ROLE OF LABOUR RELATIONS OFFICERS
ROLE OF LR OFFICERS

• Effectively promote the interests of the organization as well as its employees
• Facilitate relations between the parties
• Be able to interface with people at various levels
• Be able to handle conflict and train others to do the same
ROLE OF LR OFFICERS

• Continually monitor the climate within and outside the organization to enable themselves to be in position to provide well considered advise to all stakeholders
OBSERVATIONS

• LRO’s in the public service are involved in functions that are at the most, the domain of managers

• There is no clarity role and responsibility between line managers and labour relations officers
INPUTS

- Represent employer
- Represent employer during disputes resolution process (conciliation and arbitration)
- Assistance to other departments
- Not involved in discipline handling (code clear)
- Name change (employer consultant)/mind shift/harmonize relations
RECOMMENDATIONS

• Labour Relations Officers should be seen more as specialists and render expert advice.

• Labour Relations components should be represented at senior management meetings and/or strategic management sessions in order to make contributions on sound employment relations

• The development accountability matrix to ensure that role confusion is avoided and accountabilities are clearly defined.
WAYFORWARD

• Ministry Public Service and Administration to conduct further investigations/consultations and map a way forward (position)