is 101, from the following categories:

3.1.1 Permanent & fixed term employees: 53

3.1.2 Independent Contractors: 48

4. Selection criteria

- 4.1 No particular selection of employees as the entire News department will merge with MTI and the employees will move with their jobs as they are and will merely report into MTI. Therefore, there is to be no change in the job content

5. Finalization

- 5.1 It is intended that the consultative process be finalized by 1 October 2017 whereupon all consultations will be finalized and structure to be accepted.

6. Assistance

- 6.1 SABC undertakes to provide all reasonable assistance that any employee who may be affected, in ensuring that the transition is smooth.

Accordingly you are hereby invited to a consultation meeting as follows:

- **21 September between 13:00 and 16:00**
- **22 September 09:00 to 10:30**

Venue: TBC

Kindly advise of the date and time most suitable to you.

Should you require any further information or assistance or have any proposals regarding the above, please do not hesitate to contact the writer.

Yours Sincerely

A handwritten signature in black ink, appearing to read 'Sello Xama', enclosed within a large, loopy oval flourish.

Sello Xama

GENERAL MANAGER: GROUP EMPLOYEE RELATIONS (ACTING)

Fax Header Information

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Job	Date/Time	Type	Identification	Duration	Pgs	Result
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