



FREE TO PSA MEMBERS

# Magazine

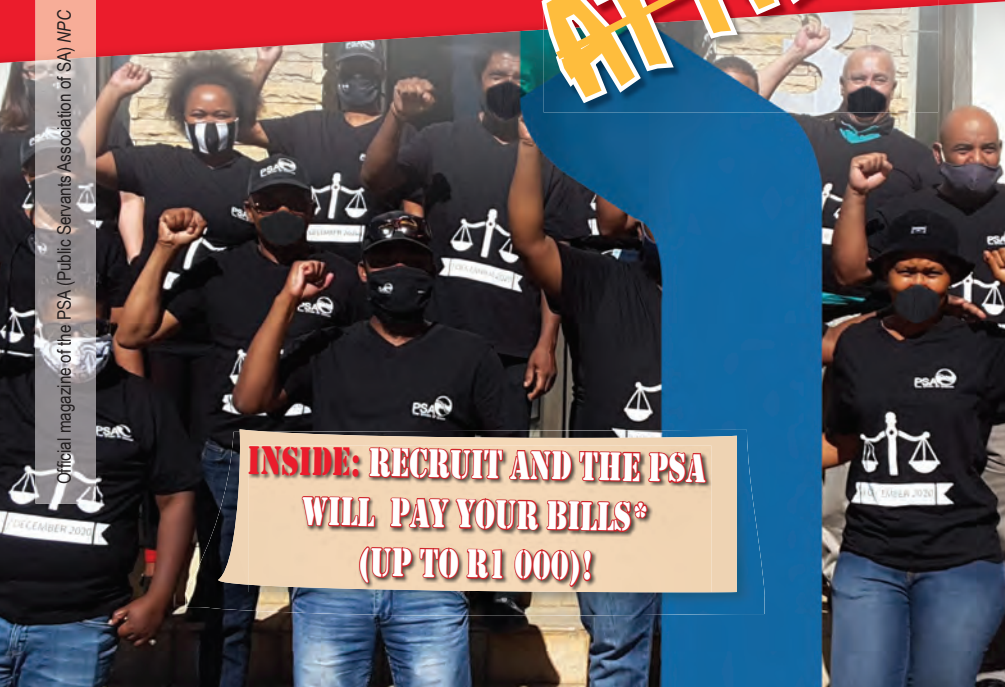
1/2021



Collective bargaining under

# ATTACK

Official magazine of the PSA (Public Servants Association of SA) NPC



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(UP TO R1 000)**

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Publisher: PSA

Editor in Chief: General Manager

## VISION

Position the PSA as a leading brand that is globally recognised by its dominance in the Public Sector through its responsive, innovative and customer focus.

## MISSION

Continue to conduct the core business of the Union and maintain strategic partnerships to protect the rights and promote the interests of our members individually and collectively in the relevant social dialogue platforms. In addition to this, the marketing of the PSA will be done aggressively by utilising all communication platforms.

The following values guide the PSA's conduct aimed at achieving the Union's mission:

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## In service of workers

For years to come, 2020 will be remembered across the world as an extremely testing period. The reason for this was the devastating COVID-19 pandemic that also left a trail of destruction in South Africa. In modern times, such a disaster was almost unthinkable.

As the pandemic impacted on the already embattled South African economy, further - almost unthinkable - events became reality for public servants. Their employer, as custodian of workers' rights and defender of democracy, reneged on the 2018-salary agreement by refusing to pay them their increase due on 1 April 2020. At the same time, COVID-19 brutally laid bare ills in South African society. It exposed serious shortcomings in basic infrastructure that public servants and the communities that they serve have, in fact, been exposed to for many years: Poorly equipped hospitals, schools, and other workplaces that lack basic facilities such as running water, proper ablution facilities, and decaying buildings. Severe shortages of personal protective equipment left frontline workers exposed to COVID-19 contamination, with many of them paying the ultimate price. In addition, employers often failed to comply with regulations to ensure the health and safety of their employees. In all these instances, the PSA was a loud and clear voice of reason, persistently demanding action to address these situations.

But perhaps even more disturbing, was the opportunistic fraud, corruption and vandalism that exploited the state of disaster to criminally benefit individuals. It is the same activities that have gradually eroded the South African economy to reach a critical point where the State as employer, is now pleading poverty when it comes to honouring salary agreements for its employees. The State is by means of, amongst others, the media mooting a host of attacks on public servants' established rights as well as their pension benefits, whilst seemingly forgetting that these matters were the result of proper processes being followed.

With the State as employer and custodian of labour rights and democratic processes reneging on agreements with its employees, collective bargaining in South Africa is at a turning point. The PSA, as a professional Union is, however, geared to take on perhaps one of the biggest challenges in the organisation's century of existence.

### **POLICE DAY: 27 January 2021**

**The PSA pays tribute to the dedicated Officers who serve the country with pride.**

In the face of the current grim realities, the PSA would, however, like to reassure members that their Union of Choice is in good standing to continue protecting and promoting their rights and interests as we enter 2021. The external auditing firm that was appointed to audit the PSA and oversee its financial affairs, for example, issued an unqualified audit opinion for the past financial year. This underlines the Union's sound financial management.

The PSA's continued demonstration of leadership in collective bargaining structures and its strong stance against the exploitation of public servants' pensions benefits and other matters also contribute towards trust in the Union.

With 2020 (and the PSA's centenary year) now behind us, the PSA can look back at a period where its vast experience equipped the Union to rise above adversity and cement its legacy as being "MORE THAN A UNION". Centenary initiatives were reprioritised in support of COVID-19 interventions. These included wide-spread support for communities in need.

The troublesome 2020 may be part of history, but 2021 is destined to be a challenging year for workers. The PSA will remain alert and intensify its efforts to ensure that the Union and its members will continue to be a force to be reckoned with for centuries to come.

Leon Gilbert

**ACTING GENERAL MANAGER**





# Collective bargaining

**T**he rules of collective labour law flow from acceptance of the fact that employees and employers, though linked by the common enterprise, constitute different interest groups with a different objective. Employees, for most part, seek to ensure that they receive a fair return for their labour, whilst employers strive to maximise their profits.

Labour law is therefore designed to ensure that the inherent conflict between these two groups is subject to certain rules, and to subject those who break these rules to the scrutiny and power of the judicial system. Collective labour law consists of rules and principles that govern the relationship between labour collectives and employers who may, in turn, be organised into their own collectives.

Collective labour law is unique in the sense that its rules leave parties in a large measure to determine the outcome of disputes by muscle (numbers, majority rules). Unions should therefore pursue their competing goals through a process of collective bargaining, which may ultimately be backed by a threat of industrial action.

The law and the courts therefore play a minimum role in the process of negotiations and courts only step in when ground rules are broken. Collective bargaining is characterised by collectivism, which involves not individuals but a group of individuals from the labour side working for the same employer or service sector.

It is important to note that collective bargaining is not consultation. Consultation implies seeking advice and does not include any kind of agreement. Bargaining means to arrive at some agreement on terms of give-and-take. Negotiations therefore involve bargaining to confer with a view to reach an agreement.

In South Africa, collective bargaining is regulated by the *Labour Relations Act (LRA)* and the Constitution of South Africa entrenches certain rights, which may not limit those rights to the extent and the purpose permitted. Amongst the entrenched rights are those groups under the heading Labour Relations (section 23), which reads:

# under ~~ATTACK~~

- Everyone has the right to fair labour practice.
- Every worker has the right to join a trade union, to participate in the activities and programmes of the trade union and to strike.
- Every trade union, employer's organisation and employer have the right to engage in collective bargaining - national legislation may be enacted to regulate collective bargaining.
- National legislation may recognise union security arrangements contained in collective agreements.

These are, amongst others, the most salient constitutional rights and are thus protected by the Constitution. Government's recent renegeing on a collective agreement (Public Service Coordinating Bargaining Council Resolution 1/2018 – Public Service Wage Agreement) is a clear indication of an attack on collective bargaining.

Only registered unions may conclude collective agreements that are recognised under the *LRA*.

Section 23 of the *LRA* provides that any collective agreement binds not only the union party or parties to the agreement, but also members of the union party or parties. All parties to the bargaining council are bound by the collective agreement concluded at council level. A collective agreement, like a contract, expires on a specific date. The *LRA* provides that, if no termination date is specified, collective agreements may be terminated by given reasonable notice in writing to the other parties. PSCBC Resolution 1/2018 is a three-year wage agreement and the employer therefore could not renege from the implementation.

If labour fails to unite in the attempt to stop this ludicrous action by the employer, it will have far-reaching implications on all collective bargaining forums. The impact that this renegeing from a collective agreement will have on existing rights will also undermine the purpose and the existence of unions in South Africa. The State, as custodian of democratic rights and upholding the law, is sadly also renegeing on these responsibilities and is destroying sound labour relations in South Africa and social justice in the workplace.

## STOP PRESS

The hearing of the PSA's wage dispute before the Labour Appeal Court is set to be one of the most important and defining events in the history of South African labour law. This watershed case that will dictate the future of collective bargaining in South Africa was heard on 2 December 2020. The outcome\* will not only affect the salaries of public servants but has a direct impact on collective bargaining in general. The PSA is optimistic that it has a very strong case in that collective agreements must be honored and that public servants, like any other worker in the country, must be paid the salaries due to them.

*\*By the time of going to press of this edition of the PSA magazine, judgement was still being awaited.*

# CHILD'S PENSION.



The **Child's pension** is available to a child whose parent or guardian was a GEPF member or pensioner. The benefit only applies if the parent or guardian or pensioner is deceased from the 1<sup>st</sup> of June 2018.

## BENEFITS

- The **Child's pension** is payable to a child up to the age of 22 years.
- Disabled children are entitled to receive a Child's pension beyond the age of 22 years, subject to approval by the **GEPF**.

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# Pensions: High alert

Proposed changes to retirement funds in South Africa have caused anxiety amongst workers. Three major changes are proposed related to annuitisation rules, access to funds on emigration and the impact on provident funds and their administrators. These are as a result of several legislative changes affecting the retirement industry such as the *Conduct of Financial Institutions (COFI) Bill*, which is currently in discussion phase and subject to public opinion.

As far as public servants are concerned, the Board of the Government Employees Pension Fund is trustee of the Fund and is bound by the provisions of the *Government Employees Pension Law, 1996 (GEPL)* and the rules of the Fund. The object of the Fund is to provide a pension and related benefits as determined in the *GEPL* to members and pensioners and their beneficiaries. Each trustee is under a duty to take all reasonable steps to ensure that members' interests in terms of the Fund rules and the provisions of the law are always protected. The Board must act with due care, diligence and in good faith.

The GEPF is furthermore a defined-benefit fund that is not adversely affected by the proposed amendments. Benefits are guaranteed in terms of the *GEPL* and rules. Benefits are calculated in terms of a formula and are not subject to outside market forces.

The PSA will ensure that members' rights and interests are protected.

Members are advised not to panic and be misled by opportunistic entities trying to convince them to resign and take their pension money for investments options. GEPF benefits are guaranteed. No other entity or person can provide such an assurance. The PSA is participating in providing inputs on the *CoFI Bill* to ensure that the *Bill* does not have any detrimental impact on the GEPF. The PSA will monitor any changes that will have a detrimental impact on the GEPF as it did with the actuarial interest matter where it secured a victory in the Supreme Court of Appeal.

"After the High Court handed down judgement against the PSA on the actuarial interest factors affecting the resignation benefit of some 1.2 million public servants, the PSA approached the Supreme Court of Appeal. The *GEPL* Law and rules make various references to instances where negotiation or consultation is required by the Minister and/or labour representatives in the Public Service Coordinating Bargaining Council (PSCBC) or employee organisations representing the Public Service, prior to any amendment being made to, amongst others, the benefit structure of the Fund.

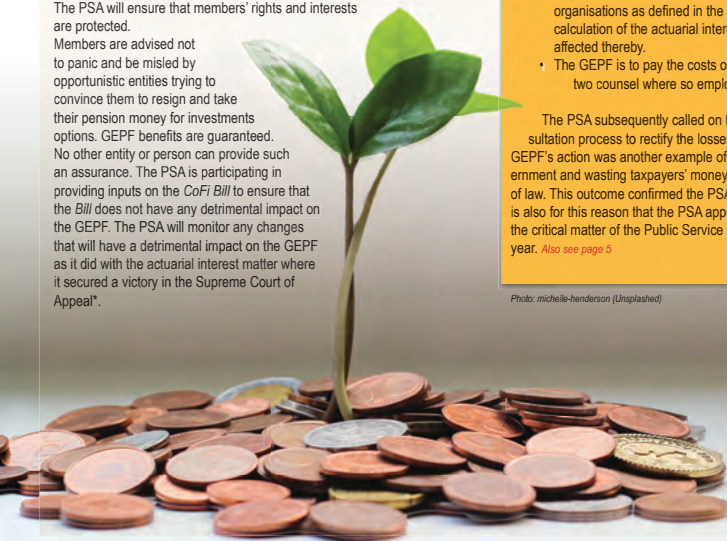
The GEPF reduced the actuarial interest factors without following the consultation process as contemplated in the *Pension Fund Act* and rules. Despite efforts by the PSA to have the GEPF reverse its decision and consult before amending the actuarial factors, the GEPF remained adamant and proceeded with implementation and pay out of benefits according to the changed actuarial factors. The matter was heard at the Supreme Court of Appeal on 7 September 2020 after which the following order was issued:

"The High Court Judgement is set aside and substituted as follows:

- The delay in bringing the application for review is excused.
- The decision of the GEPF to amend, with effect of 1 April 2015, the F(Z) and A(X) factors utilised in the calculation of the actuarial interest under rule 14.4.2 of the rules of the GEPF is reviewed and set aside.
- The GEPF is ordered to consult with the first applicant (PSA), second respondent, fourth to nineteenth respondents and all other employee organisations as defined in the rules of the GEPF concerning the calculation of the actuarial interest referred to in respect of those affected thereby.
- The GEPF is to pay the costs of the application, including the cost of two counsel where so employed."

The PSA subsequently called on the GEPF to urgently start with the consultation process to rectify the losses incurred by affected members. The GEPF's action was another example of frivolous litigation instituted by government and wasting taxpayers' money when it should have abided to the rule of law. This outcome confirmed the PSA's confidence in the judicial system. It is also for this reason that the PSA approached the Courts to adjudicate over the critical matter of the Public Service wage dispute for the 2020/21-financial year. [Also see page 5](#)

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# Adjustments for pensioners

By **Buks Jordaen**: Secretariat: PSA Group Branch Associate Members: Public Service Pensioners

**T**he reality of the COVID-19 pandemic is the effect it had and still has on the lives of every human being. The common denominator is that there is not a single person who can claim not to have been affected. It, however, never fails to amaze to observe the capacity of humans to adjust to circumstances.

When probing pensioners of various age categories on their experiences in the wake of the COVID-19 scare and restrictions, the responses are both enlightening and encouraging. Experiences have many commonalities. The news that the virus has a devastating effect on the aged, sick, or vulnerable, caused panic about sudden death amongst pensioners. Amongst many other impacting factors, retirement villages and care centers for the aged, as could be expected from responsible management and responding to announced restrictions, closed access gates to outsiders. Even visiting and communication between residents were terminated.

loneliness and an unsatisfiable longing to experience the physical closeness and support of family and friends. The darker picture did not end here. Economically, interest rates on investments plummeted, causing panic regarding the sustainability of income and emotional depression.

On the other hand, new innovative coping measures emerged that changed life forever. Many pensioners welcomed the sudden calmer tempo of activities. There was quality time to reflect on the meaning of life, the value of health and the human being's fragile dependence on the grace of the Creator. A minute organism brought worldwide unavoidable changes. To acknowledge that humans are vulnerable and limited in their capacity to find quick and simple solutions for every impediment in life, was a life-changing experience for the better. Thanks to electronic communication systems, new measures were put in place to at least provide togetherness on a different level. Churches played a major role in sustaining spiritual care through virtual and audible means. Suddenly, the experience of community living reached new dimensions and widened the feeling of community far beyond the boundaries of residential areas, provinces, and countries. Many pensioners who were hesitant to engage in the technicalities of the electronic media, suddenly discovered the wonder of exciting solutions to satisfy essential social needs.

It was also exciting to learn that in many cases, pensioners had to step in to assist with housing and life-sustaining measures to support children, grandchildren, family, friends, and community members who had lost their employment opportunities and incomes. This action so clearly demonstrates that life is not all about what you earn, where you live and what car you drive, but rather that what you share with others in excess of what you need, gives life real meaning. Never ever doubt that pensioners are valuable and meaningful members of society!



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Apply for membership as a PSA associate member before you go on pension to ensure that you retain essential PSA benefits and assistance.

See [www.psa.co.za](http://www.psa.co.za) for more information on the Group Branch Associate Members and application form



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Recruit new members for the PSA and fax the fully-completed, signed application forms to 087 234 7585 or email to [competition@psa.co.za](mailto:competition@psa.co.za) by 12:00 on 15 March 2021 to secure your entry. Only entries submitted as stipulated above, using the special application form on page 19 and received by the PSA by the closing date, will be entered in the draw.

\*Competition open for PSA members only  
Entries subject to standard terms and conditions and verification of membership  
Winners will be contacted telephonically by 22 March 2021  
Prizes not claimed within 30 days will be forfeited  
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# Inspired to give

The PSA, being "MORE THAN A UNION" has been undertaking random acts of kindness as part of the #Dream project that was launched in commemorating its centenary in 2020.



This **#Challenge** was inspired by the PSA's *Dream Ambassador* – Mbasa. Her mobility and passion for life opened many opportunities for her and the PSA wanted to enable more people with the gift of mobility for them also to achieve great things!

PSA employees, shop stewards, and members also collected plastic bottle caps and bread clips to be recycled and, in exchange, wheelchairs were donated to those in need. The **#Challenge** was expanded to give PSA personnel the opportunity to also contribute financially to this project.

The PSA was able to donate **13 wheelchairs!**

The PSA President, Lufuno Mulaudzi, in partnership with Chief Mudimeli and the Traditional Council donated the 13<sup>th</sup> wheelchair in Mudimeli Village in Limpopo.

*Thank you to all who contributed towards this life-changing project.*





## TOMORROW SHOULDN'T BE A WORRY **WHEN TODAY IS DONE RIGHT.**

Peace of mind and a secure future for our members is the reason for our continuous commitment to grow the fund, ensuring that the funds are responsibly invested and that benefits are paid out efficiently and accurately. **In the 2019/20 financial year we paid out R111 billion in gratuities, pensions, resignations, death, funeral and child pension benefits.**

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# 20 VERY GOOD REASONS WHY THE PSA SHOULD BE YOUR LABOUR HOME

The PSA, a registered trade union, is the largest, politically non-affiliated, fully-representative Union in the Public Service and state-owned entities with a proud history of decades of service to members. THE PSA...

**1. Is a growing Union** with 230 000+ members served by Provincial Offices across the country.

**2. Attends to members'** individual disputes FREE of charge.

**3. Negotiates fair terms** of remuneration and represents members' interests in bargaining structures.

**4. Protects members'** service benefits (e.g. medical aid, pension schemes, and housing subsidies).

**5. Addresses issues** such as fair and reasonable working conditions, hours of work and leave.

**6. Is the only Union** in the Public Service that serves Public Service pensioners.

**7. Is financially stable** (complies with the *Companies Act and Labour Relations Act*).

**8. Assists beneficiaries** and communities throughout South Africa as part of the Union's corporate social investment programs.

**9. Protects members' rights** and defends them in unfair labour practices or infringements of constitutional rights and legislation (*Labour Relations Act, 1996, Basic Conditions of Employment Act, 1997, and Employment Equity Act, 1998*). Disputes are resolved at the CCMA, Labour Court, and Labour Appeal Court. In the Public Service, the Public Service Coordinating Bargaining Council (PSCBC), Education Labour Relations Council (ELRC), Safety and Security Sectoral Bargaining Council (SSSBC), Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), and General Public Service Sectoral Bargaining Council (GPSSBC) provide dispute resolution functions. With the promotion of interests, rights are also established with collective agreements - non-compliance with such rights is being taken care of by these institutions.

**10. Employs professional**, dedicated and competent staff to support member structures in service of members.

**11. Promotes members'** interests during collective bargaining in bargaining forums with employers.

**12. Is admitted to the various bargaining councils**, which enables the Union to resolve workplace problems in these councils, saving cost and time.

**13. Acts only on members' mandate** (mandates on collective issues are obtained from member structures).

**14. Has country-wide, extensive member structures** (national and sectoral) that are the link between the Union and members. These structures mirror the structures for collective bargaining and ensure the protection and promotion of members' rights and interests. Structures are active in all provinces to promote the organisation of members, obtain mandates and improve communication. For information on your PSA representative and structure, contact your local PSA Provincial Office.

**15. Has an impressive success rate** in resolving cases by the Union's full-time staff and thousands of democratically elected, trained shop stewards.

**16. Offers fringe benefits to members, including FREE membership of PSACLUB!** Other benefits include an exclusive PSA short-term insurance scheme, insurance benefits, funeral schemes, and assistance with debt and personal loans.

**17. Provides FREE financial assistance** with funeral costs at a member's death.

**18. Provides FREE professional indemnity insurance** cover for its identified groupings of members (R1 million, per member, per year with no limitation in the aggregate).

**19. Holiday Resort offers** holiday accommodation at discounted rates.

**20. Magazine and workplace-specific newsletters** are issued to members FREE of charge - Update your contact details with the PSA's Membership Section ([updatemyinfo@psa.co.za](mailto:updatemyinfo@psa.co.za)) to ensure that you receive all news.

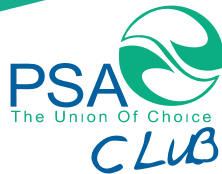


The PSA effectively represents the full spectrum of the South African population and lives by the values of **LOYALTY, TRANSPARENCY, RESPECT, INTEGRITY, CONSISTENCY** and **SERVICE EXCELLENCE**

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## Understanding your PSA structure

Country-wide member structures (on national and sectoral level) are the link between the PSA and its members. These structures mirror the current structures for collective bargaining and offer direction, thereby ensuring the protection and promotion of the rights and interests of members.

The PSA's Board of Directors on 29 March 2017 resolved that in terms of the *Labour Relations Act* or an Organisational Rights agreement, a group will be entitled to elect five shop stewards. The Board may on good cause shown, established such as a group as a branch.

These structures have been established in all provinces to promote the organisation of members, obtaining their mandates and improving communication with members.

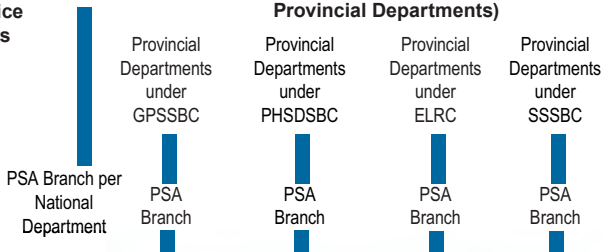
Details of this extensive network of committees and branches are available from the PSA Head Office as well as any of the twelve PSA Provincial Offices.

It is important to understand PSA member structures. In addition, you should be involved in these structures as active members can provide timeous, informed mandates and ensure that skilled workplace representatives are elected.

**Branch for Associate Members: Public Service Pensioners**

**National Departments**

**Provincial Administrations (each with several separate Provincial Departments)**



Sub-structures for communication to grassroots level

**join today**

www.psa.co.za ask@psa.co.za 0861 452 452



# PSA membership application

Public Servants Association of South Africa (NPC)

Reg No 1942/015415/08



## \* COMPULSORY FIELDS

### PERSONAL INFORMATION

PLEASE INDICATE YOUR CHOICE WITH A

DEPARTMENT / EMPLOYER *			
TITLE (DR, MR, MRS, MS) *	PERSAL / SALARY NUMBER *		
SURNAME *		INITIALS	
FIRST NAMES *		GENDER	<input type="checkbox"/> M <input type="checkbox"/> F
CORRESPONDENCE * ADDRESS			
		POSTAL CODE	
JOB TITLE		DATE OF BIRTH	<input type="text"/> D <input type="text"/> D <input type="text"/> M <input type="text"/> M <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y
IDENTITY NUMBER *		TAX NO	
CELL PHONE *	TELEPHONE	FAX NO	
EMAIL ADDRESS			
METHOD OF PAYMENT *	<input type="checkbox"/> STOP ORDER (SALARY DEDUCTION)	<input type="checkbox"/> DEBIT ORDER (BANK DEDUCTION)	
DATE OF MEMBERSHIP *	<input type="text"/> D <input type="text"/> D <input type="text"/> M <input type="text"/> M <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y		

### MEMBER'S BANKING DETAILS

BANK NAME		BRANCH CODE	
ACCOUNT NO		ACCOUNT TYPE	
ACCOUNT HOLDER			

### CONSENT

I consent to PSA marketing products, services and special offers to me. PSA may share my personal information, within the PSA and the businesses that provide special advantages to PSA members, for marketing purposes. The PSA may also contact me for research purposes.

YES  NO

### SALARY STOP-ORDER COMMENCEMENT DATE:

I, the undersigned, hereby apply for membership of the PSA (Public Servants Association of South Africa) and authorise and request the Accounting Officer of my employer to deduct the applicable PSA Membership Fee (as approved by the PSA Board of Directors) from my salary as membership fee starting from the STOP-ORDER COMMENCEMENT DATE and thereafter to continue such monthly deductions until my further written notice.

**I UNDERSTAND THAT IN TERMS OF SECTION 13(3) OF THE LABOUR RELATIONS ACT, 1995 THIS STOP-ORDER MAY ONLY BE REVOKED BY THE GIVING OF THREE MONTHS' (ONE MONTH IN THE CASE OF NON-PUBLIC SERVANTS) WRITTEN NOTICE TO MY EMPLOYER AND THE PSA.**

I understand that membership fees are due to and collectable by the PSA while I am a member of the PSA.

### BANK DEBIT-ORDER COMMENCEMENT DATE:

I, the undersigned, hereby apply for membership of the PSA (Public Servants Association of South Africa) requesting and authorising you at the same time to deduct from my account at the above bank the applicable PSA Membership Fee (as approved by the PSA Board of Directors), which covers my membership fee to the PSA, starting from the DEBIT-ORDER COMMENCEMENT DATE and continue deducting said amount monthly on the ...th day of each month thereafter until further my written notice.

### SIGNATURE \*

### DATE \*

RECRUITER (NOT PSA STAFF MEMBER)

PSA MEMBERSHIP NO *		TAX NO *	
IDENTITY NO *		CELL PHONE	
INITIALS & SURNAME			
POSTAL ADDRESS		POSTAL CODE	
EMAIL ADDRESS			
BANK NAME *		BRANCH CODE	
ACCOUNT NO *		ACCOUNT TYPE	
ACCOUNT HOLDER			

PLEASE NOTE THAT NO HONORARIUM CAN BE PAID WITHOUT A VALID TAX NUMBER. THE HONORARIUM WILL BE PAID DIRECTLY INTO YOUR BANK ACCOUNT.

NOTE: THE PSA WILL ASSIST MEMBERS (REPRESENTATION, FINANCIALLY, OTHERWISE) ON CONDITION THAT THE CAUSE OF ACTION FOR WHICH ASSISTANCE IS SOUGHT AROSE AFTER THE PSA'S ACCEPTANCE OF APPLICATION FOR MEMBERSHIP.

### FOR OFFICE USE ONLY

OFFICE DATE STAMP

64

WEEK NO \*

WEEKLY REPORT ID

# GEARED FOR SERVICE

The Public Servants Association (PSA) in 2020 commemorated a century of service to public-sector employees.

The PSA cemented its legacy as being 'MORE THAN A UNION', especially during the COVID-19 pandemic by reaching out to members and communities and supporting workers who are the pillars of society.

It stood the test of time whilst remaining committed to protecting and promoting members' workplace rights and interests.

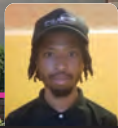
In 2021, the PSA renews its commitment to the values that guide its conduct aimed at achieving the Union's mission, namely **loyalty, transparency, respect, integrity, consistency and service excellence.**

*\*The PSA's 12 Provincial Offices are presented in the accompanying posters.*

In service of workers

# FREE STATE

Provincial Manager



Luvo  
luvo.ntuping@psa.co.za



Aubrey  
aubrey.nappie@psa.co.za



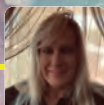
Kele



Mpho  
mpho.thalogi@psa.co.za



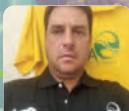
Nyakallo  
nyakallo.moletsane@psa.co.za



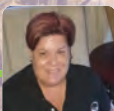
Sharon  
sharon.els@psa.co.za



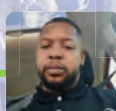
Thandi  
thandi.kgothule@psa.co.za



Odie  
odie.odendaal@psa.co.za



Lynsie  
lynsie.pelser@psa.co.za



Nelson  
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Clement  
Clement.fandie@psa.co.za



Jack  
jantjie.jack@psa.co.za



Nceba  
nceba.baardman@psa.co.za

*In service of workers*

✉ 7673, Bloemfontein, 9300  
34 First Avenue, Westdene,  
Bloemfontein

☎ (051) 403 1300 📠 (051) 403 1315/9  
[psa.bloem@psa.co.za](mailto:psa.bloem@psa.co.za)

- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

  
**PSA**  
The Union Of Choice

# EASTERN CAPE

Provincial Manager  
Port Elizabeth



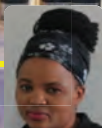
Sharon  
sharon.pantsi@psa.co.za



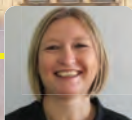
Madoda  
madoda.maxakana@psa.co.za



Ndume  
ndume.daniels@psa.co.za



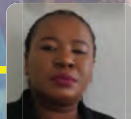
Claudia  
claudia.sijila@psa.co.za



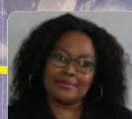
Denise  
denise.lavery@psa.co.za



Gladman  
gladman.sonjica@psa.co.za



Ndzondie  
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Mxolisi  
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Phumela  
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Otto  
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Riaan  
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In service of workers



# EASTERN CAPE

Acting Provincial Manager:  
Mthatha



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Thami  
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Nomsa



Nomaphelo  
nomaphelo.xhoma@psa.co.za



Zandi  
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Zingsile  
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Kenneth  
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Zoleka  
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Gilbert  
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Sam  
samkelo.mzuku@psa.co.za

*In service of workers*

✉ 52560, Mthatha, 5099  
Sanlam Building (3<sup>rd</sup> floor), cnr Leeds and  
Madeira Street, Mthatha  
☎ (047) 501 2500 📠 (047) 501 2510/16  
psa.mtha@psa.co.za

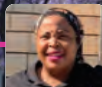
- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

  
**PSA**  
The Union Of Choice

# GAUTENG

Provincial Manager: Pretoria

Manager : Labour Relations



**Kgomotso**  
kgomotso.dibakoane@psa.co.za



**Olivia**  
olivia.mashigo@psa.co.za



**Sedrick**  
sedrick.maasdorp@psa.co.za



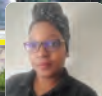
**Conny**



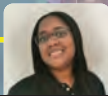
**Anita**  
anita.snymani@psa.co.za



**Itumeleng**  
Itumeleng.skhosana@psa.co.za



**Kabelo**  
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**Oll**  
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**Sean**  
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In service of workers



- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

✉ 40404, Arcadia, 0007  
567 Belvedere Street,  
Arcadia, Pretoria  
☎ (087) 236 8200 📠 (087) 236 8201  
psa.pta@psa.co.za

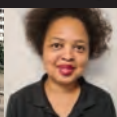
# GAUTENG

Photo: Courtesy of Pankaj (Unsubani)

Acting Provincial Manager:  
Johannesburg



Mymoena  
mymoena.sallie@psa.co.za



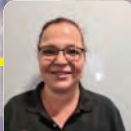
Yolanda  
yolanda.ralawe@psa.co.za



Sindi  
sindi.msipha@psa.co.za



Easter  
easter.mabele@psa.co.za



Mari  
mari.lottering@psa.co.za



Thebi  
thebi.matseke@psa.co.za



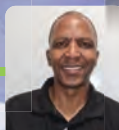
Tshepo  
tshepo.mokoena@psa.co.za



Amanda  
mandy.modise@psa.co.za



Katlego  
katlego.mokoena@psa.co.za



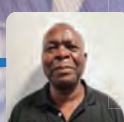
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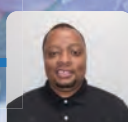
Henry  
henry.hall@psa.co.za



Yolanda  
yolanda.ralawe@psa.co.za



Tuni  
tuni.madimabe@psa.co.za



Bongani  
bongani.qankase@psa.co.za

*In service of workers*

✉ 30656, Braamfontein, 2017  
Nzunza House (9<sup>th</sup> floor), 28 Melle Street,  
Braamfontein, Johannesburg

☎ (011) 718 5400 📠 (011) 718 5419/22

[psa.jhb@psa.co.za](mailto:psa.jhb@psa.co.za)

- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

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# KWAZULU - NATAL

Provincial Manager: Durban



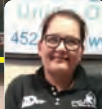
Mlungisi  
mlungisi.ndlovu@psa.co.za



Buhle



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nono.moabi@psa.co.za



Cereze  
cereze.strauss@psa.co.za



Phindile  
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Cynthia  
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Gillian  
gillian.hassan@psa.co.za



Isharat  
isharat.mooloo@psa.co.za



Roshan  
roshan.liruthan@psa.co.za



Vinod  
vinod.hariparsad@psa.co.za

In service of workers



-  Labour Relations Officer
-  Members Affairs Coordinator
-  Organising & Marketing Officer
-  Office Assistant

✉ 4011, Durban, 4000  
 300 Anton Lebembe Street, 11<sup>th</sup> floor,  
 Delta Towers, Durban  
 ☎ (031) 310 3600 📠 (031) 310 3615  
 psa.dbn@psa.co.za

# KWA ZULU - NATAL

Provincial Manager  
Pietermaritzburg



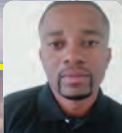
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Charles  
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Hlengiwe



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Mlu  
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Pam  
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Nandi  
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Zamani  
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Mbongeni  
mbongeni.mbanjwa@psa.co.za



Nkosonye  
nkosonye.ndlovu@psa.co.za



Perfect  
perfect.zulu@psa.co.za

*In service of workers*

✉ 2056, Pietermaritzburg, 3200  
Dorchester House (1<sup>st</sup> floor),  
190 Jabu Ndlovu Street, Pietermaritzburg  
☎ (033) 392 7600 📠 (033) 392 7615  
psa.pmb@psa.co.za

- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk



# LIMPOPO

## Provincial Manager



Lucky  
lucky.kganyago@psa.co.za



John  
john.teffo@psa.co.za



Phalica



Caroline  
caroline.vorster@psa.co.za



Christine  
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Kate  
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Queen  
queen.seema@psa.co.za



Lawrence  
lawrence.muvhango@psa.co.za



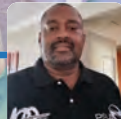
Paulina  
paulina.moloto@psa.co.za



Mike  
mike.mkhize@psa.co.za



Patricia  
Patricia.mathadisa@psa.co.za



Phillip  
phillip.maponya@psa.co.za

In service of workers



- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

✉ 1747, Polokwane, 0700  
 The Office Park, Unit 102, 90 Schoeman Street,  
 Polokwane  
 ☎ (015) 295 0500 📠 (015) 295 0505  
[psa.pol@psa.co.za](mailto:psa.pol@psa.co.za)

# MPUMALANGA

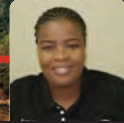
## Provincial Manager



Jabulile  
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Phumzile  
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Sbogile



Nomfundo  
Nomfundo.mlangeni@psa.co.za



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Sibusiso  
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Sylvia  
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Thandiwe  
Thandiwe.mathabela@psa.co.za



Asnath  
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Flip  
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Pamela  
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*In service of workers*

✉ 282 Sonheuwel, Nelspruit, 1206  
Sonpark Boulevard Building, 54(c), 2 Anneck  
Street, Sonheuwel, Nelspruit  
☎ (013) 741 7500 📠 (013) 741 7500  
psa.nelsp@psa.co.za

- 👤 Labour Relations Officer
- 👤 Members Affairs Coordinator
- 👤 Organising & Marketing Officer
- 👤 Office Assistant
- 👤 Clerk



# NORTHERN CAPE

Photo Downloaded by Big World Photo Community

Provincial Manager



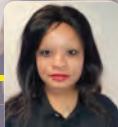
Dess  
dezeree.seekoei@psa.co.za



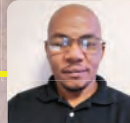
Steve  
steve.ledibane@psa.co.za



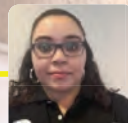
Leah



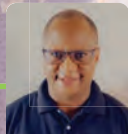
Lesego  
lesego.mojaki@psa.co.za



Mhlanguli  
mhlanguili.madubela@psa.co.za



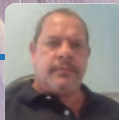
Sam  
samanatha.andrews@psa.co.za



Neo  
neo.montse@psa.co.za



Eugene  
eugene.louw@psa.co.za



Russle  
russle.bindeman@psa.co.za

In service of workers



- Labour Relations Officer
- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

✉ 2997, Kimberley, 8300  
No 2 Kekewich Street, Monridge Office Park,  
Section 3, Kimberley  
☎ (053) 839 1000 ☎ (013) 839 1019  
✉ psa.kimbe@psa.co.za



# NORTH WEST

Photo: Conrad Coward (Unisa/SA)

Provincial Manager



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mpho.mokae@psa.co.za



Dickson  
dickson.makolomakwa@psa.co.za



Revoshnia



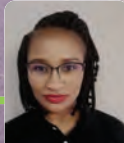
Cordell  
cordell.curnow@psa.co.za



Hannah  
hannah.matlhotsi@psa.co.za



Mojaki  
mojaki.wessie@psa.co.za



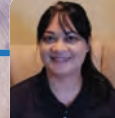
Nonkulumo  
nonkulumo.maxatshwa@psa.co.za



Abram  
abram.moribe@psa.co.za



Kabelo  
kabelo.moalosi@psa.co.za



Zhulfa  
zhulfa.graaff@psa.co.za

*In service of workers*

✉ 2480, Mahikeng, 2745  
58 Proctor Avenue,  
Golf View, Mahikeng

☎ (018) 381 9600 📠 (018) 381 9611

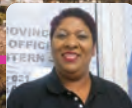
[psa.mkeng@psa.co.za](mailto:psa.mkeng@psa.co.za)

- ➡ Labour Relations Officer
- Members Affairs Coordinator
- Organising & Marketing Officer
- ➦ Office Assistant
- ➧ Clerk

**PSA**  
The Union Of Choice

# WESTERN CAPE

Provincial Manager



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☎ (021) 409 7360 📠 (021) 409 7399

✉ [psa.kstad@psa.co.za](mailto:psa.kstad@psa.co.za)



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- Members' Affairs Coordinator
- Organising & Marketing Officer
- Office Assistant
- Clerk

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