

# Magazine

2/2022

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Publisher: PSA

Editor in Chief: General Manager

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respect, integrity, consistency,  
and service excellence**

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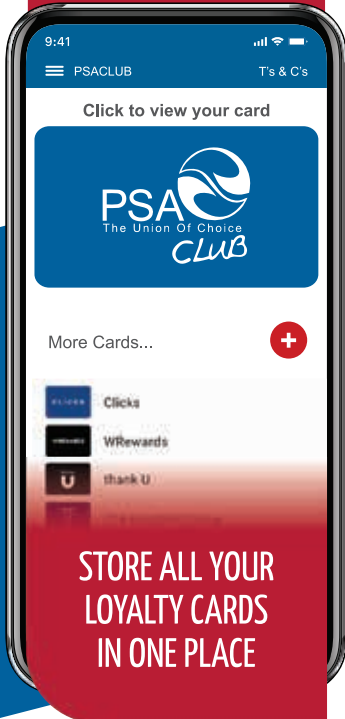
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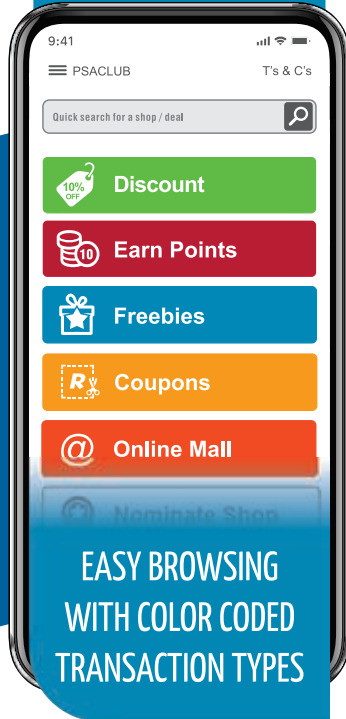
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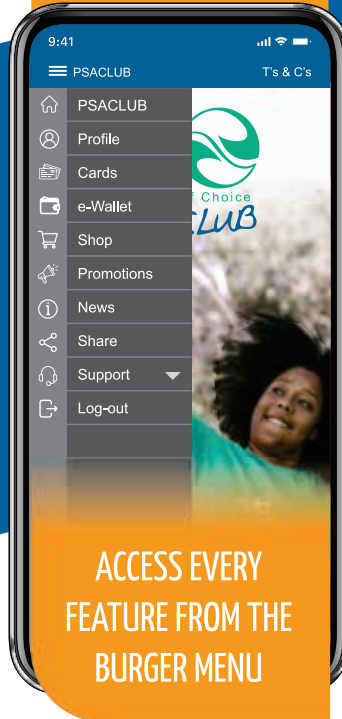
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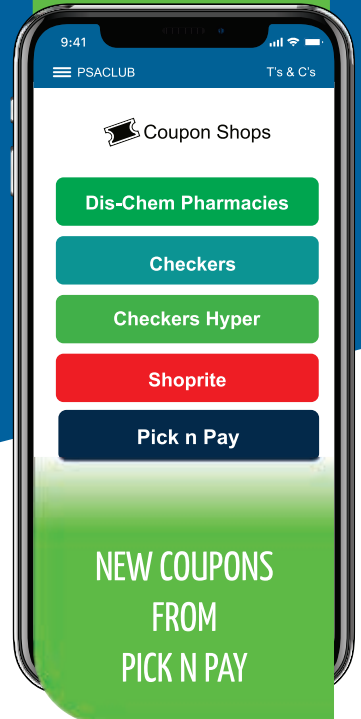
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# Editorial

**The landmark Constitutional Court judgement delivered in February 2022, was the realisation of many fears, including the security and trust in collective bargaining processes and agreements in South Africa.**

With Worker's Day and Public Service Day commemorations approaching in May and June 2022 respectively, many public servants may be asking themselves why they should even belong to a union, if negotiated agreements seem to be worthless. In addition, it is becoming increasingly difficult to take pride in being a public-sector employee amidst increasing tribulations such as poor and unsafe working conditions and rampant corruption that further lames service delivery to increasingly impatient citizens.

Worker's Day should be a celebration of the bravery of the working class when they united in objecting to poor working conditions. Public Service Day recognises the value and virtue of public service to the community. It should further emphasize the importance of public service in the advancement of democracy, recognise the work of public servants, and inspire young people to follow careers in the public sector. It, however, seems that according to government, its employees are only good for taking the blame for the failures of the state.

Working in South Africa's public sector, which currently has some 1.3 million public servants of whom many are reaching retirement age, is no longer a desirable option for young people. Most government departments are tainted with corruption and maladministration, which results in vacant posts not being filled, despite the need for those functions, and overburdening tired workers who are expected to continue providing services. Increasingly, government is exposed as not paying rent for the premises used by its employees. In addition, government's infrastructure continues to erode owing to a lack of maintenance, to the point where workplaces pose a danger to employees' and members of the public's health and safety.

With all the challenges facing the Public Service it is now more important than ever for workers to unite to protect the gains made by trade unionism and ensure the protection and promotion of their workplace rights and interests against a seemingly uncaring employer. Job security in the Public Service is no longer guaranteed as government is determined to reduce the wage bill at all costs. Without a strong and independent union, workers will be at the mercy of the employer who shamelessly can offer a 0% salary increase to employees, despite steep increases in the cost of living.

The PSA is thus more determined than ever to ensure its commitment to serve public-sector employees. The Union will do justice to its strong position of uninfluenced leadership. For this reason, the PSA calls upon its leaders and shop stewards to close ranks as a united front against the new challenges now facing workers. The COVID-19 pandemic, despite its devastation, taught us many valuable lessons and forced the PSA to almost re-invent service delivery to the Union's growing membership. Armed with this knowledge and expertise, the PSA is ready to head-on face and address the challenges that lie ahead for public-sector workers.

Marcus Ramakgale  
GENERAL MANAGER



## Constitutional Court judgement

# The way forward

**The long-anticipated Constitutional Court judgement on government's failure to implement the final leg of the 2018 Public Service wage agreement was delivered on 28 February 2022. Disappointingly, the Court ruled against public servants.**

In January 2021, the PSA approached the Court to overturn the Labour Appeal Court's ruling on the non-implementation of the wage agreement. The PSA is extremely disappointed by the Constitutional Court judgement, whereby government will not have to pay public servants their negotiated salary increases for the 2020/21-financial year. The judgement confirmed that the agreement was invalid as government had not followed proper mandating procedures prior to signing the agreement and that it was justifiable that government could plead poverty by claiming that it could not afford to pay the increases owing to the country's dire economic situation.

According to reports, honouring the deal would have cost government R37 bn in the 2021-fiscal year, whilst owing R75 bn in back pay to its employees. This ruling came as unions are nearing another round of wage negotiations. The PSA intends seeking increases equivalent to the consumer inflation rate, currently at 5.7%, plus two percentage points in a single-year wage deal. The PSA is extremely concerned that the judgement will have adverse consequences for the future of collective bargaining and government's commitment to honour collective agreements. It is further alarming that the Minister of Public Service and Administration authorised the signing of the agreement without the necessary authority. There should be consequence management for Ministers who allowed the invalid agreement to be implemented. The judgement also cited the COVID-19 pandemic as one of the reasons why government could not afford to pay the increases. The obligation to pay salary increases and government's unwillingness to do so, however, emanated before COVID-19 became a reality in South Africa.

Public servants were thus denied salary increases that were due to them, as negotiated in good faith by the PSA and other unions. *Whilst the PSA still maintains that employees deserve to get what was promised to them by the concluded agreement, it respects the decision of the Court and will study the judgement to determine the way forward.*

The judgement ignored the fact that government saved billions through the non-filling of positions, which forced remaining employees to carry the burden of additional responsibility without any real salary increases and diminishing benefits. Public servants remain the scapegoats of a government squandering billions through corruption. In view of the agreement being declared invalid, the PSA has reinstated its demands that were tabled in October 2017 at the Public Service Coordinating Bargaining Council (PSCBC), which were acknowledged by the Council.

The PSA was on the verge of embarking on industrial action when the majority of unions signed the agreement in 2018.

The PSA hopes that the outcome of this process will bring justice to public servants to receive their well-deserved increases and that this time around the relevant Ministers will do due diligence in the process. The PSA will demand that Ministers involved in the unlawful agreement will be brought to justice.

Following the judgement, public servants may be wondering that if the Constitutional Court can ignore collective bargaining and the *Labour Relations Act (LRA)*, what is the purpose of belonging to a union. The Constitutional Court gave government license to renege on the collective agreement pertaining to salary increases: Can workers rely on unions? The answer is **YES** and here is why:

- The judgement confirms that the employer cannot be trusted with unfettered power. The role of the union is thus much more important than ever to deal with the employer.
- Job security in the Public Service is no longer guaranteed as the employer is determined to reduce the wage bill at all costs.
- The PSA has forced the shutdown and renovation of more than 100 government buildings across the country as the employer neglected to provide a workplace that is safe and without risk to employees.
- Participation of unions in collective bargaining has stopped government from introducing policies contrary to the interests of employees and strove for conducive work environments.
- The PSA spent vast amounts in opposing injustices in the workplace and will continue these efforts in pursuit of workers' emancipation and democratisation of the workplace.



- Corruption is eroding government's ability to provide basic services and non-political trade unions, such as the PSA, remain the machinery to combat this cancer, which also causes government's failure to adequately capacitate government departments.
- Deployment of unqualified comrades will continue at will without unions having oversight to prevent destroying employees' career pathing and upward movement.
- Without strong and independent unions, workers will be at the mercy of an uncaring employer that can offer a 0%-salary increase to employees despite increases in the cost of living.
- Provision of tools of trade and protective equipment remains a battle.
- Collective bargaining is clearly under threat, despite being declared a human right by the International Labour Organisation, and collective agreements must be defended.
- The risk of government declaring the entire public sector as an 'Essential Service', thus losing the power to put pressure on the employer through industrial action.

**Without a Union such as the PSA, public-sector employees will be at the mercy of the employer.**



Source  
PSA Collective Bargaining  
Win for government on public sector  
wage bill (timeslive.co.za)  
Image: Shobert Vartan



At the SA Revenue Service (SARS), the PSA is involved in a dispute on behalf of the Union's members. The PSA and SARS exchanged pleadings in the matter. Following another union being joined as a party to the SARS counter application, that union was given an opportunity to file an answering affidavit. This filing was delayed. SARS was afforded an opportunity to file a reply, which it did at the end of January 2022. The PSA filled its heads of arguments in the first week of March 2022. SARS and the other union involved had to file their heads of arguments within the prescribed time frames, where after the High Court can be requested to set the matter down before a judge.  
**The PSA is treating this matter with urgency.**



# Current realities

**A**s the global community attempts to recover from the COVID-19 pandemic, there are calls from both the private and public sector for mandatory vaccinations to allow for a return to full operation and profitability.

In South Africa, the Department of Employment and Labour issued an updated Consolidated Direction on Occupational Health and Safety that, amongst others, expressly permits an employer to implement a mandatory workplace vaccination policy, subject to specific guidelines. Mandatory vaccinations are also being pushed in institutes of higher education, with five of the country's universities moving towards mandatory COVID-19 vaccination policies.

In January 2022, the Commission for Conciliation, Mediation, and Arbitration (CCMA) ruled in favour of an employer, whose company had implemented mandatory vaccination policies, confirming the dismissal of an employee for refusal to vaccinate. The company stated that mandatory vaccinations were in the interest of the health and safety of all other employees and the company's clients. The CCMA has also confirmed that over 100 disputes were lodged on workplace vaccinations. So far, the CCMA has only dismissed two cases in connection with mandatory vaccination, with the ruling to dismiss ruled as fair and in line with the *Occupational Health and Safety Act*. According to the CCMA, it had received 117 disputes, had settled 17 cases, had eight cases withdrawn, awarded two cases, and referred one matter to the Labour Court for adjudication.

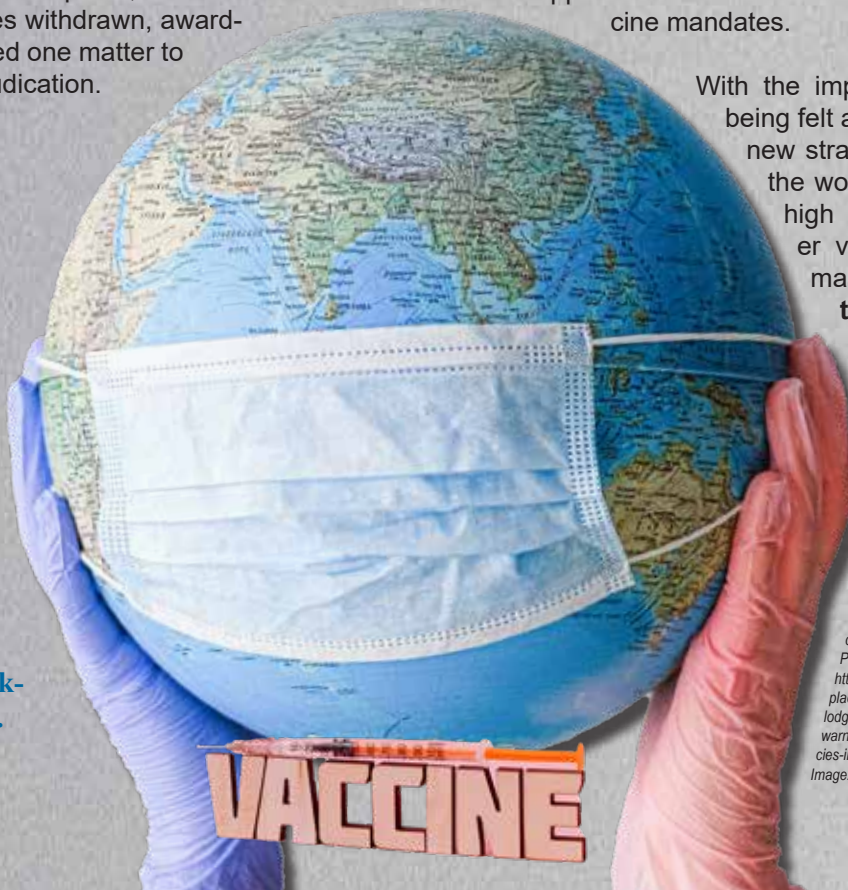
The PSA maintains that vaccination should be voluntary as many people are still afraid of possible side effects of the vaccine. The PSA has also called for efforts to be stepped up to educate the public on the both the positive and possible negative effects of being vaccinated.

Section 12(2) of the Constitution provides that "every person has the right to bodily and psychological integrity, including making decisions concerning reproduction, security in and control over their body and not being subjected to medical experiments without their consent". If after counselling and further medical evaluation, the employee still refuses, it's the responsibility of the employer to "reasonably accommodate the employee in a position that does not require the employee to be vaccinated". These include alternatives such as working off-site or from home, working in isolation away from other employees and the public who receives services, working outside of ordinary working hours, or ensuring limited contact with other employees.

Adding to the call for vaccinations to remain a choice, in a recent media statement, the Commission for Gender Equality with the Commission raised concerns that found that COVID-19 vaccines could temporarily interrupt the reproductive cycle of females. However, the National Economic Development and Labour Council is expected to approach the Constitutional Court in 2022 on vaccine mandates.

With the impact of COVID-19 still being felt and the uncertainty that new strains of the virus brings, the world will continue to see high level talks on whether vaccinations should be mandatory. **If you are victimised owing to this matter, contact your nearest PSA Provincial Office for assistance.**

The PSA continuously encourages its members to get vaccinated, especially those in the Health Sector, Correctional Services, Education, Police, and Home Affairs as they deal directly with the public in providing services. The PSA has also warned about the dangers of forcing workers to be vaccinated.



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[www.iol.co.za/sundayindependent/news/ccma-ruling-misguided-on-workplace-vaccination](http://www.iol.co.za/sundayindependent/news/ccma-ruling-misguided-on-workplace-vaccination)  
PSA Collective Bargaining  
<https://www.medicalbrief.co.za/vaccine-workplace-dismissals-ccma-confirms-117-disputes-lodged/businesstech.co.za/news/business/551204/warning-against-mandatory-vaccination-policies-in-south-africa>  
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# PSA serving higher education institution employees

In August 2021, the PSA in the Northern Cape received the following request:

*“My name is Dr Crispin Chinguno and I am a Lecturer and Research Academic at Sol Plaatje University (SPU) in Kimberley. I am conducting a research project focusing on trade unions and workers’ notion of democracy and new forms of work in the new dispensation. The project explores unions and workers’ notion of democracy and their views on the future of work and the unions in South Africa in the context of globalisation where the gains of the workers have been eroded and the growing unemployment”.*

The PSA began interactions with the University, which led the PSA noting that each workplace has its challenges and the fact that the Union could provide solutions in line with the *Labour Relations Act*. The PSA had already noted a need by university employees wanting to join the Union of Choice. This resulted in the PSA opening its membership base to also serve these workers. Since 2021, the PSA has grown its membership at the SPU to the extent that the Union has met the 25% threshold needed to qualify for a recognition agreement with the SPU.

Similar success is being achieved at other universities resorting under the Department of Higher Education and Training. The PSA encourages all university employees to choose the Union that’s driven by members’ mandate and actively pursues the protection and promotions of members workplace rights and interests.

PSA members have access to the Union’s professional services, which include:

- Negotiating fair terms of remuneration and representing members’ interests in bargaining forums.
- Protecting service benefits, such as medical aid, pension, and housing.
- Addressing issues such as fair and reasonable working conditions, hours of work, and leave entitlements.
- Ensuring employer compliance with the *Occupational Health and Safety Act* for safe working conditions.
- Protecting members’ rights by harnessing its professional, legal resources to defend them in situations of unfair labour practice or infringement of constitutional rights.
- An attractive range of fringe benefits, including a **FREE** funeral benefit and **FREE** *PSAClub* membership.

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images by pexels

**Send the fully completed application form to [competition@psa.co.za](mailto:competition@psa.co.za) by 12:00 on 30 June 2022 to secure\* your entry!**

**(Subject standard terms and conditions and verification of membership)**

Winners will be informed by 11 July 2022



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# LIFESTYLE AUDITS for public servants

**The former Minister for Public Service and Administration approved the guide to implement lifestyle audits in the Public Service, which, from 1 April 2021, makes it compulsory for National and Provincial Departments as well as government components to conduct lifestyle audits.**

Lifestyle audits are a critical and legitimate management tool in which a person's income is measured against his or her lifestyle to prevent and detect fraud and corruption. Such audits are typically conducted when the visible lifestyle or standard of living of an individual appears to exceed the known income level. The detection of such discrepancies can raise red flags, warranting closer inspection. In such instances, an assessment of the individual's income, assets, and investments can be undertaken to determine if such seemingly extravagant expenditures could have been funded by illicit gains. If the audit shows inconsistency between a person's known income and assets compared to lifestyle and spending patterns, there is an increased risk that the person is obtaining alternative income from sources that constitute a conflict of interest or illegal activity, including embezzlement and bribery. Verification can include assessments of an official's household. This approach is particularly helpful in detecting whether corrupt proceeds could have been hidden under the names of family members or associates.

In a recent interview, the acting Public Service Commissioner, Prof Somadoda Fikeni, said that government is ready to roll out lifestyle audits for public servants after months of training and preparation. The training has been completed for audits to commence from February 2022.

Several agencies will be involved in assisting the Commission with the audits, including the banking sector. The audits will focus on public servants such as directors and chief directors. Ministers and political office bearers will be subject to a different regime. Audits will be conducted on an annual basis or as frequently as required in certain departments.

The PSA has, however, raised concerns regarding the implementation of these audits when the responsible Department (Department of Public Service and Administration (DPSA)), is experiencing its own problems. The DPSA is responsible for the implementation of lifestyle audits for more than a million public servants.

The PSA supports any means to deal with corruption and maladministration and the DPSA needs to be adequately resourced to perform this function. If government is serious about the eradication of corruption, it must undertake this task correctly and ensure the correct government entities, such as the Auditor-General and other departments, are correctly resourced otherwise this exercise will be only for scoring political points without achieving results.

Sources  
<https://www.dpsa.gov.za/thepublicservant/2021/07/06/lifestyle-audits-in-the-public-service/>  
[https://knowledgehub.transparency.org/assets/uploads/kproducts/Helpdesk-Answer-2021\\_-Lifestyle-Audits.pdf](https://knowledgehub.transparency.org/assets/uploads/kproducts/Helpdesk-Answer-2021_-Lifestyle-Audits.pdf)  
Image: Freepik (business-feedback)





# SIU report: PPE corruption in Gauteng Health

In 2020, South Africans witnessed the looting of vast amounts of money that was meant for the procurement of personal protective equipment (PPE) to combat the COVID-19 pandemic. This also severely hindered the implementation of essential programmes designed to eradicate poverty. In an emergency situation such as the pandemic, this becomes a matter of life and death.

The Special Investigation Unit (SIU) investigated dozens of companies and individuals on allegations of maladministration, greed, nepotism, and corruption in the appointment of service providers by the Gauteng Department of Health who are believed to have benefited from dodgy COVID-19 tenders. The allegations were referred by the Office of the Premier in Gauteng in March 2020. After 18 months of investigation, the SIU revealed that the Gauteng Provincial Government had the highest reported cases of PPE tender fraud. The report lists the names of those implicated and investigated, including ministers, mayors, MECs, captains and colonels, as well as chief financial officers, directors, and heads of department.

In total, 224 government officials have been referred for disciplinary action, 386 people have been referred for prosecution by the National Prosecuting Authority (NPA), and 330 companies have been recommended for blacklisting.

The report stems from the investigation of 5 467 contracts awarded to 3 066 service providers. Of these, 62% were found to be irregular. The SIU probe into companies linked to the Gauteng Department of Health's irregular procurement of COVID-19 PPE amounting to more than R200 million has led to the recovery of only R24 million.

Corruption, especially with public resources, affects the lives of all South Africans. It threatens sustainable economic development, ethical values, justice, and weakens society. It undermines institutions and values of democracy.

Source  
<https://www.thepresidency.gov.za/press-statements/president-releases-report-investigation-special-investigating-unit-covid-19-related%C2%A0procurement-state-institutions>

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# PSA reacts



The PSA condemns corruption in the strongest terms as unforgivable, gross misconduct. Swift consequence management and the rule of law must apply in such instances.

Stolen money must be recovered, and the PSA urges the NPA to prioritise these cases. Bank accounts of alleged perpetrators must be frozen. These crimes, for example, resulted in COVID-19 frontline workers not receiving adequate PPE. Government was further unable to provide a token of appreciation to healthcare workers.

Law enforcement agencies must act swiftly to bring to book all persons implicated and ensure hard sentences for those found guilty. Government has a duty to put stringent measures in place to manage processes related to the procurement of emergency resources. Unless such processes are streamlined, taxpayers' money will continue to be looted and misused.

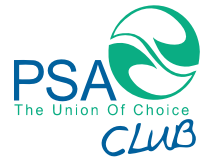
The PSA calls on members of the public and public servants to report acts of corruption through the toll-free **Anti-Corruption Hotline**, coordinated by the Public Service Commission – **0800 701 701**.

The PSA also urges government to use money recovered from such acts of corruption to fill critical vacancies in the Public Service, including the absorption of community healthcare workers, to ensure service delivery to citizens.

Source  
[https://www.psa.co.za/docs/default-source/psa-documents/media-statements/covid-19-psa-welcomes-release-of-siu-report-on-procurement-corruption-and-calls-for-stern-action.pdf?sfvrsn=f372f219\\_2](https://www.psa.co.za/docs/default-source/psa-documents/media-statements/covid-19-psa-welcomes-release-of-siu-report-on-procurement-corruption-and-calls-for-stern-action.pdf?sfvrsn=f372f219_2)  
Image: pexels-mikhail



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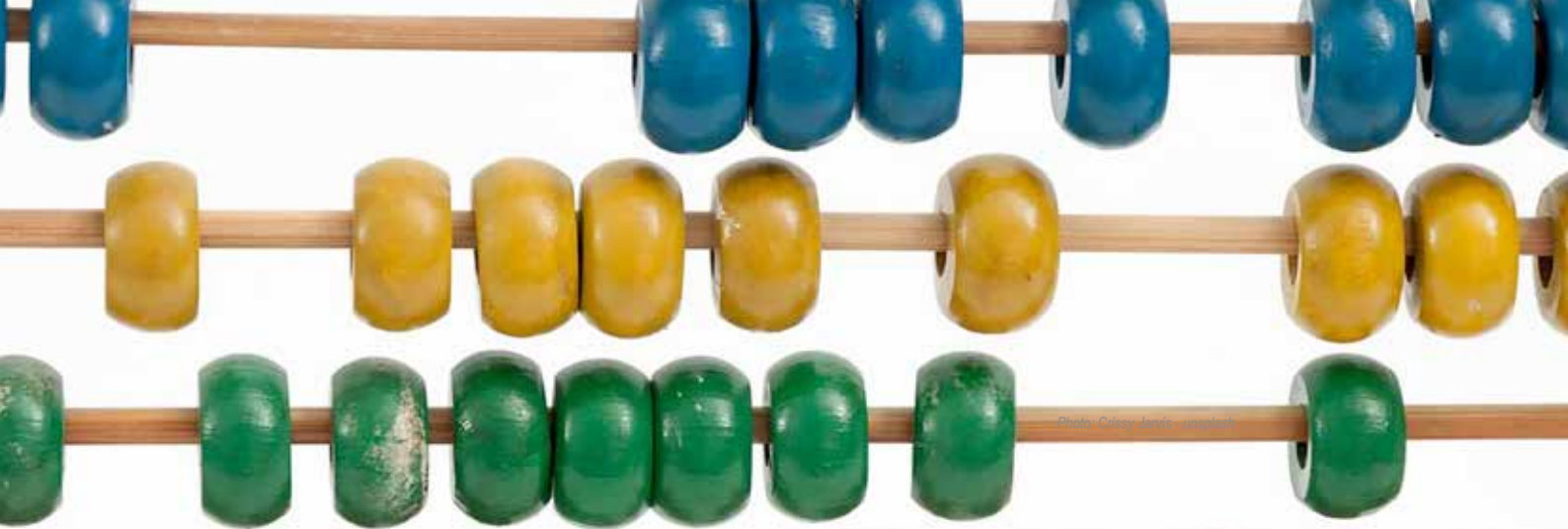


Photo: Getty Images - ianphillips

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Only entries submitted as stipulated above, using the special application form 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 by 10 June 2022*

*Prizes not claimed within 30 days will be forfeited*

*Payments for outstanding account(s) to be made by the PSA directly to the relevant educational institution*

# South African public-sector unions: Asserting **independence** of agenda

By Mphutlane wa Bofelo: PSA Training Officer

**A**s workers and citizens are functionaries of government and the state, public servants are in an acute position. They are both producers and consumers of knowledge, information and services disseminated by government and the state to society. On one hand, public servants are the conduit of information, knowledge, and services from government to the public. On the other hand, they are part and parcel of the public. This makes public servants responsible and accountable to the state and civil society. At the same time, public servants must look after their physical, emotional, mental, social, and economic wellbeing as workers and citizens. Moreover, as workers and citizens, public servants must protect their own rights, dignity, and integrity and also the rights, dignity and integrity of citizens. As employees, public servants are duty-bound to protect the integrity of their employer – the state.

In South Africa, there is increasing social distance between state and citizenry. There is often a disjuncture between government's commitment to labour, social, political, economic, gender, and environmental justice and its performance. This places public-sector unions in an intricate situation. On the other hand, they cannot avoid constructive engagement and working closely with government on common issues, nor can they ignore possibilities of cooperation leading to the co-option of union leadership by government in some instances. At the same time, public-sector unions cannot afford social distance between them and civil society. In South Africa, the state has the tendency to launch public servants and their unions against the rest of the population by stereotyping public servants as over-paid, lazy, and unpatriotic people to blackmail and cajole public-sector workers into carrying the burden of an ailing economy and a misgoverned Public Service. Consequently, public-sector unions must navigate around this complexity carefully in deciding on their socio-political agenda.

There can never be a singular view about the socio-political agenda of public-sector unions and the labour movement in general. How a union perceives its agenda to be is informed by what it perceives as its primary purpose of existence.

This is, in turn, informed and influenced by whether the union subscribes to a revolutionary theory (Marxist theory), an industrial democracy theory, an industrial jurisprudence theory, or the Gandhian theory of trade unionism. The revolutionary theory perceives labour struggles as inseparable from the agenda of the emancipation of workers and underclasses from capitalist exploitation. This theory views unions as prime instruments of the class struggle and their ultimate objective as emancipation of workers and abolition of capitalism. A union that subscribes to this theory sees its agenda as contesting all practices and policies that engender inequities and injustices and entrench individualism, profiteering, racketeering, crass materialism, consumerism at the workplace and in society. It also sees its role as advocating democratisation of both the polity and the economy, and inculcating socialist values of collectivism, cooperatism, and promoting social forms of production, ownership, distribution, and consumption.

In South Africa, this social agenda is bound to entail rolling back apartheid geography and the apartheid economy. This refers to dismantling structures of racial-capitalism and doing away with racial hierarchies in the productive and reproductive sphere (*i.e.*, workplace and society). The industrial democracy theory – also known as evolutionary theory – views trade unionism as an extension of the principle of democracy in the industrial sphere and a means of equalising the bargaining power of labour and capital rather than an instrument of destroying capitalism. Unionism provides a means by which workers simultaneously overcome managerial dictatorship and express their voice to determine the conditions under which they must work. Similarly, the theory of Industrial Jurisprudence states that the union is a means to protect workers' rights because individually, workers are inadequate to bargain with employers to protect their interests. Unions that subscribe to these two theories see their purpose as mediating and conciliating relations between employees and employers. Their primary task is using negotiations, bargaining, and existing laws and policies to modulate and mediate the power and demands of the employer and the employee to facilitate labour peace, workplace democracy, and mutually beneficiary relations between employers and employees.



In South Africa, government is often found wanting on implementation of progressive laws and policies, too eager to implement those that harm workers and the public, and often making efforts to make amendments and new laws aimed at eroding rights provided by some of its progressive labour laws. In this context, the application of the theories of industrial peace and industrial jurisprudence by public-sector unions can take the form of appropriating the most fair, just, and equitable laws and policies of government to defend workers' rights, enforcing compliance to laws and policies promoting labour rights, justice and equality, and objecting to and rejecting laws and policies that are unjust, unfair, and oppressive. The Gandhian approach of unionism is based on collaboration and using reforms within the capitalist system and self-consciousness amongst workers for workers to fairly get what is due to them. This approach to unionism is not anti-capitalist but seeks to attain internal reform of the capitalist system and internal strength of unions. This approach is not only related to material aspects but also moral and intellectual aspects. For unions that subscribe to the Gandhian approach, the primary tasks are to advance legislative and policy reforms that promote the rights of workers and the public, build consciousness, ethics, and discipline of workers and peaceful acts of civil disobedience at the workplace and in society, and build harmonious and mutual relations between employees and employers.

Public-sector unions must free themselves from being bogged down by dogma, ideology, and sectarian politics in deciding on their socio-political and economic agenda and in choosing strategies and tactics that advance the cause of workers and society. Public-service unions and the union movement must be guided only by the agenda to assert political and ideological independence of unions. This implies that the only "ideology", "politics", and "economics" that guide public-service unions and the union movement in general should be the wellbeing of labour, people, society, the environment, and the economy.

The only "ideology", "politics", and "economics" of public-sector unions must be establishing a fair, just, and equitable balance between the needs and demands of labour, capital, society, the state, and the environment. Their primary agenda must be the welfare and wellbeing of public servants as workers and as citizens and as producers and consumers of the rights and services to be delivered by the state to the public. It must be the agenda of an adequately remunerated, humanely and justly treated, satisfied, professional, ethical, and efficient public servants and of fairness, equality, justice, and peace in the workplace and in broader society.

Public-service unions must not be stagnant and archaic in their choice of strategy and tactics, nor should they be captives of one or other theory of unionism. They must throw away the box and think and act, organically, dynamically, innovatively, and imaginatively. Public-service unions and the broader union movement should use tactics and strategies in a dynamic way, tapping into the most relevant, appropriate, effective, efficient, practical, and ethically sound tactic and strategy for the situation and environment. This also requires these unions to be strong in organising, educating, and empowering workers to speak out and defend themselves at the workplace, strong in negotiations and bargaining, strong in representation and in using laws, policies and the judiciary to defend and extend the rights of workers and the public, and strong in mounting campaigns and legal strikes where negotiations and bargaining fail.

In short, unions must simultaneously strengthen their organising, campaigning, advocacy, lobbying, activism capacity, their negotiation and bargaining capacity, and their capacity to provide excellent services to members. They must be able to link labour struggles to civil, social, economic, political, and environmental issues without being captured by ideological and political interests or commitments of any civil, social, economic, political, or environmental movement. This requires a leadership that is not held captive by political and business ties or ambitions. It requires participatory and horizontal democracy. It requires a vigilant membership, jealously guarding the independence of workers and unions.

*Image: Pixel*





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Chiropractors and Other Related Workers  
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Dental Therapists  
Dieticians and Nutritionists  
Home-Based Personal Care Workers  
Medical Research and Related Professionals  
Medical Technicians/Technologists  
Nursing Assistants  
Occupational Therapists  
Optometrists and Opticians

Oral Hygienists  
Pharmaceutical Assistants  
Pharmacists  
Physiotherapists  
Professional Nurses  
Psychologists and Vocational Counselors  
Radiographers  
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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** (including 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 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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# PSA membership application

Public Servants Association of South Africa (NPC)  
Reg No 1942/015415/08



In terms of the POPI Act, 4 of 2013, the PSA will only use the information provided on this application form for the intended purpose related to membership management



**\* 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  M  F

CORRESPONDENCE \*

ADDRESS  POSTAL CODE

JOB TITLE  DATE OF BIRTH  D D M M Y Y Y Y

IDENTITY NUMBER\*  TAX NO

CELL PHONE \*  TELEPHONE  FAX NO

EMAIL ADDRESS

METHOD OF PAYMENT \*  STOP ORDER (SALARY DEDUCTION)  DEBIT ORDER (BANK DEDUCTION)

DATE OF MEMBERSHIP \*  D D M M Y Y Y Y

## MEMBER'S BANKING DETAILS

BANK NAME  BRANCH CODE

ACCOUNT NO  ACCOUNT TYPE

ACCOUNT HOLDER

### CONSENT

I consent to the PSA marketing products, services and special offers to me. The 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 ....<sup>th</sup> 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

64

WEEK NO \*

OFFICE DATE STAMP

WEEKLY REPORT ID

19

# Public Service Summit 2022

## Way forward for workers

**T**he Public Service, as one of South Africa's biggest employers, faces ever-increasing challenges in service delivery for citizens. Challenges in this sector are known, to an extent that the public expects bad service. Public servants have low morale, which was compounded by the recent Constitutional Court judgement whereby government does not have to pay public servants their salary increases for the 2020/21-financial year - another devastating blow to public servants.

The judgement found that the 2018 three-year wage agreement was invalid, as government had not followed proper mandating procedures prior to signing the agreement and that it was justifiable to plead poverty owing to the current dire state of the country's economy because of the COVID-19 pandemic. The judgement impacts the entire Public Service and is expected to have an impact on the future of collective bargaining – an impact that is also felt by unmotivated, overworked, and underpaid public servants.

These were some of the issues tackled during the Public Service Coordinating Bargaining Council's Public Service Summit in March 2022.



### The PSA delivered inputs on current challenges in the Public Service.

Evidence of these challenges is witnessed when the Public Service fails to fulfill service-delivery needs of citizens in an efficient way.

From ongoing violent service-delivery protests to the backlog in the delivery of RDP housing, and even government's non-compliance to its own regulations, lay bare failures. Some challenges are beyond government's control, including issues such as:

**Lack of capacity:** The Public Service requires a large cadre of talented and dedicated employees but has often struggled to successfully recruit talented and qualified staff.

**Rebuilding trust:** Trust in public services has been severely eroded by corruption scandals, limiting the ability of government to work with crucial stakeholders and the private sector. Issues such as state capture can leave dedicated public servants feeling powerless and frustrated as their efforts are thwarted by complex political problems.

The ideal public service is one that delivers in an efficient and transparent way. The country's National Development Plan offers a useful vision, which highlights five key points:

- 
- South Africa needs to build a state that can play a developmental and transformative role.
  - The Public Service needs to be immersed in the development agenda but insulated from undue political interference.
  - Staff at all levels must have the authority, experience, and support they need to do their jobs. This will require a more long-term approach to skills development.
  - Improving relations between national, provincial, and local government requires a proactive approach to resolving coordination problems.



- The governance structures for state-owned enterprises should be simplified to ensure accountability and stable leadership.

To reach these outcomes, several new mechanisms that empower government departments and equip public servants to deliver to the best of their ability need to be developed. These would need to be wide-ranging, but the following could be useful:

**A single recruitment channel for graduates:**

Most large corporations have some form of graduate recruitment programme, in recognition of the high level of competition for young graduates and the importance of initial training in equipping staff for their work.

Developing a civil-service academy, which trains and assess the talents of young civil servants, could empower departments to find the skills they need.

**Monitoring and evaluating systems that work:** Building monitoring systems that allow government officials to actively monitor their performance and that of contractors, and to track a range of crucial metrics such as their spending, will empower public servants to manage their work more effectively.

**A working relationship between politicians and the Public Service.**

**Systems that reward whistle-blowers:** Corruption in the Public Service has become systematic, by assuring that those who are complicit in corruption are rewarded, while those who speak out are punished. Systems of reward need to be put in place for those public servants that speak out.

The role of skills, recruitment, and performance is directly linked to service delivery. The skills crisis facing the Public Service is linked to the broader skills crisis in the country and will never be fully resolved until the fundamental challenges of education and skills development are addressed.

Despite this, however, government should be an attractive employer, and offer competitive salaries with good benefits, and prominent status. A range of problems stops government from adequately taking advantage of these benefits. These include, the politicisation of senior positions, the lack of a central recruitment system for young public servants, and the dependence on external consultants.

Within departments, more flexibility is needed in hiring management for need rather than for a uniform structure. Deputy Director-General level positions should be hired based on the need for senior oversight of specific divisions and functions in a department, with care taken in the creation of these divisions to avoid duplication of responsibility. Top-heavy government departments should be avoided.

**Public servants are, however, tired of the lack of action. Following this Summit, it is important that all stakeholders reaffirm and continue to protect the rights and interests of workers.**



Source: PSA Collective Bargaining  
Photo: Ricardo Gomez Angel on Unsplash



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provided that  
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within six months  
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# Working from home: PSA reacts to draft Remote Work Policy

**W**ith or without a global pandemic, advancements in technology have equipped the world to work outside the structures of an office and still be productive in your employment.

In August 2003, Skype was launched. This platform enabled people to receive free voice and video calls, using either a computer or cell-phone. Whether they were working from home or looking for a way to chat with others using video, Skype broke traditional communication barriers.

The COVID-19 pandemic, however, sped up the transition between working exclusively in an office to being able to work at home, with relative ease should there be access to the necessary infrastructure. At the start of the pandemic, everyone was placed under lockdown to prevent the spread of the virus, however, work needed to continue, and people needed their wages. This did result in various challenges for employers and employees, and it soon became apparent that a framework had to be developed to manage the process. The development of such a regulatory framework to manage how employees work from home became essential as employers failed to adhere to working hours and the proper regulation of leave and sick leave. COVID-19 brought many challenges and changes in the workplace and South Africa's laws still needed to be adapted and developed to regulate this new reality.

Government introduced a policy framework to manage this process, which was tabled in the Public Service Coordinating Bargaining Council in 2021. Consultations and discussions on the framework were to continue at the Public Service Summit in March 2022.

The PSA, as a major Union, will be making inputs on the framework.

The world has entered the era of the Fourth Industrial Revolution and it is realised that workplace changes and transformation are inevitable. The role of a union during such processes is key for the sake of the economy and the protection of workers.

As talks continue, government has clarified that remote working will not only mean "working from home" but could also result in employees being placed at various service delivery points instead of a head office. National Treasury's Government Technical Advisory Centre will review all regulations, circulars, policies, and directives in preparation for the future of work. There are several challenges and pitfalls that could be experienced in this process, including job losses, which is why the PSA will actively engage in the process to guard against any changes that may result in job losses. Obtaining guarantees against actions such as these will be at the heart of negotiations. Empty buildings and unused facilities, amongst others, could contribute to job losses in the face of an official unemployment rate of 34%. Government is already achieving savings on expenditure related to electricity, water, stationery, telephone services, and other operating costs. These savings could be re-directed to cover the costs of having employees working from home.

The introduction and development of such a policy cannot and should never be at the expense of workers and the PSA will ensure that it guards against this. The PSA is carefully studying the policy to ensure that space is not created with the implementation of such a policy to contribute to redundancies and job losses.

Sources  
[www.iol.co.za/news/politics/unions-warns-against-job-losses-as-government-announces-remote-working-plans-34175c71-dc66-4c50-89c9-a](http://www.iol.co.za/news/politics/unions-warns-against-job-losses-as-government-announces-remote-working-plans-34175c71-dc66-4c50-89c9-a)  
PSA Collective Bargaining  
DPSA  
Image: Freepik

# Public Service pensioners have secured benefits

**Financial pressures as experienced by so many citizens following the effect of COVID-19 also urge Government Employees Pension Fund (GEPF) pensioners to pause and reflect for a moment to review and appreciate the financial security that is enjoyed within the legislation and benefits of the GEPF.**

To recap and refresh - it is good to acknowledge some relevant facts embedded in the GEPF, with specific reference to, amongst others, the *Government Employees Pension Law 1996*:

*Section 23: Annual increases in annuities*

23.1. Annuities are to be increased with effect from 1 April every year.

23.2. Subject to section 25 of the GEPF Law, 1996, as amended, such increases shall consist of:

23.2.1. a basic increase at the rate of at least 75% of the average increase in the CPI (Consumer Price Index (all items)) over a period of 12 months (1 December to 30 November of the previous year); and

23.2.2. an additional increase, if applicable, to be granted every year, commencing on 1 April 2002. For this purpose, any annuity which is less than the minimum level is to be brought up to that level. The minimum level is defined as 75% of the annuity at retirement adjusted for full inflationary increases.

The extract from the *GEPF Law* clearly defines that members are entitled to a 75% yearly increase. Despite this, the following increases, 100% or more of the CPI, were awarded the past 12 years with the exception of 2012:

Year 1 April	Increase	CPI
2010	5.60%	4.82%
2011	4.50%	3.58%
2012	4.80%	6.12%
2013	6.00%	5.60%
2014	5.30%	5.30%
2015	5.80%	5.80%
2016	5.30%	4.80%
2017	6.60%	6.60%
2018	5.50%	4.60%
2019	5.20%	5.20%
2020	3.60%	3.60%
2021	3.70%	3.60%
2022	5.50%	5.50%
Average:	5.61%	5.42%

Source references: GEPF law 1996 - GEPF newsletters

In consideration of the above performance indicators, GEPF members have had the benefit of enjoying both the security of annual increases in par with the CPI, thus well above the minimum of 75% of the CPI, and on average over the 12-year period exceeding the CPI indicators by 0.2%. It is fitting to emphasize and acknowledge the crucial role the PSA played in securing, through legislation, the minimum benefit of a 75%-annual increase for GEPF pensioners in relation to the CPI. It is also pleasing to note that an adjustment of a 6.42% increase to the medical subsidy for public servants and former employees became effective on 31 January 2022.

Pensioners are also reminded that the elected Pensioner Board Member and his/her *secundi* on the GEPF Board has a vital role to perform to ensure that the interests of all pensioners are secured and maintained. As the acting Pensioner Board Member, the portfolio is presently being filled by Major-General Dries De Witt, a PSA member who was the *secundi* to Dr Frans Le Roux who sadly passed away in 2021. Major-General De Witt has years of experience and expertise on the GEPF Board as representative of the Forces on the Board. In his acting capacity, he has played an invaluable role to step into the shoes of the late Dr Le Roux. The election of a Pensioner Board Member, owing to the vacancy created by the passing of Dr Le Roux, is to take place shortly and pensioners are urged to ensure that they respond and cast their votes in the election of a suitable representing Pensioner Board Member on the GEPF Board.



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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# Breastfeeding facilities in the workplace – **What to know?**

**B**reastfeeding is a critical part in child health, breast milk contains all the necessary nutrients needed by a child as well as being fostering a bond between mother and child. However, most mothers return to work following their 4-month maternity leave, which could interrupt this vital part of a child's development. Breastfeeding mothers are protected under the *Basic Conditions of Employment Act (BCEA)*.

Under the *BCEA*, a “Code of Good Practice on the Protection of Employees during Pregnancy and after the Birth of a Child” (COGP) [2] provides guidelines and legal requirements for employers and employees regarding protecting women's health from potential work environment hazards during pregnancy, after the birth of a child, and whilst breastfeeding. The Code not only addresses hazardous working conditions, but it also contains breastfeeding or expressing break requirements. Under the COGP, point 5.13 states:

“Arrangements should be made for employees who are breastfeeding to have breaks of 30 minutes twice per day for breastfeeding or expressing milk each working day. These breaks are in addition to tea and lunch breaks. The legal amount of time that a mother can take breastfeeding breaks is the first six months of her child's life”.

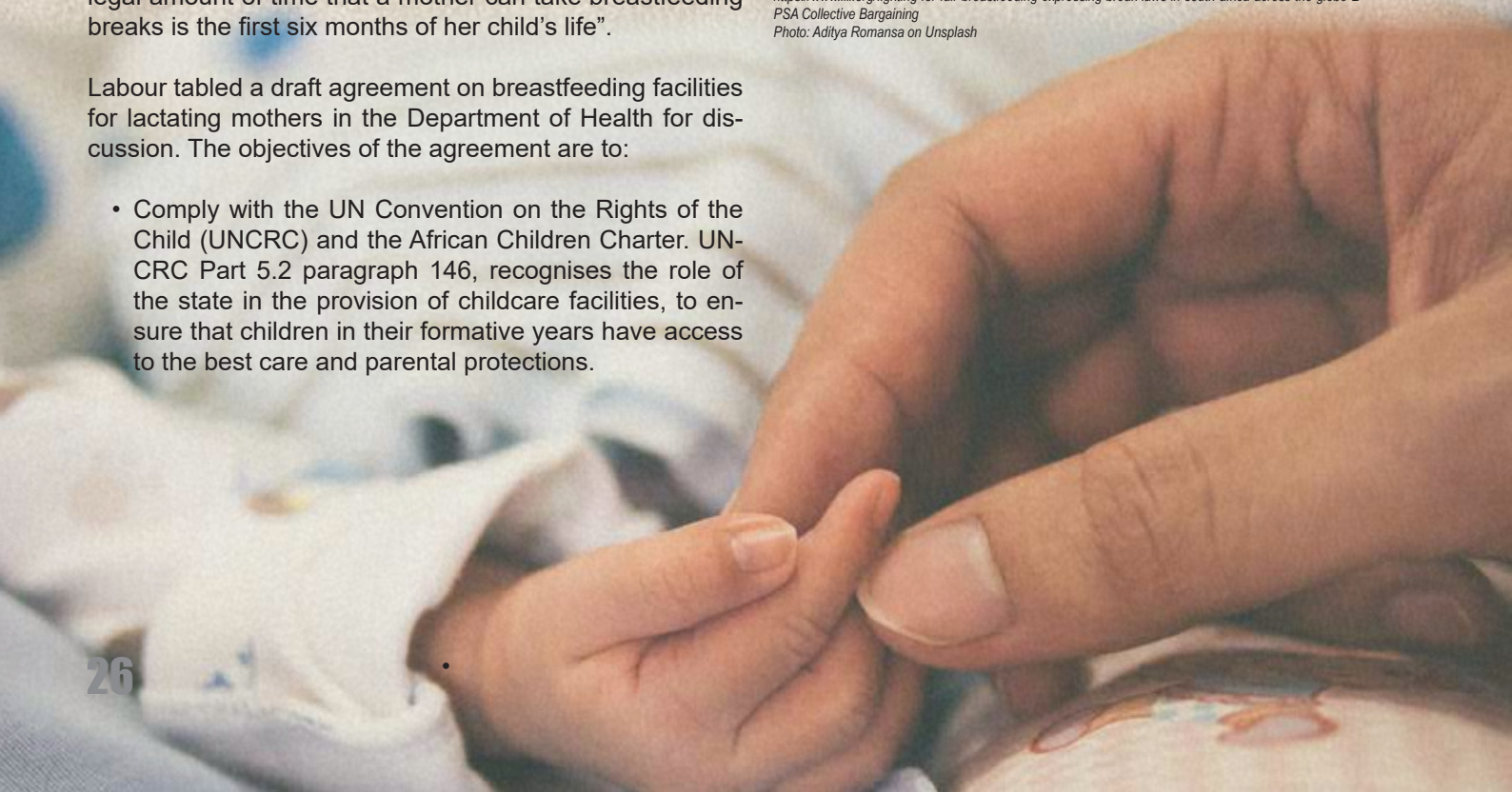
Labour tabled a draft agreement on breastfeeding facilities for lactating mothers in the Department of Health for discussion. The objectives of the agreement are to:

- Comply with the UN Convention on the Rights of the Child (UNCRC) and the African Children Charter. UNCRC Part 5.2 paragraph 146, recognises the role of the state in the provision of childcare facilities, to ensure that children in their formative years have access to the best care and parental protections.

- Comply with the International Labour Organisation Protection Convention No 183, Article 10, which outlines the need for suitable arrangements to accommodate breastfeeding mothers in terms of time reductions to enable suckling of infants.
- Provide breastfeeding-friendly workplace facilities for employees in the Health and Social Development Sector.
- Provide aftercare facilities in the Public Health and Social Development Sector to ensure productivity of parents (employees), knowing that their toddlers or infants are taken care of and that they can closely monitor their progress in development.

Labour made further inputs on the draft, which were welcomed by the employer. The amendments were referred to the Task Team for incorporation. The amendments were incorporated but, unfortunately, the Department of Social Development (DSD) has not yet concluded on its mandating process and indicated that it will pronounce at the next Council meeting. Unfortunately, only the Department of Health is again willing to sign a collective agreement, despite the resistance by the DSD. Parties are considering their options. It is unfortunate that parties could not conclude an agreement as funding is one of the major obstacles.

Source  
[https://mywage.co.za/decent-work/maternity-and-work/breastfeeding/copy\\_of\\_breastfeeding](https://mywage.co.za/decent-work/maternity-and-work/breastfeeding/copy_of_breastfeeding)  
<https://www.lili.org/fighting-for-fair-breastfeeding-expressing-break-laws-in-south-africa-across-the-globe-2/>  
PSA Collective Bargaining  
Photo: Aditya Romansa on Unsplash





**Update:**

# Absorption of Community Health Workers

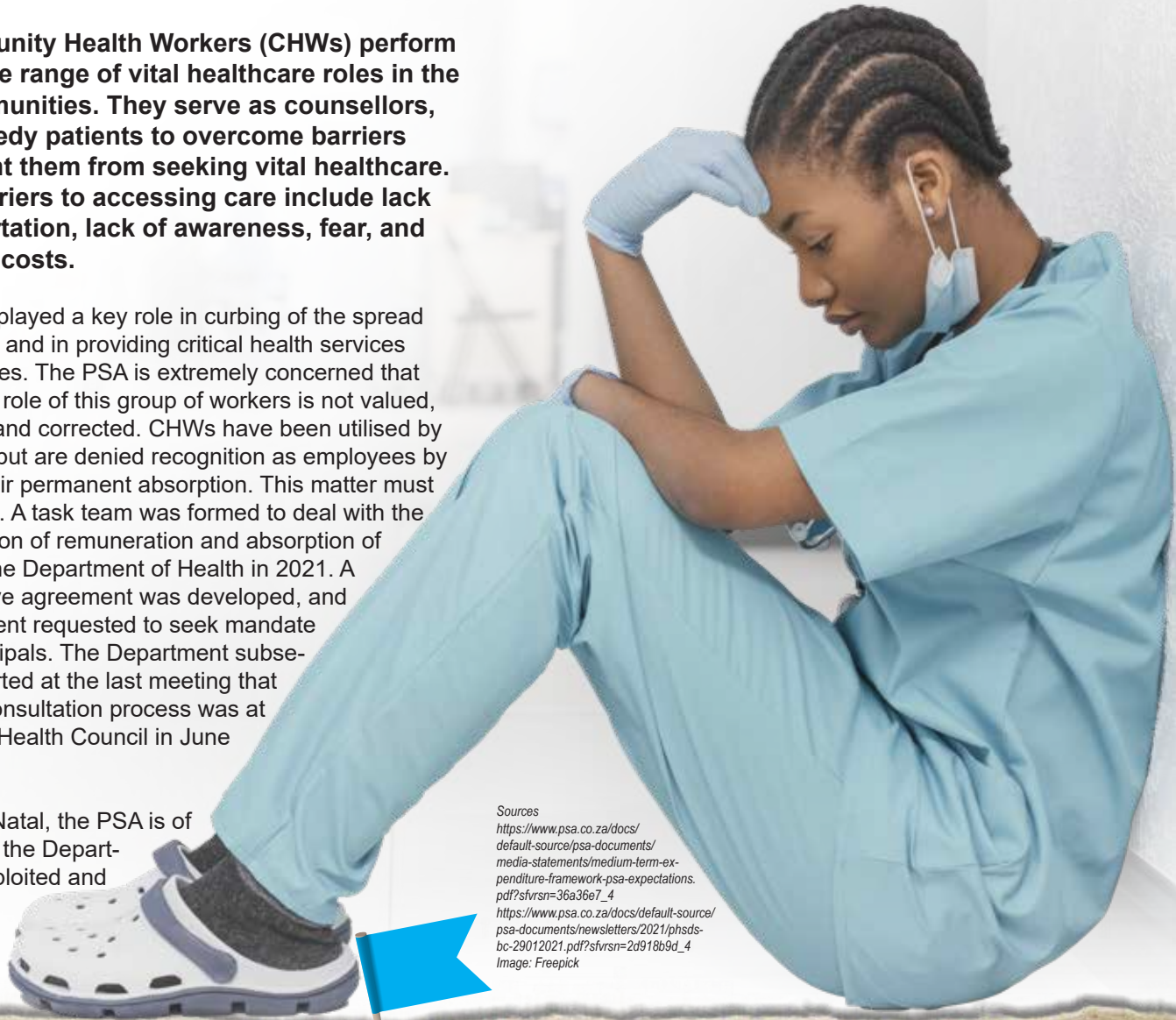
**C**ommunity Health Workers (CHWs) perform a wide range of vital healthcare roles in the communities. They serve as counsellors, helping needy patients to overcome barriers that prevent them from seeking vital healthcare. Patient barriers to accessing care include lack of transportation, lack of awareness, fear, and healthcare costs.

CHWs have played a key role in curbing of the spread of COVID-19 and in providing critical health services to communities. The PSA is extremely concerned that the essential role of this group of workers is not valued, recognised, and corrected. CHWs have been utilised by government but are denied recognition as employees by means of their permanent absorption. This matter must be prioritised. A task team was formed to deal with the standardisation of remuneration and absorption of CHWs into the Department of Health in 2021. A draft collective agreement was developed, and the Department requested to seek mandate from its principals. The Department subsequently reported at the last meeting that its internal consultation process was at the National Health Council in June 2021.

In KwaZulu-Natal, the PSA is of the view that the Department has exploited and underpaid CHWs for more than ten years.

The PSA has called on the Provincial Treasury to allocate budget to the KwaZulu-Natal Department of Health to convert CHWs through a fair process.

CHWs are based in the community rather than a formal health facility. They provide support and assistance to communities in preventive health measures and provide basic curative care and assistance in accessing formal health services. CHWs have potential to enhance primary-care access and quality and should be valued and recognised for this.



Sources  
[https://www.psa.co.za/docs/default-source/psa-documents/media-statements/medium-term-expenditure-framework-psa-expectations.pdf?sfvrsn=36a36e7\\_4](https://www.psa.co.za/docs/default-source/psa-documents/media-statements/medium-term-expenditure-framework-psa-expectations.pdf?sfvrsn=36a36e7_4)  
[https://www.psa.co.za/docs/default-source/psa-documents/newsletters/2021/phsds-bc-29012021.pdf?sfvrsn=2d918b9d\\_4](https://www.psa.co.za/docs/default-source/psa-documents/newsletters/2021/phsds-bc-29012021.pdf?sfvrsn=2d918b9d_4)  
Image: Freepick

**ERRATUM: The guideline for appointing a full-time shop steward (FTSS), as published in PSA magazine 1/2022 (page 14 and 15), is withdrawn in totality. Structures involved should consult the required criteria, including the location, for the full-time shop stewards with the PSA Provincial Manager.**



# #SchoolSafety

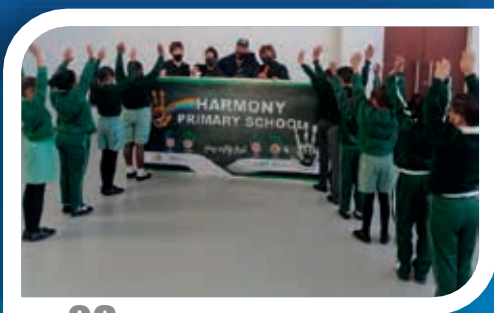


The PSA's *#SchoolSafety* project was launched in 2020. This ongoing project in which 36 schools across all provinces have already been assisted, aims to create a safe, caring schooling environment to support quality teaching and learning. The PSA further assisted in addressing the schools' most pressing needs. In addition, a pay-it-forward initiative was initiated to create a culture of giving to others amongst learners.

The South African Police Service, Department of Education, and *Old Mutual* proudly partnered with the PSA in the project, making it a memorable experience for all. The Biodiversity unit of the National Zoological Gardens also provided some of the interventions and created an exciting, interactive exhibition for learners.

To adhere to COVID-19 regulations, the first interventions were only executed in September 2021. A three-day drive kicked off at three schools in Nelson Mandela Bay. All schools received projectors and kitchen appliances to assist with their kitchens in providing food to needy learners. The Western Cape followed by donating school shoes, clothing and five laptops. Events followed in Giyani and surrounding villages in Limpopo. In Thokoza, East Rand, and Orlando East in Gauteng, the PSA assisted schools with a much-needed security system, kitchen appliances, and new doors and windows.

In Mpumalanga, schools were assisted with a jungle gym and renovations to kitchens and bathrooms. In rural schools in the Free State, classrooms were painted, whilst schools in the Mthatha area received much-needed electronic devices. North West schools were assisted with various kitchen appliances to support their feeding schemes. In the Durban area of KwaZulu-Natal, guard houses were erected for two schools and roof repairs were undertaken for another school.







## Pay-it-forward

The PSA would also like to take this opportunity to thank all the educators at participating schools and the following **pay-it-forward beneficiaries** for their unwavering support, passion, and dedication that have made invaluable contributions towards vulnerable communities and learners:

Empilweni Old Age Home, Peninsula Feeding Association, Village Care Centre, Meals on Wheels Community Services, Tsosoloso Support Group, Pacha Pele Youth Empowerment, Cradle of Hope, Thusanang Drop-in Centre, Phela o Phedishe Ramokgopa Drop-in Centre, Tihlayiseni Drop-in Centre, Asisukumeni Youth Development Centre, God's Love Pre-school, Nothing Impossible Pre and Creche, St Sthepens Church Community Charity, Phakamani Elderly Age Group, Masakhane Project, Masiphathisane Home Base, and Ekuphumeleni Old Age Home

It is also with huge gratitude that the PSA thanks the learner who identified these beneficiaries as deserving of support. The PSA also expresses thanks to all partners and participants for their commitment and passion for the **#SchoolSafety project** and thereby touching so many lives.



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# EVERY

member is

# IMPORTANT

**The PSA vigorously protects the rights of the Union's members and has secured numerous victories for members, including during pressing times and the challenges brought about by the COVID-19 pandemic. Recent victories include the following:**

## Limpopo

The PSA assisted members whom after lodging grievances, complained about the non-payment of performance bonuses for the 2018/19-financial year. The PSA declared a dispute of unfair labour practice relating to benefits for the nine aggrieved applicants. One member subsequently requested to be removed from the matter because of personal reasons.

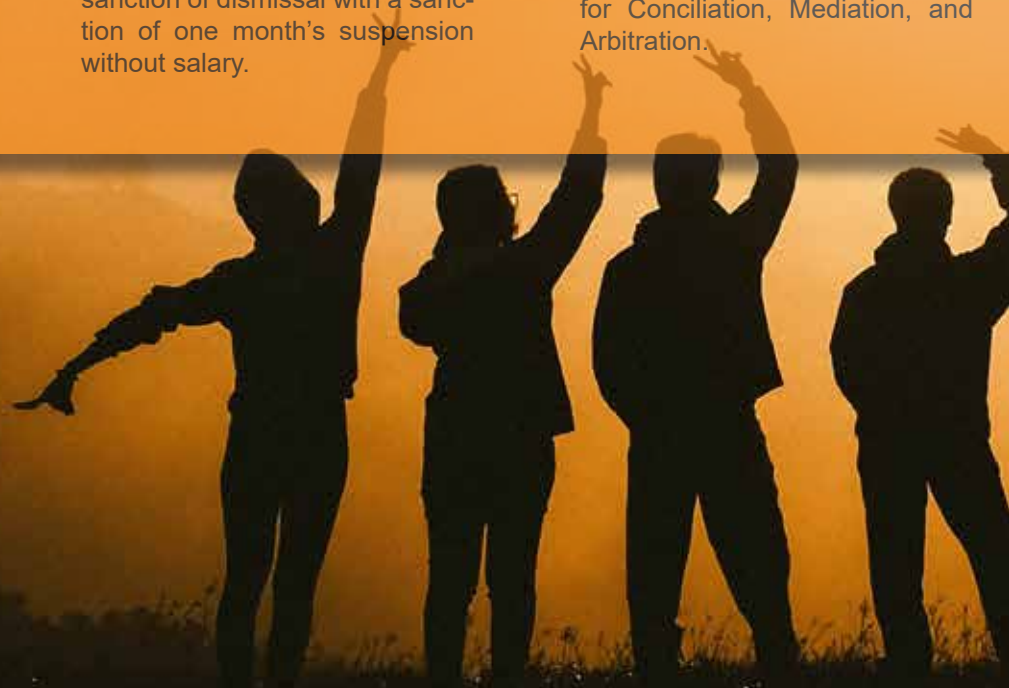
The PSA continued with arbitration for the remaining eight applicants. The Commissioner ruled in favour of the PSA members and subsequently the employer paid the eight applicants bonuses amounting to R85 650.60 for the omission of the performance bonus for the 2018/19-financial year.

In another case, a member approached the PSA after being served with allegations of misconduct related to absenteeism in that the member was absent for four days without approval by the employer. The PSA represented the member and the Chairperson of the hearing imposed a sanction of dismissal. The PSA continued to assist the member to appeal the dismissal sanction. The appeal authority finally replaced the sanction of dismissal with a sanction of one month's suspension without salary.

## Eastern Cape

The PSA referred an interpretation and application dispute for 15 PSA members for non-payment of night-shift and hostel-supervisory allowances in terms of PSCBC Resolutions 3/1999 and 1/2007, backdated to 2014 to 2019. The employer was at first hesitant to acknowledge that the employees qualified for the allowances until the PSA proved that the members were eligible for allowances. Subsequently, a settlement agreement was signed, and the affected members' payment was implemented.

In another matter, a member was correctly placed on salary level 4 after the PSA declared a dispute of unfair discrimination on arbitrary grounds to the Commission for Conciliation, Mediation, and Arbitration.






At arbitration, a settlement agreement was signed wherein it was agreed that the member will receive back-pay from 1 November 2019. It was confirmed that the payment was implemented.

### **Mpumalanga**

A member was charged with fraud as the main charge and, alternatively, dishonesty. The member took witness-fee money from the employer of more than R6 000 and admitted to the act. He paid back the money to the employer, which made it difficult to plead not guilty as the payment is an admission of guilt. It was decided to plead guilty to the alternative charge and mitigate for a lesser sanction. The PSA had a similar case in another town with the same department and was familiar with the processes.

The PSA argued consistency in the mitigating factors, including the fact that he already paid back the money to the employer, and that there was no prejudice to the employer. The PSA argued that if the member received a suspension sanction without salary, it will send a strong message to other employees and the member. The member then received a sanction of two months' suspension without salary, together with a final written warning. The member was grateful for the PSA's assistance that saved his career and said:

"Thank you very much Filip Van Der Walt (PSA Labour Relations Officer) for your support and representation on my case. I really appreciate the sanction and I was scared the Department will dismiss me. However, you assisted me secure my employment. I am very satisfied with your service".



**Members are urged to continuously pursue due diligence in the workplace and to put their trust in the PSA when professional assistance is required. The PSA prioritises the workplace rights and interests of members.**

*Photo: Chang Duong on Unsplash*

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