

27th August 2018.

Dear Member / Visitor,

CADDIE EMPLOYMENT.

As per the Labour Relations Act. The Caddies must become permanently employed and no longer allowed to freelance as is the current situation.

Umhlali Country Club & Golf Estate has always acknowledged the important role that the Caddie function plays in the overall operations and therefore looked at the various options available to assist them in being permanently employed.

We are pleased to announce that all our Caddies were consulted and have reached an agreement with the outsource company Phakisa. Besides getting remunerated per bag carried as is the current situation, the Caddies will now enjoy all the benefits as per the L.R.A. such as provident fund, sick leave, annual leave etc.

With effect from 1st September, the player will pay the Pro-Shop directly for the services of a caddy (excluding tip). These amounts will be reconciled with Phakisa and the Caddies will receive their pay directly into their bank accounts from Phakisa.

Yours Sincerely,



John E. Boyce.
General Manager.



Derick Reinke.
Golf Manager.