



BUSINESS CASE: REQUEST TO INCREASE GYM FRELANCER POOL

TO:

Mojaki Mosia: GE: Human Resources

FROM:

Nomusa Kweyama: Wellness Manager: Employee Wellness

DATE:

24 January 2022

SUBJECT:

Gym Contract Renewal and Freelancer Pool

PURPOSE

The purpose of this submission is to request approval in line with clause 4.1. of the Independent Contractor Policy to engage gym independent contractors who offer services of Group Training and Fitness Instructors in the SABC gym on the renewal of their current contracts which ends on the 31st March 2022 and to contract a pool as and when required.

BACKGROUND AND MOTIVATION

Since the inception of the SABC Fitness Centre (gym), the services of Group Training Instructors and Fitness instructors has been essential in offering gym services to gym members. In order to save costs, in 2016, Wellness opted to use the services of the independent contractors vs contracting a service provider. The contracts of the existing gym members ends on the 31st March 2022. As stipulated by clause 4.3 of the Independent Contractor policy, at the expiry of the contract, the process of requesting approval should be obtained before engagements with the independent contractors can take effect.

The use of gym has been resuscitated in line with the COVID-19 regulations. When the gym

was re-opened some of the fitness instructors opted not to renew their contracts resulting to only four who re-contracted. This triggered a challenge when it came to planning a roster with other fitness instructors working over 5 hours at some stage. This should be corrected by having adequate number of fitness instructors to ensure that the scheduling is aligned to the policy provision of independent contractors and to be able to source replacements should the need arise in order avoid independent contractors not to work hours longer than those prescribed for independent contractors.

FINANCIAL IMPLICATIONS

The gym budget will be utilized and the SABC will recover the spend from the gym membership fees.

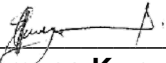
The pool of Independent Contractors i.e. Fitness Instructors and Group Training Instructors will be engaged on per need basis at the industry rate of R70.00 per hour for Floor Instructor and R187.00 for Group Fitness Instructors.

RECOMMENDATIONS

In order to fully capacitate the gym and not reduce the current gym standards as well as achieving the objective of ensuring the are no interruptions, smooth running of the gym and also rendering a service that meets employee's expectations, the Employee Wellness recommends that the approval of the following be granted:

1. Engage the existing independent contract with the view to re-negotiate the contract as per clause 4.3.
2. To enter into a 3-year contract and to annually renegotiate rates as stated in clause 8.7 of the policy and where industry rates changes such be considered or follow an approved percentage by the EXCO or Board each year.
3. Since the SABC will not be offering salary increase for this year. The same rate as for the previous year will be renegotiated.
4. Should an independent contractor with the existing contract opt to leave or terminate the contract within the contract period, Employee Wellness to be able to follow the process of appointing a replacement independent contractor at any stage.

Requested by:



Nomusa Kweyama
Wellness Manager: Employee Wellness

Date: 25/01/2022

Approved by:



Mojaki Mosia
Group Executive: Human Resources

Date: 25 january 2022