

Ford can afford to pay workers bonuses – Vavi

Industrial action launched at both Silverton and Gqeberha plants

By **Mpho Sibanyoni**

The strike over bonuses at Ford SA strongly indicates that greedy company bosses are hell-bent on rewarding themselves while sidelining workers.

These were the sentiments of trade union federation the South African Federation of Trade Unions (Saftu) as it threw its weight behind metalworkers union Numsa's strike.

Numsa members took to the streets on Thursday and Friday at two assembly and engine plants, which employ an estimated 4 300 people.

The strike comes after a deadlock between Ford Motor Company and Numsa following negotiations that have taken place over the past two years.

The industrial action comes after the company's US-based multinational automaker, with headquarters located in Dearborn, Michigan, awarded its workers in America bonuses.

According to a US publication, The Detroit News, Ford Motor Company announced in February that it will pay profit-sharing bonuses to its workers. It said it will pay, on average, \$10 400 (R193 500) to hourly autoworkers. This pertains to workers in the US for the financial year 2023.

Locally, the company has a multi-billion-rand assembly plant in Silverton, Pretoria, where the new generation Ford Ranger is being produced for the domestic and export markets.

The company also has an engine plant in Struan, Gqeberha.

Saftu general secretary Zwelinzima Vavi questioned why it was only the company executives who were guaranteed bonuses. "Given the profit growths the company has been able to score in the past several years, Saftu argues that Ford can afford the annual bonuses, not just incentive bonuses.

"Remuneration packages are a claim on past earnings, and therefore, the net profits of the past year are a testament that the company can be able to afford the bonuses," Vavi said.



A deadlock in wage talks between Ford Motor Company and Numsa has led to a strike by South African workers. / James Ngwenya / Numsa

"Effectively, the company can afford annual bonuses to workers because it makes profits each year. Furthermore, bonuses, like basic remuneration and profit, come from the surplus value that is created by workers in production.

"Primarily due to this, they are entitled to better remuneration, including bonuses, because they alone create the surplus value. Such surpluses should not only contribute to the wealth growth of shareholders but must benefit the workers who create it.

"It is preposterous that only those who supervise the production process, i.e., company executives, are guaranteed annual bonuses, while workers are offered 'incentive bonuses' that are based on how well they can slave themselves to meet company targets," said Vavi.

He stated that the failure to award bonuses to workers explained why the income inequalities have grown wider, with 80% of the wealth concentrated in the hands of the few, while 80% of the population shares only 20% of the wealth.

"Fighting for bonuses and better salaries is, therefore, a struggle not only to improve living standards but to close

the income disparities that have made South Africa the most unequal society on earth," said Vavi.

When asked about the strike's ripple effect on the automotive sector's value chain, Mikel Mabasa, the Automotive Business Council chief executive officer, told *Sunday World* on Friday that they had decided not to comment on the matter. Attempts to obtain comment from the Steel and Engineering Industries Federation of Southern Africa, which represents service providers in various sectors, including the automotive sector, drew blanks.

According to the Automotive Business Council, the aggregate new vehicle sales during the first quarter of 2024 recorded a decline of 5,6% compared to the corresponding quarter 2023 and a marginal increase of 0,2% compared to the fourth quarter

While the South African vehicle production market share increased from 0,65% in 2022 to 0,67% in 2023, in the first quarter of 2024 domestic vehicle production reflected a decline of 2,2% compared to the corresponding quarter 2023 linked to a constraint domestic new vehicle market along with lower vehicle exports.



BUSHBUCKRIDGE
LOCAL MUNICIPALITY
www.bushbuckridge.gov.za

ERRATUM
POSITION : MANAGER
INFORMATION &
COMMUNICATION TECHNOLOGY

The municipality advertised the position of Manager Information & Communication Technology on Sunday World and Lowvelder newspapers respectively.

Kindly note that the required work experience is 5 (five) - 8 (eight) years of which two (2) must be at supervisory level.

The closing date is Friday, 19 July 2024.

All the other information remains the same.

Bushbuckridge Municipality would like to apologize for any inconvenience this may have caused.

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Move to revive Isithebe Industrial Estate in KZN gets premier's nod

Ntuli says it will be vital for job creation in the province

By **Sandile Motha**

KwaZulu-Natal premier Thamsanqa Ntuli says his administration has placed the revitalisation of the Isithebe Industrial Estate located in Mandeni, northern KwaZulu-Natal high on the agenda to help create jobs.

Isithebe was the biggest employer in the province providing over 50 000 jobs and was touted as the backbone of the provincial economy with people across all provinces and neighbouring countries flocking to the rural town in search of job opportunities.

Underpinned on manufacturing, the industrial park attracted global brands in chemical, pulp and paper, steel and household appliances, including the textile industry and many other sectors.

Over the years, investors have shied away from the area due to frequent violent social unrest and unreliable electricity supply costing factory owners billions of rands.

"Revitalising Isithebe Industrial Park is top of the agenda for the 7th administration. We cannot allow such a critical investment to die. The plan augurs well with our job-creation drive as the new government of provincial unity," Ntuli said.

However, previous provincial governments' pronouncements to revive the entity have not materialised. In 2016, the Department of Trade and Industry under then minister Rob Davies in-

jected just over R50-million into Isithebe through the Industrial Park Revitalisation Programme, which was aimed at giving the industrial area a much-needed facelift. The industrial estate holds sentimental value for Ntuli's party the IFP, which is often credited to the legacy of the late party founder Prince Mangosuthu Buthelezi.

Buthelezi was key in driving investment in the area of Mandeni and other surrounding rural towns during his tenure as the head of the KwaZulu homeland government. He conceived the Isithebe Industrial Estate through Ithala Development Finance Corporation, a provincial development finance agency, which also owns Ithala Bank. The financial institution itself is credited to Buthelezi.

Ithala is a government entity under the Department of Economic Development, Tourism and Environmental Affairs.

Metso Foundries, a world-leading company offering equipment and services for the sustainable processing and flow of natural resources in the mining aggregates, recycling and processing left the area citing volatile external factors.

More than 200 people lost their jobs. Other key industries followed suit.

In 2019, residents who were calling for the head of ANC former Mandeni mayor Siphesihle Zulu went on the rampage, torching trucks and petrol bombing 11 factories.

The standoff also led to prominent retailers not receiving their stock. Businesses have also lamented the high rental costs.

The Isithebe Industrial Estate is nestled midway between Durban and Richards Bay ports making it a strategic investment destination.



Thamsanqa Ntuli



RATLOU LOCAL MUNICIPALITY

Ratlou Local Municipality is an equal opportunity employer and is situated in Setlagole in the North West and invites competent candidates to apply for the following position:-

SENIOR MANAGER: PLANNING AND DEVELOPMENT
TO BE STATIONED AT SETLAGOLE
PERMANENT POSITION

Total remuneration package will be in terms of Government Gazette No. 50737 dated 30 May 2024(i.e. Minimum R880 228; Midpoint R978 031 and Maximum R1 075 833 per annum)

REQUIREMENTS: • BSC Degree in Building Science/ Architect/Bachelor Degree in Town and Regional Planning or Development Studies; or equivalent. • Five years relevant experience at middle management level. • Certificate in Municipal Finance Management Programme Level 6 or Certificate Program in Municipal Development (CPMD) in line with Minimum regulations on competency level of 2007. • Have proven successful Professional Developmental/ Town and Regional Planning experience. • The need for signing of employment contract, a performance agreement and disclosure of financial interest. • The need to undergo security vetting. • The need to undergo competency assessment test. • Added advantage: Project management Certificate or Diploma; • Registration as a Professional Planner in accordance with the Planning Professions Act, 2002, (Act No. 36 of 2002). • Valid driver's licence and NO criminal record.

KNOWLEDGE • Good knowledge and understanding of relevant policy and legislation • Good understanding of institutional governance systems and performance management • Knowledge of geographical information systems and • Knowledge of spatial, town and development planning • Budget and finance management Good knowledge of Supply Chain Management regulations and the Preferential Procurement Policy Framework Act, 2000 (Act No. 5 of 2000) • • Ability to be an innovative and strategic leader. • Good facilitation and communication skills in at least two of the three official languages

KEY PERFORMANCE AREAS • Coordination of planning and provision of development guidelines and plans for land use and land management, township establishment, environmental management, housing, in line with applicable legislations. • Development/Review of spatial Development Framework. • Provision of GIS support. • Sites Demarcation in villages as per Spatial Development Framework. • Development of by-laws related to building regulation, outdoor advertising and street trading. • Evaluate applications for subdivisions, consolidations, rezoning and does inspections to ensure that requirements are met as prescribed by the legislation. • Managing compliance to the approved amendment schemes/zoning. • Monitor the approval of building plans in accordance with National Building Regulations and Building Standards Acts (Act 103 of 1977) and Town Planning Schemes. • Manage compliance and update the "Land Use Management Scheme".

The incumbent will be required to sign a performance agreement.

For more information please contact Mr. Siphiyo Mbana: Manager Human Resource on 0183307000 / 0823870296

Send a detailed CV, Not more than 6 months certified copies of qualifications, covering letter and Annexure C form obtained from the Municipal Office or Municipal website to: The Municipal Manager, Private Bag X209, Madibogo, 2772, and no facsimile will be accepted.

NB: Applicant not contacted for a personal interview within 30 days of the closing date should regard his/her application as unsuccessful. Canvassing for appointments will disqualify applicants.

Closing date: **Friday, 19 July 2024**

MR LLOYD LEOKO - MUNICIPAL MANAGER

SW_00975