



NUMSA CONCLUDES A RETRENCHMENT AGREEMENT WITH NAMPK
24 February 2023
Press statement

The National Union of Metalworkers of South Africa (NUMSA) in the JC Bez Region has concluded a retrenchment agreement with Nampak Packaging. Nampak served the union with a section 189 notice and its intention to retrench at least 213 employees. Following extensive engagements with the employer, NUMSA has managed to reduce the number of involuntary retrenchments from 213 to 20.

Nampak will pay the retrenched employees a severance package. The packages will be paid by 1 April 2023 for those who exit on the 31 March, and it will be paid on 1 July for those who exit on the 30th of June.

NUMSA was focused on ensuring that the severance package should be an improvement on the requirements of the Basic Conditions of Employment Act (BCEA), which states that the minimum requirement for the severance package is 1 week's remuneration for every year of completed service with the employer. NUMSA negotiated that the severance package should be 3 - week's remuneration for each year of completed service which is an improvement. Furthermore, as part of the agreement, any amount owed to employees including accrued annual leave will be paid together with the final wages, (excluding ordinary deductions). An amount of R2000 will also be paid towards assisting each employee to be re-skilled.

NUMSA wishes to thank its officials for their hard work in ensuring that the majority of the workforce was saved from job losses. It is our mission to defend workers and their livelihoods and to fight for improved benefits and conditions. We try to ensure that we avoid job cuts because we have a very high unemployment rate, and we must do everything possible to save as many jobs as we can.

Aluta continua!

The struggle continues!

Issued by Irvin Jim
NUMSA General Secretary

For more information, please contact:
Phakamile Hlubi-Majola
NUMSA National Spokesperson
0833767725
phakamileh@numsa.org.za

NUMSA Head Office number: 0116891700
NUMSA Facebook page: <https://www.facebook.com/NumsaSocial>
NUMSA Twitter account: [@Numsa_Media](https://twitter.com/Numsa_Media)
NUMSA Website: <https://numsa.org.za/>