

FOR PSA MEMBERS: KWAZULU-NATAL – DURBAN AREA

24-01-2020

Election of shop stewards/structures

The PSA is about to embark on the election of shop stewards/structure members at the respective institutions. These elections are held in workplaces every four years and are coordinated by PSA Organising/Marketing Officers. The Provincial Office in Durban has started with this process to be finalised by 28 February 2020.

Role of shop stewards

Shop stewards are the pillars of the PSA and are elected by active membership at a workplace. They are committed, hardworking, disciplined, progressive and skilled members. Shop stewards fulfil various roles in institutions, ranging from being an organiser, representative of fellow members in grievances and disputes, monitoring, leading, and educating.

As an organiser, the shop steward would:

- a) Recruit new members;
- b) Assist the Union in ensuring that members' subscriptions are deducted, and that members' information is updated regularly;
- c) Hold regular meetings with members at the workplace; and
- d) Develop a spirit of unity amongst workers.

As a representative, the shop steward would:

- a) Engage with management on individual grievances;
- b) Negotiate on all work-related issues concerning workers;
- c) Represent members in disciplinary and arbitration hearings;
- d) Engage with management on collective work-related matters; and
- e) Share and report back information to members.

As a leader, the shop steward would:

- a) Monitor management's compliance with legislation and agreements;
- b) Ensure management's compliance regarding decisions reached in negotiations;
- c) Listen to members' grievances and inputs;
- d) Give members guidance and direction; and
- e) Encourage unity and being objective.

All questions related to elections should be directed to the following PSA Organising/Marketing Officers: kisten.subbadu@psa.co.za; marlyn.govender@psa.co.za and sipho.vuza@psa.co.za.

GENERAL MANAGER