

# MAGAZINE

3/2025

FREE TO PSA MEMBERS

## PSA 105 : Legacy of Purpose, Future of Possibility

The PSA's influence extends far beyond the limits of a trade union. Through dedication, it has become a force for justice, a champion of workers' rights, a driver of social investment, and a catalyst for ethical governance.

# 20

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“ {

The PSA will continue to serve the Union's members with excellence to ensure that their hard-won rights and interests are protected and promoted.

} ”



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**www.psa.co.za**

## 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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# Inside



**Editorial: Economic priorities must reflect value of public servants**

**PSA 105: Legacy of Purpose, Future of Possibility**

**Celebrating progress in women's rights in South Africa**

**Greening public healthcare: Sustaining the FUTURE**

**Role of trees in combatting CLIMATE change**

**Wildlife conservation for future generations**

**PSA member recruitment: How YOU benefit!**

**Heritage Day: Workers' perspective**

**International Day of Sign Language:  
Importance of inclusion in public sector**

**#ClinicProject: Journey of impact towards safer clinics**

3

4

6

8

9

10

16

20

22

24



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# Editorial



## *Economic priorities must reflect value of public servants*

**South African public-sector employees are the unsung warriors of service delivery. These administrators, nurses, educators, police officers, and frontline officials keep the wheels of democracy turning under increasingly unsafe working conditions.**

Public-sector employees are being failed by their employer on multiple fronts. Across the country, they are often forced to work in dilapidated buildings, in unsafe offices, and overcrowded facilities that pose an occupational health and safety risk. The PSA remains at the forefront to expose and address the cracked walls, broken sanitation systems, faulty elevators, exposed electrical cables and other pressing matters that have become all too common. These are not isolated incidents and are symptomatic of a national and general neglect of state infrastructure. Expecting employees to work under such conditions is dangerous, illegal, and unconstitutional. It undermines morale, productivity, and endangers lives. The relevant Ministries must be held accountable to restore dignity and safety to public workplaces and avert a growing crisis.

Another issue that is causing distress to public-sector employees is the Government Employees Medical Scheme (GEMS). Created to ensure affordable, accessible healthcare for public servants, GEMS has become a source of frustration and inadequate service. It is time to rethink public-service healthcare with a need for a comprehensive review of GEMS to ensure that it delivers real benefits to public servants.

In the face of rising food, fuel, and transport costs, the decision to halt the proposed 0.5% Value Added Tax (VAT) increase is a victory for South Africans, especially the working class and the poor. Increasing VAT will punish those who can least afford it. The PSA welcomes this outcome but more needs to be done to protect the most vulnerable in society. South Africa's economic recovery and social development are being crippled by policy uncertainty as well as indecision and inaction by public-service leadership. Vacant posts remain unfilled. Infrastructure budgets are unspent and urgent reform proposals are ignored.

These failures directly harm service delivery and demoralise employees who are forced to do more with less. It is unacceptable that in a country facing high unemployment levels and poverty, public funds are wasted by both corruption and inaction.

At the heart of all these struggles are unions such as the PSA, sustained not by profit or politics, but by the contributions of employees who believe in collective power. Sustained by membership fees, the PSA is able to take on these often legal and costly battles to protect members against exploitation. To ensure success, the PSA relies on an engaged, informed, supportive and united membership.

On 7 July 2025, the PSA celebrates the Union's 105<sup>th</sup> year in service of South African public-sector employees. This momentous event comes at a time when the labour movement and the public sector are facing increasing and major changes and challenges. The PSA is ready with interventions and other decisive actions to sustain the Union's growth and continued success. Public-sector employees are not asking for luxuries. They are demanding what every worker deserves: Safety, fairness, and respect. The PSA will continue to serve the Union's members with excellence to ensure that their hard-won rights and interests are protected and promoted.

Reuben Maleka  
**GENERAL MANAGER**



*In service of public-sector employees*

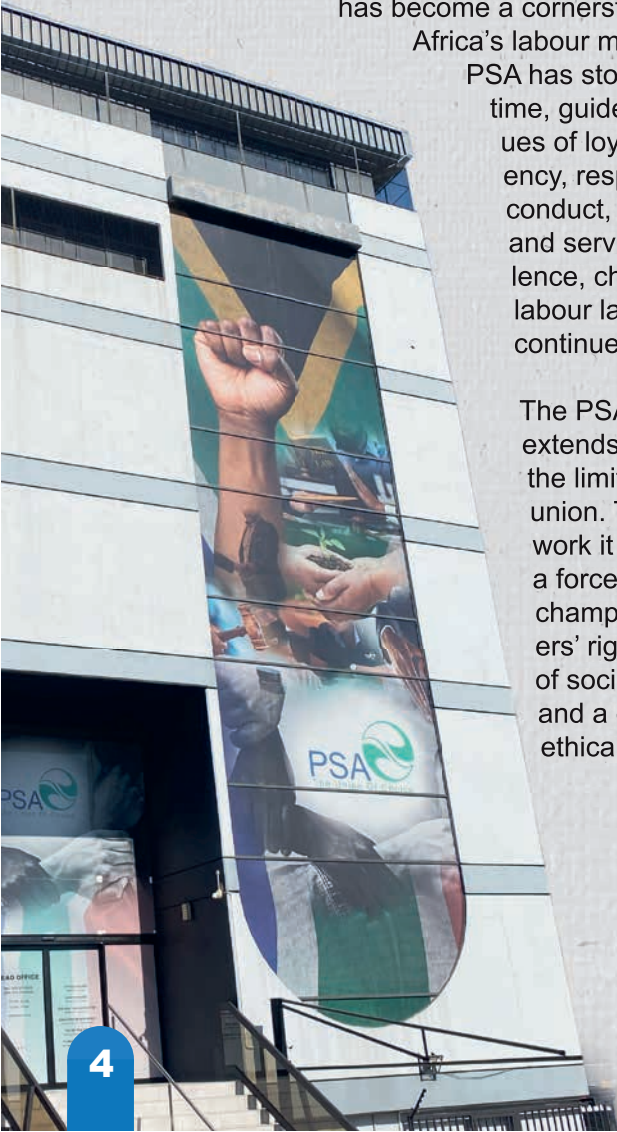




# PSA 105 : Legacy of Purpose, Future of Possibility

With the PSA ushering in 105 years of service to public-sector employees, it is important to look back at what the Union of Choice has achieved and where it is heading as the labour market continues to change.

By **Pamela Letebele** – PSA Labour Relations Officer: Mpumalanga



**O**n 7 July 1920, a group of visionary public servants came together with the aim of improving and strengthening the rights and interests of public servants, by forming a politically non-affiliated movement in the public sector. Based on those foundations and 105 years later, the PSA celebrates its longevity and its commitment to providing service excellence. What began as an act of solidarity has become a cornerstone of South Africa's labour movement. The PSA has stood the test of time, guided by its values of loyalty, transparency, respect, ethical conduct, consistency and service excellence, changing the labour landscape as it continues to grow.

The PSA's influence extends far beyond the limits of a trade union. Through hard work it has become a force for justice, a champion of workers' rights, a driver of social investment, and a catalyst for ethical governance.

From securing historic wage agreements to leading campaigns for occupational health and safety, from supporting vulnerable employees to confronting policy injustices, the PSA continues to prove that trade unions remain relevant and vital agents of social progress. Driven by purpose, the PSA has endured through the evolution of the South Africa's history. Remaining focused on its main priorities and mission, the Union has influenced, amongst others, policy and labour laws.

The PSA has made a positive labour impact since the 1920s, starting with raising the issue of housing and medical aid for public servants in 1928 - this was implemented in 1969. In 1939, a cost-of-living allowance, the brain child of the PSA, was introduced to improve the plight of public servants. As democracy was introduced to South Africa, the PSA became even more instrumental in labour, including becoming part of a task team overseeing the Government Employees Pension Fund, and holding its first members' strike in 1999, challenging the working hours at the Department of Home Affairs.

The PSA has consistently delivered on its mandate through robust, principled collective bargaining, even in a climate of austerity and shrinking fiscal space. For instance, when government unilaterally imposed a 3%-wage increase, PSA members responded with unity and resolve. In November 2022, thousands marched to the National Treasury in Pretoria, demanding fair pay and respect for collective bargaining. This action demonstrated the PSA's unmatched ability to mobilise and lead in defence of public servants' rights.





In wage negotiations during the 2023/24-financial year, the PSA secured a 7.5%-salary increase, converting a previously non-pensionable cash allowance into a pensionable benefit. This victory marked a stride towards long-term financial security for employees on salary levels 1 to 12. In 2025, 5.5% increase was negotiated for public servants with future salary adjustments linked to inflation. The agreement broadened negotiations to include housing allowances, childcare facilities, death benefits, and bursaries, addressing the well-being of public servants and their families. These achievements were the result of unrelenting negotiations, principled resistance, and a clear focus on the lived realities of PSA members.

Despite being politically non-affiliated, the PSA is a vocal and strategic player in the national policy arena. It has opposed austerity measures, budget cuts, and reforms that threaten job security and service delivery. It has consistently demanded fair remuneration aligned with inflation and economic conditions. It has defended collective bargaining structures, ensuring that workers' voices are heard at the highest levels of government. It has taken a leadership role in addressing occupational health and safety. Over the past three years, the PSA has exposed unsafe workplaces, from clinics to administrative buildings. In 2025, this campaign continues, holding employers accountable for infrastructure decay and unsafe working conditions. The PSA's advocacy model is rooted in evidence, activism, and accountability, ensuring that public servants are not sidelined, but are seen and heard as essential contributors to the state.

The PSA's extensive network of members structures, shop stewards, and full-time shop stewards play an instrumental part in the Union's operations and success. On the ground, shop stewards serve as defenders in disciplinary hearings and grievance processes and as organisers who grow the Union's footprint in workplaces.

These representatives, trained in ethics, labour law, and conflict resolution, are vital to maintaining the PSA's high standards of service and grassroots engagement.

Looking to the future, the PSA is investing in areas that will define the Union's next century of service, including digital transformation with new platforms being rolled out to simplify member engagement and place members in control of their membership. Recognising the urgency of renewal, the PSA is scaling up youth mentorship, training, and leadership pathways to build a new generation of unionists. The Union's corporate social investment initiatives have taken up the challenge to assist in enhancing environments for public servants and the citizens they serve.

In a labour market marked by automation, budget constraints, and shifting worker expectations, the PSA is not standing still. It is investing in digital innovation, youth empowerment, and inclusive leadership, ensuring it stays relevant to a new generation whilst honouring the hard-won gains. As South Africa navigates the complexities of economic recovery and social renewal, the PSA remains a trusted voice, firm in its convictions and future-focused in its strategies.

On PSA Day on 7 July 2025, we celebrate more than an organisation, we honour a movement that has stood for justice, equity, and worker power for 105 years. The PSA's story is one of courage in the face of adversity, consistency in the face of pressure, and unwavering belief in the dignity of public service. As the PSA looks ahead, it does so with the strength of its collective history and the resolve to shape a better tomorrow, for the Union's members and the South African public service.

Source  
Groundbreaking, Life changing, Growth 1920 – 2020



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# Celebrating progress in women's rights in South Africa

By **Aileen Mosetic** – PSA Labour Relations Officer: Western Cape

**W**omen's Day in South Africa, commemorated on 9 August each year, holds profound significance for women, particularly from an empowerment perspective.

It marks the anniversary of the pivotal 1956 march, where 20 000 women protested the oppressive pass laws of apartheid. This historic event highlights the strength, resilience, and unity of South African women in the face of injustice.

From an empowerment perspective, Women's Day serves as:

- **A celebration of progress:** It acknowledges strides made towards gender equality, whilst encouraging continuous efforts to address challenges such as gender-based violence, economic disparities, and unequal representation in leadership.
- **A platform for awareness:** The Day is an opportunity to amplify the voices of women and bring attention to the issues they face in various spheres of life.
- **An opportunity to promote inclusivity:** It serves as a platform to advocate for policies and practices that ensure equal opportunities and representation for women in all spheres of life.
- **An opportunity to strengthen solidarity:** Women's Day unites people in support of gender equality, encouraging community-driven initiatives and collaboration.





Throughout its existence, the PSA has been pro-active in focusing on empowering women, especially with regard to labour reforms to ensure equal rights and eliminate unfair discrimination in the workplace. These efforts have increased women's participation in the labour force.

The PSA also opposed gender-based discrimination, where women's marital status had an influence on their eligibility for full-time employment. Section 14(7) of the *Public Service Act of 1957* stipulated that married female public servants could not be employed by the Public Service on a full-time basis. This deprived them of many benefits enjoyed by their male counterparts. The PSA's commitment to equal treatment of all employees changed this. The Union launched a campaign to ensure full-time employment for all employees, regardless of gender and marital status. Not only was this form of discrimination ended in 1971, but the entire *Public Service Act of 1957*, including section 14(7), was repealed in 1976.

Within the PSA, with more than 63% of membership being women, representation of women has seen a remarkable improvement. A considerable number of women now hold positions of shop stewards as well as chairpersons and secretaries of PSA member structures. The PSA annually hosts a National Women's Day event in honour and support of these valued members, with the 2025 event taking place in the Northern Cape.

Despite advancements, challenges remain, with gender-based violence and economic disparities continuing to affect women. The PSA has worked tirelessly to address these issues and ensure more equitable benefits for women in the workplace. The Union will continue to strive for workplaces that are free from discrimination and violence and where women's contributions are valued and recognised.



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## **Sustaining the FUTURE**

**In September, South Africans commemorate Arbor Month, with the first week observed as National Arbor Week. This is a time to reflect on the crucial role trees play in sustaining life, protecting the natural environment, and building a resilient future.**

What began in 1983 as Arbor Day has evolved into a month-long campaign that mobilises citizens, communities, and organisations to actively contribute to environmental preservation through the planting and nurturing of trees.

The PSA regards Arbor Month as a call to action, aligning closely with the Union's commitment to corporate social investment (CSI), environmental sustainability, and the wellbeing of public service infrastructure and communities. As part of the Union's CSI initiatives, the PSA has since 2020 planted indigenous trees across South Africa in various interventions. Through this initiative, the PSA is also assisting in transforming public spaces into greener, healthier, and more welcoming environments.

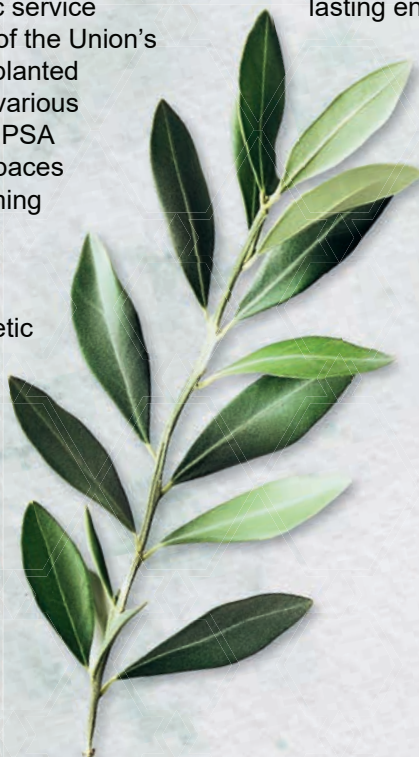
Indigenous trees bring benefits such as shade, cleaner air, and enhanced aesthetic appeal, whilst contributing to long-term environmental resilience.

The PSA's efforts complement the national environmental agenda as the Department of Forestry, Fisheries, and the Environment launched the "One Employee, One Tree" initiative, aiming to plant ten million trees by 2030, with a national goal of planting a million trees in a single day during Arbor Month. The Department urges public servants and the public to purchase and plant indigenous trees at homes, schools, clinics, and public spaces, thus creating a lasting environmental legacy.

For more information on this project, contact the Department on [callcentre@dffe.gov.za](mailto:callcentre@dffe.gov.za).



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# **Role of trees in combatting** **CLIMATE change**

**S**outh Africa faces growing environmental challenges, including climate change, water scarcity, rising temperatures, and biodiversity loss. Trees are one of the most powerful tools in mitigating these impacts as they absorb carbon dioxide, reduce greenhouse gases, stabilise soil, and protect water sources.

Planting indigenous species is especially vital as these trees are better suited to local climates, require less water, and support biodiversity by providing natural habitats for birds, insects, and small animals. By choosing indigenous trees for the Union's projects, the PSA enhances spaces and invests in the environment.

Trees do more than combat climate change, they create social value. Green public spaces contribute to mental and emotional wellness, offering comfort and a sense of dignity. By involving communities in tree planting, the PSA fosters a sense of ownership and shared responsibility, strengthening its mission to empower citizens and support the public services they rely on.

**Arbor Month is a powerful reminder that environmental stewardship is essential. The PSA calls on all South Africans to participate actively in this national movement. Plant a tree, protect your environment and preserve the environment for future generations.**



# Wildlife conservation for future generations

**T**he call for action extends to the protection of the country's wildlife. South Africa's rich wildlife is a major draw card for tourism. This resource is, however, under threat - some to the point of extinction, with rhinos, for example, being under severe attack from poachers. Rhino populations have faced significant declines over the years, primarily owing to the illegal trade of their horns.

World Rhino Day, on 22 September, is a global opportunity to raise awareness about rhino conservation and the importance of preserving the natural world. According to the South African National Parks, 35 rhinos have been poached in Kruger National Park since beginning of 2025. In January 2025, the Skukuza Regional Court sentenced two poachers to 22 years behind bars, sending a stern message of the consequences for such crimes. Conservation efforts have stepped in to combat these challenges, emphasising anti-poaching patrols, habitat restoration, and community engagement. By fostering awareness and implementing strict regulations, conservationists strive to turn the tide in favour of rhinos. The Department of Forestry, Fisheries, and the Environment, in cooperation with the provincial conservation authorities, SANParks, private rhino owners, and the South African Police Service, have in recent years focused on a proactive and integrated approach that builds on existing initiatives and blurring the distinction between national, provincial, and private parks with increasing situational awareness and information sharing.

The importance of rhino conservation extends beyond saving an individual species. It is deeply interconnected with preserving biodiversity and the health of ecosystems. The conservation of nature, in general, is paramount for the well-being of the planet and future generations

Natural ecosystems support clean air, water, food, and climate regulation. Protecting biodiversity safeguards these, ensuring the sustainability of life.

Conservation efforts also foster a sense of harmony between humans and wildlife, promoting co-existence and cultural appreciation for nature.

SANParks employees play a critical role in the protection and conservation of the environment and wildlife.

The PSA has gained organisational rights to represent SANParks workers in Mpumalanga and Limpopo, and in support of these members, the Union launched a project where the members will be provided with support back packs. The PSA understands the gruelling work it takes to ensure the country's parks are protected. This drives the Union's work in ensuring that members are protected and fairly compensated for this vital role. Without these workers, the National Parks that citizens and tourists enjoy, would not be the same. The PSA calls on all those who have the opportunity to visit these amazing natural wonders to respect and protect the environment, so that future generations can also enjoy these marvelous creatures and plant life.

#### Sources

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PSA Collective Bargaining

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# PSA Provincial Office Pretoria

## Relocated to member-friendly space

**T**he PSA is proud to announce that the Union's Provincial Office in Pretoria relocated to a new premises on 9 June 2025. Members in the Pretoria region of Gauteng can access services at **333 Grosvenor Street, Hatfield Gardens, Block B, Ground Floor, Pretoria.**

This move marks a significant milestone in the continued growth and modernisation of PSA operations in Gauteng. After years of operating from the PSA Head Office building in Arcadia, the Pretoria Provincial Office now functions from a more visible, independent and accessible location, tailored to meet the evolving needs of members.

### Strategic move to better serve members

The new office space was chosen with a purpose. Positioned **directly opposite the Hatfield Gautrain Station** and **adjacent to the A Re Yeng bus terminal**, the location ensures excellent access for members. Beyond accessibility, the new office promises numerous benefits, including:

- **Enhanced visibility and autonomy:** A separate identity allows the Provincial Office to operate with increased focus and efficiency.
- **Expanded capacity:** With more space, the Office can host larger meetings, training sessions, and more member consultations.
- **Improved service environment:** The modern layout and professional setting provide a welcoming and effective experience.
- **Accessible to the disabled:** With the Office being located on the ground floor, it ensures ease of access from the parking area.

### Comprehensive services to support members

The Provincial Office is staffed by a dedicated and experienced team ready to serve the more than **46 000 PSA members** in the Pretoria region of Gauteng.

Members will benefit from:

- **Retention and recruitment support:** A team of four dynamic Organising/Marketing Officers focuses on growing and retaining membership through outreach, engagement, mass meetings and open days.
- **Expert representation:** Nine professional Labour Relations Officers are available to represent members in grievances, disciplinary hearings, conciliations, and arbitrations, ensuring expert handling of all labour-related matters.
- **Administrative and committee support:** Seven committed Members' Affairs Coordinators provide essential office support, including coordination of branch and committee meetings, assistance with case allocation, feedback to members, and processing of member claims.
- **On-the-ground assistance:** The team is further strengthened by seven Full-Time Shop Stewards who play a critical role in case support and membership retention at workplace level.
- **Strong leadership and oversight:** Two managers are appointed to oversee the operations of the Office, ensuring smooth coordination and effective service delivery.

This dedicated team ensures that members receive high-quality, accessible, and responsive service. The relocation reflects the PSA's ongoing commitment to improving services, strengthening member engagement, and ensuring that the Union remains responsive to members' needs.

The Pretoria Office team looks forward to welcoming members at the new office. Whether you are visiting for advice, assistance, or to participate in meetings or training sessions, the new environment is designed to support and empower you!

**For more information,  
call the PSA's Pretoria Office  
on (012) 432 4800 / 087 236 8200**



*In service of public-sector employees*





# Funeral cover isn't just a policy; it's a legacy of care.

In a country where funerals carry deep cultural meaning and personal significance, having the right funeral cover is not just a wise decision; it's a loving act of protection. With nearly half of South African adults currently covered, funeral insurance remains the most popular form of cover in the nation. Yet, alarmingly, that still leaves more than 20 million adults unprotected.

**Deidre Wolmarans**, Head of Digital Service at Metropolitan, explains why this gap is so concerning. "Funerals are more than just ceremonies; they are cultural and personal legacies. Without adequate planning, funeral costs can quickly become overwhelming."

## More than a policy; it's peace of mind

While many South Africans think they are covered, the reality is that not all funeral policies offer the same level of protection. In moments of grief, discovering limitations or hidden exclusions can be devastating.

"Many policyholders believe they are covered, only to discover a long list of exemptions in their time of need. This highlights the importance of choosing a comprehensive funeral plan," says Wolmarans.

## Unmatched service and support

Metropolitan has built a reputation for providing personal support and delivering excellent service alongside its comprehensive benefits.

"Clients are not just numbers to us. They're people going through one of life's hardest moments. We walk with them every step of the way," says Wolmarans.

Funeral cover isn't just about a payout. It's about ensuring your loved ones aren't left struggling. It's about preserving dignity and passing on a legacy of love and support.

**Protect your loved ones today.**

Speak to a Metropolitan Financial Adviser or  
WhatsApp us by sending "Hi" to 0860 724 724.





# PSA awards

## Stiglingh Memorial Bursary

**T**he cost of studying at institutions of higher learning presents challenges for many South African students. In addition, public servants often do not qualify for study assistance for their children. The PSA annually assists members in this regard through the **Stiglingh Memorial Bursary**\*.

**Tristan Kühn** (University of the Western Cape) is a recent recipient of the Stiglingh Memorial Bursary. Tristan is in his fourth year of study for a Bachelor of Pharmacy degree. He learned about the bursary from his parents, who are both PSA members.

*"I want to thank the PSA and the Stiglingh Memorial Bursary for the bursary allocation to me. The allocation has assisted me financially and emotionally. I can study without concern of fees being paid and pay full attention to my studies. The bursary assisted my family and household tremendously. I intend to conclude my studies in 2025 and, if possible, continue with a Master of Pharmacy (MPharm) degree. I hope to one day also help a merit student by paying it forward, in their field of study,"* says Tristan.

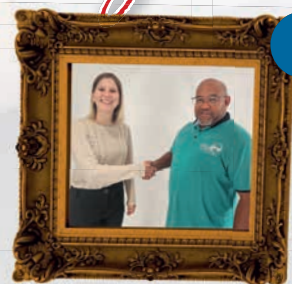


**Lusani Buasi** (University of Cape Town) is also a proud Stiglingh Memorial Bursary recipient. Lusani is studying for a Bachelor of Medicine and Surgery degree and is in his sixth year of study. He learned about the bursary from his mother, a PSA member, who encouraged him to apply. *"Receiving the bursary is very important to me. It's not just financial support,*

*but a validation of my hard work and potential. This opportunity lessens the financial burden of my education, allowing me to focus more on my academics. With this support, I plan to fully commit myself to my studies and focus on becoming a great doctor. This bursary empowers me to pursue my dreams with confidence and determination, knowing that someone believes in my ability to succeed. Heartfelt gratitude to the PSA Stiglingh Memorial Bursary for giving me this opportunity,"* says Lusani.



**Vinette Sauerman** (University of Stellenbosch) is another proud Stiglingh Memorial Bursary recipient. Vinette is studying for a Bachelor of Nursing degree and is in her second year of study. She learned about the bursary from her mother, a PSA member at the South African Revenue Service, who encouraged her to apply. *"I applied for this bursary thinking that I had nothing to lose. To my utter surprise, I got rewarded with this bursary, and I was so excited about it. I felt seen by this amazing trust. By this acceptance, I am even more dedicated to my studies now and want to exceed my expectations and academic goals. This once-off amount of money contributes largely to my studies, as every little bit helps. This bursary took a lot of stress off my shoulders, making it nice to be a student without financial stress for once. I am so happy to be a part of this journey,"* says Vinette.



*\*The PSA annually awards the Stiglingh Memorial Bursary (minimum value of R3 000 to a maximum of R10 000 each) to PSA members and/or public servants (and their dependent children) who have been employed in the public service or have been a PSA member for at least 12 months on the closing date of the year in which a bursary is applied for.*

*Bursaries are awarded in respect of undergraduate or post-graduate studies (part-time or full-time) in Natural Sciences or Medicine, or for research on Natural Sciences or Medicine at a recognised South African university or abroad after successful completion of the first study year course or research project. The number of bursaries is determined annually based on available funds and the number of qualifying applicants. Preference is, however, given to PSA members and their dependent children. Application forms are available from universities and the PSA and must be submitted to the relevant university (with copies to the PSA) before 15 October 2025. Proof of application submission to universities by the said closing date should also be provided to the PSA. Applicants must, where applicable, submit the necessary proof of PSA membership together with the application. Universities submit the applications to the PSA from candidates in order of preference as soon as possible after the closing date, but not later than 15 January 2026.*





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<b>Boost</b>	50 min	50 sms	2 GB	R109	R119
<b>Connect</b>	75 min	50 sms	4 GB	R159	R199
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<b>Ultimate</b>	150 min	100 sms	15 GB	R339	R379

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## PSA member recruitment: How **YOU** benefit!

**A strong Union, growing union, supported by member recruitment efforts, provides significant benefits for individual members and the collective group of members.**

A solid and growing membership base strengthens the union's collective bargaining power, allowing it to negotiate better wages and improved working conditions. It further strengthens worker representation in workplace disputes, promotes labour rights advocacy, ensures safer work environments, and educates employees about their rights. The union empowers workers with a collective voice to address concerns, influence policies, and drive positive change in their workplaces.

**The PSA is such a strong and growing Union of Choice of more than 240 000 public-sector employees and retired employees, thanks also to members' continued efforts! *The PSA rewards registered members who successfully recruit new members for the Union with an honorarium.***

To qualify, the recruiter must submit the fully completed membership application form of the new member, ensuring that the recruiter's details are also fully completed on the form. Once the PSA collects the first membership fee from the new member's employer, the recruiter will receive an honorarium equal to the current PSA monthly membership fee of R110 (minus 25% tax).

**All PSA members are encouraged to recruit\* as many members as possible for the Union of Choice and reap the rewards for these efforts!**

***\*Membership application form provided on page 18 of this magazine.***



## PSA Holiday Resort



Nestled in a lush indigenous dune forest at **Queenera Mouth** east of the Gonubie River and in close proximity to the beach, you will find the **PSA HOLIDAY RESORT**. Just 18 km from East London, the Resort is committed to offering relaxation and tranquility. **The Resort has ten fully-equipped chalets** most with a sea view (choice of two or three bedrooms) and **110 semi-shaded stands for caravans and camping**.

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more information



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# 20 VERY GOOD REASONS...

## WHY THE PSA SHOULD BE YOUR LABOUR HOME

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

1. **Is a growing Union** with 240 000+ members served by Provincial Offices across the country.
2. **Attends to members' individual disputes FREE** of charge.
3. **Negotiates fair terms of remuneration** and represents members' interests in bargaining structures.
4. **Protects members' service benefits** (including medical aid, pension schemes, and housing subsidies).
5. **Addresses issues** such as fair and reasonable working conditions, hours of work, and leave.
6. **Is the only Union in the Public Service that serves Public Service pensioners.**
7. **Is financially stable** (complies with the *Companies Act* and *Labour Relations Act*).
8. **Assists beneficiaries and communities throughout South Africa as part of the Union's corporate social investment programs.**
9. **Protects members' rights** and defends them in unfair labour practices or infringements of constitutional rights and legislation (*Labour Relations Act, 1996*, *Basic Conditions of Employment Act, 1997*, and *Employment Equity Act, 1998*). Disputes are resolved at the CCMA, Labour Court, and Labour Appeal Court. In the Public Service, the Public Service Coordinating Bargaining Council (PSCBC), Education Labour Relations Council (ELRC), Safety and Security Sectoral Bargaining Council (SSSBC), Public Health and Social Development Sectoral Bargaining Council (PHSDSBC), and General Public Service Sectoral Bargaining Council (GPSSBC) provide dispute resolution functions. With the promotion of interests, rights are also established with collective agreements - non-compliance with such rights is being taken care of by these institutions.
10. **Employs professional, dedicated and competent staff** to support member structures in service of members.
11. **Promotes members' interests** during collective bargaining in bargaining forums with employers.
12. **Is admitted to the various bargaining councils**, which enables the Union to resolve workplace problems in these councils, saving cost and time.
13. **Acts only on members' mandate** (mandates on collective issues are obtained from member structures).
14. **Has country-wide, extensive member structures** (national and sectoral) that are the link between the Union and members. These structures mirror the structures for collective bargaining and ensure the protection and promotion of members' rights and interests. Structures are active in all provinces to promote the organisation of members, obtain mandates and improve communication. For information on your PSA representative and structure, contact your local PSA Provincial Office.
15. **Has an impressive success rate in resolving cases** by the Union's full-time staff and thousands of democratically elected, trained shop stewards.
16. **Offers fringe benefits to members, including FREE membership of PSACLUB!** Other benefits include an exclusive PSA short-term insurance scheme, insurance benefits, funeral schemes, and assistance with debt and personal loans.
17. **Provides FREE financial assistance with funeral costs at a member's death.**
18. **Provides FREE professional indemnity insurance cover** for identified groupings of members (R1 million, per member, per year with no limitation in the aggregate).
19. **Holiday Resort** offers holiday accommodation at discounted rates.
20. **Magazine and workplace-specific newsletters** are issued to members **FREE** of charge - Update your contact details with the PSA's Membership Section ([updatemyinfo@psa.co.za](mailto:updatemyinfo@psa.co.za)) to ensure that you receive all news.

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

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**PSA**  
The Union Of Choice



# 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](http://www.psa.co.za)).  
By taking up membership, I agree to the said Policy.



## \* COMPULSORY FIELDS

### PERSONAL INFORMATION

PLEASE INDICATE YOUR CHOICE WITH A ☒

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

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

BANK NAME		BRANCH CODE	
ACCOUNT NO		ACCOUNT TYPE	
ACCOUNT HOLDER			

**CONSENT** I consent to the PSA marketing products, services and special offers to me. The PSA may share my personal information, within the PSA and the businesses that provide special advantages to PSA members, for marketing purposes. The PSA may also contact me for research purposes. ☐ YES ☐ NO

#### SALARY STOP-ORDER COMMENCEMENT DATE: \_\_\_\_\_

I, the undersigned, hereby apply for membership of the PSA (Public Servants Association of South Africa) and authorise and request the Accounting Officer of my employer to deduct the applicable PSA Membership Fee (as approved by the PSA Board of Directors) from my salary as membership fee, starting from the STOP-ORDER COMMENCEMENT DATE, and thereafter to continue such monthly deductions until my further written notice.

I UNDERSTAND THAT IN TERMS OF SECTION 13(3) OF THE LABOUR RELATIONS ACT, 1995 THIS STOP-ORDER MAY ONLY BE REVOKED BY THE GIVING OF THREE MONTHS' (ONE MONTH IN THE CASE OF NON-PUBLIC SERVANTS) WRITTEN NOTICE TO MY EMPLOYER AND THE PSA.

I understand that membership fees are due to and collectable by the PSA while I am a member of the PSA.

#### BANK DEBIT-ORDER COMMENCEMENT DATE: \_\_\_\_\_

I, the undersigned, hereby apply for membership of the PSA (Public Servants Association of South Africa) requesting and authorising you at the same time to deduct from my account at the above bank the applicable PSA Membership Fee (as approved by the PSA Board of Directors), which covers my membership fee to the PSA, starting from the DEBIT-ORDER COMMENCEMENT DATE and continue deducting said amount monthly on the ....<sup>th</sup> day of each month thereafter until further my written notice.

### SIGNATURE \*

### DATE \*

RECRUITER (NOT PSA STAFF MEMBER)

PSA MEMBERSHIP NO *		TAX NO *	
IDENTITY NO *		CELL PHONE	
INITIALS & SURNAME			
POSTAL ADDRESS *		POSTAL CODE	
EMAIL ADDRESS			
BANK NAME *		BRANCH CODE	
ACCOUNT NO *		ACCOUNT TYPE	
ACCOUNT HOLDER			

PLEASE NOTE THAT NO HONORARIUM CAN BE PAID WITHOUT A VALID TAX NUMBER. THE HONORARIUM WILL BE PAID DIRECTLY INTO YOUR BANK ACCOUNT.

NOTE: THE PSA WILL ASSIST MEMBERS (REPRESENTATION, FINANCIALLY, OTHERWISE) ON CONDITION THAT THE CAUSE OF ACTION FOR WHICH ASSISTANCE IS SOUGHT AROSE AFTER THE PSA'S ACCEPTANCE OF APPLICATION FOR MEMBERSHIP.

### FOR OFFICE USE ONLY



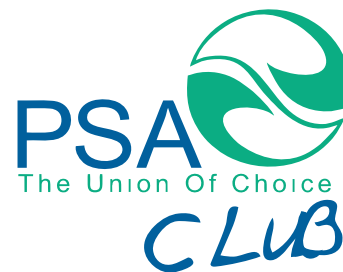
WEEK NO \*

OFFICE DATE STAMP

WEEKLY REPORT ID



# PSA CLUB LINE: 0860 021 067



## UPDATE MY DETAILS:

PLEASE INDICATE YOUR CHOICE WITH A ☒

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

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

PSA MEMBERSHIP NUMBER  OR ID NUMBER

PERSAL / EMPLOYEE NUMBER

INITIALS  SURNAME

CELL PHONE NUMBER

EMAIL

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## Understanding your PSA structure

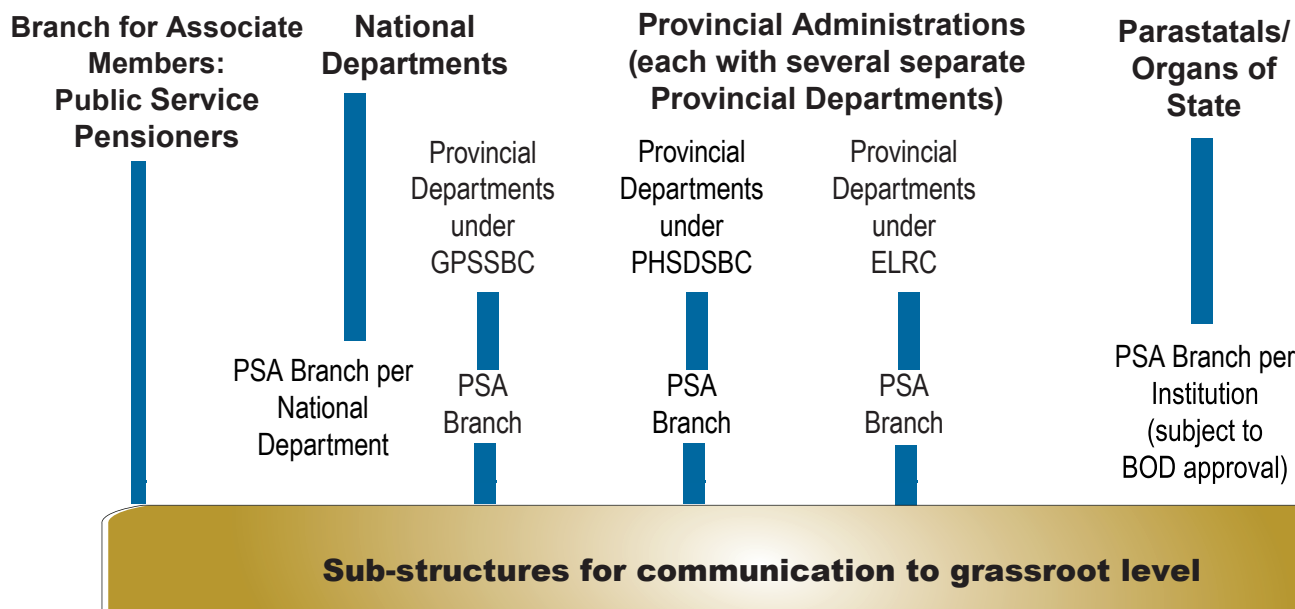
Country-wide member structures (on national and sectoral level) are the link between the PSA and its members. These structures mirror the current structures for collective bargaining and offer direction, thereby ensuring the protection and promotion of the rights and interests of members.

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!**

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# Heritage Day

## Workers' perspective

By **Koos Kruger** – PSA Provincial Manager: Western Cape

**H**eritage Day, celebrated annually on 24 September, is a time for South Africans to reflect on the diverse traditions, cultures, and histories that have shaped the nation. Whilst much focus is placed on language, customs, and community traditions, the labour movement stands as one of the most significant contributors to South Africa's rich heritage.

From the factory floor to public-service corridors, workers have played a vital role in the struggle for dignity, equality, and justice. The PSA, as a historic and progressive voice in this movement, has contributed to shaping the rights and interests of public-sector employees by having an impact in the labour movement for more than a century.

The South African labour movement is rooted in resistance, a response to colonial and apartheid-era systems that excluded the majority. Workers endured brutal conditions, suppression of basic rights, and systemic discrimination. From this adversity grew a powerful force for change, with trade unions becoming the engine room for social justice. The labour movement was not merely about wages and working conditions, it was about human dignity and the battle for a better South Africa. Through mass mobilisation, solidarity actions, and relentless advocacy, unions stood at the frontlines of the liberation struggle.

The PSA, founded in 1920, is an important role player in this heritage. Long before the advent of democracy, the PSA championed issues such as fair remuneration and decent working conditions. A key milestone, for example, came in 1939 with the PSA's successful advocacy for a cost-of-living allowance, a recognition of workers' right to economic security. Even more groundbreaking was the PSA's decision in 1988 to become the first union in the public sector to open its doors to all racial groups.

South Africa's labour movement has a proud record of victories that shaped the socio-political fabric of the country. Trade unions and federations mobilised workers across sectors, giving voice to their grievances and building collective strength to challenge unjust employment practices. Unions were instrumental in resisting apartheid. Strikes, stay-aways, and worker-led protests became crucial tools in the broader liberation movement. Post-1994, the establishment of the National Economic Development and Labour Council (Nedlac) created a formal platform for labour to influence national policy. It affirmed workers' place at the table of democratic governance and unions, including the PSA, played a key role in shaping legislation that protects workers' rights today, including the *Labour Relations Act* and the *Basic Conditions of Employment Act*.

Throughout its eventful history, the PSA has remained steadfast in its mission, to protect and promote the rights of public servants. Whether through collective bargaining, legal support, or advocacy on national platforms, the PSA has fought for transparency, fair labour practices, and dignity for public-sector employees. In a fast-changing world, the PSA continues to evolve, addressing emerging issues such as occupational health and safety, gender equality, and the digital transformation of public administration.

South Africa's labour movement is part of a global struggle. Across the world, workers face new challenges brought about by automation, climate change, and economic inequality. The International Labour Organisation and the United Nations Global Compact have called for the reinforcement of international norms for decent work, equity, and social protection. This also includes greater efforts to include women, youth, and marginalised voices in union leadership, ensuring that the movement is as diverse as the workforce it represents.

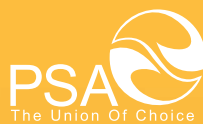




Heritage Day is more than a commemoration of the past - it is a reminder of the struggles and victories that brought the labour movement to this moment. For workers, it is a day to honour the sacrifice and solidarity that built the South African democracy. It is also a call to vigilance. Gains such as collective bargaining and the right to fair dispute resolution were hard-won and must be fiercely protected.

The PSA pays tribute to the shared heritage of workers in continued pursuit of justice, dignity, and equality. The PSA is committed to this legacy, building on the past to secure a better future for all public-sector employees and the communities they serve.

Sources  
Groundbreaking, Life changing, Growth 1920 - 2020  
<https://nedlac.org.za>  
<https://www.gov.za/news/speeches/deputy-president-paul-mashatile-annual-nedlac-organised-labour-school-21-jan-2025>  
[https://normlex.ilo.org/dyn/normlex\\_en/f?p=NORMLEXPUB:11200:0::NO::P11200\\_COUNTRY\\_ID:102888&utm\\_source](https://normlex.ilo.org/dyn/normlex_en/f?p=NORMLEXPUB:11200:0::NO::P11200_COUNTRY_ID:102888&utm_source)  
Images: Freepik



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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In service of public-sector employees





# International Day of Sign Language

## Importance of inclusion in public sector

On 23 September 2025, International Day of Sign Languages is commemorated to celebrate the linguistic richness of the deaf community and the vital role of sign languages in promoting human rights. This year's theme, *Sign Language Rights for All*, underscores the urgent need to recognise and protect the rights of deaf people and people with disabilities across all sectors of society, especially in the public sector, where access to services is a basic right.

By **Phillip Maponya** – PSA acting Provincial Manager: Limpopo

Inclusion in public service is more than a legal requirement - it reflects a society's commitment to equality and human dignity. The South African Constitution guarantees the right to equality and non-discrimination. These rights must, however, be made practical through deliberate, sustained action. Ensuring that deaf people and persons with disabilities have equal access to public services, education, healthcare, and employment is critical to fostering a society that is just, inclusive, and participatory.

Yet, despite constitutional protection and progressive policies, the deaf community continues to face formidable barriers in accessing government services. Amongst major challenges are the lack of trained South African Sign Language (SASL) interpreters, inaccessible public communication, and insufficient disability awareness training amongst public servants. This can result in miscommunication, loss of opportunity, and even denial of basic services, all of which violate democratic values.

Government has in recent years taken concrete steps toward addressing these challenges. A landmark development was the recognition of SASL as the 12<sup>th</sup> official language in 2023 - a move that has far-reaching implications for accessibility in education, justice, and government communication. This constitutional amendment compels public institutions to integrate SASL in their operations, including making interpretation services available in government departments, schools, and courts.

The PSA has been unwavering in the Union's advocacy for disability rights in the public service. Recognising that policies alone are not enough, the PSA has worked collaboratively with government agencies to develop and implement practical, department-level accessibility guidelines.

These efforts include:

- Recommending the inclusion of SASL interpreters in all major government briefings and public consultations.
- Advocating for accessible formats of government information, including sign language videos and braille materials.
- Pushing for digital accessibility of government websites and communication platforms.
- Promoting employment of deaf persons and persons with disabilities in public institutions as essential contributors to service delivery.

A significant milestone has been the rollout of video-relay services, allowing deaf citizens to interact with government departments in real-time via SASL interpreters. This has opened doors for more responsive and dignified service provision. PSA members have also benefitted from internal training and awareness sessions, ensuring that Union representatives understand the challenges facing deaf colleagues and members.

Sources  
South African Constitution, 1996.  
Government Gazette (Recognition of South African Sign Language), 2023.  
PSA Policy Advocacy Records and Disability Inclusion Initiatives  
Images: Freepik and Unplashd







While you're helping people,  
**who's helping you?**

**Serving your country is more than a job, it's a calling. But while you're busy taking care of others, it's easy to overlook your own financial and health needs. Liberty's comprehensive range of products are designed to support you – like you support others.**

As a public sector professional, you provide the essential services that keep South Africa functioning. It's an important job, sometimes thankless – yet you do it. But when it comes to the essential protections that keep your life functioning, have you given these enough thought?

Recently, Liberty published Claim Experience 2024, a comprehensive breakdown of the claims we paid out over the past year (R12 billion claims).

Two alarming findings emerged from the data:

- 1) While many people understand the importance of life cover and funeral cover to protect their families, too few people appreciate the importance of living risk benefits to protect themselves.
- 2) Serious life-changing events such as critical illness, disability, retrenchment, and even death can happen at any time, regardless of one's current age and health status.

This is why comprehensive planning across risk, savings and investments, and financial literacy is so important to ensure that you grow and protect your wealth and lifestyle.

In 2024, Liberty paid out 91.5% of all claims, with 99.5% of life cover claims approved, highlighting a strong commitment to honouring valid claims.

With a fully automated claims process, payouts have been significantly accelerated: funeral claims can be processed in as little as 47 minutes, life cover claims in 37 minutes, and critical illness claims within 24 hours. Liberty's products are competitively designed and flexible to meet both current and future needs.

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# #ClinicProject Journey of impact towards safer clinics

In 2024, the PSA embarked on an ambitious and much-needed initiative – the Union's #ClinicProject. Rooted in the PSA's unwavering commitment to occupational health and safety in the public sector, the project set out to support clinics across South Africa by addressing critical infrastructure and safety concerns that affect both employees and the communities they serve.

Over the course of the project, more than 35 clinics across the country received direct assistance during the first phase. These efforts were aimed at long-term, high-impact improvements. With the assistance of shop stewards and community collaboration, the project successfully provided vital identified resources per clinic, including amongst others, first-aid kits, fire extinguishers, solar lighting, structures to serve as consultation rooms, sheltered patient areas, trees, water tanks, purified water systems, fencing, cleaning equipment, and essential renovations.

This intervention was especially crucial in the context of public healthcare, where nearly 84% of South Africans rely on public facilities, many of which suffer from chronic underfunding and infrastructural neglect.

At the conclusion of the first phase of the project, the PSA reflects with pride on the tangible impact made through collaboration, advocacy, and action. Phase two of the #ClinicProject will be set to continue resonating through improved safety standards and strengthened community trust in the public health system. The PSA is committed to championing the rights, safety, and well-being of public-sector employees in support of communities.

*The PSA's #ClinicProject stands as a testament to what is possible when intention meets action!*







*in service of public-sector employees*



## ONLY FOR PSA MEMBERS NATIONAL FRINGE BENEFITS



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## Love Doesn't End With Goodbye

When a loved one passes, it's more than just a personal loss — it's a life turned upside down. Grief is hard enough. Financial pressure shouldn't make it harder.

The BEST Funeral Plan, available exclusively to PSA members, helps ensure that when the unthinkable happens, your family can focus on healing — not worrying about costs.

### Why Funeral Cover Should Matter To You

In South Africa, funeral costs can easily run into tens of thousands of rands. For many families, that kind of money isn't readily available. Without funeral cover, loved ones may have to go into debt or rely on donations just to lay someone to rest.

But with The BEST Funeral Plan, your family receives a quick payout — often within 24 hours of a valid claim. That means money is available right when it's needed most: for the coffin, the burial, the transport, the food, and the **dignity of a proper farewell.**

### More Than a Payout — It's Peace of Mind

This plan is more than a lump sum. It's a thoughtful, all-round support system for the people you love most:

- **Cover yourself, your spouse, children, and parents or in-laws.**
- **Included Benefits** – Such as airtime and accidental death benefit
- **Optional benefits to assist you when planning the funeral** – Such as retail vouchers for groceries, clothing vouchers, electricity, vehicle benefit, and body repatriation.

Whether you want basic coverage or full protection for the whole family, there's a plan that fits your needs — and your budget.

None of us wants to think about the end. But one of the most caring things you can do is plan for it anyway. Because love doesn't end when life does — and neither should your support.

*“You plan your life - Now plan for what comes after. Love doesn't end when life does — and neither should your support.”*



### Questions Worth Asking Before You Buy Funeral Cover

- ✓ Is the insurer reputable and authorised? (The BEST Funeral Plan for PSA Members is underwritten by Hollard Life and administered by The Best Funeral Society, both are authorised FSPs).
- ✓ Will the money be available quickly? (The claim will typically be paid out within 24 hours of receiving all required documents.)
- ✓ Is the policy flexible and can it cover my whole family? (Yes — you choose who to cover, and how much.)
- ✓ Are there waiting periods? (Yes — 6 months for natural death; 12 months for natural death/suicide).

*“Funeral cover is not just a nice-to-have - It's an act of Love. The BEST Funeral Plan for PSA members provides more than just a payout - It provides peace of mind.”*

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





#Letters

### Appreciation for assistance with pension payout

I am writing to express my deepest gratitude to the entire team at the PSA Provincial Office in Polokwane for your unwavering support and assistance in facilitating the payout of my pension benefit from my previous employer, the Department of Higher Education and

Training. After facing a significant delay in receiving my pension, your dedication, professionalism, and tireless efforts played a crucial role in ensuring that the matter was finally resolved. Your guidance, patience, and commitment to assisting me throughout this challenging process have not gone unnoticed, and I truly appreciate the hard work you put into making this a reality. A special mention goes to Christine Mabuyi, Ndhavuko Mathebula, and Caroline Vorster for their outstanding dedication and determination in assisting me. Their relentless efforts and willingness to go the extra mile made all the difference. I truly appreciate their support. The work you do in helping people facing similar issues is invaluable. I encourage you to continue making a difference in the lives of those in need.

**Lydia Molepo, Limpopo**

### PSA's kindness and solidarity appreciated

On behalf of all PSA members at Durban Campus, we would like to extend our sincere gratitude to Mlungisi Ndlovu for the presence at the memorial service of our beloved former shop steward, Mr Ngwekazi. The attendance, despite being on leave, truly meant a lot to us and is a testament to the unwavering commitment to the PSA family. The event was a great success, and the words of support and tribute added immense value to the occasion. Mr Ngwekazi's dedication and contributions will always be remembered, and the presence helped honour his legacy in a meaningful way.

Once again, thank you for your time, support, and leadership. We deeply appreciate your kindness and solidarity during this time of remembrance.

**On behalf of PSA members: Durban Campus TVET College, KwaZulu-Natal**

### PSA's contribution at Mahubahube Clinic applauded

The Department of Health, Sekhukhune District, Primary Health Care Directorate, wishes to express sincere gratitude for the donations of a chainsaw machine and accessories, erection of patients' shade, service delivery board, and rechargeable LED solar torches at Mahubahube Clinic. Your support and leadership had a positive impact on day-to-day operation of the facility. We are truly thankful for your contribution, and we want the PSA to know how much it means to the facility. Your support has not gone unnoticed.

**Acting District Executive Manager Ramoshai KC, Limpopo**  
[Read the article on the PSA's page 24 - Ed](#)

### Thanks for generous donation

Tshwane South District would like to extend sincere gratitude to the PSA and the Pretoria Provincial Manager, Stefan Viljoen, for the generous support of the District Excellence Matric Awards. Your donation of certificate frames played a vital role in ensuring that we could recognize and celebrate the outstanding achievements of our teachers in a meaningful way. Your contribution not only added value to the awards but also demonstrated your commitment to education. We deeply appreciate your partnership and willingness to invest in education. It is through the support of organisations such as the PSA that we can continue to encourage academic excellence and uplift our communities. Once again, thank you for your generosity and commitment to education.

**AM Nkadimeng: Director District Tshwane South Gauteng Education**

[Letters shortened - Ed](#)





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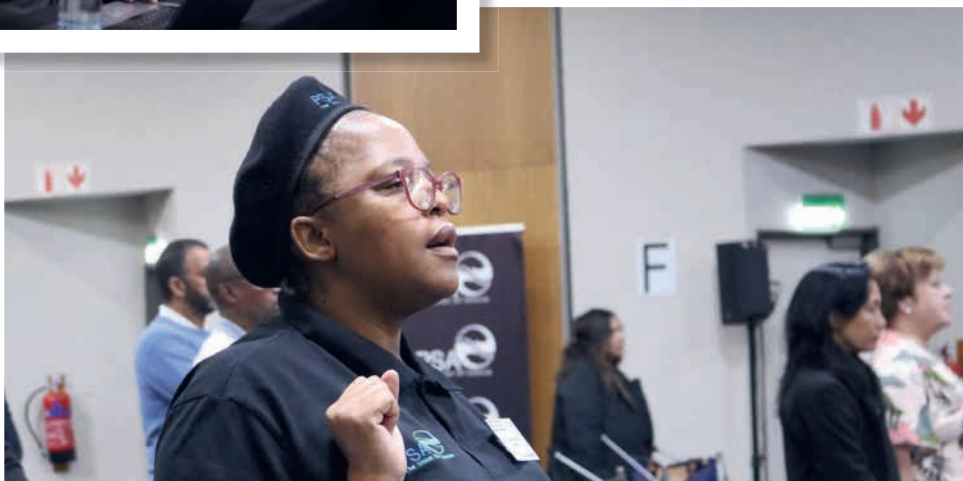
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## **The PSA held a successful and constructive National Chairpersons' Forum meeting in Gauteng in May 2025.**







# Is 2.9% a fair pension increase?

#PSAPensioners

By **Rob Moody** - Chairperson: PSA National Branch - Public Service Pensioners

**T**he recent 2.9%-pension increase by the Government Employees Pension Fund (GEPF) remains a priority at the PSA Pensioner Branch Management Meetings together with other issues relating to the **Government Employees Pension (GEP) Law**.

When news of this paltry GEPF pensioner increase broke, the PSA immediately issued a media statement, condemning the increase as "totally unacceptable and an insult to senior citizens". This was followed by a letter to the GEPF's Principal Executive Officer (PEO). Unfortunately, the response from the PEO was not the result that was hoped for. Given this response, management members of the Pensioner Branch, and its provincial committees thoroughly studied the *GEP Law*, hoping to find a solution. It was soon realised that the 2.9%-pension increase was 100% of the Consumer Price Index (CPI), which was more than the minimum 75% prescribed in the *GEP Law*. Essentially, the unsatisfactory response by the PEO was correct, according to the *GEP Law*, as 25% more than the minimum prescribed was provided. **OR WAS IT?**

A close study of the monthly CPI figures published by Statistics South Africa was done, which revealed two distinct types of CPI: (1) Traditional average CPI over a specified period, and (2) year-on-year CPI, which is the overall difference in the CPI value over a specified period (only considering the start value and end value, regardless of variations in between). What makes these two CPI values unique this year was the huge difference between them, namely **4.6% for average CPI as opposed 2.9% for year-on-year CPI**, as used for the pension increase. Analysis by the Branch showed that over time these two CPI values even out.

Determining whether the PEO's answer to the PSA was correct required an examination of how pension increases had been calculated in the past. The Branch analysed data covering more than 25 years and found that consistently over this period, year-on-year CPI was used in calculating pension increases. In essence, the PEO's answer was correct and could not be legitimately challenged or refuted. This led to a further study of the *GEP Law* by the Branch and it was identified that section 25 of the *GEP Law* allows for the Minister, in consultation with the Board, to grant additional increases to ensure that the value of the monthly pension is maintained and protected against inflation. The PSA, in conjunction with the Branch, subsequently drafted letters to the Minister of Finance and the Chairperson of the Board of Trustees, requesting consideration of section 25 of the *GEP Law* and that the pension increase be reviewed.

## Was the 2.9% increase fair?

The Branch, based on its analysis of cost-of-living expenses, found that the 2.9% increase, despite being 25% more than called for in the *GEP Law*, was hopelessly inadequate to address hardships amongst members. The increase cannot be considered to be fair, particularly in view of well-above inflation increases in medical aid, electricity, and accommodation (including municipal rates/rent/etc.). These three items, amongst many others, are non-negotiable necessities for pensioners and cannot be compromised. The situation is especially dire for pensioners in the lower-income group. The PSA had by the going to print of this edition not received responses to the letters.

## Calculation of CPI

The method of calculating the CPI features strongly on the agenda of the Pensioner Branch. It has become an emotional issue amongst members, particularly considering the wide differences between the two types this year. The Branch is of the opinion that the wording of CPI determination in the *GEP Law* is open to interpretation. Year-on-year CPI is a poor choice for determining pension increases as, despite equaling out over time, it is too erratic, often encompassing extreme highs or lows. The Branch will be seeking clarification on the interpretation of the GEP rule on the calculation of CPI as it is believed that it is incorrectly interpreted by the GEPF and that average CPI should be used. If the GEPF interpretation of the CPI in the *GEP Law* is correct, the Branch will, through the Public Service Coordinating Bargaining Council, seek to have it amended to average rather than year-on-year CPI.

## Amendment of GEP Law Rule 23.2.1

*GEP Law* Rule 23.2.1 defines the yearly minimum pension increase, which is 75% of CPI. Whilst it is true that trustees generally award the full increase, when CPI has been on the high side, it conveniently reverts to 75%. This has partly been responsible for the erosion of pension value. The Branch has made it a priority to get this Rule amended at the PSCBC. The matter was successfully motivated at the PSA's 2024 National Chairpersons' Forum and has been tabled at the PSCBC. Pension benefits are matters of mutual interest and must therefore get buy-in from the majority of PSA structures. Amendments to these benefits can only be effected by means of a PSCBC resolution.

## Email addresses

The Pensioner Branch is concerned that a large percentage of members do not have their email addresses registered on the PSA database. This poses difficulties when the Branch needs to correspond with members, given lacking postal services. In view of this, members are requested to submit their email address, together with their PSA membership number or ID number to [ask@psa.co.za](mailto:ask@psa.co.za) to have this information updated.

**REMEMBER** to JOIN the PSA's Branch for Associated Members: Public Service Pensioners when you retire to continue enjoying all the benefits associated with membership of the Union of Choice!

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*"PSA members deserve a partner that values their service and understands their needs. Esurity Life Solutions offers policies that are transparent, affordable, and designed to meet the realities of life's uncertainties."*

### The Fine Print Matters – Protect Yourself and Your Family



In a world of insurance jargon and complex policies, understanding the details of your funeral cover is critical. Reading the fine print ensures PSA members can avoid unforeseen complications and ensures benefits are received without delay. Here's why checking your policy details is non-negotiable:

- **Eligibility & Age Bands** – Verify your loved ones qualify for cover based on their age group.
- **Benefit Terms** – Understand what each policy includes, from grocery benefits to repatriation.
- **Payout Conditions** – Ensure clarity on exclusions, waiting periods, and required documentation for claims.

### Why PSA Members Should Choose Esurity Life Solutions



Esurity Life Solutions brings credibility, reliability, and expert service to funeral planning. PSA members deserve a partner that values their service and understands their needs. We offer policies that are transparent, affordable, and designed to meet the realities of life's uncertainties, while providing comprehensive funeral plans with cover of up to R100,000, allowing PSA members to safeguard up to 16 family members under a single policy. From your spouse and children to parents and extended relatives, our funeral cover ensures no loved one is left unprotected. PSA members benefit from flexible and affordable premiums customized to different age groups, making planning ahead accessible and budget-friendly.

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