

Magazine

3/2022

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VISION

Position the PSA as a leading brand that is globally recognised by its dominance in the Public Sector through its responsive, innovative and customer focus.

MISSION

Continue to conduct the core business of the Union and maintain strategic partnerships to protect the rights and promote the interests of our members individually and collectively in the relevant social dialogue platforms. In addition to this, the marketing of the PSA will be done aggressively by utilising all communication platforms.



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Contents



Editorial

3

Public-sector wage negotiations 2022/23

Demands remain

4

**PSA: 102 YEARS
of excellence!**

8

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13

South Africa's critical challenges

20

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Editor in Chief: General Manager

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

**Loyalty, transparency,
respect, integrity, consistency,
and service excellence**

For easy access to the PSA's website,
use the PSA QR Code by following these easy steps:

1. Open the QR Code reader or camera on your smartphone.
2. Hold your device over the QR Code so that it is clearly visible on the phone's screen.
3. Your smartphone will read the code and navigate you to the website.



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Editorial

In July 2022, the PSA celebrates 102 vibrant years of representing and serving public-sector employees. The Union's growing membership confirms that its accomplishments and successes are built on a solid set of values: Loyalty, transparency, respect, integrity, consistency, and service excellence.

This further speaks to the heritage of the PSA, which aims to continue to conduct its core business, whilst maintaining strategic partnerships to protect the rights and promote the interests of members. The PSA remains the proud Union of Choice of public-sector employees who have endured unprecedented challenges in recent times. These workers were at the COVID-19 front line – often without adequate resources. Public servants in all sectors who kept the country afloat during these most trying times, were further denied their negotiated salary increase in 2020, despite sharp increases in the cost of living.

At the South African Revenue Services (SARS), turmoil also erupted after the employer tabled a zero percent salary increase offer and wage talks deadlocked. SARS employees were also denied their wage increase in 2020. South Africa is expected to experience its worst strike season in several years, with several sectors downing tools, including the mining sector, and steel industry.

At the same time, public servants are being blamed by their employer for the country's economic woes but continue their work, often amidst crumbling, unsafe infrastructure. It is to be expected that the morale of public-sector employees will plummet.

Despite the clouds hanging over the labour movement, the PSA has not deviated in its mission.

The PSA has, for example, embarked on Public-Service wage negotiations for the 2022/23-financial year with new energy and determination. One of the main demands is for a single-term agreement as the government has shown that it cannot be trusted to comply with negotiated multi-term agreements (*see page 4 for more information on these negotiations*).

Staff shortages in the Public Service have become the norm, placing additional stress on over-burdened workers. At the same time, the country's youth cannot find employment, with South Africa reaching record levels of unemployment.

Amidst the country's economic crisis, we need to reach out to the less fortunate. Mandela Day on 18 July 2022 provides a unique opportunity to support those in need. I encourage all South Africans and PSA members to dedicate 67 minutes of their time in service of others.

On the same note, the country will be celebrating Women's Day in August. Yet, many women continue to be victims of gender-based violence. South Africa's shocking rate of violence against women seems to be unaffected by efforts to combat this scourge.

The PSA calls on all South Africans to unite, take responsibility and protect vulnerable members of society. Despite the negativity and tension around the state of the country, the PSA believes that South Africans will rise above these challenges. Government needs to steer the country in the correct direction - away from fraud and corruption - to the benefit of all citizens. Public servants can only meet service-delivery goals and expectations if equipped and supported by their employer.

GENERAL MANAGER

HERITAGE DAY

"Our rich and varied cultural heritage has a profound power to help build our nation"
– Nelson Mandela

Public-sector wage negotiations 2022/23



Demands remain

Public Service wage negotiations started against the backdrop of government's failure to honour the last leg of the 2018 three-year wage agreement. The PSA took the matter to the Constitutional Court to protect the rights and interests of public servants and collective bargaining. Unfortunately, the Court sided with government and workers were ultimately denied their negotiated wage increase, leaving public servants frustrated as the cost of living continues to rise and worried about future negotiations.

All unions have indicated that they will push for a single-year deal as there is no trust in government to uphold longer-term agreements. The PSA and other unions tabled a consolidated wage demand during a special Public Service Coordinating Bargaining Council (PSCBC) meeting in May 2022, after parties presented their economic outlooks. Parties agreed on a negotiation process, including the schedule, with the aim to conclude negotiations by the end of June 2022.

The list of demands* include the following:

- Written confirmation from Treasury to confirm compliance with Public Service Regulations section 78 and 79, to avoid the saga of 2018.
- 10%-salary increase across-the-board. The increase must be on the baseline, noting that the costs of electricity, food, fuel, and public transport are driving expenditure beyond the CPI.
- Permanent employment of Community Health Workers, Teachers Assistants, and Reservists.
- 12% of basic salary to be offered during disasters such as COVID-19.
- Abolishment of salary level one to three, as these employees are struggling to afford basic necessities owing to the escalation in the cost of living.
- Access to pension fund to alleviate financial hardship.
- Medical aid to increase by 2.6% over and above the Medical Price Index.

**Full list of demands on www.psa.co.za*

According to media reports, government still insists that the remuneration of public servants accounts for almost a third of governmental expenditure and the Finance Department is still aiming to lower the salary bill. Additionally, National Treasury has warned Parliament that the wage bill is one of the biggest threats to the country's fiscus, with a push being made to further legislate how much workers are paid.

This despite over R1.5 trillion lost owing to government corruption. Disturbingly this is a conservative estimate of the monies lost by the current government and excludes decades of corruption, that have resulted in poor economic growth, a state reliant on social grants, with ever-increasing unemployment rates.

The employer offered a 0% increase in response to labour's demand. At a PSCBC meeting on 31 May 2022, labour rejected the employer's 0% offer and the continuation of the cash gratuity for the 2022/23-financial year. Labour reiterated its position of a pensionable increase and stuck to a demand of an increase of 10% across-the-board. During the course of negotiations, the employer proposed to categorise labour's demands as follows:


- Prioritise the cost-of-living and pay progression;
- Separate matters that are already at Council in a process (e.g., Bursary and Danger allowance);
- Differentiate between issues such as Contract Workers, Community Health Workers, Reservists, and Teacher Assistants;
- Access to pension fund, as it is very complex matter; and
- All other demands to be combined, e.g., Housing allowance, Disaster-related matters, leave encashment, and tax relief.

Labour insisted that it will not allow the employer to reduce any conditions of service. After robust engagements, the employer proposed five scenarios for possible consideration by labour.

The **first scenario** is the continuation of the cash gratuity, which is rejected.


The **second scenario** speaks to a 4.5% increase across all salary levels, which was also rejected as this will entail an increase of below the current inflation of 5.9% and create a downscaling of the existing cash members are receiving in terms of the cash gratuity. **Scenario three** illustrates a sliding scale, ranging between 3.5% and 6% and which is again on most of levels below the current CPI and was subsequently rejected.





Scenario 4 creates the impression that lower levels will receive a 15.4% increase, whereas higher levels will only receive a 1.5% increase. In reality, the same principle applies in that most levels will receive a below-CPI increase. **Scenario 5** illustrates an increase that ranges between 1.6% for the highest levels and 10% for the lowest levels. This was also rejected on the same basis as above.

In essence, the employer actually only took the current cash gratuity and equated it into a pensionable increase with different permutations. It has not given any increase over and above what employees already enjoy under PSCBC Resolution 1/2021. It is clear that what the employer proposes on the baseline will have a detrimental impact on employees. Labour emphasized the importance of the gratuity and, in addition, an improvement on the pensionable increase for all salary levels. Labour therefore demanded that the employer goes back and revises its mandate and budget of R20.5 billion to improve employees' conditions of service. Failure to provide a revised budget will make it difficult for parties to find one another. Labour is, however, optimistic that parties will find an amicable way to resolve this round of negotiations.



The PSA emphasises all public servants that collective bargaining is not dead. Labour needs to adopt a new strategy and put mechanisms in place to ensure that the employer and National Treasury provide labour with written confirmation that they have complied with Regulations 78 and 79 and that they are fully mandated to engage in these negotiations.

For updates on negotiations, keep an eye out for the *PSA Informus*, and visit the PSA social media pages and website (www.psa.co.za).

Wage negotiations for 2022/23 are also continuing at the South African Revenue Service (SARS), where the PSA represents some 5 200 employees.

SARS employees already staged protests actions in support of their wage demands after rejecting the paltry SARS-salary offer of 1.39% and 8.63% once-off payment.

The PSA, however, temporarily suspended its strike action after presenting a memorandum to SARS and the Minister of Finance, giving them seven days to respond to employees' demands.

SARS subsequently called parties for a meeting where, instead of tabling an improved offer, the offer of R430 million was withdrawn. This, despite the demand from labour that the said amount be used for a salary increase and not once-off payment. SARS became inflexible and demonstrated arrogance and disregard for the plight of employees by then offering only R70 million, translating to a 1.39% increase. This does not even equate to a R200 per month increase for some occupational groups. SARS is clearly not negotiating in good faith and was using the R430 million once-off payment as a bait for employees to accept the paltry 1.39% increase.

Employees, however, saw the offer for what it was as well as the condescending tactics by SARS, which undermine labour and the intelligence of employees. A salary increase of 1.39%, when the CPI is around 5.9%, defies logic and is an insult to the hard-working employees of SARS. The silence of the Minister of Finance further is not aiding and will leave employees with no choice but to reinstate the strike notice and embark on further industrial action. The PSA gave SARS the benefit of doubt and suspended the strike to allow SARS to consider the demands. SARS, however, responded with arrogance by removing what was already offered to employees. Since the offer was made, the petrol price has increased to more than R24 per litre, with a ripple effect on prices of foods and other commodities. Despite this, SARS remains resolute in its position.

By the time of going to print, the PSA was finalising internal processes to mount a national strike to force SARS to present a reasonable salary increase offer that could be considered by members. The PSA further urges the Minister of Finance and the SARS Commissioner to urgently revise the salary offer to employees to avoid further service-delivery disruptions.

Source
<https://www.news24.com/fin24/economy/public-sector-wage-saga-escalates-as-unions-now-demand-10-pay-hike-20220505/https://businesstech.co.za/news/government/582848/how-much-money-government-workers-earn-in-south-africa/>
PSA Collective Bargaining



Since 1920: Still driven by
SERVICE EXCELLENCE

Salaries
must go up
KIESWETTER
must
go
DOWN!

Nurses: Battle to save profession

Nurses in the Eastern Cape and Gauteng recently embarked on strike action, calling for an improvement in the working conditions of nurses, new equipment, medicines, and the permanent absorption of nurses who were hired during the peak of the COVID-19 pandemic.

Many nurses' contracts were terminated as the virus became more manageable. The country is, however, still suffering from a critical shortage of healthcare workers.

A recent parliamentary report indicated that South Africa has a vacancy rate for nurses of 13.7% nationally, representing posts that are not being filled and impacting on the country's strained healthcare sector. The worst affected provinces are the Northern Cape, with a vacancy rate of 46%, and the Free State with a rate of 25.3%. The Minister of Health further also confirmed that South Africa's public hospitals have a shortage of some 10 000 nurses. The Minister blamed this on budget cuts by National Treasury to cut costs in the Public Service.

Another worrying factor is that almost half of the country's 280 000-nursing workforce is due to retire within the next 15 years, which could add to the burden. Statistics from the South African Nursing Council show that approximately 27% of registered nurses are in their 50s, 26% in their 40s, and only 21% in their 30s. Clearly, not enough is being done to attract, train, and retain young people in this sector.

South Africa's 2030 Human Resources for Health Strategy projects that by 2025, there could be a shortage of 34 000 registered nurses in primary healthcare. Experts blame the situation on many factors but key to the issue is the matter of training institutions. Several nursing colleges, both public and private, were closed when accreditation criteria changed, demanding that all colleges be registered with the Department of Higher Education and Training. For many private institutions, applying for accreditation is too costly, resulting in many private colleges closing down.

In response to the staff shortages, nurses at Connie Vorster Hospital in Hartswater in Kimberley, in the Northern Cape announced in May this year, that they would be limiting their working hours to 12 hours per day, until the situation is resolved. The PSA indicated that nurses are overwhelmed, and patients are not receiving proper medical attention.

These nurses are not even being paid overtime owing to a shortage of Human Resource personnel who are responsible for filling in timesheets for these claims. Labour engaged district health officials on these issues, yet they remain unresolved.

Nurses are a large and critical part of any healthcare system, especially in rural areas where they bridge the gap between clinics and hospitals. The theme for International Nurses Day 2022 is "invest in nursing and respect rights to secure global health," to raise awareness regarding the challenges and issues nurses face.



A study published in *The Lancet* found that simply hiring more nurses led to an improvement in the quality of care received by patients, a reduction in re-admissions, prevention of diseases, and promotion of healthy lifestyles, which cut costs. This might not happen in South Africa, as the budget for the health sector has been cut. In addition, nurses are often blamed for providing poor services, yet they are working in under-resourced clinics and hospitals.

The PSA is duly concerned that nurses are undervalued and undercompensated, driving many of these professionals to seek greener pastures abroad. The solution to this looming crisis unfortunately lies with government directing the correct resources, funds, and management to this sector. The PSA will continue the Union's efforts to address this matter.

Source: <https://www.dailymaverick.co.za/article/2021-10-07-south-africas-ageing-nurses-a-looming-healthcare-crisis/>
<https://www.dailymaverick.co.za/article/2021-05-25-south-africa-take-note-employing-more-nurses-can-slash-total-health-costs-study-suggests/> <https://www.iol.co.za/business-report/companies/sa-makes-little-headway-in-addressing-shortage-of-nurses-03033520-1af8-47d>
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PSA: 102 YEARS of excellence!

The PSA, founded on 7 July 1920, has been in existence for 102 years in 2022, whilst continuing with the founders' vision of protecting and promoting the rights and interests of workers. The PSA lived through more than a century of events that shaped South Africa, whilst remaining relevant to public servants' adapting needs.

Born with sole purpose of serving public-sector employees, the PSA is proud of its many accomplishments in trade unionism and being instrumental in advancing the labour movement. Highlights of the Union's accomplishments include the Union raising the issue of housing and medical-aid provision for public servants (as early as 1928), issues the PSA is still driving today. In 1971, through the PSA's efforts, women could be permanently employed in the Public Service.

The PSA was also a crucial role player in the formation of the Public Service Coordinating Bargaining Council (PSCBC), where collective agreements are negotiated for Public Service employees. Starting with a humble membership of 4 079, the PSA has grown its membership base to more than 235 000 members in 2022.

Despite the many challenges that labour faces, the PSA remains steadfast in working for the improvement of workplace conditions for workers. This has meant taking matters to Parliament and even to the Constitutional Court. The PSA also pushed for labour to be a part of the Public Investment Corporation and the board of the Government Employees Pension Fund to protect public servants' pensions against exploitation.





Happy birthday, PSA!

The PSA expresses sincere appreciation to all members who continue to place their trust in the Union of Choice for the protection and promotion of their workplace rights and interests, including ensuring fair remuneration for public-sector employees.

The PSA is also known for its investment in society, dating back from 1958, when the Civil Services Benevolent Fund came under the control of the PSA as the PSA's Welfare Fund, which assisted thousands of public servants. This outreach continues, with the PSA aiding communities and schools.

The PSA has provided school jerseys, food gardens, upgraded the security infrastructure of schools through the School Safety program in partnership with the South African Police Service and the Department of Basic Education. For more information on the PSA's corporate social responsibility interventions read the PSA's publication, ***The Story of the PSA 1920 – 2022***. Click on the QR code below to access the book.



The PSA remains geared for service, in partnership with like-minded organisations, including Fedusa, where together with the labour body they respond to and address the political and economic instabilities of the country, whilst reassuring and safeguarding the interest of our members.

The PSA remains a home for public-sector employees, including retired public servants, where they enjoy professional service and protection, with their rights and interests being the priority.

On 7 July 1920, a group of visionaries founded the **Public Servants Association**, with the main goal of protecting and promoting the rights and interests of public servants.

This goal remains unchanged 102 years later, as the PSA, guided by its values of loyalty, transparency, respect, integrity, consistency, and service excellence, continues to be a critical role player in the labour space. The PSA, as a labour home for public-sector employees and retired public servants, prides itself in not being politically affiliated and representing workers, without fear or favour. The Union, supported by its shop stewards, remains committed to its vision.

The PSA of TODAY is bold, fearless, and committed to providing a world-class service, including communities where the Union ploughs back through various initiatives. Let's take this opportunity to look back on all the gains made by the PSA and recommit to providing excellent service to all who depend on the Union of Choice.

PSA GENERAL MANAGER

Source: Ground breaking, Life Changing, Growth 1920 – 2020

Since 1920: Still driven by
SERVICE EXCELLENCE



Fedusa salutes **WORKING WOMEN**

9 August - National Women's Day, is an annual event and a public holiday in South Africa proudly celebrating the essence of women, celebrating their endurance, celebrating their hardships, but mostly celebrating the victories that women have achieved to continue to establish their rightful positions in society.

In 2022, the United Nations theme is "Gender Equality for a Sustainable Tomorrow", which aims to recognise women who are working to build a more sustainable future. Fedusa wishes all women workers, and particularly our PSA Women Workers, as you commemorate this day, a happy Women's Day. Here is to all the Strong, Intelligent, Talented, and simply Wonderful Women of the World. So let truth be told and let us all acknowledge that Women are the Keys to ALL Successful Men! As we celebrate, acknowledge, and salute the women of the world, our thoughts and prayers continue to be with Ukrainian workers and their loved ones, the Ukrainian people generally, and with their girls and women who have lost their lives and whose lives are in danger. As in most wars, women and children are the first to suffer displacement or separation from their families by this grave situation.

Fedusa believes that equality between women and men in the world of work has seen some encouraging improvements, but progress on closing gender gaps has stalled. Persistent disparities remain between women and men, including in labour-market participation. Specific elements that continue to be engaged are equal pay for work of equal value, representation of women in high-paying occupations and managerial positions, and the distribution of unpaid care work. Violence and harassment, including sexual harassment, also remain a reality for many women in the world of work.

Achieving economic empowerment and gender equality for women will require proactive and transformative policies from all stakeholders, including governments, employers' and workers' organisations, and civil society. Gender-based violence and harassment, including sexual harassment, are incompatible with decent work, yet remain pervasive around the world, irrespective of sector or income. Unfortunately, the experiences of many victims go unheard, as four out of five women do not report instances of harassment to their employers in a fear of stigma and humiliation.

Violence and harassment negatively impact the organisation of work, workplace relations, worker engagement, enterprise reputation, and productivity. Those experiencing violence and harassment at work can suffer harm to their psychological, physical, and sexual health, including physical injuries, anxiety, depression, stress, and other lasting impacts of trauma, as well as harm to their dignity, their family, and social environment. Sexual harassment results in an unsafe and hostile work environment, as it undermines equality at work and reinforces stereotypes about women's abilities and aspirations. Domestic violence also can affect employment, productivity and the health and safety of workers.

"Sexual harassment is a lethal barrier to advancement because it robs people of their dignity, affecting their performance at work". To this end, South Africa has developed a Code of Good Practice on harassment that provides "guidelines (a) to employers and employees on the prevention and elimination of all forms of harassment as a form of unfair discrimination in the world of work, and (b) on the development of human resources policies, procedures, and practices related to harassment and appropriate procedures to deal with harassment and prevent its recurrence."

The Code of Good Practice is intended to address the prevention, elimination, and management of violence and harassment that pervade the world of work, guided by the International Labour Organisation (ILO Convention 190 and its Recommendation on eliminating and preventing Violence and Harassment in the World of Work, 2019; the Discrimination (Employment and Occupation) Convention 111 of 1958 (Convention 111) and the ILO Convention 151, relating to occupational health and safety.

Confronted by this horror and the shadow pandemic, unions continue to fight against GBVHF. The campaign for the ratification of ILO Convention 190, which seeks to eliminate violence and harassment in the world of work and the adoption of Recommendation 206, are part of sustained actions to stop GBVHF and create safer workplaces.

On 29 November 2021, the South African government submitted its documents to the ILO as part of the ratification process. The documents were submitted at a meeting in Johannesburg with the ILO, the Department of Employment and Labour, and Federations that are part of the National Economic Development and Labour Council – the country's social dialogue platform. Fedusa was in attendance to witness this historic milestone for advancement of women workers, in particular in the world of work. The ratification of C190 will indeed complement national legislation, which includes the *Gender-Based Violence and Domestic Violence Amendment Bills* as well as the *Criminal Law (Sexual Offences and Related Matters Amendment Bill)*, that have been passed by Parliament and will become law once signed by President Cyril Ramaphosa.



Whilst South Africa has a National Strategic Plan aimed at ending gender-based violence and harassment, the move to aggressively implement the ambitions of the Plan requires women workers at Fedusa, at PSA, and at all the Federation's affiliates to take full ownership thereof and hold government accountable at every step of this journey.

"The Optimistic soul may lose a battle, but never a war". Fedusa will continue to wage war on gender-based violence and ensure that all women workers continue to engage in workplaces that are pushing the baton, to eventually become safe and empowering spaces.

Let us lead the way my dear sisters, and fall forward, not backward. Fedusa will continue to advance your hopes and fears. So, as we at Fedusa and at the PSA, celebrate YOU, allow me to remind myself and all of you beautiful women of the famous words by Maya Angelou: "You may encounter many defeats, but you must not be defeated. In fact, it may be necessary to encounter the defeats, so you can know who you are, what you can rise from, how you can still come out of it." Happy Women's Day!

Riefdah Ajam: Fedusa General Secretary

Background photo: Dmytro Tolokonov on Unsplash

PSA ensures JUSTICE

Abegail Bobani has been a member of the PSA since October 1999. She is employed by the Department of Employment and Labour (DEL). In September 2015, she was subjected to a disciplinary hearing after a complaint by a whistle-blower about an incident that allegedly occurred in December 2013. Abegail allegedly over-claimed for S&T by R28.56. She was found guilty in the disciplinary hearing and given a sanction of one month's suspension without pay. She was also demoted from Deputy Director (level 12) to Assistant Director (level 9). The shocking fact is that at the time she was on the top notch of level 12 and was demoted to the first notch of level 9. The demotion resulted in lowering her salary by some R500 000 per year.

The PSA referred a dispute to the bargaining council. The commissioner found that the DEL had committed an unfair labour practice. He ordered that Abegail be reinstated to her Deputy-Director position by 31 October 2017 and that the difference in salary that had been paid to her since her demotion, compared to her previous salary, had to be repaid to her. The commissioner also ordered that the monies deducted from Abegail for the unpaid suspension, must be paid back to her, and in addition to the monies so awarded, a solatium of two months' salary at level 12, had to be paid to her.

The DEL took the award on review to the Labour Court in 2018, but failed to pursue the matter in terms of the Labour Court rules. As a result of this failure, the PSA requested the Court to dismiss the matter, after which the DEL applied to have the matter revived. This application was dismissed in 2019. The DEL then at least paid Abegail some of the monies as ordered in the award, but still refused to implement the Court Order that stated that she was to be placed back in her Deputy-Director position. This also meant that her annual salary remained at the lower amount of Assistant Director.

In 2021, the PSA filed an application for Contempt of Court against the DEL. Judgement was handed down in April 2022. The Court found the DEL guilty of Contempt of Court, handing down a judgement for it to comply with the award/Court Order. The judge also added a fine of R50 000. The DEL also had to pay the PSA's costs, including that of counsel.

During all this time, Abegail suffered unfair hardship owing to this administrative injustice. The story would have been shocking, regardless of the employer. The matter is, however, exacerbated by the fact that the employer that committed this draconian act, is the very Department that is the custodian of the *Labour Relations Act*, governing, amongst others, fair labour practices.

Abegail says ...

It is very true that justice can never be denied. I am a true testimony that injustice can never prevail. I remember the day I approached PSA to represent me in a disciplinary case that was clearly questionable. I must hasten to say thank you PSA, and more specially Aileen Mosetic and the late Christo Olivier who stood by me all these trying years. They have, without fail, defended and represented me with vigour and great determination. Even when I felt all was crumbling around me as the DEL kept on delaying the process and going as far as the Labour Court to ensure my reinstatement does not materialise after it was established that I was unfairly demoted - their support and dedication kept me strong. It was not easy but eventually justice prevailed and through the assistance of a diligent PSA team, today I am proud to be in possession of a letter of reinstatement after the Labour Court outcome. I am confident that PSA is the real number one worker's union of choice that can be relied on - the professionalism is unmatched.



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ALL THE LATEST COUPONS**

HOW TO ACCESS YOUR COUPONS

1. Visit: psaclub.mobi,
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3. Select a shop (Checkers, Pnp, Dis-Chem etc)
4. Browse all available coupons.

To use your Checkers, Checkers Hyper, Shoprite or Pick n Pay Coupons:

1. Add items to your basket and confirm your cell phone number.
2. Click the basket icon (bottom right) to view your coupons codes.
3. Display these codes to your cashier when you shop to claim your coupons.

To use Dis-Chem Coupons:

1. Select "My Coupon Code" to view your unique wicode number.
display this code to your cashier when you shop to claim your coupons.





Photo: Getty Images - ianphillips

STOP CALCULATING EDUCATION COSTS!



Recruit new members for the PSA

between 1 July 2022 and 31 August 2022 and **WIN**
R200 for every new member recruited
(to a maximum of R10 000) towards your children's 2022-education fees.
The more members you recruit, the smaller your school-fee bill!

BONUS! EVERY RECRUITER and EVERY NEW MEMBER
will also win a PSA school bag!

HOW TO ENTER?

Recruit new members for the PSA and fax the fully-completed, signed application forms
to 087 234 7585 or email to competition@psa.co.za by 12:00 on 31 August 2022 to secure your entry.
Only entries submitted as stipulated above, using the special application form
and received by the PSA by the closing date, will be entered in the draw.

**Competition open for PSA members only*

Entries subject to standard terms and conditions and verification of membership

Winners will be contacted by 12 September 2022

Prizes not claimed within 30 days will be forfeited

Payments for outstanding account(s) to be made by the PSA directly to the relevant educational institution

PSA helping people get back on their feet!

South Africa has no statistics for the number of homeless people in the country. It is, however, estimated that there are some 200 000 homeless South Africans, owing to, amongst others, a decrease in employment opportunities and a lack of affordable housing.

Homeless adults often have little or no support, including from government institutions, leaving most of them destitute and reliant on hand outs or begging. Many of those who find themselves homeless, used to be contributing members of society and only require support to get back on their feet.

This was how **Homeless Solutions** was established 2005, when the Tshwane City Council offered the homeless Danie Horn a debilitated building for its use. Initially, nine people moved into the building. Three years later, with the assistance of the Department of Social Development, the building was reborn as a place for those in need of a second chance. The objective of **Homeless Solutions** is to aid and support persons who have become homeless owing to unemployment. The organisation assists motivated homeless persons who are seeking employment and reintegration into the economy and society. The organisation currently supports 25 people who are being empowered through skills training, including furniture making and administrative skills. Participants are given three months to attempt to make real progress in their lives and move on to allow for space for others in need.

Homeless Solutions, a registered non-governmental organisation, is run by individuals who were all previously homeless. It is sustained by donations from community members and organisations. These donations ensure that all those housed at the centre, amongst others, receive three healthy meals a day, a safe and clean place to live, access to the Internet to assist with job hunting, clothes, and blankets. Those who were previously assisted by the organisation also contribute once they are back on their feet. The Department of Social Development has acknowledged that this programme has a very high rate of success for the rehabilitation of the homeless.

As a part of 2022 Mandela Day celebrations, PSA staff in Pretoria spent their 67 minutes at **Homeless Solutions**, where they assisted in painting the kitchen and handed over items that were donated by PSA staff. If you would like to provide support to this organisation, please visit www.homelessolutions.org.za for more information.

Source
<https://www.dailymaverick.co.za/article/2021-10-10-the-reality-of-living-on-the-street-in-sa/>
Photo: Tim Mossholder - Pexels



KwaZulu-Natal flood OUTREACH

On 11 April 2022, KwaZulu-Natal was hit by massive storms, which flooded and destroyed homes, businesses, water, and infrastructure. More than 400 people lost their lives. According to the British Broadcasting Corporation, the weather system that triggered the floods led to more than 300 mm of rain being dumped over a 24-hour period between 11 and 13 April 2022.

The heavy rains also brought mudslides, washing away many people and homes. The damage was mostly in the City of Durban but more than 40 000 people were affected, and more than 16 000 houses and 200 schools were destroyed. The situation exposed the flood victims to issues such as water-borne diseases and the risk of COVID-19 infection owing to limited access to hygiene and insufficient social distancing in shelters.

The heavy rains are blamed on climate change and the South African Weather Service has warned that severe and extreme weather events will become more frequent and more extreme because of climate change.

Heavy-rain events can now be expected to recur in the future and with increasing frequency. However, experts also blame the poor maintenance of infrastructure as a further reason for the extensive damage. Major corporates and businesses who benefit from the use of public servants' pension money were slow to respond to assist the province.

The PSA, representing more than 46 000 public servants in KwaZulu-Natal, sprang into action to assist members and communities affected by the floods. The PSA assisted members who could not report to work owing to the disaster with special leave applications. The PSA further rolled out relief assistance to identified points. PSA staff members also assisted by donating food parcels, clothes, and blankets to victims.

Whilst clean-up operations continue, the PSA calls on government to ensure that funds set aside to assist the province, are issued for the intended purposes, and do not fall prey to corruption. This trend, unfortunately, often accompanies disasters, with those in power enriching themselves at the expense of taxpayers and vulnerable citizens.

Source
[https://www.bbc.com/news/61107685/PSA Interests](https://www.bbc.com/news/61107685/PSA%20Interests)

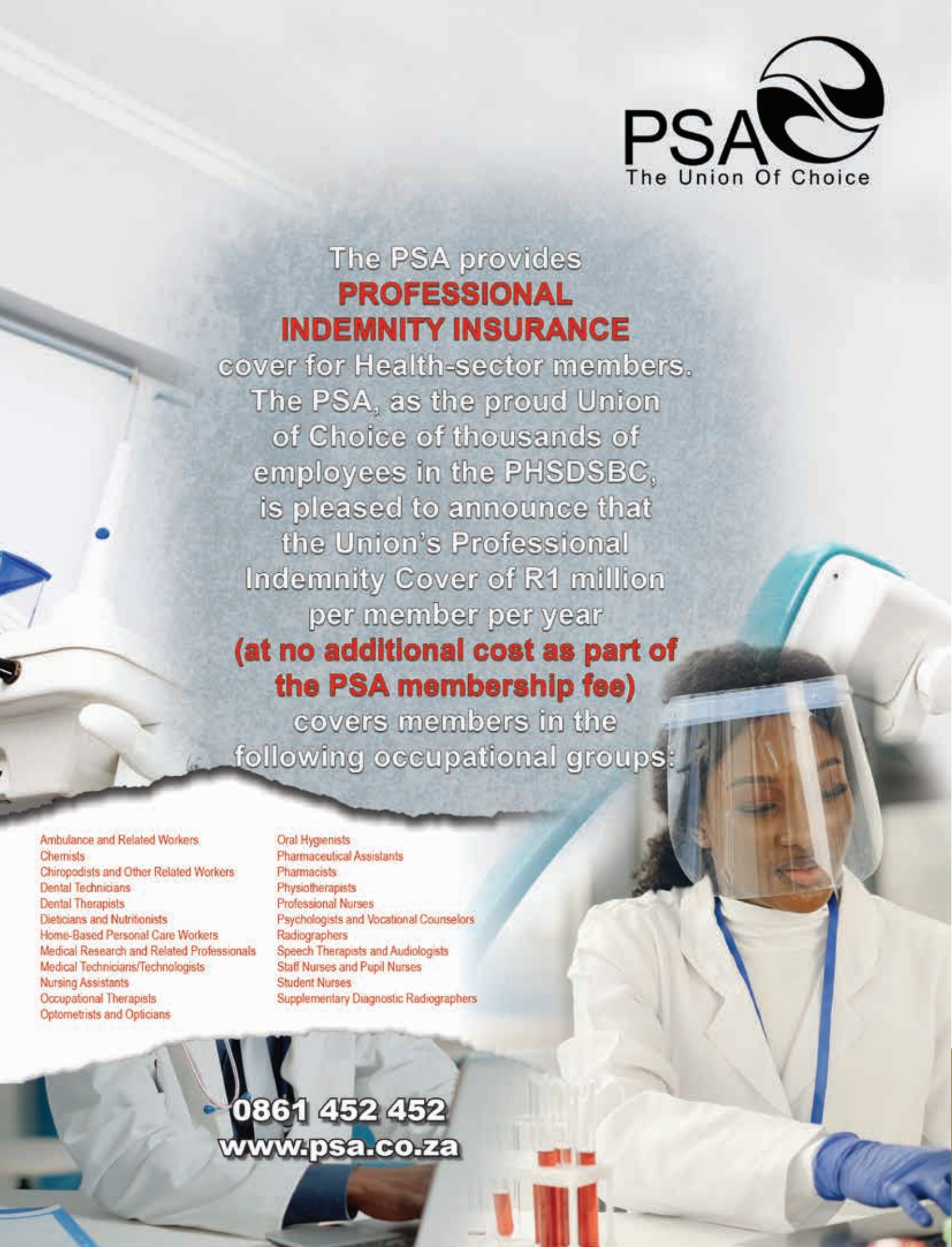


The PSA provides
**PROFESSIONAL
INDEMNITY INSURANCE**
cover for Health-sector members.
The PSA, as the proud Union
of Choice of thousands of
employees in the PHSDSBC,
is pleased to announce that
the Union's Professional
Indemnity Cover of R1 million
per member per year
**(at no additional cost as part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

0861 452 452
www.psa.co.za



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 230 000+ 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.

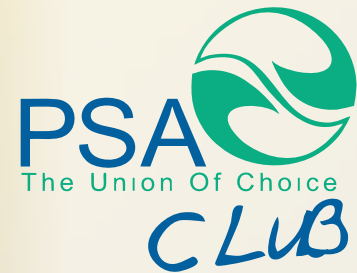
The PSA effectively represents the full spectrum of the South African population and lives by the values of **LOYALTY, TRANSPARENCY, RESPECT, INTEGRITY, CONSISTENCY** and **SERVICE EXCELLENCE**

www.psa.co.za | ask@psa.co.za | 0861 452 452

PSA
The Union Of Choice

PSA CLUB LINE: 0860 021 067

www.psaclub.mobi | ask@psa.co.za | *120*960#



UPDATE MY DETAILS:

PLEASE INDICATE YOUR CHOICE WITH A ☒

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

PSA MEMBERSHIP NUMBER	<input type="text"/>	*Will be posted to address indicated by member on this form									
PERSAL / EMPLOYEE NUMBER	<input type="text"/>	DEPARTMENT	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
INITIALS	<input type="text"/>	SURNAME	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
CELL PHONE NUMBER	<input type="text"/>	EMAIL	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
POSTAL ADDRESS	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>	<input type="text"/>
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Understanding your PSA structure

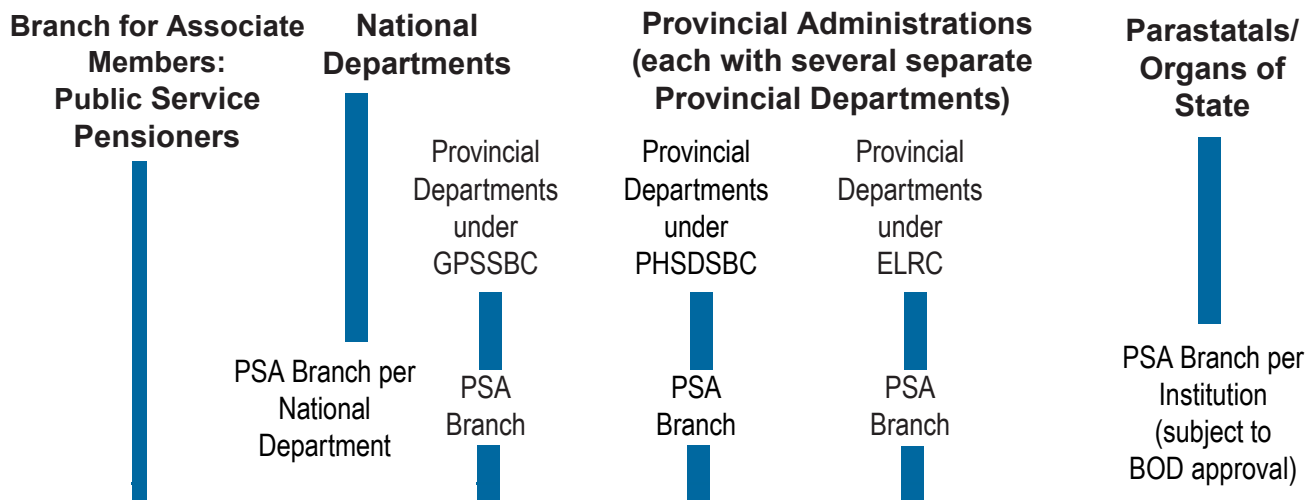
Country-wide member structures (on national and sectoral level) are the link between the PSA and its members. These structures mirror the current structures for collective bargaining and offer direction, thereby ensuring the protection and promotion of the rights and interests of members.

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.



join today

www.psa.co.za

ask@psa.co.za

0861 452 452

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 <input type="text"/>
FIRST NAMES *			GENDER <input type="checkbox"/> M <input type="checkbox"/> F
CORRESPONDENCE * ADDRESS			
			POSTAL CODE <input type="text"/>
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 <input type="text"/>
CELL PHONE *	TELEPHONE <input type="text"/>	FAX NO <input type="text"/>	
EMAIL ADDRESS			
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		

MEMBER'S BANKING DETAILS

BANK NAME	<input type="text"/>	BRANCH CODE	<input type="text"/>
ACCOUNT NO	<input type="text"/>	ACCOUNT TYPE	<input type="text"/>
ACCOUNT HOLDER	<input type="text"/>		

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 *	<input type="text"/>	TAX NO *	<input type="text"/>
	IDENTITY NO *	<input type="text"/>	CELL PHONE	<input type="text"/>
	INITIALS & SURNAME	<input type="text"/>		
	POSTAL ADDRESS	<input type="text"/>		
	EMAIL ADDRESS	<input type="text"/>		
	BANK NAME *	<input type="text"/>	BRANCH CODE	<input type="text"/>
	ACCOUNT NO *	<input type="text"/>	ACCOUNT TYPE	<input type="text"/>
	ACCOUNT HOLDER	<input type="text"/>		

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

64

WEEK NO *

OFFICE DATE STAMP

WEEKLY REPORT ID

South Africa is country with a tumultuous history where legislation segregated citizens to the benefit of a few. This system changed when the country became a democratic nation in 1994, with the hope that all would benefit from the country's natural resources and possible wealth. However, after 27 years of democracy, little has changed for the poor.

According to the World Bank, South Africa is the most unequal country in the world, ranking first among 164 countries in the Bank's global poverty database. This is blamed on the country's leadership over the last three decades, which has failed to provide proper schools, health facilities, or other resources to those who were already struggling. Credit rating agency, Moody's, highlighted five issues that could make or break the country. These are land reform, regulation, the labour market, mining, and corruption. Between 2014 and 2019, the country's economy lost R1.5 trillion through corruption. This trend continues and despite investigative commissions, no one has been held accountable. Money recovered by the Special Investigating Unit (SIU) is a fraction of what has been lost. Government administration in charge between 2009 and 2019 allegedly cost the economy between R470 billion to R1 trillion, owing to poor policy decisions, maladministration, and corruption.

The actions by government have also led to South Africa reaching its highest level of unemployment, with no clear counter plan, despite this issue affecting mainly the youth. Owing to years of maladministration, fraud, corruption, and the loss of qualified workers, some of the country's 24 state-owned entities (SOEs) are nearing failure. The Auditor-General (AG) of South Africa found that SOEs account for an estimated 52% of fruitless and wasteful government expenditure. The AG added that some SOEs continued to ask for and receive funding from government, diverting funds intended for primary service delivery.

Critical service-delivery departments and SOEs were the main culprits, wasting a combined R900 million. The AG further highlighted that as much as R6.71 billion of government expenditure over the last three years has been wasteful.

Frustratingly, organisations set up to investigate these issues seem to be set up for failure by government. Recently, it was revealed that the SIU, which has been critical in investigating state capture and many other serious violations, is owed close on R500 million by state entities and government departments for work done. The SIU's mandate is to investigate serious malpractices or maladministration related to state institutions, state assets, and public money as well as any conduct that may seriously harm the interests of the public and to establish a special tribunal to hear civil matters. The Head of the SIU briefed the Portfolio Committee for Justice and Correctional Service in May 2022 and revealed the failure by government departments and entities to settle these bills, which have a bearing on the SIU's financial stability. The SIU is currently dealing with cases with a value of more than R75 billion, demonstrating its importance in combating rampant corruption and maladministration. President Ramaphosa has repeatedly stated that his administration will combat corruption and has made some commendable appointments to support his statements.

South Africa's

not enough experience

Government's failure to ensure that the SIU is properly capacitated and resourced, however, goes against his commitment. The SIU will not be able to effectively execute its mandate with inadequate financial resources. Failure to ensure a financially stable SIU, poses a substantial risk to the country that is engulfed by corruption, as underlined by the Zondo Commission's reports.

Government further showed poor management following a decision by the Unemployment Insurance Fund (UIF), where it invested R1.8 billion without following due diligence. The company that facilitated this investment earned R47.5 million in advisory fees, despite leading the UIF to invest in an unstable company. The involvement of the Public Investment Corporation (PIC) as the body that made the investment on behalf of the UIF, is further concerning as the PIC is also responsible for the Government Employees Pension Fund. Allegations that those who benefited from this deal are connected to politicians are extremely worrying. The UIF's funds are intended to assist beneficiaries when they lose their jobs, during maternity period, or prolonged sickness, as well as contributing to the re-skilling of beneficiaries to enable them to either get employment or start their own businesses. It is thus unacceptable that investment corruption impacts on the most vulnerable beneficiaries.

This confirms the PSA's long-held view that politicians and their allies are continuing to shamelessly enrich themselves from the public purse. Government, however, keeps blaming the Public Service wage bill for the country's economic problems, despite overwhelming evidence that those in power benefited from corruption.

With wage negotiations for this financial year unfolding, National Treasury's plan to cut the bill remains in place. Yet, national, and provincial government departments collectively under-spent their budgets by R28 billion last year, despite several departments lacking vital tools and resources.

Employees are working in dilapidated buildings with no ventilation, cracked walls, and leaking roofs in contravention of the *Occupational Health and Safety Act*. At some schools, educators and learners are still using pit toilets, with overcrowding being the order of the day. Despite this, managers have failed to spend the available budget. The failure to adequately manage finances could be attributed to a shortage of staff or incompetence by managers as the Department of Public Service and Administration has indicated that some 25% of senior management employees lack minimum requirements. Staff shortages have been reported in almost all departments owing to the implementation of austerity measures by government. The obsession to reduce employee costs has adversely affected the efficiency of government machinery to provide quality services to the public.

The PSA has continuously raised alarm about these issues on various platforms. It, however, remains evident that the culture of corruption and maladministration poses one of the biggest risks to the future of the country. These challenges further highlight the need for courageous, independent members who can hold those with authority accountable without fear or favour.

critical challenges

REPORT CRIME!

Download the free crime-reporting mobile application, *MySAPS* app, to send crime tip-offs (available for smart phones on *Google Play* store and *Apple App* store, and for USSD string on featured phones, dial ***134*10111#**).

The app provides an easy way to access policing services and information. It allows effective interaction with law-enforcement officials through anonymous tip-offs, finding nearest police stations and facilities, and quick access to SAPS social media platforms.



Source
<http://www.702.co.za/articles/363852/decade-of-corruption-under-jacob-zuma-cost-sa-up-to-r1tr-cyril-ramaphosa>
<https://mg.co.za/business/2022-02-23-public-sector-wage-bill-still-a-threat-even-as-fiscal-outlook-improves/>
<https://www.dailymaverick.co.za/article/2022-03-29-south-african-unemployment-rate-hits-record-35-3-in-q4-2021/>
<https://www.dailymaverick.co.za/article/2022-03-13-south-africa-the-worlds-most-unequal-country-world-bank-report>
<https://businesstech.co.za/news/government/545244/south-africas-list-of-failure-the-state-owned-companies-that-are-in-a-financial-crisis/>
PSA Collective Bargaining
Photo: Paul Fiedler - Unsplash, Photo: Pexels Ron Lach and Tara Winstead



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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PSA CLIPS&CAPS WHEELCHAIR drive

Collect and make a difference!

The PSA in 2020 launched the CLIPS&CAPS initiative where members were requested to collect plastic bottle caps and bread tags. Collected items were recycled by *Interwaste* and wheelchairs were provided in return.

The initiative was inspired by the PSA's Dream Ambassador, **Mbasa** (pictured), whose mobility and passion for life opened many opportunities for her and inspired the PSA to assist more people with the gift of mobility.

PSA members, shop stewards, and employees collected enough clips and caps to allow the PSA to have donated 16 wheelchairs to date!

Thanks to the success of the project, the PSA will continue with this project in 2022 and encourages participation. **Collect plastic bottle caps and bread tags and deliver to the nearest PSA Provincial Office.** The following types of plastic bottle tops can be collected for this project: Milk-bottle tops, cold-drink bottle tops, Staysoft bottle tops, bottled water tops, cooking-oil tops, and mayonnaise-bottle tops.

Bottle tops: 450 kg = 1 wheelchair and bread tags: 50 kg = 1 wheelchair

*This project runs until **30 June 2023** to allow the PSA to empower more people with the gift of mobility. FOR MORE INFORMATION, contact your nearest PSA Provincial Office.*

Thank you for your support!

Photo: Marianne Bos - Unsplash

Since 1920: Still driven by
SERVICE EXCELLENCE



Outcomes and way forward

The Public Service Coordinating Bargaining Council's (PSCBC) Public Service Summit on Collective Bargaining was held in March 2022. The Summit theme was: "Strengthening and defending centralised collective bargaining to advance development, social justice, a capable and developmental state, labour peace, and the democratisation of the workplace".

The Summit took place a month after the Constitutional Court ruling in favour of government's decision to renege on the final leg of the 2018 three-year Public Service wage agreement. This ruling dealt a blow to the morale of public servants, increasing mistrust in dealings with the state. Additionally, the decision by the apex Court led to fears that collective bargaining in South Africa is under attack.

Collective bargaining is the process in which working people, through their unions, negotiate contracts with their employers to determine their terms of employment, including pay, benefits, hours, leave, job health and safety policies, ways to balance work and family, and more. Collective bargaining is a way to solve workplace problems. It is also the best means for raising wages.

Source: AFL-CIO

The PSA participated in the Summit in the interest of the Union's members, delivering inputs on current challenges in the Public Service. The PSA raised issues of capacity in the Public Service, and rebuilding trust in the employer and public services, which has been severely eroded by corruption and maladministration.

Government also participated in the process and parties to the Summit acknowledged that the following issues need to be addressed:

- The need to resource the Public Service and reaffirm the commitment made in PSCBC Resolution 6/2010;
- Parties are not opposed to the reconfiguration of government where such reconfiguration will result in job security, improved conditions of work, and improvement of service delivery initiatives to the citizenry;
- The dire implication of the systemic corruption in government and support measures to strengthen anti-corruption legislation and initiatives, including full implementation of relevant provisions of the *Labour Relations Act*;

- A deep concern with developmental challenges facing communities where public servants serve;
- The need to avoid any attack on collective bargaining and agree to jealously guard and entrench the principles of centralised collective bargaining.

On creating a framework to strengthen and defend centralised collective bargaining and agreeing on the implementation of outstanding agreements within PSCBC resolutions, parties resolved as follows:

- The PSCBC should review collective bargaining structures in the Public service through a collaborative venture with the International Labour Organisation, as guided by international best practices;
- The review to be undertaken should give due consideration to the Public Sector, including public administration, state agencies, entities, and non-commercial parastatals, including a methodology to overcome legislative challenges;
- The PSCBC Committee on the Government Employees Housing Scheme will approach the Government Employees Pension Fund and the Public Investment Corporation to conduct feasibility study on a funding mode for accessible housing for public servants;
- The PSCBC must without delay establish a task team that will audit all collective agreements since 2010 to identify areas of non-implementation and agree on a clear process for implementation;
- Government should consider not to undertake any new outsourcing or creation of agencies where the functions of such could be linked to socio-economic service-delivery initiatives until the case studies above have been completed and discussed in the PSCBC; and
- Enhancing the Public Service through optimal use of the Fourth Industrial Revolution and digitalisation in the Public Service.

These were some of the matters discussed, yet an official agreement between all parties is yet to be signed.

Members are assured that the PSA will act on their mandate only and always pursues their best interests.

Source
<https://www.news24.com/fin24/economy/asinamali-we-are-all-poorer-public-service-summit-begins-amid-growing-distrust-20220328/PSA-Collective-Bargaining>
Photo: Marianne Bos - Unsplash

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PSA Western Cape Intersectoral Meeting



Regional Committee Cape Peninsula PSA
Public Service Pensioners meeting



PSA Limpopo
Intersectoral Meeting



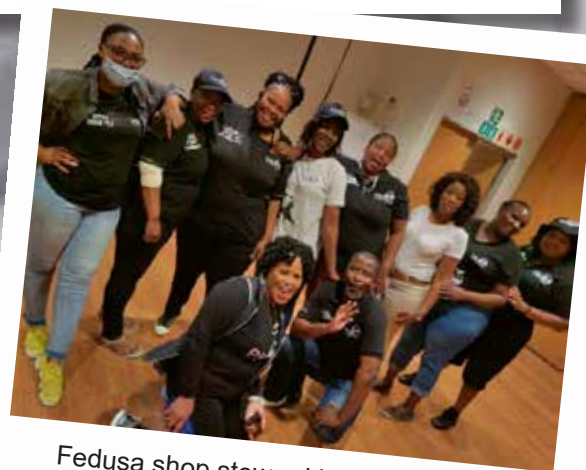
The PSA donated a sound system to Kharkams Combined School in the Northern Cape during the PSA #School/Safety project



PSA visited Masitakhe High School in Mpumalanga during the PSA #School/Safety project



Eugene Loubser (PSA shop steward) handed school bags he won in a PSA recruitment competition to Robert Blaauw, Principal of Eden Primary School in Louwville, Vredenburg in the Western Cape



Fedusa shop steward induction training in Bloemfontein



PSA at Malamulele Hospital in Limpopo on Workers' Day



Workers' Day celebrations at Matlala Hospital in Limpopo



Celebrating Nurses' Day in the Western Cape



Limpopo intersectoral meeting in Polokwane with all five districts in attendance



PSA at Gonyane Primary School in Bloemfontein for the PSA #SchoolSafety project



PSA National Chairpersons' Forum meeting in Pretoria



PSA Eastern Cape Intersectoral Meeting



MOMENTS

Background images: Volodymyr Hryshchenko - Unsplash / Julia Major - Unsplash

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SERVICE EXCELLENCE

PSA now home to student members

The PSA's Board of Directors recently approved that the PSA officially broadens the Union's membership scope to include specific categories of students in the Public Service. These students may join the PSA at a discounted membership rate of 50% of the normal membership fee, for the period of their training.

PSA student members enjoy the full protection and services as offered by the PSA to members, including associated benefits. The categories of students eligible for PSA Student Membership are:

- Student Nurses
- Department of Correctional Services students (trainee Correctional Officers)
- South African Police Service (SAPS) students (trainee SAPS Officials)
- Aspirant Training Prosecutors (ATP) in the National Prosecuting Authority (NPA).

The PSA recognised the need amongst these students for the Union's services and protection, including indemnity insurance for Nurses. Qualifying students who wish to join the PSA must complete the **SPECIAL STUDENT MEMBERSHIP APPLICATION FORM** (see next page) and submit to the PSA together with a **student appointment confirmation letter**.

The PSA welcomes student members and also looks forward to servicing them as members in their careers!



PSA Cape Peninsula Pensioner members' meeting

In February 2022, the PSA's Regional Committee: Cape Peninsula of the Group Branch Associate Members held an Annual General Meeting and Members' Meeting in Fish Hoek in the Western Cape. Despite COVID-19 regulations, the attendance was good.

The guest speaker was Major-General De Wit, the GEPF Trustee representing pensioners. His presentation covered a range of topics, including governance of the Fund, investment governance, and administration of the fund. A lively and interesting question session followed, covering a variety of topics, including why pensioners do not get a 13th cheque and questions on medical aids. Jannie Oosthuizen, PSA Chief Negotiator, addressed members on the importance of pensioners belonging to the PSA. He explained how changes to the *GEPF Law* have often in the past emanated from the PSA Pensioner Branch, which are then tabled by the PSA at the PSCBC. He provided an example of this process with the change made to the *GEPF Law* regarding the Child Pension Benefit introduced in 2018. He also mentioned the latest issue emanating from the PSA Pensioner Branch regarding the Spouse's Pension, which was presently being tabled at the PSCBC. He further briefly touched on the proposed *National Health Insurance Bill*. Following the Chairperson's Report, members enjoyed snacks whilst interacting with the Committee.

Following the meeting, a donation of food was made to Badisa Macassar, a centre for seniors in Macassar, in Cape Town. Members of the centre are recipients of state pensions, and attend three days per week to participate in physical, spiritual, and mental activities. Services provided to them include meals, transport, pedicures, checking of blood pressure and blood sugar, talks, arts and crafts, celebration of special events, and excursions.

Rob Moody: Chairperson: Regional Committee Cape Peninsula Public Service Pensioners



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 application form



PSA membership application (STUDENT**)

Public Servants Association of South Africa (NPC)

Reg No 1942/015415/08

**Please note that PSA student membership is applicable for the relevant student appointment (in-service training) period only where after full PSA membership will be implemented

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 *		GENDER	<input type="checkbox"/> M <input type="checkbox"/> F
CORRESPONDENCE ADDRESS *			
		POSTAL CODE	
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STUDENT *	<input type="checkbox"/>	START DATE* <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	END DATE* <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
		PROOF OF STUDENT APPOINTMENT STATUS ATTACHED*	<input type="checkbox"/>
IDENTITY NUMBER *		TAX NO	
CELL PHONE *		TELEPHONE	
		FAX NO	
EMAIL ADDRESS			
METHOD OF PAYMENT *	<input type="checkbox"/>	STOP ORDER (SALARY DEDUCTION)	
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		

MEMBER'S BANKING DETAILS

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.

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

Apps to manage your **TIME** effectively and professionally

Respective of your profession, time management matters. Time management is an essential skill to learn for personal and professional purposes. Start the day with a plan and stay focused on your to-do list. Not only will you get more done in a shorter time, but you will also produce higher-quality work. Various time-management applications (apps) are available to assist you in managing time, tasks, and improve productivity goals.

The following apps can help you to organise and use your time in a more effective way:

Todoist is a task-management app that allows you to assign to-do items due dates and tag these with different project labels. You can add tasks from your desktop or phone. As a fun bonus, you can rack up "Karma points" by completing tasks consistently. Price: Free (Todoist Free), \$4/month billed annually (Todoist Premium), \$5/user/month billed annually (Todoist Business). Available on: iOS | Android (Desktop and web apps also available).

ClickUp is an all-in-one productivity platform that helps you manage your time effectively and stay on top of your goals. Built for teams of all sizes, as well as personal productivity, it allows for seamless cross-collaboration and complex project management, global and manual time tracking tools give you the option to allocate time from your desktop, mobile, or browser. You can start and stop time, jump between tasks, and add details on how time was spent. Price: Free (Free Forever), \$5/month (Unlimited), \$9/month (Business), and Enterprise plan (Contact Sales). Available on: iOS | Android | Chrome.

nTask was designed as project- and task-management software, but the latest update introduced a revamped time-tracking module. This was done to help core users focus on their time management skills as per the requirements of ongoing projects. You can add unlimited members to your workspace without any additional cost. Aside from being able to see the time spent on each individual task, members can also send their status reports to team owners or project managers to approve afterwards. Price: Free (*Available Via Basic Plan), \$3.99 Premium plan per user / per month, \$11.99 Business Solution per user / per month. Available on: iOS | Android | Web.

Be focused Timer provides a handy way to track blocks of work and allows you to track your work history. Manage your tasks, track your goals, and customise work interval duration to maximise your productivity. Price: Free. Available on: iOS | Mac.

Focus Booster uses the *Pomodoro* technique model for tracking work, but provides a deeper dive into exactly where your time is going. You can link revenue, meetings, and projects to your *Pomodoros* so you gain a bird's-eye view of the impact of your work.

Price: Free (Starter), \$2.99 per month (individual), \$4.99 per month (professional). Available on: iOS | Android | Web App.

Remember The Milk allows you to create to-do lists and get reminders via email, text message, and more. Plus, you can connect it to your favourite apps such as *Gmail*, *Outlook*, and *Google Calendar*. This app tells you exactly where you're spending your time and how much you're wasting to help you find a healthy balance of productivity and relaxation. Need a reminder to send a resource to a prospect? With this app, you can even attach documents to your tasks so you don't forget them.

Price: Free (Basic), \$39.99 per year (Pro). Available on: iOS | Android | Desktop.

RescueTime tells you exactly where you're spending your time on the Internet and how much you're wasting to help you find a healthy balance between productivity and relaxation. Receive detailed reports with time spent on certain websites, log accomplishments and completed tasks, and find out how much time you're spending in meetings and on email to better manage your workday.

Price: Free (Basic), \$29.99 per year (Pro). Available on: iOS | Android | Desktop.

Timecamp has several easy functions related to time tracking aimed at maximising team productivity. The feature set includes billable time tracking, sending invoices based on time spent, attendance tracker, and team time tracking. It also can integrate with over 50 apps for ease of use, including *Slack*, *Jira*, and *Evernote*. Price: Free \$5/month billed annually (Timecamp Premium). Available on: iOS | Android.

Ticking off items on a to-do list is hugely satisfying and is a time-honoured way to manage your time and get more done during the day. Many apps are free of charge, though some features are exclusive to the premium version. Unfortunately, you won't always know until you try to select one, but free versions have plenty of tools to help you achieve more every day.

So, what are you waiting for?
Select the apps that will be the most valuable to you and begin boosting your productivity!



Enter the

PSA BIRTHDAY

TikTok competition!

Tag the PSA (@unionofchoice) in your *TikTok* video, wishing the PSA a happy birthday, and stand a chance to win!

How to enter:

Create a video on *TikTok**, wishing the PSA a happy birthday. You can sing and dance or record a short birthday message. Be creative!

Competition rules:

Competition is open for PSA members only.

Submit a video on your own or in a group of not more than three people.

Submit the names, surnames, and PSA membership numbers of everyone in your video by Direct Messaging (DM) the PSA on *TikTok*.

The first **150** members to enter will each win a PSA birthday hamper, which includes a mini backpack, a USB containing the PSA's centenary book, a PSA notebook, and a snack!

Videos will be posted on the PSA's social media pages on 7 July 2022.

Submit your entry by **12:00 on 6 July 2022**.

Winners will be notified by 7 July 2022.

*Download the *TikTok* app from the App Store (iOS) /Google Play (Android)

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