

Magazine

4/2022

FREE TO PSA MEMBERS

The salary
struggle

Recruit new members for the PSA and you could

WIN

A dream holiday of YOUR CHOICE
valued at R20 000!

PSA near YOU

PSA Head Office: ☒ 40404, Arcadia, 0007 | 563 Belvedere Street, Arcadia, Pretoria
☎ (012) 303 6500 | 📠 (012) 303 6652/3

Eastern Cape: Gqeberha

☒ 63660, Greenacres, Gqeberha, 6057
12A Worrakker Street, Newton Park, Gqeberha
☎ (041) 501 6800 📠 (041) 501 6812
psa.pe@psa.co.za

Eastern Cape: Mthatha

☒ 52560, Mthatha, 5099
Sanlam Building (3rd floor),
cnr Leeds and Madeira Street, Mthatha
☎ (047) 501 2500 📠 (047) 501 2510/16
psa.mtha@psa.co.za

Free State

☒ 7673, Bloemfontein, 9300
34 First Avenue,
Westdene, Bloemfontein
☎ (051) 403 1300 📠 (051) 403 1315/9
psa.bloem@psa.co.za

Gauteng: Johannesburg

☒ 30656, Braamfontein, 2017
Nzunza House (9th floor),
28 Melle Street, Braamfontein
☎ (011) 718 5400 📠 (011) 718 5419/22
psa.jhb@psa.co.za

Gauteng: Pretoria

☒ 40404, Arcadia, 0007
567 Belvedere Street,
Arcadia, Pretoria
☎ 087 236 8200 📠 087 236 8201
psa.pta@psa.co.za

KwaZulu-Natal: Durban

☒ 4011, Durban, 4000
300 Anton Lembede Street
11th floor, Delta Towers, Durban
☎ (031) 310 3600 📠 (031) 310 3615
psa.dbn@psa.co.za

KwaZulu-Natal: Pietermaritzburg

☒ 2056, Pietermaritzburg, 3200
Dorchester House (1st floor),
190 Jabu Ndlovu Street, Pietermaritzburg
☎ (033) 392 7600 📠 (033) 392 7615
psa.pmb@psa.co.za

Limpopo

☒ 1747, Polokwane, 0700
The Office Park, Unit 102,
90 Schoeman Street, Polokwane
☎ (015) 295 0500 📠 (015) 295 0505
psa.pol@psa.co.za

Mpumalanga

☒ 282 Sonheuwel, Nelspruit, 1206
Sonpark Boulevard Building, 54(c),
2 Annecke Street, Sonheuwel, Nelspruit
☎ (013) 741 7500 📠 (013) 741 7505/6
psa.nelsp@psa.co.za

Northern Cape

☒ 2997, Kimberley, 8300
No 2 Kekewich Street, Monridge Office Park,
Section 3, Kimberley
☎ (053) 839 1000 📠 (053) 839 1019
psa.kimbe@psa.co.za

North West

☒ 2480, Mahikeng, 2745
58 Proctor Avenue,
Golf View, Mahikeng
☎ (018) 381 9600 📠 (018) 381 9611
psa.mkeng@psa.co.za

Western Cape

☒ 1837, Cape Town, 8000
6th floor, 80 Strand Street, cnr Strand
and Bree Street, Cape Town
☎ (021) 409 7360 📠 (021) 409 7399
psa.kstad@psa.co.za

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.



☎ **0861 452 452**

ask@psa.co.za
www.psa.co.za

Publication of advertisements in the PSA magazine does not necessarily constitute PSA endorsement or warranty in respect of goods or services described. The PSA does not assume any liability in respect of claims made in advertisements or in respect of alleged plagiarism as contributors are personally accountable. No article, picture or graphic presentation or part thereof contained in this newsletter may be reproduced or republished without the written consent of the Editor. The Editor reserves the right to alter any contribution or not to publish it.

Contents



Editorial

3

The salary struggle

4

Reflection on ... State of the South African Public Service

8

Recruit new members for the PSA

WIN

Your dream holiday worth R20 000
Recruit a minimum of 65 members and stand a chance!

13

Changes following PSA interventions to ensure safe workplaces

Year of success

20

Publication of advertisements in the PSA magazine does not necessarily constitute PSA endorsement or warranty in respect of goods or services described. The PSA does not assume any liability in respect of claims made in advertisements or in respect of alleged plagiarism as contributors are personally accountable. No article, picture or graphic presentation or part thereof contained in this newsletter may be reproduced or republished without the written consent of the Editor. The Editor reserves the right to alter any contribution or not to publish it.

Publisher: PSA

Editor in Chief: General Manager

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

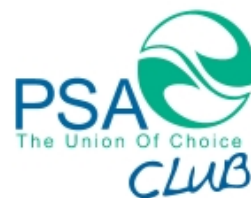
Loyalty, transparency, respect, integrity, consistency, and service excellence

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.



TRAVEL *with* PSAClub



TRAVEL OUR BEAUTIFUL COUNTRY,
PACK YOUR BAGS & BOOK TODAY!

**Pay by
Layby**

Choose from
over 200
holiday
destinations

Book a weekend
away or a fun
holiday
adventure
for the whole
family

Enjoy exclusive
discounted rates
only available to
you as a
PSAClub
Member

With Layby
your dream
holiday is
affordable

Join
M-Travel
for R60pm
& get bigger
discounts!



Book Today!

Email: travel@mahalas.co.za
WhatsApp: 081 487 2073

Editorial

Public-sector employees are approaching the end of an extremely challenging year. Challenges in the embattled sector persisted, with an unsettled labour arena being part of life. Employees at the South African Revenue Service downed tools in support of their demands for better wages and an improvement in their workplace conditions. Wage negotiations in the Public Service Coordinating Bargaining Council were increasingly pointing in the direction of major industrial action by frustrated employees.

At the same time, the PSA is increasingly concerned that government, as the employer, is not adequately dealing with staff shortages in the sector. It was revealed earlier this year that national and provincial government departments collectively under spent on their budgets by R28 billion in 2021. This despite several departments lacking vital tools and resources. Without urgent intervention, the public sector is heading for collapse. Employees are working in dilapidated buildings with no ventilation, cracked walls, and leaking roofs in contravention of the *Occupational Health and Safety Act*. In some schools, educators and learners are still using pit toilets, with overcrowding being the order of the day. Of serious concern is the fact that within the next ten years, more than half of South Africa's educators will reach retirement age and the country is not producing enough educators to fill the gap.

Youth unemployment is soaring whilst staff shortages are crippling most government departments owing to the implementation of austerity measures by government and underspending. Politicians live extravagant lifestyles, whilst nurses, teachers, police officers, and other public servants who must ensure service delivery, struggle to afford even basic necessities, proper medical care, quality education for their children, and often cannot afford to buy homes, despite being employed.

South Africa has reached a state of crisis, where tensions are high as people fall further into poverty and crime and violence are holding citizens hostage. The promise of a better life has not been achieved for the majority of the country's people. State institutions, resources, and monies are squandered. Citizens are exposed to an increasingly unreliable power supply. The country's roads are riddled with potholes. Water, sanitation, and health infrastructures are crumbling. Investors are doubting South Africa as an investment option.

Amidst these challenges, the PSA played a vital role in assisting members this year, including the Union's intervention to shut down unsafe workplaces, consistently raising the issue of staff shortages, and the drive to ensure public servants can afford housing. The PSA is also vigilantly monitoring the use of the Government Employees Pension Fund's investments and will not hesitate to institute legal action to prevent any GEPEF money being used to clean up a mess created by government.

Despite these gloomy times, the PSA remains a beacon of hope that is relevant in a challenging, ever-changing public sector and society. Guided by its values of loyalty, transparency, respect, integrity, consistency, and service excellence, the Union of Choice continues to be the voice of reason in the midst of the political storms currently surrounding unionism. Being non-politically affiliated continues to ensure that the PSA works in the interest of all public servants, especially members. This was highlighted during the recent celebration of Women's Day in Mpumalanga, where 250 female members gathered to celebrate and discuss innovative ways of improving their lives, workplaces, and communities. The event also raised funds to assist *Clau Clau Youth Development Forum*, which aims to strengthen and empower the youth in their community, providing them with the necessary soft and vocational skills to address the social and economic challenges in their lives. This is only possible through an organisation that is united, where every staff member, shop steward, and PSA representative work together for the good of all.

For more than 102 years, the PSA has consistently delivered a customer-focused professional service to public-sector employees. Very few organisations can claim this level of success and consistency, especially during a period where many despondent workers are questioning the purpose and value of belonging to a union. The PSA is a stable labour home for more than 238 000 public-sector employees and pensioners. They pay a premium to ensure that they, their pensions, and their workplace benefits are protected. The PSA's continued success strongly relies on organisational discipline as ill-discipline has led to instability and even destruction at many organisations.

The PSA will jealously guard its hard-earned legacy and expresses sincere thanks and appreciation to members for their loyalty and trust in the Union of Choice.

ACTING GENERAL MANAGER

Teachers' Day: 5 October 2022

Let us remember: One book, one pen, one child, and one teacher can change the world.

- Malala Yousafzai -

The salary struggle

Public-sector employees are facing a constant battle with employers that are reluctant to afford them well-deserved and much-needed salary increases to allow them to keep pace with sharp increases in the cost of living. This scenario, marked by protracted negotiations and balloting of members, is setting the table for wide-spread industrial action.

Following numerous delays, government stalling tactics, and the threat of a full-blown public-sector strike, government at the end of August 2022 revised its wage offer for public servants. This followed after a conciliation process kicked in to prevent public servants from going on strike. Public servants have not received a wage increase since government failed to honour the last leg of the three-year wage agreement in 2020. The facilitation process to break the deadlock in salary negotiations commenced on 26 August 2022 and was concluded on 30 August 2022 with government presenting the following offer:

- Employees on salary level 1 to 12 will receive a pensionable salary increase of 3% w.e.f. 1 April 2022.
- The non-pensionable cash allowance will continue to be paid to all employees until 31 March 2023 after which the allowance will stop.
- Pay progression will continue to be paid as per the respective-sectoral agreements regulating pay progression.
- Implementation of the Government Employees Housing Scheme is to be expedited, with April 2023 being the envisaged date for implementation of the approved institutional model.

The PSA earlier declared a dispute and balloted members on strike action after the employer announced a final offer of a 2%-salary increase for public servants.


During a special meeting of the Public Service Coordinating Bargaining Council on 18 August 2022, labour unanimously rejected government's proposed cost-containment measures and indicated that it must officially table a revised offer without any preconditions. An agreement could not be reached, resulting in the PSA declaring a dispute. Parties then agreed to a facilitation process.

Although government's offer on the baseline alone is not close to the current inflation rate, the PSA believes that continued payment of the cash allowance will provide much-needed financial relief to employees who had to bear the brunt of the high cost of living in recent months whilst awaiting negotiations to be concluded. Government, however, failed to table an offer without conditions, which included the non-filling of non-critical posts, early retirement without penalty, employer-initiated exit mechanisms for employees aged between 60 and 64, and voluntary severance packages.

The threat of a looming strike by PSA members and the possibility of other unions joining the strike action forced the employer to improve the offer from 2% to 3% w.e.f. 1 April 2022. In view of the new offer, the PSA sought a fresh mandate from members to either accept or reject the improved offer. Unions were given three weeks to ballot their members on a final decision, however, several unions rejected the offer. *At the time of going to print with this edition, the matter was still pending.*

Meanwhile, at the South African Revenue Service (SARS) strike action was suspended as labour attempts to restart talks with the employer. The PSA strongly condemned attempts by SARS to mislead employees regarding the salary negotiations. SARS issued a communique, indicating that unions were agreeable to a salary adjustment of 1.5% across-the-board for employees in the bargaining unit. Whilst the PSA understood the desperation by SARS to conclude a deal, its misrepresentation and spreading of lies regarding unions' position increase the trust deficit, which was brought about by its attitude and behaviour towards collective bargaining processes. SARS also failed to implement the third leg of the previous salary agreement, forcing the PSA to institute court action. The PSA reiterates that the 1.5% offer is rejected as it does not meet the expectations of members who are exposed to increased living expenses. The fact that the PSA suspended the strike action should thus not be mistaken as acceptance of the offer. *At the time of going to print with this edition, talks on this matter were on-going.*

Salary negotiations are also taking place with the Industrial Development Corporation (IDC), where the PSA as the only recognised union and representing the majority of employees, has been engaged in protracted salary negotiations over months. The PSA demanded a minimum 7.7% across-the-board salary increase for employees in the bargaining unit and once-off cash relief equivalent to four months' salary.



One of the key reasons provided by IDC members in justifying the need for financial relief was that the IDC has not paid performance incentives for the past four years owing to an inability to achieve unrealistic corporate targets. The IDC offered 5.8% for the majority of bargaining-unit employees and sliding-scale increases for lower-level employees. Parties deadlocked but following continued negotiations, the IDC in September 2022 presented a revised offer to the PSA for an additional 0.9% in an effort to resolve the impasse. The PSA noted the improved offer of 6.7% for P&M bands and a sliding-scale increase of up to 9.3% for employees on A&S bands. *This offer was subjected to a mandating process of which the outcome was not available by the time of going to print with this edition.*

At the State Information Technology Agency (SITA), the PSA as part of 2022/23-salary negotiations, tabled demands for a 12% across-the-board increase and a R300-standby allowance. A dispute was declared with the CCMA after SITA's failure to respond to the demands for three months. The matter was conciliated on 11 August 2022, where parties agreed for an extension until 19 August 2022. SITA subsequently tabled an offer of a 6% increase across-the-board for all employees in Bargaining Forum, which will also cover employees earning above the maximum threshold of salary scales. Salary increments for employees falling outside the Bargaining Forum will be determined by the board. *The PSA was mandated by members to accept the offer and the collective agreement was concluded on 19 August 2022. Employees received the increase in September 2022 with backpay from April 2022. The CCMA dispute was subsequently withdrawn.*

Current realities for public-sector employees underline the need for the PSA's determined efforts to protect the rights and promote the interests of these members at all costs.

Source
POLITICAL WEEK AHEAD: Public servants obtain strike certificate over wage demands (businesslive.co.za)
PSA Collective Bargaining/ <https://www.news24.com/fin24/economy/three-public-service-un>
Photos: Pawel Janiak on Unsplash and Towfiq barbhuiya on Unsplash

Since 1920: Still driven by
SERVICE EXCELLENCE

SIGNIFICANCE OF STRIKES in labour relations

The primary objective of unions is to build the unity and solidarity of workers to empower them to speak and act as one solid force against employers and governments to defend and extend their rights and benefits. The most important instrument and measure of the unity, solidarity, and power of organised workers is a strike.

Because of systemic, structural and institutional parameters, constraints and boundaries, there are limits to the extent to which workers can rely on negotiations, bargaining, mediation and conciliation in pursuit of labour rights, equality, and justice. A strike is the most important weapon and platform at workers' disposal when they are unable to gain victories and meaningful results from other platforms and instruments. A strike is the only meaningful recourse that workers have when negotiations and bargaining during dispute of interests have not yielded results. The function and purpose of a strike is to enhance bargaining power to drive fair and meaningful negotiations, counterweighing intrinsic inequalities of bargaining power in the employer-employee relationship.

When all forms of labour relations, engagement, and judiciary processes have been exhausted to no avail, it is only in withdrawing their labour power that workers are able to balance the scales against employers and governments who rely on workers for production and providing services. Thus, a strike plays an important role in building and exerting the power of workers. What is important for members, leaders, and officials of unions to remember is that a strike is both the means and a measurement of the unity, solidarity, and power of workers and a barometer of the gap between the union and its members. The number of members and workers participating in a strike is used as an indicator of the level of unity and solidarity in the union or the union movement. Employers are likely to bow to the pressure of workers if there is overwhelming participation by workers in the strike but will be quick to rebuff unions and stick to their position if participation by workers in the strike is low.

Employers tend to use statistics of the low participation in a strike to question the legitimacy of the leadership and officials of the union by insinuating that the leadership and officials called the strike whereas the majority of workers are happy to go to work and have no problem with the employer's offer. Once a strike does not significantly disrupt production and services, the employer becomes more arrogant and striking workers lose morale. This weakens the unity, solidarity, and bargaining power of workers. For this reason, workers must desist from going to work or sitting at home when their union is on strike. On the other hand, unions must go out of their way to do effective planning, implementation, monitoring, and review of their strike actions and campaigns. The following are guidelines to effective strikes:

Exert worker unity

- The golden-rule and essence of winning a strike is keeping it under complete and direct unity of workers and for workers to keep check on union bureaucracy, make union officials account and guard against settling for something that is more in line with what the employer wants than what workers want.
- Structures and processes should be put in place to ensure that all key decisions relating to initiating, implementing, suspending, and ending the strike cannot be taken without the mandate, endorsement, and participation of workers.

Using facts and statistics

- Knowledge is power and knowing how to apply knowledge, interpret, and use information is a powerful weapon in any struggle.
- In the context of a strike, it is important that the union ensures that the facts, statistics, records, and narratives are on its side.
- Shop stewards and officials of the union must ensure that they keep all records of incidents and engagements leading to the strike.
- Shop stewards and officials should ensure that they have explored all possible routes to resolution of the conflict and keep their own record of these to be able to share with members, the media, researchers, analysts, commentators, public intellectuals, civil society organisation, and the public. This is a proactive way of countering the employer's propaganda that unions are strike crazy and unreasonable.
- Do intensive research and critical analysis of all facts and statistics on the labour, social, and economic realities and indicators; and workplace, sector, department realities that inform the demands of workers and the actions they take to advance these demands.
- There should be adequate sharing and discussion of information, statistics, and realities with workers for each worker to be able to use these facts to defend the union's actions.
- You are more likely to win the sympathy and affinity of the public and related stakeholders if your members can show ownership of the decision to strike and understanding of all the factors around the strike.
- Each worker should be able to outline and defend the demands and counter the employer's argument to show that the decision to strike is theirs.

Direct democracy, active and maximum participation

- In the very initial stage of the strike there should be intensive and widespread consultation, engagement, deliberation, information-sharing, and discussions at the workplace to ensure that the decision to strike is made and owned by workers.
- Workers must have adequate information on the background and circumstances leading to the strike.
- Workers should get all the information that enable them to be clear about their demands and workplace realities and labour, social and economic indicators in favour of their demands.
- Involve all members of the union at the workplace in strike activities and involve each member in some activity of the strike such as a picket duty, distributing pamphlets, designing posters, collecting cash, speaking, making contacts. Tasks should not be given only to members of the strike committee or more experienced members but to all members to prevent isolation and demoralisation. Active participation of every striker in an activity related to the strike gives a purpose to the strike and helps to build consciousness and activism.
- The most effective and motivational way of involving all strikers is holding regular mass pickets.
- Discussion meetings between workers on issues relevant to the strike should be organised during and after the strike. This will encourage discussion and help in the development of new ideas and tactics to use in the strike.
- Experiences of striking workers and analysis of the successes and failures of the strike should be recorded at the end of the strike for other workers to learn from their experiences.

Source
PSA Workbook on Activism, Organising, Strikes and Campaigns

The *New* PSACLUB MOBI-SITE & APP*



*PSACLUB app coming soon.



Introducing the next level PSACLUB Mobi-site / App. Packed with all the features you know and love and more!

We've added quite a few improvements to make your shopping experience easier!

- Faster navigation through the **NEW Burger Menu**,
- **NEW** colour coded transaction types,
- **NEW** coupons from Pick N Pay
- **NEW Feature: Store your card**
 - Store all your loyalty cards safely on the PSACLUB Mobi-site / App.
- **NEW** easy account recovery tools, including loyalty number recovery.

PSACLUB, it's for everyone!



Login in today! Visit www.psacub.mobi

Reflection on ... State of the South African

South Africa is a country in crisis. This is reflected by government's failure to provide basic services to citizens across the country. Debilitated, non-maintained infrastructure, shortages in resources and staff in Public Service departments, and never-ending reports of maladministration, fraud, and corruption have brought the country to its knees.

The country's Public Service continues to be impacted by ever-increasing use of outsourcing to fill gaps at very high prices whilst vacancies remain unfilled, and employees are bending under the workload. Lack of cooperation between local, provincial and national government has a direct impact on the ability of public servants to serve effectively.

Public servants have not received a wage increase since 2020, this whilst the cost-of-living in the country has reached astronomical levels. Amidst uncertainty regarding 2022/23-wage negotiations, public servants continue to bear the brunt of the economic instability. Additionally, the South African Reserve Bank recently increased the interest rate with a whopping 75 basis points, taking the repo rate and prime lending rate to 5.5% and 9%, respectively. This was the fifth consecutive interest rate hike since November 2021. These increases disregarded the tough economic conditions, with citizens barely coping owing to soaring prices for fuel, electricity, food, public transport, etc. Failure to manage these increases will result in consumers defaulting on debt repayment and losing their assets such as cars and houses. This will have a ripple effect on people's ability to pay for basic services such as electricity, and thus impacting on municipalities' ability to render services owing to decreasing revenue.

Public servants have seen their income diminish over the past three years, whilst many are still struggling to recover from the impact of the COVID-19 pandemic. High prices and escalating interest rates may force employees to resign from their employment to access their pension money to sustain their families. This will contribute to rising unemployment and ultimately increase strain on the social grant system. South Africa's youth unemployment rate stands at 66.5%, according to Stats SA. It was also recently revealed that the majority of South Africans receiving the Social Distress Grant are young people, with 600 000 of them holding tertiary qualifications. The country is experiencing a huge skills shortage, with a massive number of university graduates without practical skills, thus failing to address rampant unemployment.

Another reality of this issue is that 71% of South Africans rely on the public health system, yet this sector is vastly under resourced. It is estimated that the country needs as many as 26 000 additional nurses to meet current service demands. The security cluster has lost 8.8% of its workforce with 30 000 more police officers expected to age out of the service. In education, almost half of the sector's employees will retire within ten years, whilst the country is not producing enough teachers. These sectors are the pillars of society. Yet, these public servants are facing the most hardship, including not being able to access housing loans.

State-owned entities (SOEs) have further drained the economy following rampant fraud and corruption and bailouts from taxpayers. There have been renewed reports that the Government Employees Pension Fund (GEPF) as the biggest investor in Eskom debt, is once again being targeted to rescue this struggling entity. Further bailout to Eskom, with debt of R400 billion, will have a detrimental impact on the GEPF. The PSA, on behalf of the Union's some 235 000 members, has a significant and direct interest in how the GEPF's assets are invested and the governance structure and management of the Public Investment Corporation.

International Day of Disabled People: 3 December 2022

8

When you focus on someone's disability, you'll overlook their abilities, beauty, and uniqueness.

- Yvonne Pierre -



Public Service

The PSA is aware that a substantial amount was lent to National Treasury from the GEPF, which government is using to pay Eskom a grant to assist with its debt crisis. Such conduct is of grave concern to the PSA as public servants are still waiting for their annual increase. There seems to always be money to bail out struggling SOEs but never enough money to pay public servants. These attacks on the GEPF is also contributing to more public servants opting for early retirement to secure their pension money.

Poor planning and unskilled officials have crippled South African municipalities, with only 5% of municipalities being financially stable. *RatingsAfrika* has found the majority of municipalities to be dysfunctional owing to poor governance, weak institutional capacity, poor financial management, corruption, and political instability. Whilst six of South Africa's eight major metropolitan municipalities are financially unsustainable and in need of critical government intervention, the Western Cape is the only province with functioning municipalities.

It is safe to say that every single public sector organisation in the country suffers from failure to maintain infrastructure, system inefficiency, theft, corruption, sabotage, poor skills development programmes, and a lack of succession planning. The biggest challenge, however, remains the "brain drain", which has seen the country losing skilled professionals to other countries and a resulting unsteady economy. An exodus of skilled workers has been detrimental to the country's ability to rebuild the economy and the provision quality services to citizens.

The PSA has continually raised the issue of the skills loss in various sectors and how this is gradually destroying the country. The public sector faces an impending collapse of all critical services owing to a severe, rapid loss of skills. The effect of government's blunder in shutting down colleges that offered practical skills training and the lack of workplace skills training interventions through SETAs and colleges are taking a toll. South Africa is clearly reeling under the compounded ripple effects of skill losses. Urgent and immediate interventions are required to prevent further decay.

The PSA calls on President Cyril Ramaphosa to urgently address the looming disaster caused by skills shortages to rescue the country from self-imposed collapse.

Photo: Freepik



Teaching in South Africa: Crisis looming

Classrooms in South African public schools could soon be without enough warm bodies as the teaching profession is facing a major crisis with 50% of its employees having reached retirement age.

Half of the country's educators employed by the Department of Basic Education have reached their 50s with the retirement age in the public sector being 65 years, resulting in an imminent significant skills shortage. This crisis will have a severe negative impact on the delivery of basic education in schools. The latest annual *Jake Gerwell Fellowship Report* suggests that 45% of all government-employed educators will retire in the next ten years. The report states that at least 20 000 newly qualified educators are required each year to maintain the current teacher ratio in the country. The latest average learner-educator ratio stands at 33.5 learners to one educator per classroom in primary schools and 32.2 learners to one educator in secondary schools. Compounding matters are low rates of young people considering teaching as a profession.

Private higher education institution, *Mancosa*, recently raised the alarm on a shortage of skilled educators owing to retirement, adding that South Africa was not producing enough educator graduates to meet the supply and demand as there were more educators leaving the system than entering it. *Mancosa* indicated that the country's basic education institutions produce 15 000 new educators per year, which is below the 25 000 mark required to maintain an effective educator-pupil ratio in the classroom. This is despite the Department of Basic Education being adamant that the number of new educator graduates is increasing every year. Responding on the matter previously, the Department maintained that educator graduates have increased over the last ten years from producing 7 973 in 2010 to 31 799 by 2020. It added that the 25 000-graduates mark was reached in 2017, pointing to an upward trajectory in graduation numbers. The Department further added that the average educator-attrition rate is over 15 200 a year – largely owing to retirement, but also because of resignations, ill health, and death.

Educator graduations are not the only headache facing the sector. Other challenges causing an exodus of educators include low salary packages, low morale, poor working conditions, a high workload, and lack of capacity and skills development. Most of educators retired because the profession was no longer attractive or a profession of choice. The profession is not taken seriously by government as there are no incentives to motivate educators. Educators are overworked and poorly paid and often face harassment and intimidation by learners, with limited measures to protect themselves.

As technology evolves, the capacity of educators is not improved to meet the demands and needs of learners, resulting in them losing interest in the profession.

There is a lack of a retention strategy to retain skilled and experienced educators, with government not prioritising their needs. Educators often have to perform their duties under adverse conditions as school infrastructure is not maintained, coupled with a lack of resources, leaving them demoralised.

Educators are also affected by rising living expenses such as transport, food and electricity and have not received salary increases to keep up with these expenses. PSA Labour Relations Officer, Peter Mngomezulu, explained that most educators end up losing interest in their profession and resign in masses because of huge debt and an inability to support their families.

On World Teachers' Day on 5 October, attention should be paid to the benchmarks for the rights and responsibilities of educators, and standards for their preparation, further education, employment, and teaching and learning conditions. The PSA maintains that the working conditions and salaries of educators must be improved to retain and attract more educators. The salaries of government-employed educators should mirror those of private schools. Government must re-introduce the rural allowance to retain educators in rural areas to assist in ridding the system of deep inequalities. Current unemployed graduates with teaching qualification must be recruited into the system to bridge the gap. Furthermore, assistant educators employed by the Department must be encouraged to complete their teaching qualification so that they could be absorbed into the system. The Department must reconsider the decision about the scrapped rural allowance. If the allowance is re-introduced, many young graduates will work in rural areas where there is a huge need for quality teaching and learning. The transfer of skills must happen before current educators exit the system. The allocation of bursaries must be increased to cover a wide spectrum of young students to make the profession attractive. The introduction of technology into the education system will improve learning and entice young people to enter the profession. Therefore, the PSA urges the Department to develop a transitional plan so that learning and teaching do not lose significance. Furthermore, current educators must be subjected to developmental training courses to improve their capacity. Lastly, the PSA maintains that the salary scales of public servants, and teachers in particular, must be revised to attract scarce skills to the profession.

The loss of quality educators has an enormous impact on the education system and ultimately the economy. The profession must be safe guarded for the betterment of the country as its future rests in the hands of educators.

Sources
<https://www.unesco.org/en/days/teachers-day>
<https://insideeducation.co.za/2022/08/01/major-skills-shortage-looms-for-schools-in-south-africa-says-julian-hewitt-ceo-of-the-jakes-gerwell-fellowship/>
Photo: Freepik

PSA bursary changing lives

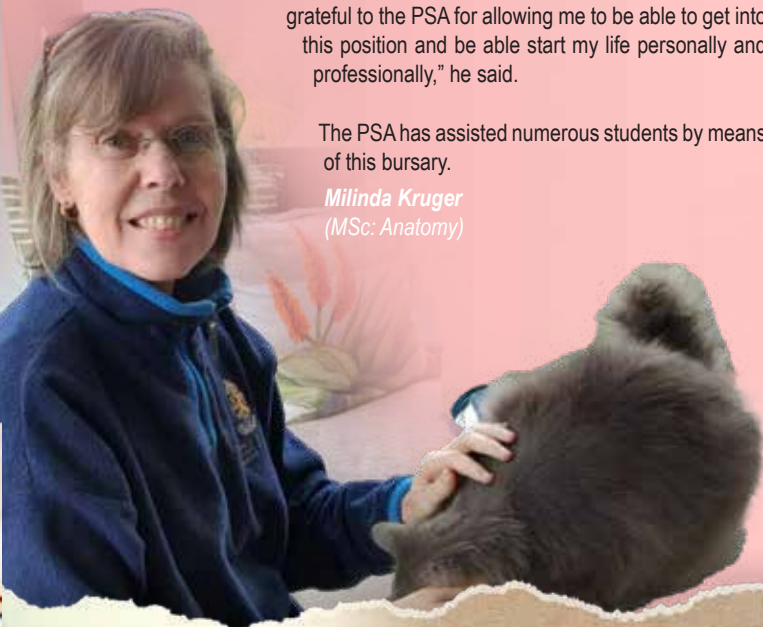
The cost of studying at institutions of higher learning is a tall order for many South African students and their parents. But for *Fathima Suleman*, an intern medical doctor at the Addington Hospital in Durban, much-needed financial assistance came to her rescue in a form of a PSA bursary.

Fathima (pictured far right) is one of the proud recipients of the PSA's Stiglingh Memorial Bursary, which contributed to the successful completion of her studies. For four years, she made it a point to apply each year and was successfully awarded the bursary, allowing her to achieve her dream of becoming a medical doctor. Today, the 24-year-old is a graduate with a MBChB degree (Bachelor of Medicine and Bachelor of Surgery), achieved *cum laude* at University of KwaZulu-Natal in 2021. "I am very grateful to the PSA and the Stiglingh Memorial Bursary for having chosen me as a recipient of the bursary. This bursary assisted me in paying for my university fees and took some of the burden off my parents who were supporting two children at university at the time," she said. Fathima learned about the bursary from her mother, a PSA member, who encouraged her to apply.

Semeshen Pillay is another proud bursary recipient of the Stiglingh Memorial Bursary and was awarded the bursary in 2018. Semeshen said he was grateful to the PSA for awarding him the bursary and allowing him to start his life. At the time of applying for bursary, he was a second-year student at the University of Cape Town studying towards a Bachelor of Science Degree. "This bursary has had a positive impact on my tertiary education. It helped me to go to the university of my dreams and allowed me to finish my tertiary education without always having to worry if I'm going to be able to register next semester owing to non-payment of fees. It gave me and my parents security," he said. Semeshen has since secured stable employment and is currently enrolled for postgraduate studies. "I am grateful to the PSA for allowing me to be able to get into this position and be able start my life personally and professionally," he said.

The PSA has assisted numerous students by means of this bursary.

Milinda Kruger
(MSc: Anatomy)



Stiglingh Memorial Bursary

The PSA annually awards study bursaries with a minimum amount of R3 000 and a maximum amount of R10 000 each, depending on availability of funds to public servants and/or PSA members 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 according to available funds and the number of qualifying applicants.

Preference will, however, be given to PSA members and their dependent children. Application forms are available from the various universities and must be submitted to the university before 15 October 2022. Applicants must, where applicable, submit the necessary proof of membership of the PSA 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 2023.



Children's Day: 5 November 2022

Our children are our greatest treasure. They are our future.
Those who abuse them tear at the fabric of our society and weaken our nation.
— Nelson Mandela —



COUPONS *with* PSACLUB

Introducing Grocery Coupons from:

Pick n Pay

Inspired by you

PSA
The Union Of Choice
CLUB



HOW TO ACCESS YOUR COUPONS

1. Visit: psaclub.mobi,
2. Select Rands Off Coupons,
3. Select a shop,
4. Browse all available coupons.

R20 OFF

Nexcare Athletic
Cloth Tape 12 1/2 Yard



R10 OFF

Melrose Cheese Spread
400g



R10 OFF

Betadine Body Wash
500ml (all variants)



R10 OFF

Sunflower
Sunfoil oil 2l



Remember to check in every month for fresh new Coupon Deals!

Images are illustrative only, log in to psaclub.mobi to view all current available grocery coupon deals.

NEW DEAL!



ChaufHER

**Ride-Hail & Courier Service
BY WOMEN, FOR WOMEN:**

ChaufHER is a Ride-Hail & Courier Service, connecting female drivers with female passengers through the ChaufHER app.

Empowering women to get where they need to go, safely and securely.

Visit PSACLUB.mobi for more info.

NEW DEAL!



For just R300

Get membership of Run/Walk For Life
(an exercise programme)

AND eatForLife

(a Nutrition programme,
where you receive personal eating plans
and nutrition advice) for the months of
October, November and December

Visit PSACLUB.mobi for more info.

COMING SOON!



vodacom

Get **exclusive**
offers & rewards
from **Vodacom**
for **PSACLUB**
members **only!**



Medipost Pharmacy

**GET points back
in your e-Wallet**

Contact 012 426 4000 to order your chronic medication. Remember to quote your PSACLUB loyalty number when you order.



NetFlorist

**Get 10% OFF
your order!**

Login to PSACLUB.mobi
for your Discount Code.



Get **5% OFF** your
total invoice **AND**
20% discount
on all services
in store.

Visit: psaclub.mobi

RECRUIT & WIN*



A DREAM HOLIDAY* of
YOUR CHOICE
from the UNION of CHOICE
valued at **R20 000**

(voucher* to be redeemed with RENNIES TRAVEL, subject to applicable terms and conditions, to finalise travel arrangements)

Recruit a minimum of 65 new members for the PSA
between **5 September 2022 and 25 November 2022**
to be entered in the competition.

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

HOW TO ENTER?

Recruit a minimum of 65 new members (*excluding pensioner members*) for the PSA
between 5 September 2022 and 25 November 2022
and submit the fully-completed, signed application forms to your PSA Provincial Office
or email to competition@psa.co.za
by **12:00 on 25 November 2022** to secure your entry.
Only entries submitted as stipulated above and received by the PSA by the closing date,
will be considered.

**Competition open for PSA members only*

Entries subject to standard terms and conditions and verification of membership

In the event of a tie, the PSA General Manager will draw a winner

The winner will be contacted by 12 December 2022

Prizes not claimed within 30 days will be forfeited

Prize not exchangeable for cash and must be taken up at RENNIES TRAVEL before 11 December 2023

Since 1920: Still driven by
SERVICE EXCELLENCE

Image: the-ak-photography-z6-wQHB6p2Y-unsplash.jpg



Let's **UNITE** against **ABUSE**

South Africans are constantly bombarded with horrendous information on the abuse of women and children. The South African Police Service crime statistics released in August 2022 showed that 855 women and 243 children were murdered in the fourth quarter of the year. Over 11 000 cases of assault with grievous bodily harm against women were reported, and 1 670 cases against children. In addition, there were 282 reported cases of attempted murder against women and 61 cases against children.

According to the Minister of Police, Bheki Cele, "January, February, and March 2022 were especially brutal for women and children. Murder, attempted murder, and assault GBH of women all recorded double-digit increases. Murder and assault GBH of children under the age of 17 years also recorded a sharp increase."

The country is a war zone for women and children, with South Africa recording the highest number of cases of violence against women in the world. Worryingly, there is no effective strategy to deal with this scourge.

The PSA calls on all men to unite and speak out against abusers to ensure a safer society as voiced by the following PSA managers:

Bofelo Mphutlane: *Violence is the most extreme form of expression of oppression, which thrives on othering, objectifying and dehumanising the bodies and beings of victims. Likewise, gender violence is the most extreme form of gender oppression, which thrives on othering and dehumanising women and denying them their right to humanity and life and treating them as property. This reflects the unequal power and social relations in society. The PSA, as an organisation that is committed to oppose all forms of violence, is concerned about the increase in gender-based violence in the country. The starting point is to eliminate all practices that engender unequal power through all societal structures. The PSA calls on men to ensure that their behaviour and conduct create a safe space for all women and children.*

Claude Naiker: *The PSA strongly condemns any act of violence perpetrated against women and children. The time for talking must stop - it is now time for action. We must get behind law enforcement officers and prosecutors and expose any person who supports, protects, and encourages perpetrators. It is the responsibility of men to protect the women and children of the country. The PSA encourages victims to report incidents of violence perpetrated against them.*

Andries du Plessis: *Violence against women and children is a serious phenomenon, worldwide one out of three women are sexually abused. Children also face abuse and this, in itself, is an abuse of human rights. Half of victims suffer from violence by their own family. Women and men must work together to deal with this scourge and ensure that communities are educated on how to deal with such matters.*

Koos Kruger: *Gender-based violence is a real problem in South Africa. It is something that cannot be ignored. It must be addressed at all levels of society. Men need to instill a culture of awareness that reminds us that women in society are our equals and treat them as such. We cannot be condescending to them - they deserve their place next to men without any fear or excuses. Women are our comrades and as comrades we should look out for each other. Let us live our Constitution and protect their rights.*

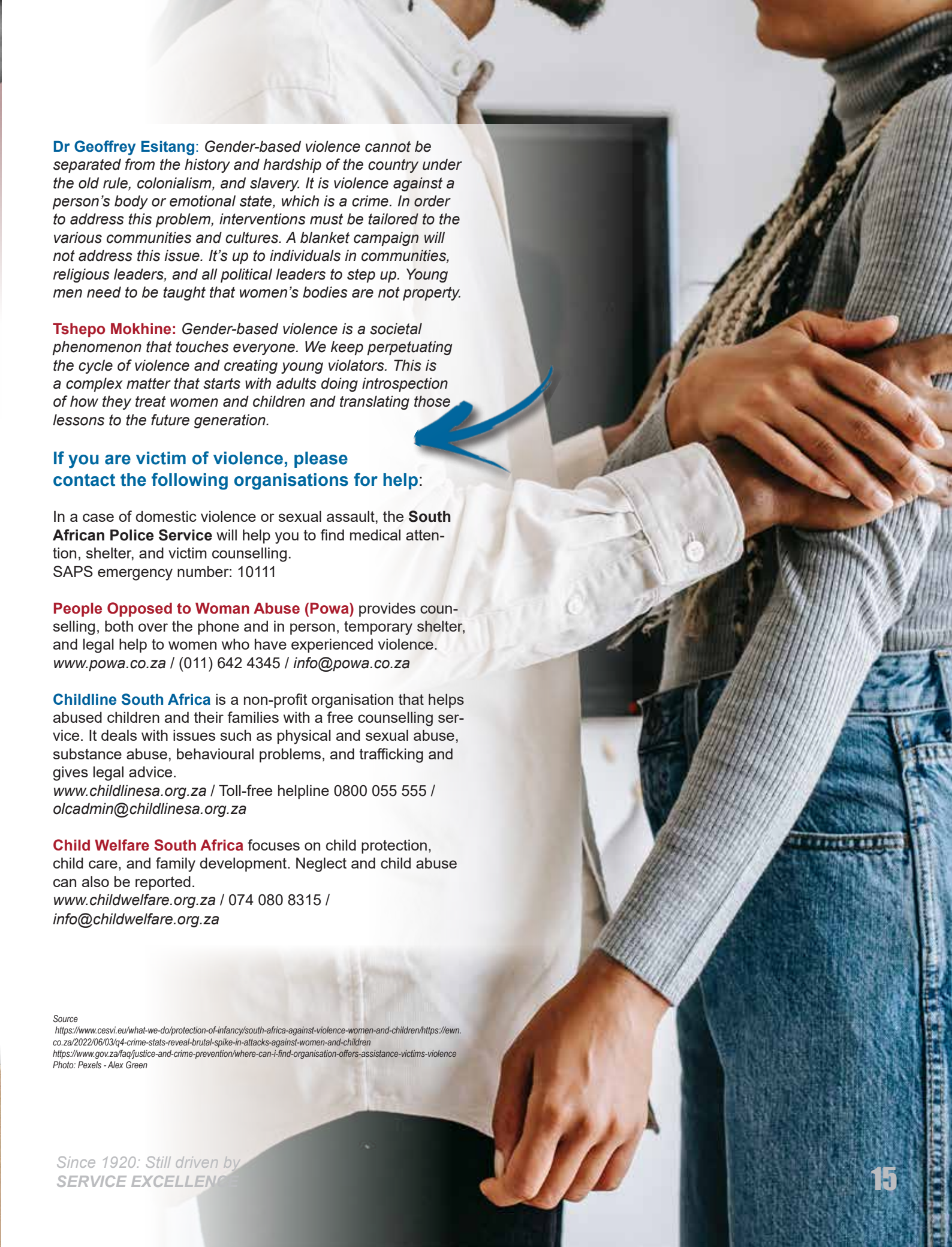
Nthato Mapiloko: *Gender-based violence, in a nutshell, highlights society's level of deterioration from a moral compass, from principles. It's sad that this violence highlights our weaknesses as a society that to view women as a punching bag or with the possibility that men can assault women is very sad and wrong. As men who are exposed to this, we must take a stand that this is not allowed. With gender-based violence, everyone must intervene - not just when the abuse takes place but to deal with the thinking of abusers. Gender-based violence is wrong. Mentorship of young boys and men can go a long way in teaching them how to treat women and children.*



16 Days of Activism for No Violence Against Women and Children

This crisis of violence against women and children is a great shame on our nation. It goes against our African values and everything we stand for as a people.

- President Cyril Ramaphosa -



Dr Geoffrey Esitang: *Gender-based violence cannot be separated from the history and hardship of the country under the old rule, colonialism, and slavery. It is violence against a person's body or emotional state, which is a crime. In order to address this problem, interventions must be tailored to the various communities and cultures. A blanket campaign will not address this issue. It's up to individuals in communities, religious leaders, and all political leaders to step up. Young men need to be taught that women's bodies are not property.*

Tshepo Mokhine: *Gender-based violence is a societal phenomenon that touches everyone. We keep perpetuating the cycle of violence and creating young violators. This is a complex matter that starts with adults doing introspection of how they treat women and children and translating those lessons to the future generation.*

If you are victim of violence, please contact the following organisations for help:

In a case of domestic violence or sexual assault, the **South African Police Service** will help you to find medical attention, shelter, and victim counselling.
SAPS emergency number: 10111

People Opposed to Woman Abuse (Powa) provides counselling, both over the phone and in person, temporary shelter, and legal help to women who have experienced violence.
www.powa.co.za / (011) 642 4345 / info@powa.co.za

Childline South Africa is a non-profit organisation that helps abused children and their families with a free counselling service. It deals with issues such as physical and sexual abuse, substance abuse, behavioural problems, and trafficking and gives legal advice.
www.childlinesa.org.za / Toll-free helpline 0800 055 555 / olcadmin@childlinesa.org.za

Child Welfare South Africa focuses on child protection, child care, and family development. Neglect and child abuse can also be reported.
www.childwelfare.org.za / 074 080 8315 / info@childwelfare.org.za

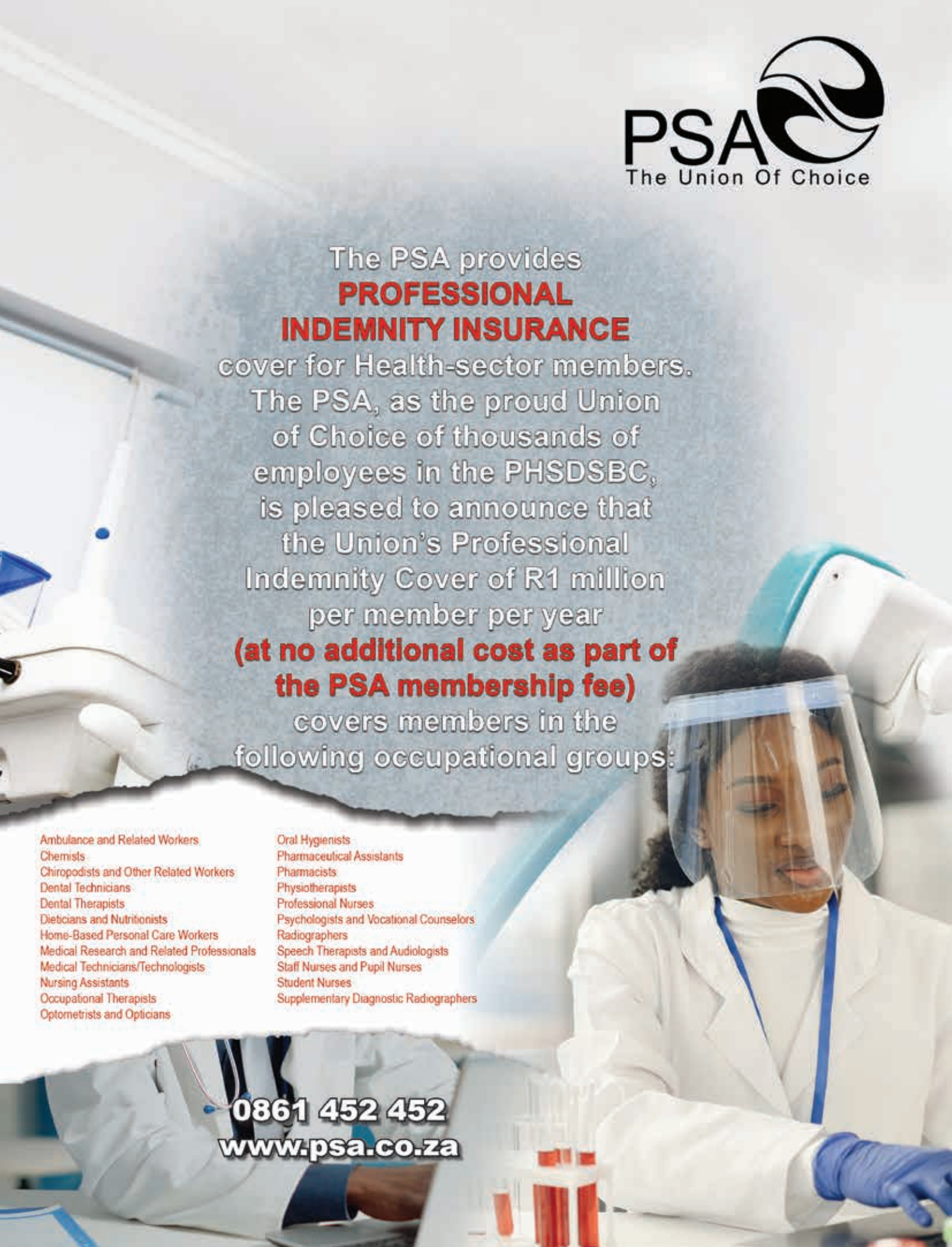
Source
<https://www.cesvi.eu/what-we-do/protection-of-infancy/south-africa-against-violence-women-and-children/https://ewn.co.za/2022/06/03/q4-crime-stats-reveal-brutal-spike-in-attacks-against-women-and-children>
<https://www.gov.za/faq/justice-and-crime-prevention/where-can-i-find-organisation-offers-assistance-victims-violence>
Photo: Pexels - Alex Green

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
Chiropractors 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...**



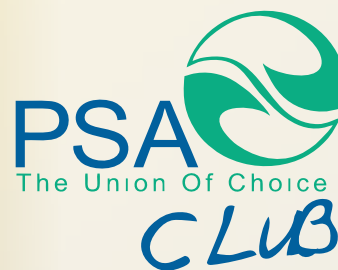
1. **Is a growing Union** with 230 000+ members served by Provincial Offices across the country.
2. **Attends to members' individual disputes** **FREE** of charge.
3. **Negotiates fair terms of remuneration** and represents members' interests in bargaining structures.
4. **Protects members' service benefits** (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

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										*Will be posted to address indicated by member on this form									
PERSAL / EMPLOYEE NUMBER										DEPARTMENT									
INITIALS					SURNAME														
CELL PHONE NUMBER										EMAIL									
POSTAL ADDRESS																			

Understanding your PSA structure

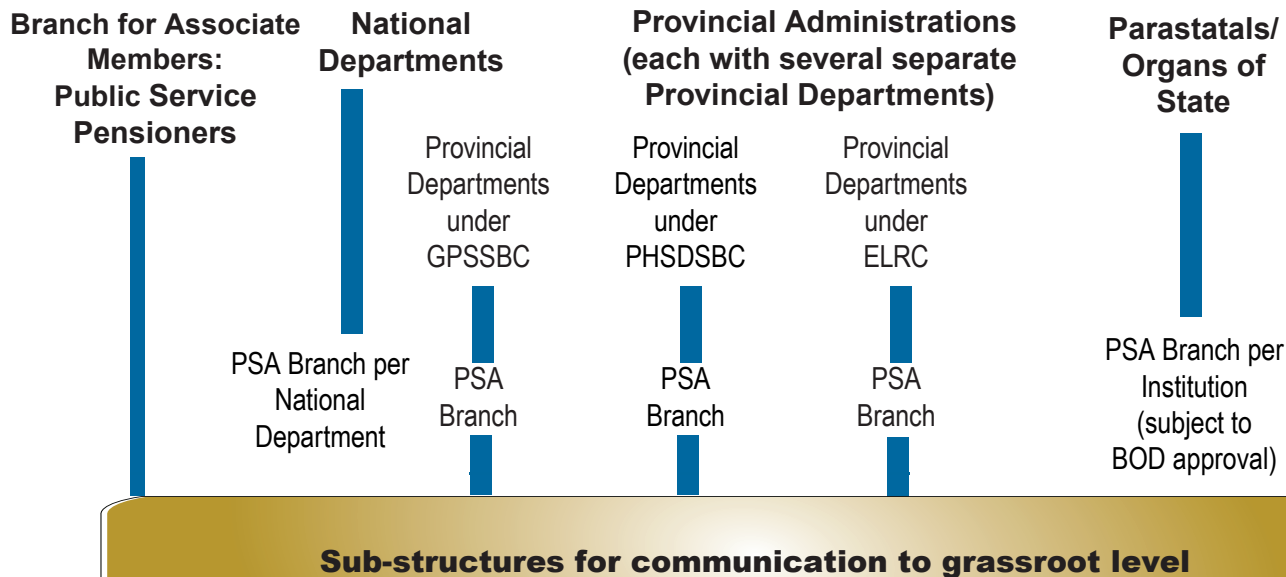
Country-wide member structures (on national and sectoral level) are the link between the PSA and its members. These structures mirror the current structures for collective bargaining and offer direction, thereby ensuring the protection and promotion of the rights and interests of members.

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 timely, informed mandates, and ensure that skilled workplace representatives are elected.



join today

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

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	<input type="text"/>		
			POSTAL CODE <input type="text"/>
JOB TITLE	<input type="text"/>	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 *	<input type="text"/>	TAX NO	<input type="text"/>
CELL PHONE *	<input type="text"/>	TELEPHONE	<input type="text"/>
EMAIL ADDRESS	<input type="text"/>		
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

WEEK NO *

OFFICE DATE STAMP

WEEKLY REPORT ID



PSA occupational health and safety training in the Free State.



In the Free State, the PSA hosted a sporting event, where employees from local hospitals were invited to play netball and soccer.



PSA nursing members in the Northern Cape supporting demonstrations by students and lecturers of Henrietta Stockdale Nursing College owing to the shocking state of the College.



The PSA recently paid tribute to Henry Visagie after completing two terms as PHSDSBC full-time shop steward. He was also Chairperson of the Northern Cape Branch. Pictured with Henry are Ina Potgieter (PSA shop steward) (left), and Eviwe Kalipa (PSA member).



The PSA celebrated National Women's Day 2022 with female members in Mpumalanga.





The PSA's Provincial Office in Durban conducted labour law training for shop stewards.



PSA occupational health and safety training in the Eastern Cape.



The PSA's Provincial Office in Johannesburg visited Paula's Day Care Centre on Mandela Day and donated toys to the children.



The PSA as part of the Union's #SchoolSafety project donated a laptop to Mlamlankunzi Primary School in Mpumalanga.



Sefako Mosweu from North West is one of the proud winners in the PSA's school fees recruitment competition!



MOMENTS

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

Since 1920: Still driven by
SERVICE EXCELLENCE



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

0861 452 452
www.psa.co.za

Public Service pensioners benefit from PSA membership

The PSA has worked tirelessly over many years to ensure that Public Service pensioners who have invested many years in contributing to the economy and society at large are supported, protected, and benefit beyond retirement.

From 1962 to date, the PSA's pensioners branch, known as the Branch for Associate Members: Public Service Pensioners, continues to serve individual pensioners and advocating their interests. The Branch was established by the PSA Board as a fully-fledged group branch of the PSA to serve the interests of members who have left the Public Service and opted to continue their PSA membership as associate members. The Branch was started in the 1960s when a group of concerned public servants met about issues affecting retired public servants who no longer had the "protection" of their former employers and unions as they were no longer employees in terms of the *Labour Relations Act (LRA)*. This meeting resulted in the formation of the new section for Pensioners on 25 July 1962. As part of the restructuring of the PSA, the section became the Branch for Associate Members: Public Service Pensioners in September 1983.

Today, the PSA is the only union that offers a unique opportunity to its members to continue with their membership after leaving the Public Service through its Branch for Associate Members: Public Service Pensioners. In fact, associate membership is open at a reduced rate to all Public Service members and former Public Service members who terminate their employment in the Public Service either because of their retirement on pension or as a result of retrenchment or voluntary severance of employment. Although associate members do not have the rights of an employee as defined in the *LRA*, the Branch has a vested interest in matters being negotiated in bargaining councils and chambers as positive outcomes for members have a pull-through effect for associate members. The Branch, through the PSA Administration, can submit matters for negotiation that would ultimately benefit associate members.

Explaining the importance of the Branch, Buks Jordaan, Branch Secretary, said over the years the PSA and the Branch played a significant role in ensuring fair pension increases for Government Employees Pension Fund (GEPF) pensioners and were the driving force behind ensuring that the rules are amended to provide for such increases. "It is the Branch's undertaking to do all in its power to ensure that pension increases below inflation never happen again. As part of its service, the Branch assists members with their pension and post-retirement medical assistance queries such as late pension pay-outs, spouse's pension applications, medical-aid subsidy errors, etc.," he says. The Branch also makes an input regarding the nomination of a pensioner-elected trustee on the GEPF Board of Trustees. In addition, through the PSA Administration, the Branch has access to the PSA-appointed Trustee on the GEPF Board of Trustees and the pensioner-elected trustee. In this way, matters affecting its members are addressed.

In addition to these services, associate members continue to qualify for fringe benefits offered by the PSA and its business partners, including free *PSA Club* membership. Benefits offered by business partners fall in the categories of flexible financial solutions to suit members' needs; discounted membership of various organisations; access to various insurance products; litigation cover, legal advice and legal assistance at special rates; comprehensive, affordable funeral products; loans and financial advice; discounts at various holiday resorts; savings on the selling and buying of homes; home improvement finance at discounted rates; home-finance; study finance, and medical-scheme services.

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

International Older Persons Day - 1 October 2022

*Age is just a number but a number that brings along
so much experience and understanding.*

- Unknown -

Importance of internships in the Public Service

South Africa is facing a continued and increasing shortage of critical skills, despite soaring unemployment rates. In June 2022, the youth-unemployment rate stood at 63.9% for job seekers, yet the country has a severe shortage of health professionals, security professionals, teachers, coupled with an impending exodus of retirement-aged public servants.

The Department of Home Affairs recently published an updated critical-skills list for South Africa, showing what skills are in short supply across the country. The new list added 39 new skills including dentists, pharmacists, civil engineers, further education and training educators, mechanical engineers, and economists, building on the previous publication in February 2022.

In an attempt to address this impending crisis, the National School of Government (NSG) is introducing a Breaking Barriers to Entry into the Public Service Programme (BB2E) and the Cadet Programme to prepare unemployed graduates for employment. Acting Public Service and Administration Minister, Thulas Nxesi, has called on government departments and public entities to enroll young people in internships as part of these programmes. The five-day BB2E course and 18-month Cadet Programme are offered by the NSG and targets unemployed graduates with post-school qualifications, as well as interns in the public sector and statutory bodies. The BB2E course is intended to introduce young people to government and teaches them how to deliver public services, as well as how public funds are administered and managed.

The COVID-19 pandemic further impacted on the skills crisis by delaying government internship programmes. Internship programmes are ordinarily open for candidates between the age of 18 and 35 years but the pandemic disrupted government programmes, including the appointment of interns in most departments owing to the restriction of movements and implementation of rotational systems in workplaces. Young people who were approaching the ceiling age of 35 years in the last three years would have missed the opportunity to participate in government internship and learnership programmes to acquire practical skills.

Tertiary institutions continued to produce graduates during the pandemic and the PSA calls for assistance for those who are now excluded from participating in government programme owing to the age limit. South Africa is experiencing massive unemployment, particularly amongst young people, and every opportunity should be provided to assist affected persons. They should not be further punished because of the pandemic.

The PSA was inundated with calls from affected individuals, requesting intervention as they were selected for the Department of Correctional Services (DCS) 2019-learnership program, but could not participate as it was postponed, and they are now over the age limit of 35 years. The PSA raised the matter with the DCS and pointed out that it is unfair to use the age limit as criteria to eliminate learners who qualified for the program in 2019, as it was not of their own doing. Bowing to pressure by the PSA and ongoing staff shortages caused by increasing resignations and retirements, which are exacerbated by prison overcrowding, the DCS opted to restart the learnership program where 2019-applicants will be prioritised. Additionally, the DCS approved a once-off age-limit condonation for those who participated in 2019-learnership recruitment but are now older than 35 years.

The PSA calls on the government to implement a similar once-off age-limit condonation for participation in learnership and internship programmes. Considering that the pandemic lasted for an extended period, the PSA advises government to increase the age limit in this regard to 38 years for one year to assist affected young people.

For enquiries on the BB2E and Cadet Programme, contact the NSG call centre on 086 100 8326, email on contactcentre@thensg.gov.za, or visit the website on www.thensg.gov.za. For information on other internship programmes, please contact the relevant government departments directly.

Source

<https://businesstech.co.za/news/government/613063/these-jobs-have-been-added-to-south-africas-critical-skills-list/>
<https://www.statssa.gov.za/?p=15407>

<https://www.engineeringnews.co.za/article/public-service-dept-trains-up-new-generation-of-public-servants-2022-06-13>

Photo: Georgie Cobbs on Unsplash

TAKE CARE OF TOMORROW TODAY



Introducing...

DIGNITY FAMILY COMFORT PLAN

The All-in-One benefits package provides you and your remaining family with all the benefits you could possibly need to assist with funeral arrangements. Giving you more time to spend with loved-ones.

Benefits include:

- **3 Day Car Rental Benefit valued at R4 000**
With the 3 day uninterrupted car rental benefit, you and your loved ones need not worry about reliable transport to the funeral. A R250 uber voucher is included for convenience to get to the local car rental company.
- **Stay Benefit valued at R3 250**
Accommodate out-of-town family members when they come to pay their last respects or use this for a remembrance break-away.
- **Data Benefit valued at R1 000**
This benefit will give you enough gigs to send documents, messages, photos or video calls with family members.
- **Transport Benefit valued at R400**
Helps you to assist out-of-town family members to make it to the funeral in time. The transport benefit can be used for bus tickets, flights or metered taxi's.
- **Airtime Benefit valued at R750**
The R750 airtime benefit will provide you with enough airtime to reach family members or to assist you with funeral arrangements.
- **Power Benefit valued at R1 000**
A pre-paid electricity voucher so that you do not need to worry about the small stuff during an already difficult time.
- **Grocery Benefit valued at R1 500**
A Shoprite/Checkers voucher will ensure the funeral is well catered for no matter where you are.
- **Flowers Benefit valued at R1 000**
Flowers to ensure a beautiful memorial or for the funeral reception.
- **Drinks Benefit valued at R1 000**
Complete the funeral catering with a voucher from Blue Bottle or Checkers Liquor stores.



CONTACT US

Assist Line 086 111 2654
Whatsapp 072 999 8766
Email sales@dignity.co.za
www.dignity.co.za



Scheme Managers : Dignity Life Administrators FSP No. 2602 | **Service Provider :** Mahala Loyalty Programme (Pty) Ltd FSP No. 21961
Underwritten by : Assupol Life Ltd (Registration number 2010/025083/06) is an insurer licensed to conduct insurance business. FSP No. 53
Summit Place Office Park, Building 6, 221 Garstfontein road, Menlyn, Pretoria | PO Box 35900, Menlo Park, Pretoria, 0102 / www.assupol.co.za

Whistle-blower BRUTALLY silenced: One year since Deokaran murder: What has changed?



In 2021, public servant and PSA member, Babita Deokaran, paid the highest price whilst fighting against corruption in the Gauteng Department of Health. She attempted to stop alleged fraudulent and irregular payments amounting to R100 million, as well as flagging nearly R850 million in other “suspicious transactions” in the Provincial Health Department to a certain hospital in the province.

Three weeks later, Babita was assassinated after dropping her daughter at school. She was reportedly shot nine times and later died in hospital. As investigations continue a year later, these irregular payments appear to have benefited government officials. A total of six suspects have been arrested in connection with the assassination, with one suspect alleged to have been employed by the Gauteng Department of Health.

Following this failure by government to protect a dedicated employee who was acting in the interest of taxpayers and good governance, what has changed to ensure the protection of whistle-blowers since this brutal murder?

Whilst the country remembers the loss of this diligent and dedicated public servant, it is clear that government has made no actionable changes or improvements for the protection of whistle-blowers.

The PSA has on numerous occasions called on government and the National Prosecuting Authority to bolster protection for whistle-blowers. Despite this, no changes have been implemented to give whistle-blowers confidence to expose wrong doing in their workplaces, especially in high-profile matters involving fraud and corruption by politicians and government officials.

In another shocking incident, a Doctor at Rahima Moosa Mother and Child Hospital in Gauteng, wrote an open letter, exposing the working conditions at the Hospital, which allegedly led to the deaths of young patients. The Doctor was initially suspended in June 2022 but on his return to duty, he was issued with a written warning!

A whistle-blower from the South African Revenue Service (SARS) made a protected disclosure regarding the appointment of international strategy consulting firm, *Bain & Company*, which has been implicated in state capture. The whistle-blower is still awaiting reinstatement after being dismissed in 2015 for raising concerns regarding the restructuring of SARS under embattled former Commissioner Tom Monyane. The whistle-blower raised irregularities after certain SARS employees were paid and receiving bonuses whilst doing no work.

According to the SARS employee, the disclosures made to the former Minister of Finance and the Chairperson of the Standing Committee on Finance were protected under the *Protected Disclosures Act* meant to provide protection from dismissal.

Whistle-blowers are meant to be protected through employment laws, including the *Protected Disclosures Act*, the *Employment Equity Act*, and the *Protection Against Harassment Act (PAHA)*. A clause in the *PAHA* highlights that harassment under this *Act*, “is defined as directly or indirectly engaging in conduct that the harasser knows or ought to know may cause harm or inspires the reasonable belief that harm may be caused to the complainant or a related person”. These laws, however, seem to have very little impact on the protection of whistle-blowers.

Whilst it may seem that there is no value in being a whistle-blower, whistle-blowing is one of the most effective means to detect and prevent fraud and corruption.

**If you need guidance
on what steps to take as a
whistle-blower, contact your
nearest PSA Provincial Office.**

Source
<https://specialprojects.news24.com/silenced/index.html>
PSA Magazine 4/2021
<https://www.news24.com/news24/southafrica/news/just-in-gauteng-whistleblower-doctor-gets-written-warning-after-rahima-moosa-hospital-expose>
<https://www.groundup.org.za/article/court-victory-for-sars-whistleblower/>
Photo: Joshua Sortino on Unsplash and Freepik



REMINDER: ANTI-CORRUPTION HOTLINES

National Anti-Corruption Hotline: 0800 701 701

Presidential Hotline: 17737 / *President@presidency.gov.za*



*If we don't look after whistle-blowers,
they won't be around for the next state capture*

- Chief Justice Raymond Zondo -



THE men charged with the murder of Gauteng Health Department official Babita Deokaran. | African News Agency (ANA)

LEGAL FEES

Case against Deokaran's alleged killers postponed

BRENDA MASILELA

SIX men accused of killing whistle-blower Babita Deokaran appeared briefly in the Gauteng High Court yesterday and had their matter postponed after their legal representative raised issues over the payment of legal fees.

Shafique Sarlie asked for a postponement, saying as the defence they needed time to consult with the accused over fees which have to be paid, and they also need to get outstanding documents from the State.

The accused, Phakamani Hadebe,

Zitha Radebe, Nhlengano Ndlovu, Sanele Mbhele, Siphiwe Mazibuko and Siphakanyiswa Dladla, have been charged with murder, illegal possession of firearms and ammunition, and conspiracy to murder.

They also face another charge of attempted murder of Deokaran's domestic worker, who was in the car with her at the time of the shooting.

All of the accused were denied bail last year. The case has been postponed to October 6.

Deokaran, 53, was shot dead outside her home in Winchester Hills, in Johannesburg on August 23 last year.

She was shot after returning from dropping off her daughter at school.

Deokaran was the chief director of financial accounting in the Gauteng Health Department and was at the forefront of fighting and exposing alleged corruption in the department.

She was assisting with investigations into personal protective equipment (PPE) tender scandals.

The mastermind behind Deokaran's assassination has still not been captured.

Last week, just a week before the anniversary of her murder, Gauteng

Premier David Makhura's office was finalising the appointment of a special investigator relating to the case.

"While we ensure that the case is taken against the accused, we have been focusing on discharging the line with the Management of the Public Service Act (PSA) (Public Service Act) and other relevant legislation."

Changes following PSA interventions to ensure safe workplaces

Year of success

Government building safety standards have been an ongoing topic and were again under the spotlight following a fire at Parliament in Cape Town and vandalism of the Constitutional Court building in Johannesburg in 2022.

Workplace safety is the responsibility of both the employer and employees under the *Occupational Health and Safety Act (OHSA)*. The Act's purpose is to provide for the health and safety of people at work or in connection with the use of plant and machinery. The PSA, on several occasions, had to intervene to ensure the safety of the Union's members after being alerted about unsafe working conditions.

According to the Department of Employment and Labour, the "OHSA requires that the employer brings about and maintains, as far as reasonably practicable, a work environment that is safe and without risk to the health of the workers. Workers and the employer must share the responsibility for health and safety in the workplace. The employer must, however, inform workers of any dangers, how these may be prevented, and how to work safely, and provide other protective measures for a safe workplace". The employer must also provide all relevant equipment that employees need to protect their health and safety, ensure they know how to use it, and regularly inspect and maintain this equipment.

The PSA actively defends members' rights for workplace safety. The following recent successes are credited to PSA's dedication to ensuring employers' compliance with the OHSA:

Relocation of Civilian Secretariat for Police Services (CSPS)

The PSA tabled the matter of the unsafe building wherein it pushed the CSPS to prioritise the safety of workers as directed by the OHSA. Clause 8 of the OHSA places a legal obligation on the employer to provide and maintain a workplace that is safe and without risk to the health of its employees.

The building was not in compliance with safety standards, which posed risks to employees. Subsequently, the CSPS started the process to secure an alternative safe building, whereby Fedsure Building was identified. The CSPS had previously reported that the move would take place on 28 March 2022 and reported that the relocation was finalised on 1 April 2022. Indications are that members are satisfied with the new building.

Limpopo Department of Education: Giyani Cluster Circuit

The PSA was alerted regarding poor working conditions at Giyani Cluster Circuit, which includes five circuits namely, Groot Letaba, Klein Letaba, Shamavunga, Nsami, and Manombe. The PSA visited the premises and found a dilapidated building with a damaged paving floor, a falling ceiling, toilets not flushing, and employees having to carry water with buckets as there is no running water.

There were no lights in the exam section, fire extinguishers were last serviced in 1997, and electric plugs were not working. Moreover, the kitchen did not have a water supply, an air conditioner in the main hall was not functional, and windowpanes were broken. Employees were subjected to extremely poor working conditions and the PSA wrote to the employer regarding non-compliance with health and safety standards.

The PSA further requested intervention from the Department of Employment and Labour to, in terms of the OHSA, inspect the institution as the PSA viewed these matters as contraventions of clause 8 of the OHSA.

What was happening at Giyani Cluster was also contrary to section 24 of the Constitution of the Republic of South Africa, which states that everyone has the right to an environment that is not harmful to their health or wellbeing. A labour Inspector visited the institution and cordoned off the area and it is prohibited to utilise the facility. The Inspector indicated that there will be a follow-up visit to the institution to monitor progress.

Mpumalanga Department of Education: Gert Sibande District Office

Members at the Department of Education in Mpumalanga had on numerous occasions complained to the District Manager over the conditions they were expected to work under. The District Office at Gert Sibande had for sometime been operating under extremely unhealthy conditions as a result of blocked toilets, poor ablution facilities, and dirty offices. The PSA Chairperson raised these concerns in a meeting with management, but the matter was ignored. The PSA decided to approach the Department of Employment and Labour to raise the alarm. Inspectors visited the District Office and a certificate of non-compliance was issued on 31 August 2022. The District Office is temporarily closed as of 1 September 2022 and officials have been requested to report for duty once the District management has repaired and restored facilities.

Status of government buildings in Gauteng

The Gauteng Department of Infrastructure Development (GDID) reported that 5 995 buildings are under control of the Gauteng Premier. The status of buildings is being assessed consistently for occupational health and safety (OHS) standards. The GDID assessed and projected amounts to be budgeted by all Provincial Departments to be set aside for compliance with OHS standards. The information was shared with all Provincial Departments, but they are failing to implement the budgeting process to ensure compliance. The PSA raised concern regarding the Gauteng Province's lack of commitment in ensuring that buildings are of a good standard and compliant with OHS standards. The PSA proposed that a task team or a provincial occupational health and safety committee must be formed to ensure compliance with the OHSA.

**The PSA will continue to engage employers
to establish reasons for non-compliance
with OHS regulations and to ensure
that all Departments are compliant
with the OHSA.**

Photos: Freepik

IMPLIED WARRANTY IN TERMS OF CONSUMER PROTECTION ACT

Section 56 (2) of the *Consumer Protection Act, No 68 of 2008 (CPA)* reads as follows:

"Within six months after the delivery of any goods to a consumer, the consumer may return the goods to the supplier, without penalty, and at the supplier's risk and expense, if the goods fail to satisfy the requirements and standards contemplated in section 55 (Consumers rights to safe, good quality goods) and the supplier must, at the direction of the consumer, either:

1. Repair or replace the failed, unsafe, or defective goods, or
2. Refund to the consumer the price paid by the consumer for the goods."

The consumer's choice in terms of section 56(2), of "repair, refund or replace" in respect of damaged or defective goods is in addition to; and over and above the manufacturer's warranty; and also, in addition to, and over and above, any common law remedies that he may have; for example, where latent defects were deliberately not disclosed by a supplier. A consumer could in certain circumstances have three separate potential claims available to him/her in a dispute with a service provider. Those claims could be (1) in terms of the *CPA*, (2) in terms of the common law, and/or (3) in terms of a manufacturer's warranty; provided that the dispute relates to unsafe, damaged, or defective goods or services.

It is important to note the protection in terms of the section 56 of the *CPA* is at the direction of the consumer. It is usually a simple issue if the consumer chooses to have the item repaired at the cost of the service provider. It is however not clear as to when and in what circumstances one is entitled to a replacement item or a full refund. Although the *CPA* gives the consumer the choice of repair, replace or refund; common sense must prevail. A consumer should not, because of a minor problem that can easily be repaired or replaced, insist on a replacement or a cancellation of the entire deal and a refund. Each case will have to be judged on its own merits.

The *CPA* also applies to all unsafe, damaged, and defective goods; provided they are bought from a supplier acting in the ordinary course of his business.

If a consumer has an unresolved complaint against a supplier, the consumer must first attempt to have it resolved by means of alternative dispute resolution process with the assistance of the National Consumer Goods and Services Ombudsman (CGSO).

PSA members enjoy access to legal cost insurance policies at a specially discounted rate. Benefits include cover for legal costs, telephonic legal advice and standard (non-personalised) legal documentation.

Interested members may contact *Legalex* on 086110 20 92, info@legalex.co.za or text your name and "PSA" to 44386. More information is available at www.legalex.co.za, which also caters for the answering of queries.

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

Photo: Pexels - Karolina Grabowska



SAFE IS ALWAYS BETTER THAN SORRY!

With the festive season around the corner, many South Africans will be travelling on the highways and byways en route to holiday destinations. Sadly, it's also a time of tragedy as many are injured or lose their lives in road accidents.

A holiday is intended to be a time for relaxation and enjoyment but the difference between pleasure and a dreadful holiday often depends on whether you take the time to prepare your vehicle for the trip. Many common vehicle problems can be picked up by inspecting your vehicle, listening for strange noises, noticing unusual odours, or even sensing a difference in the way a vehicle drives.

Make sure your car is up to the task of getting you there safely and without breaking down. Ensure that you have the right emergency kit on board. Check that a warning triangle is in place and that you have a torch and a basic medical kit, as well as a spare wheel, wheel spanner, and jack. You should also have some emergency numbers on speed dial, such as 112, insurance, and next-of-kin, which will route you to the nearest emergency service. Also download emergency Apps such as your insurance app. Be sure to pack all heavy objects into a closed boot (rather than on the back seat) as they can become lethal weapons in a crash. And so can back-seat occupants if they're not buckled up.

Drive within the speed limit and maintain sensible speed. Speed must also be appropriate for the situation at hand - so slow down around roadworks or in built-up areas with pedestrians animals and when it's raining. Also ensure you're in the correct lane for the speed you're driving. The ultimate rule of the road being to keep left and pass right. Never overtake if you're not absolutely certain that you'll get to the other side safely, and always leave margin for error - better to arrive late than never. Whilst it's easy to drift into auto-pilot mode, your observation skills can save your life. It takes discipline, but ultimately you need to watch the scene constantly and closely around you and identify potentially dangerous situations and develop a plan of action before they become a threat. You should also pay attention to pedestrians and motorcycles.

Many motorists prefer to do long-distance travels at night because the roads are quieter, but statistics show that driving at night is a lot more dangerous.

This is owing to the obvious significant decrease in visibility as well as diminished speed/distance judgement and the presence of drunk drivers. Switch your car's lights on - even in the bright of day.

Whether you're using paper maps, *Google Maps*, or *sat-nav*, it's always a good idea to get to know your route ahead of time and the distance to be covered. Factor in some extra travel time in case roads are not up to standard. Also pack emergency supplies such as water, particularly if you're venturing into remote areas. Avoid fatigue - make sure you get at least seven hours' sleep the night before your journey and be sure to keep your mind fresh along the way by safe stopping more or less every 200 to stretch. Remember, fatigue is one of the biggest killers on the roads. Also remember the obvious and buckle-up - everyone in the car, even those in back seats. Not wearing seatbelts exponentially increases the risk of dying or being severely injured in an accident. Also make sure that smaller children are strapped into correctly fitted child seats. Making sure the car's tyre pressure is correct is also critical for safety as well as avoiding a dreaded blowout! Always use a tyre gauge to check the tyres rather than relying on having a "look-see". Low tyre pressures also waste fuel - rather save those rands and cents for holiday expenses!

Only drive sober and take it easy the night before travelling. This one should go without saying, but with statistics showing that alcohol is mostly a factor in road fatalities, this cannot be emphasised enough. With *Uber*, *Bolt*, and other drive-you-home services there really are no more excuses.

Avoid car break-ins and losses on holiday travel, especially when driving a rental car. Travellers are targets for robbers. Keep an eye on in-car valuables and lock suitcases and valuables in trunks or take shifts staying with packed cars at pit stops. Once you've reached your destination, be sure to remove everything of value from the car.

In summary, follow the safety rules every single time you're driving, whether you're in town or on the open road. The goal of getting away is to have a well-deserved break but getting there and back safely is more important. It's always a good idea to have your car checked a few weeks before leaving home. Safe is always better than sorry!

Sources

<https://www.supaquick.com/blog/driving-safety-tips-for-a-holiday-road-trip>
https://www.news24.com/wheels/news/guides_and_lists/here-are-10-vehicle-safety-tips-for-your-festive-season-trip-20181201
<https://www.idrivesafely.com/defensive-driving/trending/6-tips-survive-weekend-holiday-travel>
<https://www.iol.co.za/motoring/industry-news/12-tips-to-make-your-december-road-trip-a-safe-one-39201198>
Photo: Erik Hansman on Unsplash

PSA HOLIDAY RESORT

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

The area is a bird and nature lover's paradise.

Excellent saltwater fishing can be enjoyed at the Resort's beach, combined with unpolluted and uncrowded safe swimming.

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



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

Enquiries/bookings:
082 880 8949

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



FRINGE BENEFITS FOR MEMBERS

Show your PSA membership card to qualify for member-only fringe benefits.

Phone the PSA's Business Administration Section on ☎ (012) 303 6500 for more information on listed and new national benefits or refer to the PSA's website at www.psa.co.za.



Accident and hospital cover.

☎ 0860 112 077

www.aig.com



Dignity PSA Funeral Scheme is exclusive to PSA union members.

Affordable, easy-to-understand funeral cover. Take care of your family today.

☎ 086 111 2654

www.dignity.co.za



Various products such as, Progress 4Sure Plan, Progress Legacy Plan, Maximum Wealth Exclusive Policy, Maximum Wealth Cash Provider and Carefree Life Retirement Annuity Fund.

☎ 0860 103 091

www.assupol.co.za



Old Mutual Group Schemes products, Life Plan, Accidental death and disability, funeral, savings, education, investment, retirement and care plan.

☎ 0860 607 000 / 0860 506 070

www.oldmutual.co.za



Sanlam Sky Solution offers accident, life, savings and educational plan. Moemedi Legal Benefit and Buy Ekaya Repatriation Benefit.

☎ 0861 235 434

www.sanlam.co.za



PSA members can invest in various plans such as Family Funeral Pension, Future Builder Edu-Plus Investment Provider. Financial Provider, Savings Plan - Future Med Cash Back Hospital Plan.

☎ 0860 724 724

www.metropolitan.co.za



Road Accident Fund

Policy members will enjoy the services of legal practitioners to formulate and administer your claim for compensation from RAF

☎ 012 943 8000

www.acassist.co.za



Zisekele Group Funeral cover is underwritten by Sanlam

☎ 0861 88 00 00

www.zisekele.co.za

Enquiries: elzanne@zisekele.co.za



Contact Indwe Lipco Law for All

☎ 086 199 4499

www.indwerisk.co.za



SMS "PSA" and your name to 44386

☎ 0861 10 20 92
info@legalex.co.za

www.legalex.co.za



Special family legal cover. Lifesaver legal offers affordable legal cover and access to a professional, and quality legal advice, mediation and litigation service.

☎ 0861 552 211

www.lifesaver.co.za



Get ready to achieve your housing dream!

Do you want to BUILD, IMPROVE or EXTEND to your home? Then apply now for Home Improvement Finance through Thuthukani. Thuthukani offers Home Improvement Finance in partnership with credible and established building merchant stores across South Africa.

☎ 012 804 1443 or home@tfsmail.co.za

www.thuthukani.co.za



Finwell assist with Housing Access Loans

☎ 011 234 2435

www.financialjourney.co.za / housing@financialjourney.co.za

PSA short-term insurance underwritten by Guardrisk

For quotations, contact PSG 0861 774 665/
CCCentral@psg.co.za Administration 0861 222 248/
psgclientservices@psg.co.za Claims 0861 101 179
Emergency 0861 482 583 www.psg.co.za



Short-term insurance products, for car and household insurance

☎ 0860 131 314

www.indwerisk.co.za



Funeral Plan for everyone

☎ 0860 021 067

☎ Claims: 0860 021 067

fspno:21961

www.psaclub.mobi



Enjoy the full benefit at 15% discount!

Enquiries: psa@aasa.co.za

☎ 0860 70 60 60



Credit Gateway: Free credit report, Credit report fix, Debt negotiation, Consolidation loans, Bond originating, Vehicle loan pre-approvals, Reckless lending investigations and more.

☎ 012 881 0600

☎ WhatsApp: 079 162 2438

SMS "PSA" to 48737 for us to call you back.

psa.creditgateway.co.za



GAP COVER for PSA members

Email psa@optinvest.co.za

☎ 087 8200 628

SMS PSAGAP to 30683 (no charge)

Optinvest is a registered Financial Services Provider FSP 13475



Money account

With an Old Mutual Money Account, every time you swipe your card, an amount set by you is invested in the Old Mutual Money Market Fund Unit Trust that can help grow your savings

☎ 086 044 5445 / ☎ 0860 000 886

www.oldmutualfinance.co.za



Financial Wellbeing and Debt Review experts, specialising in free Credit Bureau Reports, free Budget Planning Assistance and Debt Restructuring as per the National Credit Act.

☎ 010 204 0071

Enquiries: psa@octogen.co.za



Flexible Financial Solutions

My Financial Journey aims to provide you with expert advice and will provide you with suitable recommendations for your debt matter.

SMS "PSA DEBT" to 32606

☎ 011 234 2434

www.myfinancialjourney.co.za

psa@financialjourney.co.za



SMS the word "legal" to 43366

☎ 021 007 0287

www.legalclinicsa.com



**We help you protect
what's important to you**

PSG Insure has partnered with the PSA to bring you access to quality insurance and advice.

Contact us for a quote to insure your home, home contents or car through Guardrisk Insurance Company Limited, FSP 75. We'll structure cover that best suits your needs and helps you secure what you've worked for.

Contact us to find an adviser near you

C +27 (0) 861 774 665 | E CCCentral@psg.co.za | www.psg.co.za

This is an initiative brought to you in partnership with the



Guardrisk Insurance Company Ltd is an authorised financial services provider. FSP 75

PSG Wealth Financial Planning (Pty) Ltd is an authorised financial services provider. FSP 728