



PSA LINK

PSA SHOP STEWARD NEWSLETTER

SASSA: PSA going strong

Since the establishment of the South African Social Security Agency (SASSA) National Bargaining Forum (SNBF) in 2012, the PSA has remained the majority Union with more than 65% of membership in levels 5 to 12.

Under the leadership of Chairperson, *Donald Charlies* (Gauteng), *Trevor Langenhoven* (Vice-Chairperson - Western Cape), *Jolene Leonard* (Secretary - Eastern Cape), *Timothy Morwe* (Deputy Secretary - Northern Cape) and additional members *Patrick Ngwenyama* (Limpopo), *Sibusiso Mashiyana* (KwaZulu-Natal), *Peace Malumane* (Mpumalanga), *Sipho Nhlapo* (Free State), and *Keloreng Appelgryn* (North West), the PSA's has addressed various issues successfully that made the PSA a Union of Choice in SASSA.

The PSA Branch also participates in wage negotiations, mandating processes and service delivery to members. The PSA has a working relation with Nupsaw and Hospersa in the SNBF. Since its inception the Forum had been dealing with transverse issues after the transfer from the Department of Social Development. The Disciplinary Policy was, for example, successfully challenged in favour of the PSA at the Commission for Conciliation, Mediation and Arbitration (CCMA).

The Branch is addressing challenges such as salary disparity for levels 5 and 6, PSCBC Resolution 3/2009 clause 18 on employees on levels 9-10 and 11-12 as well as the burning issue of the social grant payment tender.

The PSA, following the Labour Relations Act amendments related to contract workers, wrote a letter to SASSA that resulted in the immediate absorption of 23 contract workers.

A key matter which the PSA successfully challenged on behalf of workers was related to essential services. The CCMA ruled that the SASSA is not an essential service, despite the employer using this to subvert workers' rights.

The PSA will soon table notice in the SNBF of its intention to negotiate salaries for workers for the 2018/19 financial year.

The PSA always puts workers first and makes sure that individual rights are protected. The Union represents workers in disciplinary hearings at the workplace, the CCMA and - in some instances - at the Labour Court with a high level of success. Notable matters involved the suspension of workers beyond the 60-day period with no hearing being held; allegations of user fraud, and unpaid PMDS. All of these issues were successfully addressed by the PSA on behalf of members.

"As elected representatives it is our duty to make sure that members get the necessary labour-related assistance from their Union and that they always have access to their shop stewards," says Donald Charlies.

LIMITED OFFER

Recruit a new member for the PSA in SASSA by 15 March 2017 (use attached special application form) and you will be in the draw to win a PSA DUNGAREE.

Forms must be returned via email to communication@psa.co.za or faxed to 087 234 7585 by close of business on 15 March 2017.

Terms and conditions apply



sassa
SOUTH AFRICAN SOCIAL SECURITY AGENCY



The PSA cares

APPLICATION FOR PSA MEMBERSHIP

(Association Incorporated under section 21)

* Compulsory Fields
Reg No 1942/0154/1508



PERSONAL INFORMATION

Please indicate your choice with a

DEPARTMENT/EMPLOYER*

SALARY NUMBER* * PERSAL / NON PERSAL

TITLE (DR, MR, MRS, MS)* INITIALS* GENDER M F *PAYPOINT NUMBER

SURNAME*

FIRST NAMES*

POSTAL ADDRESS*

POSTAL CODE

RESIDENTIAL ADDRESS*

POSTAL CODE

WORK ADDRESS*

POSTAL CODE

Please specify address for correspondence POSTAL HOME

JOB TITLE

IDENTITY NUMBER*

DATE OF BIRTH

TAX NO.

PLEASE SUPPLY AT LEAST ONE CONTACT NUMBER

TELEPHONE

CELL PHONE

FAX NO.

EMAIL ADDRESS

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

DATE OF MEMBERSHIP*

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

YES NO

STOP-ORDER

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 amount of R..... from my salary as membership fee for the month of20..... and thereafter to continue such monthly deduction 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 ASSOCIATION. I understand that membership fees are due to and collectable by PSA while I am a member of the PSA.

DEBIT-ORDER

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 sum of R..... per month/per annum with effect from20..... which covers my membership fee to the PSA, and to continue deducting said amount every month/annually until receiving further written notice. I authorise the deduction of any banking costs arising from these instructions. I agree to any banking costs arising from these instructions. I agree to any adjustment of the membership fees without prior notice. I understand that membership fees are due to and collectable by the PSA while I am a member of the PSA.

MEMBER'S BANKING DETAILS

BANK NAME

BRANCH CODE

ACCOUNT NO

ACCOUNT TYPE

ACCOUNT HOLDER

RECRUITER (NOT PSA STAFF MEMBER)

PSA MEMBERSHIP NO*

IDENTITY NO *

INITIALS & SURNAME

POSTAL ADDRESS

TAX NO

CELL

EMAIL

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

FOR OFFICE USE ONLY

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OFFICE DATE STAMP

Week No.*

DATE: SIGNATURE:

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