

Magazine

2/2023

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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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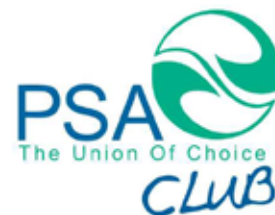
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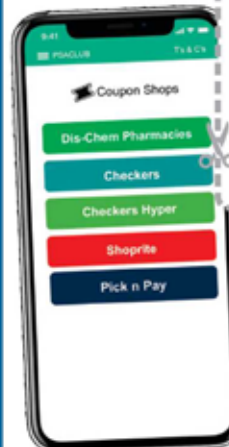
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Government recently tabled its wage offer for public servants. This follows the previous unilateral implementation of a meagre 3%-wage increase that was rejected by a majority of unions. Government's offer includes a multi-term agreement of three years and for the cash gratuity received by employees to be converted into a pensionable salary increase.

The PSA was extremely disappointed with the 3% offered in 2022 and embarked on industrial action to show discontent. Only PSA members participated in the protracted mass industrial action, with little support from other unions. This led to the strike action not having a full impact and a decision was taken to suspend the strike action as it would financially harm members. The PSA thus decided not to embark on any further industrial action but to concentrate on expediting wage negotiations for the 2023/24-financial year to ensure that members are not out-of-pocket.

The PSA has meanwhile tabled its wage demands, including a salary increase of 10% across all levels and a single-term agreement. Labour has also demanded that the housing allowance be increased to R2 500. The allowance should be increased on an annual basis in terms of inflation. The Public Investment Corporation should create a housing investment portfolio that will directly invest in the scheme, on condition that it yields a return on investment. Unions that are participating in the current wage negotiations have supported these demands.

In support of enhancing service delivery to members, the PSA's Board of Directors approved the Union's new Strategic Plan. The PSA adopted a set of strategic objectives, based on the demands from internal and external stakeholders, to ensure growth and sustainability and to remain relevant in an industry that is characterised by volatility, uncertainty, complexity, and ambiguity. This has an impact on members and the way in which the PSA operates. The PSA's Strategic Plan provides a framework that guides operations.

The PSA aims to ensure the sustainability of the Union by providing effective member structures, a Board, and Administration, whilst expanding value-adding partnerships to protect the rights and promote the interests of members. The following values guide the PSA's conduct aimed at achieving the Union's mission: loyalty, transparency, respect, ethical conduct, consistency, and service excellence.

The recent launch of the PSA Member Portal is aimed at supporting service excellence and allows members control over various aspects of their membership. Members can update their personal information to ensure that they receive all relevant correspondence and information. They can also request proof of membership, proof of indemnity for qualifying members, etc. The Portal will be enhanced to include more services. For more information on registering and using the Member Portal, visit www.psa.co.za or see pages 30 and 31.

In a further effort to provide additional support to the Union's members, the PSA has partnered with various businesses to provide assistance and discounts on services and products, including funeral cover, gap cover, and study assistance. These benefits include the FREE popular **PSAClub** where members can obtain vouchers or discounts on everything from travel, hotel stays, to haircare, and groceries. By using these benefits, members can save hundreds of rands on household products, travel, and many other benefits.

The PSA prides itself in sustained excellent services to a growing membership (see pages 7 to 9 for some recent PSA successes for members). Members are urged to contribute to the Union's success, growth and strength in bargaining forums by recruiting colleagues in their workplaces (see page 21 for an exciting recruitment competition). The PSA's political independence allows it to always act uninfluenced in members' best interest.

ACTING GENERAL MANAGER



Ageing profile could collapse Public Service

The South African Public Service is the largest employer in South Africa, with some 1.3 million people working for government in providing services to citizens. Many of these public servants work under unsafe conditions, with poor remuneration, and severe staff shortages, whilst the country faces an ageing-worker crisis, which could collapse services by 2030.

Government workforces worldwide are ageing rapidly, raising specific challenges, especially in Africa. The continent has the youngest population in the world. Some 40% of the population is aged 15 years and younger versus the global average of 25%. The ageing population adds to the economic burden, whilst losing public-service capacity and having high youth unemployment rates.

In South Africa, this situation is further impacted by the deterioration of collective agreements during wage and conditions of employment negotiations. In 2020, government reneged on a signed three-year wage agreement. Public servants were denied a negotiated increase as government pleaded poverty owing to the COVID-19 pandemic. In 2022, government unilaterally implemented a 3%-salary adjustment, despite labour rejecting this. Trust in collective agreements was lost. The PSA declared a dispute and embarked on industrial action across the country.

One of the main concerns with the unilateral implementation is the termination of the cash allowance. This will leave workers with a reduced income from April 2023. PSCBC Resolution 1/2021 made provision for the cash allowance to continue until a new agreement is concluded. No new agreement was concluded as government unilaterally implemented the meagre 2022/23-salary increase.

Another factor of concern is corruption related to public servants' pensions invested by the Public Investment Corporation from the Government Employees Pension Fund (GEPF) and being misused to bail out dysfunctional state-owned entities such as Eskom and Transnet that continue to drain the economy. The GEPF manages R2.24-trillion of public servant's pension savings. Delving deeper into these matters makes it clear that sectors regarded as pillars of society including safety and security, health, and education are facing a deepening crisis.


Safety and Security

Some 176 708 South African Police Service (SAPS) employees are expected to ensure the safety and security of 60.14 million South Africans. According to Statistics South Africa, the country has one police officer for every 408 people. The number of SAPS members is expected to increase to 178 708, with 2 000 police officers expected to be added in the 2022/23-financial year. The SAPS, however, reportedly loses 6 000 employees every year owing to retirement and resignation. Those retiring have experience of more than 30 years. The Minister of Police blames this on the decline in SAPS operational budgets, which limits the number of employees who can be trained to enter the Service. SAPS employees are under constant pressure to lower the country's high crime rate. The latest crime statistics indicated that 10 000 people lost their lives in a three-month period in 2022. Police stations have also come under increasing attack, with several stations being ambushed by criminals to steal weapons. The country can also not forget the number of police officers who have been killed on and off duty. The PSA has called for stringent sentences for those responsible for the death of SAPS employees.

There is no clear solution to the challenges faced by the SAPS, especially in re-capacitating the Service amidst accusations of fraud and corruption by senior management. In addition, South Africans have lost trust in the SAPS. This reality must be addressed as part of tackling high crime rates. The PSA offers a labour home for SAPS employees and is driven to ensure that they are protected. Despite not currently being party to the Safety and Security Sectoral Bargaining Council, the PSA can represent SAPS members in individual matters. The PSA repeats its calls for determined actions by government to capacitate the SAPS as the number of employees leaving the Service indicates a deep dissatisfaction.

Education

For many South Africans, education offers a chance to improve their lives and prosper, whilst also contributing to the country's economy. However, in 2023 this pillar of society continues to face severe challenges, especially in neglected rural areas. This includes poor and unsafe infrastructure, unhygienic pit toilets, a lack of resources such as libraries and science laboratories, poor remuneration of educators, and the high number of vacancies in this profession.



The country requires some 20 000 new educators every year to maintain the educator-learner ratio, but the sector is struggling to attract candidates. The PSA, representing thousands of educators and administrators, remains concerned that very little has been done to address the challenges facing the sector. It is reported that 51% of the Department of Basic Education's budget is allocated for salaries. At the same time, educators struggle with the high cost of living, access to housing, etc. National Treasury recently warned that the low compensation for educators, together with early retirements, will reduce the number of available educators. In the next ten years, it is expected that half of all public-school educators will retire, with 49% of educators being 50 years or older and 25% being aged 55 years and above.

Schools have become hotbeds for violence and substance abuse, thus creating unsafe working conditions. The PSA continues to run the *#School-Safety Project* to contribute to a safe and conducive teaching and learning environment in schools (see page 26). The PSA, working strategically with the Education Labour Relations Council, has on several occasions intervened to highlight issues of concern, including overcrowding, under staffing, and infrastructure concerns. The PSA has also been petitioning the Department of Basic Education to hire young teaching assistants to prevent problems as a result of mass retirements.

Health

The provision of quality health services is enshrined in the *South African Constitution*. According to research by several universities, the country has some 280 000 nurses, which equates to one nurse for 213 people.

Additionally, conditions at state hospitals, which cater for 71% of the population, are deplorable. Some state hospitals are dirty, unhygienic, unsafe, severely under staffed, and vulnerable to criminal attacks. In addition, 50% of nurses are close to retirement age and will be leaving the service in the next ten to 15 years. According to South Africa's *2030 Human Resources for Health Strategy*, in the absence of urgent measures, it is projected that by 2025 there will be a shortage of some 34 000 registered nurses in primary healthcare. The challenges facing the South African health system were further exposed at the start of the COVID-19 pandemic and were deepened by rampant corruption.

In an effort to support rural areas, Community Health Workers have become a critical part of the health sector. The PSA, as one of the biggest unions in the Public Health and Social Development Sectoral Bargaining Council, signed a collective agreement to ensure that these workers have an income until 2025. The PSA is currently busy with engagements regarding their remuneration structure as well as the development of a standard operating procedure for the recruitment, selection, appointment, placement, remuneration, skills development, dispute resolution, occupational health and safety processes, and absorption of Community Health Workers in the health system. The PSA is driving this matter, to also enhance support for over-burdened doctors and nurses.

There is no quick and simple solution to the country's ageing Public Service. Government also ignores the opportunity to hire young, qualified workers with relevant qualifications to lessen a youth unemployment rate of 59.6%. With 2030 being a mere seven years away, should government continue to ignore current realities and pressing matters affecting the Public Service, South Africans may face a complete collapse of public services.

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Image: Freepik

2023/24-Public Service wage negotiations in starting blocks

Government's unilateral implementation of a meagre 3%-wage increase for public servants in 2022 caused distrust between the employer, unions, and employees who are expected to provide services to South Africans.

The situation worsened following government's blatant attack on collective bargaining and structures, including the Public Service Coordinating Bargaining Council (PSCBC), with utterances by President Cyril Ramaphosa regarding the establishment of an independent body to determine Public Service salaries and workplace conditions.

The unilateral implementation was strongly condemned by labour and added further strain on fragile relations between unions and the government. The only remaining remedy for the PSA would have been to continue with industrial action to place pressure on government to accede to the demands. Members are, however, financially constrained owing to the rising cost of living and the threat of the no-work, no-pay principle. The PSA realised that it would be difficult to ask members to embark on indefinite strike action. In addition, the PSA is also fully aware of the challenges associated with resuscitating 2022/23-salary negotiations. The PSA engaged other public-sector unions to alert them to the fact that failure to commence with 2023/24-salary negotiations without delay will disadvantage public servants. Public servants have not recovered from the events of 2020 where government robbed them of a salary increase. The PSA will further not politicise Public Service salary negotiations and is ready to engage in salary negotiations.

Following a special PSCBC meeting on 17 February 2023, the employer tabled a draft salary offer for the 2023/24-financial year. The essence of the proposed offer is:

- Multi-term agreement of three years (Year 1: 4.7% sliding scale; Year 2: Projected CPI; and Year 3: Projected CPI).

- The current cash gratuity received by employees is to be converted into a pensionable salary increase (cash gratuity equates to an average of 4.2% plus 0.5% = 4.7%, as indicated).
- Projected CPI capping of 6.5%.

The PSA's demands include a 10%-wage increase across all levels as a single-term agreement. Labour further demanded that the housing allowance be increased to R2 500 and continue to increase based on CPI. Additionally, the PSA demands that employees be paid out their savings from the housing scheme upon resignation from the Public Service, as well as allowing the Public Investment Corporation to create a housing investment portfolio that will directly invest in the scheme, on condition that it yields a return on investment.

The recent Budget Speech by the Minister of Finance, however, again indicates that government is not concerned about issues affecting the Public Service. The 2022 Public Sector Summit underlined the need to correct the anomaly of the Minister of Finance tabling wage-increase proposals during the budget presentation rather than at the PSCBC, where such matters should be dealt with. The PSA is further extremely concerned that government continues to ignore the human-resource capacity of its departments to render service to South Africans. This is steadily crippling service delivery. Government is not concerned about the Public Service's capability to execute its constitutional mandate, with government departments suffering from chronic staff shortages and operating with less than 60% of the required human resources.

The PSA will update members as negotiations progress.

Source: PSA Collective Bargaining

OSD victory for Senior Family Advocates

Senior Family Advocates, represented by the PSA, started with grievance and dispute processes against the Department of Justice and Constitutional Development after it failed to translate them to LP9 in terms of the occupation-specific dispensation (OSD) agreement.

The PSA challenged the Department and in 2015 the General Public Service Sectoral Bargaining Council Commissioner ruled in favour of the PSA and directed the Department to translate Senior Family Advocates from LP8 to LP9. The Department decided to review the award but the Labour Court dismissed the review application. The Department then petitioned the Labour Appeal Court on a technicality. The Labour Appeal Court ruled that the matter must be referred back for arbitration.

In 2020, the matter was arbitrated again and the Commissioner again ruled in favour of the PSA. Again, the Department reviewed the award. The matter was heard by the Labour Court in 2021 and judgement was delivered on 16 February 2023. The Labour Court ruled in favour of the PSA and the Department must now translate Senior Family Advocates from LP8 to LP9.

The PSA trusts that the Department will now stop wasting taxpayers' money and implement the Labour Court's judgement, bringing an end to a dispute that started in 2008.

The PSA will continue to protect and promote members' rights and interests.

For more PSA successes for members, see page 8.

Image: Freepik



PSA excels at assisting members

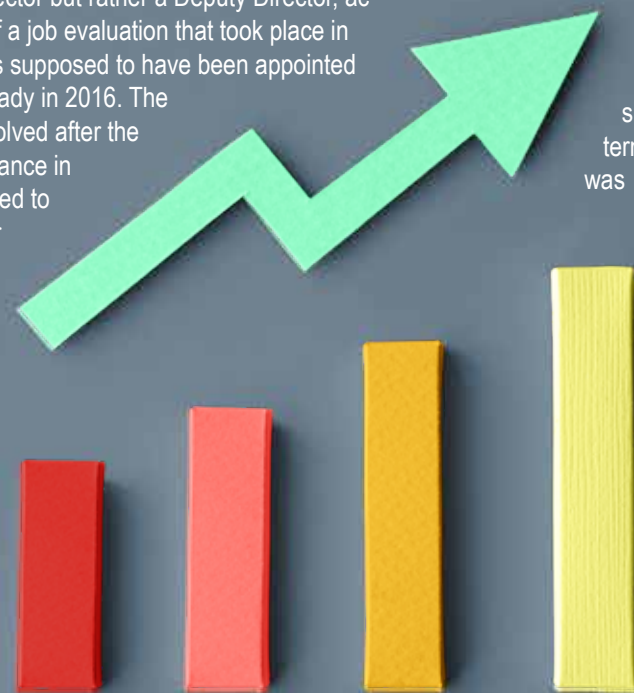
The PSA is proud of its service excellence as a Union that seeks to promote and protect members' rights and interests. The PSA successfully represents members across the country in disciplinary matters, grievances, at the Commission for Conciliation, Mediation, and Arbitration, and public-sector councils. Some recent cases are highlighted.

- A member who is an Assistant Director at the Department of Correctional Services, discovered that his post was not that of an Assistant Director but rather a Deputy Director, according to the results of a job evaluation that took place in 2008. The member was supposed to have been appointed as Deputy Director already in 2016. The matter remained unresolved after the member lodged a grievance in 2022. It was then referred to the Sectoral Council for dispute resolution. After conciliation, the PSA informed the Department that the matter would be referred to the Labour Court in terms of section 6(4) of the *Employment Equity Act*. The Department then agreed to absorb the member into the post of Deputy Director with effect from June 2016. The member was back paid an amount of R1 800 000.

- Another member at the Department of Correctional Services lodged a dispute when he was incorrectly translated into the occupational-specific dispensation (OSD). Arbitration was not successful, and the PSA took the matter on review. Judgement was issued whereby the member must be translated to OSD salary band CB 5 with effect from 1 July 2009. The Department failed to comply, and contempt of court proceedings were instituted. The Department then indicated that it would implement the award and paid the member more than R1 000 000 in December 2022. His rank and salary level were finally corrected on Persal in March 2023.

- At the Department of Home Affairs, a member was charged by his previous employer (Department of Justice) with ten allegations of misconduct. The member resigned from the Department of Justice in 2017 without being charged with misconduct. The Department of Justice instituted a disciplinary hearing against the member in 2022, without informing the Department of Home Affairs. The PSA assisted the member in the disciplinary hearing in terms of section 16B of the *Public Service Act*. It was argued that the Department of Justice lacked jurisdiction to discipline an employee who resigned from its employment without any pending misconduct allegations. The Department consequently withdrew the matter.

- Two members who are Senior Town Planners at the Office of the Gauteng Premier were translated incorrectly on OSD translations. The PSA referred disputes to the General Public Service Sectoral Bargaining Council and the arbitrator ruled that the members be paid amounts close to approximately R126 000 to rectify their salaries.

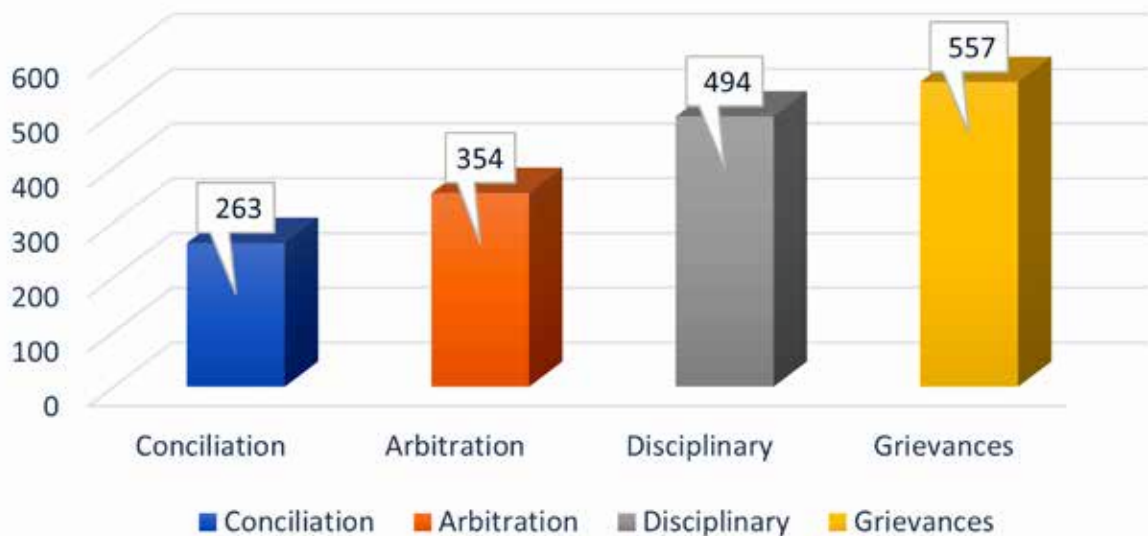


GOALS

- A member at the Department of Education applied for annual leave, which was approved. Shortly before commencement of the leave period, the Department consulted the member about operational challenges and requested him not to take his approved leave. According to PSCBC Resolution 1/2020, where leave due is not taken based on the employer's service delivery or operational requirements, such leave must be paid at the end of a 24-month period. The member submitted his claim for the unused leave days, but the Department refused to pay him. He lodged a grievance which was not resolved, and a dispute was declared for an unfair labour practice related to benefits. During arbitration, it was undisputed that the member was rendering an essential service, which compelled him not to take his leave. The arbitration award was in the member's favour and the Department was ordered to pay him for 16 days of leave, amounting to R47 761.63. The award was implemented.
- The North West Department of Community and Safety appointed a member in an acting capacity through his supervisor and repeatedly renewed this every six months. The Department, however, failed to pay the member for these services. The member approached the PSA for assistance and was advised to file a grievance. The Department failed to attend to the grievance and the matter was referred for arbitration. After lengthy consultations on the legality of the appointment letter, the Department settled the matter and paid the member R139 779.98

The PSA is dedicated to the professional and successful representation of members. The graph below reflects the number of cases in which members were successfully assisted by the PSA in 2022.

PSA successful cases - Jan - Dec 2022



Workers' Day 2023

More than commemoration

Since 1886, Workers' Day has served as a celebration and reminder of the rights gained by workers worldwide. In South Africa, Workers' Day also highlights the role unions have played in the battle to ensure a democratic society.

In 2023, however, workers in the public sector are facing a new battle to protect and maintain the gains made by labour in the improvement of remuneration and workplace conditions. Workers currently have to contend with depressing working and living conditions, various forms of injustice and experience high levels of physical, mental, and emotional strain that could lead to self-alienation, disaffection, despondency, and even hopelessness.

Despite workers being demotivated by poor remuneration, increasing demands on their labour and the fact that they do not determine the value of their labour, they have no option but to work for a livelihood and sustain their families. They are forced to find ways of rising above physical, psychological, and emotional stress to be available and productive in their workplaces. Workers, however, also return from work to engage in a variety of activities that require them to be physically, emotionally, and psychologically active and present. They return home physically tired and emotionally drained to face physically and emotionally exhausting living conditions and, in many instances, brutal socio-economic conditions. Yet, they must continue with their duties and be productive at the workplace. In other words, the life of workers is one of hope for a better life whilst continuing to endure hardship.

As depressing as this scenario is, South Africa has advanced labour laws aimed at providing protection to workers, addressing economic inequalities, keeping unemployment low, and opposing various forms of discrimination, as well as establishing decent working conditions for all. Despite legislation, there is room for improvement. This is especially true for the actual implementation of laws and workplace policies and the monitoring thereof to ensure that they stay in step with constant changes in workplaces.

Gains made for public servants through constructive dialogue over years are facing the danger of erosion with workers being used as scapegoats to conceal the real cost of damage done by high-level fraud and corruption. In addition, the continued use of the Public Service wage bill as an excuse for government's failures in achieving basic service-delivery goals, has become the norm. Government continues to fail in adhering to processes as enshrined in the Constitution, with the potential to cause harm to collective bargaining process, and possibly plunging the country into labour turmoil.

On Workers' Day 2023, the PSA calls on all South African workers to continue efforts in search of improvements to their workplaces, including holding government accountable for unsafe and unhygienic work environments. In addition, Workers' Day should not only be a day of commemoration of past milestones and victories but should also remind workers of their duty to protect collective bargaining and underline the value of their service in building the country.

Source
<https://misa.org.za/the-importance-of-workers-day-beyond-the-actual-workers-day/>
Image: Freepik



Youth critical for ensuring vibrant Public Service

Government is the largest employer in the South African labour market. The public sector should thus have a lot to offer young people looking at entering the workforce. A large young population should be an asset for governments, by providing an active workforce that can drive economic growth and productivity.

Despite this knowledge, the unemployment rate in South Africa is approaching 40%. Research further indicates that public-sector workers are somewhat older than their counterparts in the private sector. P Ohlman conducted research called *South African Youth and the Labour Market*, in 2022. Data showed that only 34% of out-of-school youth aged 15 to 34 are active in the formal sector, either through formal employment or tertiary education or training. Only 18% are engaged in the informal labour market activity. This leaves nearly half of the youth unemployed or economically inactive.

Young people across the world cannot identify or acquire the skills needed for the current job market, contributing to a global skills gap and exacerbating youth unemployment. Certain issues are of relevance and concern to all young people. This includes education and training, social inclusion, economic opportunity, housing, and health.

Younger people are also more vulnerable to global challenges, inequality, debt, substance abuse, crime, peer pressure, and a frustrating lack of opportunities. The lives of today's students are very different from those of students for whom existing education systems were developed.

Skills considered important today, are not the same skills that will be needed tomorrow. The arrival of a young, active, and engaged youth can, however, provide government with new opportunities for innovation and improved service delivery. Understanding how young people use technology has put increased pressure to raise standards in technology. Millennials have had a heavy influence on how technology is used. They are drawn to it naturally and are quick to understand and apply new technologies. This sets them apart from other generations in the workforce. Hiring young people has a significant impact on the adoption and use of new software and technology. This is because they are likely to be open to new ideas and innovation, which can lead to increased business success. Evolving business needs, technological advances, and new work structures, amongst others, are redefining what are valuable skills for the future.

How to introduce skills in learning institutions to prepare young people for the workplace and make government more appealing for them

Higher education institutions should ensure that every person is aware of education and career opportunities. Bridging the gap between academia and industry can help building careers.

Promote government as an opportunity rather than a career

Young people are not necessarily looking at a job as a lifelong career. Focus should thus be on helping them grow, even if they don't stay for the long haul.

Meet the young generation where they are

From social networking applications to text messages, students, and those in their mid-20s and early 30s, live online. These platforms should be used to reach out to the youth.

Give them a taste

Provide opportunities for young people to see and experience the work first-hand. That may be anything from "shadow" days to full-blown internship opportunities.

Institutions, including government, must concern themselves more than ever with the development of skills to interrogate knowledge and to respond to rapidly changing situations. The youth should be critical role players in this process to ensure a vibrant public service.

Source
<https://www.oecd.org/mena/governance/Young-people-in-OG.pdf>
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South-African-Youth-and-the-Labor-Market-MDPI-<https://www.mdpi.com>
Image: Freepik

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#NeedToKnow

Importance of financial disclosures in the public sector

Financial disclosure is a process where a person provides details of income, assets, and liabilities when working for an employer (Public Service or any sector) where, as an employee, has a second income.

According to the Public Service Commission (PSC), financial disclosure reports are used to identify potential or actual conflicts of interest in the Public Service. Persons tasked with reviewing an employee's report who find a conflict are expected to immediately remedy this situation to prevent fraud and corruption. The PSC set up the main objectives of the *Financial Disclosure Framework (FDF)* to manage conflicts of interest in the Public Service and to promote ethical conduct, accountability, and transparency in line with constitutional values and principles.

The South African public sector has been victim of rampant fraud, corruption, and maladministration, as well as fruitless and wasteful expenditure. Over just the past ten years, the country has lost more than R1.5 trillion to fraud and corruption, leading to a deterioration in service delivery, high unemployment numbers, collapsing public-sector infrastructure, and many other problems. It has been revealed that several high-powered public servants such as ministers, political leaders, and senior managers in government departments and state-owned enterprises, benefited unduly in these matters.

Government departments have policies to guide employees in declaring all their interests and whether these conflict with the employer's business. The release of a financial disclosure statement is vital for the following reasons:

- **Transparency:** The only way to ensure that everyone is operating fairly and given equal opportunity to make sound decisions is through honest disclosure of information.
- **Reduced uncertainty:** Good or bad information is better than zero information. Even a full disclosure of poor performance can lead to essential predictions that can keep markets relatively stable.
- **Prevention of illegal activity:** Full disclosures prevent insider trading or "dressing" of the books to make a company's financial situation look better than in reality.

The Department of Public Service and Administration (DPSA) requires that senior management service (SMS) members in the Public Service disclose their interests once a year on an electronic disclosure system (*eDisclosure*). The Minister for the Public Service and Administration expanded this requirement to also include other categories of staff, by issuing directives and determinations. The aim is to introduce new categories in a staggered fashion, whilst expanding the *eDisclosure* system, so that eventually all public servants will be disclosing their interests. It is required of SMS members and other categories to disclose their interests so that heads of departments, the PSC, and the DPSA will be able to detect and manage conflicts of interest at an early stage. The DPSA, under the Public Administration Ethics, Integrity, and Disciplinary Technical Assistance Unit, provides technical assistance to departments throughout the process. In terms of regulation 18 of the Public Service Regulations, 2016, all SMS members are required to disclose their financial interests to their head of department by not later than 30 April of each year. A copy of the information on the interests of public servants and heads of departments is submitted electronically to the PSC by 31 May and is simultaneously directed to the DPSA. This follows a Directive issued in 2018.

Disclosures that employees must keep in mind include, sponsorships, gifts, the relationship between the giver and the employee, etc. For more information, visit www.dpsa.gov.za.

Source
<https://pmg.org.za/committee-meeting/21672/><https://blogs.worldbank.org/psd/why-do-financial-disclosure-systems-matter><https://www.dpsa.gov.za/thepublicservant/2021/01/10/what-public-servants-need-to-know-about-the-declaration-of-interests-for-corruption/>
<https://www.fluencetech.com/post/why-is-financial-disclosure-important>

Image: Wayhomestudio on Freepik

#NeedToKnow

Workplace transfers

The PSA receives many requests from members seeking assistance with a cross-transfer between workplaces. In view of this need, the PSA offers members a unique service via the PSA Member Portal*, where such requests can be posted and viewed.

The following information will assist members with information on the most frequently asked questions on this matter:

Does an employee have a right to a transfer?

No - legislation, including the *Labour Relations Act*, the *Basic Conditions of Employment Act*, and the *Public Service Act* or the Public Service Regulations deal with the right to be transferred and only make provision for application for a vacant position where applicants must compete fairly for the post.

Can a request for a transfer be referred to a bargaining council or Labour Court as a dispute?

Bargaining councils do not have jurisdiction to hear disputes on transfers. In special circumstances, a section-158 application can be made to the Labour Court but is seldom successful. Courts regard the placement of an employee as a managerial prerogative that is implemented in accordance with the employer's needs.

What can the PSA do to assist a member with a transfer?

The PSA can only assist by bringing members who want to cross-transfer in contact by publishing their information on the PSA Member Portal* (*see page 30 for more information), which can be accessed by any interested member. The onus is on members to contact each other and apply for a transfer through the proper channels.

What is the process when an employee requires a transfer?

Departments have their own individual processes and it is advised that members contact their employer's Human Resources section to determine the process in the specific workplace.

Under what circumstances can an employee request a transfer?

Where an employee suffers from a specific health condition that is enhanced by the specific area where he or she resides and works, a full, detailed medical report with recommendation can be submitted in support of the application for a transfer. The employer must then investigate and consider the circumstances and provide the employee with an outcome. It must be noted that this still does not provide any right and it will remain within the employer's discretion to approve the transfer.

Who in the workplace has the right to approve a transfer?

Only the executive authority of a Department has the right to approve a transfer. **Members must note that a direct supervisor or manager can only recommend a transfer. Final approval can only be granted by the Head of Department or Director-General of the Department. The PSA is aware of instances where members have made relocation arrangements as they were under the impression that the supervisor or direct manager had approved the transfer. This resulted in loss of income and expenses for the members.**

Images: Freepik

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See www.psa.co.za for more information on the Group Branch Associate Members and membership application form

Loadshedding

Impact on Public Service

The Public Service is crumbling under the national energy crisis facing South Africa, with no end in sight for rolling blackouts in the foreseeable future.

Automated systems used to provide government services to citizens at various departments are largely dependent on electricity supply and grind to a halt when loadshedding kicks in. The interruption in services owing to the power outages means that public servants are mostly unable to serve citizens or fully perform their duties for between four and six hours of the working day, depending on stages of loadshedding.

As a result, strained public servants are increasingly at the receiving end of agitated citizens' frustrations. At the Department of Home Affairs, employees are unable to provide essential services, leaving scores of citizens enduring delays in snaking queues and, in some cases, unable to access documents such as death certificates, travel documents, *etc.* At Traffic Departments, the process of renewing of driver's licenses, licence discs, change of ownership and payment of fines is interrupted as most offices do not have generators and systems can only operate when electricity is available. In addition, already poorly maintained government workplaces are further impacted by non-functioning air conditioners and elevators during loadshedding.

Despite limited interruption in teaching and learning at most public schools, the same cannot be said for learners with special needs. Learning and teaching are negatively affected at schools for deaf and blind learners who are reliant on visual aids and other automated systems to support learning.

Continued rolling blackouts are causing havoc at municipalities across the country, resulting in water cuts and placing a burden on sewerage systems that cannot function efficiently during loadshedding. Municipalities are forced to provide residents with water by deploying water tanks with the risk of not being able to reach all affected communities. Municipalities have also raised concerns about the increased cost of diesel used for back-up generators as one of the many associated costs piling up. Residents' health and safety are at risk as interruptions to sewage systems can cause sewage blockages and spills. In December 2022, loadshedding was reportedly to blame for two sewage spills that led to Muizenberg and Fish Hoek beaches in the Western Cape being temporarily closed as a precautionary measure.

Safety and security issues have been raised at various shelters and Department of Social Development offices as electronic gates, cameras and locks stop working, posing a risk to employees and clients, and compromising the provision of food at these facilities and administrative work.

Employees at some of the country's main public hospitals are breathing a sigh of relief as the Minister of Health exempted some health facilities from loadshedding that hampered effective functioning and endangered patients. The Minister's decision comes after various organisations and healthcare workers sounded alarm regarding the devastating impact of loadshedding on patients' health, workers ability to save lives, and placing workers' lives at risk as security is compromised during blackouts. However, smaller facilities such as clinics and smaller hospitals that rely on generators are still operating under extreme difficulty. Hospitals in different provinces have been instructed to apply to be exempted from loadshedding, depending on the number of patients treated at the hospital, the type of specialisation practised at the facility, and technology in the facilities.

To date, discussions are continuing between municipalities, Eskom, and the Department of Health regarding the exemption of hospitals.

During the State of Nation Address in February 2023, President Cyril Ramaphosa announced that he would be appointing a Minister of Electricity to work with Eskom on ending loadshedding and ensuring that an Energy Action Plan is implemented without delay. In the meantime, South Africans have been warned to expect continuous stage-2 to -3 power cuts for the next 24 months owing to failure of units at various power plants and inconsistency of coal supply. Experts are further warning of stage-8 power cuts as winter approaches with an increased demand for electricity.

Loadshedding does not only affect public servants when it comes to service delivery where they are often subjected to insults by clients as most departments do not have generators – those who have, do not have a budget for diesel. Employees are frustrated as there is not much they can do to maintain service delivery. Equally, loadshedding also affects them financially. They often have to resort to buying take-away meals for supper as they are unable to cook during loadshedding. In addition, workers spend extended periods travelling to and from work owing to non-working traffic lights, which also exposes them to hijacking and crime. In some instances, workers are forced to bring their own water to work as loadshedding affects boreholes. Air conditioners do not work during loadshedding, leaving employees subjected to poor ventilation and excessive heat. These conditions are contradictions of the *Occupational Health and Safety Act*, which places a legal burden on employers to provide a workplace that is safe and without risk to workers. For this reason, the PSA approached the employer to treat loadshedding similar to the way COVID-19 was dealt with. Most workers have tools of trade that the employer procured in 2020 and can work effectively from home. Those who cannot work from home, can report to work using flexi hours in accordance with electricity schedule. There is a need for government to be progressive in its thinking to assist in managing a problem that was not created by its employees.

The PSA raised the ongoing challenges experienced by public servants to arrive at work on time owing to persistent loadshedding. Despite the matter being tabled at the Public Service Coordinating Bargaining Council, there was no willingness by the employer to address this problem and see the bigger picture of public servants constituting a large number of motorists on the road and adding to traffic congestion during loadshedding. The PSA is further extremely concerned that government is leaving departments to their own devices to cope with the impact of loadshedding rather than taking the lead in implementing innovative solutions such as remote working for departments that are not service orientated and staggered hours of work.

Sources
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Image : Pvpredictions on Freepik

What is the Public Service doing to combat global warming?

Global warming and climate change are bringing drastic changes to the world. This is evidenced by increased flooding such as in KwaZulu-Natal in 2022 and ongoing droughts in other areas such as the Northern Cape, North West, Limpopo, and the Eastern Cape, a province that is running out of water. There is no dispute that the world is facing a climate crisis of unprecedented proportions and its impact on the African continent is expected to create more issues, including food security.

In light of this, the South African government approved several climate actions, including the creation of the Presidential Climate Commission, South Africa's Low Emissions Development Strategy, a National Climate Change Adaptation Strategy, the introduction of a Carbon Tax, and a Just Transition Framework, in a bid to address challenges associated with climate change and global warming.

President Cyril Ramaphosa highlighted this issue on one of his weekly newsletters, stating, "It is no exaggeration to say that the world is facing a climate crisis of unprecedented proportions. The latest report from the world's leading climate scientists has warned that the pace of global warming is rapidly increasing and Sub-Saharan Africa has been experiencing temperature increases well above the global average. Climate change presents serious health, environmental, and economic risks for our country. These risks will have increasingly damaging effects on human health, water availability, food production, infrastructure, and migration".

South Africa's dependence on coal as a primary fuel source for electricity generation makes it one of the world's top greenhouse-gas emitters. Net emissions in 2017 were estimated at 512 metric tons of Co2 equivalent, an increase of 14% from 2000. The energy sector represents roughly 80% of gross emissions, with energy industries (some 60%), and transport (some 12%) as the top sources. In response to this situation, the South African Council of Ministers passed three bills to assist efforts in combatting climate change. The country's new climate policy has three pillars, including the implementation of Nationally Determined Contributions (NDCs), Low Emission Development Strategies and improved waste management. The climate change plan adopted by the South African government aims to meet the country's international commitments and find adaptation solutions. The implementation of transitioning to a decarbonised economy must address the needs of workers in public service and affected communities.

The transition needs to be based on the full involvement of labour and business in targeted programmes of re-skilling and up-skilling, creating employment and providing other forms of support to ensure workers are major beneficiaries of the shift to a greener future. Plans include the electricity sector, which contributes 41% of South Africa's greenhouse-gas emissions, to decommission and repurpose coal-fired power stations, and invest in new low-carbon generation capacity. "Green" industrialisation will be pursued, such as manufacturing using green technology and a shift to the production of electric vehicles. The new climate plan addresses waste management through the adoption of the National Waste Management Strategy 2020.

The South African government is working on reducing the amount of waste going to landfills by 40% through promoting incentives allowing for waste to be reused or recycled. There are also options to use alternative waste treatment such as energy recovery or composting. There will be an enhancement of the role of waste pickers and the informal sector in the circular economy, promoting packaging of products that reduce waste or encourage reuse. This strategy requires commitment from the National Treasury on operational expenditure for municipalities associated with the implementation of the *Waste Management Act*.

The key government departments driving these policies and actions are Forestry, Fisheries and Environment, Energy and Mineral Resources, Water and Sanitation, Agriculture, as well as Land Reform and Rural Development. The Department of Forestry, Fisheries and Environment is, however, leading this strategy with the use of solar panels and electric vehicles for their employees. However, other departments such as Communications and Digital Technologies and Basic Education are also critical in providing education and information to citizens on climate issues and ways to prevent further harm to the planet.

The PSA, despite raising this serious matter, is yet to see any government department or the Public Service Coordinating Bargaining Council actively addressing these matters and future consequences, as loadshedding is government's current priority. Public servants can, however, play a role in combatting climate change at work and at home. Being conscious of the use of energy, using public transport, buying local and sustainable, not littering, and driving recycling. These small steps have the ability to slow down damage. By pursuing these opportunities, the country can ensure that a just transition yields new innovative opportunities that will create jobs, stimulate the economy, and save the planet.

Image: Bedneyimages on Freepik

Sources: <https://www.afrik21.africa/en/south-africa-the-government-has-its-plan-to-fight-climate-change/>
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1. **Is a growing Union** with 230 000+ members served by Provincial Offices across the country.
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6. **Is the only Union in the Public Service that serves Public Service pensioners.**
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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.
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By taking up membership, I agree to the said Policy.



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FIRST NAMES *		GENDER	<input type="checkbox"/> M <input type="checkbox"/> F
CORRESPONDENCE * ADDRESS			
		POSTAL CODE	
JOB TITLE		DATE OF BIRTH	<input type="text"/> D <input type="text"/> D <input type="text"/> M <input type="text"/> M <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y
IDENTITY NUMBER *		TAX NO	
CELL PHONE *		TELEPHONE	
EMAIL ADDRESS		FAX NO	
METHOD OF PAYMENT *	<input type="checkbox"/> STOP ORDER (SALARY DEDUCTION)	<input type="checkbox"/> DEBIT ORDER (BANK DEDUCTION)	(Noting that the Agency Fee will also be payable in this instance)
DATE OF MEMBERSHIP *	<input type="text"/> D <input type="text"/> D <input type="text"/> M <input type="text"/> M <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y <input type="text"/> Y		

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BANK NAME		BRANCH CODE	
ACCOUNT NO		ACCOUNT TYPE	
ACCOUNT HOLDER			

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SIGNATURE *

DATE *

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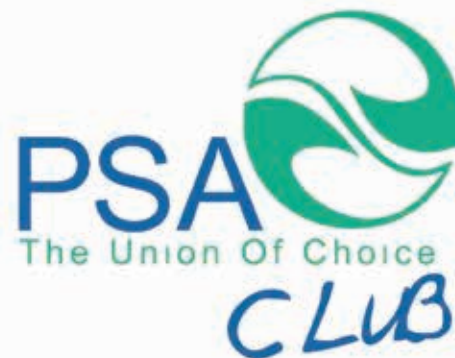
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☐ POSTAL ADDRESS ☐ CELL PHONE NUMBER ☐ EMAIL ADDRESS ☐ NEW PSA MEMBERSHIP CARD*

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

PSA MEMBERSHIP No.		ID No.	
PERSAL / EMPLOYEE NUMBER		DEPARTMENT	
INITIALS		SURNAME	
CELL PHONE NUMBER		EMAIL	
POSTAL ADDRESS			

www.psaclub.mobi | info@psaclub.mobi | *120*960#

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

join today

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ask@psa.co.za

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RECRUIT & BOOST 2023*

WIN R2 023 towards OUTSTANDING BILLS
of your choice + a CELLPHONE valued
at R5 000 from your UNION of CHOICE!

Recruit a minimum of **23** new members
for the PSA between **1 April 2023**
and **23 June 2023** to be entered
in the competition.

The **TOP RECRUITER**
will be the **WINNER!**



HOW TO ENTER?

Recruit a minimum of 23 new members (*excluding pensioner members*) for the PSA between 1 April 2023 and 23 June 2023 and submit the fully-completed, signed application forms to your PSA Provincial Office or email to competition@psa.co.za by **12:00** on **23 June 2023** 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 10 July 2023
Prizes not claimed within 30 days will be forfeited / Prize not exchangeable for cash

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with a variety of valuable
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3 Day Car Hire

to use for the funeral or a
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airtime to assist with making
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R1000 Flower Benefit

for a dignified farewell...



R1500 Butcher Benefit

meat account opened at your
local butchery for the funeral
or surviving family...



**R750 Prepaid
Power Benefit**

to help keep the lights on when
someone passes away...



R750 Grocery Benefit

to help with the funeral
reception or for the family...

EARN
12
points

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FUNERAL PLAN

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Licensed life insurer | FSP no. 47238

GET R100 000

R50 000 Funeral cover &
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SINGLE MEMBER
for only
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for only
R157pm

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EARN
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points

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We can help you **SAVE** monthly
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EARN
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per month!

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Pharmacy

Sign up for Medipost, quote your PSACLUB number to earn monthly points in your PSACLUB e-Wallet. **Visit psaclub.mobi**

Spend an average of R2,000 per month and earn back 120 points as an example.



EARN
120
points

Back in your
PSACLUB e-Wallet
every month

Terms and conditions apply.

By signing up to these **PSACLUB products** you not only **SAVE every month** on your monthly premiums, but you can **earn points too!**

You could **earn 264 points** every month in your e-Wallet! That is R26.40 per month in your **PSACLUB e-Wallet!**

Your **direct savings** on premiums are more than R1,000 - put us to the test and allow us to do a payslip review for **"Mahala"**!

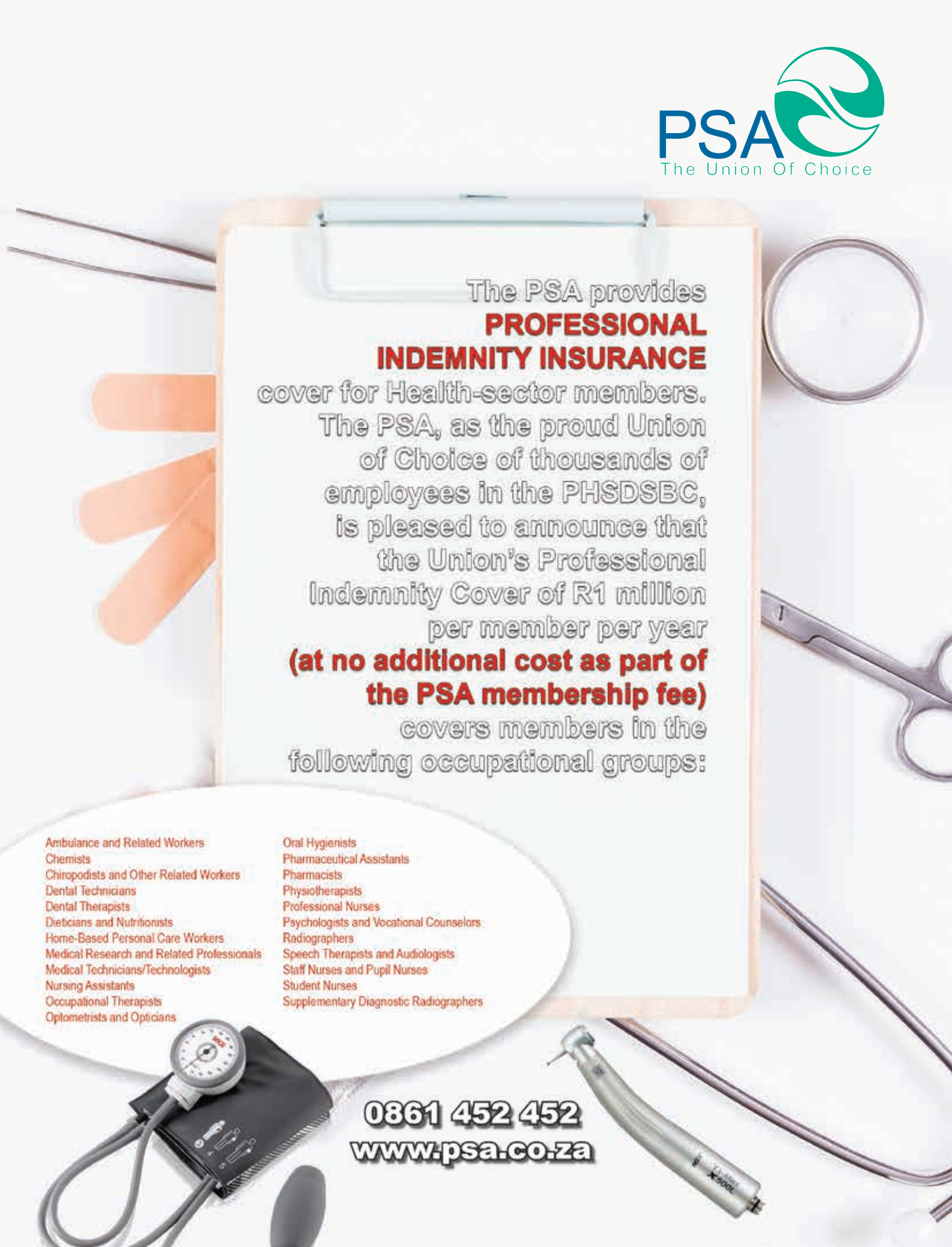
Spend your Points on Rewards!

- Purchase **Grocery Vouchers**,
- Purchase **Instant Airtime Vouchers**.
- Use your **Points for in-store purchases***

*Selected participating partners only.



Contact us on: 0860 021 067



The PSA provides
**PROFESSIONAL
INDEMNITY INSURANCE**
cover for Health-sector members.
The PSA, as the proud Union
of Choice of thousands of
employees in the PHSDSBC,
is pleased to announce that
the Union's Professional
Indemnity Cover of R1 million
per member per year
**(at no additional cost as part of
the PSA membership fee)**
covers members in the
following occupational groups:

Ambulance and Related Workers
Chemists
Chiropodists and Other Related Workers
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
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Professional Nurses
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The PSA, together with Bramley, is giving away hampers to **TEN LUCKY PSA MEMBERS!**

To enter, SMS **LOVEBRAMLEY**, your PSA membership number and email address to 37847 between 1 & 28 April 2023.



Competition open for PSA members only. Entries subject to standard terms and conditions and verification of membership. Winners will be contacted by 15 May 2023. Prizes not claimed within 30 days will be forfeited. Prize not exchangeable for cash.

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Available at select retailers and PEP stores nationwide.

Closer look at impact of PSA's #SchoolSafety Project



The PSA, driven by the promotion and protection of public servants' rights and interests and, where possible, those of all South Africans, is deeply aware of the deep-seated social inequalities in society. The PSA has since its formation committed to assisting public servants with their social needs and remains committed to encouraging and supporting social transformation by launching corporate social investment initiatives in support of communities across South Africa.



In 2020, the PSA, for example, launched the *#SchoolSafety Project*. This initiative is aimed at educating learners on, amongst others, the dangers of substance abuse, bullying, and violence whilst creating safe schooling environments in support of quality teaching and learning. The PSA, with support from its PSA Provincial Offices, shop stewards, business partner *Old Mutual*, the South African Police Service and the Department of Basic Education, encourages learners to be their best and take accountability for actions in and out of school.

In crime statistics released in 2022, from 1 April 2022 to 30 June 2022, SAPS reported 58 rape cases and 15 murders committed on school premises. South Africa has almost 26 000 schools, with 400 000 educators and nearly 13 million learners. The country's education system is deeply unequal and many learners are forced to utilise schools that are unsafe. It is estimated that over 85% of learners are forced to use poorly funded and dysfunctional schools that are lacking basic infrastructure. Health and safety in schools are thus issues that are taken extremely seriously by the PSA as schools must offer learners a basis for development and empowerment.

A lack of resources does, however, not mean that schools are doomed for failure. Through initiatives such as the *#SchoolSafety Project*, various stakeholders provide support to schools in need. The Project is focused on identifying health and safety needs in schools and assisting those schools with long-term solutions. The PSA's focus is to make a positive, lasting impact on vulnerable and distressed communities.

In the past financial year, the PSA through this Project assisted nine schools and eight community-based projects in the Western Cape, North West, the Eastern Cape, Mpumalanga, Gauteng, Limpopo, KwaZulu-Natal and the Northern Cape. These interventions include assisting with feeding scheme supplies, school uniform, sports equipment, fencing equipment, replacing broken doors and windows, food gardens, tables and chairs, generators, stoves, flooring, lighting, *etc.* The PSA has also distributed thousands of dignity packs, sponsored by *Old Mutual*, to various of these beneficiaries.

The PSA proudly continues to bring positive and measurable change to communities in South Africa.

Sources
<https://www.careersportal.co.za/news/increase-of-violence-in-schools-has-become-an-epidemic#:~:text=From%201%20April%202022%20to,murders%20committed%20on%20school%20premises.>
<https://mg.co.za/education/2021-10-03-the-true-state-of-our-schools/>



Family Law: Landmark judgement on *Divorce Act* provides hope for divorcees married out of community of property without accrual system

In the case of *Greyling v Minister of Home Affairs and others*, the Gauteng High Court declared that section 7(3)(a) of the *Divorce Act* was unconstitutional. This section barred those married out of community of property without the accrual system after 1984, from benefiting from what they might have contributed to the marriage upon divorce. This allows spouses married out of community of property without the accrual to claim assets in a divorce based on provable contributions they made to the marriage, through the Court's discretion.

The case was brought by Mrs Greyling, the wife of a wealthy farmer, who was married out of community of property, excluding accrual, in March 1988. Mrs Greyling submitted that unless this application was successful, neither she nor other spouses in a similar position are entitled to apply for a redistribution order on divorce, irrespective of their circumstances and no matter how stark the injustices they face are. Counsel for Mrs Greyling submitted that excluding spouses from the potential benefits of just and equitable redistribution constituted unfair discrimination, based on sex, gender, marital status, culture, race, and religion.

Judge Van der Schyff stated that the inclusion of the time-bar in the section of the *Act* was not, at the time, irrational, but the inequity it had caused had remained.

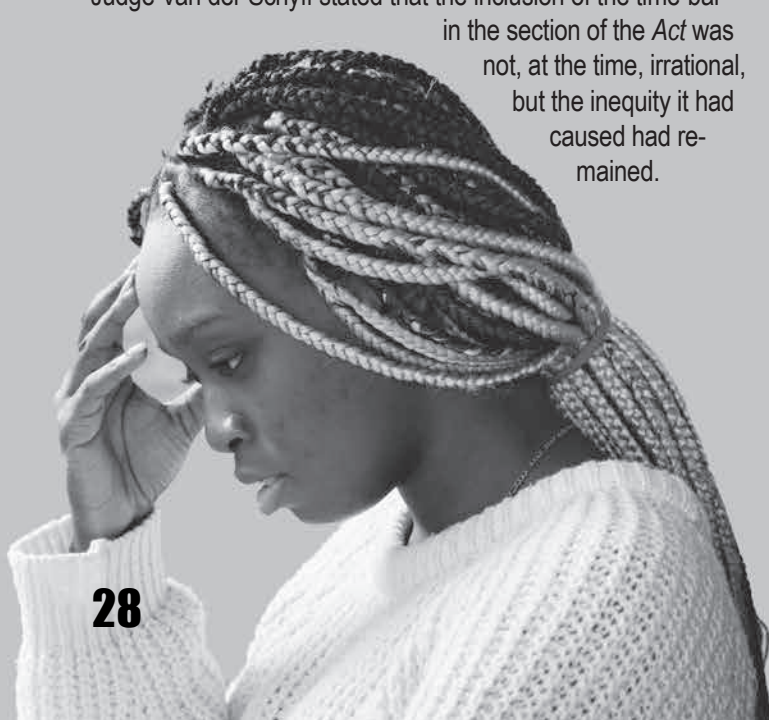
The Judge further stated that: "Only those who go blindfolded through life can deny that gender equality has not yet been achieved by society in South Africa. The equality issue brought to the fore in this application is not solely attributable to race, gender, or religion, but also to economic inequity."

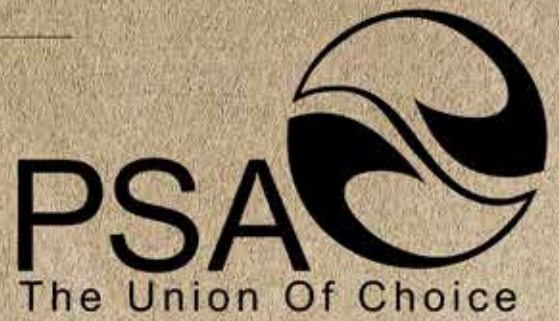
As such, the Judge ruled that the time-bar in the section is inconsistent with the *Constitution* and invalid, and that discretion ought to be extended past the 1984 time-bar. The Department of Justice has referred the judgement to the Constitutional Court for confirmation, proving to be a landmark case and a significant win for those married out of community of property without the accrual system.

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 can contact Legalex on 0861 10 20 92, info@legalex.co.za or text your name and "PSA" to 44386. More information is available at www.legalex.co.za, which also caters for the answering of queries.

Legalex (Pty) Ltd, registration number 2003/003715/07, is an authorised Financial Services Provider (FSP 5277) and underwritten by Guardrisk Insurance Company Limited.

Image: Freepik @rawpixel.com





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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www.psa.co.za

New PSA Member Portal:

Enhancing service delivery to members

In step with the enhancement of service delivery to members, the PSA developed an online Member Portal that launched to members in November 2022. The Portal will make interacting with the Union easier and faster for PSA members. This platform will also assist members with keeping updated on Union activities, their individual matters, and requests for assistance for all labour-related issues.

Members will be able to access the Member Portal through the PSA's website (www.psa.co.za). The "MEMBER PORTAL LOGIN" button is active on the home page, below the "JOIN NOW" button.

Members will be able to manage their membership through the following four main functions available in the Member Portal:

- **Member profile**: Members will be able to view their membership and update member information
- **Membership**: Members will be able to request proof of membership, electronic membership cards, certificates of membership recognition and proof of indemnity for qualifying members.
- **Cross-transfer**: Members will be able to register a cross-transfer request and view available cross-transfer information.
- **Connect**: Members will be able to lodge enquiries.

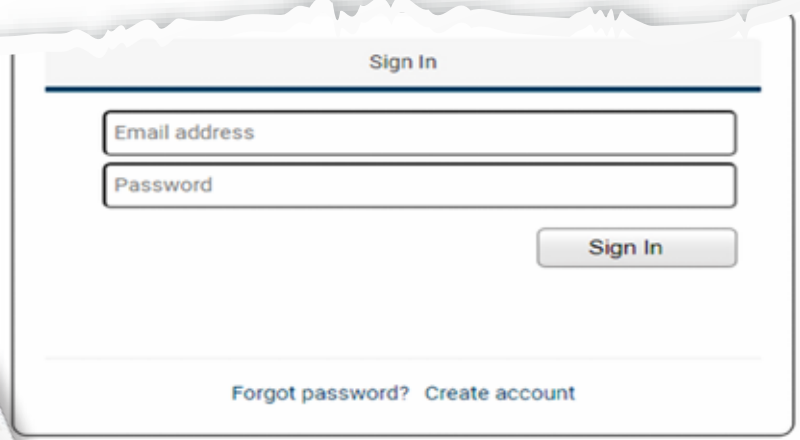


For more information on the Member Portal as well as how to register and login to the Member Portal, visit www.psa.co.za or contact your nearest Provincial Office.



0861 452 452



Members must first **CREATE AN ACCOUNT** (option available at bottom of Sign-In window, next to Forgot password?) before being able to sign into the Member Portal



Sign In

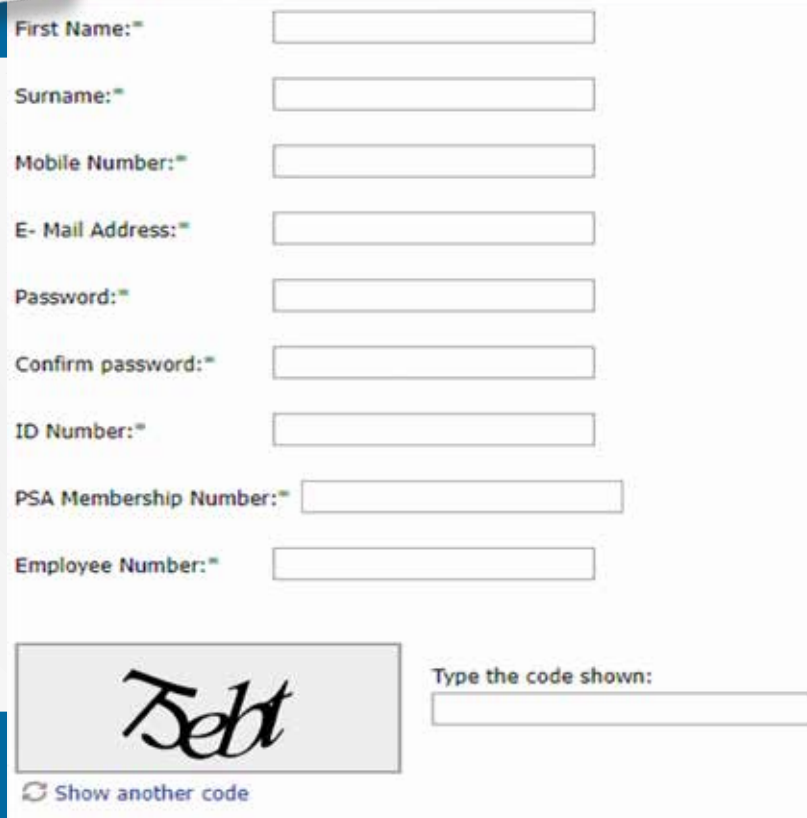
Email address

Password

Sign In

Forgot password? Create account

Select **Create account** option and complete the fields with required information to create an account



First Name:*

Surname:*

Mobile Number:*

E- Mail Address:*


Password:*


Confirm password:*

ID Number:*

PSA Membership Number:*

Employee Number:*

 Type the code shown:

 Show another code

Once an account is created, members will be able to sign into the Member Portal with an email address and password

Taking responsibility for actions: Avoid the blaming game

By Mputlane Bofelo

The success of organisations depends on collective decisions, choices, and actions as well as decisions, choices, and actions by individuals inside and outside the organisations they belong to.

It is important for individuals to be aware that their decisions, choices, and actions do not have an impact on themselves only. Individual decisions, choices, and actions may have an impact on organisations and other people. It is imperative for individuals to seriously reflect on the impact of every decision, choice, and action they take.

As social beings, human beings must have a higher consciousness of the fact that their decisions, choices, and actions have either rewards or costs to themselves, other people, and the organisations and communities to which they belong or in which they operate. One of the success factors for a team, organisation or community is the extent to which each member can hold themselves accountable when they make a mistake, miss a deadline, act neglectfully, do not do what they are supposed to do, etc. The reputation, image, brand, value proposition, performance, and productivity of the entire team or organisation can be adversely affected if individual members refuse to take responsibility and try to shift the blame for failures to others.

Failure to take responsibility and the tendency to shift the blame to others or something result in a lack of trust in the person and the organisation that he or she works for or represents.

Consequently, people may not want to work with that person or the organisation they represent. The first step towards taking responsibility is awareness of the fact that we play a role in every situation or experience and therefore have some level of responsibility over the outcomes or consequences. Implied in this is that when something wrong or bad, such as an error or a conflict arises, our first response should not be apportioning blame to others, making excuses, twisting the facts, blatantly lying about the situation, or hiding away, hoping that the situation will take care of itself. On the contrary, we should respond by acknowledging the problem, identifying our roles in it, thoroughly investigating the causes of the problem, and developing a plan of action to minimise or eliminate the problem.

Ultimately, taking responsibility requires us to focus on what is within our sphere of influence and control and on whether our choices and actions bring negative or positive influence rather than focus on the actions of others that are beyond our influence or control.

Image: Wayhomestudio on Freepik



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