



DEAR ALL MEMBERS

UPDATE FROM JOINT LABOUR

UASA, AUSA and SATAWU met with the Acting GM HR, on the 28th may 2018. We had been scheduled to meet with the CEO, however due to an urgent engagement with the DPE, she was not available. Another meeting will be scheduled with her, soonest.

Our meeting with the ACEO had been scheduled prior to the unfolding of the current suspension of the AOC and AMO, and we had intended to talk about the non-implementation of increases as well as the future plans of the Airline in respect of the business plan. Obviously, these discussion items have become second priorities, and our engagement with the AGM HR, was primarily to understand the current suspension of the licenses.

We had intended to put out a feedback letter to members yesterday, however this was not possible due to other commitments. Some feedback has been provided by AUSA and UASA to its members, but the COALITION would like to communicate, to emphasize that we are committed to working together for your benefit. This is our pledge to you as collective members.

In short:

1. The SACAA made 17 findings (4) of which were considered to be critical. These related to amongst others, the safety management processes within the airline – this basically speaks to the responsibility and accountability of SAX Management and also speaks to a lack of adequate SMS training (safety management systems) for certain key and critical Management Positions. The findings do also relate to the financial well-being and capability of SAX to sustain its operations safely.

2. Whilst it was stated that the Company is not generating income whilst being grounded, and still being required to meet its financial obligations, no retrenchments are on the cards. Take note that no guarantee will be provided.
3. We did discuss in brief, the effects of the grounding on the salaries and conditions of members, and no indication was given by management that this will not be honoured. They are working with the DPE to guarantee these payments. We are also following this up in writing and will keep you abreast of the discussions.
4. SAAT is investigating the feasibility for SAX to be incorporated or use their AMO until such a time that SAX is able to get their back. If this is approved, it appears that those technical staff who hold AME licences could be seconded to SAAT as part of their certifying team, whilst those without AME licenses will serve as unlicensed manpower.
5. Management and the ministerial task team on site are working around the clock to turn things around.
6. If all goes to plan, the Company was optimistic that the AOC could be back within 10-15 days.
7. All third party payments, (medical aid / pension ECT) are currently up to date.

We wish to request all members to remain calm and patient. We await further engagement with the Company but also need to allow them the opportunity to do their work because failure to do this, will have grave consequences.

Finally, please do not concern yourself with various organisations putting out media statements in an effort to distract you, or outshine us. We will, if and when necessary, communicate with the Media, but have chosen to give support to the business and allow few distractions. We are aware of the Merger talks, and will ensure we are properly consulted and informed, and in return that you are as well.

Jannem Goussard

OBO – the UASA/AUSA/SATAWU COALITION