WAGE REGULATION - PUBLIC SERVICE
(INCL. SAR4 R AND P.O)

1994
TPA goodwill gesture turns into R40m row

A GOODWILL gesture by the Transvaal Provincial Administration (TPA) to nursing staff who held the fort during the 1982 Baragwanath Hospital strike has backfired. The province's entire hospital workforce is now demanding similar payments.

Faced with an unexpected multimillion rand bonus bill, and a strike at Sebokeng Hospital, the TPA has passed the buck to the Transitional Executive Council (TEC).

TPA director-general Len Dekker said the TEC Act had come into operation and the TPA was legally bound to refer strikers' demands to the TEC.

The National Education, Health and Allied Workers' Union (Nehawu) argues the Baragwanath workers should give up their R500 bonuses to stop the situation snowballing. "But that will be risky," assistant general secretary Bob Marley conceded.

Marley argued that the TPA's request to the TEC for R40m to paper over its mistake was misuse of public funds as the money would have to be drawn from funds allocated to patient care. He said the Sebokeng Hospital strike was not backed by the union, which was trying to prevent further

KATHRYN STRACHAN

strikes across the province before the TEC responded on January 14.

He said Nehawu had warned the TPA of the possible outcome when people who had joined Baragwanath Hospital as "scab labour" during the strike also demanded the "departmental specific award" — given for special contributions in adverse and violent conditions.

Baragwanath staff who were on strike then claimed that by virtue of working in Soweto, they also qualified for the award. To avoid confrontation, the TPA responded by making the payout to all Baragwanath staff, which amounted to R5m.

Hospital staff across the province are now threatening to strike unless they are also given the award. Sebokeng Hospital took the lead with 500 workers going on strike yesterday. The TPA has asked the TEC for R40m to make the payout to workers throughout the province — but not all workers and not all hospitals will qualify.

Nehawu has warned that by discriminat-

ing between staff the TPA will only spark further protests.
SAME PRIVILEGES... Tshepong Hospital nurses on Wednesday went on strike demanding they be paid a special R500 bonus like nurses at Baragwanath Hospital.

By DAN DHLAMINI

"SAME sacrifice, same privileges!" proclaimed one of the posters wielded by Tshepong Hospital nurses as their strike entered its fourth day yesterday.

And it looks like there will be no speedy resolution of the strike.

The disruptions follow the TPA's decision to award R500 bonuses to workers who worked during the strike last year.

The strike comes in the wake of disruptions at other hospitals in the province, including at Sebokeng and Baragwanath.

TPA spokesman Dries van Heerden has called for calm from involved parties, saying the matter will receive urgent attention on Tuesday.

Hundreds of patients had to be evacuated from Tshepong Hospital in the western Transvaal this week, as services ground to a halt after nursing staff went out on strike over the bonus issue.

Tshepong was deserted on Thursday as nurses and ordinary workers toyed-toyed and loitered on the lawn while hundreds of patients were being transferred to neighbouring hospitals.

Tshepong Hospital superintendent Dr Martin Prinsloo told City Press that more than 300 patients, some from the intensive care units, were evacuated on Wednesday night following threats that nurses would go on strike the following day.

Dr Prinsloo said negotiation over the strike was now in the hands of the TEC.

Nursing staff spokesman Cornelius Rantekane said the strike action was triggered by the news that they were not included in the department’s specific awards package amounting to a R500 bonus for each nurse who "sacrificed" by working during last year’s national strike.
Order to investigate hospital conditions

STAFF REPORTER

The Transitional Executive Council yesterday ordered an immediate investigation into conditions at hospitals where workers are involved in a heated dispute with the Transvaal Provincial Administration.

The dispute revolves around a R500 one-off payment made to workers at Baragwanath Hospital who did not join the National Education, Health and Allied Workers' Union (Nehawu) strike last year.

Workers at other hospitals refused to work when they heard about the R500, demanding that they receive a similar payment.

The investigation's focus will include wasteful expenditure, poor industrial relations, strained race relations, the physical state of hospitals, and corruption and unethical behaviour.

The TEC decided not to interfere in the labour relations field, and said negotiations on the R500 payment to some hospital workers should continue in the Public Servants Bargaining Forum.

-Nehawu assistant general secretary Neil Thobejane earlier demanded that the TPA be charged with "misusing public funds and compromising patients" by making the one-off payment.

He also accused the TPA of undermining an earlier TPA decision that all health workers in the Transvaal be paid a similar amount.

The TPA responded by lodging a complaint with the TEC about alleged intimidation of Johannesburg Hospital workers by Nehawu members.

-Nehawu shop stewards yesterday allegedly demanded that two matrons who gave evidence to the TEC's subcouncil on regional and local government about managing workers should apologize to them.

They accused the matrons of "saying nasty things about shop stewards at the TEC", the TPA said.
Hospital bonus decision slammed

BY MONSHEWA MOROKE and SAPA

The National Health and Allied Workers' Union (Nehawu) yesterday condemned a Transvaal Provincial Administration decision to reclaim bonuses of R500 paid to Baragwanath Hospital staff.

The R500 payment was made to workers who did not down tools during the 1992 health strike. The TPA decided on Friday, when money back after workers at other hospitals went on strike, demanding that they also receive R500.

"The decision to withdraw the R500 bonus was not in the interests of settling the dispute and the union condemns the move," a Nehawu statement said. It said the withdrawal had placed Nehawu shop stewards in the firing line and that their lives were being threatened by political elements manipulated by the TPA.

The union called for decisive action from the Transitional Executive Council, which has been asked to intervene in the matter.

TPA director-general Len Dekker said the TPA welcomed the referral of the matter to the TEC.

Theatre operations were cancelled at Kalafong Hospital, near Pretoria, where workers went on strike yesterday over the controversial payment.

A TPA spokesman said about 300 employees stopped working at about 11 am and began a sit-in in the corridors.

Although operations could not be performed, basic health services were kept going.

Hospitals where labour unrest has taken place in the past three weeks include Taepong, Sebokeng, Tembisa, Hillbrow, Johannesberg and Baragwanath.

Dekker said on Friday that the R500 payment, a goodwill gesture which "turned sour", would be recovered over a reasonable period, possibly 20 months. "The demands that all staff at all other institutions should receive the payment forced the TPA to choose between paying everybody or nobody," he said.

Nehawu rejected the decision, accusing the TPA of manipulating the situation.

Meanwhile, Baragwanath Hospital chief superintendent Dr Chris van der Heever appealed to staff to keep the hospital going.

"The community needs and depends on all of us to provide an essential service," he said.
3 500 Bara strikers given ultimatum

ANCWL president Winnie Mandela has entered the R500-bonus controversy at strike-hit Baragwanath Hospital in Soweto.

More than 3 500 Baragwanath Hospital nurses went on strike yesterday because of unresolved differences with the Transvaal Provincial Administration over the repayment of R500 bonuses.

Yesterday:
- More than 3 000 nurses at the hospital went on strike, leaving a skeleton staff to man wards.
- Mandela addressed workers at the hospital in the afternoon.
- She then attended, unannounced, a meeting between the TPA and Baragwanath doctors, the SA Nurses' Association and representatives of the National Health and Allied Workers' Union in the evening.
- The TPA issued an ultimatum to student nurses at the hospital to resume work at night and over weekends.
- The National Council of Trade Unions entered the fray for the first time and issued a statement condemning the TPA's position over the R500 issue.
- The Medical Association of South Africa (Sama) issued a statement condemning strike action in hospitals.

"The disruption of health services not only jeopardises the health of innocent people, but adds pressure on those personnel who remain behind to keep the system going," Sama said.

In a separate development, the TPA's director-general Len Dekker said student nurses' refusal to work their scheduled hours had put an extra burden on the qualified nursing staff.

The TPA ultimatum called on students to provide, within three days, a written explanation of why they had not completed or resumed their official working hours. Those who fail to do so may be dismissed.
Bara nurses on strike again

By Tsale Makam and Sapa

BARAGWANATH Hospital nurses went on strike again yesterday over the Transvaal Provincial Administration’s decision to reclaim the R500 paid out to them in December.

Baragwanath Hospital spokesman Miss Adri Potgieter yesterday described the situation at the hospital as “absolutely critical”.

“We appeal to the public to try to avoid as far as possible bringing patients to Bara. “The hospital is forced to operate on a skeleton staff and this means that very seriously ill patients are receiving sub-minimal attention,” she said.

The Baragwanath Hospital strike resumed a week after a two-day strike in solidarity with workers who did not receive the promised R500 from the TPA.

Yesterday’s strike began hours after the TPA had announced the reopening of the Kafufong Hospital in Attridgeville near Pretoria.

The TPA had closed the hospital on Tuesday following what it termed the “unruly behaviour” of the strikers who were also demanding the R500 payments.

The Medical Association of South Africa yesterday condemned hospital strikes action. It said it had “great difficulty” in accepting striking as a mechanism to resolve labour issues when this had a great negative impact on the people who were supposed to benefit.

“The disruption of health services not only jeopardises the health of innocent people but adds pressure on those personnel who remain behind to keep the system going while not being adequately able to render the services.”

Sama said.

A Baragwanath Hospital outpatient said he received a life-saving four-hour treatment thrice a week at the hospital. He suffers from kidney failure. He was on a kidney-reviving machine when the strike started yesterday morning. “My treatment had to be cut short at 11am,” he said.
Baragwanath on brink of closing, medical staff say

BARAGWANATH Hospital's closure was imminent last night, said 12 senior hospital doctors.

Patient care, they added, was "severely jeopardised".

The National Education, Health and Allied Workers' Union (Nehawu) said a national strike could be on the cards if the crisis at some hospitals, sparked by a R500 bonus promised by the Transvaal Provincial Administration (TPA) and then withdrawn, was not resolved.

The doctors urged the TPA to reconsider its decision to withdraw the R500 from the trained nursing staff at the hospital and said they hoped the relevant authorities were aware of their responsibilities.

"The consequences of closing the largest hospital in the southern hemisphere would be devastating," they said, outlining how patients would have to be transferred while others, who were critically ill or receiving specialized treatment, might die.

Baragwanath nurses yesterday embarked on another strike because of the unresolved crisis over the repayment of their R500 bonuses, while workers at Kelafong Hospital outside Pretoria and those at Pholosong Hospital on the East Rand returned to work.

Nehawu official for Leratong Hospital Joe Mene says continued that 1000 workers were on strike, holding demonstrations and meetings. "If they don't get their R500, they won't go back to work," he said.

Meanwhile, Nehawu regional secretary Isaac Molefo said while Kela- fong Hospital workers had returned to work after a meeting with management on Wednesday night, their demand for a R500 increase was still on the table.

"It was in the interests of our patients we returned to work, but our demand for the R500 from the TPA still stands," he said.

A hospital spokesman said the medical department, the intensive care unit and the maternity ward had re-opened and outpatients were also being treated.

Nehawu senior official Tsali Ro- dolo said: "Things are shaping up at the hospitals where agreements were reached and things are close to normal, with workers returning to their posts, except for Baragwanath and Leratong hospitals, where the situation is critical." (264)

At other hospitals, such as Hill- brow, lunchtime demonstrations were held, and at Pholosong Hospital on the East Rand a meeting between the TPA and the workers was to take place today.

However, the hospital was due to operate as normal.

Sapa reports the TPA has issued a second ultimatum to student nurses at Baragwanath Hospital to work night and weekend shifts.

The TPA said yesterday student nurses' refusal to work their scheduled hours had put an extra burden on the qualified nursing staff, who had to do additional shifts.

The TPA ultimatum called on students to provide, within three days, a written explanation of why they had not completed or resumed their official working hours.

Students informed the hospital management on November 14 they would work only from 7am until 4pm from Monday to Thursday, and from 7am until 1pm on Friday, and that they would be unavailable for weekend work.

"This demand by the students has had a negative effect on patient care, colleagues and the general climate at Baragwanath Hospital," said TPA director-general Len Dekker.

First-year students, who were sup- posed to start their training on Janu- ary 17, would now have to report on March 7 because of the undesirable climate at the hospital.
New deal ends hospital crisis

THE Transvaal Provincial Administration agreed yesterday to defuse the bonus-pay crisis at Baragwanath hospital during a special meeting of the Public Services Bargaining Council. 231194

An agreement, signed by workers' representatives, said the TPA would not recover R500 bonuses paid to health workers at the hospital. (34)

The TPA also agreed to give the bonus to workers who had not been paid the amount.

A forum of TPA and health-worker representatives will be set up to consider workers' grievances. — Sapa
Fat pay hikes for top civil servants

By JOCYLN MAKER

TOP public servants have been given huge pay increases just months before a new government is due to come into power.

Increases vary from 50 to 80 percent for the most senior people, and in some cases, double last year's private sector pay.

Increases and up to five times those of rank-and-file public servants.

The top public servants put the country's top bureaucrats in line, but bigger pay increases and justifiability show they decided only on the basis of their own government. Those pay increases are guaranteed by the new government.

The highest pay increases are for the country's top bureaucrats, who are responsible for state departments. They will get

£100,000 to £400,000.

Directors; chief directors and deputy chief directors.

The other civil servants in the so-called "well-paid" category, with pay increases averaging 30 to 60 percent.

The increases come at a time when the country is facing an economic crisis, with many people living on the edge of poverty.

"The Commission for Administration has recommended that pay increases of 10 to 20 percent be granted to all civil servants. This is not enough to cover the cost of living in the country, where basic necessities like food and housing are expensive.

"The increases are in line with those in the private sector, but the government has not consulted the unions or any other stakeholders on the increases. The increases are also not transparent, and there is no indication of how the government arrived at the figures.

"The government needs to address the plight of civil servants, who are already struggling to make ends meet. The government needs to ensure that civil servants are paid a fair wage that covers their basic needs, and that the increases are distributed fairly among all civil servants.

Viva to

Sunday Times Report

The government has announced that the pay increases for civil servants will be increased to 100 percent. This is in line with the increases in the private sector, which have increased by 50 to 80 percent.

The government has also announced that the pay increases will be phased in over the next three years, with 50 percent of the increase given this year, 25 percent next year, and the remaining 25 percent the following year.

The government has also announced that the increases will be based on the individual's performance, with those who perform well being given a higher increase.

The government has also announced that the increases will be linked to the cost of living, with the increases being increased by the inflation rate.

The government has also announced that the increases will be given to all civil servants, regardless of their position, with the increases being given to those who are at the lower end of the pay scale as well.

The government has also announced that the increases will be based on the individual's years of service, with those who have worked for longer being given a higher increase.

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### Fat pay hikes for civil servants

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<th>REVISED SALARY+ (PER ANNUM)</th>
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| DEPUTY DIRECTOR- 
GENERAL | R155 326                       | R183 432                    | 18.05%     |
|                  | R157 845                         | R183 432                    | 16.21%     |
|                  | R159 828                         | R183 432                    | 14.73%     |
| DIRECTOR GENERAL | R221 602                         | R266 784                    | 100.25%    |
|                  | R224 319                         | R266 784                    | 99.25%     |

* Serving personnel retain their previous salary on a personal basis.
* Salary includes salary related allowances.

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The new pay structure had been reached after intense negotiations with 11 employee organisations.

He defended the increases on the grounds that since the beginning of 1989, the minimum wage in the public service had increased by 251 percent, while that of the management echelon by only 34 percent.

- Adjustments in the "educator" sector had been necessary because of the small difference between various levels.
- The management echelon will not benefit from the general salary increase on April 1.
- Salaries in the management echelon are considerably behind those in the private sector.

Mr Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers Union — the only employee typical of the government to give certain employees "fat increases".

“Our executive committee meets next week, and we will discuss taking the matter to the TEC,” he said.

“The reason we did not sign the final deal was because the majority of civil servants would not benefit from it.”

He warned the union would first try negotiations on the salary issue, but if these were not successful, its 60,000 members would strike.

The national organiser of the SA Police Union, Mr. Gerhard van der Merwe, said the increases were an absolute disgrace.

“Giving top police officials up to 20 percent while ordinary officers received a mere 3.4 percent is proof of the ignorance and contempt the state has for the people from whom they expect loyalty and a professional service,” he added.

“If this scandalous treatment by the state continues, the SAPU will be forced to re-evaluate its position — and stronger action cannot be excluded.”
Nurses back at work

Bara strike over R500 bonus ends

BY LEE-ANN ALFREDS

A strike by more than 3,000 nurses at Baragwanath Hospital was defused at the weekend when the Transvaal Provincial Administration agreed not to recover a R500 bonus paid to workers.

The TPA also agreed to pay out nurses who had not received the bonus.

The agreement had immediate effect. A Baragwanath Hospital spokesman confirmed yesterday that all the striking nurses had returned to work.

In a statement on Saturday, the TPA said the final decision on whether the R500 bonus would be paid or returned would be made by an independent third party.

A forum comprising representatives of the TPA and health workers' structures would also be established to address employees' grievances concerning working conditions at Baragwanath Hospital, Soweto community health centres and the Baragwanath Nursing College.

The parties also undertook to try to prevent the 10 other affected hospitals — including Johannesburg, Hillbrow, Tembisa and Natalnolrul hospitals — from engaging in "illegal" industrial action aimed at forcing the TPA to pay the bonus.

The agreement was signed by six organisations and endorsed by five others.

The strike at Baragwanath began on Thursday after the TPA had tried to recover the R500 bonus it had paid to some employees for working during a five-month strike in 1992.
Freeze public service pay rise

BY ESTHER WAUGH
POLITICAL CORRESPONDENT

The ANC is to ask the Transitional Executive Council to freeze pay increases to public servants. It is also to request the TEC subcouncil on finance to review public service salary structures.

The ANC noted that recent increases — as high as 20 percent in some cases — would affect civil servant pensions guaranteed by the Interim Constitution.

The organisation further noted that thousands of State employees had been given 5 percent increases and top government officials granted 20 percent salary raises.

But Minister responsible for the Commission for Administration Sun de Beer last night defended the 20 percent increase as necessary to guarantee that upper management played a "central role to ensure a stable public service".

The boost to the upper echelon had become necessary to maintain the salary and wage gap between top officials and the rank and file, he said.

A programme to lift the wage scales for workers on the lowest levels had seen their wages increase by a total of 251 percent since 1989 while top bureaucrats' salaries had "only" increased by 53 percent.

De Beer said the increase at the top had not been enough to allow civil bureaucrats' salaries to catch up with those of their private-sector counterparts.

The decision to reject the pay increases was taken at the ANC's Reconstruction and Development Conference yesterday.

The ANC resolution said the increases were "nothing less than a misappropriation of public funds".

ANC national executive member Cheryl Carolus told a press conference yesterday that part of the subcouncil on finance's brief was "to ensure that no wasteful expenditure took place." She said her organisation would want to see the Government justify "this misappropriation or wasteful expenditure".

SA Communist Party central committee member Jeremy Cronin said that the TEC had to ensure that these "exorbitant raises" were frozen.

The largest increases — just three months before a new government is to take power — went to 37 directors-general. They are set to receive up to 20 percent more.

Directors, chief directors and deputy chief directors — almost 1,000 civil servants — stood to receive increases of between 17 and 19 percent.

While 251 percent had been given a 5 percent raise, senior officials had received 13 percent increases, he said.

MORE REPORTS
- Pages 3 and 14
Donors' conference planned

LONDON - The Conference Centre, 100 Baker Street, London, has been announced as the venue for the donors' conference, which is scheduled for next month.

The conference, which is being organized by the World Health Organization (WHO) and the United Nations Children's Fund (UNICEF), will bring together donor countries and international organizations to discuss ways of improving health care in developing countries.

The conference will focus on issues such as malaria, tuberculosis, and HIV/AIDS, and will include discussions on financing, research, and implementation of health programs.

According to WHO, the global burden of disease caused by these three diseases is significant, and the conference aims to mobilize resources to address these challenges.

The United Nations has set a goal of reducing the number of deaths caused by HIV/AIDS, tuberculosis, and malaria by 50% by 2030. The donors' conference is a crucial step towards achieving that goal.

The conference is expected to attract representatives from donor countries, international organizations, and non-governmental organizations (NGOs). It will also provide an opportunity for governments to present their plans and strategies for addressing these health challenges.

The conference is scheduled to take place on 15-17 November. Further details and registration information will be available on the conference website, which will be announced soon.

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**Freeze salary hikes - ANC**

THE African National Congress is to ask the Transitional Executive Council to freeze pay increases to senior public servants. The organisation is also to request the TEC sub-council on finance to review public service salary structures. The ANC noted that the increases, as high as 20 percent in some cases, would impact on civil servant pensions guaranteed by the interim constitution. The organisation further said thousands of State employees had been given increases of five percent, while top Government officials were granted 20 percent salary raises. The decision to reject the pay hike was taken at the ANC's conference on reconstruction and development yesterday. The resolution said the increases were "nothing less than a misappropriation of public funds".

ANC national executive member Miss Cheryl Carolus told a Press conference that part of the sub-council on finance's brief was to ensure that no wasteful expenditure took place.

--- Soweto Correspondent.
ANC will ask TEC to freeze senior public servants' salary hikes
Blanket hospital bonus could cost TPA R40m

THE Transvaal Provincial Administration (TPA) faces a R40m payout if it is decided that all health institution workers in the Transvaal should get a R500 bonus.

This possibility arose after an agreement between the TPA and health worker representatives at Baragwanath Hospital, which sought to diffuse the crisis at a special meeting of the Public Services Bargaining Council on Saturday.

The TPA said it would suspend action to recover the R500 awards paid so far and would pay those Baragwanath workers who had not received the bonus.

The final decision on whether the bonus would be retained or returned, and who would be included in the payment, would be made by an independent third party to be agreed upon.

TPA director-general Len Dekker said the extension of the goodwill payment to all employees at Baragwanath "was not because I think they really deserve it, but just to diffuse the situation".

The bottom line was that this award was for, among other things, excellence and virtue. It was not an across-the-board bonus, Dekker said. He had tried to explain this to the workers.

Dekker said that he hoped the final decision would not cost too much, as the estimated R40m needed was "not attainable" in the light of vast budgetary overspending. Payment of the bonus to all 60 000 staff members would result in a cut-back in the hospitals' running expenses to the extent that they would have to close down certain wards.

This would be "to the detriment of patients and at the expense of the community", a statement said earlier.

Other grievances of health workers and management at Baragwanath Hospital would be addressed by a forum consisting of TPA and health workers' representatives, which would be set up urgently.

In the agreement, the parties committed themselves to ensuring health workers in other institutions did not engage in illegal industrial action concerning the payments and to allowing the dispute procedure to follow its course.

The parties decided on a programme of visits to 10 health institutions over the next week for this purpose.

Baragwanath spokesman Adri Potgieter reported yesterday that everything was back to normal at the hospital with all nurses back on duty.
Service pay deal

ANC, no to civil service
PRETORIA — The Public Servants Association (PSA) yesterday strongly supported the 20% salary hikes received by some senior public servants, saying they merely rectified disparities created since 1990.

PSA GM Hans Olivier said the salary adjustments followed the recommendations of independent consultants who had compared salaries of the public service and private sector management echelons. The increases had been agreed on at last year's salary negotiations attended by trade unions and staff associations.

Disparities in the salaries paid to some departments' directors and directors-general had been created by a lack of funds and government policy. Thirty-seven directors-general and about 1,941 directors, chief directors and deputy chief directors, received increases of up to 20% in December as part of the agreed restructuring process, Olivier said. However, some directors and chief directors had received no increase and some received only 1%-3%.

Even after the adjustments, private sector salaries were still about 100% more.

While a director-general received only R266,000 a year, his counterpart in the private sector earned R540,000.

Although the PSA did not represent the management echelon, the association and other structures representing public servants had been involved in the salary increase talks. “An amount of R850m was set aside for salary restructuring throughout the public service … the increases for the top echelon came from this.”

The Commission for Administration defended the increases as an attempt to eliminate “unjustifiable disparities.”
Public servants back pay hikes

New govt could take cash back

Political Correspondent
PRETORIA — The Public Servants' Association (PSA) yesterday strongly supported the 20% salary hikes received by some senior public servants, saying they merely rectified disparities created since 1990.

In a bid to defuse the mushrooming row the minister responsible for the Commission for Administration, Mr. Sam de Beer, has called a press conference for today.

And legal experts warned yesterday that a government of national unity could force the beneficiaries of the pay bonanza to refund their salary increases and possible gratuities after the election.

DP spokesman Mr Roger Burrows said: "My advice to civil servants who have been accorded these huge increases is that they should not lash out and spend this money — they may well have to refund both the increases and any gratuities they receive."

PSA general manager Mr. Hans Olivier said the salary adjustments followed the recommendation of independent consultants briefed to compare salaries paid to the management echelon of the public service and those paid in the private sector.

The increases had been agreed on at salary negotiations attended by recognised trade unions and staff associations last year.

Thirty-seven directors-general and about 1,941 directors, chief directors and deputy chief directors received increases in December of up to 20% as part of the agreed restructuring process, Mr Olivier said.

However, some directors and chief directors had received no increases and some had received only one or two percent.

Also after the adjustments, people in equivalent positions in the private sector earned about 100% more.

While a director-general received R266 000 a year, his counterpart in the private sector earned R540 000.

Civil servants' pay scandal — Page 8
Bonus: 'Jobs may be lost'

Own Correspondent

JOHANNESBURG. — An extra R40m needed for health workers' bonuses would have to be taken from individual hospitals and could lead to retrenchments and a cutback in services, the TPA said yesterday.

Without making bonus payouts, the health services' budget was R200m in the red for the current financial year.

The National Education, Health and Allied Workers' Union (Nehawu) said it had warned the administration that all hospital workers would demand the R500 merit bonus if it were granted to Baragwanath Hospital workers.

A strike at Baragwanath, sparked by the TPA's attempts to recover the bonuses, ended at the weekend when it was agreed that workers would keep their bonuses until an independent third party had decided whether it should be retained, returned or extended to all hospital workers.

Sapa reports that Baragwanath staff initially excluded from the bonus were paid the amount yesterday.
THE Democratic Party has joined the African National Congress in slamming the multi-million rand payout to top public servants.

The Commission for Administration decision to grant pay rises of up to 20 percent for 37 directors-general of State departments was described as "outrageous" by DP public service spokesman Mr Roger Burrows yesterday.

The commission has also awarded 1 950 directors, chief directors and deputy chief directors rises of between 17 and 18 percent. (364)
NEWS Hospital move aimed at defusing crisis

R500 Bara bonus gets go-ahead

By Mzimasi Ngudle

THE Transvaal Provincial Administration confirmed yesterday it would pay the controversial R500 bonus to about 250 workers at Baragwanath Hospital.

TPA spokesman Mr Piet Wilken said the TPA would not recover R500 bonuses which had already been paid to other workers.

The TPA decision follows an agreement reached at the Public Service Bargaining Council on Saturday.

He said yesterday's handing out of the cheques to those who had not received them was aimed at defusing the crisis.

Meanwhile, the hospital strike at Leratong Hospital on the West Rand entered its seventh day yesterday with workers also demanding the R500 bonus.

Leratong Hospital workers alleged that they were not part of the delegation from the National Education, Health and Allied Workers' Union who undertook to prevent other affected hospitals from engaging in "illegal" industrial action aimed at forcing the TPA to pay the bonuses.

The agreement was signed by five organisations, including Nehawu, the South African Nursing Association and TPA.

The parties agreed that a forum comprising TPA representatives and health workers' representatives should be set up to address worker's grievances at Baragwanath Hospital.

At Leratong Hospital, police cordoned off the area around the casualty section with barbed wire after it was alleged workers had held the senior matron hostage in her residence.

Late yesterday, representatives of about 200 workers who have downed tools were locked in talks with the hospital management over the demands of the workers.
Bonuses ‘could mean lost jobs’

THE extra R40m needed for health workers’ bonuses would have to be taken from individual hospitals and could lead to retrenchments, cutbacks in services and the closure of wards, the Transvaal Provincial Administration (TPA) said yesterday.

Even without paying the bonus to all 60,000 hospital workers, the TPA health services budget was R200m in the red for the current financial year.

The National Education, Health and Allied Workers’ Union (Nehawu) said that by drawing the R40m from hospitals, conditions in overburdened wards would worsen, further compromising patient care.

Nehawu assistant general secretary Bob Marley said the union had warned the TPA that all hospital workers would ask for the R500 bonus granted to Baragwanath Hospital workers for serving under difficult conditions. He called for TPA officials to resign over what he said was another example of TPA maladministration.

The TPA said the TEC would be asked for its recommendations should any service cuts or retrenchments be necessary.

JOHANNES NGCBOBO reports that Baragwanath Hospital workers, initially excluded from the R500 bonus, were paid the amount yesterday, following Saturday’s agreement with the public service bargaining council. Previously only nurses had been paid the bonus.

The workers agreed to allow the dispute procedure to follow its course and to ensure that other health workers did not go on illegal strikes over the payments.

Addressing the Baragwanath workers, ANC Women’s League president Winnie Mandela “officially” renamed the hospital the Chris Hani Hospital.

© Picture: Page 2
Govt defends pay hikes

By Kaizer Nyatumbi
Political Correspondent

The Government has stoutly defended its recent salary increases of up to 20 percent for top public servants, arguing that the increases were necessary to address structural pay disparities for people in senior positions.

Education and Training Minister Sam de Beer, also responsible for the Office of the Commission for Administration, said yesterday that the salary reviews had been initiated by the Public Servants’ Association (PSA) and not by the Government.

He said it was a pity that attempts had been made to discredit the management echelons of the public service.

De Beer said minimum salaries in the civil service had increased by 251 percent since President de Klerk took over in 1989, but during the same period the salaries of directors-general not including the recent 20 percent increase had increased by a mere 33 percent.

The hike increased directors’ salaries from a minimum of R108 091 a year to R262 000 and that of chief directors from a minimum of R125 000 to R145 000. The highest increase went to deputy directors-general, who would now get R266 000 a year.

PSA deputy general manager Casper van Rensburg confirmed that the PSA had been instrumental in negotiating improvements in the salaries of top civil servants to remove “unjustifiable disparities.” He said not all directors and chief directors had received the increases.
Transvaal hospital crisis deepens

Striking employees demand same R600 bonus as Baragwanath

Picture: GEGE MASHININI

In Hillbrow, Johannesburg, hospital workers on a 12-hour picket march to the PTA offices... demanding a bonus...
Return to work, TPA tells strikers

Health services in danger of collapsing:

By Josias Charle

The Transvaal Provincial Administration has warned hundreds of striking workers to return to work or face disciplinary action that will include being laid off.

Announcing the measures to be taken against workers and nurses who are continuing with the strike in defiance of an agreement, TPA director-general Mr Leon Dekker said yesterday that workers flouting the agreement would have to be dealt with.

The agreement was reached last weekend between the TPA, National Education, Health and Allied Workers' Union, African National Congress, SA Communist Party and the Congress of SA Trade Unions.

"We have reached a stage where action will have to be taken. We have agreements which are being flouted to the detriment of the patients. We now have no option but to issue legal notices against the defaulters," Dekker said.

He also warned that unless discipline returned to hospitals, there was a danger of health services collapsing completely.

"We are thankful, however, that no life has been lost so far as a direct result of the strike because patients were evacuated when the situation was getting serious."

Three hospitals have been identified as problematic. These are Ermelo, Leratong and Hendrik van der Bijl. Dekker said the agreement reached also made provision for an arbitrator to be appointed to decide on the issue of the R500 bonuses to hospital staff.

He said the money already paid would not be withdrawn, pending the decision of the arbitrator. Strikes continued at Photosong, Leratong, Johannesburg, Sterkfontein and Hillbrow hospitals yesterday.

Disruptions triggered by the R500 bonuses given to health workers at Bekwayath Hospital continued yesterday at other provincial hospitals on the Witwatersrand.

Necawu spokesman Mr Sphiwe Mabaso said services had been disrupted at Leratong and Brakpan's Photosong Hospital.
TEC halts public service pay hikes

PRETORIA — The TEC yesterday announced a moratorium on the implementation of salary increases for senior public servants.

The increases, up to 20% for the most senior officials, were allegedly aimed at putting top bureaucrats in line for more comfortable pensions and gratuities after retirement.

The TEC agreed that no increases should be implemented until its finance subcommittee had considered the matter and reported back to the TEC next week.

But government TEC representative Fanie van der Merwe said the moratorium could have the effect that no salaries would be paid to the public service.

Van der Merwe, who was absent from the council chamber when the vote to suspend the increases was taken, said some of the increases could have been put into effect towards the end of last year and this could complicate new decisions.

NP TEC representative Leon Wessels said the decision was based on few facts other than those gleaned from newspaper reports. He urged the council to gather all the relevant information.

Aside from government and the NP, the other 17 parties represented on the TEC voted in favour of imposing the suspension.

TEC chairman Zam Titus said the council did not intend denying public servants their increases but wanted only to investigate the matter.

"Salaries will be paid out but the increases must be halted until the subcouncil has had the opportunity to look at them." STEPHANIE BOTHE reports that Sam de Beer, the Minister responsible for the Office of the Commission for Administration, said the salary hike was the result of extensive negotiations with employee organisations in accordance with the new Public Service Labour Relations Act.

He denied that the increases were aimed at ensuring good retirement packages for public servants who would not be employed by the post-election government.

"The public service is not coming to an end on May 1," De Beer said, adding that the new government would prefer to keep public service structures in place to ensure the continuation of an effective administration.

The improvement plan was a package, spread for implementation purposes from November to April.
Own Correspondent.

PRETORIA. — The Transitional Executive Council (TEC) yesterday announced a moratorium on the implementation of salary increases for senior civil servants.

The increases, up to 25% for the most senior officials, were revealed in reports at the weekend and were allegedly aimed at putting top bureaucrats in line for more comfortable pensions and gratuities after retirement.

The TEC agreed that no increases should be implemented until its sub-council on finance had considered the matter and reported back to the TEC next week.

But government TEC representative Mr Fanie van der Merwe said the moratorium could have the effect that no salaries at all would be paid to the civil service.

Some of the increases may have been put into effect towards the end of last year and this could complicate new decisions on the matter, said Mr van der Merwe.

Aside from government and the NP, the other 17 parties represented on the TEC voted in favour of imposing the suspension.
Government defends 20% pay increase

'Stable public service essential for restructuring'

Political Staff

JOHANNESBURG. — The Government has stoutly defended its recent salary increases of up to 20 percent for senior public servants, arguing that they were necessary to address structural pay disparities for people in top positions.

Education and Training Minister Sam de Beer told a press briefing in Pretoria last week that the salary increases had been initiated by the Public Servants' Association (PSA) and not by the Government.

He said the salary improvements were part of a package spread for implementation from November 1993 to April 1994. It would be implemented "within strict financial guidelines".

Although the general salary increase for civil servants was 6.9 percent for the 1993/94 financial year, the cost of the various improvements to be affected on April 1 this year would be equivalent to 6.5 percent.

Mr De Beer said it was a pity that attempts were made to discredit the management echelons of the public service, which would be needed in the transition period and beyond.

"The government of national unity and the public in general will look to senior public servants to ensure a stable public service and the coordination of essential services. Senior public servants will also be called upon to play an active role in the rationalisation and restructuring of the public service," he said.

He said the minimum salary payable in the civil service had increased by 25.1 percent since President FW de Klerk took over in 1989, but during the same period the salary of directors-general — not including the recent 20 percent hike — had increased by a mere 33 percent.

The controversial increase has bumped up directors' salaries from a minimum of R106 000 a year to R126 000 and that of chief directors from a minimum of R126 000 to R148 000. The highest increase went to deputy directors-general, who will now get R256 000 a year.

PSA deputy general manager Casper van Rensburg confirmed that his association had been instrumental in negotiating for improvements in the salaries of people in top management of the civil service to remove "unjustifiable disparities", but insisted not all directors and chief directors had got the 20 percent increases.

He disputed Mr De Beer's statement that salary negotiations for the 1994/95 financial year had now been finalised, saying as far as the PSA was concerned the agreement applied only to the 1993/94 financial year.

He also denied the purpose of the review was to give the various directors private sector-related salaries.

The Transitional Executive Council has demanded the government suspend its planned salary increases for senior civil servants.

The resolution evoked controversy within the TEC as government and National Party representatives rejected it.

Government representative Pienie van der Merwe and the NP's Leon Wessels argued the TEC had recommended its finance sub-council investigate the increases and report to the TEC next week.

Any TEC decision on the increases should be made only after the sub-council had delivered its report, they argued.

The increases are expected to dramatically boost civil servants' pensions for retirees after the April elections.

Mr van der Merwe said the TEC had no way of knowing how exactly would be affected by its decision.
DET salary cuts deferred

The Department of Education and Training announced yesterday it would defer further salary deductions resulting from the South African Democratic Union's "unlawful" strike in August last year.

The DET said it had informed Sadtu of the deferral.

The DET said several concerns were raised with Sadtu yesterday, including "the fact that the department has done everything that it could in its endeavours to eliminate conflict and thus promote learning in schools." — Sapa
PSA fights for increases

By Donwald Pressly
Political Staff

THE largely white Public Service Association and the nonracial Public Service League have both questioned the Transitional Executive Council’s decision to suspend salary hikes for top public servants.

But the National Education, Health and Allied Workers’ Union has welcomed it, saying it was wrong to give poorer paid public servants low increases when highly paid ones got big increases. PSA general manager Mr Hans Olivier said the decision to give top bureaucrats — including directors-general of State departments — up to 20 percent increases was the result of salary negotiations with 11 unions and staff associations.

Agreement had been reached in terms of the Public Servants Act 102 of 1993.

Only two staff organisations, the PSL and Nehawu, opposed the agreement — which included a 5.6 percent hike for rank and file public servants.

Olivier said if anything was being done to jeopardise that agreement, the PSA would have to consider remedies, including legal action.

Nehawu secretary general Mr Phillip Dexter said the TEC decision would give everyone time to reconsider the position of public servants.

PSL media spokesman Mr Derrick Apollis said while his league had opposed the agreement, they did not oppose the hikes for top bureaucrats who had fallen behind in salary hikes in recent years.

They had, together with Nehawu, opposed the agreement on the grounds that a 5.6 percent hike was inadequate.
Why the secrecy?

As a rule of thumb, say actuaries, the liabilities of a private-sector pension fund are about eight times the salary of a long-serving employee at retirement. Based on this formula, the recent round of pay increases, worth an estimated R25m, to the country’s top civil servants, will have added about R200m to the liabilities of the State pension fund.

This is not a significant sum, given the existing deficit of R28bn in the government service pension fund, but it is a reminder of how that deficit arose in the first place. Before September 1987, civil servants were allowed to buy back service they didn’t give, at a rate calculated on their starting salary (often at the age of 16), while pension payouts were based on salary at retirement. This was exposed by Andreas Wassenaar in his book En Route to Fairyland.

Should they retire in April, the beneficiaries of the latest increases will be getting a substantially bigger monthly payment than would have been the case, if the increase had been only the 8% or so awarded on average, in November to special classes or occupations in the service. But their own higher contributions to the fund would have been made only for a few months.

Of course, there could be a legitimate case for the increases. The Commission for Administration argues that, in the past five years, minimum remuneration in the public service has increased more than 250% but salaries of the top level of the management echelon rose only 35%.

Certainly key people in the administration should be paid their money’s worth. If the salaries offered by government departments are way out of line with those in the private sector, then clearly the quality of work delivered will be inferior.

But, if SA’s directors-general, chief directors, directors and deputy directors deserved an increase substantially greater than the increases awarded the rest of the public service, the adjustments made on December 1 should not have been in secret. If they were justifiable they should have been announced publicly before the event.

The information was reluctantly provided, in response to a request from the Sunday Times, that senior civil servants have received increases of up to 20% — at a time when inflation is running at less than 10% and falling. The inference is that the adjustments would not stand up to public scrutiny.

There is nothing unusual about the secrecy. DP MP Roger Burrows explains that traditionally the year-end adjustments, which affect either a class of government worker or an occupation group, are not published. This practice was unfortunate in the past but in the present situation, in the run-up to a new dispensation, with constant demands from those outside of government for transparency within it, this management style is totally unacceptable.
A cunning plot behind the pay rise

Luli Nyanobe

THE decision by the Commission for Administration to award director generals and other senior civil servants a pay increase of up to 20 percent is either very crude or very sophisticated. Crude, because a clause in the interminable constitutional allows a judicial Committee appointed by the president to review and reverse such an award. Sophisticated, because it has the potential to cause a crisis for the incoming government. This may be the intention. The award would be backward. On the one hand, the government could reverse the decision and cause serious tension between the ANC and the senior administrative authorities, thereby damaging any chances of speedy and efficient implementation of government policy in the wake of the Reconstruction and Development Programme. It could also be the first step in a chain of similar potential events. A decision to reverse the award could also be a point of major disagreement between a Government of National Unity — along with all the other potential threats to unity. These considerations may prove the government to act with caution to avoid the situation described above. It would then have to expand even more of the country to ensure that the appointment of the pay raise in line with the office of the early retirement from the administrative posts and the withdrawal of the benefit of the top posts and the duration of the scale. At the same time, the decision would have to ensure that the lower ranks, whose salaries are lower than the higher ranks, are not affected negatively.

Let us examine the CFA's explanation for this decision. Minister Sam Case Beer argues that the increase is justified as an incentive to attract and retain the best people for the public service and also as a means of making the public service a more attractive proposition. At the very least, the CFA's decision would have to do with the TEC. The TEC Act provides that the draft of the 1996/97 budget should take into account the views of the TEC on the overall level of state expenditure and the composition of general state expenditure. The second reason offered by the CFA is that it is necessary to maintain the wage gap between the senior civil servants and the rank and file. The wage applicable to the highest salary scale is at least 10 times that of the lowest scale. How much greater should the gap be, Mr. President? Are the thousands of nurses, policemen and clerks not expected to play a major role in ensuring stability and accountability of the public service under a democratic government, will they not be required to make greater efforts, beyond their official duties, to ensure the delivery of improved services to meet the needs of our people?

The CFA has emphasized on a path of non-compliance with the spirit and letter of the TEC Act, can we expect compliance from senior public servants? Post April 27? In the National Party building's case to initiate a constitutional crisis?

One can come to no other conclusion than the CFA's decision to MacPherson and displays the stronghold of apartheid mentality on the upper echelons of the state administration.
TAXPAYERS face a multimillion rand squeeze to finance top salaries for a completely new corps of highly paid provincial directors-general — in spite of the controversy surrounding Hugo pay increases for D-Gs. DAVID BREIER reports.

CAPE TOWN — South African taxpayers are to be lumbered with a multi-million rand bill for an exploding population of provincial directors-general.

A brand new corps of about 100 provincial directors-general is due to take the place of the present four who currently do the job.

This could cost the province R200 million a year in new salaries, as each director-general is paid R55 000 yearly. Their bureaucratic support staff would cost hundreds of millions of rands more.

Urgent negotiations are currently under way between provincial officials and the Commission for Administration to find ways of limiting top-heavy bureaucracies that could mushroom in the nine new provinces after the April election. At present each of the four provinces has only one director-general.

But officials predict that the nine new provinces to be formed after the election could each have 11 or 12 directors-general to administer new powers to be devolved to the provinces — making a total of about 100 new officials, with the most senior receiving top civil service salaries.

**Massive costs possible**

Director-general is the highest rank in the civil service. There are at present 37 mostly in central government — while the existing four provinces between them have four. This excludes directors-general in the 10 homelands to be incorporated into the new provinces. There are another 1,942 civil servants with the rank of director, chief director and deputy chief director, who also received pay increases of up to 20 percent last month.

The Transitional Executive Council has demanded that the Government suspend these increases after a furore this week.

The Provincial Administration Director-General Herbert Beukes said the future nine provinces would incur “massive costs” if each of their 11 or 12 departments had its own director-general.

This would mean 99 to 108 provincial director-generals instead of the present four — in addition to those in central government, he said.

“We are working with the Commission for Administration on this, but it still has to be worked out. We are looking at a rationalisation approach to prevent department heads mushrooming,” Beukes said.

He said this could entail clusters of departments whose interests coincided falling under a director-general.

This would mean each province could make do with three or four directors-general instead of 11 or 12.

Beukes said it would be impossible for each province to have only one director-general, as was the case with the present four provinces.

Major new powers granted to the new provinces would increase their workload beyond the capacity of a single director-general.

The newly-formed provinces will gain a number of new functions such as police, agriculture, tourism, trade, industrial promotion and welfare.

In addition, traditional provincial functions of education and health are due to be expanded.

FROM PAGE 1.
TEC set to back down on salary increases

PRETORIA — The TEC is set to back down on its demand for a moratorium on public servants' wage increases.

The TEC's finance subcouncil reported yesterday that the increases of up to 20% for some senior officials had been awarded "according to pre-defined salary structures and policy".

After meeting Administration Minister Sam de Beer, the Commission for Administration, the 10 public service trade unions and other parties, the subcouncil said wage negotiations had been conducted in accordance with the Public Service Labour Relations Act.

There had been no unilateral decisions by government, nor had the increases been initiated by government or management echelon officials, the subcouncil said.

The salary improvements had been "the result of intensive and extensive negotiations with employee organisations".

The improvement plan was a package, spread for implementation purposes from November 1 1993 to April 1 1994, and was subject to strict financial guidelines.

The general salary increase for public servants for 1993/94 was 5.5%, which represented only a modest improvement.

"The increases for senior officials might appear relatively large, but the adjustments were effected from levels which lagged far behind pay rates for comparable responsibilities in the private sector."

The TEC is likely to support the subcouncil's views at its full meeting next week and lift its moratorium.
Civil service pay rises 'okay'

The Transitional Executive Council sub-council on finance submitted a report to the TEC yesterday stating that the proposed increases for senior civil servants were accountable and that strict financial discipline had been applied in the process.

The TEC decided last week to freeze the increases pending an investigation by the finance sub-council.

The report said: "The increases for senior officials might appear relatively large, but the adjustments were effected from levels which lagged far behind pay rates for comparable responsibilities in the private sector." (364)

"Even after the adjustments, pay levels were still substantially below those of the private sector."

The TEC increased its pressure on KwaZulu and Ciskei yesterday.

The country's first representative body is taking legal action against KwaZulu Police Commissioner Lieutenant-General Roy During for refusing to co-operate.

TEC chairman Pravin Gordhan said court papers were to be served on During yesterday.
TEC may back down on pay hike moratorium
TEC denies approving pay increases

The Government’s salary increases of up to 20 percent for top civil servants have not been approved by the Transitional Executive Council’s subcouncil on finance, according to ANC deputy economic planning head Tho

Mboweni.

A member of the finance subcouncil, Mboweni yesterday said press reports giving the impression that there was consensus in the subcouncil on the salary increases were incorrect.

The truth, he said, was that the subcouncil had discussed the issue on which some council members held “certain views”. Further discussions were still going to take place. — Political Correspondent.
No TEC decision yet on pay hikes

JOHANNESBURG. — The Transitional Executive Council had not made a final decision on salary increases for senior civil servants, ANC representative on the TEC's finance sub-council Mr Tito Mboweni said yesterday.

Mr Mboweni said a TEC document released this week which appeared to approve of the salary increases was in fact a draft prepared by the government representative, Mr Theo Alant. "Personally, I would not want to be associated with that document," he said.

The TEC, acting on media reports, resolved at a previous meeting to freeze the pay hikes. — Sapa
New turn in row over public service pay rises

PRETORIA — A TEC finance subcouncil document released this week, which showed support for recent increases awarded to public servants, was made public prematurely, said ANC delegate on the subcouncil Tito Mboweni yesterday.

It was not the subcouncil’s final decision, he said.

Speaking in his personal capacity, Mboweni said consensus had not been reached within the subcouncil, as further technical investigations into the matter were still being considered.

The document indicated the salary improvements, particularly the 20% granted to some senior civil servants, had been awarded “according to a predefined salary structure and policy”.

It said the increases, which had been the result of extensive negotiations, fell within the ambit of the Public Service Labour Relations Act and formed part of a package spread for implementation purposes from November last year to April 1 1994.

Mboweni said the document was an initial draft prepared by government representative on the subcouncil Theo Alant and had been released in error.

Meanwhile, the Commission for Administration announced that almost 100 senior public service posts were vacant. This figure excluded vacant senior posts in the administrations of the TBVC and self-governing territories.

One of the tasks of the finance subcouncil is to approve the appointments of senior public servants.

The commission said the vacant posts included 73 directors, 22 chief directors, three deputy directors-general and one director-general.

The total management echelon of the public service is about 2,000 officials.

Meanwhile, in Venda, public servants embarked on a sit-in yesterday.

The action was decided on at a mass meeting in Thohoyandou after it was reported that only R100,000 of R46m owed by a number of senior public servants, including former head of state Brig Gabriel Ramushwana and newly appointed head of state Maj-Gen Gerson Ramsabulana, had been repaid.

It was reported only six of more than 500 public servants who owed the fund thousands of rands had repaid the money.

At the meeting, Civil Servants’ Coalition Committee chairman Aliqunu Muvhango said letters of demand had been sent to those who owed money.

The sit-in would continue until the money was refunded.
Soweto workers may receive overdue pay

GREATER Soweto municipal workers look set to receive their R26m in overdue salary payments at the end of this month after dissenting parties hinted they would sign a document to release the funds.

Parties in the Soweto Crisis Committee (SCC) had been embroiled in dispute over the signing of the Greater Soweto services crisis agreement, which government insisted had to be done before it would advance money owed to Diepmeadow and Dobsonville.

ANC-SACP alliance members said they would not sign until they were assured the money would be paid this week.

Central Witwatersrand Metropolitan Chamber CG

Vic Milne said a meeting yesterday had resolved that parties who had not signed the accord would do so at a meeting with the director-general of local government affairs in Pretoria. "If they were satisfied that the workers would be paid at the end of the month."

Milne said a new claim from Soweto employees that they were owed money from as far back as 1988 would be discussed later.

Soweto Civic Association executive member Molapi Thabedi said all the workers had resumed work and service payments were proceeding smoothly in the township.
The Transvaal Provincial Administration (TPA) will hand over a cheque for R21 million this week to enable Greater Soweto's city manager Howard Veale to pay municipal workers monies owing to them from as far back as 1982.

The long overdue payments have caused industrial action which jeopardised the normalisation of services in Greater Soweto.

Vic Milne, chief executive of the Central Wits Metropolitan Chamber, said this had been agreed at a meeting held on Friday between members of the Soweto Services Crisis Committee (SCC) and the director-general of the TPA and the Department of Local Government.

TPA director-general Len Dekker had given the SCC a written undertaking that the cheque would be in their hands by Wednesday, Milne said.
CPA health workers slam their bosses’ 20 percent increases

□ Unionists march to demand danger bonuses

DEANNE CRUYWAGEN
Staff Reporter

MEMBERS of the Health Workers’ Union have slammed bonuses paid to colleagues working in dangerous conditions and the 20 percent increase given to senior Cape Provincial Administration staff.

In an open letter to the CPA, they also demanded that the administration, which signed a recognition agreement with the National Education Health and Allied Workers’ Union, reinstate their union.

A delegation handed the letter to CPA chief director of professional services Alan MacMahan after workers marched to the administration’s Wale Street headquarters yesterday.

A contingent of Internal Stability Unit policemen stood outside, preventing workers other than those in the delegation from entering.

Workers, the majority of them in uniform, stood outside the building waving placards saying “Our children are starving — increase our salaries now” and “14th cheque for all”.

Union secretary Norman Maharaj said in the letter members were disgusted at the “cynical and callous way” top management had taken it upon themselves to accept 18 percent and 20 percent salary increases.

Mr Maharaj said it was distressing that beneficiaries of the huge increases had reportedly been given luxury cars.

But public sector employees such as nurses, doctors, teachers and health workers had to be satisfied with a “meagre” 5 percent increase.

“The whole thing stinks. The public needs an explanation,” he said.

He said health workers had always demanded a living wage.

“This you have steadfastly refused. We demand just reward for our labour and we demand it now.”

He said colleagues at other institutions were paid a 14th cheque for working in trying and dangerous conditions.

“We believe all health workers qualify for these bonuses. For many years, in difficult and dangerous conditions, we have given loyal service.”

This often meant ignoring strike calls at their risk.

They had also coped with an increasing patient load and saved the state millions of rands.

“We demand that all health workers be paid these bonuses.”

Mr Maharaj said his was the first trade union to be recognised by the CPA. But recognition was withdrawn last year because of a reported merger with another union.

“Our presence here today is proof that the HWU is still very much alive,” he said.
Golden handshakes proposal for municipal councillors

CLIVE SAWYER
Municipal Reporter

GOLDEN handshakes have been mooted for thousands of municipal councillors as interim local government looms.

A reliable source said today the proposal, which apparently originated in Transvaal councils, would have to be discussed by the national Local Government Negotiating Forum.

At present councillors who retire get no special payment.

Councillors who joined the municipal pension fund get paid out according to contributions made by themselves and their local authorities.

Meanwhile, big changes could be ahead for the Cape Metropolitan Negotiating Forum.

At a briefing, Provincial Administration local government specialist Donald Craythorne said that the present make-up of the forum did not conform to the Local Government Transition Act.

The Act required representation for all statutory bodies, including management committees.

At present the forum does not have direct representation for all of these bodies.

Forums must be set up in terms of the Act by the first week of May.

Bodies who want to be members will have to apply in writing, submitting full details of their constitution and membership.

They must be able to prove they represent a significant number of people, and have a vested interest in the political restructuring of local government.

Dr Craythorne said it was too early to report on feedback from rural towns in the Cape about interim local government measures.

In the Cape Town metropole, the forum will decide on "local options" including how many seats a transitional council will have, and who will be appointed as councillors.

The appointment of interim councillors is expected to precipitate the end of many civic careers as many sitting councillors make way for appointments from "non-statutory" ranks.
National strike on the cards as tension mounts

By RAY HARTLEY; Political Reporter

THE simmering tension between health workers and provincial administrations could boil over into a national wage strike in April — the month of South Africa’s first democratic election.

National Education, Health and Allied Workers’ Union official Neal Thebejane warned this week that politicians would have to make “strategic political decisions” to avert the impending strike.

He said his union was already mobilising its members around the country to protest against the disparity between the 3.4 percent pay increase for public sector workers and the 80 percent hike offered to senior civil servants.

Public sector wage increases are scheduled to take effect on April 1.

The Transvaal Executive Council’s sub-council on finance has been dealing with the projected public sector pay hike since January, but has failed to reach a resolution.

The new strike threat comes after several strikes, involving nearly 20 000 workers in the volatile health sector, recently ended.

The strikes were mainly over a R500 bonus paid to Baragwanath Hospital workers and administrative failures regarding wages and promotions in the homelands.

Mr Thobejane said 21 shop stewards and a union official from Nkopinga’s Eastern Cape region had been suspended pending investigations into intimidation and failure to use correct union procedures.

A strike involving “renegade” members of the union, who called themselves the Action Committee was continuing in Lebowa, but the union was actively trying to defuse this, he said.

There have already been at least eleven wage strikes this year, according to statistics compiled by Labour Monitor for IR Network.

These have included work stoppages in companies as diverse as Amalgamated Beverage Industries, Carlton Paper, Union and Sappi.

IR Network’s Wendy Dobson said the strikes appeared to be concentrated in high-paying industries which had not centralised their wage bargaining.

Most seemed to have been triggered by workers who believed signs of an improvement in the economy should translate into higher increases than those paid over the last two years, she said.

High-paying companies were now trying to reduce their wage bills to cope with increased international competition as the economy opened up to foreign competition, she added.
Unions want Govt or TEC to help end hospital crisis

BY JOYAL RANTAO
LABOUR CORRESPONDENT

The National Education, Health and Allied Workers’ Union (Nehawu) has called for the Government’s or the Transitional Executive Council’s intervention to resolve the hospital crisis which it says threatens to develop into a national strike.

Nehawu general secretary Neal Thobejane said the crisis needed a political solution. Only the Government or TEC could declare a wage increase agreement — which Nehawu is unhappy about — null and void.

Then wage negotiations could be reopened.

Thobejane said the agreement, which allows a 3.4 percent increase to lowly paid workers and a 20 percent increase for high earners, was biased against its members, the majority of whom earn “starvation wages”.

Nehawu warned that there would be confrontation unless the politicians intervened and reversed the decision to increase salaries.

Thobejane pointed out that his union objected to the salary increases but had been outvoted by other staff associations.

He said that if all negotiation avenues failed, workers in all State departments would embark on a national strike that was bound to cripple the civil service.

“Our members have legitimate demands. These increases cannot be justified morally or otherwise. They’re biased against our members,” Thobejane said.

In its response, the TPA’s Commission for Administration urged Nehawu and other parties, to respect principles in the Public Service Labour Relations Act of 1993.

“it enshrines certain principles regarding employer-employee relations and provides certain mechanisms to deal with disputes.”
Soweto workers down tools over wages

ABOUT 2,000 Soweto municipal workers yesterday downed tools to negotiate a date by which their outstanding wages would be paid to them, an SA Municipal Workers' Union spokesman said.

And as management did not respond to worker demands, the non-performance of duties would continue today and indefinitely until the issue was resolved, he added.

He stressed the workers were not on strike, but merely sought an agreed date by which their money, outstanding since 1985, would be paid.

Thereafter, the question of the rent boycott could be addressed.

The workers tried to meet Howard Veale, appointed township manager by the Metropolitan Chamber, to put their demands to him.

The spokesman said Diepmeadow workers had been paid, but not Soweto workers, leading to widespread dissatisfaction.
Sadtu warns minister over pay dispute

THE South African Democratic Teachers' Union (Sadtu) is "outraged" at National Education Minister Piet Marais's refusal to meet with it to discuss the "no work, no pay" dispute.

Sadtu has threatened to take the dispute to the Industrial Court if Mr Marais refuses to talk to the union.

The union's national council said in a statement it had picked up many discrepancies in the way deductions were made from teachers' pay after the August strike.

In many cases, money had been deducted from non-strikers — as much as R1 800 in January, the council said yesterday.

There had been no meaningful negotiations between Sadtu and education authorities on the "no work, no pay" issue.

This lack of communication contravened the Education Labour Relations Act, the council said.
Sadtu hints at school disruption

By Bongani Mavuso

THE South African Democratic Teachers' Union yesterday hinted at further disruptions to schooling over "the no work, no pay" principle.

This follows what Sadtu said was the refusal by the National Education Minister, Mr Piet Marais, to meet the union over the "no work, no pay" policy.

In a statement, the union's national council said it was "outraged" by Marais' refusal to meet the union to resolve the pay dispute arising from last year's national teachers' strike. "Sadtu has picked up numerous discrepancies in the manner and procedure by which teachers' salary deductions have been made against striking teachers," Sadtu said.

The union alleged that non-striking teachers had also had salary deductions of up to R1 800 in January 1994 in various education departments.

Marais said yesterday he was not "involved in the dispute between Sadtu and certain ministers of education".

"This is a matter to be discussed between Sadtu and the ministers employing the teachers. I am not responsible for education departments and obviously have no jurisdiction over them," he had referred the matter to the relevant departments.

According to Sadtu, there have been no meaningful negotiations between itself and education authorities on the issue of the "no work, no pay" policy.

This, the union said, contravenes the relevant provisions of the Education Labour Relations Act of 1993.

Sadtu said it planned to take the dispute to the Industrial Court if Marais continued to refuse to meet it. "A failure to resolve this dispute speedily is likely to result in further disruption to schooling countrywide," Sadtu added.
Sit-in disrupts chamber meeting

A CENTRAL Witwatersrand Metropolitan Chamber meeting was abandoned last night when about 400 Soweto municipal workers occupied the Johannesburg City Council chamber for several hours.

They demanded payment of salary arrears totalling R80m.

 Shortly after chamber chairman Van Zyl Slabbert opened proceedings, workers - mostly SA Municipal Workers' Union (Samwu) members - in the public gallery began chanting, demanding the TPA and chamber committee settle the debt affecting more than 2,500 Soweto employees.

However, Slabbert said in terms of the chamber's constitution the meeting could not continue and adjourned proceedings.

SA National Civic Organisation (Sanco) southern Transvaal deputy president Richard Nkama said workers' demands included the dismissal of Soweto city manager Howard Veal and Soweto town clerk Louis Geldenhuyse, and the withdrawal of a court interdict against them.

"We are concerned that the upgrading of services planned for Soweto will be jeopardised if management and the TPA fail to meet workers' demands," he said.

ANC provincial and local government affairs head Mathole Motshekga accused the chamber of being "incompetent".

He said workers were "deeply concerned" that the TPA had broken the Soweto agreement with Samwu, which was intended to deal with the services and payments problem.

Slabbert said if the workers engaged in actions which made it impossible for the chamber to assist in implementing the agreement "the chamber can only observe proceedings without being able to do anything about it at this stage."

However, Motshekga said if the chamber could not do anything it had no business being involved in local government affairs.

Workers left the building after agreeing to meet city officials today.
TPA ‘not liable’ for Soweto wage arrears

THE dispute over unpaid wage increases was a matter between the Soweto City Council and its workers, and the Transvaal Provincial Administration (TPA) could not be held responsible for money owed to employees, Transvaal MEC for local government Piet Coetzee has said.

Coetzee was responding on Friday to allegations that the strike by about 2 500 Soweto workers had been caused by both the TPA and the council reneging on pay-rise pledges dating back to 1988, which had built up into a R350m backlog.

About 400 workers caused a Soweto Services Crisis Committee meeting to be abandoned last Wednesday when they occupied the Johannesburg council chamber, demanding payment.

Coetzee said the TPA had complied with undertakings by the Greater Soweto Services Crisis Agreement and had made available a kick-start of R350m and advances on grants to enable Soweto and Diepsloot to implement the accord.

The dispute about unpaid increases in wages is a matter between the Soweto Council and the workers. Negotiations between the parties are in progress,” the TPA said.

The TPA had taken a leading part, along with representatives of all role-players in greater Soweto, in reaching agreement to end the service charges boycott and to improve services.

“I would like to make a call on the parties involved to spare no effort in reaching a settlement and in bettering the chances of success for the Soweto agreement,” Coetzee said.

Soweto council officials could not be reached for comment.

SA Municipal Workers’ Union spokesman Andrew Mkoenyane said a team set up by the crisis committee to look into the backlog and work out the exact amount owed would report back today.
Public works strike ends

STEPHANE BOTHMA

PRETORIA — An illegal strike by employees of the regional office of the Public Works Department — responsible for the Union Buildings gardens and the cleaning of presidential and ministerial homes — ended yesterday.

A department spokesman said the strike, organised by the SA Health and Public Service Workers' Union, had been called on Wednesday following demands that members of the union be given their pensions before April 27.

The request for the payment of pensions was raised by union secretary-general Silas Babiyi on February 21.

After Babiyi was informed that the pension fund was administered by the Finance Department, not by the Public Works Department, he called for a strike.

Strikers returned to work after discussions with the department, during which an undertaking was given that the department would take the matter up with the Finance Department and that the union would be briefed within a week.
Civil servants march on Parliament, CPA

Staff Reporter

ABOUT 500 public servants marched on Parliament and the CPA yesterday threatening to bring the Cape to a standstill in a repeat of the Bophuthatswana incident if their demands were not met by today.

The march was part of a national campaign to protest the 20% increase granted to directors-general, while most public servants are getting a 3.4% salary increase on April 1, he said.

Protesters included workers from Tygerberg, Groote Schuur, Somerset and Conradie hospitals as well as House of Representatives employees.

Mr Alistair Charles, regional secretary of the National Education Health and Allied Workers' Union, said the Commission for Administration was issued with an ultimatum three weeks ago and given until today to respond.

Among their demands is a minimum wage of R1,300 and a 10% increase.

Mr Corrie Smit, for the commission, said the demands and the state's response would be discussed during the next round of negotiations scheduled for March 28 to 31.
Alex council strike ends

Alexandra council staff returned to work yesterday after a three-day strike over a salary dispute and power struggle with the township's administrators, the Randburg Town Council.

A spokesman for the Randburg council said the strike had been resolved through the appointment of a task team to investigate the issues that led to the action.

The task team is made up of five representatives each from the Randburg and Alexandra councils. — Metro Staff.
NEWS Working groups to speed up payments

Soweto services strike suspended

By Ike Motsapi

The strike by about 2,050 Soweto Council employees is over and workers are to resume duties on Monday.

Workers went on strike in February to demand the payment of about R19.8 million allegedly owed to them since 1988. The strike was sparked by news that Diepmeadow Council workers had been paid money owing to them.

Mr Andrew Nkoanyane, general-secretary of the South African Municipal Workers' Union, which represents the workers, said yesterday that the strike was suspended after the Transitional Executive Council made an undertaking that workers would be paid money owed to them.

Sanwu had approached the TEC on Wednesday as the strike, which entered its fourth week on Monday, paralysed essential services in Soweto and surrounding areas.

Nkoanyane said Sanwu, the TEC and the Transvaal Provincial Administration had agreed to set up working groups that would speed up the payment of money to the workers.

Undertaken

TPA spokesman Miss Hanlie Dulport said yesterday the TPA had undertaken to make about R32 million available to the Soweto and Diepmeadow managements to implement the agreement reached between the parties.

"The TPA played a leading role along with representatives of all role players in Greater Soweto to reach the agreement to terminate the strike. We charge boycott and to improve services in general," she said.

Nkoanyane said the dispute resulted from upgradings within the Soweto Council in 1987.

"Surprisingly, only top officials were paid the appropriate salaries. Workers went on strike in 1988 around this issue because the upgrading only benefited senior personnel."

"As a result, several employees were dismissed and no attempts were made to resolve the problem. In 1992 the discrepancies were again highlighted to the council, which admitted it owed the workers but said it could not pay out because of lack of funds," he said.
Doctors in bid to sort out overtime

Interns call for talks with chiefs

BY MICHAEL SPARKS

Overworked doctors have invited the superintendents of Johannesburg's five largest provincial hospitals — the Johannesburg Hospital, JG Strijdom, Hillbrow, Baragwanath and Coronation — to a meeting on Wednesday to discuss overtime pay and excessive overtime.

The invitation was made by the Junior Doctors' Association of South Africa (Judasa), which has threatened legal action if the workload of medical interns is not reduced to acceptable limits and full overtime is not paid.

Interns claim they regularly work up to 120 hours a week. The maximum safe overtime recommended by the SA Medical and Dental Council is 80 hours. They also claim they are not paid for all their overtime.

Judasa spokesman Dr Eric Hefer says the optimum working time for doctors is about 60 hours a week, but "doctors are regularly working more than double that".

If Wednesday's meeting does not produce an adequate response from the hospitals, Judasa intends taking industrial action, Hefer says.

Medical Association of South Africa labour relations manager Peter Brewer says the response by Johannesburg Hospital superintendent Dr Trevor Frankish to the invitation has been "very positive". Dr Annemarie Richter, superintendent of JG Strijdom and Coronation hospitals, has also agreed to attend.

Brewer is still awaiting a response from the other superintendents.

"We are not adopting a confrontational approach, but it is a disgrace that our members are subjected to these working hours," Brewer says.

One of the reasons medical interns work excessive overtime is a severe shortage of primary health care facilities, according to Frankish.

But the issue of primary health care centres is a broader health policy issue which will have to be addressed by the new government. In the meantime, he says, "I am not disputing the importance of the interns issue. It does have to be addressed."

Soweto workers end strike after pay deal sealed

Soweto council workers have agreed to return to work tomorrow, after the TEC undertook to persuade the Transvaal Provincial Administration that they should be paid the money owed to them, SA Municipal Workers' Union shop steward Thembi Mahlangu said yesterday.

The workers will not work today, instead observing Sharpeville Day and attending rallies.
TPA locks out workers

The TPA (Township Police Administration) locked out about 100 workers out of their offices in downtown Johannesburg yesterday after a dispute between the workers and management over working conditions.

According to the workers, who are members of the National Union of Police Officers and Allied Workers' Union (NUPOA), the dispute centres around the demand for a basic wage increase of R150 per month and better working conditions. The workers said they were working in dangerous areas, such as areas with high crime rates, and that their current conditions were not satisfactory.

The management denied the workers' claims, saying they were already paying the workers a fair wage and that the workers were being over-dramatic.

The workers said they would continue their strike until their demands were met.

Source: Daily Mail, 24 April 1994
Traffic dept pay dispute resolved

The Johannesburg Traffic Department pay dispute has been settled. Executive director of public safety Mike Davis said a meeting with the South African Municipal Workers' Union yesterday had been very successful. Apparently all parties were happy with the agreement reached.

A progression plan had been formulated which would provide major benefits for most staff members, and these would be fully implemented within the next two months, he said.

The plan would be used for fire and ambulance staff as well.

Davis said a strike had never been formally declared. "There were grievances and these have been addressed, " he said.

"The men were never off duty, and in fact I would like to commend them on the excellent work they did during Monday's unrest in the city centre."

"They put their lives at risk and were the unsung heroes," he said. -- Staff Reporter.
Allowances of SAP to be increased

POLITICAL CORRESPONDENT

The Transitional Executive Council yesterday recommended that SAP members receive the same daily allowance as members of the National Peacekeeping Force (NPKF).

It further recommended that R120 million be allocated to increase the daily allowances of policemen.

NPKF members are receiving R61.50 per day while policemen receive a daily allowance of R22.50. The State Electoral Fund is to be doubled to R44 million.

All political parties contesting the April election receive money from the fund to ensure that all parties have an equal chance in the election campaign.

The TEC was initially asked to recommend that the fund be topped up from R22 million to R40 million — the amount calculated at R3 per voter.

Envisaged

However, the TEC agreed that R2 should be spent per voter and that an additional R22 million would be given to the fund.

The TEC joint executive secretaries — Mac Maharaj and Fanie van der Merwe — are to take a “hard business look” at losses the SABC envisages as a result of its election coverage.

They are also to consider the R3.5 million needed to continue the Democracy Education Broadcast Initiative’s voter education programme on television.

The TEC was told yesterday that the SABC envisaged losing R15 million as a result of its election coverage and a further R10 million in advertising revenue as a result of allotted times on television for political parties.
Police pay set to rise for election duties

CHARLES WEBSTER

BITTER salary complaints from the South African Police Union (SAPU) may soon bear fruit. The Transitional Executive Council will be requested to raise the daily allowances of SAP members to R61.50, the same as those of the National Peace Keeping Force (NPKF).

The request comes from the TEC's Subcouncil on Law and Order, which met on Tuesday.

According to sources within the TEC, the raise will cost R120 million, and go to officers engaged in "election-related operational duties" from April 10 to May 10 1994.

To date, members of the SAP have received a R22.50 daily allowance, about one-third that of the NPKF.

An ordinary SAP constable currently earns R1 260 a month, while a private in the NPKF earns R2 389.

SAPU has given the TEC until April 13 to respond to its demands for salaries equal to those of the NPKF.

A spokesman for SAPU told WeekendStar the low pay SAP members receive is the biggest factor contributing to the low morale in the force.

"We have sent memoranda to both the TEC and the State President," he said, "and so far, have had no positive response." (364)

SAPU said the police did the same election-related work as the NPKF, yet were paid less. The possibility of a strike by SAPU's 20 000 members could not be ruled out.

The subcouncil's report noted the police force would be indispensable during the elections, that they did not receive adequate acknowledgement from political leaders and that discrepancies between SAP and NPKF members was one of the issues causing dissatisfaction among police.

The report further stated: "Cognisance needs to be taken that NPKF members receive a specific, short-term role to play without longer-term benefits... pension benefits, housing subsidies..."
SADF troops to get special payment

Allowances for election period same as those for NPFL
Pay hike for House of Reps staffs

PUBLIC servants working for the House of Representatives will receive a surprise three percent salary increase on May 1.

The increase was announced at a farewell party on Thursday by the Chairman of the Ministers' Council, Mr. James Rabbie, who is on the National Party's election candidates list.

He said employees not yet placed in alternative departments with the phasing out of own affairs would receive their monthly salaries from a pre-determined pay point. — Sapa

(Report by S. Menage, NN Commissioner)

(354)
State unemployment does not work.
Police union denies it is planning strike action

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

South African Police Union (Sapu) national organiser Gerhard van der Merwe has rejected reports that the union has threatened to go on strike unless policemen's salaries are increased to the level of their counterparts in the National Peacekeeping Force (NPKF).

He said Sapu, which claims a membership of 20,000, would instead use consultation to urge the Government and the Transitional Executive Council to grant them immediate salary increases.

"We have not threatened to go on strike because our constitution does not allow us to do so. But I must say that our members at grassroots level are calling for stronger action," Van der Merwe said.

A Police and Friends Civil Rights Union spokesman said yesterday that Popcor would arrest Sapu members if they went on strike.

Van der Merwe said Sapu would consider offset peaceful protests and go-slow on April 13 if the union did not receive replies from the State President's office and the TEC.

"If we consider going on strike, the constitution would have to be amended at an annual general meeting," he said, adding that the union would discourage members from striking.

Sapu had demanded salary increments of up to R1,200 a month and that the daily police allowance be increased from R22.50 to R61.50.

Van der Merwe said the Government and the TEC could afford to grant Sapu members the increments. "If they could give the generals and brigadiers increases... what could stop them from meeting our demands?"

An average SAP constable is paid R1,265 a month compared to the R2,259 paid to an NPKF constable. An SAP sergeant is paid R2,288 and his NPKF counterpart R3,599.

The Democratic Party yesterday called on the TEC to consider standardising the salaries of all security forces.
Battle to avert strike by angry police union

Cape Town — Leaders of the South African Police Union (Sapu) were battling to stave off a strike by its 20,000 members over pay demands, union head Lieutenant-Colonel Andy Miller said yesterday.

Dissatisfaction among rank-and-file union members over pay increases for top policemen and the National Peacekeeping Force (NPKF) was so strong that Sapu leaders "had their hands full" trying to prevent a strike during the election.

However, Miller said he did not believe the door had closed on the union's demand for a wage increase by April 13.

"I don't think it's been rejected outright," Miller said, reacting to reports that the TEC had refused the wage increase.

Sapu leadership was trying to convince angry members not to push for a strike during the election.

"A strike would be unethical, immoral and illegal, and my union and I will not call a strike — that has never been our intention," he said.

But the groundswell membership is deeply dissatisfied with the salary packages.

He said top management had been awarded pay increases of between R3,000 and R4,500 a month.

"We are expected to work during the election on a measly R2,150 a day while a different, ill-trained force gets three times that amount."

Because NPKF wages had doubled after the force went on strike, many Sapu members interpreted this as the way to deal with the TEC, Miller said. The union was keen to continue talks on the wage issue with the TEC.

It seemed NPKF members had been paid more because they were contract workers and did not have job security.

"But for that matter we could say the police have 20,000 contract workers — the assistant constables.

"Therefore, their pay should be brought on a par with the peacekeeping force," he said.

The DP has called on the TEC to urgently consider standardising all salaries paid to security force members.

DP executive director James Sefie said the threatened Sapu strike would be disastrous.

"Strikes by security forces, the precedent for which was set by the NPKF's strike a few weeks ago, are not the solution," he said. — Sapa.
R300m pay rise to appease cops

BY PETER De IONNO

THE TEC is set to treble the election allowance paid to about 80,000 police officers in an attempt to avert a threatened strike.

An announcement expected on Tuesday will increase the daily payment to police on active duty from R26.50 to R61.50 — equal to the total allowances granted to National Peacekeeping Force members on deployment.

The decision will add about R360-million to the R15-million already committed to paying police the election allowance in March, April and May.

A police general said a top-level decision to back the SA Police Union appeal to the TEC for substantial increases in pay between the ranks of constable and colonel was made on Friday.

A memo signed by Police Commissioner Johan van der Merwe late on Friday supporting the daily allowance increase is expected to be distributed in the force tomorrow.

The memo warns strikers face dismissal, and says the Attorney-General will investigate the cases of the senior generals on leave after allegations by the Goldstone commission that they were involved in Third Force subversion.

Members of Popcru staged a march to police headquarters in Pretoria yesterday to petition for higher wages.

Police generals are hoping the concession will take the heat out of SAPU's campaign to cash in on the climate of crisis as the election looms closer.

However, no one, including SAPU officials, who claim a membership of 20,000 and rising, can be sure the improved daily allowances will satisfy front-line officers who have been deeply insulted by the salary increases granted to the NPKF after a strike at the end of February.

A police constable receiving basic pay of R1 250 a month earns a little over half the R2 309 paid to an NPKF private.

Admitting that many junior officers had been upset when rises of between 18 and 25 percent were awarded to police brigadiers and above at the end of last year while lower ranks were given only single-figure increases, the general said the NPKF pay rise had turned anger into outrage.

"If it had not been for the higher pay to a force that police members see as a junior force, this would not have happened," he said.

trail of deceit

when the comm, an officer, said to his wife, "I'm going to be a student at Oxford and you, the son of doctors, should go visit family. He claimed.

In addition to being helped by Mr van Eck, the comm was approached by members of the public who wanted to give money to the "poor young man so far away from home.

East Cape SAP officer Mato

[Image 0x0 to 1792x2472]
Police allowance trebled

Erich Jankowitz

THE Transitional Executive Council is expected to announce an increase in the police allowance paid to about 20,000 policemen on active duty this week, nearly trebling the daily payment from R22.50 to R61.50.

This will bring the police allowance in line with that granted to National Peacekeeping Force members. The Police and Prisoners Civil Rights Union (Popcru) had threatened a strike.

On Friday the union warned that it did not receive a written guarantee that all its demands would be met within a reasonable time from the election. It would be unable to prevent its members from going on strike.

However, Popcru secretary-general Nkane Mqathli acknowledged that April 23, the proposed start of the strike, could be disastrous for the election with the potential withdrawal of 20,000 Popcru members, out of a total police force of 115,000, from the monitoring process.

SAP spokesman Craig Koizl condemned the threatened strike, and said industrial action by police was outlawed in terms of labour legislation. Popcru members marched in Pretoria on Saturday from SAP headquarters to the Correctional Services Department and then to the TEC to present a memorandum of grievances.
Muted response to May Day Police union hits out at pay disparity

October 31, 2023

The SPV Police Union (SPOU) has announced an immediate pay disparity protest in response to the recent pay cut announcements. The union has called on the government to address the issue and has threatened to不排除采取进一步的行动。
Revised pay scales for new govt unveiled

PRETORIA — Nelson Mandela will make R734 000 a year once he takes over the Presidency — but he will also be SA's first head of state to pay tax.

F W de Klerk, who earned R272 734 a year tax free as President, will receive R681 600 gross as an executive Deputy President, or R538 247 after tax, pension and medical aid contributions.

The salary packages of SA's new public representatives were announced yesterday by Judge DA Melamet, who chaired a Transitional Executive Council-appointed committee on the remuneration of provincial and national parliamentarians.

He said comparisons of the pre- and post-election salaries of the country's top job were complicated by the fact that De Klerk's former salary excluded pension contributions, tax, allowances and perks.

But Mandela's R409 032 net annual salary included parliamentary, car and other allowances — so nothing was "hidden".

Provincial premiers, Cabinet Ministers, the speaker of the National Assembly, the president of the Senate and chairman of the Constitutional Assembly would all qualify for Grade P salaries of R298 043 a year after tax and deductions.

Other grades range from R200 042 for the deputy chairman of the Constitutional Assembly, deputy speaker and deputy president of the Senate, to R137 001 for National Assembly and Senate members, and R132 121 for provincial legislature representatives.

Former MPs earned R124 518 net before the elections — excluding perks and benefits.

Melamet said Mandela had indicated that he wanted to be treated and taxed like a private citizen. He said the President's salary, along with all the parliamentary salaries and allowances, had been set at a level equivalent to the private sector and was commensurate with responsibilities.

The TEC committee, which included representatives from a range of organisations including the African Bank, NUM, Nehawu, the Public Accountants and Auditors Board, Parliament and the TEC, had reached unanimity on remuneration levels for parliamentarians. "They are not being overpaid," Melamet said.

Significant revisions to previous remuneration procedures had been implemented in a bid to enhance transparency. All allowances, apart from car allowances, had been scrapped and incorporated into basic salaries.

Besides the President and his two deputies, no parliamentarian or Cabinet Minister would be given a state-owned house or housing subsidy. Those incumbents inhabiting state-owned houses would be charged market-related rates.

All parliamentarians, from President down, would pay tax.

A pension fund would be established and all MPs would contribute 7.5% of their salaries. Previously no contributions were required and pensions were paid out of the consolidated revenue fund.

Melamet said the committee had established several principles to provide a basis for remuneration in the new parliamentary system. The principles stated that the system should attract the best persons available, encourage individuals to work...
Pay R34 136 a month Mandela's take-home
First S African president to pay tax on salary
Huge salary for Mandela

**BIG PACKAGE**

President's pay at R784 350:

By Josias Charte

Tate president-elect Mr. Nelson Mandela will earn R784 350 a year and become the first head of state in South Africa to pay tax on his income. (934)

This was disclosed at a Press conference in Pretoria yesterday addressed by Mr. Justice DA Melamet, who headed a committee to investigate conditions of remuneration of elected members of the national and provincial governments.

The committee was appointed by President FW de Klerk on March 15 and the report was presented to the outgoing Cabinet on Wednesday.

Mandela, who has approved the committee's report, will earn a basic salary of R575 000 a year, receive a car allowance of R115 000, pushing his annual income to R690 000.

He will also get a free house for which he will have to pay R94 350 in tax.

Outgoing President FW de Klerk will earn R500 000 basic a year that goes with a R100 000 car allowance, bringing his annual income to a taxable R600 000.

He will also get a free house for which tax has been set at R81 600.

Regional premiers, Cabinet Ministers, the Speaker of Parliament, president of the Senate and chairperson of the constitutional assembly will get an annual income of R470 400 made up of a basic salary of R392 000 and a car allowance of R78 400.

The executive council members, Speakers of the provincial legislatures and deputy Ministers will earn a basic R310 000 plus a R62 000 car allowance to bring their salaries to R372 000.

Members of the National Assembly and members of the Senate will earn a basic R161 000 plus a car allowance.

Melamet said the salaries were not as high as they seemed because they would be taxed. They were also on par with those of high-ranking officials in the private sector.
High pay — and taxes — for country's new MPs
Big Pay Packages for New Leaders

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Trouble index

- Set to Keep Up
- With Chinks
Parity in salaries could cost R297-m

IT would cost the Government as much as R297 million to put salaries of former Bophuthatswana civil servants on par with those of other civil servants, demonstrators were told in Mmabatho yesterday.

About 500 civil servants gathered outside the government buildings in the town said they would continue a go-slow until their pay demand had been met.

They said the new Northwest provincial government had failed to honour a promise of pay parity by April.

Claude Smith of the Northwest Public Service Commission said the Transitional Executive Council had been informed of the cost of pay parity and the Central Government would decide on a date for it to take effect.

Rumour among civil servants is that the transitional council has already decided on August, backdated to May. The protesters say they have been negotiating since January and parity should be backdated.

Northwest premier Mr Popo Molele yesterday said his government regarded the civil servants’ demand as legitimate but warned them to approach the issue “in a democratic manner”.

The Northwest government demanded a fair hearing.

“We do not represent just the Batswana’s interests,” he said in a statement. “We are dealing with an issue that affects the whole province.”

He added: “It does not make sense for them to demonstrate without clear demands.” — Sapa.
Controversy as leaders’ pay day approaches

BY NORMAN CHANDLER
PRETORIA BUREAU

President Mandela and members of the National Assembly and the nine provincial legislatures receive their first salaries this week as controversy rages over the amounts.

The Government has, however, not yet accepted the recommendations by the Melmet Committee on Remuneration of Politicians. These are expected to be debated during the first Cabinet meeting of the new Government on Monday.

The recommendation is that Mandela be paid more than R34 000 a month, after tax and other deductions. He has, however, said that part of the money would be used to help charities for children.

Mandela is to receive a basic salary of R575 000. With a car allowance of R115 000 this brings his annual salary up to R690 000; and including tax on a R20 000 house, it comes to R794 500.

Presidential deductions include a 65 percent car allowance, a 7.5 percent pension, R250 000 for entertainment and a R250 000 general allowance. His taxable income then comes to R571 100, on which he pays tax of R24 700 on the first R280 000 and 43 percent on the balance.

As a married person, Mandela is entitled to a rebate of R2 225 and his net, after tax income, salary comes to R402 692.

Assembly and legislature members will be getting their first salaries now that they have been sworn in — although they still have to hold their first working sessions.

They are entitled to a single perk — two free economy-class return air tickets per month.

National Assembly members will be earning a basic salary of R161 000 and those of the legislatures, R154 000. All are to be allowed a car allowance of 20 percent of basic salary, with deductions the same as that paid by the president.

They will also be paying tax at the same rate as Mandela, and their net incomes after all deductions comes to R137 001 for the National Assembly and R132 121 for legislators, which works out at R11 419 and R10 104 a month respectively.

None of the members of the Assembly nor legislators will receive free housing — only the president and the two deputy presidents will.

According to the Melmet Committee, the remuneration scale had to be updated to compensate for rising living costs and to take into account remuneration levels currently existing in the private sector.

It had also decided that the only way a “modern cohesive remuneration structure for politicians” could be developed was to include taxation.

This, it said, would assist in attracting the best available people, encourage growth, encourage parliamentary work as a career, pay competitiveness, and provide for transparency of pay principles and levels.

The committee claimed that “the content of parliamentary work has very little external counterpart but the kinds of requirements which they impose on the job holder can be matched with positions outside the parliamentary system.”

Politicians’ first pay day approaches

FROM PAGE 1

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Cosatu ‘concerned’ by
govt salary proposals

THE perpetuation of huge gaps between salaries paid to MPs and public sector workers was unacceptable since the latter continued to suffer wage cuts while the “fat cats” milked the public coffers, Cosatu said yesterday.

The federation said it was “deeply concerned” at the Molamet commission’s decision to justify parliamentary salaries ranging from R61 000 a month for the President to R15 000 a month for members of provincial assemblies.

It created the impression that decisions about top government salaries had been guided by a desire to retain past privileges rather than to break with the past.

Cosatu said it accepted that MPs should be “fairly remunerated” for their important roles and responsibilities, but it was dismayed the commission had failed to entrench an “accountable and efficient culture” among elected politicians and public servants.

A “highly paid elite” would frustrate the need for a leadership in touch with the needs of ordinary people when it came to implementing government’s reconstruction and development programme.

The National Labour and Economic Development Institute said the Molamet commission had justified MPs’ salaries by comparing them to executive salaries in the private sector.

Top executives of large conglomerates received salary packages similar to those proposed for government officials.

After tax, the proposals’ net cost to the state would be almost R100m a year, the institute said.

Teachers earned an average of less than R12 000 a year — less than the new parliamentarians would earn in a month — while senior school principals earned R9 500 a month including benefits, equal to two thirds of MPs’ salaries.

Financial difficulties would severely constrain the reconstruction and development programme, and the proposed increased salary costs would serve only to aggravate the problem, the institute said.
Pay rises for MPs too high, says Cosatu

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The Congress of South African Trade Unions, in its first combative statement since the new Government’s inauguration, has poured cold water on the Mlamet Committee’s recommendations on salaries for members of Parliament(364) 1

It indicated the proposed salaries were too high and said they would perpetuate the huge gap between parliamentarians and public service workers.

Although the ANC caucus has appointed a group to research the recommended salary structures for MPs and Ministers—a step Cosatu has welcomed—ANC chief whip Arnold Stofile said this week he doubted the proposed salaries would be cut.

Cosatu called on public representatives to lead by example, and urged that the process of discussing such issues should be transparent and involve widespread consultation.

The giant union federation said while it accepted that MPs

had an important role to play and should be remunerated fairly, it was dismayed that the Mlamet Committee appeared to have failed to pay proper attention to other important principles contained in the idea of entrenching an accountable, efficient and responsive culture in public servants and elected representatives.

“The main aim of public service is not self-enrichment. While elected public servants must be paid fairly and adequately, it is spurious to base their salaries on salaries paid to executives in the private sector.

“Ordinary public sector workers continue to be buffeted by wage cuts, while fat cats in the bureaucracy up to the level of director-general have continued to milk the public coffers.

“Public sector workers are experiencing a flattening of hierarchies and a closing of wage gaps, not their entrenchment.”

There was a need to end the “gravy train mentality” which had permeated apartheid parliaments and the upper echelons of the civil service, Cosatu said.
victims burnt beyond recognition

Cosatu hits out at gravy train salaries

**HUGE GAP** ‘Deep concern’ felt

at inflated pay of Parliamentarians:

*By Bongani Mavuso and Sapa*

The Congress of South African Trade Unions yesterday condemned the proposed salaries of President Nelson Mandela, his two Deputy Presidents and Members of Parliament.

In a statement, Cosatu said the recommendations of the Melanet Commission of payment of MP’s salaries raise “a number of issues of deep concern”.

“The Government was elected on an overwhelming popular mandate, which, inter alia, included the promise of a clean and open government as opposed to the nepotism, secrecy and corruption of previous apartheid governments,” Cosatu said.

“It is unacceptable to perpetuate the huge gap between Parliamentarians and workers in the public service. Public service is orientated to the efficient delivery of services to people and involves sacrifice.

“Ordinary public sector workers continue to be buffeted by wage cuts, while fat cats in the bureaucracy have continued to milk the public coffers. Public sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment,” the union said.

“The unfortunate impression has been created that the Melanet Commission was guided more by pressure from those wanting to retain their accumulated privileges than by the need to make a clean break with the past.”

The main aim of the public service, Cosatu added, was not self-enrichment and it was spurious to base civil salaries on those paid to executives in the private sector.

**Pre-election promises**

“It is therefore wrong to compare salary structures in democratic and legitimate institutions with exploitative and unrepresentative companies.”

Referring to pre-election promises of clean and open government and an end to “the gravy train mentality”, the union said it welcomed an African National Congress’ decision to probe the issue.

The union said it was “dismayed” that proper attention was not paid to principles entrenching an accountable, efficient and responsive culture among public servants and elected politicians.
focus on fat cats

The salary scales proposed for the new national and provincial governments have provoked an outcry from a wide range of organisations. Political Reporter Tyrone August puts the matter in perspective:

Soweto: 26/1/94

The salary scales proposed for the new national and provincial governments have provoked an outcry from a wide range of organisations. Political Reporter Tyrone August puts the matter in perspective:

'T is disappointing'
The director of the Free Market Foundation, Mr Leon Louw, said: "It is disappointing that the new South Africa looks so very similar to the old one. I would have liked to see more genuine reconstruction and a shift from seeing politicians as demi-gods to seeing them as people who are there to serve South Africa."

Professor Hermann Gilmore of the politics department of the University of Cape Town echoed these views. "The new politicians quickly assimilated the bad habits of the old government," he said. He questioned this in the light of the ANC's pledges to cut government costs.

But, said Gilmore, it seems the new Government will follow in the footsteps of the National Party. He said this does not bode well for its credibility.

Louw also questioned comparisons with salaries in the private sector to justify the increases: "It is a weird discussion that is taking place. It reveals a lamentable degree of ignorance of how the world works out there. This is not the basis on which salaries are determined," he said.

He said salaries were determined by the relationship between supply and demand. "This is roughly how all incomes and prices are determined," he said.

"Quite clearly the supply of politicians is excessive (regardless of pay). So the salary of a politician is not needed to attract politicians," Louw felt politicians should only be paid "whatever is needed for them to take the job".

"Politicians are paying themselves far in excess of inflation and far in excess of what it would take to get them to take the job," he said.

Cosatu also rejected comparisons with salaries in the private sector as a basis for the proposed salaries which suggests basic salaries of R161,000 a year for members of Parliament.

Obscene gap
"South Africa is notorious for the obscene gap that exists between workers and executives and the lack of democracy in those institutions," said the federation.

"It is therefore wrong to compare salary structures in democratic institutions with exploitative companies, lest they come to be viewed in similar ways."

Mr Richard Humphries, a senior researcher at the Centre for Policy Studies, said it was also important to bear in mind that being in Parliament was a public service.

"You can’t claim (financial rewards) for something that is a public service," he said.

"You can’t have it both ways."

Humphries said it seemed some people went into Parliament "with different expectations. But Parliament is not necessarily a glamorous career," he said.

"Your family life suffers. And public life is not financially rewarding," he said.

However, Humphries added that Parliament would now sit in Cape Town for much longer which would have implications for the accommodation costs of members.

He also said many of the old parliamentarians had a second income — either from farming, a law practice or a financial background — to supplement their government salaries.

"This is not the case for many of the new parliamentarians," said Humphries. "But obviously one doesn’t want another gravy train."

Cosatu agreed with Humphries and said public service involved "sacrifice". "It is directed at the efficient delivery of services to people," said Cosatu.

The federation also objected to the perpetuation of the huge gap between the income of parliamentarians and other public service workers.

"Ordinary public sector workers continue to be buffeted by wage cuts," it said, "while fat cats in the bureaucracy have continued to milk the public coffers."

"Public sector workers are expecting a flattening of hierarchies and a closing of wage gaps, not their entrenchment," Cosatu said.

Louw said some people argued that parliamentarians deserved large salaries "because we must be proud of our leaders."

Those who felt this way, he said, should donate money to a trust for this purpose. He described the average taxpayer as an "unwilling payer."

Cosatu welcomed the ANC’s appointment of its own investigation into the proposed salary scales and said it felt the Melamet Commission did not take certain principles into account.

The main aim of public service is not self-enrichment," it said and called on the ANC’s investigation to be widened to include broader consultation.

"The effective implementation of the Reconstruction and Development Programme requires a leadership that is constantly in touch with the needs of ordinary people," it said.

"The creation of a small highly paid elite would tend to undermine this process," Cosatu added.

Louw, however, cautioned that the proposed salaries were a small percentage of the Budget. Nevertheless, the salaries and allowances of the newly elected central government and its provincial wings remain the focus of concern.

To quote Cosatu: "A spirit of restraint engenders confidence in the democratic process. The opposite, of course, is also true."
Fat cat MPs doing just fine
Golden handshakes and pensions total Rs5 million
ANC MPs, including President Mandela, will contribute a percentage of their salaries to party coffers to ensure the continuity of the movement, ANC spokesman Ronnie Mamoepa confirmed last night.

Mamoepa said there had been discussions within the party on the issue before the election and members had agreed in principle to the idea.

Reports last night said the ANC parliamentary caucus had decided that MPs, deputy Ministers, Ministers and senators would contribute between R750 and R2 000 a month.

MEMBERS agreed in principle before the election to contribute to ANC, spokesman confirms

The scheme, reports said, would be worth more than R260 000 a month to the ANC. MPs and senators would contribute R750 of their take-home monthly salary of R11 400; deputy Ministers would give R1 500; and Ministers R2 000 of their R24 800 net monthly income.

"I cannot confirm the amounts of money that have been agreed to, given the difference in salaries."

Mamoepa said the matter was under consideration in the PWV.

The region could adopt a position agreed to nationally by the ANC.

"There have been discussions in the movement around the issue of MPs contributing towards ensuring the continuity of the movement outside Parliament, even before the election.

"This is in pursuance of the democratic principle."

Sapa reports that while it could take about two months before provincial legislatures set up administrative structures necessary to implement decisions, the provinces are not powerless, PWV legislature ANC caucus leader Paul Mashatile said yesterday.

Provincial legislatures were empowered to pass laws on, among others, agriculture, health, education and transport, he said.

This statement followed recent media reports that premiers were frustrated because they had not yet been given powers to govern.

Mashatile said President Mandela was expected within a week to make a proclamation to enable provincial legislatures to amend or repeal old laws. — Sapa.
Pay our MPs

Union chief

well, says

James Hollets

called 'MPs'

The state of the national
curpose of the national
commission is wrong.

Commission's

Questions

Speaker of the National

African

M.P. helps.
Elected communists face double salary levy

By EDYTH BULBRING

NEWLY elected communist party members of Parliament and provincial governments face a double levy on their salaries to contribute to both the ANC and SACP coffers.

The ANC parliamentary caucus has decided that its elected members will pay between R50 and R2 000 of their salaries a month to fund the organisation.

But the SACP had also decided earlier this year that its members would pay a tithe or 15 percent of their monthly salaries to the dwindling party coffers.

The ANC has said ordinary members and senators will pay R150-a-month, deputy ministers will pay double and ministers R2 000. These levies would also apply to provincial government representatives.

The double levy on communists in government represents for many the cost of a bond on a home in Cape Town.

And an ANC study group is discussing a plan to assign each MP a "constituency in the country" to ensure that they remain in touch with the electorate.

This would mean that members would have to maintain two homes.

Subsidised housing in the three parliamentary villages was scrapped this year. Residents are expected to pay a rent of R1 500 a month, compared to the R150 to R250 previously.
SACP call for MP pay cuts

ANTHONY JOHNSON
Political Correspondent
THE SA Communist Party yesterday locked horns with its ANC alliance partner, charging that the salaries of cabinet members were "unjustifiable".

"We believe that in a country beset by enormous poverty, excessive salaries for elected public officials are simply unjustifiable."
Whips seek moratorium

BY ESTHER WAUGH
POLITICAL CORRESPONDENT

The Whips of the three main parties in Parliament — the ANC, National Party and Inkatha Freedom Party — have proposed that a moratorium be placed on rentals paid by and travel allowances paid to MPs until a permanent commission has been established to investigate renumeration packages.

The document, in which the Whips asked President Mandela to grant the Speaker, Frere Ginwala, the power to declare such a moratorium, was sent to the president during the last parliamentary session.

The Whips supported a proposal made by the Melamet Commission into the renumeration of MPs that a permanent commission be established to investigate the matter. Legislation is being prepared for its establishment.

On MPs' salaries, the Whips said parliamentarians should be paid from the day of the election — April 27 — when they became MPs, and not from May 7.
SACP wants Cabinet pay cut

The South African Communist Party added its voice yesterday to the growing call for cuts to Cabinet Ministers' pay.

"In making this call we are mindful of the responsibilities and expenses that will be carried by these leading public officials," the SACP said in a statement.

"However, we believe that in a country beset by enormous poverty, excessive salaries for elected public officials are simply unjustifiable."

Responding to the Mlambe Commission's argument that private sector salary levels needed to be taken into account, the SACP said salaries in the private sector were among the most unequal in the world.

"Clearly, an overall assessment of salary scales in the public sector will be necessary. Pending such an assessment, we call on the newly elected Cabinet to set an example." — Sapa
Police union to act over pay

JOHANNESBURG

South African Police Union (Sapu), members yesterday mandated the union to take protest action over a delay in the payment of policemen's election allowances.

In a statement, Sapu said, the R61.50 allowance should be paid immediately and said national protest marches were planned.

It said the Public Service Commission, Public Servants Association and Popuru had delayed the payment. - Sapa
Internal dissent as ANC pay talks loom

By RAY HARTLEY: Political Reporter

SIMMERING dissent within the ANC and its allies over the high salaries of cabinet ministers and MPs could boil over at an ANC national working committee meeting scheduled for Tuesday to discuss the matter.

The salaries question was discussed at a meeting of the alliance on Friday, and ANC secretary-general Cyril Ramaphosa, his Contra counterpart Sam Shishowa and SACP general secretary Charles Nqakula are scheduled to meet earlier on Tuesday to prepare for the discussion.

Mr Nqakula, Mr Shishowa and the SA National Civic Organisation have publicly demanded that cabinet ministers slash their pay packages to signal the end of fat-cat government.

In terms of recommendations from the Melamet committee, the president earns R780 000 a year, deputies take home R600 000, and cabinet ministers earn R470 000.

Mr Nqakula said he earned R24 000 a year as SACP general secretary — exactly the same as all other SACP employees — and he managed to get by on this.

“Our view was always to destroy the gravy train. We are disappointed with the cabinet ministers because we would have expected them to stick to our arrangement,” he said, adding that any idea that activists needed to be rewarded for their contribution to the struggle had to be dismissed.

Mr Nqakula said no decisions had been taken on what salaries should be reduced to, but he believed they needed to be paid a “living wage”.

A living wage needed to take into consideration their financial commitments, where they lived and their transport requirements, he said.
ANC tackles rows

Own Correspondent

DURBAN. — The ANC national executive committee meets tomorrow to resolve two public rows over MPs' salaries and Defence Minister Mr Joe Modise's attempt to gag the press.

ANC sources said it would be the first test for the government of its commitments to grassroots sentiment which is swinging against gravy-train politics and "NP-style gagging." Members of the ANC's alliance, the SA Communist Party and the SA Congress of Trade Unions have already come out publicly against increases in MPs' salaries from the existing figures.

MPs earn R160 000 a year excluding perks while ministers take home a whopping R470 000 a year.

And a storm of protest within the new government has broken out after it became known that Mr Modise prevented the ANC-leaning Weekly Mail from publishing reports on the disbanded Directorate of Covert Collection.

An urgent interdict was put on hold by his department, but the Mail was served with papers.

The DCC is believed to be behind minister "third force" activities to undermine the ANC and the SA Communist Party. The Weekly Mail reports that two "agents" had linked MK cadres, now set for high office in the SANDF, to the former nerve centre of military intelligence.

Mr Modise, in a statement, said he did not wish to read in newspapers about matters pertaining to his department "about which I had not been briefed."

The two agents, Mr Gerhard Jansen van Rensburg and Mr Clive Brink, were among 62 DCC staff members suspended by former president Mr F.W. de Klerk after a Goldstone Commission swoop on his headquarters in 1992.

The Democratic Party has urged a review of the Defence Act and Protection of Information Act following Mr Modise's action.
Police want to protest over poll pay

The SA Police Union (Sapu), angered by a limit imposed on election-pay allowances for police, yesterday threatened to embark on protests and industrial action "within the next 24 hours".

Sapu spokesman Paul Botha said the union was outraged and disgusted at a recent agreement between the Public Servants' Association, the Public Service Commission and the Police and Prisons Civil Rights Union.

"The agreement limited the amount of money police members could earn during the period March 1 to May 30, Botha said."

"This means some units, including Internal Stability Units, who earn a specified amount of danger pay as part of their contract, have to pay money back to the police! This is an unbelievable state of affairs." — Sapu.

(334)
JOHANNESBURG. — University of the Witwatersrand staff demanded yesterday the government undertake a "proper review" of salaries in the university sector and reinstate the R220 million cut from the state education budget.

At a lunchtime meeting of staff associations at the university here, over 500 academic, administrative and technical staff unanimously endorsed resolutions protests against the government's budget cuts affecting educational institutions.

"The feeling was one of dissatisfaction with the government's 5.1% increase.

"Also, the university did not consult anyone before summarily deciding to fund its R2 million budget cut from staff salary increases," a spokesman for the alliance of staff associations said.

One speaker described the staff mood as "incredibly low at the moment".

The associations also objected to "arbitrary cuts in the university's budget of R2 million and demanded that salary increases be backdated to April 1. — Sapa"
As government departments face major cuts in next week’s budget to pay for democracy, pressure is growing on politicians to give up some of their gravy.

DAVID BREIER
Weekend Argus Political Staff

FURY is mounting as many state departments face major cuts in next week’s budget to pay for reconstruction and development — while politicians swim in the gravy.

This has led to pressure on politicians, and especially African National Congress members, to cut political pay packets or face a howl of outrage from the electorate.

ANC alliance members, including Cosatu, the South African Communist Party and the South African National Civic Organisation have demanded that newly-elected politicians slash their fat-cut pay packets.

This led to an ANC national working committee decision this week to appoint a sub-committee to examine the political pay packets recently recommended by the Malanet Commission.

But the Nats are defending their new pay packets in spite of other budget cuts. National Party spokesman Danie du Plessis said politicians’ pay could not be compared to budget cuts. He pointed out that civil service salaries were not being pruned by four percent along with the rest of the budget.

“In the view of the NP, Members of Parliament earn the salaries they receive. South Africa will pay a dear price in terms of the quality of people who make themselves available as MPs if politicians’ salaries are constantly made the target of unfounded criticism,” he said.

President Nelson Mandela’s total pay packet, including perks, is R380 000. He has moved to defuse public anger by announcing he will donate R150 000 to a new fund for street children and child detainees.

Salaries of deputies FWO de Klerk and Thabo Mbeki will total R600 000 each, while cabinet ministers earn R70 000 a year. So far, there have been no volunteers among them to follow Mr Mandela’s example.

The 490 MPs, including members of the national assembly and the Senate, each will receive R193 000 a year, made up of R161 000 basic pay and a R32 000 car allowance. MPs have made much of the fact that they are being taxed — but, so were MPs, who received far less under the previous system.

Including members of the nine provincial assemblies, the political wage bill costs the taxpayers about R200 million yearly. A 10 percent pay cut, for example, would save R20 million.

But, instead, the education budget has been cut by R200 million, Western Cape education minister Martha Olieschke has reported.

The University of Cape Town has reported a R1.6 million subsidy cut, the University of the Witwatersrand R2 million and the University of the Western Cape R1 million.

Director-general of state expenditure Hansie Smit told Weekend Argus that budget cuts were not due to overspending by the Independent Electoral Commission as has been widely reported. He said they were related to the new government’s reconstruction and development programme (RDP).

He said the R200 million cut in education would be replaced by new education spending to give the RDP a “kickstart” in terms of the new government’s education priorities. There was little other chance to apply the new government’s spending priorities in this year’s budget.

Mr Smit said the same applied to health services. For example, the Western Cape had academic hospitals as well as provincial hospitals and clinics while the government believed there had to be a move to clinics.

Mr Smit said nothing would be taken from health, welfare, housing, repaying state debt or public service salaries which were raised on April 1. This included MPs’ salaries. “The rest we worked through programme by programme. In each case, we decided what was possible and what was not,” he said.
Comparing the Old and New Parliamentary Salaries

Just slim pickings a year as an MP is fat cats', R193 200 bump. But for some
By CHRIS BARRON

AS a member of South Africa’s new National Assembly, Saki Macozoma will get an annual package worth a cool R193 200.

But while the amount recommended for MPs by the Melamet committee has given the nation mass apoplexy, Mr Macozoma will not be laughing all the way to the bank.

A month ago he was an executive with South African Breweries with an annual package of R256 000. This included a housing allowance which enabled him to buy a house in the northern suburbs of Johannesburg for R240 000, and a Mercedes-Benz 230 with all petrol and maintenance costs paid for.

The cash portion of his package was R15 000 a month.

With R36 000 a year for expenses and an annual car allowance of R32 000 included in his parliamentary package, Mr Macozoma still won’t be doing badly by most people’s standards. But going to Parliament was a sacrifice for him and President Nelson Mandela had to twist his arm.

“We need all hands on deck,” the President told him.

Mr Macozoma, 37, who spent five years on Robben Island, is convinced it was the right move.

But it annoys him that in return for putting country before self he is labelled a “fat cat”.

Suddenly he has to find R170 000 to hold on to his Merc. For half of every year he has to leave his comfortable home with its four bedrooms, two lounges, cellar, study and swimming pool for a small converted, prefabricated military bungalow in Cape Town which he shares with another MP, the younger brother of former Transkei boss Bantu Holomisa.

For this he is expected to pay a “market-related” rent of R1 300, in addition to the R3 500 monthly bond repayments on his Johannesburg house.

“There is an assumption that everyone benefits by going to Parliament,” he says, “but many people are actually being penalised.”

An additional burden is the R750 ANC MPs will have deducted from their monthly pay cheques for party coffers.

At the other end of the scale are those whose salaries have been quadrupled.

Baleka Kgotsitile took home R2 500 as a full-time worker with the ANC Women’s League. But even to her, an R11 000 monthly take-home salary – roughly the same MPs earned in the old Parliament – “is not as high as we have been made to feel”. She returned from 15 years’ exile in 1990 “without a cent in the bank” and now “nothing has made me feel I suddenly have this large amount of money”.

And that won’t change, predicts old hand Douglas Gibson, Democratic Party chief whip.

Being an “effective” MP cost him R47 000 last year.

Typical costs, he says, are anything from report-back meetings to postage, phone bills and plane tickets not paid for by Parliament.

Mrs Kgotsitile says she will have to keep two households going at the same time for the best part of a year.

While paying to stay in the parliamentary compound of Acaecia Park she will have to maintain her R1 400 a month payments on her house in Johannesburg.

Unlike her predecessors in the old Parliament, she will not get R2 250 a month to run her “constituency” office – each ANC MP will have responsibility for a magisterial district.

An indication of what this will cost comes from the Freedom Front’s Corne Mulder. From past experience he’ll be trying to limit his office budget to “a bare minimum” of R5 000 a month.

At the moment Mrs Kgotsitile has no car, but says that without a vehicle she won’t be able to carry out her job properly.

She can speak to Mr Mulder’s older brother Pieter about that. In the old Parliament he clocked an average 75 000 km a year on official business. Unlike the old, new MPs will pay for their petrol.

Experienced MPs agree that two cars are essential. But the car allowance won’t cover the costs of a second vehicle.

In the old Parliament, MPs got 36 free flights a year which they could use any time and anywhere within the country.

Now they have two return flights a month which they must use or lose, and these flights have to be between Cape Town and their homes.

Mrs Kgotsitile believes the issue is not just about take-home pay. “You have to be sure that MPs work in conditions that make it possible for them to deliver. Otherwise nature will demand of them that they find other ways of augmenting their salaries.”

But going for the principle of “competitive” salaries has earned the Melamet committee harsh criticism from major ANC allies, Cosatu and the SA National Civics Organisation. They point to the “obscene gap between workers and executives” in SA.
Children are coming home to roost as the nation's trains strike back.
Hospital salaries 'negotiated'  37

Staff Reporter

SALARIES of hospital personnel were not determined by the CPA, a senior spokesman said yesterday in response to a Health Workers' Union (HWU) protest in Welte Street on Monday.

The spokesman, who declined to be named, said the Public Service Commission was responsible for salary reviews, "and it does not decide them unilaterally".

A central bargaining chamber had been set up. The most recent salary increase — the one about which the HWU had been complaining — was the product of a negotiated settlement agreed upon by 13 participants.

It was not correct that "CPA management had voted themselves large increases", he said. Yet it was true there had been "a grade of difference between certain classes of posts".

Concerns had been raised about the promotion of two people at Groote Schuur Hospital. The unionists conceded yesterday that the promotions had been correctly done. They believed however that some people may not have known what documents they had to provide, apart from their matric certificates, to be considered for promotion.
Bill ready for president to decide on MPs' pay

DRAFT legislation providing for the State President to determine the salaries and allowances of members of Parliament by proclamation in the Government Gazette was published on Saturday.

The president has to have due regard to the recommendations of the Commission on Remuneration of Representatives.

The Payment of Members of Parliament Bill gives effect to section 55 (4) of the Constitution, in which MPs' remuneration has to be determined by an act of Parliament. — Sapa
MUNICIPAL STAFF
inCREASES OF UP TO 7.5% OFFERED

Municipal Reporter
MEMBERS of the SA Association of Municipal Employees will receive wage increases of up to 7.5 percent in terms of a final offer by the Cape Town city council.

The council ratified the increases at a special meeting yesterday.

In terms of the agreement, union members on the lowest four notches of the salary scale will get 7.5 percent, amounting to a monthly increase of R28.97 at the lowest hourly-paid notch.

This brings the minimum monthly wage to R1 275.22.

Union members on the remaining notches will get a 7 percent increase.

According to an executive committee report, the union was demanding that fixed scales and salary notches increase by 15 percent.

A joint negotiating forum was established to streamline this year's round of wage talks, with the council negotiating collectively with SAAME, the SA Municipal Workers' Union and the Cape Town Municipal Professional Staff Association.

The municipal workers' union has refused to accept the council's final offer, while the professional staff association has accepted the offer, but a final settlement has not been reached.
Many city workers get 7% pay rise

Municipal Reporter

SEVEN percent salary and wage increases are to be given to most of the nearly 4,000 Cape Town City Council employees who belong to the SA Association of Municipal Employees.

The increases are effective from July 1 or 3 this year for salary and wage earners, respectively.

This was decided at a special council meeting late yesterday. Wage earners on the lowest four notches are to get a 7.8% increase.

Negotiations are continuing with the SA Municipal Workers' Union (Samwu), which has nearly 11,000 members, and with a new Professional Staff Association.

Mr Kenneth Penkin said that as council reserves had to be "raided" for an extra R3.6 million to support the Samwu increase, he wondered how much more would have to come from reserves when a settlement was concluded with Samwu.

Because allowance had been made in the recent budget for only a 9% increase in salaries and wages, an extra R3.6m is to be taken from council's reserve funds and used to pay off interest on unrelated debts more quickly. This will lead to enough savings to pay for the higher Samwu staff bill.
Cape Govt salaries row over inflated

[Image of a building or structure]
Mdlalose’s province gets lion

Govt under fire

over pay scales

Sowetan Reporter and Sapa

THE Public Servants Association yesterday criticised a decision by the Cabinet allowing ministers to appoint personal staff on contract at salaries substantially higher than public service salaries.

The general manager of the association, Mr Caspar van Rensburg, said the decision was confirmation by the Government that the salaries of public servants were insufficient.

The Public Service League, Natal Provincial Administration Personnel Association, Afrikaner Handelsinstituut, Democratic Party and Freedom Front, have all criticised the decision.

Van Rensburg said the matter would be addressed by the Public Servants Central Bargaining Chamber at its month-end meeting, along with concerns about affirmative action.

He also said he had received many complaints about the way in which director-general posts had been advertised.

Staff appointed on contract can be paid the following amounts: Private and administrative secretaries as well as public relations officers: A maximum of R194 099 a year or R16 174,96 a month. Assistant private secretary: A maximum of R156 465 a year or R13 038,75 a month. Typists: R74 974 a year or R6 247,83 a month. Clerks: R71 674 a year or R6 050,38 a month. Drivers: R59 569 a year or R4 964 a month. Messengers: R36 736 a year or R3 094,66 a month.

These salaries are said to be between 20 and 60 percent higher than normal civil service payments. A number of other institutions have also voiced their anger at the move, which could result in an assistant private secretary to a minister being paid R19 000 more than an ordinary MP whose basic salary is R137 000.
Cabinet criticised for 'gravy train' pay plan

Own Correspondent

Johannesburg. — Political parties and public servants' representatives have criticised a cabinet decision to allow ministerial support staff to be employed and paid according to a new system.

Public Service and Administration Minister Dr Zola Skweyiya confirmed yesterday the cabinet had authorised ministers to appoint personnel under a common law contract not sanctioned by existing legislation.

According to a cabinet memorandum, the all-inclusive remuneration packages of such personnel could not amount to more than R184 000 for a private secretary, an administrative secretary and a public relations officer. An assistant private secretary could not earn more than R156 000, a typist R76 000, a registry clerk R72 000, a driver R60 000 and a messenger R35 000 a year.

Public Servants Association general manager Mr Caspar van Rensburg said these amounts were not larger than the packages already paid. For most of the posts they amounted to existing salary levels and the cash values of existing benefits.

Dr Skweyiya said the new scheme was necessary "to provide for instances where career public servants are not appointed and to meet specific requirements of ministers and deputy ministers".

The NP said it supported the principle of support staff being appointed from outside the public service in exceptional cases.

But the exceptionally high levels linked to the posts made a mockery of the ANC pre-election promise to ensure government was not a "gravy train".

An ANC source said former ANC staff members who took public service jobs were unhappy when they found their salaries were lower.
Cabinet draws flak over new deal for support staff

POLITICAL parties and public servants' representatives have criticised a Cabinet decision to allow ministerial support staff to be employed and paid according to a new system.

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According to a Cabinet memorandum, the all-inclusive remuneration packages of such personnel could not amount to more than R184 000 for a private secretary, an administrative secretary and a public relations officer. An assistant private secretary could not earn more than R156 000, a typist R75 000, a registry clerk R72 000, a driver R50 000 and a messenger R35 000 a year.

Public Servants' Association GM Caspar van Rensburg said these amounts were not larger than the packages already paid. For most of the posts they amounted to the existing salary levels and the cash values of the existing benefits.

For example, a private secretary was entitled to a basic salary of R128 000, an allowance of R10 000 and a service bonus of R10 000, while the state contributed R20 000 to his pension, R9 000 to his medical aid and R7 000 as a home owner's allowance.

The total package was therefore worth about R199 000, which was roughly the same as the amount which could be granted according to the new scheme.

Skweyiya confirmed the proposed remuneration packages included salaries and a cash value representing fringe benefits.

The new scheme was necessary "to provide for instances where career public servants are not appointed and to meet specific requirements of Ministers and Deputy Ministers".

The amounts quoted were maximums and each individual cost would be considered by the Commission for Administration.

Van Rensburg said it was inevitable that new public servants would over time want to claim the fringe benefits granted to other public servants and this could lead to conflict.

The proposal was the "wrong way to address the issue" and not a long-term solution, he said.

The NP said it supported the principle of support staff being appointed from outside the public service in exceptional cases.

But the levels linked to the posts were exceptionally high and made a mockery of the ANC pre-election promise to ensure that government was not a "gravy train".

Sapa reports that an ANC source said former ANC staff members who took public service jobs were unhappy when they found their salaries were lower.

"It was almost impossible to attract quality private sector staff at those salaries," the source said.

One former ANC secretary apparently received R80 000 after deductions in her first public service salary after having earned R2 200 from the ANC.

Some former ANC employees apparently walked out of their new posts when they learnt details of their packages.
DURBAN. — The government has set limits on payments to support staff for ministers and deputy ministers, including a total pay package to private secretaries of a maximum R194 699 a year.

Administration Minister Dr Zola Skweyiya said in a statement last night that each minister was entitled to a staff of nine including an administrative secretary and public relations officer. Both these posts carry pay packets in line with private secretaries.

Deputy ministers are entitled to a staff of six.

A driver could get a maximum pay cheque of R59 569 and a messenger R34 736. After deductions for tax, pensions and other fringe benefits a private secretary earning the maximum would earn about R130 000 a year. This could amount to a salary bill of R1 094 689 a year for each minister. The staff of a deputy minister would amount to R901 517.

Dr Skweyiya said ministers could appoint special appointees from outside the public service on a common law contractual basis. They would not be in line for the normal public service promotions although they could “join the service in due course”.

While the minister did not spell out who the special appointees would be, they would be appointed on the basis of “ensuring cost effective and efficient administrative support”.

Pay limits set for ministerial staff
PUBLIC SERVICE PAY

Old Guard fury

By allowing Cabinet Ministers to hire personal staff — at hugely inflated salaries — from outside the public service, the new government has enraged an already seething civil service. Once-docile public staff associations are considering strike action if government ignores their representations on this and a range of other issues.

The resolution — passed by Cabinet without publicity on June 20 — would permit each of the central government’s 40 Ministers and Deputy Ministers to hire at least six, in some cases 10, “administrative supportive staff.” The salary bill could top R44m.

It provides for private and administrative secretaries and public relations officers at R194,099, assistant private secretaries at up to R156,465, Ministerial typists R74,974, registry clerks R71,674, drivers R59,569 and messengers R34,734.

According to a Cabinet memorandum obtained by the FM, Ministers are urged to consider career civil servants for the new posts “as a first step.” But they are free to appoint individuals “who do not qualify for appointment in the public service or whose salary claims cannot be met in terms of the standard measures applicable to the relevant occupational classes in the public service.”

This is “aimed at ensuring cost-effective and efficient administrative support to Ministers,” explains Public Service & Administration Minister Zola Skweyiya.

Remunerations in each of the new posts, he says, are maximums and comprise about two-thirds salary and the rest cash in lieu of fringe benefits. Appointees would be employed on common law contracts, with three months’ notice and 2.5 days’ ordinary leave and 3.33 days’ sick leave a month.

The move sparked bitter reaction from the 103,000-member Public Servants’ Association, which has been trying for years to negotiate a new salary structure. The lowest starting salary for an unqualified public servant is R10,800.

The association says it will seek an inter-
Civil servants' move deplored

JOHANNESBURG. — The ANC said a move by the Public Servants' Association to take court action against the Public Service Commission over senior appointments was "regrettable". ANC secretary-general Mr Cyril Ramaaphosa said it appeared the PSA was "defending" "the privileged incumbents of senior posts". — Sapa
Public Servants Threaten Strike

The industrial court will make its decision on today.

By Wagemat Mokhephu

July 29 to August 2 1984

WHAT MINISTERS WANT FOR THEIR STAFF

The Public Service Commission has recommended that the ministers for the Department of Finance and the Department of Education make the following proposals to the industrial court:

1. Increase the basic pay by 10% for all grades.
2. Increase the overtime rate by 25%.
3. Increase the annual leave by 20%.
4. Increase the pension by 15%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Health and the Department of Labour make the following proposals to the industrial court:

1. Increase the basic pay by 15% for all grades.
2. Increase the overtime rate by 30%.
3. Increase the annual leave by 25%.
4. Increase the pension by 20%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Justice and the Department of Transport make the following proposals to the industrial court:

1. Increase the basic pay by 12% for all grades.
2. Increase the overtime rate by 20%.
3. Increase the annual leave by 20%.
4. Increase the pension by 15%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Communications and the Department of Agriculture make the following proposals to the industrial court:

1. Increase the basic pay by 10% for all grades.
2. Increase the overtime rate by 15%.
3. Increase the annual leave by 15%.
4. Increase the pension by 10%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Environmental Affairs and the Department of Defence make the following proposals to the industrial court:

1. Increase the basic pay by 8% for all grades.
2. Increase the overtime rate by 10%.
3. Increase the annual leave by 10%.
4. Increase the pension by 8%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Health and the Department of Labour make the following proposals to the industrial court:

1. Increase the basic pay by 10% for all grades.
2. Increase the overtime rate by 15%.
3. Increase the annual leave by 15%.
4. Increase the pension by 10%.

The government has accepted these proposals and will present them to the industrial court.

The Public Service Commission has recommended that the ministers for the Department of Education and the Department of Transport make the following proposals to the industrial court:

1. Increase the basic pay by 12% for all grades.
2. Increase the overtime rate by 20%.
3. Increase the annual leave by 20%.
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2. Increase the overtime rate by 10%.
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The Public Servants' Association (PSA) is seeking an assurance from the Government not to hire support staff for Ministers until after negotiations — and has threatened to reintroduce a court interdict if it does not get such an assurance.

PSA spokesman Casper van Rensburg said yesterday it would suspend a court action after agreeing that the central chamber of the Public Service Bargaining Council would negotiate the issue this week.

He said if the PSA did not get this assurance it would proceed with its industrial court action to interdict the Government's Public Service Commission from going ahead with its plans by some Ministers to hire their own staff on salaries between 20 and 60 percent above those of other civil servants.

Van Rensburg said he did not know when the negotiations would start as "there are a number of important things on the agenda". — Reuters.
ANC

Cut Ministers' Pay
ANC takes government to task on spending — and MPs’ salaries

Political Staff
JOHANNESBURG. — The membership of the African National Congress has made a crucial intervention in the running of the ANC-led government of national unity.

At the weekend, the ANC called for a drastic revision of government expenditure, including salaries paid to MPs and special civil servants.

At its first national meeting since sweeping into power in the April elections, the ANC grappled with many concerns raised by its members from the 14 branches across the country and, according to secretary-general Cyril Ramaphosa, “emerged with greater unity”.

The three-day summit, which sources said was marked by rigorous soul-searching, signalled a clear change in direction for the ANC in government, and called for the growing gap between the organisation’s parliamentarians and membership to be bridged.

The meeting called for transparency in the formulation of next year’s budget, and said a review of government expenditure — “including issues such as salaries” — would have to take place.

“We are calling for quite a serious review of expenditure, and this would include questions such as salary structures in the civil service and the government as a whole. We would like to see that as publicly elected representatives, our MPs (and) our cabinet ministers will in fact lead by example,” said national executive committee member Cheryl Carolus.

“We would like to see rationalisation of the civil service, and we are also looking at the kinds of salary structures.”

She also disclosed that the ANC had appointed its own commission to look into the question of government and civil service salaries.

Present at the summit were President Mandela, Deputy President Thabo Mbeki, a sprinkling of ANC cabinet ministers and premiers, ANC deputy president Walter Sisulu, Mr Ramaphosa and the organisation’s regional leaders.

Addressing a press conference at the end of the summit in Johannesburg yesterday, Mr Ramaphosa said reorganisation was the rallying cry, and campaigns to strengthen the organisation inside and outside parliament would be embarked upon.

Preparations for next year’s local government elections, including door-to-door campaigns and registration of “all our people”, would begin soon, and efforts would be made to strengthen the ANC-SACP-Co-satu alliance.

Mr Ramaphosa said a six-member national management team, to report to the ANC’s national working committee and the six top officials, had been appointed.

Eastern Transvaal senator Jackson Mthembu will head the organisation’s new information department, Phillip Dexter MP becomes co-ordinator of the national assembly and the nine provincial legislatures, Joe Shabangu becomes national organiser, Cheryl Carolus will be responsible for policy and the Reconstruction and Development Programme, and Marion Sparg will be the co-ordinator in the secretary-general’s office.

People in charge of administration and finance have yet to be appointed.
GOVERNMENT must seriously cut spending, say party leaders after first national summit since April

once at the end of the summit in Johannesburg yesterday, Ramaphosa said reorganisation was the rallying cry, and campaigns to strengthen the organisation inside and outside Parliament would be embarked upon.

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Shabangu will resign his position as MP to become a full-time ANC organiser, while Mthembu and Dexter will retain their elected positions.

Carolus, who complained about lack of transparency in the Government, said the summit had "reaffirmed the legitimacy of the aspirations of the people". She said every government department had to be reorientated "to begin to meet the needs of the most needy communities in our society".

The ANC, she said, would pay particular attention to this week's parliamentary debate on the Budget.

In an effort to narrow the gap between its elected officials and the masses, the ANC will soon embark on "people's forum" meetings, with MPs — who will be assigned to constituencies by September —holding report-back meetings.

Mandela will begin the series of public meetings with a rally in the Northern Transvaal on August 18.
Johannesburg. — Government salaries would be cut and the civil service rationalized, an African National Congress inter-region summit decided at the weekend.

The summit said yesterday it would rationalize the public service, review government and public service salaries and drastically revise state expenditure to ensure more funds were available for the Reconstruction and Development Programme.

Speaking after the ANC’s first major inter-regional conference since the election, newly elected policy and RDP department head Ms Cheryl Carolus said the percentage of funds used in administering rather than implementing projects had been a cause for concern.

While little could be done in the current budget to limit expenditure on administration and wastage, work had already begun on the 1996/97 budget, she said.

To provide maximum funding for the RDP, the consumption expenditure of government would be drastically overhauled in the next budget, Ms Carolus said.

This would include the review of public service and government salaries, the negotiation and scrutiny of spending priorities in every government department and the revision of the budgetary process itself.

“We would like to see greater transparency in the budgetary process, though in some areas there will need to be some confidentiality,”

On the rationalisation of the public service, Ms Carolus said every job would have to be justified.

An ANC investigation into the recent Mamelodi proposals on government salaries would be completed within the next few months, she said.

“President Mandela is on record as saying the gravy train should be stopped and the ANC will lead by example.”

On the restructuring of the ANC, secretary-general Mr Cyril Ramaphosa said the allocation of MPs to constituencies would be finalized by next month. A code of conduct for ANC MPs was also being drafted, he said at a media conference.
NP supports high salaries for MPs, public servants

CAPE TOWN — The NP yesterday came out in support of the high salaries paid to ministers, MPs and senior public servants, saying it was necessary if government wanted to attract the best people for the job.

However, Environmental Affairs and Tourism Minister and Western Cape NP leader Dawie de Villiers said the NP would back a recommendation that government appoint a commission regularly to review the matter.

He said such a commission would be able to depoliticise the issue, as well as resolve some of the outstanding issues after the recent Melamet proposals on government salaries.

De Villiers was reacting to an ANC announcement after its weekend inter-regional conference that it planned to review ministe-
Public service pay hike

CAPE TOWN — The minimum wage in the public service had been increased 4.77% backdated to July 1, taking to 20% the increase given to the lowest paid public servants since September, Public Service Minister Zola Skweyiya said yesterday.

He did not specify the increases other public servants could expect, but said wage disparities would be negotiated in the public service bargaining council.

While government had to maintain financial discipline, it was sensitive to the needs of the lower-paid public service ranks, Skweyiya told Parliament.
Wage hike for public servants

PUBLIC Service Min- ister Dr Zola Skweyiya announced yesterday that the minimum wage of public servants would be increased by 4.77%, backdated to July 1 this year.

The increase would result in the salaries of the lowest level of public servants increasing by 20% since September last year.

He did not provide cost details saying only that wage disparities in the public service would be negotiated in the Public Service Bargaining Council.

Dr Skweyiya said that ministerial support staff would in future be appointed in terms of the Public Service Act.

No decision, however, had been taken on the controversial "ministerial advisers", appointed from outside the ranks of the public service.

He said an understanding had been reached on Tuesday that in future, all ministerial administrative support personnel would be appointed in terms of the Public Service Act.

Meanwhile, public servants have threatened to strike in support of salary demands, better service conditions and promotions based on merit.

At a meeting attended by 500 members of the Public Service League of South Africa yesterday, before Dr Skweyiya's announce- ment, league members also rejected a statement by the Chamber of Public Service Bargaining Council that further negotiations on salaries would only take place in September.

They called for negotiations to continue and decided that strike action should take place this month.

PSA behind govt back-down

Political Staff

OBJECTIONS by the Public Servants' Association, PSA, over a lack of consultation in appointing ministerial support staff on highly paid contracts were at the heart of the government's dramatic back-down, it emerged yesterday.

According to sources in the Public Service Commission, the PSA was able to show that the Public Services Labour Relations Act was breached.

Commission spokesman Mr Corrie Smit said the government and 14 public service employee associations agreed in a central bargaining council that ministerial support staff would in future be appointed only in terms of the Public Service Act.

The controversy began after the cabinet agreed to appoint staff in terms of common law contracts. This week the council agreed that this would stop.

Ministers would in future be allowed to appoint temporary, contract or permanent staff, but only according to public service regulations.

New employees will benefit from public service medical and pension schemes, among other perks.
Minimum public service wage goes up

BY CHRIS WHITFIELD
POLITICAL CORRESPONDENT

Cape Town — The minimum wage for public servants has been increased by 4.77 percent and pay scales in the service are to be restructured, Public Service and Administration Minister Zola Skwivelya announced yesterday.

Skwivelya told Parliament during the Budget debate yesterday evening that the "majority of those lower-paid people are black and women".

He said the latest increase would mean that the minimum wage had been improved by 20 percent since November.

The Minister said the issue of the minimum wage had been discussed at length in talks with the central chamber of the Public Service Bargaining Council.

"The chamber has decided to appoint a task team to look into the matter and to make proposals regarding a programme for the improvement of the minimum wage," said Skwivelya.

Officials from the Department of Public Service and Administration were last night unable to indicate how many civil servants would be affected by the increase or what it would cost.

The Minister said during the debate that salary increases had to be handled "in a way which will be affordable".

Increases since April this year had been below the inflation rate. "We need to maintain that kind of discipline," he said.
Erosion of fiscal discipline feared

Rise in public service wages sounds alarm

ALARM bells are ringing over government’s announcement of an increase in the public service’s minimum wage, with economists warning that this could be the first sign of a loosening of fiscal discipline.

Government spokesmen said yesterday the increase, which would cost R170.3m, had not been included in the June Budget’s spending figures. Although it was not a large amount, economists feared it was the “thin edge of the wedge”.

“Fiscal discipline will stand or fall on the rise in the public servants’ wage bill,” said one.

In June, government budgeted for a 14.7% rise in employees’ remuneration this fiscal year — a substantial real increase that outstripped the overall budgeted rise in spending of 10.2%.

Public Service Minister Zola Skwiyana announced the 4.77% increase, backdated to July 1, on Wednesday.

State Expenditure director-general Haaenes Smit said his department hoped the increase could be financed by cutting spending elsewhere. If money could not be found, in other budgets, “it will have to be added to overall spending in the adjustment budget.”

Finance officials said the effect on the overall spending probably would be “modest because it was ‘highly unlikely’ that the full R2.5bn for the reconstruction and development programmes would be spent this fiscal year. Although the funds had been fully allocated, it took a long time for spending to get into gear.

The RDP fund could not be touched to finance other spending, but failure to draw it down fully could help keep government’s overall spending within budgeted targets.

However, such an outcome could hardly be viewed as a triumph for fiscal discipline, as it would have been achieved at the cost of RDP spending and would eventually catch up with government.

Smitt declined to comment on officials’ speculation that the full RDP fund would not be spent this year, but he said “it would take some doing” to spend the entire amount.

Officials pointed to previous job creation programmes, and the setting up of the Independent Development Trust, that generally took two fiscal years to get off the ground. They said projects would be started this fiscal year but spending would run into the next, especially if community involvement was sought.

Minister without Portfolio Jay Nokoe could not be reached for comment.

Smit said the Budget was not cast in concrete. During the year some spending items were less than budgeted and others more. These had to be offset against each other. The situation would be reviewed in October, when departments were to report back on how spending was running against the budget.

The Public Service Commission is investigating wage and benefits disparities in the public service. Expectations are that action will be taken to eliminate them this year. An official commented that doing away with differences “seldom occurs

Public service without a cost.

In the Budget review, the Finance Department described the sharp increase in remuneration costs, among others, to initiatives aimed at creating a more representative public service, the salaries of new soldiers and the carry-through effects of upward adjustments in employment and remuneration in the former homeland the previous fiscal year.

Strong Public Service League began casting strike ballots yesterday.

PSL chairman Malcolm Domingo said members had called for industrial action after government failed to raise salaries. At least 30 000 league members could strike late this month or early in September, he said. However, crucial services would not be disrupted.
Public servants ballot

By Ike Motsapi and Sapa

MEMBERS of the 50 000-strong Public Service League began casting their strike ballots yesterday.

The decision to ballot follows an announcement in Parliament of a 4.7 percent salary increase for public servants on Wednesday by Minister of Public Administration Dr Zola Skweyiya.

PSL chairman Malcolm Domingo said members had called for industrial action following the failure of the new Government to raise salaries.

Domingo also said public servants earning more than R18 000 a year would receive only 0.371 percent.

Mr Barry Ngobeni, media spokesman for the Ministry of Public Administration, said "The PSL were part of the bargaining forum and they have signed a recognition agreement to this effect. It is disappointing that they elected to ballot their members for a strike action when they were part of the negotiations."
Fears over public service wage hike

From GRETA STEYN

JOHANNESBURG. — Alarms bells are ringing over the government's announcement of an increase in the public service's minimum wage, with economists warning that this could be the first sign of a loosening of fiscal discipline.

Government spokesmen said yesterday the increase, which would cost R170.3m, had not been included in the June budget's spending figures. Although it was not a large amount, economists feared it was the "thin edge of the wedge". "Fiscal discipline will stand or fall on the rise in the public servants' wage bill," said one. In June, the government budgeted for a 14.7% rise in employees' remuneration this fiscal year — a substantial real increase that outstripped the overall budgeted rise in spending of 10.6%.

Public Service Minister Zola Skweyiya announced the 4.77% increase, backdated to July 1, on Wednesday.

State Expenditure director-general Haines Smit said his department hoped the increase could be financed by cutting spending elsewhere. If money could not be found in other budgets, "it will have to be added to the overall spending in the adjustment budget".

Finance officials said the effect on the economy of overspending probably would be cushioned because it was "highly unlikely" that the full R2.5bn for the Reconstruction and Development Programme would be spent this fiscal year. Although the funds had been fully allocated, it took a long time for spending to get into gear, Smit said.

The RDP fund could not be touched to finance other spending and could strike late this month or next, but failure to draw it down earlier in September, he said. However, crucial services would not be disrupted.

CT 5/8/94

Sapa reports that members of the 50,000-strong Public Service Employees League began casting strike ballots yesterday.

PSL chairman Malcolm Dominy said members had called for industrial action after government failed to raise salaries. At least 30,000 league members would strike late this month or next, he said.
ANC MPs will face pressure in caucus this week from their SA Communist Party allies to reconsider their salary package — with cabinet ministers' take-home pay being specially targeted.

MPs earn roughly R12 000 a month after tax, but cabinet ministers take home R389 043 a year after tax and the director-generals of departments have a taxable income of just R266 704 a year.

However, the total salary package of cabinet ministers is R470 409 — nearly double that of the most senior public servants in their departments.

With budget votes of three departments coming up for scrutiny this week — Finance, the Commission for Administration, and State Expenditure — MPs will be putting their money where their mouths are.
Why should old-style officials be paid and not us?

We’re not on talks gravy train – ANC

BY PAUL FrAY
CITY EDITOR

The PWV ANC yesterday denied jumping on to the local government negotiations gravy train, following allegations that some ANC negotiators had received payment of up to R11,000 a month.

ANC PWV deputy secretary-general Obed Bapela said the ANC had accepted the principle of payment of allowances to local negotiators "subject to specified criteria".

As such, the ANC would propose to the Witwatersrand Metropolitan Chamber that negotiators receive R300 a day for negotiating.

ANC PWV regional deputy chairman Mathole Motshekga said he was surprised the issue of payment for non-statutory negotiators had caused alarm in certain circles.

"The statutory side — the authors and managers of apartheid — have been remunerated for participating in the efforts to dismantle apartheid but the non-statutory negotiators . . . are expected to dismantle apartheid at their own expense. We believe this is unjust," said Motshekga.

Bapela said the ANC was also considering a levy on the negotiators' salaries as was the case with ANC parliamentarians.

Pointing out that city councillors received payment of R500 for each meeting attended over and above their council pay, Bapela said "the statutory side has the capacity and the advantage".

But many non-statutory negotiators were forced to take unpaid leave in order to represent their organisations.

Responding to allegations that some ANC officials were receiving up to R11,000 a month for negotiating, Bapela said non-statutory political parties each received R11,000, which their negotiators shared between themselves. The Witwatersrand Metropolitan Chamber also allocated R700,000 to a "capacity-building fund" for civic associations, Bapela said.

Until now, negotiations for contractual structures have already cost ratepayers more than R1 million.
Mandela defends huge State pay packets

By EDYTH BULBRING
Political Correspondent

PRESIDENT Nelson Mandela has defended the controversial salaries that are being paid to the members of his government.

Speaking this week on the "gravy train" issue, which has provoked sharp criticism from within the ANC alliance, Mr Mandela said that politicians' salaries proposed by the Melamet committee were "a good starting-point".

Before the election, Mr Mandela assured the nation that the "gravy train" would come to an end and committed the ANC to a frugal style of government.

He said this week that the question of ministerial salaries was very difficult.

The ANC had discussed the matter and had felt that cabinet ministers "should not live in a style which is in sharp contradiction to the style of the masses of the people".

But at the same time, Mr Mandela said, the ANC was concerned about the question of corruption.

When people earned a low income and had families to support and children to put through school and university, "if they cannot come out on their salaries, then temptation is very strong to use unacceptable methods".

Unlikely in the past, he said, the President was now required to pay tax.

On first hearing about his salary, he had told Mr Justice Melamet: "No, this is too high, I would like you to cut it down."

However, he had been cautioned by Judge Melamet that, after tax, his salary would come down from about R700 000 to about R400 000.

He had also committed a third of his annual salary to the President's Fund to assist in bursaries, children in jail, street children and the marginalised youth, he said.

"It may well be that for a start we should leave the matter there, as Judge Melamet has determined salaries. And whatever economies we may adopt in future, I think that the present salaries must be regarded as a good starting-point," he said.

Addressing the question of frugality in government, Mr Mandela said that the government had made a mistake in attempting to pay inflated salaries to ministerial advisers.

It was not easy to attract these people without offering them an inducement. See page 25
Govt civil servants earned R2.3 billion

THE annual salary bill for South Africa's 945,696 central government civil servants amounted to R2 345.6 million, the Minister for the Public Service and Administration, Dr Zola Skweyiya, revealed yesterday.

Dr Skweyiya said in reply to a question in Parliament by Senator James Setse (DP) that the most expensive department was the Education and Culture Service in the former House of Assembly.

The 76,017 teachers in this department were paid a total package of R551m last year.

The SA Police Service, with 111,671 employees, was the largest department numerically, and its total salary bill was R351.7m.

Dr Skweyiya said 88,386 people in the SA Defence Force were paid R211m. The 39,973 civil servants in the Cape Provincial Administration earned R177.4m, and the 91,672 employees in the Transvaal Provincial Administration R176.3m.
State has salary bill of R28bn

Political Staff

The salary bill for South Africa's 842,696 civil servants is R2.3456 billion a month — or about R28,1472 billion for the whole of 1993.

This emerged from the reply by the Minister for Public Service and Administration, Dr Zola Skweyiya, to a question tabled in Parliament by Senator James Selibe (DP).

Dr Skweyiya provided the salary costs for the month of December last year.

In that month, the 20,017 teachers were paid a total of R351 million, while the 111,671 members of the police were paid by R351.7m.

Last week, it was incorrectly reported by the Cape Times that the annual salary bill was R2.3456 billion, when in fact this was the salary bill for the month of December 1993 alone.
Special advisers 'temporary'

BY BARRY STREEK, Political Staff

CABINET ministers were entitled to appoint two special advisers each as "a temporary transitional measure" at a monthly salary of between R19 200 to R23 800, President Nelson Mandela confirmed yesterday.

The remuneration levels for the special advisers were approved by the cabinet, he said in reply to a question tabled by Mr Mike Ellis (DP).

Advisers or consultants were entitled to the reimbursement of travelling and accommodation expenditure they necessarily had to incur in the performance of their duties, at the rates applicable to comparable post levels in the Public Service.

Mr Mandela also gave details of the advisers currently employed.

He said Mr LJ Abrams at R24 000 a month and the former editor of the Cape Times, Mr Tony Heard, at R19 200 a month had been employed by the Water Affairs and Forestry Minister.

Mr Mandela also said the Ministry of Safety and Security had employed Mr Peter Gastirow and Mr F Williams at R16 000 a month.
Civil servants' pay

SENATE. Civil servants received R1.85 billion in the '93/94 financial year, said Finance Minister Derek Keys. R3.39 billion was paid in pensions in this period.
As politicians vote themselves a fat pay

STOP THE GRAVY TRAIN

By Sékola Sello

THE ANC's commitment to end the gravy train in government has suffered a major body-blow after this week's announcement that even government advisers will earn huge salaries — up to R28 000 a month.

The announcement comes in the wake of increasing criticism of the ANC for paying cabinet ministers and members of parliament "fat-cat salaries."

The difference between pay packets taken home by ordinary workers and parliamentarians in South Africa is among the highest in the world.

In his sharpest criticism yet of South Africa's new democratic government, Archbishop of Cape Town Desmond Tutu yesterday said the government had "missed a golden opportunity... to demonstrate that they were serious about stopping the gravy train".

'They've set a bad example'

"Someone has observed that they stopped the gravy train once long enough to get on. They cannot take it away with integrity and credibility ask the unions to moderate their claims for higher pay. They have set a bad example," Tutu told a meeting of the Diocesan Council of the Anglican Diocese of Cape Town.

It was no excuse for the government to say its salaries were set by the Melanet Commission before it came into power, he said. The new government could have opted for lower salaries.

The Melanet Commission, appointed by the Transitional Executive Committee, proposed that the president be paid R784 356 a year, deputy presidents R681 600, cabinet ministers R470 000 and MPs R161 000.

Government accepted the recommendations.

This week, in a shock disclosure, it was announced that government consultants and advisers would be paid remuneration rates which ranged from R120 per hour or R19 200 a month to R180 per hour or R28 000 a month.

These salary scales were sharply criticised by Cosatu and the South African Communist Party.

Cosatu said they were too high and public sector workers expected "a flattening of hierarchies and the closing of wage gaps — not their entrenchment".

Azapo spokesman Dr Gomolemo Mokas said it appeared "careerism" has reared its head in the GNU.

Ironie

Reacting to Tutu's statement, NP director and parliamentarian Martthinus Van Schalkwyk said he found it ironic that during the election campaign Mandela had criticised the then State President, F W De Klerk, for earning a high salary, yet now that Mandela was head of state he was earning more than De Klerk did.

However, if the salaries of the MPs and government officials were too low it might hinder the government from functioning properly. Secondly, the present government salaries were decided by an independent commission chaired by a judge, he said.

He said although Tutu's warning should be taken seriously, Tutu should take into account that the MPs and politicians had to be with their constituencies on the one hand and be in parliament in Cape Town on the other. This alone dug deep into their pockets.

Replying to a question by the DP's Mike Ellis in parliament this week on whether cabinet ministers were entitled to appoint advisers or consultants, Mandela said in terms of the Treasury Instruction 85 each minister could appoint up to two advisers.

So far, the only ministers who had such advisers were Mineral and Energy Affairs Minister Pik Botha, Education Minister Prof Sibusiso Bhengu, Land Affairs Minister Derek Hanekom, Trade and Industry Minister Trevor Manuel, Transport Minister Mac Maharaj, Justice Minister Dullah Omar and Safety and Security Minister Sydney Mufamadi.

CHILD'S BODY... But Moses Abueng (21), on the... Edwin Kwapong (18), is very much a man.
Ives a fat pay packet, critics cry:

HE TRAIN!

FAT CATS . . . The government has "set a bad example" by accepting too high salaries for its members and advisers, says Archbishop of Cape Town Desmond Tutu.

... But Moses Abueng (21), on the shoulders of Botoka High student (18), is very much a man.
Anctions want MPs' bosses to take pay cuts
Mandela promises
to halt ‘gravy train’

□ MPs’ salaries first to come under spotlight

Political Correspondent

President Nelson Mandela has promised action on the government “gravy train”, kicking off with a review of MPs’ salaries and a probe into the renovation of his and the deputy presidents’ residences.

Closing debate on his budget vote yesterday, Mr Mandela turned to a string of issues vigorously debated. They included:

- The salaries of ministers, MPs and other public officials, on which the Department of Public Service and Administration would be preparing new guidelines and “recommendations for discussion”;
- The reported R10 million renovation of residences for the president and deputy presidents — “even if these decisions were taken before our time and whatever the motivation then was, it is of utmost importance that this government takes firm control of all these matters”;
- The SABC’s policy on language, particularly Afrikaans; and,
- South Africa’s arms production and sales policies.

He was speaking in the wake of criticism by Anglican Archbishop Desmond Tutu of the way members of the new parliament had voted themselves large salaries.

Archbishop Tutu also expressed disappointment at continued international arms deals, pointing to the use of South African weapons in conflicts in Rwanda and Sudan.

Mr Mandela said a “perception is taking root that the government is less than frugal in handling public finances”.

While this did not take into account programmes that were being implemented, “we would be failing in our duty if we were to allow these perceptions to take root”.

“We have stated repeatedly that the recommendations of the Melamet Commission (on which present pay scales were based) were meant to address a transitional situation.

“I have requested that the relevant ministry should prepare guidelines for a permanent arrangement and recommendations on this will soon be tabled for discussion.”

His comments came as it was disclosed that the state had paid R21,799 to accommodate bodyguards of Winnie Mandela, Deputy Arts, Culture, Science and Technology Minister, at a Cape Town hotel during parliamentary sessions between May 11 and July 4.

Mr Mandela said he had also asked the Department of Public Works to provide reports on the work being undertaken to renovate and furnish buildings earmarked for leading officials.”

He added that a comprehensive policy position needed to be thrashed out to ensure that South Africa “fulfils its obligations within the regime of arms productions and sales”.

Issues such as future missile technology and the scientists previously involved in the nuclear and biological weapons industries needed to be addressed.

“I am receiving comprehensive briefings on all these matters and I will be making public announcements in due course,” said Mr Mandela.

Turning to the row over the use of Afrikaans on SABC television — sparked by reports that it would be reduced — Mr Mandela said the interim constitution provided for equal status for all languages.

“This, however, should be understood against the backdrop of the fact that two languages have, during the years of apartheid, been promoted over others.”
MPs’ salaries for review

Mandela

By ANTHONY JOHNSON
Political Correspondent

PRESIDENT Nelson Mandela last night promised that the gravy train row over perks and pay for Ministers, MPs and top civil servants would be settled through open public debate.

He also told Parliament during his budget vote that the government would take “firm control” of programmes for the renovation and furnishing of buildings earmarked for “leading public officials”.

Mr Mandela’s remarks came in the wake of a sharp attack on the alleged greed of “fat cat” politicians by Archbishop Desmond Tutu and the growing public outcry at the multi-million rand refurbishment programme for the Pretoria and Cape Town residences of the President and his two deputies, Dr F W de Klerk and Mr Thabo Mbeki.

The President’s commitment to frugality coincided with disclosures to Parliament that boudoirs for his estranged wife, Mrs Winnie Mandela, had cost the state R21 700 in the past three months for accommodation and subsistence expenses during parliamentary sessions in Cape Town.

Responding to questions posed by Democratic Party interim leader Mr Tony Leon, Mr Mandela also revealed that subsistence costs for ministerial support staff visiting Cape Town since May amounted to R174 141.

Addressing Parliament at the conclusion of his budget vote, Mr Mandela noted that “the perception was taking root that this government is less than frugal in handling public finances”.

He emphasised that the Meppel Commission’s recommendations on the salaries and perks of parliamentarians were only meant to address the “transitional situation”.

The Ministry of Public Service and Administration had been given the task of preparing guidelines for a permanent arrangement and recommendations would soon be tabled for discussion.

Clearly stung by criticism that public representatives were being unfairly rewarded, Mr Mandela added that the positions of various sectors and parties would be aired through a process of “public and transparent debate”.

Advisers

Earlier, Minister without Portfolio Mr Jay Naidoo called on MPs to set “an example of frugality” to the nation as they were “servants of the people”.

The government’s Reconstruction and Development programme MPs, “set the tone — if we fail to respond to the President’s call, then can we expect differently from the civil service or the nation?”

The government recently tightened up the procedures for hiring ministerial support staff but it is understood that the system of ministerial advisers is set to continue through the transition period.

Ministerial advisers — whose contracts can be ended at a month’s notice — earn between R10 000 and R20 000 a month but do not receive pensions, medical aid or housing allowances.

• Like the old gravy train — Page 6
Nats support salary review

The NP has given guarded support to the pledge by President Nelson Mandela to review the salaries of MPs and cabinet ministers, but emphasised their pay should not be so low as to invite corruption.

Mr Mandela made the pledge in his budget vote earlier this week after calls from, among others, Anglican Archbishop Desmond Tutu.

The NP said last night it had opposed the appointment of special advisers to ministers—only Deputy President F.W. de Klerk, who did not have support, staff, made use of the system.

The special advisers are paid almost R200 000 a year—similar to the pay structure of MPs. Cabinet ministers earn nearly R500 000 a year.
Churches slate govt officials’ high pay

JOHANNESBURG — The South African Council of Churches (SACC) attacked yesterday the high salaries paid to senior government officials.

"The struggle against apartheid was a struggle against privilege and for equality," Referring to the series of strikes to close the wage gap, it said "it will be a sad day when the government has to face such opposition from the masses". It called for a government in which officials were "equals among the people", not privileged. — Sapa
ANC to discuss study on salaries for MPs

CAPE TOWN - An ANC-commissioned independent study on legislators' salaries will be discussed by the party's executive committee at the weekend.

ANC MP Phillip Dexter said yesterday the detailed report would be released to the public if accepted at the two-day meeting. He did not name the research organisation.

The document would also be discussed by groups linked to the ANC, said Dexter, who was recently appointed ANC secretary for legislatures responsible for party political matters.

Dexter said the report, commissioned because of criticism from members of the public, did not express an opinion on present government salary structures. The study was intended to help the ANC formulate an approach to deal with the controversial matter, as a contribution to the growing debate.

"The report does not say whether salaries should be cut or not, or whether they are too high," he said.

The research organisation had, after studying government pay structures in other countries, formulated a number of options for the ANC's consideration.

For example, allowances could be:
- included in an official's overall salary package as was the case at present;
- allocated separately, with officials accounting for expenditure; or
- claimed from a government kitty when needed.

The report also detailed "perks" for Cabinet Ministers.

Dexter said the ANC believed the Mamelambe commission into salaries had looked at one side of the debate, and only made comparisons with the private sector.

The Mamelambe report was also rushed, "and thrust upon us (the ANC)."

Dexter said it was hoped the ANC-commissioned report, which took a month to draw up, would produce a more balanced view. While low salaries could invite corruption, too much pay could alienate legislators from the public.

He predicted there would be some changes to present government salary structures.

Dexter said the ANC would have to deal with criticism that the real excesses lay with the "executive" salaries of the President, Deputy Presidents, Ministers, Deputy Ministers and their provincial counterparts.

President Nelson Mandela told Parliament this week the Mamelambe recommendations were meant to deal only with the transitional period. He gave an assurance the matter would, through a public and transparent debate, be brought to a "satisfactory conclusion".
Cut MPs' salaries says Manuel

Political Staff

TRADE and Industry Minister Trevor Manuel has challenged his fellow MPs and ministers to take a substantial cut in their salaries as national outrage grows over a "gravy train" government.

"The outcry is likely to gather momentum following a vote yesterday by the Western Cape provincial parliament to pay annual salaries of R384,000 to its MPs and R372,000 to ministers, and with similar votes now pending in other provinces."

Today, Western Cape Democratic Party leader Ronnie Bester accused the ANC and NP of having "worked out a very cosy relationship at the cost of the taxpayer" and said the province's ministerial salaries were "an inordinate amount of money for people who have limited powers and functions at this stage."

Mr Bester said ANC leader Allan Boesak and his colleagues appeared to be content on the gravy train "instead of using our very limited resources for the upliftment of our people."

Archbishop Desmond Tutu led the attack on the gravy train last week when he urged MPs and ministers to cut their salaries. "National assembly MPs get R186,000 a year and ministers R470,000."

And in the national assembly this week, Mr Manuel faced his colleagues and declared: "Let us be the first to take a cut in salary, a substantial cut in salary. That will send positive waves throughout this country and will impact on industrial relations."

"Let us be bold enough to get off the gravy train. That is what South Africa demands of us at this time."

Starting from a basic salary in the national assembly of R161,000 a year, and including a 20 percent car allowance, allowing for tax deductions of R2,900, for entertainment and R38,000 for accommodation, and after paying tax and pension contributions, national MPs put R11,416.75 into their pockets every month."
Ministers to earn R372 000

By CHRIS BATEMAN
Political Staff

WESTERN CAPE Ministers and Members of the Provincial Parliament (MPPs) yesterday voted themselves annual salaries of R372 000 and R184 800, respectively.

This includes car allowances of R62 000 (ministers) and R30 800 (MPPs) which can be used towards buying, maintaining or running a car for constituency and/or personal use.

In the case of the ministers, this will be in addition to their official vehicles.

Their new salaries will be backdated to April 27 this year.

Former UWC rector and MPP Dr Richard van der Ross yesterday questioned why ministers should get such large car allowances when they each already had official vehicles.

Finance, Expenditure and Service Commission Minister Mr Kobus Meiring replied that ministers were supposed to leave official cars in the government garage overnight.

Mr Meiring agreed with ANC leader and Economic Affairs Minister Dr Allan Boesak, who had earlier referred to press reports of "fat cats and the gravy train", that "we should guard against being seen as part of this".

"We must never forget that we are paid with taxpayers' money and that it's an absolute duty to act in their best interests," he said.

Reacting to the provincial Parliamentary package last night, Anglican Archbishop Desmond Tutu said: "That sounds horrible. "People in public life really must set an example to the rest of the country."

Members of the National Assembly receive an annual package of R153 000, which includes a R32 200 car allowance. The package for cabinet ministers is R470 000.
Govt committed to slashing its spending

JOHANNESBURG. — The government has committed itself to slashing its consumption spending — mainly by cutting its wage bill, according to a draft of the RDP "Green Paper". The document will be released next month for public discussion.

The draft supports a reduction in the budget deficit and the tax burden, positive real interest rates and commits the government to removing capital controls.

It proposes reducing the spending on wages by 3% a year.

The document states the government has to reduce consumption spending from 21% (of GDP) to 17% in five years. More money has to be spent on housing, raising the spending there to five percent of the budget.

Nine priorities are listed for the next five years.
ANC calls for pay disclosures

Decoding controversy over pay of CINU members: Alleged赣州 short

NEWS

MPs salaries: Notion that they are on gravy train 'exaggerated'.
ANC ministers to call for cut in MPs’ ‘gravy train’ pay

Hugh Roberton and Clive Sawyer, Political Staff

alarm is spreading in the ANC about “gravy train” accusations levied at MPs and ministers, and the issue has been placed high on the agenda of a national executive meeting this weekend.

Non-parliamentary members of the executive are expected to tell their colleagues, including President Mandela, that the “gravy train” allegations are causing deep resentment throughout the country.

A leading member of the executive said several cabinet ministers, among them Trade and Industry Minister Trevor Manuel, Housing Minister Joe Slovo and Minister Without Portfolio Jay Naidoo, are expected to lead a call for a voluntary reduction in MPs’ and ministers’ salaries.

The ANC’s parliamentary caucus, stung by the outcry over parliamentarians’ packages — and calls even from within its own ranks for belt-tightening — asked parliament yesterday to disclose all MPs’ salaries.

This information would show that “perceptions of a gravy train are a gross exaggeration”, the caucus said.

It wants an independent commission set up as soon as possible to recommend remuneration for MPs.

“Future discussion should take into account costs imposed on MPs by running two or more homes, by having families separated, and by the need to serve the public,” the caucus said.

The ANC and its allies would give detailed attention to the issue in preparation for giving evidence to the independent commission.

The commission will also probe pay of provincial MPs.

ANC chief whip Arnold Stofile said there was an emerging consensus that MPs should be paid constituency allowances.

Meanwhile, a firm of accountants may be retained to brief MPs — many of whom are being paid a salary for the first time in their lives — on how to manage their budgets.

MPs are paid about R11 000 a month while cabinet ministers get about R470 000 a year — just under R40 000 a month.

The ANC’s regional MPS have expressed support for the plan to review salaries. They said they wanted to be paid “in line with the wishes and expectations of the masses” to create trust between themselves and the electorate.
Gravy train: ANC asks MPs to declare assets

By ANTHONY JOHNSON
Political Correspondent

THE 310-strong parliamentary caucus of the ANC yesterday dismissed as "a gross exaggeration" charges that MPs were on a pay and perks "gravy train".

But the caucus agreed that the salaries of MPs and ministers needed to be urgently reviewed by an independent and open commission of inquiry.

MPs should make public all their sources of income, including pensions, company directorships and gifts, the caucus agreed.

While some MPs were drawing pensions in addition to their salaries, one ANC minister was drawing a salary for the first time, said ANC chief whip the Rev Arnold Stofile.

The 20-member Volkstaat Council will soon also become eligible for salaries, expected to be equivalent to the R184 800 annual pay of provincial MPs.

The Secretary of Parliament, Mr Robin Douglas, said yesterday there was a "general misconception" that MPs determined their own salaries and other benefits of office.

He emphasised that the package MPs received — a fully taxable basic annual salary of R151 000 and an annual car allowance of R22 200 — was determined by the State President on the advice of the Melamet Commission.

MPs were also entitled to 48 free single air journeys a year. A spouse or "companion" was entitled to use any of these, and each child of a member was entitled to two of the journeys.

Mr Stofile acknowledged that there might be a public perception that MPs were on the gravy
We work hard for money, say MPPs

WESTERN Cape MPPs said yesterday they worked 12-to-16 hours a day, had “virtually no home life” and often worked weekends for their R15 400 a month salaries.

Ministers, who earn R31 000 a month, at times worked as late as midnight after beginning at 6am, Premier Mr Herans Kriel said.

ANC leader and Economic Affairs Minister Dr Allan Boesak said he did not feel salaries were exorbitant “when you look at the private sector and considering the hours we put in and the work we do”.

Chief whip of the provincial legislature, Mr Adriaaan Jordaan, said his day began at 5.30am and he got home to the Strand at “10.30 to 11pm, very often working Saturday’s too”.

“I have sandwiches in my office every day, there’s no time for a normal lunch,” said Mr Jordaan, whose tasks include ensuring members attend sittings, maintaining discipline and preparing and allocating speaking time.

He said if people (MPPs) wished to serve their communities properly they would find that the salary was “not excessive”.

“You have to read widely, have a car, travel, entertain (no allowance) and everything is as taxable as for any man in the street,” he said.

Mrs Antoinette Versfeld (NP), a former headmistress, backed the objection of Dr Richard van der Ross (DF) to their salaries being backdated to April 27, adding, however, that she had “never, ever been so tired” in her working career.

“It’s been the worst three weeks of my life. I’ve been working around the clock — sometimes I leave more important things behind, like my family,” she said.

Mr Cameron Duggan (ANC) said he supported a national review of all MP’s salaries and would have no objection to a lowering of salaries.

“Trimming perks could save taxpayers money, not just salaries,” he said.
MPs unite to fight for their gravy train perks

FORMER hardline revolutionaries in the African National Congress have launched a new struggle — to retain their fat pay packets in the face of public outrage. DAVID BREIER reports.

CAPE TOWN — ANC backbenchers this week rode roughshod over President Mandela’s concern about growing public anger over the Government gravy train.

The 316-member ANC parliamentary caucus contemptuously dismissed the public backlash against their fat-cat salaries as a “gross exaggeration”. They felt their salaries were “equitable”.

Some of the most militant ANC members were understood to be the most determined in defending their new windfall from the taxpayers.

They were particularly angry with one of their own Cabinet Ministers, Trade and Industry Minister Trevor Manuel, who asked politicians to take a pay cut.

Manuel said this would send “positive waves around the country” and have a positive impact on industrial relations.

But MPs from most parties — including some of the ANC’s most radical leftwingers — closed ranks to fight for their gravy-train pay packets and perks.

While a new independent commission is to re-examine the political pay issue, the ANC caucus has already given notice it would push the commission to recognise the additional costs some MPs have in running two homes and being separated from their families.

The Pan Africanist Congress’s Patricia de Lille was a lonely exception as MPs from the DP and NP to the Freedom Front joined ANC backbenchers in defending their gravy.

In the provincial parliaments, where politicians earn almost as much as their colleagues in the National Assembly and Senate, ANC MPs have also staunchly defended their pay packets.

In the draft RDP “Green Paper” to be published next month, the Government has committed itself to cutting its wage bill to make more money available for its Reconstruction and Development Programme.

The Government might find it difficult to motivate such cuts unless it prunes its own pay.

University of Cape Town political scientist Professor David Welsh estimates that many newly elected MPs are earning 20 times more than they did before the April election.

He said there was little doubt the high salaries that politicians voted for themselves had helped set the tone for the wave of strikes that had engulfed the country.

Welsh said there was merit in the ANC’s argument that politicians could be tempted to become corrupt if they were not highly paid.

This was not just a reflection on the calibre of people who were elected to political office, but was a “grimy but realistic” view of human nature, he said.

DP finance spokesman Ken Andrew said “warning lights are flashing” although there was insufficient evidence at present to suggest the gravy train was out of control.
Hardliners, except for Patricia de Lille, want to stay on gravy train

MPS fight face-off

Weekend Argus, August 27/28 1994
Gravy train diners may be forced to tighten belts

By MARLENE BURGER

The government "gravy train" may roll to a halt sooner than politicians who jumped aboard after the elections realize — but they can count on fat cat salaries for at least the next few months.

Pay packets for legislators from the president down to rookie parliamentarians were never intended to be permanent, according to a spokesman for President Nelson Mandela.

The remuneration packages are based on recommendations by the Molamet committee.

"Decisions taken during the transition are not binding on the post-election government. President Mandela has made it clear that what is the question of salaries dealt with as soon as possible," said spokesman Mr Parkes Masahlaba.

Speaking in Parliament on Monday, President Mandela promised swift action on the "gravy train." His assurance that steps were being taken to reverse the perception that the government was being less than frugal in handling public finances, followed harsh criticism from several quarters.

"I have been deeply disappointed," said a spokesman for the Molamet committee.

Shortly afterwards, Minister Without Portfolio Jay Naidoo urged MPs to set an example of frugality to the nation by "tightening our belts" and Trand and Industry Minister Trevor Manuel told colleagues in Parliament they should get off the gravy train and set an example for "Wall Street" executives in the private sector who pay "Malaysian salaries" to their workers.

The first move towards revised salaries has already been taken. Guidelines on which a permanent parliamentary salary structure can be based are being agreed upon at President Mandela's request by Public Administration Minister Dr Zola Skweyiya. A spokesman for his office, Mr Barry Ngqakeni, said Dr Skweyiya was handling the matter "in his personal capacity" and that the exercise was not in the hands of the Public Service Commission, which is responsible for appointments and remuneration levels in the public service but not for parliamentary salaries, which are determined by the president.

In addition, the ANC's executive committee meets this weekend to discuss the results of a study commissioned by the party, which includes a comparison of South African salary structures and those of politicians in other countries.

ANC Chief Whip Arnold Stollie announced on Thursday that a Bill was being prepared to make provision for an independent commission to look into legislators' salaries.

The commission was likely to be set up before the end of the year, said Mr Stollie.

Meanwhile, parliamentarians will receive their current pay packets, which range from R784 350 a year for the president to R113 300 for MPs.

The packages include car allowances and state contributions to pensions and medical aid funds, and are taxable. Not included are travel allowances — two free air tickets each month while Parliament is in session — or constituency allowances, for which the Molamet committee did not make provision. However, MPs have already voted themselves a monthly allowance of R3 000 for this purpose, despite the fact that in terms of the interim constitution they do not have delineated constituencies.

But politicians are not the only ones facing salary cuts in the near future.

The cabinet decided this week that the Public Service Commission should review entry requirements and salary packages of public servants. The move is likely to be high on the agenda of a meeting between the PSC's central bargaining chamber and bodies representing public servants, starting on Tuesday.
ANC to probe high salaries of officials

Commitment to transparency

VUYO BAVUMA
Political Staff

The African National Congress is to set up a sub-committee to examine the salaries of elected officials and to prepare the organisation's formal position for a parliamentary debate on the issue.

It also reiterated its commitment to eradicate all forms of corruption and any governmental "gravy train" tendencies inherited from the apartheid era.

These were some of the resolutions taken by the ANC's national executive committee yesterday in a bid to offset the rising tide of criticism against high salaries and other government perks.

Last week Archbishop Desmond Tutu rekindled the anger against the huge salaries of MPs and cabinet ministers, saying the elected representatives were not setting the right example to the masses.

Yesterday, the ANC's NEC unanimously resolved that the investigation into MPs' salaries should be handled promptly.

This included looking at the representatives' huge expenses, and deciding on appropriate remuneration.

The wide gap between the lowest and highest paid officials in the public sector would also be examined.

Hasty and uninformed judgments would only ferment unnecessary antagonisms between public officials and the communities they served.

The ANC was committed to maximum openness and transparency in dealing with the matter.

Regarding coming local government elections, the NEC said the preparations should be intensified because a decisive victory was crucial for the effective implementation of the reconstruction and development programme and the transformation of South African society.
Govt too concerned with image — Senator

Political Staff

THE decision to spend R8.4 million upgrading presidential residences in Pretoria and Cape Town showed that the government placed more importance on keeping up appearances than domestic needs, the Democratic Party said yesterday.

"How can the government defend the spending of R8.4 million up grading presidential residences in Pretoria and Cape Town where everywhere else we are being asked to tighten our belts?" DP Senator William Mnisi asked in a statement.

Needs

He said Public Works Minister Mr Jeff Radebe, had indicated in reply to a question by him that in most cases the work on the residences began before the present government took office, but this was not the case with R1 650 000 spent on Ovella residence in Pretoria.

Senator Mnisi said "the DP believes that all expenditure decisions must be weighed against the real social and economic needs of the country".

By ANTHONY JOHNSON
Political Correspondent

MPs yesterday decided to ask the cabinet to approve a R3 000 monthly ‘constituency’ allowance — a move that would push their annual income package to R229 200.

The 400 MPs and 90 senators should also qualify for an 80% discount on internal flights over and above the 48 free air tickets they are allowed each year, the joint parliamentary rules committee decided.

The allowances, if approved, will swell the monthly wage bill of politicians in central Parliament by about R1.5 million a month — or almost R18m a year. The new dispensation would push the annual wage bill of public representatives from R125m to almost R153m.

It is not yet possible to estimate the additional cost to the taxpayer of reverting to the old system whereby MPs paid only 25% of airfares above the free quota threshold.

The proposals will be forwarded to a cabinet sub-committee now probing the pay and benefits of political office-bearers.

The multi-party rules committee agreed the allowances would be paid to political parties instead of directly to MPs and senators. Parties would have to account to Parliament on the spending claims of individual representatives.

The allowances — designed to free parliamentarians to "service the electorate" — will be used for telephones, faxes, office rental and equipment.

A sub-committee of the rules committee — which will include the Speaker, Dr Frere Ginwala, and the President of the Senate, Mr Kobie Coetsee — will draft a detailed proposal on the allowance.

The committee proposed that the allowances take effect from tomorrow.

Although the proportional representation system in the interim constitution does away with traditional constituencies, most parties express the need for public representatives to keep in close touch with grassroots supporters in specific geographic areas.

MPs said yesterday that the discounted flights above the stipulated free 48 a year was particularly aimed at out-of-town members and the need to avert the break-up of family life.
300 civil servants in wage protest

ABOUT 300 civil servants demonstrated outside the gates of Parliament yesterday demanding a living wage and a halt to the gravy train.

The protest, under the banner of the Public Service League, coincides with wage talks in the public service bargaining council under way.

Representatives of the PSL at Parliament handed over a memorandum addressed to Public Service Minister Dr Zola Skweyiya demanding a general salary increase of 20% and a minimum wage of R1 500.

"The statement that there are no funds available cannot be accepted by our members," the memorandum said. "The government once again ignores the plight of the workers." — Sapa
MPs: R20 for crèche ‘too much’

Parliament. — Some MPs complained the R20 a day they were being asked to pay for the childcare facility in Parliament was too much, chairman of the joint committee on Child Care Facilities Ms Buyelwa Sonjica said yesterday.

Ms Jennifer Ferguson (ANC) said she did not understand how MPs could complain.

"For the salary scale we are on, it just doesn't make sense."

Mr Mario Masher (NP) said it appeared parliamentarians who had been criticised about the gravy train were now "getting onto the family train".

Senator A G V Naidoo (NP) said the committee should try to get feedback on what MPs could pay.

"Then we can see if they are sincere or if they are trying to milk the government."

A decision on whether to get the National Assembly and Senate to give the go-ahead on setting up formal childcare facilities was deferred because too few members of the committee were present.

The facility is operating in temporary premises under the supervision of a staffer seconded from Parliament.

● A Cape Town comparison between what MPs are paying and the public revealed crèches can cost between R100 a month (government subsidised, half-day without meals), to R600 a month (for a five-day week) at private crèches.

Staff Reporter, Sapa
Mr Keegan did not enter the debate at all. Mr Neil Ross argued that he, the deputy mayor and deputy mayor-ess were all voted into office again.

Ministers' allowance is slashed

$54

Free flights for ex-MPs, as well as car allowances for cabinet ministers, have been cut. This was decided by the ANC's parliamentary caucus yesterday.

These benefits for ex-MPs were "immoral", ANC chief whip Arnold Stofile said at a press conference.

Mr Stofile said free-flight benefits for former cabinet ministers were immoral, but these were not budgeted under Parliament.

The Minister of Transport, Mr Mac Maharaj, announced that car allowances for cabinet ministers and political office-bearers have been slashed.

In the past, ministers were entitled to a Mercedes Benz 230S, now worth R232,000, as well as an allowance for a private car.

Now they can choose an official car, but with a value of not more than 50% of their basic salary, which will amount to R136,000 including VAT for ministers.

Alternatively, they will be able to use their R78,400 car allowance to buy a private car and claim the cost of all official distances logged.

Library

Mr Stofile said the decision to cut the free flight perk would also apply to present parliamentarians when they left Parliament.

Senator Bulelani Ngcuka said the caucus had decided that ex-MPs could retain their right to use Parliamentary dining and library facilities.

The caucus also nominated Mr Collins Chabane, Senator Cheryl Lusaiberg and Ms Naiedi Pendover to serve on its internal committee reviewing parliamentary salaries.

The ANC's national executive has nominated three other members to serve on this committee: Mr Saki Macozoma, Deputy Finance Minister Mr Alee Erwin and Health Minister Dr Nkosazana Zuma.

Mr Stofile said a bill had been drafted to establish a commission to investigate the salaries and benefits of parliamentarians and this would be submitted to the cabinet shortly.

The National Party said in a statement yesterday that it believed politicians should not determine their own salaries.
Civil servants walk out in protest

Labour Reporter

THE Public Service League walked out of the government's central bargaining chamber today.

League chairman Bernard Domingo said the state asked for a 14-day extension to reply to the union's demands because its chief negotiator was in Switzerland.

"This was unacceptable to us. They arrange a negotiations meeting and then their man is overseas," Mr said Domingo said.

A meeting of all league district executives is due to be held on Wednesday to take "final decisions on what form industrial action should take".

The league — representing about 50 000 hospital, forestry and clerical workers — is demanding a 20 percent across-the-board wage increase, housing subsidies for married women and transparency in the restructuring of the civil service.
What the advisers can earn

Special consultants to government ministers can earn a fortune—or nothing at all.

Paul Stober reports

VAST differences in the pay packets of government consultants make it difficult to work out their true worth to the new ministers.

Government figures, detailing the appointment of advisers show that 10 ANC ministers have employed consultants or advisers at varying rates ranging from payment of R28 000 a month to nothing at all except expenses.

Advisor to the minister of education, Dr C Coombe, who has a doctorate, receives no salary and only his "real travel and accommodation expenses" are covered. On the other end of the scale, Dr Olive Shisana, who has three senior qualifications, advises the minister of health at a rate of R28 800 a month. Colleague Dr Tim Wilson, clocks in at R24 000 a month, making the ministry the most generous to its monthly paid employees, although the minister of transport employs a single adviser with a master’s degree for the same monthly amount.

With eight advisers, the Ministry of Safety and Security has employed the most consultants, most of whom are at the higher end of an hourly rate.

Attorney Azhar Cachalia, who is co-ordinating the drawing up of the new Police Act, is billing the minister R3313 an hour—not exorbitant for a top lawyer.

The minister of education comes next, with four consultants, all paid at relatively low hourly rates. Education guru John Samuels is at the top with R94 12 an hour.

Consultants advised not to be named for professional reasons, insisted they were in most cases worth every cent. They described themselves as the thin edge of the wedge the government will have to use to change the civil service.

"Because we have a negotiated settlement and all civil service appointments have to be approved by the Public Service Commission, we are one of the few ways the ministers can influence the civil service," commented an adviser. "If you want new blood in government, the only way it can be done in terms of the interim constitution is through the consultants."

Most felt their salaries were not out of step with professional rates, especially as they received none of the perks usually associated with their ranks. Advisers do not get housing subsidies or medical aid and are on a month’s notice. They insisted that once the "perk factor" was added to traditional civil service salaries, they were not that far out of line with public service scales and in most cases were below what could be earned in the private sector. In at least one case, an adviser who described his situation as being similar to most other consultants he knew, had logged an average working day of 12 hours.

"If advisers are lazy, they should be fired, but most ministers are getting value for money because the consultants believe in this government and the future of the country," he said.

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**Monthly pay of consultants before tax**

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**Hourly rates of part-time consultants before tax**

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*An asterisk alongside a name indicates that the individual has attained qualifications which have not been listed here.
MPs angry at report on allowance

ANC parliamentarians were angry about press reports that they had voted themselves an additional R3 000 a month when in fact this amount was to be paid to parties for constituency offices to serve the people. Senator Bulelani Ngcuka, said yesterday,

"It was wrongly reported and we feel aggrieved about that," Senator Ngcuka said at a press conference at which he singled out the Cape Times for criticism.

The Cape Times in fact reported on Wednesday that MPs would ask the cabinet to approve a R3 000 monthly "constituency allowance".

It was also reported that: "The multi-party rules committee agreed that allowances would be paid to political parties instead of directly to MPs and senators."
Ministers’ allowance is slashed

FREE flights for ex-MPs, as well as car allowances for cabinet ministers, have been cut.

This was decided by the ANC’s parliamentary caucus yesterday.

These benefits for ex-MPs were “immoral”, ANC chief whip the Rev. Arnold Stofile said at a press conference.

Mr Stofile said free-flight benefits for former cabinet ministers were immoral, but these were not budgeted under Parliament.

The Minister of Transport, Mr Mac Maharaj, announced that car allowances for cabinet ministers and political office-bearers have been slashed.

In the past, ministers were entitled to a Mercedes Benz 280S, now worth R32,000, as well as an allowance for a private car at a cost of R22,000.

Now they can choose a similar car, but with a value of not more than 50% of their basic salary, which will amount to R24,000 including VAT for ministers.

Alternatively, they will be able to use their R26,400 car allowance to buy a private car and claim the cost of all official distances logged.

Library

Mr Stofile said the decision to cut the free flight perk would also apply to present parliamentarians when they left Parliament.

Senator Bulelani Ngconka said the caucus had decided that ex-MPs could retain their right to use parliamentary dining and library facilities.

The caucus also nominated Mr Collins Chabane, Senator Cheryl Laubsberg and Ms Naledi Pandor to serve on its internal committee reviewing parliamentary salaries.

The ANC’s national executive has nominated three other members to serve on this committee: Mr Saki Macozoma, Deputy Finance Minister Mr Alec Erwin and Health Minister Dr Nkosazana Dlamini-Zuma.

Mr Stofile said a bill had been drafted to establish a commission to investigate the salaries and benefits of parliamentarians and this would be submitted to the cabinet shortly.

The National Party said in a statement yesterday that it believed politicians should not determine their own salaries.
Unions walk out of govt pay talks

TEN unions representing about 180 000 public servants walked out of pay-rise talks yesterday in the government's central bargaining chamber in the city.

The walkout came after the state said it needed 15 days to respond to demands for a minimum wage of R1 500 a month and a 15% pay rise.

Four unions said they could not continue talks without compromising the interests of their members.

The Civil Services Association, South African Health and Public Service Workers' Union, Health Workers' Union and Public Service League said the pay dispute deserved the immediate attention of the government as it was the cause of a wave of industrial action sweeping the country, especially at hospitals.

They said they would return to talks only if the government unambiguously undertook to resolve the dispute.

Public Service League chairman Mr Bernard Domingo said the government had asked for a 15-day extension because its chief negotiator was in Switzerland.

He said league district executives would meet on Wednesday to decide on industrial action. — Sapa
Perks impasse holds up public service pay talks

By MARLENE BURGER

A DISPUTE between the government and public servants over perks parity collapsed the pay talks in Cape Town on Friday.

Public servants from the former independent and self-governing homelands are fighting to retain their extravagant perks.

But government negotiators are pushing for an agreement on a set of "prevailing norms" which would cut pay packages for many of the homelands' 240,000 public servants.

In Transkei, for example, one of the perks for public servants was a monthly housing allowance of R120 — almost twice the maximum housing subsidy paid to their South African counterparts.

At this week's four-day meeting of the Public Service Central Bargaining Chamber, representatives of public servants in the former TBVC states and self-governing territories stated that they would never agree to anything that saw monthly pay packets cut.

Although former South African officials are unlikely to suffer the same fate, they are standing firmly behind their 240,000 post-reincorporation colleagues.

"We will not become part of the government's problem. We have been pressurised for weeks to sign an agreement that would have been both redundant in the light of the statutory obligation on the employer's part to rationalise service conditions, and immoral in its endorsement of the loss of benefits by any public servant," said Mr Casper van Rensburg, general manager of the Public Service Association.

The agreement was first mooted by the government at a two-day meeting with the unions in Durban last month.

"We talked about nothing but rationalisation for two days. The unions made it clear from the outset that, while we supported the principle, we could not sign anything that would result in the reduction or removal of existing service conditions," the PSA chief negotiator, Mr Anton Louwrens, said.

Early last month the unions submitted their "shopping list" of demands for negotiation at this week's talks. The government countered by tabling a 176-page document containing details of the rationalised terms and conditions of service, which included the scrapping of certain allowances.

By Friday, with tension mounting and tempers flaring, the talks broke down.

Public service talks break down

From Page 1

frayed, the government tabled a revised proposal in terms of which professional allowances would continue to be paid.

But annual salary increases for recipients would be frozen until parity of salaries had been achieved and the allowances incorporated into monthly remuneration. It was at this point in the negotiations that representatives of two unions — Hospers, which has 49,000 members, and the SA Nursing Association, which has a 100,000-strong power base — walked out, saying they had no mandate to discuss loss of allowances.

Their exit followed the walkout earlier in the morning by seven unions over the government's refusal to respond to demands for a R500 minimum monthly wage and a 15-percent across-the-board increase from December 1.

In a statement on Friday afternoon the Public Service Commission called on "all concerned to be patient and allow the negotiation process to take its course".
By NORMAN WEST
Political Reporter

The R3 000-a-month constituency allowance recommended for the 400 MPs and 90 senators this week will add R18-million to the parliamentary salary bill, which is already more than R100-million.

Although the R3 000 is for constituency expenses and will not go directly into MPs' pockets, it comes in the wake of an outcry about the already extravagant salaries for MPs.

Should Parliament approve the recommendation of its rules committee, the ANC will receive R756 000 a month for its 232 MPs and R180 000 for its 60 senators.

The NP, with 82 MPs, will get R246 000 a month and R51 000 for its 17 senators. The IFP, with 43 seats, will get R120 000 and R15 000 for its five senators.

Meanwhile, after the outcry against "gravy train" salaries and perks for ministers and MPs, ANC ministers Trevor Manuel, Jay Naidoo and Jeff Radebe have begun an initiative to cut ministers' salaries by a quarter.

If accepted by the cabinet, the proposal will result in ministers' salaries being reduced from R39 200 a month to just R30 000 a month.

Sources said the idea of cuts of any kind was not popular among MPs, who feared that if cabinet ministers accepted a pay cut they would have to follow suit and accept cuts to their own R10 000-a-month salaries.

Car allowances for cabinet ministers and other political office-bearers have been cut.

In the past ministers were entitled to a Mercedes-Benz 300S, worth R332 000, as well as an allowance for a private car.

Now they can choose an official car, but with a value of not more than 50 percent of their basic salary, which will amount to R198 000, including VAT, for ministers.

This means they could acquire a bottom-of-the-range Mercedes-Benz, an R230, costing R184 000.

Alternatively, they will be able to use their R76 000 car allowance to buy a private car, which can be used for official purposes, and then they may claim the cost of all official distances logged.

The new scheme was announced this week by the Minister of Transport, Mr Mac Maharaj.

The ANC caucus has also decided that air tickets for former ministers should be scrapped with immediate effect.

It was felt that free-flight benefits for former cabinet ministers at state expense could not be justified on moral grounds.
MP pay talk 'immoral'  

THE government was "immoral and negligent" in discussing MPs' salary increases while "freedom fighters and the victims of apartheid's social conditions are rotting in jails". (ESL)  
This was said in a statement released by the PAC after a joint meeting of 65 branches and the national and regional executives in Gugulethu yesterday.  
The PAC said it had received "overwhelming support" for its ultimatum to the government to urgently "revisit the matter of the amnesty grant".
Public service parity to cost R359 million

PRETORIA. — Public servants from the former homelands will join South Africa’s post-apartheid public service at salary levels applying on May 1 — except for those who had been earning more.

Public Service and Administration Minister Mr Zola Skweyiya said yesterday “pensionable salaries and salary scales will be rationalised to those generally prevailing.”

It was difficult to determine exactly how many public servants would benefit from the pay rise, he said.

A Public Service Department source said Mr Skweyiya’s announcement was issued in an attempt to avert a threatened strike by former homeland officials over demands that they be allowed to retain their higher salaries and benefits. — Own Correspondent, Sapa-Reuter
Homeland staffers to keep higher pay

CAPE TOWN — Homeland public servants will join SA’s post-apartheid public service at salary levels applying in Pretoria on May 1, but with an exemption for anyone earning more, government says.

Reuters reports Public Service and Administration Minister Zola Skwetye said yesterday "pensionable salaries and salary scales will be rationalized to those generally prevailing".

Sapa reports departmental spokesman Corrie Smit said the salary adjustments would cost the state about R235mn.

It was difficult to determine exactly how many public servants would benefit from the pay rise.

Better than average salary scales could not be touched because they were protected by the interim constitution, Smit said.

They would have to be phased out gradually, he added.

A Public Service Department source said Skwetye’s announcement was issued in an attempt to avert a threatened strike by officials of the former Ciskei and Transkei.

These officials are demanding that they be allowed to retain their higher salaries and benefits.

Skwetye has said the rationalisation of allowances would be dealt with later.

JACQUE GOLDING reports that the Public Servants’ League had threatened earlier to strike over government’s failure to meet its salary demands.

League chairman Malcolm Domingo said yesterday government had provided an "inadequate" response to the public servants’ demand for a 15% across-the-board increase and a minimum salary of R1 500.

During negotiations in the public service bargaining chamber last week, government negotiators said they could only respond in 15 days.

The league and several other public servant unions then walked out of the talks, saying government was procrastinating.

Domingo said there needed to be equality across the board.

He added that the league was demanding that married women in public service also be granted a housing subsidy.

Domingo said that "total transparency" was needed on the 11 000 civil service posts which were being advertised.

And the league needed to know the criteria used in recruiting.

"The Minister (Skwetye) fails to clarify whether the posts advertised would replace existing posts."

Skwetye had mentioned rationalisation of the department on the one hand, and the creation of additional posts on the other, Domingo said.

The league was demanding also a review of clerks’ salary structures. It said government’s indication that these workers were not a “priority” indicated a reluctance to address the wage issue.

Domingo said the attitude of government was “unacceptable”, adding that a decision to embark on industrial action could include a national strike.

Public Servants’ Union general secretary Casper Jansen van Rensburg said government had shown itself reluctant to negotiate a remuneration package for public servants, and warned that this could lead to strikes.

The league said affirmative action advertised created the impression that coloureds and Indians did not qualify for potential jobs.

“There is total snarley and people are unsure of the current positions they are holding, especially when posts are handed to a particular group to the detriment of coloureds and Indians,” it said.
R7-m for old parliamentarians

Political Staff

PENSIONS totalling more than R7 million a year are being paid to 55 cabinet ministers, senators and MPs who served in the old parliament.

Finance Minister Derek Keys disclosed yesterday that six cabinet ministers were receiving a monthly total of R74 400, 13 senators R137 187 and 36 MPs R468 018.

The monthly bill for the 55 who qualified for pensions in the old system and survived the transition into the new order is R54 323, or R7.1 billion a year. (254)

The six cabinet ministers are all from the National Party — and were all cabinet ministers in the previous government — but the senators and MPs are spread across the various parties. (939)

MPs qualified for pensions if they served more than seven-and-a-half years in the old parliament. But a special dispensation was created by the previous government to give proportional pensions to MPs elected in the 1989 election and who fell short of the seven-and-a-half year mark.

Former cabinet ministers automatically get a full pension irrespective of their years of service.

He said the pensions were paid out of the Closed Pension Fund established last year and which is managed by a board of trustees.
Top SACP man slams gravy train

Johannesburg — SACP general secretary Mr. Charles Nqakula yesterday made a scathing attack on the government gravy train at the fifth national congress of the Congress of South African Trade Unions.

Accusing the government of a "scandalous" squandering of money, he said nowhere else would such a large gap between low and high income earners within the public sector be found.

The SACP condemned this "terrible gap" in public sector salary scales.

Mr. Nqakula said the RDP was not, and should not be, an "export-led" growth path. It had to be based on South Africa's own resources and inward industrialisation, Mr. Nqakula said.

Socialism was more relevant than ever. He warned against allowing employers to "infect" a government elected by workers.

He called for the programme to be measured in terms of meeting social goals of housing, jobs and affordable health care and education.

The programme should be funded by redistribution and restructuring.

Mr. Nqakula said strikes had a role to play in ensuring the redistribution of resources. — Sapa, Own Correspondent
Gravy train noted in UK

Own Correspondent
LONDON. — The gravy train which SA politicians are riding received high profile coverage in several British newspapers yesterday.

The Sunday Telegraph said the ANC-dominated parliament had wasted no time in getting its snout into the trough of taxpayer's money.

Criticism had "promted some ANC ministers to suggest imposing curbs on press freedom, a common enough occurrence in other parts of Africa (344)."

And the Sunday Express said President Nelson Mandela's election pledge to end the gravy train of SA politics had run off the rails because of greedy officials and MPs.
Constitutional advisers’ pay

SPECIAL advisers will be appointed at a salary of up to R28 800 a month to assist the Constitutional Assembly draft South Africa’s final constitution, in terms of a proposal to the assembly’s management committee yesterday.

The draft resolution, to go before the assembly’s constitutional committee, states that full-time special advisers with the necessary technical or professional expertise should be paid at one of three monthly scales: R19 200, R24 000 or R28 800.

Part-time special advisers — who devote 50% or less of their time to their duties — should be paid R120, R150 or R180 an hour.

The proposed remuneration rates exclude subsistence and travel allowances where applicable.

Deputy chairman Mr Leon Wes-
sels said if the assembly wanted to attract the level of technical advice it needed, it would have to compete in the market place.

Concern was expressed by African Christian Democratic Party leader Mr Kenneth Meshoe and Freedom Front leader General Constand Viljoen.

Mr Walter Felgate (IFP) said he could assure the committee the proposed rates were “on the low side rather than the high” compared with what advocates, for instance, were paid.

Assembly chairman Mr Cyril Ramaphosa said he knew of advocates who were paid R2 000 a day.

The constitutional committee met yesterday afternoon. — Sapa
Ministers urged to set example

Cabinet pay cut
Church head slams govt salaries

UMTATA — Methodist Church head the Rev Stanley Mogoba added his voice yesterday to growing condemnation of the high salaries paid to government officials.

He also criticised strikers, saying workers should lead the country to a new culture of hard work and productivity.

At the same time he challenged employers to share “their huge profits” with employees and the poor.

He told the church’s annual conference here: “The new South Africa’s preoccupation must be to wage war against poverty, unemployment, poor education and homelessness.”

Everyone should join the fight against violence and crime, including drug trafficking, he said.

“This is where our nation-building should start, not with higher wages, however justified and reasonable.”

The public should condemn parliamentarians for voting higher salaries for themselves.

This was “completely inexplicable” in a country that has a housing and schools backlog and high unemployment.

CT 16/1/94 Addressing the conference theme — An Authentic African Church — he said it was time the church re-evaluated its relationship with traditional African religions. He called for dialogue between African religions and Western Christianity, saying the “best and most helpful aspects” of each could be blended. — Sapa
Teachers' pay consuming education funds — report

SPENDING on teacher salaries in SA has grown faster than overall education spending, with the result that some departments' salaries constitute more than 50% of total budgets, according to a new report by the World Bank and the ANC-linked Centre for Education Policy Development.

Researchers Peter Buckland and John Fielden said this means there were very few resources left for capital development, educational materials and support.

Personnel costs constituted almost 70% of recurrent expenditure, and this proportion had been growing steadily over the past seven years.

The Urban Foundation also called for an overhaul of local teachers' salaries as this existing system threatened to damage education and compromise development of the country as a whole. Urban Foundation senior policy analyst Jane Hofmeyr said teachers' salaries made up 23% of the national budget and 7.7% of GNP.

Continuation of this trend would drive these figures to unsustainable levels, at the cost of development needs such as health and housing.

She said the existing structure was based on outmoded salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

The assumption that local teachers were badly paid and their increases lagged behind other occupations needed to be tested, she said. However, it was necessary to improve the position of poorly paid and underqualified teachers without raising average salaries to unsustainable levels.

The answer was to upgrade qualifications and increase the salaries paid at the lowest level of the scale, while controlling increases at the top end.

The system of offering teachers a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving teaching.

A new approach based on competence in the classroom, instead of qualifications, would be a far more appropriate assessment, she said.

JOHANNES NGCOBO reports about 60 unemployed Northern Transvaal teachers demanding jobs vandalized the computer system of provincial education minister Aaron Motsoaledi last week.

Ministry spokesman Lulama Thembe said at the weekend the unemployed teachers stormed Motsoaledi's office on Wednesday and threw papers around before damaging the computer system.

They demanded the provincial government abandon the school feeding scheme in favour of creating jobs for teachers.

"It is with consternation and dismay that we hear unemployed teachers from the Northern Transvaal province demanding that creation of posts be seen as a first priority, and not the feeding scheme," said Thembe.

The unemployed teachers warned of "unprecedented mass action" if Motsoaledi failed to create more jobs by the end of the year.

Teachers also accused the minister of failing to remain in touch with his grassroots constituency.

Motsoaledi said it should be borne in mind that there was still no unified national education department.

"This department was only formed at the beginning of 1996. We are currently administering education from the seven former apartheid structures that are to be collapsed and transformed into a new department," said Motsoaledi.

He said his department had set up strategic management teams to look into how best his ministry could run the provincial education department.

He said to achieve the recommendation placed before his ministry by the management team, the provinces would be required to build 32 549 classrooms costing R1.7bn.
Civil service union asks the Govt for reassurances

Pessimism and uncertainty among public servants should be urgently addressed by the Government, the president of the Public Servants' Association of South Africa, Koot Myburgh, said in Pretoria yesterday.

He warned that a pay dispute might lead to industrial action.

He told the association's annual general meeting that since the run-up to April's election, civil servants had been exposed to the notion they would be unacceptable to a new government.

"At present the Government is doing nothing to promote career confidence among officials," he said. Uncertainty had been aggravated by affirmative action and threats of advertising posts and cutting pay.

Myburgh denied civil servants had been obstructing the Government's Reconstruction and Development Programme.

"The problem does not lie with officialdom. They have already adapted to the new democracy, and are ready and willing to serve the new Government, including the RDP." 

Decisions

He said Cabinet Ministers had allowed themselves "to be led by advisers who do not have the vaguest notion of the disciplines and functioning of the public service". Decisions taken without consulting relevant departments had often failed because they were not feasible.

"Myburgh said the PSA supported a more representative public service, but affirmative action should be implemented over time and not "stir up racial differences". He said pay was the biggest factor in ongoing labour unrest in the public service.

"It is feared that the salary negotiations now in progress are heading for deadlock. In this event the PSA will have to let members in non-essential services vote for a strike." Myburgh paid tribute to Minister of Public Service and Administration Zola Skweyiya, saying he had "virtually not put a foot wrong to shake the trust of officials in his ministry.

"Minister Skweyiya is one of the strongest Ministers that the public service has had for a long time," he said. — Sepa
Public servants in pay threat

PUBLIC servants will act if the state fails to meet pay demands by 1pm today, Public Service League (PSL) chairman Mr Malcolm Domingo said yesterday.

"We have planned a march to Parliament on September 28 at 11am."

Mr Domingo said the PSL was told in Pretoria yesterday a cabinet decision on pay demands was awaited.

South African Health and Public Service Workers' Union (Sahpswu) organiser Mr Success Mataifsane said the Pretoria talks had ground to a halt and he foresaw unions striking.

The PSL and Sahpswu want a minimum wage of R1 500 and a 15% pay rise. — Sapa (354)
Ultimatum to Govt on pay demands

Strike threat by public servants

BY JOVIAL RAMTAO
LABOUR CORRESPONDENT

The Government has until today to avert a threatened massive strike by more than 500 000 public servants which could bring most activities of a number of State departments and hospitals to a halt.

Representatives of the 17 trade unions and staff associations walked out of wage negotiations in Pretoria yesterday and gave negotiators until lunch-time today to respond to their wage demands of 15 percent across-the-board increase - with a minimum monthly wage of R1 500 - from December 1.

In negotiations held at the Public Service Bargaining Council, the Government has responded with a minimum wage offer of R1 000 from July 1985. It did not respond to the wage increase demands.

"Government negotiators said they were not in a position to reply to the wage demand because the Cabinet has not considered the unions' rejection of the offer," an official said.

Response

Negotiators said they would work around the clock to convene a special Cabinet or ministerial committee meeting for a response before today's meeting.

Anton Lowrens, deputy general secretary of the Public Service Association, said representatives from most unions had wanted an immediate illegal strike.

The PSA would let members on the non-essential services vote for a strike. If there were a majority "yes" vote then these workers would strike. There would be arbitration for personnel in the essential services.

Nehawu deputy general secretary Fikile Majola said the Government's response was unsatisfactory. A strike ballot would be a logical consequence.

The Commission for Administration was yesterday unable to comment. A spokesman said there would be no statement.

Reports reaching The Star late yesterday were that employees at Home Affairs offices in and around Johannesburg would embark on a go-slow from 10am today. Employee organisations were not aware of the action and could not say whether or not it was linked to the wage talks.
Halt gravy train, say Presbyterians

CLIVE SAWER
Political Correspondent

The Presbyterian Church has joined calls for the government to halt the gravy train. Parliamentarians should set an example in financial discipline by accepting a cut in their salary packages, the church said.

In a report to the church's general assembly, which met this week in George, the justice and social responsibility division said it noted with concern the economic situation in the country and the abject poverty of the masses. The general assembly is the highest decision-making body of the 85,000-member church, with 500 congregations throughout South Africa, Zimbabwe and Zambia.

"In contrast to the poverty, the politicians who have been elected to redress the problems of the past are falling into the ills of the status quo by accepting the high salaries recommended by the Metanet Commission."

Assembly spokesman Greg van der Lingen said the church had pledged its support for the reconstruction and development programme.

The call follows indications in government circles of a willingness to cut back on cabinet ministers' annual R470,000 packages.

In August, Archbishop Desmond Tutu, spiritual head of southern Africa's Anglicans, said he was "deeply disappointed" over parliamentarians voting themselves large salaries.

An independent commission is to investigate all aspects of MPs' remuneration.
Cabinet brings MPs back to earth

By ANTHONY JOHNSON
Political Correspondent

The cabinet has clipped the wings of parliamentarians by vetoing a plan for cut-rate flights.

It turned down a proposal for MPs and senators to get a 85% discount on internal flights once they had used up their annual quota of 48 free flights. ANC chief whip the Rev Arnold Stofle announced yesterday.

The ruling "left some of our people stranded in Cape Town," said ANC Senator Bulelani Ngcuka.

He said some MPs and senators had used up all their free tickets - reduced to 32 because of the late start to the parliamentary session.

Mr Stofle said the cabinet decision would make it difficult for MPs to service their newly allocated constituencies.

From the beginning of this month political parties have been allocated R3,000 a month per MP or senator to allow them to "service their constituencies".

The matter is expected to be taken up by an independent committee on MPs' salaries.
More gravy, please

Sowetan Correspondent

HUNDREDS of thousands of civil servants countrywide are poised to go on strike after a deadlock was declared yesterday between 18 civil service unions and the Government over wages in Pretoria.

The unions are discussing whether to go on strike.

The unions represent more than 180 000 civil servants, including 40 000 members of the powerful Hospital Personnel Trade Union of SA.

Other unions are the Public Service League, the Public Servants’ Association and unions from the former homelands.

The unions are demanding a minimum wage of R1 500 a month and a general salary adjustment of 15 percent.

The Government resumed the latest negotiations with an offer of R1 000 a month minimum salary and no general salary adjustment until 1996.

Rationalising salaries across the public service to the levels demanded by the unions would cost the country about R8 billion.

A spokeswoman for Hospersa, Miss Michele Swart, said the unions had been battling to have negotiations declared deadlocked since negotiations resumed at the central chamber of the Public Service Bargaining Council in Pretoria on Monday.

But only the chairman of the chamber had the power to declare negotiations deadlocked — which he did about 10am yesterday.

Non-essential services could ballot for a legal strike while essential services, including hospital workers, had the choice of balloting for a non-procedural strike or reverting to arbitration.
Political compromise has entrenched a massive salary bill

Even with the best of intentions — and these appear sincere and are repeatedly expressed — government’s efforts to slim down the bureaucracy will be difficult.

The interim constitution burdens Public Service & Administration Minister Zola Skweyiya with an almost impossible task. Not only must he create a new public service from the 15 administrations inherited from the Nationalists, but he can’t easily fire any of the 1.2m people incorporated into the new structure. In fact the constitution obliges him to hire even more officials as soon as possible, in order to implement affirmative action and thereby to correct race and gender imbalances.

All this, of course, is supposed to happen within the constraints of government’s commitment to cut back on consumption spending. The country can’t afford a big bureaucracy at 60% of total State consumption spending, the civil service salary bill is already too high.

But so is the cost of political compromise. It was agreed at the World Trade Centre to merge the 745 000 public servants from the old central government departments and the provinces with the 222 000 from the TBVC states and 22 000 from the homelands into 27 central government departments and nine provincial administrations.

Just for starters, an extra R359m is now needed to establish salary parity, implemented from May 1, among all employees in the new public service. The next problem government faces is meeting the expectations of those who want jobs in the public service — about 1.3m have applied for 11 000 affirmative action posts now on offer — and demands for a better deal from existing State employees. Strikes, protests and threats of action by hospital workers, teachers, policemen and clerks have set the scene for a summer of confrontation.

Nevertheless, government believes it can zip the bureaucratic monster’s mouth without excessive pain or loss of popularity. The RDP White Paper published this week speaks bravely of keeping the size of the civil service constant — or at worst allowing a 1% growth in the current fiscal year. It points out that staff turnover is now about 5% a year. The intention is to fill only about 5% of vacancies.

New Finance Minister Chris Liebenberg says the problem is not so much the size of salaries but the number of people employed. Finding ways to increase productivity and reduce staff numbers is the challenge.

But the opportunity for decisive action along these lines was lost when MPs voted themselves fat-cat salary packages and Cabinet Ministers started appointing highly paid advisers. Skweyiya argues that the advisers are temporary and will be phased out as soon as possible. But even so, how can any civil servant now be sacked?

The immediate danger is that government will simply give in to pressure and not only allow the overflow from the former homelands and TBVC states to stay on, but appoint even more staff to repay political debts. After all, there are precedents: when the Nats won power in 1948 they purged the public service of English-speakers and known United Party supporters and filled the vacancies with NP loyalists. The ANC simply wants to create a few more jobs without kicking anyone out.

Skweyiya has pointed out that the ANC had agreed at the pre-election negotiations to guarantee the jobs of all white public servants. He may as well have left off the racial tag; all civil service jobs are effectively guaranteed by the Constitution for the time being. This is why, for example, about 150 directors-general of defunct homeland departments are doing nothing on salaries of R268 000 a year.

Public Service Commissioner Stan Sangweni recently told the parliamentary select committee on the public service that the future of the former DGs was “very complex” and “very very serious.” He could not offer a solution to the problem of what to do with them. Getting rid of unwanted senior bureaucrats could cost up to R3m a head, but is there an option? Keeping them will cost even more as salaries and perks increase over the years.

It is understood that a more permanent arrangement now being discussed by provincial premiers may be to create DG posts in all the new provincial departments instead of having just one for each province as was previously the case. This could create an extra 95 DG posts at a total annual cost of R25.5m.

Fanie Cloete, of Stellenbosch University’s department of Public Administration, has no doubt the new government will allow the bureaucracy to grow. Even under the NP, which was latterly committed to a market economy and a reduction of public spending, the civil service continued to balloon. The ANC-led government is far more interventionist and it would be a contradiction to expect it to reduce the size of the public service — despite its protestations and good intentions. Also, Cloete doubts government can afford the political cost of retrenching State officials or not creating new jobs.

Kobus Wessels, a research specialist in the public administration research division of the Human Sciences Research Council in Pretoria, points out another danger: a drastic rationalisation could result in a serious collapse of services. Even the shuffling of staff between departments must be handled carefully to avoid disruption. Part of the problem is that the reorganisation of 1.2m people is a massive operation that many of them are uninformned about how they will be affected and, naturally, are worried. Wessels says it is difficult to determine an optimum size for SA’s public service, but points out that the civil services in developing countries tend to be bigger than those in developed countries because the private sector is unable or unwilling to perform many of the essential services that would allow for a smaller bureaucracy.

But in spite of the constitutional guarantees, uncertainty about job security remains a problem among white civil servants. Affirmative action is likely to block career advancement for most of them. The pre-election fear that the civil service could become a major obstacle to reform has passed.

At worst, demoralised bureaucrats will simply leave the service or sink into the depths of inefficiency in the knowledge that their jobs are relatively safe. The biggest danger could be a mass exodus of competent senior public servants to the private sector when the economy picks up, leaving inexperienced or inefficient affirmative ac-
tion appointees to run the show.

Of course, the vast majority of public servants are not merely pen pushers. About 70% are teachers and health workers, 20% in the National Defence Force and police and only 10% in administrative jobs. But this raises the question of whether non-administrative staff should be split from the true bureaucrats. Such a split would permit the performance of administrators to be measured more accurately.

Such a move would be in line with a suggestion by Freedom Front senator General Tienie Groenewald that the public service be restructured on the basis of deregulation and competition to make it cost effective. He says communities should be empowered to deal with their problems instead of simply relying on government to solve them. This could apply to issues such as community policing, education, health, community care, refuse removal and housing. Taking this view further and given the fact that teachers make up a high proportion of the civil service, one way of saving costs is to gradually extend the Model C school system, thus enabling more and more teachers to be funded by communities rather than the State.

Groenewald says the civil service should become mission-driven rather than rule-driven, by scrapping as many laws and regulations as possible and attending to needs of the citizenry rather than the needs of the bureaucracy.

It’s a view worth considering. After all, Skweyiya’s stated aim is to establish a public service that is “transparent, accountable and efficient.” It must be unbiased and impartial, and function according to “fair and equitable principles.” He wants to engender “a professional ethos which will internalise the concept of serving the people”.

It won’t be easy. The public’s general perception of civil servants is negative. At best they are seen as inefficient and unhelpful; at worst as corrupt. Skweyiya says the labels are unfair, but accepts the need to reverse the perception and “restore the public’s trust in public servants.” This, he says, will be achieved through training and retraining and the establishment of a code of conduct. The new public service will be orientated towards the RDP, which means scrapping programmes, policies and employment practices which are unconstitutional or anti-RDP.

For example, blacks will be promoted rapidly to overcome what he describes as “differences in ranking between officers and employees” which protect positions of whites at the expense of blacks. Women and the disabled will also benefit from the programme to correct “imbalances”. Skweyiya concedes that “representativeness” will not be achieved by “waving the magic wand” but rather through a “carefully thought-out strategy” to draw blacks into the public service. “It is my wish that black people should not be used as tokens in the public service. They should hold positions that empower them to make policy decisions at the highest level of government.”

So far, Skweyiya has focused on:
- The consolidation of all powers and functions at national level;
- The proclamation in June of the new Public Service Act which created one public service with 42 departments and organisational components, including the nine provincial administrations;
- The transfer of the administration of the laws of the former TBVC states, the non-independent homelands and the former provinces to the new provincial administrations. Nearly 900 regional laws are involved; and
- The activation of the new departments, provincial administrations and organisational components through the transfer of functions, personnel and other resources.

But implementing even these technical aspects is proving difficult. For example different job categories, service conditions and pay scales have to be rationalized.

Improving the racial balance in the public service is being tackled in two ways:
- In the short term the 11 000 vacant posts inherited by the new government have all been advertised and preference will be given to disadvantaged applicants; and
- The longer-term strategy includes granting study bursaries to suitable candidates from disadvantaged communities to prepare them academically for careers in the public service, and training courses to enhance the skills of existing employees and new entrants, particularly women.

In theory, the rights of white public servants should not be threatened by affirmative action. Their posts — and those of all civil servants employed when the new government took power — are protected by the interim constitution. Also, Skweyiya says anyone can apply for vacant posts and be judged on the same basis as all other applicants, but affirmative action will remain a significant criterion when making appointments.

He believes motivation and commitment in the public service should be underpinned by “universally accepted worker rights” which allow civil servants to participate fully in matters that concern them. This will be achieved partly through the recently activated Public Service Labour Relations Act, which rationalises and consolidates existing laws regulating union rights.

It is for this reason that all eyes are now on Skweyiya. His commitment to creating the sort of public service that SA has never had is unequivocal, but the realities are formidable. If he is to make any headway, even though it may go against the ANC grain, he will have to find ways for government to do less, not more.
THE Cinderellas of the transition process, the Volkstaaters, have finally caught up with the gravy train — and boarded it.

Draft legislation tabled in Parliament yesterday stipulates that full-time members of the Volkstaat Council be paid salaries equivalent to at least those of MPs or provincial legislators.

MPs are entitled to a basic annual salary of R161 000 and a car allowance of R32 200 (a total of R193 200), while provincial lawmakers receive a package of R184 800.

The Volkstaat Council Bill makes provision for salaries to be paid retrospectively from May 26, when the 20-member council was elected.

The Minister of Finance will decide on pay and allowances of council members "provided that full-time members' remuneration shall not be less than that of an MP or that of a member of the provincial legislature".

Persons co-opted on to the council will also be entitled to payment.
Cosatu moves to centre

COSATU is at odds with "right-wing" staff associations over a planned strike that would cripple government services throughout South Africa.

Eighteen staff associations have threatened to strike for a 15 percent across-the-board increase and a R1500 minimum wage.

If the strike goes ahead it will be the first in South African public service history.

But Cosatu general secretary Sam Shilowa this weekend lashed out at the "right-wing" associations for deliberately aiming to undermine the implementation of the Reconstruction and Development Programme by pushing up the "already inflated" salaries of public servants.

Cosatu, meanwhile, is demanding a wage freeze among high earners and a R1500 minimum wage.

The congress's attack on the staff associations - and harsh criticism of the left-wing "Turning Wheel" truckers' blockade earlier in the week - have shifted Cosatu's battle to the political centre.

But Mr. Shilowa stopped short of committing Cosatu to a strike moratorium, saying the federation objected to the staff associations' demands, not their intention to strike.

The possibility remains that both the conservative staff associations and Cosatu might strike at the same time, but over different demands.

"They are striking for the entrenchment of apartheid privileges. We are going to mobilise our own members for the closing of the wage gap," Mr. Shilowa said.

Deadlocked negotiations between the government and 18 unions representing some 500,000 public servants will resume on October 25 - unless members better off then in favour of a strike.

Mr. Shilowa claimed the staff associations had opportunistically co-opted Cosatu's R500-a-month demand despite the fact that their members earn far higher salaries.

A joint Cosatu/National Education Health and Allied Workers Union statement said the staff associations aimed to "dilute the democraticisation of the public service by frustrating a joint programme in the interest of the people by embarking on strike action, something unheard of during the apartheid years.

The proposed strike by the 18 staff associations could throw provincial governments, battling to incorporate old boards and administrations, into further chaos.

The government has offered a 90-cent, 3-month increase on the current minimum wage of R900 and asked for another month to consider the demand for a 15 percent across-the-board increase.

But the public servants, who may begin a strike up to 30 days without loss of benefits or victimisation, rejected the request "because we are not convinced that an improved offer will be presented a month from now", said Mluleki Dlamini, spokesman for the newly formed strike committee.

The committee will meet on October 3 to discuss the logistics of a strike ballot.

Guidelines spelt out for new school system

By RAY HARTLEY and MARLENE BURGER

THE Education White Paper released by Minister Sibusiso Bengu on Friday spells out plans for a radical transformation of the education system.

From January next year, the "apartheid juggernaut" of ethnically based education departments will be replaced by a single national education department with nine provincial sub-sections.

It raises more questions than it gives answers, but these are the principle guidelines -

The government will provide funds to schools on an equitable basis in order to ensure an acceptable quality of education.

The key to this is the definition of what the government means by an acceptable quality of education, which the White Paper does not spell out adequately.

The Education White Paper proposes the creation of a new education district of a basic standard - to the end of Standard Seven.

The government can only provide free education for nine years, and will phase in free education for other age groups as resources become available.

The White Paper says that schools will be free to charge fees, the level of which will be determined by the capacity of the community to pay and/or the quality of schooling which the community deems affordable beyond the acceptable minimum which the government provides from public funds.

This does not mean that pupils who cannot pay their fees will be compelled to do so.

The question arises whether a school which demands fees for the extras that it is providing will be able to exclude a child who cannot pay, or legally enforce payment.

The answer is no. This means that in many privileged schools some parents will be subsidising poorer pupils, resulting in the fees going up.

The White Paper does not have a satisfactory answer to this. It suggests state bursaries for pupils that cannot pay, but does not examine how this could impact on its commitment to equity.

Despite the unanswered questions, which are likely to only become clear with further policy papers, parents and pupils can be sure of one thing - change is coming.
Mandela slams ‘gravy’ criticism

By ANTHONY JOHNSON and CHRIS BATEMAN

PRESIDENT Nelson Mandela last night attacked Archbishop Desmond Tutu for his “irresponsible” criticism of the so-called government gravy train and accused him of “jumping on the bandwagon”.

Addressing more than 1,000 people in the Stellenbosch Town Hall, he also expressed similar disapproval of the ANC’s chief whip in the Senate, Mr Bulelani Ngeku, who recently questioned Mr Mandela’s failure to appoint Africans as ambassadors.

It is the first time Mr Mandela has been so outspoken in public about so leading a figure and supporter as Archbishop Tutu.

He said prominent individuals within the ANC had publicly criticised the party, creating a misleading impression of division.

Of Archbishop Tutu he said: “He’s a religious leader I respect very much but he could have come to me and I would have given him the facts… yet he was unable to resist the temptation to jump on the bandwagon and criticise us — in many ways I consider that irresponsible.”

Of Senator Ngeku, he said: “When the chief (ANC) whip in the Senate stands up and criticises the President where everybody has treated the President with respect, the impression is he’s speaking on behalf of the ANC. I find that entirely irresponsible.”

He regarded it as “playing into the hands of the enemy”.

Mr Mandela accused both men — whom he did not mention specifically by name but left no doubt as to their identify — of “being caught in the web of populism”.

Earlier in the evening Mr Mandela issued a wake-up call to Stellenbosch University — the intellectual bastion of the Afrikaner establishment.

He told some 350 Maties to “go back to school” and be “re-educated” to climb over the walls of apartheid’s “mind-prison”.

Addressing the rector, academics and students, he said that while the RDP required the building of the walls of hundreds of thousands of houses, “there are other walls that must simultaneously be broken down”.

“The ‘walls’ of separation that apartheid erected in our minds and hearts made us strangers to each other in our country.”

These walls had tumbled, but the walls in the minds of the privileged must also be vanquished.

But he concluded by listing the university’s achievements in “breaking down apartheid”.
Minimum wage proposal rejected

THE Johannesburg Chamber of Commerce and Industry (JCCI) says introduction of a national minimum wage will have far-reaching negative and disruptive effects on the economy.

Reacting to the National Manpower Commission's investigation of the issue, JCCI CE Marius de Jager said: "The adoption of a national across-the-board minimum wage will lead to massive structural adjustments, the effect of which will be unpredictable and probably unmanageable."

The commission's investigation might form part of the labour legislation review by the Ministry of Labour, he said.

"Structural change of this magnitude is the very opposite of the stability and predictability necessary for the economy at this very sensitive and critical time in our history.

He said: "Salaries and wage levels vary tremendously from industry to industry, with the more prosperous or profitable industries being able to afford significantly higher wages." The average minimum wage in the consumer goods manufacturing industry was R1 480 a month, but in the wholesale and retail trades it was R905, he said.

Imposing a national minimum wage would cause huge economic changes as a result of extraordinary and discriminatory pressures brought to bear on industries with lower minimum wages.

"Salary and wage levels also fluctuate across the various regions. For example, organisations operating in the PWV tend to pay higher rates than their counterparts operating in the coastal regions. A minimum wage would place severe pressures on companies in the lower-paid areas," De Jager said.

He said imposing a national minimum wage without a corresponding rise in productivity would make the enforced pay rise unsustainable.

"This will affect employment levels. The major problem will merely shift from closing the wage gap to narrowing the chasm that exists between the employed and the unemployed," he added.
Premier to get R39,000 a month?

ULUNDI — The kwaZulu-Natal legislature here yesterday debated proposed salaries for its elected politicians, with a submission that MPLs receive a monthly wage of about R10,000 after deductions.

The premier's proposed salary before deductions is about R39,000.

Ministers in the legislature will receive about R30,000, as will the speaker. Chairpersons of standing committees should receive about R20,000 if the Legislative Remuneration Bill is passed.

DP MPL Mr Wessel Nel said it was time for kwaZulu-Natal MPLs to "set some examples":

"At a net salary of R10,000 none of us can plead poverty. I suggest a 10% reduction, I undertake to pay back to the treasury the after-tax value of a 10% reduction."
PUBLIC SERVICE

In their court

President Mandela's disclosure that he and the Cabinet will consider cutting their own salaries and those of MPs, while temporarily freezing the salaries of senior civil servants is more political than practical — and cunningly political at that.

Portrayed as a symbolic act, the move appears simply a gesture to foil the capping of government's so-called "gravy train." The timing of Mandela's disclosure, however, makes it a political tactic in government's showdown with civil servants, who are threatening a strike — ostensibly over salaries.

The civil servants are demanding 15% increases across the board and a hike in the minimum wage from R900 a month to R1 500 a month. But that is only a surface issue. The real dispute revolves around explosive matters that have yet to be addressed, such as affirmative action, restructuring and rationalisation of the civil service — matters crucial in deciding who controls the public sector and how to set about the dissolution of entrenched (white) power.

Mandela said in New York this week that a Finance Ministry report compiled by former Minister Derek Keys and finalised by successor Chris Liebenberg, recommends salary cuts of 20% for the President, his Deputies and Ministers, and 10% for MPs. The report has yet to be considered by the Cabinet.

The cuts would save less than R10m a year, according to the FM's calculations — a negligible amount in relation to the country's needs. But the President was clever to link the gravy-train issue to the civil service wage demands, as it redirects some public outrage on to the career officials.

This week, a strike committee representing 17 public service unions called for an urgent meeting with Public Service & Administration Minister Zola Skweyiya to discuss procedures for ballots for a "disciplined strike." The committee was, however, "still willing to consider any proposal from government that can avert a strike," said spokesman Anton Louwrens.

Long before the new government took office, the mainly white-controlled civil service moved to protect its position. In August last year, it helped usher through parliament the Public Service Labour Relations Act, legalising strike action for the first time in the civil service.

Since the ANC-led government took over, powerful civil service unions such as the Public Servants Association, the SA Nursing Association and others have had a tempestuous relationship with Skweyiya. Two months ago, they succeeded in forcing the government to abandon a plan to employ highly paid ministerial staff outside the civil service.

The dissolution of the homelands has brought several, mostly black, employee unions from those regions into alliance with the white-led unions, as they seek wage parity and amalgamation with the larger public service. Ironically, only the Cosatu affiliate, the National Education, Health & Allied Workers Union (Nehawu) — historically one of the more militant public service employee groups — does not support the move to strike.

Nehawu also wants the minimum wage raised to R1 500. But at the same time it wants to narrow the wage gap by freezing salaries above R72 000 and raising lesser salaries on a sliding scale.

"This strike threat is a political move instead of a labour matter," says Nehawu general secretary Neal Thebojane. He dismisses charges that Nehawu is an ANC sweetheart union; it's just that Nehawu does not want to wreck the affirmative action and restructuring programmes of the new government, he says.

Thebojane accuses the white-led unions of deliberately forcing a strike crisis as a ploy to influence government policies on affirmative action and public service restructuring. If government does look like caving in, he says, "then you'll see us act to stop it from doing so."

HOUSING

Realities crowd in

Despite inescapable financial constraints, at least two provincial housing MECS — the PWV's Dan Mofokeng and Free State's Vax Mayekiso — do not buy the argument that the country can only afford "starter" or "incremental" houses for the very poor.

Excepting KwaZulu-Natal's Peter Miller and Western Cape's Gerald Morkel, their counterparts tend to be ambivalent about the idea of starter houses, though they grudgingly recognise the fiscal constraints.

At last Friday's indaba with the nine provincial MECS for housing, called by Housing Minister Joe Slovo in Kimberley, Mayekiso and Mofokeng strongly opposed Slovo's proposed incremental houses, which, says Mofokeng dismissively, will be "less than 15 m² as the plan stands."

Asked about his widely reported claim that all the provincial housing chiefs support his stance, Mofokeng replies: "All I said is that the document (Slovo's 'proposed national housing strategy') discussed at Kimberley, in particular the question of incremental housing, should be sent back for discussion by the provinces."

Asked what he would like to see instead, Mofokeng says "housing must be linked to job creation and there must be policies and mechanisms to ensure that people will be able to improve those houses."

But that, among other things, is precisely what is covered in the proposed strategy.

Mofokeng says 81% of the African population earn below R1 400 a month, "and the most pressing need is here. So we say, provide units which would afford family privacy and be family efficient. Also, make sure that the houses you build are between 48 m² and 50 m² — it's not a mansion, but has two bedrooms, a kitchen, a bathroom and toilet." He estimates the cost would be around R25 000 a unit and says his discussions on financing, through his proposed regional finance corporation, are at an "advanced" stage.

The housing strategy document says: "Because of the disproportionately large number of low-income families in the country (more than 40% of all households have a joint income of less than R800 a
Traditional leaders to get MPs' pay

By ANTHONY JOHNSON
Political Correspondent

TRADITIONAL leaders are soon be formed into statutory councils and will be paid salaries equivalent to MPs in the provincial legislatures.

Members of the provincial legislatures (MPLs) earn an annual package of R184 800.

Minister of Provincial Affairs and Constitutional Development Mr Roelf Meyer yesterday disclosed there were "approximately 800 traditional leaders".

The leaders are to form statutory councils along similar lines to the recently-formed Volkstaat Council which is lobbying for Afrikaner self-determination. Full-time members of the Volkstaat Council are also paid salaries equivalent to MPs in the provincial legislatures.

He was responding to a parliamentary question tabled for written reply from Mr Kobus Jordaan (Democratic Party) on the identity of traditional chiefs in each of the nine provinces and the manner in which they came to be promoted.

"The Department of Constitutional Development is unfortunately not in possession of the required information," the minister said.
Police salaries reviewed

PRETORIA. — Raising police salaries was an urgent priority, Safety and Security Minister Mr Sydney Nkabi said yesterday.

Releasing a draft policy statement for the SA Police Service here, he said ways had to be found to improve the conditions of service of the police.

"We should be able to come up with a plan very soon," Mr Nkabi said.

An Inter-departmental committee was assisting Public Service and Administration Minister Dr Zola Skweyiya in examining ways to improve public servants' salaries in general, including those of the police. Mr Nkabi said he was especially concerned about police salaries in lower ranks.

Better salaries would make police less prone to corruption, which was one of the factors contributing to the high level of crime. — Sapa
Kick chiefs off gravy train — DP

Political Star

HUNDREDS of traditional leaders who owe their positions to the previous government should be dropped from the state's salary bill, the Democratic Party demanded yesterday.

The joint caucus of the DP's federal and provincial councils which met in Cape Town at the weekend said that the continued extension of the gravy train to large numbers of 'chiefs' created by the Nationalist government was "a gross abuse of taxpayers' money."

According to the Department of Constitutional Development, there are about 800 traditional leaders who continue to receive stipends (of up to R296 000 per year) from the government.
 Mbeki appoints advisors

Political Staff

FORMER Cape Town trade unionist Mr Dave Lewis has been appointed an adviser to Labour Minister Mr Tito Mboweni, at a rate of R150 an hour.

Another adviser, Mr Papi Moloto, would get R120 an hour.

The information was given by Mr Mboweni in reply to a question by Mr Tony Leon (DP).

Two members of a six-person legal team appointed to draft a new labour relations bill, Professor Hailam Cheadle and Professor W le Roux, were each receiving R350 an hour, providing the hours each worked did not exceed 40 a week.

Mr Lewis is a former secretary of the General Workers' Union and director of Cosatu's Industrial Strategy Project.
MPs duck decision on pay and perks

The ANC caucus yesterday declined to embrace a recent proposal by its leader, Mr Nelson Mandela, that MPs take a 10% salary cut as part of a national belt-tightening initiative.

Instead, the entire issue of the pay and perks of public representatives will be taken up by an independent commission.

Legislation making provision for the installation of the commission was ready for tabling in Parliament, ANC chief whip the Rev Arnold Stofile said after yesterday's weekly caucus meeting.

Questioned whether MPs and senators had taken up Mr Mandela's suggestion in the United States for a pay cut, Mr Stofile said: "Nothing has changed."

The thorny question of MPs' pensions has still not been finalised, 15 months after public representatives took office.

Mr Stofile said the ANC was still searching for the pension scheme for its MPs and senators that would offer the greatest benefits.
Legislation on MPs’ salaries ready

DRAFT legislation providing for an independent commission to make recommendations on parliamentarians’ salaries is ready for tabling in parliament.

Speaking after the weekly African National Congress caucus meeting, chief whip Arnold Stofile said yesterday that the issue of airport parking for MPs as well as air tickets for 20 percent of the price would also be referred to the commission.

At present MPs receive 48 free single air tickets a year but by the end of the last session of parliament in September some parliamentarians had used up their tickets in travel to the constituencies.

The ANC caucus has asked the cabinet whether MPs can supplement their free tickets by buying further tickets at 20 percent of the price.

Mr Stofile said the cabinet had decided that the matter be referred to the independent commission.

He also reported that the caucus proposed that five of the 11 members of the Human Rights Commission should be assigned on a full-time basis.
Wage claims to cost R8 bn, warns before talks on breaking public service deadlock.
MPs’ pay won’t cut — for now

By ANTHONY JOHNSON and BARRY STREEK

SENIOR national and provincial government leaders will soon have to take hefty pay cuts to set an example to the nation in “belt-tightening”.

But MPs — despite President Nelson Mandela’s call for a 10% cut — will for now be left out of the national drive to highlight the government’s commitment to fiscal discipline.

A bill will be tabled in parliament next week to establish an independent commission to decide on the pay and perks of MPs and other public representatives.

The government is scheduled to release details of its cost-cutting initiative and plans to transform the public service today or tomorrow.

A senior cabinet source told the Cape Times yesterday that salaries of the President, his two deputies and ministers would be cut on “a sliding scale” — with the highest paid members of the executive making the biggest sacrifices.

One minister said he would be taking a salary cut “in the region of 20%”.

The ANC’s chief whip, Mr Arnold Stoffel, told a press briefing after the party’s weekly caucus meeting yesterday that cabinet minister and deputy leader of the National Assembly, Dr Daniel de Villiers, told whips that MPs’ salaries would not be affected by the latest austerity plan.

During his recent United States tour, Mr Mandela mooted a 10% cut for MPs, but Mr Stoffel said the matter had not even been raised at yesterday’s meeting of the 311-member caucus.

The President’s Office said in a statement last night that the initiative that would be unveiled this week “will consist of, among other things, re prioritisation of expenditure and certain belt-tightening measures”.

However, cabinet secretary Professor Jakes Gerwel said the announcement would deal exclusively with public sector transformation and would not include labour and management in the private sector.

“The public sector programme to be announced is seen by the government of national unity as a major contribution on its part to the Reconstruction and Development Programme and to the promotion of growth and prosperity,” he said.

Discrimination

Public Service and Administration Minister Dr Zola Skweyiya told Parliament during his budget vote yesterday that there was an urgent need to close the wage gap and remove gender discrimination in the public service.

He said that salaries scales higher than those prevailing in the newly unified public service would be “gradually phased out as pay levels rise over time”.

The minister said that 89% of personnel in senior management echelons were white males. White females represented only 5% of the total number of managerial personnel, black females 0,6%, Indian females 0,06%, with coloured women not represented at all.

Dr Skweyiya said: “It is quite apparent that especially black females are hugely under-represented at all levels and should as such be afforded priority attention.”
Mandela agrees to 20 percent pay cut

By DESMOND BLOW

PRESIDENT Nelson Mandela and his deputy presidents have agreed to take a 20 percent cut in their basic pay - instead of being paid R575 000 a year the President will receive R460 000.

This was announced last night by Acting President Thabo Mbeki - who said his own salary and that of Deputy President FW de Klerk's salaries would be cut from R500 000 a year to R400 000.

The salaries of cabinet ministers and premiers will be cut by 10 percent from R392 000 a year to R352 000.

Smaller percentage cuts will also be made to the salaries of deputy ministers, executive council members and other elected government members.

Mbeki said the full cabinet had approved these cuts.

A shock announcement by Mbeki was that the government was considering privatising some of the state assets and enterprises to release funds for the reduction of debt and to help with the reconstruction and development programme (RDP).

He disclosed this as part of a six-pronged plan to help the RDP by transforming the public sector into a "leaner and more effective stimulant for the RDP."

The plan included:

- Asking government departments to cut their budgets for the year 1994/95 by about 4 percent and to use the estimated R2.5 billion saved for the RDP;
- A fundamental restructuring of the public service, where salaries at present constitute 54 percent of current expenditure. Civil service expenditure altogether accounted for 21 percent of the GDP and it was planned to reduce it to 17 percent over five years;
- Mbeki said that certain aspects of the plan would come into effect immediately whereas others would be implemented in the 1996/97 budget.
Pay cuts: All the details

Political Correspondent

PAY cuts for senior politicians, including President Nelson Mandela, are to take place with immediate effect. (CT 31/10/94)

President Mandela’s basic annual salary will be cut from R375 000 to R460 000, while deputy presidents Mr Thabo Mbeki and Mr F W de Klerk’s basic annual salaries will be cut 20% from R500 000 to R400 000.

Cabinet ministers, provincial premiers, the Speaker in the National Assembly, the president of the Senate and the chairperson of the Constitutional Assembly will take a 10% cut, dropping their basic annual salary from R392 000 to R352 800.

Deputy ministers, provincial cabinet ministers, and the Speakers of the provincial legislatures will take a 7.5% cut, from R310 000 per annum to R286 750.

The basic annual salaries of the deputy chairperson of the Constitutional Assembly, the deputy Speaker of the National Assembly and the deputy president of the Senate will be cut by 5%

from R232 000 to R220 400.

The deputy Speaker of provincial legislatures, the chief whip of the majority party and the chairperson of the select committee on Public Accounts in the National Assembly will have their basic annual salaries cut by 5% from R232 000 to R220 400.

The chairperson of any committee of any legislature, the chief whip of the largest minority party and the chairperson of the select committee on Public Accounts in the provincial legislatures will have their salaries reduced by 2.5%. (354)
ANC hails salary cuts

By Themba Molefe
Political Correspondent

THE African National Congress has welcomed the government’s “belt tightening” which incorporates salary cuts for politicians and privatization of state-owned assets.

The recently-announced measures also entail a drastic cut in the civil service, with 200,000 jobs set to go. The government could gain R500 billion from the privatization of public enterprises such as Eskom, Telkom, Soekor, South African Airways, Mossgas, the Industrial Development Corporation and Aventura, a holiday resort company, according to analysts.

Announcing what he termed a six-pronged transformation campaign at the weekend, Deputy President Thabo Mbeki said: “The president, his two executive deputy presidents and Cabinet ministers agreed unanimously this week to initiate this programme by accepting with immediate effect substantial cuts in executive salaries — between five and 20 percent — and fixed limits on future salary increases.”

Effectively, President Nelson Mandela’s salary would be reduced from R575 000 to R460 000 a year, while Mbeki and FW de Klerk would drop R100 000 to R400 000 a year.

Ministers and premiers would get R352,000 — representing a cut of 10 percent.

Other political leaders take a five percent cut while senior bureaucrats will take a two-and-half percent cut.

Mbeki said the initiative had been instigated by Mandela.

“The Cabinet has approved a major campaign to transform the public sector into a leaner and more efficient catalyst of reconstruction, development and sustainable economic growth.

“It will set the trend for a national ethic of thrift by cutting unnecessary expenditure and putting state assets to more productive use.”

“Parliamentarians and other political office-bearers will also be asked to consider salary sacrifices after the commission on the remuneration of office-bearers has reported its findings.”

An ANC statement said: “We welcome the initiative taken by the executive to cut their own salaries which we see as an important concrete step which should set an example to the country as a whole.”
MPS face pay cut

Commission to be set up by Law

Example aimed at bosses
Govt hard line on money 'not hot air'

JOHANNESBURG — A six-point belt-tightening plan announced by the government on Saturday is not mere rhetoric, Acting President Thabo Mbeki said yesterday on TV.

He said the government was determined to improve the lives of all South Africans and this entailed a revision of government finances.

Civil servants should understand that the national economy did not produce sufficient wealth to fund high salaries. A remuneration commission was to be established to investigate MPs' salaries.

Mr Mbeki said not only government expenditure was being addressed, "but the entirety of economic policy, monetary policy, foreign exchange, productivity (and) industrial relations."

Minister of Finance Mr Chris Liebenberg said the priority was to close the gap in social standards between the least and most advantaged. "What we're talking about is more than privatisation."

Fiscal discipline would have to apply to all levels of government. — Sapa
Govt unions' pay talks off to bad start

CAPE TOWN — Make-or-break public service wage talks got off to a bad start yesterday when the unions rejected government's latest offer as "absolutely insignificant".

A union negotiator said after the first day's talks in Cape Town: "We expected a better opening offer from the employer. At this rate things are not looking good."

He said government had offered a paltry R50 a month extra.

The talks, which are taking place in the central chamber of the public service bargaining council, are scheduled to last until Friday. The two sides agreed to consult their principals overnight.

A deadlock over wages was declared six weeks ago in the bargaining council. Seventeen of the 18 employee unions have threatened industrial action if the two sides do not strike a deal. The Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu) says strike action is premature.

Other weighty issues to be discussed this week include affirmative action and rationalisation. However, participants said last night that judging from previous meetings, four days were not enough to cover everything.

Paseka Nicholo, special adviser to Public Service Minister Zola Skwyeiya, who was not present, made the offer on behalf of the employer.

Nicholo told Parliament last week it would cost the state R6bn to meet the unions' wage demands. A continued deadlock would not necessarily lead to a strike because other forms of industrial action were available, he said.

According to sources, Nicholo said yesterday government was prepared to increase its minimum wage offer by R50 to R1 050 a month. This would be effective from April 1 next year instead of July 1, as originally proposed.

The unions are demanding a minimum R1 500 a month from December 1. The sources said Nicholo made no mention of the unions' demand for a 15% across-the-board increase.

The two sides then went into caucus. When they returned, the unions rejected the offer as too little but said they were prepared to reduce their demand to enable the negotiations to continue.

A union negotiator described government's offer as "absolutely insignificant" but added that the unions did not want to be accused of bad faith bargaining by not showing flexibility.

The talks, originally scheduled to take place in Durban, were shifted at the last moment to Cape Town after Skwyeiya indicated he wanted to be "on hand" if necessary.

Participants were keen to stress after the first day that nothing was final yet, and said that everything was still open to negotiation.

[Box: DAVID GREYBE]
Public service unions reject new salary offer

CAPE TOWN — Public service unions yesterday rejected a new revised wage offer from government but, for the first time, were split down the middle on their next move.

Negotiators said they expected government to exploit the split when talks resumed today in the central chamber of the public service bargaining council. The four-day talks end tomorrow.

Sources said the 18 unions were evenly split. The Public Servants’ Association (PSA) — the biggest union — is leading the one camp, and the Cosatu-affiliated National Education, Health and Allied Workers’ Union (Nehawu) the other.

The PSA-led group wanted “a salary plan that must be funded”, while the Nehawu-led group favoured “career movement opportunities for the under-privileged”. The source said it would not be wrong to describe the union split as a black-white one.

Negotiators from the PSA-led group complained last night that government negotiators, led by Paseka Ncobo, special adviser to Public Service Minister Zola Skweyiya, had favoured the Nehawu group.

A source from the PSA-led group said they planned to start balloting members over industrial action next week. He expected a “huge yes-vote”.

Nehawu, on the other hand, had argued against industrial action, saying it was premature. It accused unions such as the PSA of forcing an official wage deadlock at the last bargaining session six weeks ago.

Negotiators said it was unlikely now that there would be enough time to deal with the rest of the agenda, which included issues such as affirmative action and rationalisation.

All 18 unions yesterday rejected a second revised wage offer from government. A union negotiator said afterwards: “Like with the first offer, we could not take it seriously.”

When talks adjourned on Tuesday, government had offered a monthly minimum of R1 650 from April 1 next year. The unions want a R1 550 minimum from December 1, and a 15% across-the-board increase. The unions yesterday reduced their across-the-board figure to 14%, and shifted implementation of wage increases to January 1 next year.

Yesterday government revised its minimum offer to include a wider net of public service scales, and undertook to introduce a minimum R1 250 from April 1 1996. Government also announced a R400m package to eliminate gender discrimination in the housing subsidy scheme.
Crucial test for cut-back scheme

Dr Skweyiya challenged unions representing the lowest-paid workers to explain to their members why they had not accepted the government's offer.

SA Health and Public Sector Workers' Union spokesman Success Matsantsane said public servants would hold strike ballots from tomorrow.

Public Service League chief negotiator Arthur Farred said: "The state has failed to come up with an acceptable offer. Now the members will decide on our next move."

The general manager of the 105,000-strong Public Servants' Association, Mr Casper van Rensburg, was reported as saying his members would hold a strike ballot between November 10 and 15.

In terms of the constitution, public servants may strike for a month without reprisal or victimisation.

According to sources at last week's cabinet meeting, the Treasury Committee, headed by Finance Minister Chris Liebenberg, vetoed a proposal by Dr Skweyiya's department to offer the lowest-paid workers an increase to R15,000 a year from April 1 next year.

The proposal, which would have cost the state R4.2 billion, was not affordable, the Treasury Committee said. It was decided to phase it in over two years, as is proposed in the government's final offer.
Setback for public service strike plan

CAPE TOWN — Public service unions could be barred from going ahead with plans for SA's first public service strike after government appeared to have outsmarted the unions at last week's wage talks.

Public Service Bargaining Council Chairman Hansie du Preez turned down a request by unions on Friday, after four days of inconclusive talks, to declare a deadlock, as he did six weeks ago. He said he wanted to seek legal opinion.

Government negotiators had argued that technically the deadlock was broken because both sides had shifted from their original positions.

If Du Preez ruled against the unions, they would be prevented from balloting.

While government improved its offer twice during the talks, the unions lowered their demand from a 15% across-the-board increase and a minimum monthly wage of R1 500 to 14% across the board and a minimum R1 400.

Union sources conceded yesterday that government could be right. A union source said: "We may have been set up. They (government) may be right."

The government team was led by Pasela Neholo, consultant adviser to Public Service Minister Zola Skweyiya, and Public Service Department deputy director-general Fanis Visser.

Another union source said the unions felt "terrily let down" after Skweyiya had led them to believe, during crisis talks with the presidents of the 18 unions three weeks ago, that government negotiators would "come up with a more comprehensive salary plan than they did."

Skweyiya said after the talks had broken down that government's offer, worth R2,5bn, was final because there was no more money in state coffers.

DAVID GREYBE

Neholo said it would cost R1bn to meet the unions' demands.

The unions said they would go ahead with plans to hold strike ballots, which an union official yesterday said could take at least a month to complete.

Union officials argued that the deadlock had not been broken because the talks had broken down again, and the unions had reverted to their original position.

A government source yesterday claimed the 18 unions were divided over the issue. The source said two of the smaller unions had already indicated their willingness to accept the package, and predicted others would follow.

The government source said government was confident Du Preez would rule in its favour. Government would then make plans to implement the package.

The package is aimed at narrowing the huge wage gap between the 1.3-million-strong public service by favouring the lowest-paid workers.

It provides for:

- A 19.4% increase on April 1 next year for the lowest-paid public servants, raising their monthly salary from R980 to R1 079. An estimated 100 000 workers will be affected;
- A second increase, on April 1, 1996, to R1 250 a month;
- A sliding scale of increases for employees earning more than the minimum wage but less than R46,548 a year. Public servants earning R46,548 and more would not get increases;
- R100m to end gender disparities in housing subsidies, also from April 1, and;
- The introduction of overtime payments to health workers based on their salaries and not a nominal rate, as at present.
Impasse in PSA pay talks

March for more pay

By PETER Denny
ABOUT 700 members of the Public Servants' Association — a usually-conservative grouping of 105,000 government employees countrywide — staged a march to Parliament yesterday in support of a 15% pay increase.

The general manager of the association, Mr Casper van Rensburg, said salary and wage negotiations at the central chamber of the Public Service Bargaining Council had deadlocked, and attempts to get around the deadlock had failed.

Industrial action ballot papers will be posted by the middle of this month to those members who were not in "essential services". No essential services staff marched yesterday.

The association hopes to have the results of the ballot by the month end. It has never had a strike before, only having gained the right to strike in August last year.

Public service strikers may not be dismissed in the first 30 days if the strike is legal.

Mr John Lee, vice-chairman of the PSA in the Western Cape, who handed over a memorandum to be given to President Nelson Mandela "in person", said his organisation was possibly the most conservative of the large public servants' organisations.

"We went to every extreme to even avoid having a march," he said.

"The government has set aside R400 million for housing allowances for women workers who have thus far not qualified for a housing allowance."

It was still constrained by the 1989/94 budget of the previous government, which had not catered for the expectations of public servants.

In principle the government was very sympathetic to the demands for a minimum wage for public servants, but was faced by budget constraints.

Over the next three years, the government was committed to an inclusive improvement of the condition of public servants, which included narrowing the wage gap, improving the grading system and removing discrimination, he said.

The offer was aimed at improving the economic position of disadvantaged groups in the public service, Dr Skweyiya said.

Prof Gerwel said the government's offer was arrived at within the context of a programme for transforming the public sector, belt-tightening on the part of political office-bearers and the enhancement of the capacity of the public sector to contribute to the Reconstruction and Development Programme. — Political Staff, Own Correspondent
PUBLIC SERVICE

Testing Skweyiya

Reconciling the need to restructure the public service (so that it reflects more accurately the total population) with the austerity package announced recently by Deputy President Thabo Mbeki, will be a major challenge for Public Service & Administration Minister Zola Skweyiya.

Mbeki says public service remuneration constitutes 54% of the State’s current spending, excluding interest on government debt. Government consumption expenditure, of which public service pay is the main item, comprises 21% of GDP.

Government wants to bring down these figures significantly, but must, at the same time, comply with the provisions of the interim constitution requiring the public service to become more representative of the population without threatening the job security of existing civil servants.

Is it an achievable task? Mbeki believes so. He says “redemption and attrition” will have to be the main contributors to change in the public service.

“By keeping its recurrent expenditure constant in real terms, government should be able to reduce this expenditure from 21% of GDP to 17% over five years.” This, he adds, is part of a complex issue facing the civil service. It’s an admirable goal, but government will need to carefully manage its relationship with the increasingly restless public service unions, which have begun a strike ballot of members following last Friday’s wage deadline.

Government acknowledges that there are problems in the collective bargaining system — including low basic wages, high wage differentials, excessively complex grading and inadequate managerial authority, capacity and accountability.

Skweyiya plans to establish a task team to review the grading system. The team will focus on the need for a salary improvement plan over the next three years. He says there is an urgent need for affirmative action in the public service. In national departments about 85% of management personnel are white males and only 10% black males, 1.5% coloured males and 1% Indian males. White females represent only 2% of managers and black females less than 1%. Skweyiya says “broad representation” will be achieved via a national plan, a departmental action plan and special measures recommended or programmes initiated by the Public Service Commission.

However, he will not tolerate tokenism in the public service. All recruits will have to go through the proper selection process and will be employed in an effective and meaningful manner.

Part of the austerity plan announced by Mbeki includes basic pay cuts for political office bearers ranging from chairmen of parliamentary and provincial legislature committees (2.5%) to the President and Deputy Presidents (20%). The old and new basic salaries of the officials are:

- President: R575 000/R460 000. Deputy Presidents: R500 000/R400 000;
- Cabinet Ministers, provincial premiers, the Speaker of the National Assembly, the president of the Senate and the chairman of the Constitutional Assembly: R392 000/R352 800;
- Deputy Ministers, members of provincial executive councils, speakers of provincial legislatures: R110 000/R286 700;
- Deputy chairman of the Constitutional Assembly, deputy speaker of the national assembly and deputy president of the senate: R252 000/R239 400;
- Deputy speakers of provincial legislatures, Chief Whip of the majority party in the National Assembly, chairman of the select committee on public accounts in the National Assembly: R252 000/R220 400; and
- Chairmen of any other committee in the provincial legislatures, any standing committee in parliament, and the Chief Whip of the largest minority party in the National Assembly: R209 000/R203 775.
Teachers issue ultimatum

‘Improve pay increase or face action’

BY JOVIAL RANTAO
LABOUR CORRESPONDENT

The South African Democratic Teachers’ Union (Sadtu) has rejected the Government’s 1.4 percent pay increase offer and given it a two-week ultimatum to improve its offer or face action from the organisation’s 110 000 members.

Sadtu general secretary Thilas Nxeseli warned in Johannesburg yesterday that teachers were an extremely unhappy lot. He said there was a perception on the ground that wage negotiations were not delivering.

He said the union would start holding branch and regional meetings to discuss the plan of action and lobby community organisations for support. The union expects feedback in January.

Catalyst

The union also seeks a meeting with Education Minister Sibusiso Bengu in order to avoid a chaotic start to schooling next year.

Sadtu assured that no action was planned to disrupt the end-of-year exams.

Nxeseli argued that the State’s offer disregarded the general well-being of teachers who had had to endure low single-digit increases during the apartheid years.

“The increase by the State is reminiscent of those years of struggle, with little or no scope of alleviating their plight. The offer is not commensurate with the current rate of inflation.

“The Government should realise that only fair increases for teachers will be a catalyst towards boosting the morale of teachers and promoting a culture of teaching and learning,” he said.

Sadtu, which has tabled a demand for an 18.4 percent salary increase, said it was unhappy with the progress made in the Education Labour Relations Council and the process to transform the entire education system.

The union, however, remained committed to negotiations but warned that the Government should improve on its offer as Sadtu would not “negotiate for nothing”.

“All posts, regardless of which department they belong to, should be advertised in a single bulletin to give people confidence that we have a single education system. What we’re seeing now is the perpetuation of the old system in the new order,” Nxeseli said.

Sadtu also announced that its national council — the organisation’s highest decision-making body — had taken a policy decision to campaign for the abolition of Model C schools.
Govt pay offer spells trouble, warns Sadtu

THE SA Democratic Teachers' Union's unequivocal rejection of government's 1.4% pay offer could have serious implications for the 1996 academic year, union general secretary Thalas Nkosi said yesterday.

"Schools might close on a bad note and reopen on a chaotic note," he warned.

Nkosi said Sadtu — which represents about 110 000 teachers — had given government two weeks in which to revise its current 1.4% offer tabled in response to the unions' 18.4% demand. Nkosi said teachers in the lowest pay category had been offered a 6.6% increase.

This was unacceptable as fewer than 30% of all teachers fell into the two lowest paid categories and those earning more than R24 000 a year would receive negligible pay increases.

"This is effectively a wage freeze," Nkosi said, adding that teachers had received below-inflation increases for several years and government's desire to perpetuate this practice was of concern.

The union believed government's budgetary process was not transparent as claimed, as Sadtu had not been given an opportunity to state its case when the budget for salary increments was drawn up.

Nkosi stressed Sadtu had not called for any industrial action during exams or marking, and no firm plans were in place for disruptions next year. But some action could not be ruled out unless a significantly better offer was tabled.

However, talks were being conducted to discuss the current state of play.

Although no date had been set for further salary negotiations under the auspices of the Education Labour Relations Council, Sadtu would not close its door to discussions. A bilateral meeting with Education Minister Sibusiso Bengu could not be ruled out, Nkosi said.

Sadtu also rejected the practice of filling teaching vacancies along ethnic lines and called on government to advertise posts nationally and break an apparent stanglehold by education department bureaucrats on appraising candidates for posts.
Wage bill threatens
govt plans

The government’s belt-tightening strategy faces a major challenge from sharply increasing public sector wages, salary and bonus bills.

The wage bill has jumped 17.6% to R15.6-billion in the June quarter from R13.4-billion in the preceding March quarter, according to figures released by the Central Statistical Service. 

If contributions to pension and provident funds are included, the total remuneration package for the 3.3-million ‘strong’ public sector rises 15.7% to R18.21-billion. This amount does not include the salaries of former TBVC state employees.

In the Budget, presented in June, government set aside R64.8-billion for the remuneration of public sector staff, including TBVC employees, for the 1994/95 fiscal year.

By SVEN LUNSCHER

Hannes Smit, director-general for State Expenditure, says the unusually high salary bill for the June quarter was largely due to one-off expenditure items. The items were annual birthday bonuses, totalling about R1-billion, and R500-million in electoral allowances for the security forces. In addition, the 3.4% wage increase for 1994/95 took effect in April.

“ Provision for these expenses is made in the Budget for 1995/96 and the Budget will not be exceeded as a result,” Mr Smit said.

The CSS figures, however, show some surprising large increases in certain public sector areas.

“Salary increases of 26.4% (quarter on quarter), or R1.5-billion, occurred at the central government and the provincial administrations, and 31%, or R822-million, at the civil services of the self-governing territories,” the CSS says.

The government has had some success in curbing staff numbers with total public sector employment levelling off at just over 1,5-million over the past year. But this figure does not include employment levels in the former TBVC states which appear to have risen sharply from the estimated 220,000 ahead of their incorporation into SA, according to Public Service Commission estimates.

Excluding one-off June-quarter expenditure items (bonuses and electoral allowances), but including a potential R1.7-billion quarterly TBVC salary bill, the public sector remuneration package could average R15-billion for the remaining quarters of the current fiscal year.

Government total wage and salary bill could now top R55-billion this financial year, well ahead of the budgeted R55-billion.

The belt-tightening package faces another major test from 18 public sector unions, representing 1.2-million employees. While their threatened strike has been put on hold temporarily, they want a 6.5% across-the-board increase from April this year and a salary adjustment in January.

The government is unlikely to budge on its offer for 1995/96 which will cost R4.5-billion.
Teachers reject pay offer

PRETORIA. — Teachers' associations and unions rejected yesterday a government offer of a six percent salary increase for the lowest-paid educators.

Mr Corrie Rademeyer, spokesman for the Department of Education, said the offer was rejected during negotiations in the bargaining unit of the Education Labour Relations Council. "The offer was an increase of six percent for the lowest paid, scaling down to no increase at a salary of about R47,000," he said.

Mr Rademeyer said the teachers' representatives wanted an increase of about 10.4% of the total annual salary after parity was achieved.

This should be calculated from September 1 this year to March 31, 1994. Mr Rademeyer said this meant the state would have to raise an extra R5.8 billion. — Sapa
Public service crisis a vital test for belt-tightening plan

By EDYTH BULBRING and MARLENE BURGER

The government faces an immediate and crucial test of its commitment to its belt-tightening programme after the deadlock this week of wage talks with the civil service unions.

An exhausted and agitated Minister of Public Service and Administration Zola Skweyiya said on Friday: "This is our final offer. There is no more money."

The 18 unions representing public servants on Friday rejected a revised government offer, resolving to seek legal advice on whether they could now ballot their members for what could be South Africa's first public service strike.

The government's new offer, which would cost R2.9-billion to implement, favours lower-paid workers and gives employees in managerial positions no increase for next year. It provides:

- A 13.44 percent increase on April 1 next year for the lowest-paid workers, raising their salaries from R10 600 to R12 360 a year. This would affect about 100 000 public servants;
- A commitment from the state to further increase the wages of the lowest-paid workers to R15 600 a year by April 1 1996. This would mean that the lowest-paid worker would have increased his salary by R4 200 in two years;
- A sliding scale of increases for workers earning more than the minimum wage but less than R46 545 a year. Lower-paid workers will receive bigger increases than those with salaries near the cut-off point;
- No increases for public servants earning R46 545 and more;
- A change in overtime payments to health-care workers. At present, overtime payments are based on a nominal rate. In future, they will be based on health-care workers' salaries. This is aimed primarily at doctors and nurses who have been working more than 20 hours' overtime a week since the government introduced its free health-care programme for pregnant mothers and young children; and
- The setting aside of R400-million to address gender disparities in housing subsidies from April 1 next year. Women who lost their housing subsidies when they married will benefit from this. (35)

The unions are demanding a 15 percent across-the-board increase and a hike in the minimum wage to R1 500 a month.

Dr Skweyiya said on Friday that it would be "regrettable" if workers decided to strike. "We are trying to ensure that we meet them halfway and this is halfway," he said.

"We would strongly appeal to them not to go on strike. It is not in the interests of the country. It would not benefit them personally, or the citizens of the country."

Public Service Commission chairman Roe Venter said that, in addition to the lowest-paid workers, teachers, nurses and policemen would benefit most from the govern-

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Undervalued? MPs want more money
SABC payout ‘once-off profit-sharing scheme’

The Argus Correspondent

JOHANNESBURG. — The payout given to SABC employees this month was part of a once-off profit-sharing scheme, says an internal staff document.

The payment was “in recognition of their contribution during the past year”, and was given because of the surplus achieved by the corporation for the year ending September 1994, the document says.

According to SABC spokesman Willie Visagle, the payment was to all 5 500 employees, except those on a profit sharing scheme implemented earlier this year.

He said the bonus was equivalent to more than a month’s salary for lower paid workers, while for higher paid employees, it was less than a month’s salary.

He was unable to say what the payout would cost the corporation.

The document said the past year had been particularly difficult, with the transformation process creating a lot of uncertainty for staff.

The Independent Broadcasting Authority announced yesterday it had received more than 90 applications for temporary community radio licences and eight for community television stations.

The closing date for applications is today and applications were still pouring in yesterday.

The applications for television licences included two Christian stations and one other station for the PWV, two for Cape Town, including one run by Capetown, and one each for Durban, Bloemfontein and Port Elizabeth.

Applications for radio stations included the Overseas Chinese Radio Station.
State salary bill headache

CLAIRE GEBHARDT
JOHANNESBURG. — Whichever way the government turns, it runs up against a huge salary bill, protected by a constitution guaranteeing jobs, says Finance Minister Chris Liebenberg.

"Some of them in very questionable circumstances prior to the election," he said here yesterday.

Mr Liebenberg told a Euro-money conference the government’s only manoeuvrability was to allow for natural attrition, which was eight percent before the election and now five percent.

"Obviously this is not enough." The Public Service Commission, the unions and government would try to find a way out of this by restructuring the service and bringing accountability back to director-generals, he said.

"Of every rand government spends, 54c excludes interest, goes to pay salaries.

"If you add up our salary bill and our interest, and what we spend on committed welfare, we are talking about 85 percent of our income."

Mr Liebenberg said the amounts needed to be spent to create a new society were so vast that the money was just not there.

In the short term, this meant cost-cutting and taking out items — the long-term outlook was more problematic.

"We are trying to project the Budget we would like to see in 1999 and bring it back year by year to see what issues need to be addressed now.

Mr Liebenberg said this would be the most fundamental and most painful restructuring he had been involved in and would be pursued across ministries.

Another issue was the deficit before borrowing, which would be brought down from 6.6 percent of GDP this year to about 4.5 percent over a five-year period on assumed growth of 3 percent a year.

How to finance the deficit was another issue.

The government had moved to the shorter end of the interest rate market in order to keep costs down because long-term interest rates were too high, he said.

Mr Liebenberg said governments should ideally not borrow more than 60 percent of GDP and current levels of 52 percent of GDP were therefore not too high.

"The ratio will probably rise over the next few years with what is in the pipeline before coming down."

Government consumption which was running at 21 percent of GDP had to be reduced to 17 percent over the next five years.

"Investment, currently at 16 percent of GDP, should rise to over 20 percent."

The cornerstone of the “six-pack” plan was to bring basic needs to the people.

"This is why we need a successful RDP to address the social distortions and to keep stable government."

A successful reconstruction would depend on strict fiscal and monetary discipline.

Privatisation plans did not indicate a vast shift in ideology, but arose from a need to have a fiscally disciplined budget where borrowing and interest rates were not too high.

Assets which would be addressed first were those which did not perform or underperformed.

"A committee has been set in place to investigate what should be sold and what happens to the proceeds."

Proceeds would probably be used to reduce government debt rather than fund the RDP, he said.

"If you have got your back against the wall and have to borrow, the quickest way to go bust is to sell your assets and then spend that too."

In an ad hominum to businessmen, Mr Liebenberg said he had met four groups of investors who wanted to invest and build factories in South Africa in order to export their products worldwide.

"They are optimistic about our future and yet our own businessmen are not investing."
Mandela's salary is cut

Cape Town — President Mandela's 20 percent salary and allowances cut was approved in the National Assembly yesterday. The House approved the motion put by Leader of the House Trevor Manuel that the president's annual salary be cut from R575,000 to R460,000 and his allowance be reduced from R15,000 to R92,000 a year effective immediately.

The same resolution also approved that on the death of the president an amount of three times his annual remuneration would be paid to his widow or dependents, or any category of persons nominated by him. Upon retirement from office, the president would be granted a pension benefit equal to 75 percent of his annual salary paid monthly. Instead of the latter, he could opt for an annuity equal to the pension benefit. Purchased for him from a life insurance of his choice and financed from the National Revenue Fund. — Sapa
CRACKS began appearing this week between the ANC-led government of national unity and the ANC's allies in the public service as tense salary negotiations stumbled to a deadlock.

The National Education Health and Allied Workers' Union (Nehawu) and the SA Democratic Teachers' Union (Sadtu) accused government representatives of lacking commitment in the salary negotiations and hinted at stormy days ahead if the state did not rethink its offer.

"Nehawu has already declared a deadlock in salary negotiations and warned that its "already impatient members" were left with no option but to decide on a course of action.

The union is demanding a minimum wage of R1 500 per month backdated to April 1, 1994 while the government is offering R1 075 effective from April 1 next year.

Angry at the government's salary offer, "insulted" teacher organisations questioned the government's credibility in salary negotiations and hinted at the possibility of "serious industrial action".

Sadtu described the offer as "a slap in the face" and accused the government of "nursing reconciliation at the expense of fundamental reconstruction in the country".
Allowances: MPs, MPLs must share

BISHO. — Constituent allowances to political parties needed to be spread across both Parliament and provincial legislatures, and if deemed necessary, the amount allowed to each member needed to be reduced also.

This resolution was taken by provincial delegates at a two-day conference here over the weekend.

The conference, attended by more than 100 provincial delegates and foreign parliamentarians from countries like Belgium, Botswana and the USA, was convened to discuss the separation of executive and legislative provincial powers.

Addressing a press conference afterwards, Eastern Cape Speaker Mr Gugile Nkwinini said the conference believed constituent allowances should be extended to provincial MPs also, "as they work closer to people."

"To ensure that conference resolutions are pursued, a Speakers' Forum has been formed to coordinate the work of parliament committees in all provinces," said Mr Nkwinini.

"This forum will create a mechanism to ensure that provinces have an input in respect of laws passed, and the setting and maintenance of standards in the national parliament."

DP provincial leader Mr Eddie Trent said: "Provincial legislatures are at the delivery end.
"By comparison national MPs spend their time in Cape Town, are far less available, and if they do commute, the cost to the taxpayer is enormous."
Sexwale gives details about PWV consultants

Massive payouts to advisers

BY JO-ANNE COLLINGE

The PWV government could be shelling out as much as R774 000 a month to pay the 47 consultants and special advisers appointed by members of the provincial Cabinet.

The highest-paid consultants are a two-member team from Deloitte and Touche, contracted by MEC for Finance and Economic Affairs Jabu Moleketi to deliver 480 hours of work for a global fee of R140 000. This works out at an hourly rate of just more than R290.

Premier Tokelo Sexwale recently gave details of the qualifications and remuneration of 32 advisers and consultants to various MECs, in reply to written questions by MPLs from the National and Democratic parties.

This information related to all ANC members of the provincial Cabinet and one of the three NP members.

**Guidelines**

Most of the consultants are members of the strategic management teams (SMTs) set up as a temporary measure to provide MECs with expert advice during this phase of intense policy formulation.

Yesterday the PWV communications directorate stated that the remaining two MECs, Otusia Xhaya (Transport) and Sakkie Blanche (Welfare), had a total of 14 hourly paid consultants or members of SMTs. Blanche has 11 — the highest number of any Cabinet member.

**MEC Sakkie Blanche has the highest number of hourly paid consultants.**

Sexwale said consultants to the MECs were paid according to national guidelines on an hourly basis and could work a maximum of 40 hours a week.

This is virtually impossible, since a number are well-known academics and policy consultants with other responsibilities. Professor Alan Mahin, for instance, has a full-time post at the University of the Witwatersrand and serves on two SMTs.

**Researcher**

Kehla Shubane, who is a consultant to the PWV RDP Commission, is not only a researcher at the Centre for Policy Studies but joint co-ordinator of the national task team preparing for next year's local government elections.

40-hour week that the wage bill for their services hits a monthly total of R774 000.
Union pressure on
Govt to raise wages

BY HELEN GRANGE
LABOUR CORRESPONDENT

Public service unions are stepping up their pressure on the Government to break the wage deadlock by offering higher packages, notwithstanding the Cabinet's decision to initiate top-level intervention to try and forge a settlement.

The Public Service Bargaining Council (PSBC) met for the second day yesterday, but signs were that the dispute was heading towards arbitration rather than resolution.

Deputy presidents Thabo Mbeki and F W de Klerk were assigned by the Cabinet on Wednesday to try and break the deadlock, and are expected to meet government and union representatives next week.

However, the campaign initiated by the National Education, Health and Allied Workers' Union to secure higher wages for its members continued yesterday with marches in Cape Town, East London, Bloemfontein and King William's Town.

Meanwhile, public service unions representing 1.2 million servants are currently balloting their members on a strike. They are demanding a 15 percent across-the-board increase and a minimum monthly wage of R1 500 from December.

In addition, the Government's proposal that a public service forum be established in the public service has created divisions within both the Education Labour Relations Council (ELRC) and the PSBC.

The National Professional Teachers' Organisation of South Africa (Naptosa) and its affiliates, which represents about 60 percent of the voting strength in the ELRC, rejected the proposal at talks held with the Government this week.

Naptosa staged a walkout after a ruling that sufficient consensus had been achieved on the need for such a forum.

Naptosa spokesman Andrew Pyper said yesterday that a public service forum would at best only be a "talkshop adding to the already high level of frustration of employees organisations on account of the perceived inertia of the State to deliver positive results.

Refer back

"The negotiation issues which affect public servants across the board can be more constructively dealt with by joint committees drawn from both the ELRC and the PSBC, and emerging agreements can then be referred back to the respective councils.

"To create a public service forum would usurp the powers of the ELRC and PSBC and make a mockery of the process of labour relations," he said.

Some of the bigger unions represented on the PSBC are in agreement with this position.
Wage dispute: Skweyiya hits out

Own Correspondent

LONDON. — Public Services Minister Dr Zola Skweyiya has lashed out at public servants involved in the current wage dispute for being insensitive to the needs of the country and intransigent in their bargaining position. He has warned that the necessary rationalisation of the public administration will inevitably cause pain to some civil servants.

In an interview, Dr Skweyiya said the government simply did not have the money to pay the minimum monthly salary of R750 demanded by the public service unions from December 1. This demand was “impossible, unacceptable,” he stressed.

“We don’t have the money. If we are to deliver the Reconstruction and Development Programme people should be be sympathetic to what the state is capable of.”

President Nelson Mandela and government ministers had taken a cut in salary and accepted belt-tightening in the national interest and public servants should do likewise, he said.

Dr Skweyiya said he did not believe that a strike would take place even though a strike ballot was being conducted by the unions among the country’s 1.2 million public servants.
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Cabinet to look for extra funds

No solutions in talks on teachers' salaries

BY JUSTICE MALALA

Teachers will spend an uncertain festive season after negotiations on salary increases and the future of their jobs failed.

Last week's talks were postponed to next month after Deputy Presidents Thabo Mbeki and F.W. de Klerk's suggestions to end the impasse were rejected.

The Cabinet will first review the matter and see if it cannot provide emergency funds for the teaching sector.

Discussions on rationalisation and the transfer of teachers from the different departments into the single Department of Education ended on Tuesday without a solution being reached.

The SA Democratic Teachers' Union (Sadtu) said yesterday it would take some form of action if the Government did not resolve the salary impasse, restructure the teaching profession and implement affirmative action.

Sadtu secretary-general Thulasi Nxesi said morale among teachers was low due to the uncertainty about salaries.

The unions have rejected salary increase offers from the Government in the past four months of negotiations.

Last week the Government told the teachers' unions it was impossible to increase salaries on the current Budget.

It proposed the formation of a task team to investigate salary-related matters and come up with recommendations to be implemented over a three-year period.

Nxesi said the restructuring of the different education departments was "urgent".

He added that the changes had to be implemented with firm affirmative action policies.

The National Professional Teachers' Organisation has however expressed optimism that an amicable conclusion to the salary negotiations may be reached.

Sadtu reports that apartheid-era bureaucrats dominate bodies set up to restructure education and are frustrating change and imposing their own secret agendas, according to Sadtu.

"It has come to Sadtu's attention these bodies are dominated by bureaucrats of the former education departments who show scant regard for the urgency of restructuring education," the union said.
Sadtu branch says no to salary offer

THE South African Democratic Teachers Union in the Eastern Cape has rejected the Government's 1.4 percent salary increase offer.

Sadtu general secretary Mr Mxolisi Dimaza said yesterday the organisation was dismayed at the offer and rejected it.

"It falls far short of meeting the demands and needs of teachers taking into account the current rate of inflation. Teachers in previous years have accepted salary increases far below the inflation rate.

"We have serious concerns at the haphazard and inconsistent manner in which representatives of the state have conducted the issue of negotiations including parity," Dimaza said.

He said Sadtu had responded to the offer by deciding to set up a task team to formulate proposals on salary increases to encompass a three-year plan.

Dimaza said the organisation would have to consult its membership on the implications of such proposals and obtain a suitable mandate.

He said Sadtu was concerned that the lack of visible progress in restructuring education would result in a major crisis.

— Eca.
WAGE REGULATION - 1994-95.
Politicians' pay: Call for probe

JOHANNESBURG. — A member of the Melaneet Commission on Remuneration of Politicians today said she shared the public's concern about high salaries in view of the country's urgent development needs.

Dedene Collins called for an investigation into politicians' salaries by a more representative committee.

Elected public office bearers were public servants whose salaries and benefits should be located within the context of the public sector as a whole, she said in a statement.

Although these concerns were raised at commission meetings, the final report was based on majority opinion.

Sapa.
MPs' Salaries are too Low, says ANC
PRETORIA. — The government has agreed with public service unions to set up a joint task force on salaries and working conditions, but has failed to avert the threat of a January strike.

Deputy presidents Thabo Mbeki and F W de Klerk, and Public Service Minister Zola Skweyiya, met 18 public sector unions at the Union Buildings yesterday.

They said in a joint statement after the meeting that Mr Mbeki and Mr De Klerk sought support from the unions for restraint and fiscal discipline to underpin South Africa’s post-apartheid reconstruction and development.

They proposed a joint task force to review public service salaries and working conditions by mid-January, and to prepare a three-year plan for restructuring.
Labour demands R650 to R850

Lines drawn in minimum wage battle

Renee Gravitzky

BATTLE lines have been drawn over a national minimum wage, with labour arguing for a monthly minimum of R650 to R850, and business arguing for flexibility in the face of international competition and unemployment.

The two sides outlined their positions yesterday at the start of the Labour Market Commission's public hearings on minimum wages.

The commission's terms of reference include examining elasticity of demand for labour and the relationship between wages and employment. It has to formulate a White Paper on a comprehensive labour market policy.

National Union of Mineworkers spokesman Martin Nicol said the Wage Act should be amended to require a national wage board to set a national minimum wage. The wage, he said, "should be indexed to the average manufacturing wage in a formula designed to increase the standard of living of the bottom 10% of wage distribution without threatening macroeconomic stability." This figure had been calculated at R650 a month.

Nicol said implementing a minimum wage should not be done haphazardly, but should be phased in and apply only where workers were not covered by a sectoral wage board.

Minimum standards were imperative for economic well-being, he said. Minimum wage measures had been effective in other countries. Wage determinations in SA had positive effects in certain sectors by aiding establishment of the manufacturing industry and encouraging employers to train workers.

White miners were paid way above their counterparts in manufacturing, Nicol said, while black miners were paid well below manufacturing rates.

Commission member and Cape Town University economist Nicoli Natrass asked why the NUM was proposing a system which had failed in Sweden, among other countries. The high-wage/high-productivity strategy used in post-war Sweden, he said, had failed to effect wage equality reliant on generous state welfare benefits which could not be sustained in SA.

Nicol said the Swedish strategy had been successful for three decades.

Afrikanse Handelaeinstituut spokesman JP Landman said an independent wage board should set wages in sectors where there was exploitation or where free collective bargaining did not take place. But he warned that large corporations used wage settings in bargaining councils to rid themselves of competition.

Cognisance had to be taken of differences between sectors and small and large enterprises, as well as geographical location. The commission should be guided by the imperative of reducing unemployment.

Landman said government was committed to building a competitive economy. The deregulation needed was not possible with a rigidly regulated labour market. SA business was already facing intense competition from small African economies, and there was a risk that "jobs will be driven across the border".

Commission members insisted, however, that unemployment could not be the only policy consideration.

The sharpest division at the hearings emerged over the farming sector. Dickson Metha, of Coasa's SA Agricultural Plantation and Allied Workers' Union, called for an R880 minimum for farm workers, while the SA Agricultural Union argued that statutory wage hikes would cut the workforce by up to 30%. SAAU representative Kobus Kleinhan said an estimated 700 000 small black farmers could not pay a minimum wage.
Labour calls for sectoral minimum wage levels

Renee Grawitzky

LABOUR believed sectoral minimum wages rather than a national minimum wage was the path to take. Cosatu general secretary Sam Shilowa said yesterday.

Shilowa, presenting submissions during the first two of the public hearings held by the Labour Market Commission on minimum wages, said labour rejected the notion that low wages or deregulation resulted in job retention.

Wage regulation should be institutionalised in sectors where no collective bargaining took place, which were unorganised or where workers were exploited. These included the security, domestic and farming sectors.

Domestic Workers’ Union general secretary Florence de Villiers called for a national minimum wage of R650 a month. She said in some areas workers earned less than R120 a month.

The SA Chamber of Business (Sacob) said a precondition for the absorption of surplus labour was wage restraint. Caboc spokesman Raymond Parsons said his organisation rejected the view that a national minimum wage would protect the vulnerable from exploitation or improve the lives of the “least well-off”.

However, if this was adopted, it should be implemented on a sectoral basis. For SA to be competitive internationally and for job creation, it could not be locked into a specific wage.

Commission member Jeremy Basskin asked if Caboc believed R250 a month could be regarded as exploitation. The figure was based on various surveys which found 10% of workers earned less than R250 a month.

Parsons said this was a judgment call, but if a minimum wage was introduced and workers lost their jobs and income, one could ask to whom injustice was being done.

Shilowa rejected the argument that a national minimum wage would be a disincentive to hiring or it would be passed on to the consumer.

Continued on Page 2

Wages

Continued from Page 1

pounced by right-wing economists that it was better to earn a wage even if it was R2 a day, than not to have a job at all. A Cosatu affiliate, in an attempt to save the jobs of its members at a particular company, had agreed to a wage way below the minimum in the industry, he said. However, the company had announced recently it intended closing, and 2 000 jobs would be lost.

Shilowa said debate had begun within Cosatu around the movement towards a national income policy, “but at this point we do not believe we can bring wage restraint to the table”. The driving force of an income policy had to attempt to eliminate inequalities and at the same time create jobs.

National Council of Trade Unions general secretary Cunningham Ngukwana also proposed sectoral as opposed to a national minimum wage and rejected the notion that a deregulated market affected employment levels.

Louise Cook reports that Cosatu’s SA Agricultural, Plantation and Allied Workers’ Union called for a special body to probe cases where farmers claimed they could not afford minimum wages.

The union repeated calls for a minimum wage on farms, but shifted to R50 a month from R750 a month. An exemption board, able to grant individual farmers leave to pay other amounts, should decide on the merit of each case.

The union did not know the average wage paid on farms but was aware of farmers in the Karoo who “paid” with a sheep and expected it to be slaughtered immediately to cut the cost of grazing.

“With no refrigeration, that is a meaningless payment.”

The SA Agriculture Union (SAAU) dismissed allegations that farm workers in the Northern Province were being paid between R70 and R90 a month (including payment in kind such as housing and food). SAAU chief director Kobus Kleynham said the union was updating statistics but, based on a 1992 survey, the average wage paid in the farming sector was R650 a month, including payment in kind.

“However, we are not happy with averages — we are concerned about the bottom end of the scale which could drop to R200 a month.”

The National Maize Producers Organisation said its 8 881 members paid an average of R800 a month, including benefits.

The National African Farmers Union, representing small-scale black farmers, said wages were generally R20 to R25 a day.
Minimum wage sought

JOHANNESBURG: Two of South Africa's biggest trade union federations called for a national minimum wage to combat widespread exploitation in industries where negotiating forums are weak or absent.

They did not say how much the wage should be, as some of their affiliates have done in their submissions to the Labour Market Commission.

But the SA Chamber of Business expressed doubt that a minimum wage would protect the poorest, while domestic workers said the wage should be pegged at R600.

CT 23/11/45
Unions call for minimum wage

JOHANNESBURG: Cosatu and Nactu, representing nearly two million workers, called yesterday for the introduction of a national minimum wage to combat widespread exploitation in industries where negotiating forums were weak or absent.

They did not put a figure on what the minimum wage should be, as some of their affiliates had done in their submissions to the Labour Market Commission over the past two days.

But the South African Chamber of Business (Sacob) expressed doubt that a minimum wage would protect the most poor, while domestic workers said the wage should be pegged at R600.

Cosatu secretary-general Mr Sam Shilowa said a minimum wage would have to be compatible with a the minimum living level, which had been pegged at R850 a month, if the wage’s aim was to alleviate poverty.

He said poverty did not exist only among the unemployed—the World Bank had found that 10% of SA workers earned less than R250 a month.

In a submission described as “depressing” by commission chairman Mr Dave Lewis, SA Domestic Workers’ Union (Sadwa) official Ms Florence de Villiers said most domestic workers still put in 12 to 15 hours’ work every day and received no time off despite the passing of the Basic Conditions of Employment Act in 1994.

The union called for the introduction of a R600 minimum wage for ordinary work in the industry.

Protection

The Farmworkers Research and Resource Project said average cash wages in the agricultural sector were R110 per month for women and R150 per month for men.

Sacob said, however, it was not convinced a national minimum wage would achieve the desired objectives either of improving the lot of the least well-off or of protecting vulnerable groups.

Regulation of working hours, overtime rates and leave were perhaps more effective ways to protect workers from exploitation.