

FOR PSA MEMBERS: GENERAL 29/2021

12-11-2021

## Employees of universities can now join the PSA!

**The PSA is proud to announce that as a result of the call by university employees to be allowed to join the Union of Choice, the PSA's membership base has been broadened to also include such employees.**

Employees of universities and universities of technology were in the past excluded from PSA membership as universities were not regarded as organs of state as per the definition contained in the *PSA Statute (Constitution)*. Since universities are, however, related to organs of state, the PSA Board of Directors has granted approval to include universities as per the definition of the *PSA Statute* as organs of state and thus allow university employees to become members of the PSA.

The expansion of the PSA membership is in the interest of all members and members are requested to assist PSA Provincial Offices with the identification of potential workplaces at universities where the PSA could start with a process of organising and recruiting new members. It is important to note that before recruiting university employees, members should first consult with their various PSA Provincial Offices for the Offices to address procedures at universities (e.g., means of payment of subscription fees where there are no stop-order facilities, etc.).

The PSA is looking forward in accepting university employees into the Union's membership base and serving these employees in the professional manner that distinguishes the PSA as the Union of Choice.

### **The PSA, amongst others, does the following for the Union's members:**

- Negotiates fair terms of remuneration and representing their interests in bargaining councils/forums.
- Protects their service benefits, such as medical aid, pension schemes and housing subsidies.
- Addresses issues such as fair and reasonable working conditions, hours of work, and leave entitlements.
- Protects their rights by harnessing its professional, legal resources to defend them in situations of unfair labour practice or infringement of constitutional rights.
- Offers an attractive range of fringe benefits, including a free funeral benefit and *PSAClub* membership.

GENERAL MANAGER