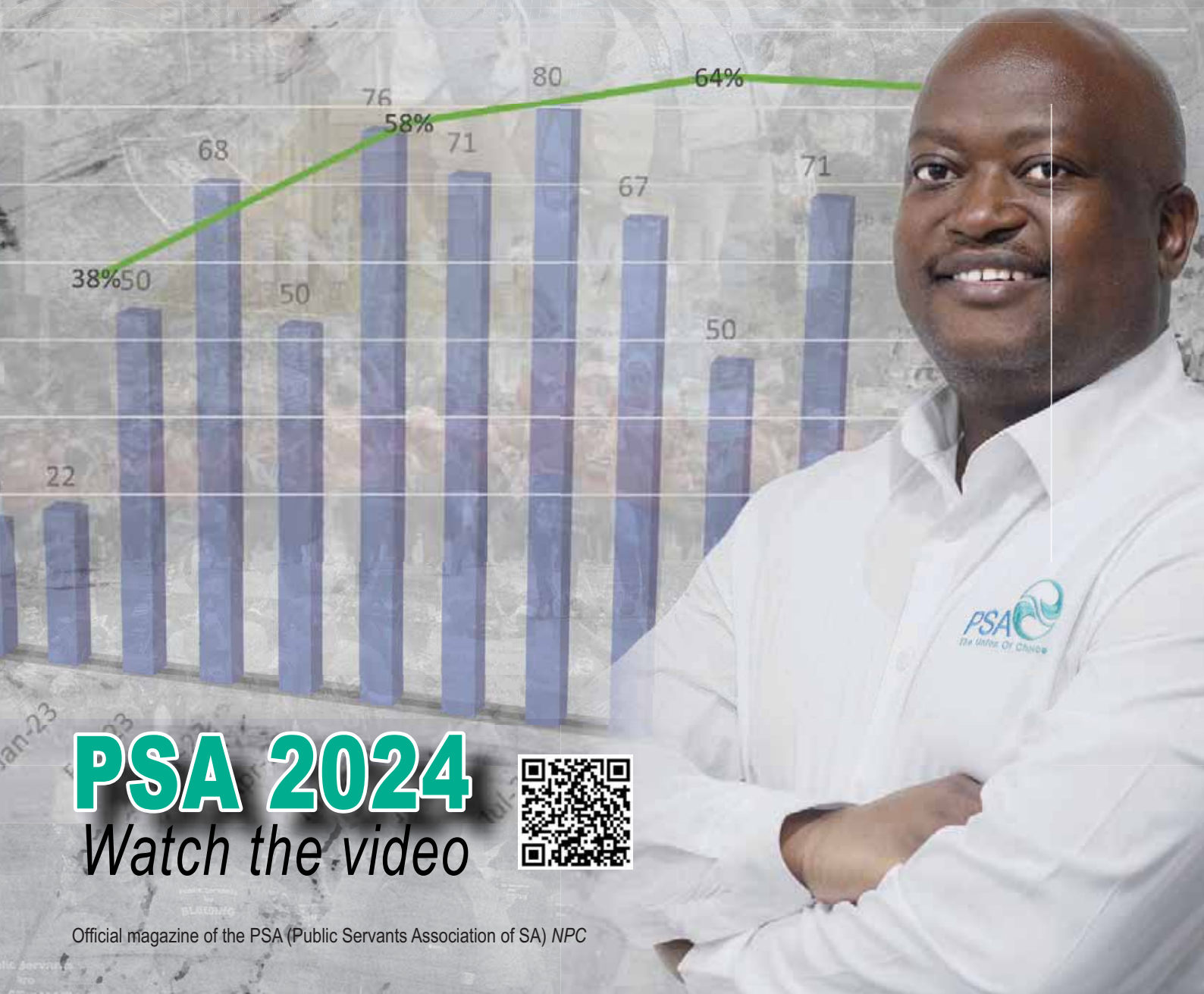




Magazine

1/2024

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PSA 2024
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Official magazine of the PSA (Public Servants Association of SA) NPC



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PSA Head Office: ☒ 40404, Arcadia, 0007 | 563 Belvedere Street, Arcadia, Pretoria
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VISION

Enhancing the PSA's position as a politically independent trade union that is recognised and respected in both South Africa and the global labour market for its dominance and professionalism in the broader public sector, distinguished by its organisational agility, innovation, and responsiveness to labour and socio-economic issues.

MISSION

Continue to ensure the sustainability of the PSA as a Union and employer of Choice through ensuring effective member structures, Board, and Administration, expanding value-adding partnerships to protect the rights and to promote the interests of members in the relevant communication platforms.

The following values guide the PSA's conduct aimed at achieving the Union's mission:

**Loyalty, transparency,
respect, ethical conduct,
consistency, and
service excellence**

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☒ 63660, Greenacres, Gqeberha, 6057
12A Worrakker Street, Newton Park, Gqeberha
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Eastern Cape: Mthatha

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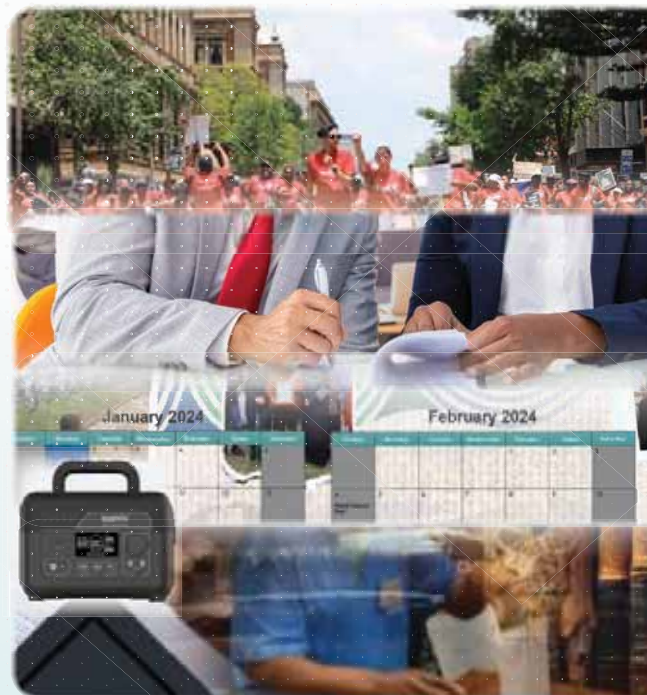
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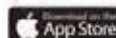
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Positive for hope and change

The PSA has steadily and consistently grown in stature to become a Union that is trusted by public-sector employees to protect and promote their workplace rights and interests with professionalism. Based on this solid reputation, the Union's membership continues to grow, leaning on its culture, entrenched traditions, and values of loyalty, transparency, respect, ethical conduct, consistency, and service excellence.

Very few labour organisations can claim to have been a fundamental and influential part of the labour movement for more than a century, with a solid track record of resounding successes in favour of its members and the public-sector in general. The PSA can stand proud today, thanks to the continued and dedicated work by all PSA stakeholders in service of public-sector employees.

The PSA is driven by an uncompromised commitment to providing services to members as a priority. At the dawn of 2024, the PSA calls on all shop stewards and member structures to continue prioritising service to members to demonstrate what it means to belong to a dynamic labour movement.

Individuals who are elected as shop stewards therefore carry an enormous responsibility. In this regard, it is of critical importance to bear in mind that despite this role being voluntary, it should not be for personal gain or favours. It is a role of service to fellow workers, based on a strong understanding of the PSA's culture and traditions and without expectations of personal favours. Members, and professional, caring service are the heartbeat of the Union. Shop stewards, as the face of the Union, are critical links between members and their labour home.

A revitalised PSA enters 2024, backed by a strong Board of Directors, management, dedicated staff and representative to face the challenges brought about by an ever-changing labour arena.

Service excellence and a united front will ensure that obstacles can be overcome for the betterment of the public sector in service of the country's citizens. It is all in our hands to continue to be a positive force for hope and change!

In my capacity as PSA General Manager, I will ensure that we continue the Union's mission of service. I also encourage members to register on the PSA Member Portal (see www.psa.co.za) to always stay informed and be able to make your voice heard on issues impacting your career.

A new year and new opportunities await - it is up to all of us to make the best of these!

Reuben Maleka
GENERAL MANAGER



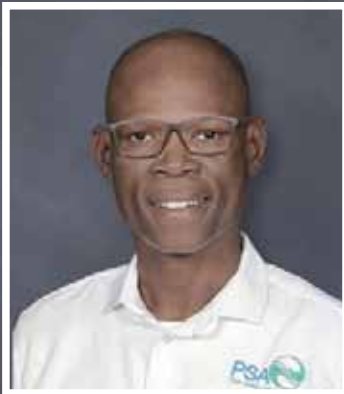
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IN SUMMARY, STADIO presents a golden opportunity for PSA Members, PSA Staff and PSA Family Members to invest in their professional development. With relevant qualifications, flexible learning options, exclusive discounts, and targeted short courses, STADIO is steadfast in its commitment to assisting public servants in flourishing within their careers. Take the next positive step towards personal and professional growth by exploring the wealth of opportunities that STADIO affords – your future self will undoubtedly express gratitude.

3

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4

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5

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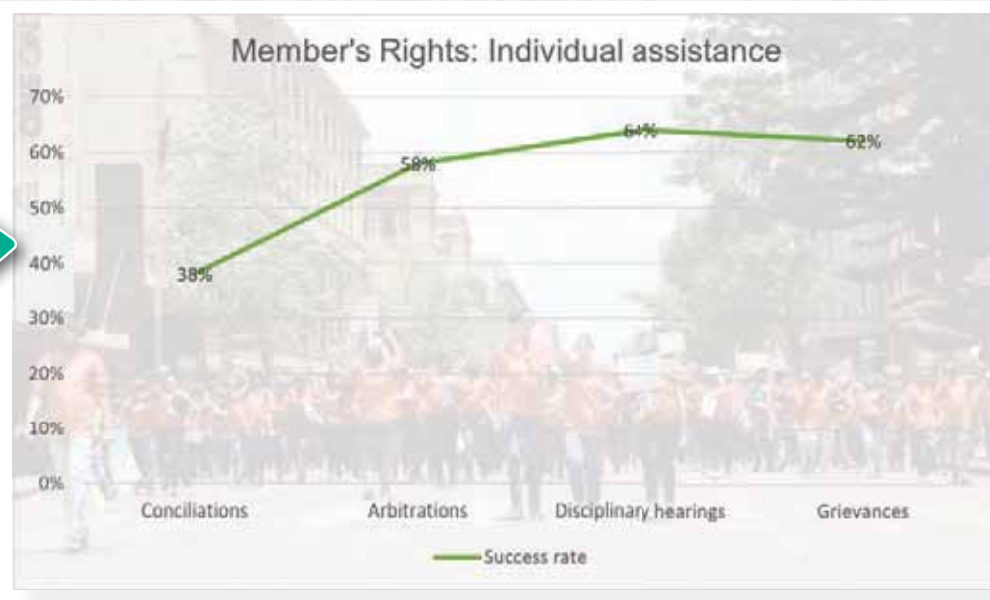
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In service of members

The PSA is proud of its service excellence to members in promoting and protecting their rights and interests. Such assistance includes representation in disciplinary matters and grievances, at the Commission for Conciliation, Mediation, and Arbitration, and public-sector councils. The PSA has a high success rate in such cases.

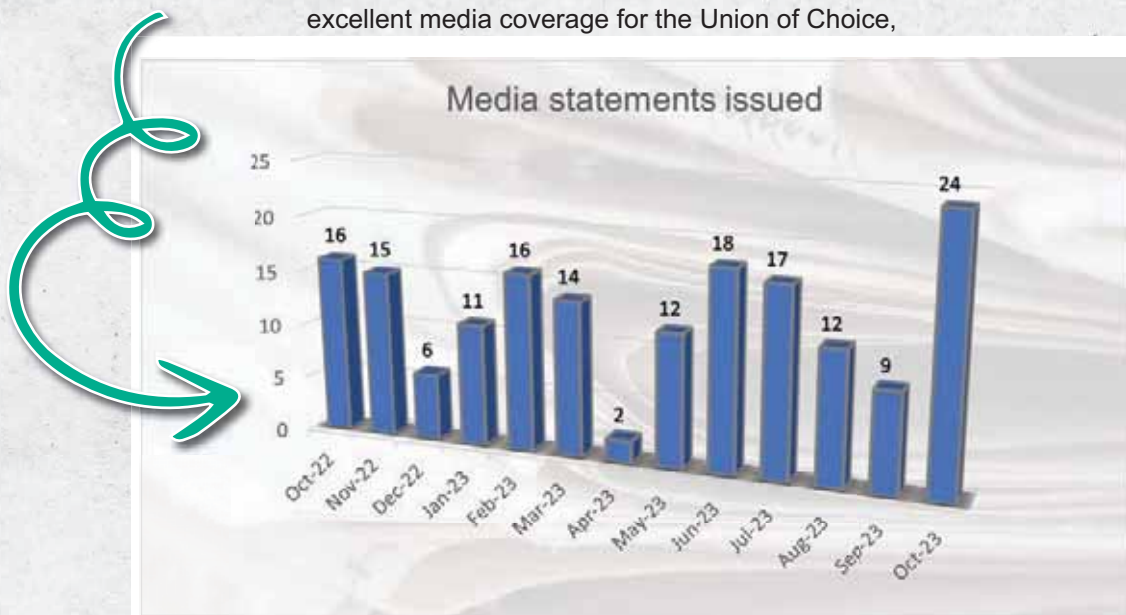
Some of the PSA's activities, recent successes, and interventions are highlighted.



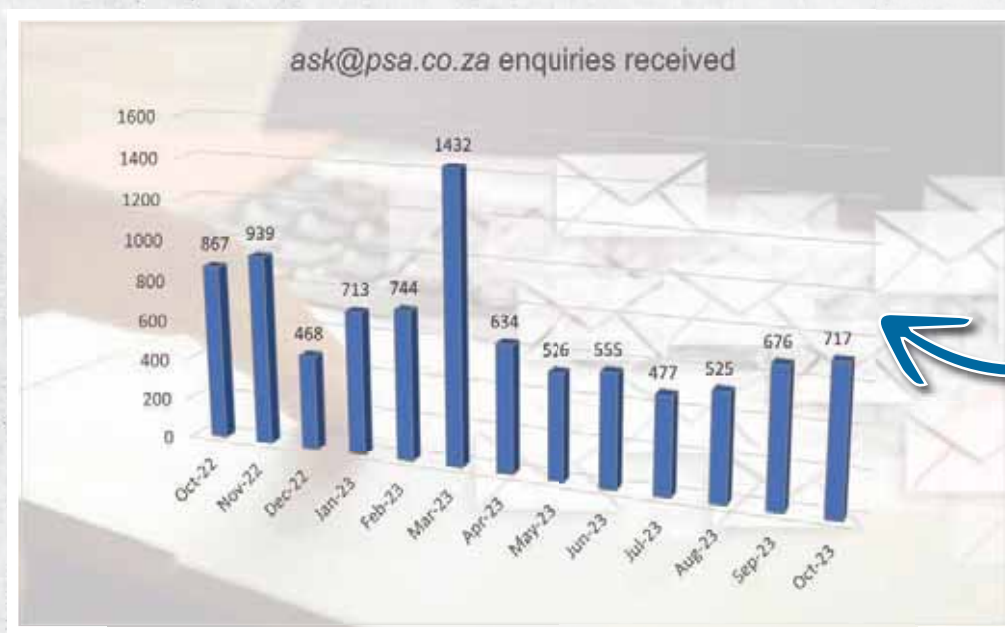
Keeping members informed is a priority for the PSA. Various newsletters (including the high-frequency electronic publication, *Informus*) and a quarterly magazine are published. The PSA's website, www.psa.co.za, further provides comprehensive information on a range of topics.



The PSA's activities in service of members and related media statements result in excellent media coverage for the Union of Choice,



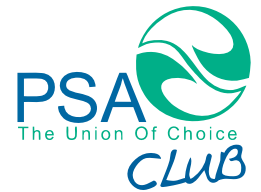
The PSA's electronic helpdesk, ask@psa.co.za, offers a convenient platform to lodge enquiries. This facility is incorporated into the PSA's membership management system to enhance service delivery to members.



The PSA offers regular training interventions to equip its democratically elected shop stewards to assist and service members. A total of 1 272 shop stewards were trained during the previous financial year.

The PSA's Organising/Marketing Officers, Full-time Shop Stewards, Full-time Office Bearers, and shop stewards offer persistent quality service at workplace level. Their dedication resulted in them **travelling** a combined distance of **545 663 km** and **addressing 106 084 members** across the country during the previous financial year.

The PSA's values of loyalty, transparency, respect, ethical conduct, consistency, and service excellence will continue to guide the Union of Choice's actions in service of its valued members.



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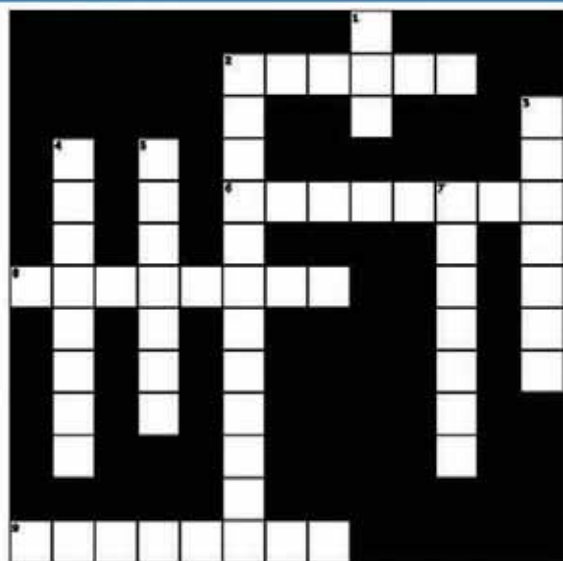
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PSA driven by members' mandate: **YOUR participation is important!**

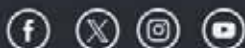
Collective bargaining involves negotiations between employers, employees, and their recognised representative unions, to reach agreement on terms and conditions of employment. When engaging with employers on behalf of members, the PSA acts solely on the mandate of members.

What is a mandate?

1. A mandate is an instruction given by the PSA to its negotiators and ensures that the PSA is accountable to members.
2. By seeking a mandate from members, the PSA demonstrates that it is acting on behalf of members and that the negotiating position is based on members' priorities and objectives.
3. **The PSA depends on members to provide a mandate to conclude or sign collective agreements on their behalf.**
4. Collective agreements that seek to improve members' conditions of service and improve the quality of working life cannot be left unattended or unsigned. **It is crucial that members participate in the PSA's mandating process when called to do so.**
5. **Members must ensure that the PSA has their current and correct contact details (i.e., email address and cell number) to enable communication with members.** *Updates can be done on the PSA's Member Portal at www.psa.co.za, at ask@psa.co.za (include PSA membership number) or at PSA Provincial Offices.
6. Without a clear mandate from members, the PSA will not be able to advance members' interests through collective agreements.
7. Mandates are requested from members as needed during negotiations with the employer.
8. The PSA provides an electronic mandating system where members can cast votes via cellphone, computer, or tablet.

**MEMBERS ARE URGED TO PARTICIPATE IN PSA MANDATING PROCESSES
WHEN REQUESTED TO DO SO**

0861 452 452



www.psa.co.za

How are **representations** dealt with at **CCMA** or bargaining councils?

By **Wandile Mphahlele**, PSA Legal Officer

In the circumstance that a member was subjected to a disciplinary hearing by an employer and the outcome was unfavourable, there is a recourse to refer a dispute to the Commission for Conciliation, Mediation, and Arbitration (CCMA) or a relevant bargaining council, such as the General Public Service Sectoral Bargaining Council (GPSSBC).

The outcome may result in a dismissal, which would then require the referral of an unfair dismissal dispute. An outcome short of dismissal would attract an unfair labour practice referral to the CCMA or relevant bargaining council.

Equally, in the event that a member has exhausted internal processes to exercise a right listed as an unfair labour practice in terms of the *Labour Relations Act*, there is a right to refer an unfair labour practice dispute to the CCMA or the relevant bargaining council. Below is a brief discussion on who can assist a member in the case of referral to the CCMA or the GPSSBC.

Conciliation

In a conciliation, legal practitioners are not allowed, however, trade-union officials are allowed. The reason for this is that the conciliation stage is where both parties try to resolve the dispute between themselves. The conciliation stage is not recorded and is completely without prejudice. This means that a party cannot use what was said at conciliation at a later stage at the CCMA.

Arbitration

During arbitration proceedings, legal practitioners will be allowed under certain circumstances. Legal representation at the CCMA is governed by Rule 25 of the CCMA Rules. There is no limitation on trade-union officials, and they can thus represent members in any kind of dispute. Rule 25 stipulates that legal representation is not permitted in misconduct and incapacity disputes, unless both parties consent to such an appearance. A legal practitioner wishing to represent a member in misconduct or incapacity hearing must deal with the following aspects in motivation for his/her appearance:

1. **Nature of the questions of law raised:** In a broad sense, this will be whether the matter was procedurally and substantively unfair.
2. **Complexity of the matter:** This would depend on the reason for the dismissal and whether it can be related to misconduct. A matter becomes quite complex when witnesses and expert witnesses are called to testify, and large volumes of documents are exchanged.
3. **Public interest:** The CCMA will always bear in mind that the Constitution provides for legal representation, and it does not lightly refuse legal representation. However, the whole point is to avoid a legalistic approach to proceedings.
4. **Comparative ability of the applicant and the respondent:** A commissioner compares the ability of the applicant and the respondent to deal with their cases in a sufficient manner. If the commissioner is of the opinion that the applicant or the respondent will not be able to deal with his/her case sufficiently, the commissioner will rule that legal representation is allowed.

In the GPSSBC, the rules differ in that Rule 22 permits legal practitioners to appear in any arbitration proceedings.

The above explanation underlines the importance of employees belonging to a trade union as unions have unlimited appearance in all disputes at the CCMA, whilst legal practitioners' involvement is limited at the CCMA.

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Legal position of adult dependent children

In the case of *Z v Z*, the Supreme Court of Appeal recently ruled that a parent of an adult dependent child does have the right to claim child maintenance from the other parent for and on behalf of that adult dependent child.

After the breakdown of a marriage, the parent with whom the children are residing, usually carries the financial burden to care for the children. The other parent, on the other hand, becomes economically enriched. Maintenance payments are for that reason essential to relieve the financial burden of the parent caring for the children.

In the above case, the appellant, Mrs Z (the mother), and the respondent, Mr Z (the father), got married on 10 January 1995. Two children were born from the marriage and by the time that divorce proceedings were instituted, the children already reached the age of majority. The parties' marriage relationship had irretrievably broken down, resulting in the father moving out of the matrimonial home during April 2018.

In April 2019, Mrs Z initiated divorce proceedings against Mr Z and claimed maintenance for herself as well as for the two children. At that stage, both children, were still financially dependent and in need of maintenance from their parents. Mr Z opposed the maintenance claim and argued that the two children already reached the age of majority and therefore the children have to institute a claim against him for maintenance, and not the mother.

Mrs Z relied on the provisions of s 6 of the *Divorce Act 70 of 1970* (the *Divorce Act*), which she argued, authorised a parent to claim maintenance from the other parent on behalf of a major dependent child in divorce proceedings.

Most children are not financially independent by the time they reach the age of majority, and many children only start with their tertiary education at a later stage in their life. A further challenge is to secure employment. Hopefully the judgement of *Z v Z* will expedite the Parliamentary debate on the *Maintenance Amendment Bill B17 of 2022* and assist maintenance officers to reject applications for discharge of maintenance orders based on the minor child turning 18.

PSA members enjoy access to legal cost insurance policies at a specially discounted rate. Benefits include cover for legal costs, telephonic legal advice, and standard (non-personalised) legal documentation. Interested members may contact **Auto & General** on **0861 10 20 92**, legalcostinfo@autogen.co.za or text your name and "PSA" to **44386**.

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January 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 New Year's Day	2	3	4	5	6
7	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22	23	24	25	26	27 National Police Day*
28	29	30	31			

February 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4 World Cancer Day*	5	6	7	8	9	10
11 International Day of Girls and Women in Science*	12	13	14	15	16	17
18	19	20	21	22	23	24
25	26	27	28	29		

March 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4	5	6	7	8	9
10	11	12	13	14	15	16
17	18	19	20	21 Human Rights Day World Social Work Day*	22	23 National Water Week*
24 World Tuberculosis Day*	25	26	27	28	29 Good Friday	30
31 Easter Sunday						

April 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1 Family Day	2	3	4	5	6
7 World Health Day*	8	9	10	11	12	13
14	15	16	17	18	19	20
21	22 Earth Day*	23	24	25 World Malaria Day*	26	27 Freedom Day
28	29	30				

May 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
			1 Workers' Day	2	3 World Press Freedom Day*	4
5	6	7	8	9	10	11
12 International Nurses' Day* Mother's Day*	13	14	15	16	17	18
19	20	21	22	23	24	25 Africa Day*
26 Child Protection Week*	27	28	29	30	31	

June 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
						1
2	3	4	5 World Environment Day*	6	7	8
9	10	11	12	13	14 World Blood Donor Day*	15
16 Youth Day Father's Day*	17 Public Holiday	18	19	20	21	22
23 Public Service Day*	24	25	26 International Day Against Drug Abuse and Illicit Trafficking*	27	28	29
30						

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July 2024

August 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
	1	2	3	4	5	6
7 PSA Day*	8	9	10	11	12	13
14	15	16	17	18 Mandela Day*	19	20
21	22	23	24	25	26	27
28	29 National Science Week*	30	31			

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
				1	2	3
4	5	6	7	8	9 Women's Day	10
11	12	13	14	15	16	17
18	19	20	21	22	23 World Water Week*	24
25	26	27	28	29	30 Arbor Week*	31

September 2024

October 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1	2	3	4	5	6 Administrative Professionals Day*	7
8 International Literacy Day*	9	10	11 Grandparents Day*	12	13	14
15	16	17	18	19	20	21
22 World Rhino Day*	23 International Day of Sign Languages*	24 Heritage Day	25	26	27 World Tourism Day*	28
29	30 ANKOGAEDUPE ONDARY SCHOOL					

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
		1 International Day of Older Persons*	2 International Day of Non-Violence*	3	4	5 Teachers' Day*
6	7	8	9	10	11	12
13	14 World Mental Health Day*	15	16	17	18	19
20	21	22	23	24	25	26
27	28	29	30	31		

November 2024

December 2024

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
					1	2
3	4 Children's Day*	5	6	7	8	9
10	11	12	13	14 World Diabetes Day*	15	16
17	18	19	20	21	22	23
24	25 16 Days of Activism for No Violence Against Women and Children*	26	27	28	29	30

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
1 World Aids Day*	2	3 International Day of Disabled Persons*	4	5	6	7
8	9	10	11	12	13	14
15	16 Day of Reconciliation	17	18	19	20	21
22	23	24	25 Christmas Day	26 Day of Goodwill	27	28
29	30	31				

In service of public-sector employees

*Not public holidays



20 VERY GOOD REASONS WHY THE PSA SHOULD BE YOUR LABOUR HOME

The PSA, a registered trade union, is the largest, politically non-affiliated, fully-representative Union in the Public Service and State-Owned Entities, with a proud history of more than a century of service to members. The PSA...

1. Is a growing Union with 240 000+ 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) 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, ETHICAL CONDUCT, 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

The PSA Privacy Policy is available on the PSA website (www.psa.co.za).

By taking up membership, I agree to the said Policy.



* COMPULSORY FIELDS

PERSONAL INFORMATION

PLEASE INDICATE YOUR CHOICE WITH A ☒

DEPARTMENT / EMPLOYER *			
TITLE (DR, MR, MRS, MS) *		PERSAL / SALARY NUMBER *	
SURNAME *			INITIALS
FIRST NAMES *			
IDENTITY NUMBER *		DATE OF BIRTH	DD MM YYYY
CELL PHONE *		TELEPHONE	FAX NO
EMAIL ADDRESS			
METHOD OF PAYMENT *			
	STOP ORDER (SALARY DEDUCTION)	<input type="checkbox"/>	
	DEBIT ORDER (BANK DEDUCTION)	<input type="checkbox"/> (Noting that the Agency Fee will also be payable in this instance)	

MEMBER'S BANKING DETAILS (only when debit-order payment option is chosen)

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 theth 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

WEEK NO *

OFFICE DATE STAMP

WEEKLY REPORT ID

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Recruit new members for the PSA between
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The **TOP FIVE RECRUITERS**
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Image example only

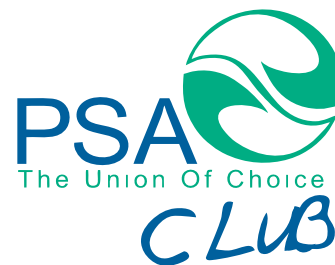
HOW TO ENTER?

*Recruit a minimum of **24** new members (*excluding pensioner members*) for the PSA between 1 January 2024 and 8 March 2024 and submit the fully-completed, signed application forms to your PSA Provincial Office or email to competition@psa.co.za by **12:00** on **8 March 2024** to secure your entry. Only entries submitted as stipulated above and received by the PSA by the closing date, will be considered.

*Competition open for PSA members only / Entries subject to standard terms and conditions and verification of membership
In the event of a tie, the PSA General Manager will draw a winner / The winner will be contacted by 15 March 2024
Prizes not claimed within 30 days will be forfeited / Prize not exchangeable for cash.

PSA CLUB LINE:

0860 021 067



UPDATE MY DETAILS:

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*Will be posted to address indicated by member on this form

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Understanding your PSA structure

Country-wide member structures (on national and sectoral level) are the link between the PSA and its members. These structures mirror the current structures for collective bargaining and offer direction, thereby ensuring the protection and promotion of the rights and interests of members.

The PSA's Board of Directors (BOD) on 29 March 2017 resolved that in terms of the *Labour Relations Act* or an Organisational Rights agreement, a group will be entitled to elect five shop stewards. The Board may, on good cause shown, establish such a group as a branch.

These structures have been established in all provinces to promote the organisation of members, obtaining their mandates, and improving communication with members.

Details of this extensive network of committees and branches are available from the PSA Head Office as well as any of the twelve PSA Provincial Offices.

It is important to understand PSA member structures. In addition, you should be involved in these structures as active members can provide timeous, informed mandates, and ensure that skilled workplace representatives are elected.

Branch for Associate Members: Public Service Pensioners



National Departments



PSA Branch per National Department

Provincial Departments under GPSSBC



PSA Branch

Provincial Administrations (each with several separate Provincial Departments)

Provincial Departments under PHSDSBC



PSA Branch

Provincial Departments under ELRC



PSA Branch

Parastatals/ Organs of State



PSA Branch per Institution (subject to BOD approval)

Sub-structures for communication to grassroots level

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Dental Technicians
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
Speech Therapists and Audiologists
Staff Nurses and Pupil Nurses
Student Nurses
Supplementary Diagnostic Radiographers



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Major transformation of national structure

By **Buks Jordaan** (outgoing Deputy Secretary)

The PSA Branch Associated Members: Public Service Pensioners held its 61st General Members' meeting in October 2023. In many ways this was an historic event. This date marks the commencement of a major transformation process regarding the national structure and operation of the Branch, which is to be concluded by 24 August 2024.

The restructuring follows an arbitration hearing between April and June 2023. The consequent ruling by the arbitrator on 18 July 2023 was that the National Management Committee (NMC) of the Branch must comprise the chairpersons of the various provincial committees from whom the three office bearers will be elected. Prior to this ruling, the NMC comprised the chairpersons of four regional committees who were *ex-officio* appointees and additional members elected from attendees at the General Members' Meeting. Provincial heads have been tasked to ensure that a provincial committee is established in all provinces.

In his Chairperson's report, Gideon Serfontein, thanked the outgoing members of the NMC for their loyal and dedicated support and hard work of the past. Given the majority of Gauteng attendees at the Members' Meeting in October 2023, the opportunity was used to elect the inaugural Gauteng Committee, being Gideon Serfontein (Chairperson), Pietie Botes (Vice-Chairperson), John Ganger (Secretary), and additional members Dries du Plessis, Buks Jordaan, and Stella Morrow.

The meeting was also graced by the presence of senior officials from the PSA Head Office who paid tribute to the Branch for the important nurturing and professional support being offered to pensioners and their spouses in many support and advisory areas.

The guest speaker on this occasion was Isaac Letlape, Manager Benefits from the Government Employees Pension Fund (GEPF). Mr Letlape gave a comprehensive address on main topics of interest. He pointed out that there were 1 267 307 active contributing members to the GEPF and 524 030 pensioners and beneficiaries. The GEPF's assets are valued at R2.3 trillion under management.

For the ten-year period 2011 to 2022, pensioners received increases on average 0.147% higher than the CPI rate. Increases for 2023 were for the first time in eleven years 75% (5.55%) of the CPI rate of 7.4%. For the eleven-year period of 2011 to 2023, the average annual increase was consequently 5.14% to the CPI average of 5.17%. He also pointed out that for pensioners residing in South Africa it is not necessary to submit life certificates anymore, but this still applies to pensioners residing in other countries. Pensioners with an income apart from the GEPF pension must also declare their additional income and a request can be made to the GEPF to deduct additional tax to avoid shortfalls on income and refunding processes to SARS.

Mr Letlape also responded to questions from attendees. The main focus of which was concerns regarding the launch of the GEPF's Transformation Policy in October 2023 and the possible impact this may have on depleting GEPF assets. Mr Letlape allayed concerns by emphasising that although the change was aimed at expanding the number of Black investment agencies, this did not alter the GEPF's fixed directives for investments and the governance structure to oversee compliance.

For more information on the establishment of Provincial Committees of the PSA Branch Associated Members: Public Service Pensioners, please contact your nearest PSA Provincial Office.



PSA Branch Associated Members: Public Service Pensioners North West

Images: Freepik

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 for more information on the Group Branch Associate Members and membership application form

Recreating trust in SAPS

The South African Police Service (SAPS) is losing the fight against crime. Every release of crime statistics paints a grim picture of increasing incidents of violent crimes and assault, with very little improvements. This dire situation fuels distrust in the police and, in some instances, drives communities to take the law into their own hands.

The *Global Organised Crime Index* further shows that South Africa ranks seventh in the world out of 193 countries and third in Africa for mafia-style criminal networks and organised crime syndicates.

In an attempt to restore trust in the SAPS, the Department of Cooperative Governance and Traditional Affairs has drafted a policy that outlines government's plans to address shortcomings in the SAPS. The National Policing Policy aims to create a blueprint that will tackle issues such as internal corruption, low employee morale, poor allocation of resources, high levels of crime, ill-discipline, and political interference. The Policy will also look at collaboration between national, provincial, and municipal policing structures, to enable co-operation in efforts to combat crime.

Inputs by the public were requested by 30 November 2023 and it remains to be seen whether the Policy will result in any positive changes.

One of the bigger challenges in addressing the high rate of violent crimes is, however, the recruitment of new police officers, whilst many experienced SAPS members are leaving the sector. South Africa's police to citizen ratio of one police officer to 383 people shows that more police officers are needed. Under-staffing, a shortage of ammunition, unequal allocation of resources, and a lack of available police vehicles are creating additional burdens on SAPS members. With some 200 generals and more than 600 brigadiers collectively earning around R1 billion annually, it leaves many lower-ranking officials feeling under-valued and underpaid whilst being expected to risk their lives in the line of duty.



Researchers continue to highlight the leadership crisis in the SAPS as the reason for the steady increase in crime, with the Institute for Security Studies consistently calling for the downsizing of a bloated top management and a transparent recruitment process to restore accountability and trust in this critical public sector. Other solutions that have been raised include the SAPS building relationships with the communities they serve through dialogue and the creation of forums to identify critical issues affecting communities. Community leaders, councillors, and business leaders should be coming together to build a communication network with the SAPS. An urgent need for increased police visibility in communities can also not be ignored.

With the commemoration of National Police Day on 27 January, the PSA as representative Union of thousands of SAPS employees, repeats the urgent call for determined actions to ensure that citizens can trust the police as well as for enabling police officers to uphold and maintain public order. The PSA further strongly condemns the continued killing of police officers in the line of duty and calls on communities to cooperate with the police to create safer living spaces and be part of strategies to turn around the battle against crime.

Sources

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Stock images: Freepik



Caps, paper, and cans 2024

START collecting!

The PSA's *Caps and Cans* project was launched in 2020, where various types of plastic bottle caps and bread tags were collected. These items were recycled by waste management company, *Interwaste*, in return for wheelchairs, which the PSA donate wheelchairs to beneficiaries across the country.

As a result, the PSA has been able to donate more than 20 wheelchairs to beneficiaries and the Union of Choice once again calls on all members, shop stewards, and member structures to drive this worthy campaign in 2024.

Interwaste has since 2011 been able to supply more than 1 000 wheelchairs in this initiative to companies for donation to worthy causes and beneficiaries of their choice. This initiative, apart from protecting the environment, changes lives by providing mobility to those in need.

Based on the success, *Interwaste* has also started a campaign where recycled waste can be exchanged for sanitary pads to be distributed to schools to keep girls in the education system. Additional items that can now be collected for recycling includes white office paper and aluminium cans.

How you can participate

Participants are encouraged to collect plastic milk bottle tops, cold drinks bottle tops, *Stasoft* bottle tops, bottled water tops, cooking-oil tops, mayonnaise bottle tops, white office paper and aluminium cans.

- For every 250 kg of bottle tops or white paper received, 60 packs of sanitary pads will be donated.
- Every 50 kg of aluminium cans will equal a donation of 60 packs of sanitary pads.
- For wheelchairs, 500 kg of plastic bottle tops, 120 kg of cans or 550 kg of white office paper will equal a donation of one wheelchair.

Please note that bread tags are no longer accepted for recycling.

All items collected can be delivered to the PSA Head Office or any of the twelve PSA Provincial Offices for further processing.

The closing date for 2024 collections is 16 August 2024.

For more information on donating collected caps, paper, and cans, contact the PSA's Marketing Communication Section on (012) 303 6685.

Images: Freepik

Thank you for your ongoing support towards saving the environment and empowering people in need!

PSA Snapshots



Ruben Du Plessis (22) recently represented South Africa in Zambia in the **Africa's Strongest Man** event. He entered as a novice but participated as a pro-amateur eventually. As a novice athlete, he had no sponsors for flights, accommodation or meals for the event. His mother, a PSA member, reached out to her Union of Choice for assistance. Based on the merits of the request, the PSA assisted Ruben with some of his expenses to allow him to participate. "Without the assistance of the PSA, I would not have been able to get this far," says Ruben. He competed against experienced athletes from across Africa for a spot to represent Africa in the World's Strongest Man event in America in December 2025. He was eventually placed second in the and dreams to represent Africa in the World's Strongest Man competition and as a pro-amateur. "I am very proud of what I have achieved so far in a sport I love so much. My goal is now to set a new world record in the dead-lift division, which is my strongest event. I want to sincerely thank the PSA for believing in me and supporting me in competing in Zambia. To make South Africa, and especially the PSA proud, is a feather in my cap," says Ruben.



Congratulations to Dalton Dladla, whose recruitment efforts won him a laptop in the PSA's **Recruit & Win** competition!



The PSA's Provincial Office in Mthatha visited **Ikhwezi Lokusa Special School** as part of the Union's **#SchoolSafety** project to handover school uniforms and other items of need with the assistance of **Old Mutual**.

Congratulations to **Sesethu Cekeshe** who is one of the winners of the PSA and Bramley's popular **LOVEBRAMLEY** competition!



The PSA's Provincial Office in Mahikeng visited **Mosiami Mildred Mogapi Primary School** as part of the Union's **#SchoolSafety** project. The PSA assisted with tiling of the School's library and donated library books.



Unlocking Peace of Mind: The PSA Funeral Plan Demystified

Addressing the topic of funerals is undeniably uncomfortable, yet it's a crucial step toward securing a brighter future for your loved ones. Hollard's Funeral Cover presents a reliable solution, simplifying the complexities and empowering you to make informed choices.

Why the PSA Funeral Plan?

Comprehensive Protection: In a country where funeral expenses can range from R3,000 to R50,000, having the right funeral cover is indispensable. Hollard offers coverage tailored to your needs, providing peace of mind during challenging times.

Transparent Guidance: We don't boast about being the best; instead, we provide the information you need to decide for yourself. Our commitment to transparent communication ensures you understand the intricacies of your funeral cover.

Benefits of Hollard's Funeral Cover

Immediate Financial Support: While life insurance may cover long-term needs, funeral cover ensures immediate financial assistance for funeral expenses.

Tailored to Your Needs: At Hollard, our funeral cover options provide benefits of up to R75,000, catering to your unique requirements.

Extended Benefits for Your Peace of Mind

Customizable Options: Enhance your cover with memorial benefits, monthly provider benefits, vehicle access, premium holidays, and more.

Family-Centric Coverage: Extend the protective umbrella to additional family members, offering burial repatriation, airtime, and telephonic legal assistance.

Planning for the Inevitable

Initiating conversations about funerals might be uncomfortable, but planning ahead is an act of love and responsibility. By choosing Hollard's Funeral Cover, you're proactively safeguarding your family's financial well-being during challenging times.

Don't let uncertainty dictate your family's future. Take charge, make informed decisions, and communicate your preferences with your loved ones. While death is inevitable, thoughtful planning ensures that your legacy is one of care and consideration.

Connect with Hollard Today

To explore our funeral cover options or receive a personalized quotation, visit our website or connect with us. We're here to guide you through the process, providing comprehensive support for you and your family's peace of mind.

The PSA Funeral Plan underwritten by Hollard Life Assurance Company allows PSA members to enjoy affordable funeral cover up to R50 000 for immediate family, which will provide peace of mind for you and your family. Contact The Best Funeral Society on 0860 101 003 or visit our website www.tbfs.co.za for additional information. Hollard Life Assurance Company Limited (Reg No. 1993/001405/06), a Licensed Life Insurer and an authorised Financial Services Provider.

A job with a CALLING

Taking care of a child is a profound responsibility that requires love, attention, and meeting their basic needs. This role is usually played by parents, grandparents, or extended families, however, when a child is placed in a place of safety, these responsibilities are placed in the hands of Child and Youth Care Workers.

A Child and Youth Care Worker is a professional who provides support and care for children who face various challenges, including behavioural, emotional, developmental, and social issues. They work in a variety of settings, such as residential treatment centres, group homes, schools, hospitals, community-based organisations, and private practice. Their primary role is to ensure the safety and wellbeing of children under their care whilst providing a nurturing and stimulating environment.

One such professional is **Purdy van der Merwe** (pictured), a PSA member, who every day takes a conscious decision to “mother” children in her care. A tough job in an environment that is not properly supported, plagued by staff shortages, a lack of funds and other basic needs. These workers are additionally responsible for providing creative and educational activities, preparing and serving snacks to children, and maintaining a clean environment. This also means working shifts on a 24-hours rotation, 365 days a year.

Purdy takes these challenges in her stride. She is based at a child and youth care centre in Durban in KwaZulu-Natal, working with youths in conflict of the law. She has 26 years of experience taking care of children of all ages. She acquired a Certificate in Child and Youth Care, N2 (Basic Qualification in Child and Youth Care), and is currently busy with NQF Level 5 studies. Purdy describes her job as a calling, one that requires a unique individual. She admits that childcare was her last choice as she was too short to be a police officer and too scared of blood to be a nurse. “I think it takes a unique person to do this kind of work. Besides having the necessary qualifications, one must have love, passion, care, empathy, and understanding. We work with humans, not objects so you can't be cold, hard-hearted, or inconsiderate,” she says.

Purdy believes that making a difference in the life of even just one child makes the world a better place. Making a difference includes planning small birthday parties and Christmas lunches for the children, observing their cultures practices, and arranging fun activities.

“Having children appreciate and thank you for the little things and for your love, care, time, for listening, for being present in the moments that mattered to them means something to them,” says Purdy. She admits that it is a tough job, with policy to follow, paperwork, planning, communication skills, coordinating, discipline, whilst also requiring one to embody love, compassion, empathy, care, understanding, be trustworthy and to communicate well. There must be a passion for the work with the goal to impact positively on the lives of young people who are troubled by their circumstances.

Purdy says her job has taught her not to personalise and judge the behaviour of the children in her care. “You try to de-escalate the behaviour, to allow the child the space to calm down and then counsel and refer where necessary. Teach the child when they are calmer to understand where they were wrong and to accept responsibility and make amends. Where the behaviour is obviously out of control, you need to call for assistance from your supervisor, your team and other support teams,” she explains. She emphasises that discipline is not a punishment, and should be aimed at teaching and using communication skills.

When Purdy is not working, she takes time to do things that bring her joy such as sleeping, listening to music, cooking, spiritual upliftment, and spending time with her family. Purdy would also like to see acknowledgment and appreciation for Child and Youth Care Workers with more support from the Department of Social Development, including bursaries to further their studies, salary level review, and regular, consistent counselling/debriefing sessions.

**The PSA applauds
Child and Youth Care
Workers for their efforts
to make the world
a better place for those
in their care.**

Stock images: Pixabay



Connect with the PSA in 2024

The PSA, in the interest of keeping members updated, has several platforms where members can obtain information and connect with PSA. Members are encouraged to use these platforms that can be accessed using the QR codes as indicated below.



Facebook: The PSA's *Facebook* page shares information on PSA activities, PSA business partner offers, and PSA competitions. It also allows public servants to interact on matters affecting them in their workplaces.



Instagram: The PSA's *Instagram* page shares images from PSA events and meetings, as well as PSA business partner offers.



X: The PSA's *X* page provides quick updates on PSA matters taking place as well as more information on offers by PSA business partners.



YouTube: The PSA's *YouTube* channel hosts videos, highlighting special days and events on the PSA calendar.



TikTok: The PSA's *TikTok* page shares short videos of PSA events.



PSA website: The PSA's website (www.psa.co.za) is a user-friendly platform that provides comprehensive information from the latest newsletters for various departments and parastatal institutions, PSA publications, media statements, and photo galleries. More information is also provided on all PSA fringe benefits, offering members discounted goods and services.



PSA Club: All PSA members automatically enjoy access to *PSA Club* – the gateway to monthly savings and exclusive deals!



PSA Member Portal: The PSA Member Portal provides members access to various services such as viewing and updating important membership information, generating electronic membership cards, request proof on indemnity insurance (relevant occupational groups), submit and view cross-transfer requests and lodge enquiries.



PSA Holiday Resort

Nestled in a lush indigenous dune forest at Quenera Mouth, East of the Gonubie River and in close proximity to the beach, you will find the *PSA Holiday Resort**. Just 18 km from East London, the Resort is committed to offering you relaxation and tranquility.

The area is a bird and nature lover's paradise. Excellent saltwater fishing can be enjoyed at the Resort's beach, combined with unpolluted and uncrowded safe swimming.

The Resort has ten fully-equipped chalets - most with a sea view (choice of two or three bedrooms) and 110 semi-shaded stands for caravans and camping. To ensure absolute peace of mind, the Resort is enclosed with an electrified security fence.

**Rated by the AA as a Highly Recommended Resort with Varied Accommodation*



Enquiries/bookings:
082 880 8949

email: psa.resort@mweb.co.za www.psaresort.co.za



2021 SARS wage dispute - **PSA victorious at High Court!**

The PSA lodged a dispute at the High Court since the SA Revenue Service (SARS) had failed to implement the 2019-wage agreement in full. SARS only partially implemented the wage agreement in the last year of the multi-term agreement and members were still owed 2.3%. The matter was heard in October 2022 and owing to the Judge being placed on extended sick leave, judgement was delayed. **The PSA received the judgement on 22 November 2023, which confirmed that the wage agreement is valid, and that SARS must implement the outstanding 2.3%. The Court also awarded cost in favour of the PSA.** The PSA will engage SARS on the judgement to determine when payment will be implemented.

PSA condemns unilateral 9.5% increase in GEMS 2024 medical-aid fees

The PSA condemns the unilateral decision by the Government Employees Medical Scheme (GEMS), to increase its medical-aid fees for 2024 by 9.5%. GEMS was approved by Cabinet in 2002 and registered in January 2005 to provide healthcare needs for qualifying public servants. Its mandate was to create affordable and accessible medical services and products for public servants. GEMS currently serves more than 760 000 main members and two million beneficiaries.

This sharp increase will worsen public servants' financial conditions, with most of them not being able to afford the exorbitant medical fees charged by GEMS. The fee increase is above the salary increase received by public servants in 2023. The PSA vehemently objected to the decision and raised frustration with the unreasonable increase at the Joint Working Committee meeting of the Public Service Coordinating Bargaining Council (PSCBC). The PSA urged GEMS to request its board to reconsider this increase. The PSA further advised GEMS to consider using reserve savings obtained during the COVID-19 pandemic period to provide relief for vulnerable members.

The PSA called an urgent meeting of the PSCBC to further engage on this matter. The PSA believes that PSCBC Resolution 1/2006, which established GEMS, must be reviewed. Proposed amendments to the collective agreement will be tabled to allow unions more powers to influence decisions on future fee increases. The PSA will also make a proposal to increase the number of medical schemes under the collective agreement. There should be competition amongst various medical schemes to provide affordable and accessible medical-aid products for public servants. The medical-aid scheme for public servants should not be monopolised going forward.

UPDATE: Two-pot retirement system

Following the announcement by the Ministry of Finance in 2021, that legislation be amended to allow members of private pension funds to withdraw a portion of their benefits owing to the impact of the Covid-19 pandemic on finances, a call was made to also allow public servants to withdraw funds from the Government Employees Pension Fund (GEPF).

National Treasury had previously called for a delay in the implementation of the "two-pot" retirement system, however the Standing Committee on Finance in Parliament rejected the recommendation to delay. Treasury recommended that the new two-pot system should start on 1 March 2025, as asset managers stressed that they could not amend their systems in time. The PSA condemned the request for a delay, noting that a further delay will be catastrophic for workers facing financial challenges. Any delays only benefit investment companies, which have already been benefiting from the pension savings of workers and this may drive desperate workers to reach out to unscrupulous lenders or take early retirement to access their pension savings. Treasury also proposed that workers access only R25 000 to R30 000 from their pension savings.

The PSA knows that workers will not really benefit from the proposed allowed amounts as tax will take a huge portion from the amount that a worker will receive. The PSA therefore does not believe that this initiative will yield the results that labour anticipated to alleviate financial distress of public servants. The Pension Fund Law and Rules dictate access to pension funds and one important factor to consider is that before public servants will have access, the GEPF Law and Rules will first have to be amended to allow government employees to have access. The two-pot retirement system is expected to go live on 1 March 2024.



**The PSA offers
financial assistance
with funeral costs
at the death of a member,
provided that the application
is received within six
months of death**

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