



PSA VALUES

Power of consistency

The PSA, as a respected South African Union, continues to stand as a pillar of consistency, advocacy, and integrity in serving the public-sector workforce. For 105 years, the PSA has remained unwavering in the mission to protect and promote the rights and interests of public servants, regardless of the political or economic climate.

The PSA is known for its steadfast commitment to delivering reliable support, negotiating fair conditions, and ensuring that the voices of public servants are heard and respected. As challenges evolve, so does the PSA, without compromising the core values that have earned it the trust of hundreds of thousands.

In the ever-evolving landscape of labour rights and workplace advocacy, consistency has been a pillar of strength for the PSA and the Union's members. This is the foundation on which trust is built, progress is sustained, and victories are secured. Whether in negotiations, organising efforts, or daily operations, maintaining a consistent approach ensures that the PSA is effective and resilient in service of members. Members rely on the PSA to advocate for fair wages, safe working conditions, and job security. When the Union's leadership consistently upholds commitments, members have confidence in representation. This trust fosters unity, encouraging greater participation and engagement by members. The PSA consistently communicates, follows through on promises, and stands firm in its principles, earning respect from members and employers.

Consistency is a powerful tool in collective bargaining.

In the absence of consistency, doubts arise, weakening solidarity and diminishing the Union's ability to negotiate effectively.

Employers take unions seriously when they demonstrate a firm commitment to their demands and principles. The PSA consistently enforces agreements and holds employers accountable, sending a clear message: Workers will not back down. By maintaining a consistent approach, the PSA builds on victories in securing better wages, benefits, and working conditions.

PSA shop stewards play a crucial role in organising, educating, and supporting members. The ability to provide reliable guidance and assistance depends on a consistent approach to problem-solving and advocacy.

The Union's strength lies in its members. Consistent engagement, through meetings, educational programs, and mobilisation efforts keeps members informed and active. Sporadic involvement leads to disengagement, whilst a sustained presence reinforces the importance of collective action. Regular communication, through the PSA's newsletter, magazine, social media platforms, or direct outreach interventions, ensures that members remain connected to PSA activities and more likely to participate in strikes and other actions that drive meaningful change.

Consistency is not just a virtue - it is a necessity for the PSA as a Union that strives to protect and empower members. Consistency builds trust, strengthens negotiations, empowers shop stewards, and mobilises members.

By maintaining a consistent and reliable approach, the PSA ensures long-term success and resilience in the face of challenges.

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