

WAGE REGULATION - Public Service
1992 (including SAR & Harbor*
P.O.)

Stamp of approval for Post Office changes

W/maid

10/11-16/11/92

(354)

Sweeping changes have been made in the posts and telecommunications sector — and unions are planning further action to press home their demands, reports

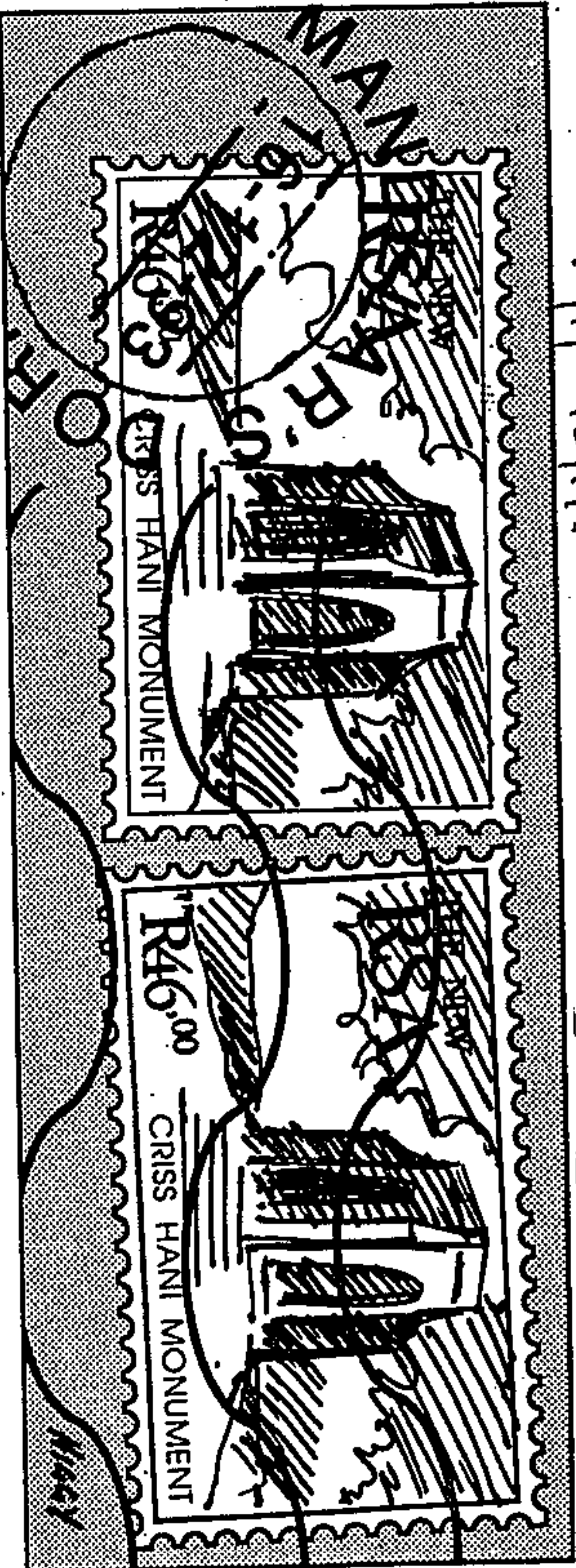
FERIAL HAFFAJEE

A FRESH breeze is set finally to blow through labour relations in the telecommunications sector — a sector long renowned for its conservative and oppressive labour policies.

Last month, major staff associations and employers signed an interim recognition agreement which for the first time included this group of public sector workers under the ambit of the Labour Relations Act (LRA).

The recognition agreement grants telecommunications workers the right to strike and to collective bargaining for the first time ever. It replaces the Post Office Services Act.

It goes further than the LRA by providing a "peace clause" stipulating



Finally getting up to date ... The telecommunications sector is changing its conservative labour policies

that no action may be taken against workers on an unprocedural strike for 24 hours after strike action and for 72 hours against workers on a legal strike.

This clause also recommends that negotiations begin as soon after strike action as possible.

The new dispensation is likely to also pave the path to unity among the various staff associations in the sector.

The Post and Telecommunications Workers' Association (Potwa) says

that it will push for "sufficient representivity" as a prerequisite for inclusion in the bargaining unit.

According to Potwa assistant general secretary Sizwe Matshikiza, each staff association in the past had a single vote in the bargaining unit, regardless of membership. This allowed smaller groups the right of veto despite minimal membership.

Already, the mainly coloured Post Office Employees' Association of

South Africa and its Indian counterpart, the South African Post and Telecommunications Employees' Association, have approached Potwa about starting the unity process. A meeting will be held later this month.

Grappling with this new regime will be the biggest challenge for management and employees, believes Potwa general secretary Mlungisi Hlungwane.

He says that already it is proving difficult for management to come to terms with the new procedures. The union has already been forced to negotiate a moratorium on disciplinary hearings because "there are clear indications that management is failing to apply the new agreement", alleges Hlungwane.

He says the union will stick by its principled stand against privatisation this year.

To this end, it will not negotiate separately with South African Posts and Telkor, the two companies created during the commercialisation of telecommunications last year.

Any further restructuring exercises in this sector are likely to meet union action, says Hlungwane and any action will be linked to the Congress of South African Trade Unions' demands for an economic negotiating forum.

But the major demand will be for centralised bargaining. The aim of the campaign will be to force Post Office management into joining a bargaining forum with all other public sector unions and employers.

Hlungwane also says Potwa's wage demands will exceed those of previous years and would be timed so that they are tabled before the Budget is presented to parliament.

He says that wage demands will not be tabled as across-the-board increases, but will take account of different grades.

The union is also likely to demand package medical aid, training and housing subsidies in forthcoming negotiations.

The Patterson grading system, the cause of strike action last year, has been altered to exclude the offending clauses. But, according to Hlungwane, the union will draft a clear policy for evaluation and promotion at its campaigns conference in February.

In the four years since it was established, the union has grown from strength to strength. It now has 21 000 members in South Africa and 3 500 in the homelands.

In addition, droves of white unskilled and semi-skilled workers are joining Potwa after it spearheaded action against the grading system, says Matshikiza.

BUSINESS DAY, Thursday, January 23 1992

Public sector wage bill 'up R5bn'

PRETORIA — Finance Minister Barend du Plessis will have to find almost R30bn — or about a third of the 1992/93 Budget — to pay public sector workers, according to an Econometrix economist.

The current financial year's pay and benefits bill for state department and provincial workers and others, including nurses and security personnel was about R25bn.

Negotiations for increases in the new financial year between the 11 public sector staff associations and the Commission for Administration will be completed next month. The expectation is increases of between 10% and 15%.

Econometrix economist Tony

GERALD REILLY

Twine said government was casting around for additional revenue.

There were rumours that VAT would be raised and that substantial hikes in excise and customs duties on luxuries, including liquor and tobacco, were in the pipeline. However, Twine said, a big contribution to keeping the Budget within reasonable limits could be made by thinning out the huge public sector workforce.

The 14 departments of health, and as many education departments, were typical examples of the bureaucratic sprawl which had been allowed to mushroom in SA over the past three decades. "A streamlining

of the public service is long overdue. For years government has committed itself to a smaller, more efficient service. Up to now there is no sign of this happening."

Twine said if the duplication of functions involving more than 200 000 government workers in the administrations of the six homelands could be eliminated, a significant saving would result.

Twine stressed, however, there were areas in the SA public service which were blatantly understaffed, including police and teachers, as opposed to education bureaucrats. Funds saved in a thinning-out process could be used to bolster numbers in these areas.

No. R. 316

24 Januarie 1992

WET OP ARBEIDSVERHOUDINGE, 1956

INTREKKING VAN GOEWERMENSKENNISGEWINGS: KLEINHANDELVLEISBEDRYF (WITWATERSRAND)

Ek Daniel Pieter Antonie Schutte, Adjunkminister van Mannekrag, trek hierby, kragtens artikel 48 (5) van die Wet op Arbeidsverhoudinge, 1956, Goewermenskennisgewings Nos. R. 1797 en R. 1798 van 9 September 1988 in met ingang van die tweede Maandag na die datum van publikasie van hierdie kennisgewing.

D. P. A. SCHUTTE,

Adjunkminister van Mannekrag.

No. R. 318

24 Januarie 1992

WET OP ARBEIDSVERHOUDINGE, 1956

ELEKTROTEGNIJSE AANNEMINGS- EN BEDIENINGSNYWERHEID, KAAP: HERNUWING VAN OOREENKOMS VIR DIE BEDIENINGSEKSIE

Ek, Dennis van der Walt, Direkteur: Arbeidsverhoudinge, behoorlik daartoe gemagtig deur die Minister van Mannekrag, verklaar hierby, kragtens artikel 48 (4) (a) (ii) van die Wet op Arbeidsverhoudinge, 1956, dat die bepalinge van Goewermenskennisgewing No. R. 898 van 26 April 1991, van krag is vanaf die datum van publikasie van hierdie kennisgewing en vir die tydperk wat op 30 Junie 1992 eindig.

D. VAN DER WALT,

Direkteur: Arbeidsverhoudinge.

**DEPARTEMENT VAN ONTWIKKELINGS-
HULP**

No. R. 308

24 Januarie 1992

WYSIGING VAN DIE REGULASIES BETREFFENDE DIE OORHEIDSDIENSPENSIOENFONDS UITGEVAARDIG Kragtens DIE WET OP PENSIOENE VIR SWART OORHEIDSDIENS, 1971

Kragtens die bevoegdheid my verleen by artikel 5 van die Wet op Pensioene vir Swart Oorheidsdiens, 1971 (Wet 6 van 1971), wysig ek, Jacob de Villiers, Minister van Streek- en Grondsake, hierby die regulasies afgekondig by Goewermenskennisgewing R. 317 van 24 Februarie 1978, ooreenkomstig die Bylae hiervan.

J. DE VILLIERS,

Minister van Streek- en Grondsake.

BYLAE

1. Regulasie 8 (3) word hierby herroep.
2. Regulasie 11 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) 'n Lid wat met ingang van die bepaalde datum of 'n datum na die bepaalde datum uit sy werk bedank of weens wangedrag of weens swak gesondheid wat deur sy eie toedoen ontstaan het of om 'n rede wat nie uitdruklik in hierdie regulasies genoem word nie, daaruit ontslaan word, is, behoudens die bepalinge van regulasie 3 (8), geregtig op betaling

No. R. 316

24 January 1992

LABOUR RELATIONS ACT, 1956

CANCELLATION OF GOVERNMENT NOTICES: RETAIL MEAT TRADE (WITWATERSRAND)

I, Daniel Pieter Antonie Schutte, Deputy Minister of Manpower, hereby, in terms of section 48 (5) of the Labour Relations Act, 1956, cancel Government Notices Nos. R. 1797 and R. 1798 of 9 September 1988 with effect from the second Monday after the date of publication of this notice.

D. P. A. SCHUTTE,

Deputy Minister of Manpower.

No. R. 318

24 January 1992

LABOUR RELATIONS ACT, 1956

ELECTRICAL CONTRACTING AND SERVICING INDUSTRY, CAPE: RENEWAL OF AGREEMENT FOR THE SERVICING SECTION

I, Dennis van der Walt, Director: Labour Relations, duly authorised thereto by the Minister of Manpower, hereby, in terms of section 48 (4) (a) (ii) of the Labour Relations Act, 1956, declare the provisions of Government Notice No. R. 898 of 26 April 1991, to be effective from the date of publication of this notice and for the period ending 30 June 1992.

D. VAN DER WALT,

Director: Labour Relations.

DEPARTMENT OF DEVELOPMENT AID

No. R. 308

354 24 January 1992

AMENDMENT OF THE REGULATIONS GOVERNING THE AUTHORITIES' SERVICE PENSION FUND MADE IN TERMS OF THE BLACK AUTHORITIES' SERVICE PENSIONS ACT, 1971

Under and by virtue of the powers vested in me by section 5 of the Black Authorities' Service Pensions Act, 1971 (Act 6 of 1971), I, Jacob de Villiers, Minister of Regional and Land Affairs, hereby amend the regulations published under Government Notice R. 317 of 24 February 1978 in accordance with the Schedule hereto.

J. DE VILLIERS,

Minister of Regional and Land Affairs.

SCHEDULE

1. Regulation 8 (3) is hereby withdrawn.
2. Regulation 11 is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) Any member who, with effect from the specified date or a date after the specified date, resigns from his employment or is discharged therefrom on account of misconduct or on account of ill-health which has occasioned by his own fault or for a reason not specifically stated in these regulations shall, subject to the provisions of regulation 3 (8), been

uit die pensioenfonds van 'n bedrag wat ooreenkomstig die formule bereken word, plus rente bereken teen 'n koers van 2,5 persent op bedoelde bedrae vir iedere voltooide jaar pensioengewende diens."

3. Regulasie 18 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Die Direkteur-generaal behartig die sake van die Fonds, en die koste daaraan verbonde of aan 'n aktuariële ondersoek of waardering of 'n aangeleentheid wat daarmee in verband staan, word bestry uit gelde wat die Parlement vir dié doel bewillig het, tensy die Minister met die instemming van die Minister van Finansies bepaal het dat bedoelde koste of 'n gedeelte daarvan uit die Fonds bestry moet word."

4. Die volgende regulasie word hierby na regulasie 20 ingevoeg:

"Waardering van die Fonds

20A. (1) 'n Aktuaris waardeer die bates en laste van die Fonds een keer iedere drie jaar op 'n datum wat die Direkteur-generaal bepaal en doen verslag aan die Direkteur-generaal oor enige surplus of tekort wat sy ondersoek aan die lig bring.

(2) Indien die aktuaris in sodanige verslag sertifiseer dat daar 'n aansienlike surplus of 'n aansienlike tekort is, kan die Minister met die instemming van die Minister van Finansies dié stappe doen wat hy nodig of dienstig ag."

Inwerkingtreding

5. Die bepalings van paragraaf 3 en van paragraaf 4 van hierdie Bylae word geag op onderskeidelik 1 Maart 1985 en 30 September 1986 in werking te getree het.

No. R. 309

24 Januarie 1992

WYSIGING VAN DIE REGULASIES BETREFFENDE DIE OWERHEIDSDIENSSUPERANNUASIEFONDS UITGEVAARDIG KRAGTENS DIE WET OP PENSIOENE VIR SWART OWERHEIDSDIENS, 1971

Kragtens die bevoegheid my verleen by artikel 5 van die Wet op Pensioene vir Swart Owerheidsdiens, 1971 (Wet 6 van 1971), wysig ek, Jacob de Villiers, Minister van Streek- en Grondsake, hierby die regulasies afgekondig by Goewermentskennisgewing R. 1954 van 29 Oktober 1971, ooreenkomstig die Bylae hiervan.

J. DE VILLIERS,

Minister van Streek- en Grondsake.

BYLAE

1. Regulasie 1 word hierby gewysig deur subregulasie (viii) deur die volgende subregulasie te vervang:

"(viii) 'kwalifiserende tydperk', met betrekking tot—

(a) 'n persoon in owerheidsdiens, 'n aaneenlopende tydperk van twee jaar diens, whereby owerheidsdiens, Regeringsdiens en toepaslike diens by 'n plaaslike bestuur, by 'n liggaam of organisasie wat sy geide of inkomste in geheel of gedeeltelik by wyse van 'n Regeringsubsidie ontvang of by 'n ander werkgever ingesluit kan word, mits die Direkteur-generaal iedere tydperk wat aldus ingesluit word, vir die bepaling van genoemde twee jaar ag owerheidsdiens te wees;

entitled to payment from the pension fund of an amount calculated in accordance with the formula, plus interest calculated at a rate of 2,5 per cent on the said amount for each completed year of pensionable service."

3. Regulation 18 is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) The Director-General shall manage the business of the Fund, and the cost connected therewith or of any actuarial investigation or valuation or matter incidental thereto shall be paid from moneys voted for this purpose by Parliament, unless the Minister, with the concurrence of the Minister of Finance, determines that the cost concerned or any part thereof shall be paid out of the Fund."

4. The following regulation is hereby inserted after regulation 20:

"Valuation of the Fund

20A. (1) An actuary shall value the assets and liabilities of the Fund once every three years at a date determined by the Director-General and shall report to the Director-General on any surplus or deficit his investigation may reveal.

(2) If the actuary certifies in such a report that there is a substantial surplus or a substantial deficit, the Minister may, with the concurrence of the Minister of Finance, take such steps as he may deem necessary or expedient."

Commencement

5. The provisions of paragraphs 3 and 4 of this Schedule shall be deemed to have come into operation on 1 March 1985 and 30 September 1986, respectively.

No. R. 309

24 January 1992

AMENDMENT OF THE REGULATIONS GOVERNING THE AUTHORITIES' SERVICE SUPERANNUATION FUND MADE IN TERMS OF THE BLACK AUTHORITIES' SERVICE PENSIONS ACT, 1971

Under and by virtue of the powers vested in me by section 5 of the Black Authorities' Service Pensions Act, 1971 (Act 6 of 1971), I, Jacob de Villiers, Minister of Regional and Land Affairs, hereby amend the regulations published under Government Notice R. 1954 of 29 October 1971 in accordance with the Schedule hereto.

J. DE VILLIERS,

Minister of Regional and Land Affairs.

SCHEDULE

1. Regulation 1 is hereby amended by the substitution for subregulation (x) of the following subregulation:

"(x) 'qualifying period', in relation to—

(a) any person in the service of an authority, means a continuous period of two years' service which may include service under an authority or the Government and appropriate service under a local authority, under a body or organisation which derives its moneys or revenue wholly or partly in the form of a Government subsidy or under any other employer, provided the Director-General, for the purpose of determining the said two years, deems each period so included to be service under an authority;

(b) 'n persoon wat in diens van 'n owerheid of van 'n verklaarde departement of liggaam los werk verrig, 'n aaneenlopende tydperk van minstens twee jaar diens waarby 'n tydperk waarin sodanige persoon aldus los werk verrig het, of 'n tydperk van owerheids- of Regeringsdiens in enige hoedanigheid, ingesluit kan word, mits sodanige aaneenlopende tydperk deur die betrokke owerheid (in oorleg, waar toepaslik, met 'n verklaarde departement of liggaam) as 'n kwalifiserende tydperk vir die toepassing van artikel 3 (5) van die Wet aanbeveel is en aldus deur die Direkteur-generaal goedgekeur is:

Met dien verstande dat die aaneenlopendheid van 'n tydperk in paragraaf (a) of (b) bedoel, geag word nie onderbreek te word nie—

(i) deur afwesigheidsverlof wat aan die betrokke persoon toegestaan is kragtens die bepalings van enige wetsbepaling betreffende sy diensvoorwaardes;

(ii) in die geval van 'n persoon aan wie geen afwesigheidsverlof aldus toegestaan kan word nie, deur afwesigheid van diens vir 'n tydperk van hoogstens 120 dae of dié langer tydperk wat die Direkteur-generaal onder spesiale omstandighede goedkeur;

(iii) deur 'n tydperk van skorsing, mits die betrokke persoon toegelaat word om sy diens te hervat;

(iv) deur die tydperk van 'n onderbreking tussen enige twee tydperke van diens wat vir die bepaling van 'n tydperk in paragraaf (a) of (b) bedoel, bymekaar getel gaan word, mits die Direkteur-generaal onder die omstandighede van enige sodanige geval, sodanige onderbreking nodig en redelik ag:

Voorts met dien verstande dat geen tydperk in paragrafe (i) tot en met (iv) bedoel, by 'n tydperk in paragraaf (a) of (b) bedoel, ingesluit word nie, tensy die betrokke persoon gedurende eersgenoemde tydperk volle of minder as volle besoldiging ontvang het."

2. Regulasie 8A word hierby herroep.

3. Regulasie 23 word hierby gewysig deur subregulasie (1) deur die volgende subregulasie te vervang:

"(1) Die Direkteur-generaal behartig die sake van die Fonds, en die koste daaraan verbonde of aan 'n aktuariële ondersoek of waardering of 'n aangeleentheid wat daarmee in verband staan, word bestry uit gelde wat die Parlement vir dié doel bewillig het, tensy die Minister met die instemming van die Minister van Finansies bepaal dat bedoelde koste of 'n gedeelte daarvan uit die Fonds bestry moet word."

4. Die volgende regulasie word hierby na regulasie 25 ingevoeg:

"Waardering van die Fonds

25A. (1) 'n Aktuaris waardeer die bates en laste van die Fonds een keer iedere drie jaar op 'n datum wat die Direkteur-generaal bepaal en doen verslag aan die Direkteur-generaal oor enige surplus of tekort wat sy ondersoek aan die lig bring.

(2) Indien die aktuaris in sodanige verslag sertifiseer dat daar 'n aansienlike surplus of 'n aansienlike tekort is, kan die Minister met die instemming van die Minister van Finansies dié stappe doen wat hy nodig of dienstig ag."

(b) any person who performs casual labour under an authority or under a declared department or body, means a continuous period of not less than two years' service which may include any period in which such person so performed casual labour or any period of service in any capacity under an authority or under the Government, provided that such continuous period has been recommended by the authority concerned (in consultation, where applicable, with a declared department or body), as a qualifying period for the purposes of section 3 (5) of the Act, and has so been approved by the Director-General:

Provided that the continuity of a period referred to in paragraph (a) or (b) shall be deemed not to be interrupted—

(i) by leave of absence granted to the person concerned in terms of the provisions of any law governing his conditions of service;

(ii) in the case of a person to whom no leave of absence may so be granted, by absence from duty for a period not exceeding 120 days or such longer period as the Director-General may approved in special circumstances;

(iii) by a period of suspension provided the person concerned is permitted to return to duty;

(iv) by a period of an interruption between any two periods of service which are due to be added together for the purpose of determining any period referred to in paragraph (a) or (b), provided the Director-General deems such interruption necessary and reasonable in the circumstances of any such case:

Provided further that no period referred to in paragraphs (i) to (iv) inclusive shall be included in a period referred to in paragraph (a) or (b) unless the person concerned received full or less than fully pay during the first-named period."

2. Regulation 8A is hereby withdrawn.

3. Regulation 23 is hereby amended by the substitution for subregulation (1) of the following subregulation:

"(1) The Director-General shall manage the business of the Fund, and the cost connected therewith or of any actuarial investigation or valuation or matter incidental thereto shall be paid from moneys voted for this purpose by Parliament, unless the Minister, with the concurrence of the Minister of Finance, determines that the relevant cost or any part thereof shall be paid out of the Fund."

4. The following regulation is hereby inserted after Regulation 25:

"Valuation of the Fund

25A. (1) An actuary shall value the assets and liabilities of the Fund once every three years at a date determined by the Director-General and shall report to the Director-General on any surplus or deficit his investigation may reveal.

(2) if the actuary certifies in such a report that there is a substantial surplus or a substantial deficit, the Minister may, with the concurrence of the Minister of Finance, take such steps as he may deem necessary or expedient."

Inwerkingtreding

5. Die bepalings van paragraaf 3 en van paragraaf 4 van hierdie Bylae word geag op onderskeidelik 1 Maart 1985 en 30 September 1986 in werking te getree het.

DEPARTEMENT VAN VERVOER

No. R. 313

24 Januarie 1992

HANDELSKEEPVAARTWET, 1951
(WET No. 57 VAN 1951)

WYSIGING VAN DIE EKSAMENREGULASIES VIR
BEKWAAMHEIDSERTIFIKATE VIR DEKOFFISIERS, 1985

Die Minister van Vervoer het kragtens artikel 356 (1) van die Handelskeepvaartwet 1951 (Wet No. 57 van 1951), die regulasies in die Bylae uitgevaardig.

BYLAE

1. In hierdie regulasies beteken "die Regulasies" die regulasies afgekondig by Goewermentskennisgewing No. R. 2656 van 29 November 1985 soos gewysig by Goewermentskennisgewings Nos. R. 37 van 10 Januarie 1989 en R. 532 van 22 Maart 1991.

2. Regulasie 3.7 van die Regulasies word hierby gewysig deur die tabel daarin deur die volgende tabel te vervang:

"Addisionele kwalifikasie"	Klas van sertifikaat of bevelvoeringsendossement									
	1	2	* 2e	3	* 3e	4	* 4e	5	* 5e	6
Gesigtoetsertifikaat.....	x	x	x	x	x	x	x	x	x	x
Navigasiebeheerkursus.....	x	x	x		x		x		x	
Sertifikaat in noodhulp ter see				x		x		x		
Skeepskaptein se sertifikaat in mediese opleiding.....	x	x	x		x		x		x	
Brandbestrydingskursusertifikaat				x		x		x		
Kursus in elektroniese navigasiesistels				x		x		x		
Sertifikaat as Bekwame Dekseeman				x		x		x		
Bekwaamheidsertifikaat in oorlewingsvaartuie.....				x		x		x		
Beperkte Bekwaamheidsertifikaat in Radiotelefonie.....				x		x		x		x

* Dui die Bevelvoeringsendossement vir Kortseehandel of Beperkte Handel aan na gelang van die geval."

"Additional qualification"	Class of certificate or command endorsement									
	1	2	* 2e	3	* 3e	4	* 4e	5	* 5e	6
Sight Test Certificate	x	x	x	x	x	x	x	x	x	x
Navigation Control Course	x	x	x		x		x		x	
First Aid at Sea Certificate				x		x		x		
Ship Captain's Medical Training Certificate	x	x	x		x		x		x	
Fire-fighting Course Certificate.....				x		x		x		
Electronic Navigation Systems Course.....				x		x		x		
Efficient Deck Rating Certificate				x		x		x		
Certificate of Proficiency in Survival Craft.....				x		x		x		
Restricted Certificate of Competency in Radiotelephony.....				x		x		x		x

* Indicates the Short Sea Trade or Limited Trade command endorsement, as the case may be."

Commencement

5. The provisions of paragraphs 3 and 4 of this Schedule shall be deemed to have come into operation on 1 March 1985 and 30 September 1986, respectively.

DEPARTMENT OF TRANSPORT

No. R. 313

24 January 1992

MERCHANT SHIPPING ACT, 1951
(ACT No. 57 OF 1951)

AMENDMENT OF THE EXAMINATION REGULATIONS FOR CERTIFICATES OF COMPETENCY FOR DECK OFFICERS, 1985

The Minister of Transport has, under section 356 (1) of the Merchant Shipping Act, 1951 (Act No. 57 of 1951), made the regulations contained in the Schedule hereto.

SCHEDULE

1. In these regulations "the Regulations" means the regulations published by Government Notice No. R. 2656 of 29 November 1985, as amended by Government Notices Nos. R. 37 of 10 January 1989 and R. 532 of 22 March 1991.

2. Regulation 3.7 of the Regulations is hereby amended by the substitution for the table of the following table:

Pension paranoia (500)

FINANCE MINISTER Barend du Plessis this week denied the government had decided to tax public servants' retirement gratuities. (354) (420)

The statement did not come a moment too soon: scores of officials have already opted for early retirement merely on the basis of rumours that the tax was on the government's agenda.

Signs of the dawning new South Africa — public service paranoia.

5/11/92 2/2/92

Growing public sector has R48bn payroll

PRETORIA — The only sector in the SA economy showing employment growth is the bureaucracy.

Central Statistical Service figures released yesterday show a substantial increase in total wages and salaries, as well as employment numbers.

Between September 1990 and September last year the number of workers in the public sector increased by 15 761 to 1 681 706, although the provincial administrations actually employed 7 278 fewer workers during the period.

For the quarter ended September last year, public servants were paid a total of R11,2bn — an increase of R1,5bn (16%) compared with the same quarter in 1990.

That means in the new financial year public sector pay, including expected increases and benefits, will rise to around R48bn.

The figures include workers in Transnet, the Post Office and Telkom.

Biggest increase was in central government (general affairs), where numbers employed increased by 21 612 to 374 235 in the year to end-September. Workers in own af-

fairs departments increased by 2 483 to 189 498.

Taken with provincial workers, central government workers totalled 783 245 — an increase of 16 817.

There was a sharp increase also in the number working for the self-governing territories from 190 346 in September 1990 to 205 959 in September last year.

Economists said yesterday it was that steep escalation in total wages and salaries to almost R48bn that was cause for alarm.

In the third quarter last year, general affairs workers were paid a total of R2,435bn — an increase of R321,6m; own affairs workers R1,554bn — an increase of R261,895m; and provincial administration workers R1,098bn — a hike of R110,3m.

The figures include the public service increases of between 6% and 16% granted from July last year.

There was also a huge increase in the amount paid to workers in the self-governing territories.

GERALD REILLY

Public service wants 21% rise

By ADRIAN HERSCH

PUBLIC service unions demand a 21% pay increase this year.

They also want a minimum wage of R1 000 a month.

Eleven unions and staff associations — with widely differing ideologies — formed a common bargaining forum and submitted joint demands to the Commission for Administration (CFA).

The pay talks will be watched with interest in the light of government promises — for the 10th year — to cut State spending.

The salary bill for the public service — not to be confused with the entire public section — is R26,2-billion.

A CFA spokesman will not say what the State will offer. The talks begin on February 17.

A union spokesman says although the CFA was asked to submit counter proposals it had not yet done so. This is "somewhat unusual", he says.

Other demands include:

- The house owners' allowance scheme, be increased to R100 000 and married women should benefit from it.

- All pay allowances to be made pensionable.

- Rates of overtime be increased to "market-related" levels and that the maximum for overtime payment be removed.

- The position of supervisors be protected in any revised dispensation.

- Maternity leave of six months.

The forum includes two Co-satu unions — the National Education Health and Allied Workers Union (Nehawu) and the Health Workers Union (HWU).

Other unions included are the Public Servants Association, the Public Servants League, the Public Servants Union, the SA Nursing Association and the Natal Provincial Staff Association.

Transport industry nearer to striking

THE transport industry has edged closer to a wage strike after four unions declared a dispute with employers and announced they had started moves for a strike vote.

The Transport and General Workers Union made the declaration last week saying the four unions would meet on Friday to review the situation.

"The TGWU, which is by far the major representative, has initiated the meeting and is already preparing for the ballot next week," the statement said.

Management and union leaders have failed to reach a compromise in wage talks that began last year.

The workers are demanding increases of between 49,4 and 44 percent on weekly wages for the higher and lower paid brackets.

Management has in turn offered increases of between 14 and 18 percent. - Sapa

in, (d) failed, and (e) obtained (i) A, (ii) B, (iii) C, (iv) D and (v) E aggregates in, his Department's 1991 Senior Certificate examinations?

The MINISTER OF EDUCATION AND TRAINING: B38E

- (a) 81 021
(b) 31 439
(c) 7 837
(d) 49 582
(e) (i) 7, (ii) 68, (iii) 489, (iv) 3 514 and (v) 5 400.

Senior Certificate examinations: Other schools

19. Mr K M ANDREW asked the Minister of Education and Training:

How many pupils at schools not falling under the control of his Department (a) wrote, (b) passed, (c) obtained matriculation exemption in, (d) failed, and (e) obtained (i) A, (ii) B, (iii) C, (iv) D and (v) E aggregates in, his Department's 1991 Senior Certificate examinations?

The MINISTER OF EDUCATION AND TRAINING: B39E

- (a) 203 659
(b) 81 738
(c) 21 892
(d) 121 921
(e) (i) 13, (ii) 139, (iii) 1 167, (iv) 8 964 and (v) 14 428.

Places of safety: number of children

22. Mr R M BURROWS asked the Minister of National Health:

- (1) (a) How many places of safety other than police cells and prisons were there in South Africa for children of each race group, and (b) what was the total number of children who (i) could be accommodated and (ii) were being held in each of these places of safety, as at the latest specified date for which information is available;

HOUSE OF ASSEMBLY

- (2) whether her Department has statistics on the number of children of each race group being held in police cells as places of safety; if so, (a) what are the relevant statistics and (b) in respect of what date is this information furnished?

The MINISTER OF NATIONAL HEALTH: B47E

(1)	(a)	(b)	(i)	(ii)
Population group	Number of places available	Accommodation of children	Number of children	
Indians	2	200	84	
Whites	7	505	447	
Blacks	12	1 645	1 188	
Coloureds	8	715	610	

Information as at 29 January 1992 in respect of Whites and Indians, 31 December 1991 in respect of Coloureds and 30 May 1991 in respect of Blacks;

- (2) no,
(a) and (b) fall away.

Teacher/pupil ratio

23. Mr R M BURROWS asked the Minister of Education and Training:

- (1) (a) What is the teacher/pupil ratio in his Department for (i) primary and (ii) secondary schools and (b) in respect of what date is this information furnished;
(2) whether his Department has statistics on the teacher/pupil ratio in the education departments of the self-governing territories; if so, what are the relevant ratios?

The MINISTER OF EDUCATION AND TRAINING: B48E

- (1) (a) (i) Primary schools: 1:41,00
(ii) Secondary schools: 1:35,76
Total: 1:39,41

- (b) 5 March 1991

	Primary	Secondary
OwaQwa	1:33,66	1:31,39
Lebowa	1:40,42	1:33,84
Gazankulu	1:43,02	1:33,73
KwaZulu	1:53,50	1:41,29
KwaNdebele	1:39,85	1:36,69
KaNcwane	1:40,33	1:35,63

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version.

For written reply:

General Affairs:

State pension funds: contributions

11. Mr B B GOODALL asked the Minister of Finance:

- (a) What amount of money is there in each specified State pension fund, (b) what percentage of each pension contribution is made by the (i) individual and (ii) State and (c) in respect of what date is this information furnished?

The MINISTER OF FINANCE: B28E

(a) Government Service Pensions Fund	R29 703 729 988
Associated Institutions Pension Fund	R 4 656 510 176
Temporary Employees Pension Fund	R 3 059 436 695
Associated Institutions Provident Fund	R 11 144 252
Pension Fund for Persons in Authorities' Service	R 3 362 126 205
Superannuation Fund for Persons in Authorities' Service	R 170 012 929

(b) (i) Government Service Pension Fund	26,68
Associated Institutions Pension Fund	32,89
Temporary Employees Pension Fund	33,33
Associated Institutions Provident Fund	40,00
Pension Fund for Persons in Authorities' Service	32,89
Superannuation Fund for Persons in Authorities' Service	43,48
(ii) Government Service Pension Fund	73,32

Associated Institutions Pension Fund	67,11
Temporary Employees Pension Fund	66,67
Associated Institutions Provident Fund	60,00
Pension Fund for Persons in Authorities' Service	67,11
Superannuation Fund for Persons in Authorities' Service	56,52

State pension schemes: number/value of assets

12. Mr B B GOODALL asked the Minister of Finance:
(a) How many State pension schemes were there as at the latest specified date for which information is available, (b) what are their names and (c) what was the (i) State's contribution in respect of, and (ii) total value of the assets held by, each of these schemes as at that date?

The MINISTER OF FINANCE: B29E

(a) Three as at 31 December 1991.	
(b) Members of Parliament and Political Office-Bearers Pension Scheme.	
Members of Statutory Bodies Pension Scheme	
Military Pension Scheme	
(c) As benefits payable by the schemes are financed from the State Revenue Fund, no employer contributions are made by the State.	
The amounts mentioned hereafter therefore present the total expenditure of the benefits paid out of Revenue for the 1990/91 financial year.	
(i) Pension Scheme for Members of Parliament and Political Office-Bearers	R57 150 777
Pension Scheme for members of Statutory Bodies	R 461 984
Military Pension Scheme	R51 250 792
(ii) Nil.	

HOUSE OF ASSEMBLY

Public Service employees: number/salary intervals (354) ourable Member as soon as it becomes available.

21. Mr R M BURROWS asked the Minister for Administration and Tourism:

- (1) What was the total number of persons employed in each department and organisational component referred to in section 6(1) of the Public Service Act, No 111 of 1984, as at 30 September 1991;
- (2) (a) See (1) above.
(b) Information with regard to population groups is no longer being maintained—a practical result of, *inter alia*, the repeal of the Population Registration Act.

Radio-graphers: emigrations

70. Mr B B GOODALL asked the Minister of Home Affairs:

- (a) How many radio-graphers emigrated from South Africa during the latest specified two-year period for which figures are available and (b) to which countries did they emigrate? B160E

The MINISTER OF HOME AFFAIRS:

- (a) 1990 1991*
13 4

(b) Not available.

* Information for January 1991 to October 1991 only, as the figures for November 1991 and December 1991 are not yet available.

The MINISTER FOR ADMINISTRATION AND TOURISM:

- (1) This information is currently not available as it is still being edited. The said information will be supplied directly to the Hon-

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version.

For written reply:

General Affairs:

Family housing units: self-governing territories

5. Mr P G SOAL asked the Minister of Regional and Land Affairs:

- (1) (a) How many family housing units were built in 1991 in each self-governing territory by (i) the authority of the territory, (ii) private owners and (iii) the South

- African Government and (b) what was the total amount spent by each in respect of each territory;
- (2) whether there is a shortage of housing units in any self-governing territory; if so, how many units are required in respect of each territory;
- (3) whether any family housing units are being built in the self-governing territories at present by (a) the authority of the territory, (b) private owners and (c) the South African Government; if not, why not; if so, (i) how many units are being built by each in each territory and (ii) when are they due to be completed in each case? B13E

The MINISTER OF REGIONAL AND LAND AFFAIRS:

- (1) (a) (i) (ii) (iii)

Lebowa	Unknown	Unknown	Nil
OwaOwa	Nil	1 400	Nil
KwaZulu	Nil	5 548	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	217	125	Nil

(b) (i) (ii) (iii)			
Lebowa	Unknown	Unknown	Nil
OwaOwa	Nil	23 000 000	Nil
KwaZulu	Nil	332 880 000	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	2 000 800	Unknown	Nil

(2) Lebowa	Unknown
OwaOwa	2 500
KwaZulu	700 000
KaNgwane	Unknown
KwaNdebele	Unknown
Gazankulu	8 400

(3) (a) (b) (c)			
Lebowa	Unknown	Unknown	No
OwaOwa	No	Yes	No
KwaZulu	No	Yes	No
KaNgwane	Unknown	Unknown	No
KwaNdebele	No	Yes	No
Gazankulu	Yes	Yes	No

Public Service employees: number/salary intervals

(354)

ourable Member as soon as it becomes available.

21. Mr R M BURROWS asked the Minister for Administration and Tourism:

(1) What was the total number of persons employed in each department and organisational component referred to in section 6(1) of the Public Service Act, No 111 of 1984, as at 30 September 1991;

(2) (a) how many such persons were employed in each of the following eight salary intervals in each such department and organisational component, viz (i) more than R165 000, (ii) R120 001 to R165 000, (iii) R110 001 to R120 000, (iv) R87 001 to R110 000, (v) R74 001 to R87 000, (vi) R49 001 to R74 000, (vii) R38 001 to R49 000 and (viii) R29 001 to R38 000 and (b) to which population group did each of these persons belong? B46E

The MINISTER FOR ADMINISTRATION AND TOURISM:

(1) This information is currently not available as it is still being edited. The said information will be supplied directly to the Hon-

(2) (a) See (1) above.

(b) Information with regard to population groups is no longer being maintained—a practical result of, *inter alia*, the repeal of the Population Registration Act.

Radiographers: emigrations

70. Mr B B GOODALL asked the Minister of Home Affairs:

(a) How many radiographers emigrated from South Africa during the latest specified two-year period for which figures are available and (b) to which countries did they emigrate? B160E

The MINISTER OF HOME AFFAIRS:

(a) 1990 1991*
13 4

(b) Not available.

* Information for January 1991 to October 1991 only, as the figures for November 1991 and December 1991 are not yet available.

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version.

For written reply:

General Affairs:

Family housing units: self-governing territories

5. Mr P G SOAL asked the Minister of Regional and Land Affairs:

(1) (a) How many family housing units were built in 1991 in each self-governing territory by (i) the authority of the territory, (ii) private owners and (iii) the South

African Government and (b) what was the total amount spent by each in respect of each territory;

(2) whether there is a shortage of housing units in any self-governing territory; if so, how many units are required in respect of each territory;

(3) whether any family housing units are being built in the self-governing territories at present by (a) the authority of the territory, (b) private owners and (c) the South African Government; if not, why not; if so, (i) how many units are being built by each in each territory and (ii) when are they due to be completed in each case? B13E

The MINISTER OF REGIONAL AND LAND AFFAIRS:

(1) (a) (i) (ii) (iii)

Lebowa	Unknown	Unknown	Nil
OwaOwa	Nil	1 400	Nil
KwaZulu	Nil	5 548	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	217	125	Nil

(b)	(i)	(ii)	(iii)
Lebowa	Unknown	Unknown	Nil
OwaOwa	Nil	23 000 000	Nil
KwaZulu	Nil	332 880 000	Nil
KaNgwane	Unknown	Unknown	Nil
KwaNdebele	Nil	Unknown	Nil
Gazankulu	2 000 800	Unknown	Nil

(2) Lebowa Unknown
OwaOwa 2 500
KwaZulu 700 000
KaNgwane Unknown
KwaNdebele Unknown
Gazankulu 8 400

(3)	(a)	(b)	(c)
Lebowa	Unknown	Unknown	No
OwaOwa	No	Yes	No
KwaZulu	No	Yes	No
KaNgwane	Unknown	Unknown	No
KwaNdebele	No	Yes	No
Gazankulu	Yes	Yes	No

Civil servants want 15% increase

PRETORIA — The executives of 11 public service staff associations, representing 800 000 workers, will meet the Commission for Administration on February 17 to demand 15% increases and complete pay negotiations for the new financial year.

The least they expected, sources said, was an average adjustment of 15% to cover cost of living hikes and to compensate for last year's "inadequate" increases.

These ranged between 16% for low-paid workers to 6% for officials at executive level. *8/10 pay 12/2/92.*

If the Cabinet approves the 15% rise, provision would have to be made in next

GERALD REILLY

month's Budget to raise the pay bill by about R3bn. *(354)*

Senior government department sources said there was an acute feeling of insecurity throughout the public service because of "the continual harping at the size and costs of the country's so-called obese bureaucracy".

There was fear that government was set to drastically trim worker numbers in certain departments, the sources said.

This was reinforced last month when Finance Minister Barend du Plessis said some departments were overstaffed.

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GERALD REILLY

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This was reinforced last month when Finance Minister Barend du Plessis said some departments were overstaffed.

ANC wives abandoned

LUSAKA — More than 100 repatriated ANC members have abandoned their Zambian wives, and the movement is reluctant to grant the women clearance as they might be rejected by their husbands in SA.

The women have complained that ANC authorities are barring them from following their husbands by denying them clearance documents. *(354)*

However, ANC sources said the organisation was not responsible for arbitrating in marital issues, adding that if the women were repatriated without their husbands' consent it would be difficult to look after them without donor support. *B/Bey 12/2/92*

Last week ANC chief representative Japhet Ndlovu told Zambian women and children to register with the UN High Commissioner for Refugees for repatriation as the movement could not maintain them. — Sapa.

By Thoraya Pandy

A UNION official and his members have accused the Regional Services Council (RSC) of racism after it failed to deal effectively with assaults by white senior officials.

Mr Leonard Koza, organising secretary of the Western Province Local Authorities Workers Association (WPLAWA), claimed charges of assault against four white officers of the RSC's Law Enforcement section have been buried in the council's bureaucracy.

Koza also claimed a black employee, under investigation by the RSC for perjury, had attempted to commit suicide while being interrogated by white officials.

He said black employees regularly

Union charges RSC with racism

Southern 13/2 - 19/2/92

Koza said union members had laid charges of assault against four white officials who allegedly assaulted four black employees between September and December last year.

One of the officials accused of assault, WPLAWA members allege, was heading the Law Enforcement's internal investigation into the incidents.

"They are quick to charge black officials while whites, who constantly abuse non-white employees physically and verbally, get away with it," said a union member who refused to

be identified as he feared he would lose his job.

"One of the employees who laid the assault charges, Mr Peter Beyers, was issued with a termination of employment letter on Tuesday because he was found guilty of insubordination by an all-white disciplinary board."

Koza said while Beyers was found guilty within weeks, it took months before so-called investigations were launched into white officials' transgressions.

The employee who had attempted to commit suicide was interrogated while bleeding profusely. He had cut his wrists while he was being questioned.

Koza alleged the man had only been taken to the hospital by WPLAWA members much later.

In another incident, an employee based at the Monwabisi holiday resort informed the council of theft and the abuse of the council's vehicle by the senior RSC official at the resort, but no investigation was launched into the claims and no charges brought against the employee, Koza claimed.

The employee who brought the matter to the council's attention was however charged with using an RSC vehicle unlawfully and could be dismissed if found guilty, Koza said.

"These official will do anything and

everything to make the lives of non-whites unbearable — even protecting one another when serious crimes are committed.

"There are endless examples of blatant racism and deliberate attempts to make the working environment of non-whites insufferable.

"They bring false charges against workers and force others to make statements corroborating their so-called evidence."

"We also hope to bring this to the attention of higher authorities who seem to be unaware of all these malpractices taking place.

RSC chief executive officer, Mr Chris Mocke, was out of town and was not available to comment on Koza's allegations. Two other RSC senior officials empowered to speak to the press were also not available.

BYLAE

Pos	Subpos	T. S.	Artikel Beskrywing	Statistiese Eenheid	Skaal van Reg	Annotasies
82.01	"8201.10		Deur subpos No. 8201.10 deur die volgende te vervang:			
	.10	5	Grawe en skopgrawe:	getal	480c elk	
	.90	3	Met 'n maksimumbladwydte van meer as 200 mm maar hoogstens 320 mm	getal	vry"	
			Ander			
	"30	4	Deur subpos No. 8201.20.30 deur die volgende te vervang:	getal	625c elk"	
			Ander, met 'n tandlengte van meer as 150 mm			
	"05	8	Deur subpos No. 8201.30.10 deur die volgende te vervang:	getal	25% of 30c elk	
	.07	4	Bylpikke	getal	700c elk"	
			Pikke			
	"40	6	Deur subpos No. 8201.30.40 deur die volgende te vervang:	getal	590c elk"	
			Ander harke			

Opmerking. — Die uitwerking van hierdie wysiging is dat—

- die skaal van reg op grawe en skopgrawe met 'n maksimum bladwydte van meer as 200 mm maar hoogstens 320 mm, van vry na 480c elk verhoog word;
- die skaal van reg op vurke met 'n tandlengte van meer as 150 mm van 15% of 100c elk na 625c elk gewysig word;
- afsonderlike voorsiening gemaak word vir pikke en die skaal van reg daarop word van 25% of 30c elk na 700c elk gewysig; en
- die skaal van reg op sekere harke van vry na 590c elk verhoog word.

SCHEDULE

Heading	Subheading	C. D.	Article Description	Statistical Unit	Rate of Duty	Annotations
82.01	"8201.10		By the substitution for subheading No. 8201.10 of the following:			
	.10	5	Spades and shovels:	no.	480c each	
	.90	3	Of a maximum blade width of more than 200 mm but not exceeding 320 mm	no.	free"	
			Other			
	"30	4	By the substitution for subheading No. 8201.20.30 of the following:	no.	625c each"	
			Other, with a prong length exceeding 150 mm			
	"05	8	By the substitution for subheading No. 8201.30.10 of the following:	no.	25% or 30c each	
	.07	4	Mattocks	no.	700c each"	
			Picks			
	"40	6	By the substitution for subheading No. 8201.30.40 of the following:	no.	590c each"	
			Other rakes			

Note. — The effect of this amendment is that—

- the rate of duty on spades and shovels, of a maximum blade width of more than 200 mm but not exceeding 320 mm, is increased from free of 480c each;
- the rate of duty on forks with a prong length exceeding 150 mm is amended from 15% or 100c each to 625c each;
- separate provision is made for picks and the rate of duty thereon is amended from 25% or 30c each to 700c each; and
- the rate of duty on certain rakes is increased from free to 590c each.

KANTOOR VIR OPENBARE ONDERNEMINGS EN PRIVATISERING

No. R. 494

14 Februarie 1992

WYSIGING IN DIE TRANSNET-PENSIOENFONDSSTATUTE

Ek, Dawid Jacobus de Villiers, Minister vir Openbare Ondernemings, handelend kragtens artikel 5 (2) van die Transnet Pensioenfondswet, 1990 (Wet No. 62 van 1990), publiseer hierby, met die instemming van die Minister van Finansies soos deur daardie artikel vereis, wysigings in die Transnet-Pensioenfondsstature.

OFFICE FOR PUBLIC ENTERPRISES AND PRIVATISATION

No. R. 494

14 February 1992

AMENDMENT OF THE TRANSNET PENSION FUND RULES

I, Dawid Jacobus de Villiers, Minister for Public Enterprises, acting under section 5 (2) of the Transnet Pension Fund Act, 1990 (Act No. 62 of 1990), hereby publish with the concurrence of the Minister of Finance as is required by that section, amendments of the Transnet Pension Fund Rules.

Voeg die volgende nuwe paragrawe in met inwerkingtreding 1 Desember 1991 na paragraaf 12 van Statuut 32.

Botalligheid

(12A) (a) Indien 'n lid van die Fonds in tydelike of vaste diens botallig verklaar word en uit diens tree, geld die volgende bepalinge:

(i) 'n Lid wie se ouderdom minder as 50 jaar is, ongeag sy diensttermyn, ontvang 'n eenmalige bedrag bereken volgens 'n formule wat deur die aktuaris opgestel word.

(ii) 'n Lid wat vir 'n tydperk van 10 jaar of meer tot die Fonds bygedra het, wie se ouderdom 50 jaar of hoër is en die som van sy ouderdom en pensioengewende diens ten minste 75 is, is op die volgende pensioenvoordeel geregtig:

(a) 'n Jaargeld wat bereken word as 'n breuk van die lid se laaste pensioengewende emolumente onmiddellik voor uitdienststreding. Die teller van die breuk is die tydperk van lidmaatskap van die Fonds uitgedruk in jare, met elke dag van 'n onvoltooide jaar bereken as een driehonderd vyf-en-sestigste van 'n jaar, en die noemer is 60, met dien verstande egter dat sodanige pensioenvoordeel deur 0,3% verminder word vir elke kalendermaand in die tydperk tussen die datum van die werknemer se sestigste verjaardag en die eintlike datum van uitdienststreding vir gewone personeel wat teen 7,5% bydra tot die Fonds. Vir voetplaatpersoneel wat teen 8,5% bydra tot die Fonds is die noemer 55 en word die pensioenvoordeel deur 0,3% verminder vir elke kalendermaand in die tydperk tussen die datum van die werknemer se vyf en vyftigste verjaardag en die eintlike datum van uitdienststreding.

(b) 'n Kontantsom wat bereken word deur die jaargeld wat ingevolge subparagraaf (a) bereken word met 'n faktor van 4 te vermenigvuldig in die geval van gewone personeel en 4,5 in die geval van voetplaatpersoneel.

(iii) 'n Lid wie se ouderdom 50 jaar of hoër is maar die som van sy ouderdom en pensioengewende diens is minder as 75, word die voordeel waarin in (i) verwys word, toegestaan.

D. J. DE VILLIERS,

Minister vir Openbare Ondernemings.

DEPARTEMENT VAN LANDBOU

No. R. 487

14 Februarie 1992

VEEVERBETERINGSWET, 1977
(WET No. 25 VAN 1977)

SOORTE EN RASSE DIERE WAAROP WET VAN TOEPASSING IS: WYSIGING

Ek, Anthon Tobias Meyer, Adjunkminister van Landbou, handelende namens die Minister van Landbou kragtens artikel 2 van die Veeverbeteringswet, 1977 (Wet No. 25 van 1977), wysig hierby Goewermentskennisgewing No. R. 893 van 26 April 1991, soos gewysig deur Goewermentskennisgewing No. R. 2207 van 13 September 1991, deur in kolom 1 van die Tabel die uitdrukking "Sanganer" na die uitdrukking "Rotbunte Schleswich-Holsteiner" in te voeg.

A. T. MEYER,

Adjunkminister van Landbou.

Insert the following new paragraphs after paragraph 12 of Rule 32 with effect from 1 December 1991.

Redundancy

354

(12A) (a) If a member of the Fund in temporary or permanent employment is declared redundant and retires the following provisions shall apply:

(i) A member whose age is less than 50 years irrespective of service shall receive a single amount calculated in accordance with a formula as determined by the actuary.

(ii) A member who has contributed to the Fund for a period of 10 years or more and whose age is 50 years or more, and the total of the age and pensionable service is at least 75, shall be entitled to a pension benefit as follows:

(a) An annuity which shall be calculated as a fraction of the member's last pensionable emoluments immediately preceding retirement. The numerator of the fraction shall be the period of membership of the Fund expressed in years, with each day of an incomplete year being reckoned as one three hundred and sixty-fifth of a year, and the denominator shall be 60, provided however pension benefit shall be reduced by 0,3% for each calendar month in the period between the employee's sixtieth birthday and the actual date of retirement in respect of ordinary personnel who contribute at 7,5% to the Fund. In respect of footplate staff who contribute at 8,5% to the Fund the denominator shall be 55 and the pension benefit shall be reduced by 0,3% for each calendar month in the period between the employee's fifty-fifth birthday and the actual date of retirement.

(b) A cash sum which shall be calculated by multiplying the pension calculated in terms of subparagraph (a) by the factor of 4 in the case of ordinary personnel and 4,5 in the case of footplate staff.

(iii) A member whose age is 50 years or more but the total of his age and pensionable service is less than 75, shall receive the same benefit referred to in (i).

D. J. DE VILLIERS,

Minister for Public Enterprises.

DEPARTMENT OF AGRICULTURE

No. R. 487

14 February 1992

LIVESTOCK IMPROVEMENT ACT, 1977
(ACT No. 25 OF 1977)

KINDS AND BREEDS OF ANIMALS TO WHICH ACT SHALL APPLY: AMENDMENT

I, Anthon Tobias Meyer, Deputy Minister of Agriculture, acting on behalf of the Minister of Agriculture under section 2 of the Livestock Improvement Act, 1977 (Act No. 25 of 1977), hereby amend Government Notice No. R. 893 of 26 April 1991, as amended by Government Notice No. R. 2207 of 13 September 1991, by the insertion in column 1 of the Table after the expression "Rotbunte Schleswich-Holsteiner" of the expression "Sanganer"

A. T. MEYER,

Deputy Minister of Agriculture.

SAP face big exodus over pay furore

Sowetan 14/2/92

SHOCKWAVES have rippled right through the police force following a top-level decision to stop all overtime pay to policemen and women who work on their rest-days.

This has caused widespread dissatisfaction in the force, which is already reeling from massive resignations.

More and more policemen and women are resigning from the force in search of higher-paying jobs. Last year, an average of 209 members quit the SAP a month.

A high-ranking police officer said yesterday: "If ever there were a time for the SAP to keep policemen in their ranks, that time is now."

Financial reasons

"In fact, what is happening is that we are losing our good men," he said.

The latest cut in overtime pay is likely to speed up the resignation rate among members, many of whom depend on the R75 they receive for an eight-hour extra shift to make ends meet.

A circular was sent to all police stations last month informing them of the overtime cuts.

A police spokesman in Pretoria confirmed yesterday that all overtime had been stopped "for financial reasons".

He said, however, the matter would be reconsidered in the new financial year.

The spokesman also confirmed that more than 2 500 policemen and women resigned from the force last year.

A senior police officer said what was

urgently needed was a totally updated grading system.

According to him, warrant officers, lieutenants and captains all fell in the same grade.

Therefore a number of senior warrant officers who were on the top scale refused to write examinations as they would not earn extra money.

Another bone of contention among policemen is the non-pensionable allowance or danger pay.

According to policemen, the higher the rank, the less danger pay they receive.

Giving examples, a policeman said that a constable and sergeant received more danger pay than a lieutenant or captain.

Absolute rubbish

"This is absolute rubbish. Some of us senior officers risk our lives daily, but the danger pay we receive is less than the danger pay paid to those sitting in the air-conditioned offices and who work from 8am to 4pm.

"The non-pensionable allowance must be upgraded urgently and those policemen who have high-risk jobs, such as riot unit members, murder and robbery units and field units, should get bigger allowances than those sitting in offices," said one policeman.

Sowetan Correspondent

Fight looms over salary increases

STAR 17/2/92
Pretoria Bureau

Public servants, who fear that little or even no funds will be made available in the Budget for improvement of their salaries and conditions, will today bargain with the Government over their grievances.

The Public Servants Association of SA (PSA) and 10 other public staff associations and unions will battle with the Commission for Administration for a substantial general increase across the board, adjustments in allowances, leave, an increase in housing allowances, allowances for married women and disparities within occupational families.

PSA general manager Hans Olivier said if rumours that no funds were available for the public service are true, "we foresee turmoil because many public servants only received a general increase of as little as 6 percent to 8 percent last year."

"They are at present much poorer than 10 years ago ... this can be ascribed to the deflation of the rand and a constant lack of funds to remunerate public servants on a market-related basis, let alone adjustments that are reasonably inflation related."

"We are no longer prepared to be told what has already been decided," he said.

Unions threaten industrial action over nursing posts

STAR 17/2/92
Municipal Reporter

Johannesburg municipal unions are considering industrial action against the city council after the posts of 40 black nurses and health workers were abolished two weeks ago without consultation.

In a statement issued at the weekend, the Johannesburg Municipal Combined Employees' Union; Johannesburg Municipal Employees' Association; South African Municipal Workers' Union and Union of Johannesburg Municipal Workers threatened to take industrial court action.

According to the statement, the terms of redundancy of the nurses were much less favourable than those of other, mainly white, employees who were recently declared redundant as a result of the restructuring of the council's service.

"At no time ... did the council consult with the relevant unions or the staff concerned about the proposed termination of the services of the 40 employees.

"The unions only became aware of the redundancies on February 2 when the health and housing directorate invited union representa-

tives to discuss the matter, which came as a shock to them."

The unions claim Johannesburg Management Committee chairman Ian Davidson, who is also chairman of the municipal Industrial Council, refused to discuss the issue at an Industrial Council meeting.

"The trade unions are dismayed by the behaviour of Councillor Davidson for refusing to discuss the matter, especially in view of the fact that an Industrial Council is a statutory body with its prime objective being that of preventing disputes from arising."

B/day 19/2/72

Pay talks deadlock

NEGOTIATIONS over pay and benefits for 420 000 public servants ended in deadlock yesterday when government offered public servants' representatives an increase of between 6,4% and 8,5%.

Unions and staff associations had requested an increase of 21%.

Another meeting will be held on February 25. (354)

NEWS

Govt and civil servants in wage impasse

354

STAR 20/2/92

By Helen Grange
Pretoria Bureau

Negotiations between public servants and the Government over salary increases have broken down, with public servants accusing the Government of trying to squeeze them out of their jobs.

An acrimonious deadlock was reached this week between the Commission for Administration and the Public Servants Association (PSA) and 10 other public staff associations and unions.

The commission's offer of an 8,5 percent salary increase across the board for public servants was contemptuously rejected by the public servants' delegation.

"There is total mistrust and breakdown of relations between public servants and the Govern-

ment, and the feeling among public servants is that their living standards are deliberately being lowered in order to force them out of the public service," said PSA general manager Hans Olivier.

"We have a real loyalty crisis on our hands and it is bad for the performance of the public service," he added.

Mr Olivier said his organisation wanted salary increases "at least in line with inflation". "We will have no part in such a ridiculous offer," he said.

Other issues on the table are salary disparities among staffers, allowances, leave and housing subsidies.

Negotiations started off on a bad footing with the PSA stating it was upset by rumour that little or even no funds would be made available for improvement of public servants' conditions.

Public servants rebellious

W/ Mail 21/2-27/2/92
■ PUBLIC servants have warned of "turmoil" if "rumours that little or no funds will be made available in the Budget for the improvement of service conditions" prove to be true.

"This will make a mockery of the undertaking that personnel organisations and unions will negotiate an amount to be set aside in the Budget specifically for improved benefits" said Public Servants' Association general manager Hans Olivier.

Among their wage demands are substantial increases, the removal of disparities within occupational families and that all allowances be adjusted by the same percentage as salary increases. (354)

The housing allowance ceiling should be lifted by R30 000 to R100 000 and married women should also have access to this benefit.

● Reports from Weekly Mail staff

NEWS IN BRIEF

SABC talks in limbo

THE SABC has put all wage talks in limbo even though, the Financial Mail reports, chairman Christo Viljoen is to announce an almost R40m profit. The staff association has rejected a 5% increase and is demanding 18%.

B/Dag 27/2/92

Pension fund stabilisation account in red

CAPE TOWN — The civil service pension fund's stabilisation account was R309,7 million in the red, Minister of State Expenditure Amie Venter said in Parliament yesterday.

Presenting the Additional Appropriation Bill, he said State funding of the shortfall was one of the main reasons for a R1,4 billion overrun on the 1991/92 Contingency Reserve.

"An amount of R309,7 million

is required to make good shortfalls on the Civil Pensions Stabilisation Account," he said.

Mr Venter said the Appropriation Bill also provided for an increase of R785,1 million in the cost of State debt.

This was because Exchequer receipts in the first seven months of this financial year increased by only 6 percent over the same period in 1990/91.

An increase of 11,1 percent had been projected for the year.

Mr Venter said that of the R1 billion made available for development projects from sales of strategic oil supplies, an estimated R264,5 million would be used in 1991/92.

The balance of the R1 billion as well as any interest on it would become available in the additional Budget for 1992/93.

He believed that the additional estimates disproved accusations that State spending was out of control. — Sapa.

Civil servants plan pay protest

PRETORIA — A nationwide protest campaign will be launched this week by 11 public sector employee organisations against government's "unacceptable" pay increase offer from July of 8,54%, a spokesman for the organisations said at the weekend.

Each of the organisations will determine its own form of protest.

Political observers say the protests will come at a bad time for government.

More than a million government workers are affected by the deadlocked pay negotiations, and about half of them are white voters. *B/Daw 9/13/92*

The spokesman said the organisations represented 305 000 public servants, but the outcome of the pay negotiations would affect more than a million state employees.

Negotiations started on February 17 when the organisations demanded increases which the Commission for

GERALD REILLY

Administration claimed would have amounted to an overall 31% hike.

This was rejected by the commission, which made a counter offer of 7,5%. This, in turn, was rejected by the organisations.

Negotiations were resumed on Wednesday and Thursday last week, but again ended in deadlock.

The commission upped its offer to 8,5%, while the employees dropped their demand to a 21% increase.

The commission then raised its bid by 0,04%.

The employee organisations again reduced their claim — to 15,3%. A spokesman said they had taken into account the economic recession, the drought and the need to curtail government spending.

The commission, however, refused to budge from its 8,54% offer.

Negotiations will continue, but but no date has been fixed.

Agreement on national food industry forum

CAPE TOWN — Cosatu's Food and Allied Workers' Union (Fawu) and multinational cereal manufacturer Kellogg this week signed the first agreement towards setting up a national food industry forum, Fawu general secretary Manda Gxanyana said on Friday.

The proposed national body would include all players in the food sector and serve as an industrywide negotiating forum, he said. *(Sapa)*

The March 3 agreement with the Kellogg Company of SA was the first to involve a formal, signed commitment to the envisaged forum, Fawu head office spokesman Mansoor Jaffer said.

Gxanyana said a food industry forum would negotiate minimum positions on matters like collective bargaining, training and development, economic restructuring, worker participation and a code of conduct for transnational companies. The agreement followed others between Fawu and firms in the food industry, including Donald Cook and Anglo American subsidiary Rhodes Fruit Farms.

The union hoped management and labour representatives would meet in early May to discuss setting up the forum. — Sapa. *B/Daw 9/13/92*

Row over public sector pay rises

(354)

STAR 10/3/92

Pretoria Correspondent

The simmering row between the public service and the government over pay negotiations will come to a head this week when public service employees' organisations again meet the Commission for Administration in Cape Town.

"The ball is now in the commission's court. Unless it comes up with an acceptable offer, we will decide on a course of action," said Hans Olivier, general manager of the Public Servants Association (PSA), one of 11 organisations involved in the pay talks.

The 11 organisations last week declared that negotiations had reached a deadlock and threatened "protest action" nationally to highlight their demands.

In an apparent attempt to diffuse the situation, the Minis-

ter for Administration and Tourism, Dr Org Marais, has quashed rumours that the public service bonus would be reduced or suspended this year.

"I wish to state categorically that there is no truth in these rumours," Dr Marais said.

The bonus, 93 percent of basic monthly salary, is paid out to public servants in their birthday month every year.

Demanding

Pay talks between the Commission for Administration and the public servants' representatives resume tomorrow, following the deadlock last week when the Government's offer of an 8,54 percent increase was rejected.

The public servants' organisations are demanding a minimum increase of 13,5 percent across the board.

Mr Olivier said the PSA was consulting its branches to decide on action to take should the

Government's offer be unacceptable.

"Under current labour legislation, we don't have the right to take any legal protest steps.

"It has never been our culture to strike or throw stones. Each organisation will decide on its own way of protesting.

"Any protest on our part would be of a symbolic or demonstrative nature," he said.

He said the PSA would announce its decision later this week.

"The Government acted unfairly against its own people when it instituted labour legislation for the private sector but not for State employees," Mr Olivier said.

However, he expected legislation governing labour practices for State employees to be passed by Parliament this year.

The Commission for Administration has denied that there was a deadlock, saying that negotiations would continue until a settlement was reached.

SABC faces a wage strike

Sowetan

11/3/92

BY MATHATHA TSEDU

THE SABC is faced with a strike by Media Workers' Association of South Africa members if a deadlock over wage negotiations is not resolved at a conciliation meeting.

Disclosing this in a statement this week, Mwasa accused the SABC of breaking an undertaking to review wages last October and said the corporation has insisted that it will only review wages after observing what other companies are offering.

SABC negotiator Mr Christo Pretorius yesterday confirmed the deadlock with Mwasa and said the SABC was aware of the allegations made by the union.

The corporation was however unwilling to comment, saying it did not wish to conduct negotiations through the media, he said.

Mwasa said the SABC had asked that wage negotiations be shelved in February last year until the completion of a national recognition agreement.

Wages were to have been reviewed last October after the corporation had given workers increases of between zero and four percent.

The corporation refused to review the wages last October but later relented, only to again refuse to

look into the wages, claiming that the state of the economy did not allow any increases then, the union said.

"It is disappointing that a company like the SABC does not seem to understand bilateral relations which have nothing to do with the performance of other companies. The dispute still has to go to a conciliation board before a strike ballot can be conducted. No date has been set for the hearing."

Settle public service pay row, Govt warned

By Shirley Woodgate

The Public Servants Association has warned of large-scale countrywide destabilisation of the civil service unless the Government settles the salary increase issue in the next few days.

As tension mounts before the resumption of pay talks tomorrow between the Commission for Administration and the PSA, director Hans Olivier said: "Spontaneous, widespread labour unrest with a strong possibility of industrial action is smouldering among the 305 000 public servants represented by 11 employee organisations."

He appealed to the Government to settle the issue within days, "in the general interest and that of the country".

Public servants were already uncertain about their future position. The present salary nego-

tiations and the strategy followed by the employer merely served to intensify their fears.

Wage talks initiated on February 17 saw the civil servants demanding an overall 31 percent increase and the commission countering with an offer of 7.5 percent. Attempts to break the deadlock resumed last week when the commission increased its offer to 8.5 percent while staff dropped their demand to 21 percent and later 15.3 percent. The commission dug in on its final 8.5 percent offer.

Abandoned

Mr Olivier accused the State (as the employer) of being uninformed and out of touch.

His claims were based on seven standpoints, including:

- Alleged attempts to delay the negotiating process until after the referendum.

- Initial indications that the Government had unilaterally

abandoned the existing remuneration policy, despite a standing agreement.

- Attempts by the State to shy away from applying existing remuneration policies of market-directed salary movements, cost-of-living influences and livable minimum income levels to officials' present salaries.

- The Government's inability to make a proper evaluation of salaries, and moves by its representatives to carry every known principle of the remuneration policy to the point of dispute, also backed his claims.

Mr Olivier alleged the Government also created serious suspicion when it placed the right of early retirement on the agenda at a late stage during the bargaining process, then slashed pension benefits.

- Strikes are illegal in the public service but the PSA is confident that current legislation will give it the right to protest through work stoppages.

STAR 11/3/92

354

Mandela's pledge on job security hailed

Political Staff

STAR 11/3/92
354

The public sector yesterday welcomed ANC assurances of job and pensions security for public servants, and urged political leaders to guarantee these pledges by entrenching them in the new constitution.

"The moment they do that, peace and calm will return to the public service," Public Servants Association general manager Hans Olivier said yesterday.

Roger Burrows, DP spokesman on the public service, said there was no doubt Codesa would have to address the composition and fears of the existing service.

Mr Burrows and Mr Olivier were reacting to remarks by Nelson Mandela who this week described white fears of nonracial government as "genuine and understandable". Mr Mandela said many public servants and security force

members thought they would lose their jobs.

"This is totally false," he said. "We have no such intention. I don't think a new government would last very long if it just dismissed people."

"Everybody will be secure under a democratic government."

Democratisation would be humane: "If an official is, say 50 years old and he normally retires at age 60, we would pay him out all his benefits and pension as if he had worked till retirement age."

Mr Olivier welcomed the assurances.

"They touched the true fear among public servants. What we would like to see, however, is a written agreement drafted at Codesa and signed by all participants confirming these attitudes."

Mr Burrows hailed Mr Mandela's view that the ANC would not radically alter the public service.

Public servants in protest action

2500 354
Sowetan 12/3/92

THE 90 000-strong Public Servants Association (PSA) has soundly rejected the Government's offer of a 8,54 percent pay increase for public servants, setting the stage for "large-scale destabilisation" of the public service.

Individual branches of the PSA have already started with protest meetings, but further protest action will only be decided upon after the next round of negotiations with the government, PSA general manager Mr Hans Olivier said yesterday.

"Inputs received from branches of the PSA over the past few days indicate that it will not be possible for the PSA to be a participant in a party that is satisfied with the offered 8,54 percent, and will have to distance itself from negotiations," Olivier

said in a statement released yesterday.

"Spontaneous, widespread labour unrest with a strong possibility of industrial action is smouldering among 305 000 public servants represented by 11 employee organisations, due to the deadlock reached between the State and these 11 organisations on salary negotiations," Olivier said.

In a newspaper interview earlier this week, Olivier said the protests were likely to be "symbolic and demonstrative in nature", as public servants are not legally allowed to strike.

The 11 organisations are meeting the Commission for Administration in Pretoria today and Friday for further negotiations. The public servants' representatives are demanding a general increase of 15,3 percent.

PUBLIC SECTOR STRIKE THREAT

By CLARE ROBERTSON

PUBLIC servants are threatening industrial action this Friday that could build up to "total resistance", affecting hospitals, government departments and the SA Defence Force.

The country's 412 000 public servants are outraged over protracted pay negotiations and "it is starting to get out of hand", said Mr Casper van Rensburg, a spokesman for the 11 employee bodies which have negotiated with the Commission for Administration since February 17.

Members of most of the employee bodies making up the Public Service Caucus are expected to fire their first salvo with industrial action on Friday, including protest marches.

They could move on to stayaways and "build up to total resistance", said Mr Van Rensburg.

More than 16 000 public servants are employed by the SADF. (354)

Rejected

In almost a month of negotiations the commission has moved from an original offer of 7,5 percent, in stages to the latest offer of 8,82 percent — the last stage being just 0,28 percent.

The offer was rejected.

"This is totally unrealistic," said Mr Van Rensburg. "The state as employer has abandoned its policy of paying public servants more or less market-related salaries."

He said public servants were left with little option but to embark on destabilisation and protest action.

"We have nearly spent ourselves substantiating our claims. They cannot be rejected as invalid."

The caucus, representing 305 000 public servants, is demanding a 15,3 percent salary increase, having dropped from its 31 percent demand when pay talks began.

The sides are to meet again on March 23, although Mr Hans Olivier of the Public Servants' Association predicted it was "quite possible there will be a breakdown in talks".

field

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SABC promises staff pay rise

ST Times 15/3/92 (354)

By CLAIRE ROBERTSON

AFTER a week of threatened wildcat strikes and a breakdown in pay talks, the SABC has told workers they are to get a pay increase this month.

In a letter handed to all staff as they left the Auckland Park headquarters in Johannesburg on Friday, group chief executive Wynand Harmse announced that the board had approved the rise, with amounts to be negotiated.

A demand by the Media Workers' Association of SA, with about 800 SABC members, for a R1500 across-the-board increase was rejected last month by the corporation, which offered between four and seven percent.

Mwasa declared a dis-

pute over this and related issues, and the matter was referred to the Department of Manpower for conciliation proceedings.

At this, talk of a wildcat strike flared among Mwasa members, and it was reported that television and radio services faced a blackout over the crucial referendum and budget days this week. The union denied any involvement.

Now Mwasa and management are to hold an urgent meeting tomorrow at the union's request.

"There was no strike planned in the first place," said shop steward Vincent Mfundisi.

He said further action after tomorrow's meeting would depend on the mood of the workers.

Pay triggers public service stayaway threat

Pretoria Correspondent

The spectre of a public service stayaway is looming after 11 employee organisations representing public servants rejected the State's latest pay increase offer.

Ten of the 11 organisations have agreed in principle to a stayaway on Friday, says a statement by the Public Service Caucus.

The remaining organisation, the Public Servants' Association (PSA), has decided to refer the question of protest action back to its branches for consultation.

During negotiations last week, the Commission for Administration raised its initial offer of 8,54 percent by 0,28 percent to an 8,82 percent general salary increase

with effect from July 1.

This was unanimously rejected by the public servants' organisations, which remain committed to their demand of a 15,3 percent general increase.

The commission has given the employee organisations, representing 305 000 public servants four options:

- A general salary increase of 8,82 percent

with effect from July 1.

- A general increase of 8,5 percent with effect from July 1, plus an adjustment of the salary key scale by deleting the lowest two notches, which will improve the lowest notch to R7 962, and a special grant of R1 million to improve the condition of ambulance officers.
- A general increase of 9,9 percent with effect

from August 1.

- A general increase of 9,5 percent with effect from August 1, plus deletion of the lowest two salary notches to improve the lowest notch to R8 037, and a special R1 million grant to improve the conditions of ambulance officers.

As the deadlock remained unresolved, 10 of the organisations agreed to the stayaway on Friday, while the 90 000 strong PSA decided to refer the issue to its branches.

Negotiations resume next Monday.

Civil servants plan go-slows over pay

16/3/92
GERALD REILLY 354

PRETORIA — More than 300 000 public servants are set to take industrial action this week for the first time in decades.

This follows their rejection of an improved government pay offer.

The Commission for Administration on Friday increased its wage increase offer from 8,45% to 9,9%, with the proviso that it be effective from August and not July as previously suggested. The 11 staff associations and unions involved in the negotiations are demanding a 15,3% increase.

The showdown came after veiled threats that hundreds of thousands of white workers would vote "no" in the referendum because of the pay impasse.

Negotiations broke down completely on Friday last week. A member of the employees' caucus said workers would embark on "soft industrial action" on Friday. This was likely to include go-slows, work-to-rule and absenteeism.

Staff representatives and the commission will meet again on March 23. Industrial action was likely to continue if government refused to budge, a source said.

A Public Servants' Association (PSA) spokesman said the Public Service Act "effectively emasculates" government workers' ability to fight an unacceptable pay rate as they were not allowed to enter arbitration or go on strike.

Legislation was, however, expected to go through Parliament this session to grant government workers new rights.

76/11/13/92

Public servants protest (354)

PUBLIC Service Association (PSA) members would not formally take part in protest actions by civil servants tomorrow but could spontaneously demonstrate in other ways such as organising protest meetings, suspending overtime service and making full use of teatime and lunch hours, PSA GM Hans Olivier said. He said the PSA demanded more than an 8,82% general salary adjustment. (354)

Public servants polled on salary strike action

PRETORIA — Public service staff associations and trade unions are polling their members to find out whether they support what would be an illegal strike.

Our correspondent reports from Durban that 10 of the 11 employee organisations have agreed in principle to stage a one-day stayaway on March 20 in a bid to compel government to give in to their salary demands.

Branches are being asked whether they back "hard" or "soft" industrial action as a protest against government's latest pay increase offer.

Protests against the offer — increased to 9,9% from 8,45% at pay talks between the 11 organisations and the Commission for Administration — will start on Friday.

The employee groups are planning various actions, including go-slows and public protests.

If the workers choose the hard option, widespread disruption of services could result, a spokesman for the associations' caucus said.

The hard option is a strike and the soft would include stayaways, absenteeism and working to rule.

One of the associations involved is the Public Servants' Association which has branches in every state department. Others are the Health Workers Union, the Hospital Personnel Association, the Institute of Public Service, the Public Servants' League, the Public Service Union and the SA Nursing Association.

The spokesman said although the Public Service Act outlawed strikes and service disruptions, the associations felt the collective bargaining process had to include this option "otherwise we are helpless".

6/Day 17/3/92
GERALD REILLY



SABC workers gather outside the corporation's Auckland Park, Johannesburg, offices, after downing tools yesterday. Pic: LEN KUMALO.

Radio stations off air during strike

So wetan 18/3/92

A WILDCAT strike by mainly black SABC workers around the country affected four radio services yesterday before it was called off in the afternoon, pending further pay talks.

The Media Workers Association of SA said about 1 300 workers were involved, but the strike was spreading and up to 3 000 members were expected to join, ranging from labourers to programme presenters.

Workers in Johannesburg, Cape Town, Port Elizabeth, Pietersburg and Bloemfontein had joined in, said the union.

The SABC gave no figures but said the Sotho, Venda, Tsonga and Lebowa services had been affected. Mwasu said Radio Xhosa was off the air and only taped music was being played.

Vincent Mfundisi, a Mwasu national co-ordinator said the stoppage happened after Mwasu demanded a R1 500 across the board increase, and management offered 7 percent.

The strike began spontaneously after Mwasu officials reported to members about Monday's pay talks with

management and about 500 Auckland Park employees staged a spirited sit-in on the lawn from lunchtime.

"They have lost patience," said Mfundisi. "We have had no increase for 18 months and have been in these negotiations since last October."

The SABC said: "Salary negotiations, which began on Friday last week after the SABC board gave certain mandates to management regarding salary increases, are continuing."

The corporation said the strike was "political", but Mwasu denied this and said it was purely connected to wage negotiations.

Some whites joined the strike, sitting near posters reading "Referendum yes, 7 no".

Workers demanded SABC labour relations officer Christo Pretorius address them but he refused.

Mwasu official Tsidiso Ralitabo said pay talks would continue today and there would be a report-back to members at noon tomorrow.

Sowetan Correspondent

Public servants polled over strike

Staff Reporter

STATC
18/3/92

354

Large-scale industrial action in the public service is unlikely this week despite the threat by most staff organisations to mount disruptive action to back members' pay demands, according to union sources.

Public servants across the country are being polled by their organisations to see if they support an in-principle decision by 10 out of 11 unions to call a stayaway on Friday.

The decision was taken after the failure of a third round of talks to resolve a wage deadlock between the staff organisations and the Commission for Public Administration (CPA).

Although a decision to stay away was taken by the Public

Service Caucus (PSC), a front of the public service staff groups, it is understood that not all unions or associations would take part in a stayaway.

For instance, the largest union, the 90 000-member Public Servants Association (PSA), is thought unlikely to embark on any action on Friday, because of problems with the logistics of balloting members. A PSA source said yesterday that even if balloting was completed by Friday, and showed support for industrial action, a final decision would depend on the outcome of further talks with the CPA on Monday.

The PSC is demanding an increase of 15.3 percent, against a CPA offer of 8.82 percent.

812ay 18/3/92

Strike not definite

A SPOKESMAN for the caucus of the 11 public servants' associations involved in pay talks with government said in Pretoria yesterday he knew of no organisations which had definitely opted to strike over government's latest 9.9% pay offer, as was reported yesterday. The Public Service Act prohibits civil servants from striking.

354

Deadlock over SABC wage talks

STAR 19/3/92
SABC management and disen-
chanted black employees have
reached a deadlock in wage ne-
gotiations, according to a
spokesman for the Media Work-
ers' Association of SA.

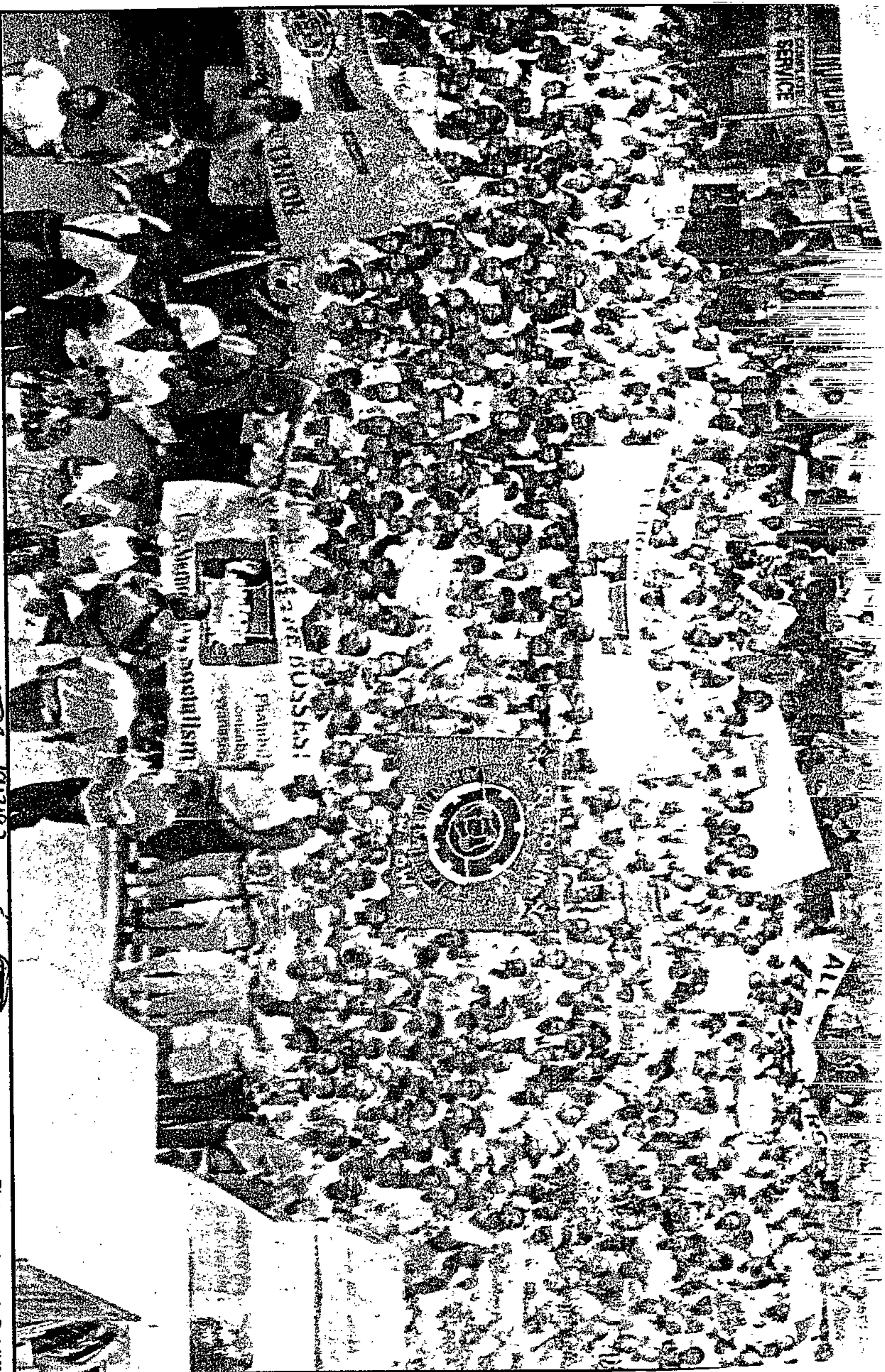
Mwasa national organiser
Vincent Mfundisi said union
leaders were yesterday talking
to SABC director general Wyn-
and Harmse, after an earlier
meeting with the corporation's
labour relations officer had not
brought the desired results.

"If those talks are not fruit-
ful, we'll demand to speak to
(Home Affairs Minister) Gene
Louw."

Black staffers, including la-
bourers, journalists, producers
and studio crews, are demand-
ing a R1 500 per month across-
the-board increase, opposed to
management's offer of a 7 per-
cent hike.

Mwasa earlier called off a
wild-cat strike in the wake of
the wage negotiations.

Mr Mfundisi said Mwasa Jo-
hannesburg representatives
were due to stage a sit-in out-
side Mr Harmse's office yes-
terday. — Sapa.



People jam . . . protest marchers fill the streets in central Johannesburg.

STAR 19/3/92

Picture: Jacob Rykloff

Own Correspondent

CAPE TOWN — Retrenchment packages for civil servants, including teachers, are estimated to cost R250 million this year.

The wage bill of the public service will rise by R2,283 billion this year, according to Government estimates of

Public service wage bill up 2,2-bn

expenditure.

This spending will also cover the last phase of the programme to give male and female teachers equal pay.

Barend du Plessis disclosed that another R2 billion would be

spent on topping up civil service pension funds which showed "a substantial actuarial shortfall". Last year R1 billion was spent on topping up pension funds.

Mr du Plessis said employer

contributions would have to increase to fund the pension funds fully, and this year R578 million would be spent.

Civil pensioners are to get a minimum increase of R30 a month, the increases depending on length of service.

Military pensions are to be calculated by a new system based on average salary with allowances for loss of earning power. Pensions will also be raised by 5 percent. These changes, to apply from April 1, will cost R22 million this year.

R2-bn for pension fund welcomed

STAR 19/3/92 (354)

By Michael Sparks

There was not much in the Budget to keep public servants happy, Public Servants Association head Hans Olivier said last night.

Only two aspects of the Budget directly affect public servants — and only after they had stopped working, he said.

"We really welcome the decision to top up the pension fund by R2 billion since many of our members want the pension fund privatised.

"This will help bring the fund back in line with where it should be," he said, referring to money the Government had taken out of the fund for various projects.

Mr Olivier added he was also pleased by the R30 minimum monthly increase for civil pensioners, with the actual increase depending on years of service.

"There is no provision for support from the fund to increase, so this will provide some welcome relief and we greatly appreciate it.

However, we would obviously like to see some provision made which would take inflation into consideration."

Mr Olivier added that the nearly R2,3 billion announced as an increase in the total wage bill was all but irrelevant as it stood.

"It means nothing. That money will go on promotions, grade increases and possibly the creation of new posts, especially in the police."

Wage negotiations are currently stagnant with the latest offer from Government at 8,82 percent, while the association demands a 15,3 percent increase, including improved housing subsidies and other benefits.

Mr Olivier added it was then up to the asso-

ciation to divide the funds and decide how much would be spent only on wage increases.

Mr Olivier said his organisation's 90 000 members were currently deciding on what, if any, action they should take regarding wage negotiations.

Teachers Federal Council head Allan Powell said the Budget did not contain enough detail about the R2 billion allocated improving service conditions for teachers.

The TFC had advised the Government that improvements in salaries should at least take note of increases in the inflation rate. The Budget did not contain detail on this point, only a lump sum, and negotiations would continue on salary increases, he said.

The TFC supported moves to achieve equity in educational spending between the various departments, he said.

Dr Malcom Verter, President of the South Africa Teachers' Association, said SATA did not welcome teacher retrenchments, but the body had always supported moves toward equity in the provision of education.

University of Cape Town registrar Hugh Amore said the new Budget maintained existing university subsidy levels. This penalised the institutions as inflation had caught up with their state provisions.

All universities had been hit by this and had had to increase tuition fees. If the allocation to universities did not increase in the next budget further fee increases would follow, he said.

The Government was continuing to shift the burden of paying for university education from the tax payer to the fee payer.

PSA 'cannot take part in stayaway' (3S4)

Staff Reporter

STAT
19/3/92

The threat of widespread disruption in the public service tomorrow receded further yesterday when the biggest public sector union, the Public Servants' Association (PSA), dissociated itself from a mooted stayaway.

Announcing the decision, PSA general manager Hans Olivier said the PSA, with 90 000 mem-

bers, was in the process of consulting members on the kind of action they would take should talks with the Commission for Administration break down.

"It is therefore not possible for the PSA to formally take part in protest actions on (Friday) ... (but) it is quite possible that branches or groups of members could in the meantime spontaneously demonstrate their frustrations in various ways," said Mr Olivier.

(192) Actions that members might participate in included protest meetings and working to rule.

The PSA had "to take into account that a deadlock has not yet been reached".

The PSA announcement follows a weekend decision by 10 other public service employee organisations to urge members to embark on industrial action tomorrow to back their demand of a 15,3 percent pay rise. The CFA is offering 8,82 percent.

all adjustments to existing service benefits are subject to inclusion in the improvement plan for service conditions which is, on the basis of the availability of funds, negotiated annually with recognized personnel and trade associations.

- (2) no;
(3) no;
(4) falls away.

Reply substituting reply to Question No 102 on 12 March 1992, put by Mr L Fuchs (col 377):

Trade unions: legislation

102. Mr L FUCHS asked the Minister of Manpower:

- (1) Whether it is envisaged to introduce legislation to make trade unions vicariously liable for the acts of their members; if not, why not; if so, when;

- (2) whether it is envisaged that the rules of the Industrial Court will be amended so as to allow costs orders to be given in certain circumstances; if not, why not; if so, when? B262E

The MINISTER OF MANPOWER:

- (1) No. The common law situation applies as supplemented by section 79 of the Labour Relations Act, Act 28 of 1956.

- (2) No. The powers of the Industrial Court to grant cost orders in specific circumstances are governed by sections 17(12(a) and 43(4)(c) of the Labour Relations Act, 1956.

Own Affairs:

Theft from departmental hospitals

32. Mr M J ELLIS asked the Minister of Health Services and Welfare:

- (1) Whether any instances of theft of supplies and equipment other than medicines from hospitals under the control of her Department occurred during the course of 1991; if so, (a) what supplies and equipment form the bulk of these thefts, (b) at which hospitals in each province did these thefts occur and (c) what is the value of the supplies and equipment stolen;

HOUSE OF ASSEMBLY

- (2) whether her Department is investigating the theft of such supplies and equipment; if not, why not; if so, with what result;
- (3) whether she will make a statement on the matter? B312E

The MINISTER OF HEALTH SERVICES AND WELFARE:

- (1) Yes.

- (a) Electrical equipment.

- (b) Transvaal:

Evander Hospital
Hendrik van der Bijl Hospital
J G Strijdom Hospital
Kempson Park Hospital
Oudekruis Memorial Hospital
Paardekraal Hospital
Phalaborwa Hospital
South Rand Hospital
Willem Cruywagen Hospital
Cape Provincial Administration:
Port Elizabeth Provincial Hospital
Natal:
Greys Hospital
Orange Free State:
None.

Departmental Mental Health Hospitals:
Witrand Hospital
Tara: die H Moross centre
Alexandra Hospital

- (c) R92 334

- (2) Yes, the South African Police are notified of all thefts. The success rate in terms of transgressors located and stolen property repossessed is, however, low.

- (3) No.

Patients turned away from hospitals

51. Mr M J ELLIS asked the Minister of Health Services and Welfare:

Whether, during the latest specified 12-month period for which information is available, any hospitals under her control turned patients away because they were members of a race group other than White; if so, (a) which hospitals and (b) for what reasons? B402E

The MINISTER OF HEALTH SERVICES AND WELFARE:

- (a) No

- (b) Not applicable.

INTERPELLATIONS UNDER NAME OF MEMBER

Buttows, Mr R M—

Own Affairs:

Education and Culture, 185, 436

Gerber, Mr A—

Own Affairs:

Education and Culture, 291

Haswell, Mr R F—

General Affairs:

Law and Order, 272

Langley, Mr T—

General Affairs:

National Intelligence Service, 1

Leon, Mr A J—

General Affairs:

Law and Order, 129

Le Roux, Mr F J—

General Affairs:

Foreign Affairs, 123

Momberg, Mr J H—

General Affairs:

Mineral and Energy Affairs, 7

Paulus, Mr P J—

General Affairs:

National Health, 267

Pienaar, Mr C H—

Own Affairs:

Agricultural Development, 33

Rajab, Mr M—

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Rajbansi, Mr A—

Own Affairs:

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Van der Merwe, Mr H D K—

General Affairs:

Constitutional Development, 399

Van Eck, Mr J—

General Affairs:

Law and Order, 405

491	THURSDAY, 19 MARCH 1992	492
<i>Heuser</i>	<i>Heuser</i>	
Ikopo	1	
Kokstad	2	1
New Hanover	2	2
Pietermaritzburg Med. A	19	2
Sevontein	21	12
Estcourt	1	
Kranskop	1	1
Port Shepstone	1	1
Total	48	20
<i>Pollsmoor Prison Command</i>		
Pollsmoor Max.	2	3
Pollsmoor Med. A	1	14
Pollsmoor Med. B	2	1
Total	3	18
<i>Port Elizabeth Prison Command</i>		
Craddock	2	2
Graaff-Reinet	1	1
Grahamstown	1	1
Genl. J C Steyn	1	1
Patensie	2	1
Port Elizabeth Male	3	3
Somerset East	1	1
St Albans Med. A	1	1
St Albans Med. B	10	4
St Albans Max.	2	2
Total	23	17
<i>Pretoria Prison Command</i>		
Brits	3	
Losperfontein	21	7
Pretoria Central	4	2
Pretoria Local	23	2
Voortrekkerhoogte	12	1
Walvis Bay	1	1
Total	64	13
<i>Robben Island Prison Command</i>		
Robben Island Med.	1	1
Total	1	1
<i>Victor Verster Prison Command</i>		
Bien Donne	2	1
Victor Verster Med. B	3	2
Victor Verster Med. A	6	5
Total	11	8
<i>Witbank Prison Command</i>		
Carolina	1	
HOUSE OF ASSEMBLY		

493	THURSDAY, 19 MARCH 1992	494
<i>Heuser</i>	<i>Heuser</i>	
Middelburg (TVI)	1	1
Witbank Male	0	4
Total	0	6
<i>Worcester Prison Command</i>		
Buffeljagrivier	1	1
Calvinia	2	2
Obiqua	1	1
Robertson	1	1
Springbok	4	3
Warmbokveld	1	1
Worcester Male	11	10
Total	0	0
<i>Zonderwater Prison Command</i>		
Zonderwater Med. B	0	3
Total	0	0
Public Service: parity	354	
138. Miss M SMUTS asked the Minister for Administration and Tourism:		
(1) Whether parity has been achieved in the service dispensation of male and female workers in the Public Service in regard to (a) the house owner allowance scheme (b) the 100 per cent housing loan scheme and (c) pension benefits; if not, why not;		
(2) whether the Commission for Administration commissioned the Human Sciences Research Council to investigate this matter; if so, when;		
(3) whether this council has submitted a report on the matter; if so,		
(4) whether this report has been or will be made public; if not, why not; if so, when?		
B348E		
THE MINISTER FOR ADMINISTRATION AND TOURISM:		
(1) (a), (b) and (c). Parity has been achieved except that—		
(a) a house owner allowance is payable to married female personnel only if they are breadwinners due to their husbands being permanently medically unfit to obtain paid employment.		
(b) the same condition with regard to being the bread-winner as referred to in (a) above, also applies to married		
female personnel who wish to participate in the 100% housing loan scheme; and		
(c) in the case of the Government Service Pension Fund male members contribute to the Fund at the rate of 8% of their pensionable emoluments and female members at the rate of 6% of their pensionable emoluments. The reason for the higher contribution in the case of male members is to provide for a widow's pension. As a result of the difference in membership contributions to the Fund, female members who retire prior to having 10 years pensionable service to their credit, are paid a gratuity calculated at 11 1/2% of their final salary. In the case of a male member the gratuity is calculated at 15 1/2% of his final salary. Provision also exists in terms of which a gratuity may be paid to a female member who resigns from the service to marry;		
as regards 1 (a) above the cost implications prohibit the payment of an allowance to all personnel and consequently consideration has been given mainly to the areas where the need for assistance is the greatest. The need for assistance is undeniably the greatest amongst the breadwinners of families who, under common law, is normally the husband;		
HOUSE OF ASSEMBLY		

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ublished.

BETWEEN 1980 AND 1981 student numbers had increased, but since last year the figures had fallen.

University of Cape Town first-year figures were also down — by 4,4%.

had almost doubled. "There are programmes here that black students prefer, and we offer a lot of African languages," he said.

Mwasa calls off wage strike at SABC

THE Media Workers' Association of SA (Mwasa) yesterday called off a wage strike by 1 300 black SABC employees, shortly before pay negotiations were due to begin.

The strike by black labourers, journalists, producers, artists, cameramen and studio crews was called on Tuesday to support a demand for a

R1 500 a month across-the-board annual increase after management offered 7%.

An SABC media spokesman confirmed that striking employees had returned to work.

Talks between Mwasa and SABC labour relations officer Christo Pretorius began yesterday. — Sapa.

Ban lifted on writings by Buthelezi

WRITINGS by Inkatha president Mangosuthu Buthelezi have been unbanned 16 years after they were published.

According to a recent Government Gazette, the first issue of the first volume of the magazine Inkatha, written by Buthelezi, is no longer undesirable.

The gazette lists the author of the publication, which was produced in 1976, as one "Mntwana Mangosuthu Buthelezi". Inkatha leaders have been un-

able to shed light on the publication's content or say why it had been banned.

The gazette also unbanned the ANC's In Defence of the African Image and Heritage.

The unbanned list includes a feast of Marxist memorabilia, including titles from the former Soviet Union such as The Problems of Building Socialism and the old classic, The ABC of Communism by

Nikolay Bukharin.

Black consciousness leaders Steve Biko and Barney Pityana's writings in the SA Student Organisation's newsletter of 1973 and the selected speeches of Malcolm X are now also (officially) undesirable.

A pamphlet by the Natal Indian Congress, the only ethnic organisation among the ranks of the ANC-aligned Where Are We Going? has also been unbanned.

Despite all the glastnost Frank Mayville's The Joys of Oral Sex and Erin Caine's Amazons were both declared undesirable, as was a Brief History of the Revolutionary Activities of Comrade Kim Il Sung, once required reading in Khmer Rouge re-education camps.

*"Give a man a fish
and he profits but a single dish:
Teach him the art of rod and reel
and he'll never lack a meal."*

Public servants rebel

20/3 - 26/3/92

354

20/3

going to be "extremely difficult". He believed the offers negotiators have been mandated to table by Transnet management are "well below the expectations of workers".

In addition to the referendum, the Budget and escalating violence, the government this week faced a revolt from public servants, up to now one of its most loyal constituencies.

And all indicators point to wage negotiations in the semi-state sectors being just as arduous this year.

Eleven employee organisations, under the umbrella of the Public Service Caucus and representing 305 000 public servants, this week threatened industrial action if the government did not improve its salary offer.

Public servants are considering go-slows, public protests, stayaways and a general strike.

Increases in the past two years have not been market-related and have not taken account of inflation, says Public Servants' Association (PSA) general manager Jan Olivier.

The presence of the National Education, Health and Allied Workers' Union

(Nehawu) in the caucus is believed to have played a major part in the militant stand of the previously quiescent public service.

The negotiations see the Congress of South African Trade Unions-affiliated Nehawu and the non-aligned Health Workers' Union table joint demands with the other public service unions and associations, most of which are organised along racial lines.

They first presented a united front for a new labour deal in negotiations last year.

In the past month's tough talks, the Commission for Administration (the employer body) has increased its initial offer by a miniscule 0,28 percent, to 8,54 percent.

Employees are adamant that a 15,3 per-

Public service workers — until now fairly restrained in labour affairs — are becoming more militant in their demands, reports

FERIAL HAFFAJEE

cent pay rise will be the lowest acceptable. Public service salaries fall short of inflation by between 18,2 percent and 41,5 percent, while they lag behind private sector salaries by between 24,2 percent and 34,6 percent.

The caucus said in a statement: "Minimum salaries are far below all respectable poverty datum line calculations."

In 1990, public servants were awarded a

10 percent non-pensionable allowance and only received increases of between six and 16 percent last year.

This week a PSA representative backed tracked on the protest action to have taken place today, saying the body would need longer to organise its members nationally.

He added that such action was not strategically clever because negotiations are set to continue on Monday.

The caucus, however, was "not optimistic that a mutually satisfactory settlement can be reached" during the fourth round of negotiations next week.

The Commission said it would not comment until negotiations were completed.

Meanwhile, Transnet's Vic van Vuuren predicted that this year's wage round was

He was adamant that transport workers should not expect double digit increases and said that if the union was inflexible, then Transnet would have to retrench.

The South African Railways Harbours and Allied Workers' Union (Sarthwu) and the white Federation of Unions of Transnet are planning to table joint wage demands with Transnet when negotiations start at the end of April.

They will iron out their demands in a meeting today.

Sarthwu's more adversarial negotiating style and its growing white membership, has influenced the conservative unions in the federation and seems set to do the same in this wage round.

Sarthwu assistant general secretary Tshibiso Moshao said the union would again table a demand of a R1 500 minimum wage — the present minimum is R788. "But we will bear in mind the state of the economy," he added.

The monthly wage for the lowest-paid worker in the public service is only R538 a month. By contrast, Transnet workers get R900 a month, and Post Office and Telkom workers get R851 a month. The largest municipalities also pay considerably more than the public service.

The Post and Telecommunications Workers' Association tabled its initial demands with management this week.

Legal prohibitions on strikes by nurses have been removed with the promulgation of the Nursing Amendment Act.

This means nurses participating in, or inciting a strike will no longer be criminally liable.

Mwasa seeks support

WORKERS at the SABC yesterday asked the ANC and the PAC to lend a muscle in their fight for better pay at the corporation.

Both organisations have backed the workers, whose nine negotiators staged a brief sit-in at the corporation's Auckland Park headquarters on Wednesday night.

The administrative secretary of the Media Workers of South Africa, Mr Themba Hlatshwayo, said the SABC had increased its offer from 7 percent to 11 percent.

But this was rejected during 15 hours of talks over two days.

Hlatshwayo said the offer was rejected because it did not "even match the inflation rate".

He said the union had reduced its demand from R1 500 across the board to a 30 percent average increase, with the a maximum increase of R1 200, and minimum wages up from R935 to R1 500.

A conciliation board hearing had been set for March 27, and Mwasa had agreed to abide by the "letter and spirit" of its recognition agreement with the SABC, Hlatshwayo said.

Sowetan Correspondent.

FREE

Stayaway threatened by civil servants

Staff Reporters

STAR
20/3/92

Up to 199 000 civil servants today may stage an unprecedented countrywide stayaway after a deadlock in salary negotiations with the Commission for Administration.

Public Servants' League (PSL) spokesman Neville Petersen said eight public service staff associations were taking part in the protest action. Individual organisations could, however, decide what form their protest action would take.

The 11 unions representing civil servants demand a 15,3 percent increase, against an offer of 8,82 percent.

Mr Petersen said the following organisations would take part in the protest: the Hospital Personnel Association of SA, the Health Workers' Union, the Institute for Public Servants, the National Education Health and Allied Workers' Union, the Natal Provincial Staff Association, the Public Service Artisan and Allied Workers' Association, the Public Servants League and the Public Service Union.

Some associations may not stage a stayaway, but plan to hold placard demonstrations during lunch and tea breaks.

Mr Petersen said the "predominantly white" Public Servants Association (PSA) and the South African Nursing Association had refused to take part in the protest action.

The Transvaal Provincial Administration yesterday appealed to employees not to engage in disruptive action.

SABC workers ask ANC, PAC for help

By Peter Wellman

SABC media workers yesterday asked the ANC and Pan-Africanist Congress to lend extra muscle to their pay demands after rejecting an average 11 percent pay rise.

Both organisations have backed the workers, whose nine negotiators staged a brief sit-in at the Auckland Park headquarters on Wednesday night.

The administrative secretary of the Media Workers Association of SA (Mwasa), Themba Hlatshwayo, said the

offer, increased from 7 percent, was made during 15 hours of talks over two days, but "did not even match the inflation rate". Poor performers were now offered 7 percent, with a 13 percent limit, he said.

Mwasa had reduced its demand from R1 500 across the board to a 30 percent average increase, with the maximum increase of R1 200, and minimum wages up from R935 to R1 500.

A conciliation board hearing had been set for March 27, he said. There would be a meeting the day before, when a day's pay for an illegal strike by about 1 300 SABC workers on Tuesday would be negotiated, Mr Hlatshwayo said.

ANC spokesman Gill Marcus said: "We have had discussions with Mwasa, and are meeting them again. We are obviously sympathetic to their position."

The PAC confirmed an approach from Mwasa, and spokesman Carter Seleka said: "We supported their strike earlier this week and will give them all necessary support."

STAR 20/3/92

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Public servants plan mass protest today

CAPE TOWN — The Public Service League of SA has announced a mass stayaway and demonstration meetings by about 50 000 public servants countrywide today.

League GM Bernard Wentzel said in a statement the action was to demonstrate "utter rejection" of government's proposed 8,82% general salary increase from July 1.

The league was demanding 15,3% and a minimum salary of not less than R850 a month.

"The Commission for Administration, as employer, is always using the public servant to address its supposedly critical financial position," he said.

This was totally unacceptable and mass demonstration would underline the seriousness of public servants' frustrations.

Meanwhile, the SA Nursing Association has taken a firm stand on plans for stayaways and marches by nurses negotiating salary increases.

The Sana said the proposed actions could lead to disruptions of services and impaired patient care.

"The stand of the association is that nurses should not be placed in a position where they need to withhold their services from patients in order to exert pressure on the employer to obtain better conditions of service."

The 20 000-member Institute for

Public Servants will not participate in the stayaway.

Institute president Solomon Matseke said all members of his organisation rendered essential services.

He said the institute would register rejection of the proposed 8,5% increase by staging voluntary lunch-hour pickets.

He said negotiations with the Commission of Administration would continue until consensus was reached on a 15% across-the-board increase.

The Transvaal Provincial Administration appealed yesterday to its officials to refrain from participating in stayaway and protest actions. — Sapa.

Public service needs industrial muscle

354
23/3/92
STAR 23/3/92

The Government has failed to provide a sound industrial relations mechanism for its own employees, writes MIKE SILUMA.

THE threatened nationwide disruptions, and a stayaway by public servants last week, have focused attention on an anachronism of the labour relations scene in South Africa: the lack of a proper collective bargaining system for the country's several hundred thousand-strong army of public servants.

After three rounds of negotiations with the Commission for Administration (CFA), which saw the CFA raising its original wage increase offer by a mere 0,28 percent to 8,82 percent, the Public Servants Caucus (representing 11 staff associations and trade unions) rejected the CFA offer as it "in no way addressed the legitimate requirements of public servants".

Sticking to their demand of a 15,3 percent raise, 10 of the caucus's member groupings recommended industrial action to the 305 000 public servants affected by the talks. The action would include, in addition to lunchtime protests and marches, a stay-away on Friday.

According to the caucus, public servants' pay at present lagged behind that of their private-sector counterparts by as much as 34,6 percent in some cases. Public-sector minimum pay levels, the caucus complained, were "far below all respectable poverty datum line calculations".

In desperation, the caucus called on the Government to "ensure that a responsible approach is adopted (by the CFA) to these negotiations".

The source of the unions' frustrations lies in the ironic fact that the Government that gave South Africa the Wiehahn Commission (which marked an industrial relations milestone by bringing about the recognition of black unions in 1979) has not, 13 years later, established a sound industrial relations mechanism for its own employees in the public service.

Even the SA Nursing Association (Sana), which distanced itself from industrial action,

found it necessary to point out that "the fact that there is no provision in the negotiation forum for a dispute-resolution procedure could lead to exploitation by the employer".

Congress of SA Trade Unions spokesman Sipho Binda said: "Public-sector workers have no recourse to the Industrial Court and other channels to address their grievances, especially in the event of dismissals."

That the planned protest action was ineffectual was thanks to the relative weakness of the unions in this sector and the lack of a tradition of industrial action among the bigger, older associations, such as the 90 000-strong Public Servants Association. In some cases, such as Sana, participation in industrial action was precluded by strict ethical and disciplinary considerations.

This, however, should not detract from the fact that public servants, especially those rendering essential services such as nursing, should not have to rely on withholding their labour to ensure a decent wage and proper working conditions.

A hopeful sign is that the CFA seems to have finally come to the realisation that prohibiting industrial action will not be sufficient in itself to prevent disruptions to the public service.

The CFA is currently locked in discussions with the union caucus on the establishment of a collective bargaining forum and a dispute-resolution mechanism for the public sector in terms of a proposed Public Service Labour Relations Act.

If it is to succeed in normalising industrial relations in the public sector, the new law would have to ensure collective bargaining by recognising public servants' right to strike.

It would also have to provide for a form of conciliation board, similar to the ones used so successfully in the private sector. Where it prohibits strikes, the law would have to make a provision for compulsory arbitration, on matters such as pay and conditions, which would be binding on both the State and the employee groups.

In addition, the proposed law would have to give a much tighter definition of essential services, where employees would be precluded from taking industrial action. This would clarify the status of categories of State employees, such as nurses, teachers, the police, the army and prison warders.

Last week's debacle should highlight the need for the speeding up of the talks and the establishment of an acceptable industrial relations system for the sector. The wage talks are scheduled to resume today. □

NEWS IN BRIEF

Public servants protest

SOFT industrial action is expected by some of the 11 public service employee organisations today in protest against an "absurd" government pay increase offer of 8,82% from July 1. ~~(255)~~

Public Servants' Association deputy GM Cass van Rensburg says this may include absenteeism. ~~(354)~~ ~~(152)~~

TPA director-general Annea Cornelisson has appealed to TPA workers to refrain from stayaways or other protest actions.

18/09/92 23/3/92

Council workers protest wage cuts

Sowetan 25/3/92

Sowetan Correspondent

ALL black workers and officials of the Daveyton Council went on strike yesterday to protest against a reduction in salaries.

The striking workers threatened to bring all services rendered by the council, including grave digging, to a standstill if a white official who they claim unlawfully reduced salaries was not fired.

They claim town secre-

tary Mr HS Prinsloo reduced the salaries of staff members without consulting them.

Workers' representative Mr Paul Ntholeng said the staff had resolved at a meeting early yesterday they would continue the strike until Prinsloo was dismissed.

Ntholeng said after Prinsloo had reduced em-

ployees' salaries, an arbitrator found the actions to be unlawful.

He said the arbitrator was appointed by agreement between the council and the South African Association of Municipal Employees.

"Prinsloo was fined R4 320, which was to be deducted from his salary for 12 months.

"In the past our black staff members have been found guilty of various offences and have been dismissed without being given the option of a fine.

"Prinsloo is rude and discourteous and he must go," Ntholeng said.

The decision to stop services was not aimed at harming the community, but was the only way of resolving the matter.

Ntholeng said Prinsloo arrived at the council

premises on Monday accompanied by some councillors who "appeared to have been armed".

Yesterday Prinsloo arrived at the offices to find the entrance blocked by employees. He then left.

The workers carried placards which read: "Prinsloo go to Pietersburg, Prinsloo go to Oranje".

Neither Prinsloo nor town clerk, Mr TJ Erasmus, could be reached for comment yesterday.

354

~~354~~

STAR 25/3/92 (258)
Salary cuts start strike
(354)

Daveyton Town Council's black officials and municipal workers went on strike yesterday to protest against a reduction in salaries.

They threatened to bring all council services, including grave-digging, to a standstill unless a white official, whom they claimed had unlawfully reduced salaries, was fired.

They claimed town secretary H S Prinsloo had reduced their salaries without consultation.

Workers' representative Paul Ntholeng said after Mr Prinsloo had reduced salaries an arbitrator found

the town clerk's actions to be unlawful.

He said the arbitrator was appointed by agreement between the council and the SA Association of Municipal Employees.

"Mr Prinsloo was fined R4 320, which was to be deducted from his salary for 12 months.

"In the past our black staff members have been found guilty of offences and have been dismissed without the option of a fine."

Mr Prinsloo and town clerk, T J Erasmus, could not be reached for comment at the time of going to press. — East Rand Bureau.

Cash crisis for SAA

By ROGER MAKINGS

STIMES 29/3/92

CASH-STRAPPED first officers on SAA are having to borrow from their pilots' associations to make ends meet.

They have not had pay increases for nearly two years because of a drawn-out dispute over an offered 10 percent salary increase which they rejected.

This week some co-pilots on domestic and international routes warned "it is only a matter of time before financial worries begin to interfere with cockpit duties".

Pilots

offer to pay a 10 percent increase on salaries back-dated to May, 1991.

SAAPA has accepted the offer, but pilots say it won't solve what has become a major problem.

Many of the junior pilots are moonlighting at second jobs and some have had to sell their homes and move to cheaper accommodation.

"SAA prevents us from doing charter flights, so we are forced to take on any work we can find," said one young co-pilot.

He said the nature of their work demanded two cars in the home. "We cannot expect our working wives to fetch and take us to the airport at all times of the day or night, so we need two cars, which many of us cannot afford."

Another pilot in his mid-thirties said his total pay

package was R5 800 a month. "After deductions I take home R3 700. But because I have a big bond, I clear about R1 200 a month. Although it's forbidden, I do charter flights. I no longer care. I have to feed my family."

He added that he received a monthly overseas allowance of R1 000 which was used to pay household bills. A further £55 a day (in London) was spent on meals.

Asked why he didn't leave, the pilot said: "I've always wanted to fly for SAA and it's been a slog getting there. I don't want to leave, but I cannot afford to stay much longer."

He said pilots couldn't slam the cockpit door on their financial worries. "We take them with us wherever we fly. It's part of our baggage."

A Boeing 747 co-pilot, who has taken a SAAPA loan, clears about R3 300 after deductions from a basic of R5 200, which included his home loan. He said foreign cabin staff earned more than he did and, had he stayed in the SAAF, he would earn more.

Many of the junior pilots felt the disparity between a

leave, the pilot said: "I've always wanted to fly for SAA and it's been a slog getting there. I don't want to leave, but I cannot afford to stay much longer."

He said pilots couldn't slam the cockpit door on their financial worries. "We take them with us wherever we fly. It's part of our baggage."

A Boeing 747 co-pilot, who has taken a SAAPA loan, clears about R3 300 after deductions from a basic of R5 200, which included his home loan. He said foreign cabin staff earned more than he did and, had he stayed in the SAAF, he would earn more.

Many of the junior pilots felt the disparity between a

No pay increase for two years

ring of a flight, that they were tired because they had been flying privately to make extra money.

"In our 747-400s there are only two men in the cockpit. The co-pilot is vital and should be paid accordingly."

He said that whatever the pilots gained in their 1988 increases had been wiped out by inflation.

"Our working lives end in our 50s. Thereafter we're on our own."

He estimated he had about 12 years' service left with the airline and in that time all he had to look forward to was paying off a five-figure bank overdraft.

Meanwhile talks about 1992 increases which began this week have also collapsed.

SAA spokesman Leon Els said: "We don't discuss the salaries of employees in the media. There is a negotiating forum where management and employees discuss these matters."

Loss

The South African Airways Pilots' Association has lent about 50 junior first officers, with less than five years' service, amounts of up to R4 000 at 10 percent interest to help them pay bills until an 18-month-long salary dispute is settled.

Last week SAA, which recorded a loss of nearly R100-million last year, made an unconditional

Hannibal's return

Sunday Times Reporter: Los Angeles

ACTOR Anthony Hopkins is on the verge of signing a \$3.5-million (R17.5-million) deal to make a sequel to *Silence of the Lambs*.

Hopkins, in line for an Oscar for his performance as Hannibal "the Cannibal" Lecter in the movie, says he "can't wait" to get his teeth back into the role. He is almost certain to be joined by co-star Jodie Foster.

Talks

Meanwhile talks about 1992 increases which began this week have also collapsed.

SAA spokesman Leon Els said: "We don't discuss the salaries of employees in the media. There is a negotiating forum where management and employees discuss these matters."

State pensions to be privatised

S/ Times (Buss)

29/3/92

(Buss)

354

STATE pension funds will be privatised by the middle of the year in a drastic effort to stem a widening funds deficit, now estimated at R40-billion.

An independent board of trustees is to be set up to administer and manage the funds, which until now have been managed by the state.

The JSE and property markets stand to benefit, as a portion of the pension funds' huge cash flows — amounting to more than R9-billion a year — will find their way into property, shares, fixed-interest securities and other growth investments.

One of the main reasons for the massive deficit is the fact that funds may only invest in fixed-interest-bearing securities, with the result that investment returns have lagged inflation.

Deficit

According to a recently published auditor-general's report, in March 1991 the Government Services Pension Fund, which is the largest state pension fund, had R28,37-billion invested in government stock on which it received interest of R3,76-billion, a 13% return on investment.

In a 1988 valuation of the funds, a deficit of R23-billion was found.

Taxpayers have had to fund the shortfall through progressively higher Budget appropriations. In his recent Budget speech the Minister of Finance, Barend du Plessis, allocated R2-billion out of last year's Budget surplus of

By CIARAN RYAN

R3,093-billion to reducing the state pension fund deficit.

Laurie Korsten, chairman of the Korsten Committee, which was set up in March last year to look at ways of restructuring the funds, says the state pension funds will be brought into line with those of the private sector, which are governed by the Pension Funds Act of 1956.

"By the end of June the pension funds should be made totally autonomous and have total freedom of investment," he says.

Eskom and Transnet pension funds have operated independently of the state for several years. The Post Office and Telkom broke away in October 1991.

Mr Korsten says the fund managers will have to proceed cautiously so as not to disrupt the financial markets. "I doubt whether we will sell a single government stock. Properly to diversify the portfolio will take up to 10 years or longer."

Fund managers and stockbrokers contacted by Business Times said the privatisation of state pension funds will push prices higher in an already over-priced share market.

"When Telkom and Transnet started to invest in equities it had a noticeable effect on share prices," says one mining-house fund manager. "Portfolio managers entrusted with a portion of the state

pension fund money will feel obliged to show a quick return, so they will want to buy shares even at relatively high prices."

A stockbroker says that now the spate of rights issues — worth more than R5-billion — is over, institutional liquidity will start to build up, especially once state pension cash flows are added.

The manager of mineral economics at Goldfields, Barbara Day, says state pension funds may look for offmarket deals to accumulate sizeable parcels of shares and to save on brokerage.

Growth

According to the Reserve Bank, the total assets of the pension funds managed by the Public Investment Commissioners, of which the bulk is state pension funds, amounted to nearly R45-billion in December last year.

This compares with total assets of R30,2-billion in 1989 and R20,1-billion in 1987, reflecting the steep growth in the size of the civil service, public-sector wage increases and interest earned on investments.

The five funds represent 1,2-million members, of whom only 152 000 are pensioners receiving benefits. More than 400 employer bodies in the public sector contribute to the state pension funds.

Male pension-fund members contribute an average 8% and females 6% of their

monthly earnings to the fund, while the state contributes between 6,5% and 22% of the members' contributions — at taxpayers' expense.

Sanlam's former chief executive, the late Dr Andreas Wassenaar, repeatedly slammed the government for systematically plundering the state pension funds. No actuarial valuations were undertaken for almost 20 years.

One of the primary reasons for the massive deficit was the scheme whereby civil servants could "buy back" pensions to the age of 16 for a nominal amount.

Postal unions want the same rates for both

PAY talks at the Post Office have run into problems at the outset, says the largest postal trade union.

The Post Office and Telecommunications Workers Union (Potwa) wants the same rates for both Telkom SA and SA Post Office (Sapos) employees.

Telkom employs 68 000 workers and Sapos 22 000. Potwa general secretary Mlungisi Hlongwane says the two companies should be treated as one in negotiations, as the state is the shareholder of both.

Management has not commented on the talks but the difference in profitability between the companies is believed to be the reason why it wants negotiations for both to be separate.

Potwa demands a 20,3% pay increase if implementation is in July. If it is in April it wants it to be 16,2%.

For the lowest-grade workers the union wants a 30,7% raise plus the rate of increase for the other employees.

The minimum wage now is R850 a month.

Other demands include better pension benefits, medical aid and the restructuring of the grading system.

Elusive

The mainly African Potwa hoped to submit joint demands with two other unions, the (Coloured) Postal Employees Association of SA (Peasa) and the (Indian) SA Postal Telecommunications Association (Saptea).

Potwa held unity talks with the two unions last year but a merger of all three remains elusive.

Peasa and Saptea demand a R400 across-the-board increase plus 16% for the low-

est-grade workers.

Separate annual negotiations between the Commission for Administration (CFA) and 11 unions — covering the broad public service — continue this month.

The CFA offers a 8,54% pay increase and the employees want 15,3%.

The first major private-sector wage talks begin on Thursday.

Metal-industry employers and 12 trade unions in the industrial council hold talks in a tough economic climate — more than 6 000 jobs were lost in the first two months of this year.

The various unions want pay rises ranging from 14,4% to 42,6%.

Last year employers offered between 7% and 10,5% at the opening round. This year it is likely to be less than that.

By ADRIAN HERSCH

By MATHATHA
TSEDU

THE Media Workers Association of South Africa and the SABC have failed to reach agreement over the deadlocked wage talks that led to a one-day strike last month.

A conciliation board meeting held in Johannes-

SABC wages deadlock

800-1-111-1111 2 14 19 2

burg last Friday, chaired by deputy director of the Department of Manpower Mr Ron Kippen, ended in deadlock after both groups re-

stated their positions without agreement. The deadlock leaves mediation as the only option to be followed before ballot-

ing and a legal strike in terms of a recognition agreement between the union and the corporation. Mwasa is demanding a

30 percent across-the-board increase while the SABC has offered a minimum of seven percent, an average of 11 percent, with

a maximum increase of 13 percent. No date has been set for the mediation hearing but union sources said Kippen

had been approached to act as mediator. The sources said Kippen was expected to respond by today.

Mediator for SABC tiff

Sowetan 31/4/72 *(354/157)*
THE SABC and the Media Workers Association of SA have asked the Minister of Manpower to appoint a media-

tor to settle their pay dispute.

Both sides are sticking to their positions: the SABC has offered an increase ranging from seven percent to 13 percent, while Mwasa wants a 30 percent across-the-board increase with a maximum increase of R1 200 a month.

Mwasa also demands that minimum wages be increased from R950 to R1 500 a month.

RAADSKENNISGEWINGS**RAADSKENNISGEWING 53 VAN 1992**

WYSIGING VAN INDELING VAN PLAASLIKE OWERHEDE VOLGENS GRADE INGEVOLGE DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jacobus Venter, Waarnemende Sekretaris van die Raad op die Besoldiging en Diensvoordele van Stadsklerke handelende kragtens magtiging deur die gemelde Raad aan my verleen ingevolge artikel 8 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), wysig hierby Bylae A by Goewermentskennisgewing No. R. 1153 van 29 Mei 1987 soos volg:

(i) Met ingang van 1 Julie 1991:

1. Deur—

- (a) die woord "Gordonsbaai" waar dit in die kolom vir die Kaapprovinsie onder Graad 5 voorkom, te skrap; en
- (b) die woord "Gordonsbaai" na die woord "Gonubie" in die kolom vir die Kaapprovinsie onder Graad 6 in te voeg.

J. VENTER,

Waarnemende Sekretaris.

(3 April 1992)

RAADSKENNISGEWING 54 VAN 1992

UISLUITING VAN VOORDELE VAN DIE OMSKRYWING VAN "BEHUISINGSKEMA" IN DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jacobus Venter, Waarnemende Sekretaris van die Raad op Besoldiging en Diensvoordele van Stadsklerke, handelend kragtens magtiging deur die gemelde raad aan my verleen ingevolge artikel 2 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), en met instemming van die Kommissie vir Administrasie, kondig hiermee vir algemene kennisname aan dat Raadskennisgewing 3 van 1991 soos volg deur die ondertrepte byvoeging gewysig word:

"In daardie gevalle waar dienende werknemers van plaaslike owerhede se bestaande dienskontrakte of geldige indiensnemingskontrakte met werknemers van plaaslike owerhede aangegaan voor of op 31 Desember 1990 voorsiening gemaak het vir die betaling van subsidie op addisionele vaste kapitaaldelging (vrywillige bybetaling), soos gereël deur die algemene behuisingskemavasstelling wat op 31 Julie 1990 gegeld het, word sodanige voordeel vanaf 1 Augustus 1990 van die omskrywing van "behuising-skema" uitgesluit: Met dien verstande dat die ter sake werknemers—

- (a) se subsidie op addisionele vaste kapitaaldelging beperk word tot 50% van hulle basiese subsidie op verpligte kapitaaldelging; en

BOARD NOTICES**BOARD NOTICE 53 OF 1992**

AMENDMENT OF CLASSIFICATION OF LOCAL AUTHORITIES ACCORDING TO GRADES IN TERMS OF THE REMUNERATION OF TOWN CLERKS ACT, 1984

I, Jacobus Venter, Acting Secretary to the Board on Remuneration and Service Benefits of Town Clerks acting hereiñ by virtue of authority granted to me by the said Board in terms of section 8 (2) of the Remuneration of Town Clerks Act, 1984 (Act No. 115 of 1984) hereby amend Annexure A to Government Notice No. R. 1153 of 29 May 1987 as follows:

(i) Effective from 1 July 1991:

1. By—

- (a) the deletion of the word "Gordonsbaai" where it appears in the column for the Cape Province under Grade 5; and
- (b) the insertion of the word "Gordonsbaai" in the column for the Cape Province under Grade 6 after the word "Gonubie".

J. VENTER,

Acting Secretary.

(3 April 1992)

BOARD NOTICE 54 OF 1992

EXCLUSION OF BENEFITS FROM THE DEFINITION OF "HOUSING SCHEME" IN THE REMUNERATION OF TOWN CLERKS ACT, 1984 ~~353~~ 354

I, Jacobus Venter, Acting Secretary to the Board on Remuneration and Service Benefits of Town Clerks, duly authorised thereto by the said board in terms of section 2 (2) of the Remuneration of Town Clerks Act, 1984, (Act No. 115 of 1984) and with the concurrence of the Commission of Administration, hereby announce for general information that Board Notice 3 of 1991 be amended by the following underlined addition:

"In those cases where the service contracts of employees in the service of local authorities or valid employment contracts entered into with employees of local authorities on or before 31 December 1990 allow for a subsidy on additional fixed capital redemption (excess payment), as determined by the general housing scheme determination on 31 July 1990, such benefit is excluded from the definition of "Housing scheme" with effect from 1 August 1990: Provided that the—

- (a) subsidy on additional fixed capital redemption is limited to 50% of the basic subsidy on compulsory capital redemption of the employees concerned; and

(b) se basiese subsidie op verpligte kapitaaldelging steeds ooreenkomstig bogemelde vasstelling bereken word,
vir solank hulle verkies om kragtens hierdie uitsluiting behandel te word."

J. VENTER,

Waarnemende Sekretaris.

(3 April 1992)

RAADSSKENNISGEWING 55 VAN 1992

STADSRAAD VAN NELSPRUIT

STANDAARD VERKEERSVERORDENINGE: HEFFING OP OPENBARE VOERTUIG

Daar word hierby ingevolge artikel 88 (5) gelees met artikel 133 (1) (o) van die Padverkeerswet, 1989, bekendgemaak dat die Stadsraad van Nelspruit van voorneme is om sekere heffings op openbare voertuie te maak.

Afskrifte van die voorgestelde heffings sal vir 'n tydperk van veertien (14) dae vanaf datum van hierdie kennisgewing in die *Staatskoerant* gedurende gewone kantoorure by die kantoor van die Stadsekretaris, Burgersentrum, Nelstraat, Nelspruit, ter insae sal lê en enige persoon wat beswaar teen die voorgestelde heffings wil aanteken, moet dit skriftelik by die Stadsklerk indien binne veertien (14) dae na datum van publikasie van hierdie kennisgewing in die *Staatskoerant*.

D. W. VAN ROOYEN,

Stadsklerk.

Burgersentrum
Nelstraat
NELSPRUIT
1200.

27 Maart 1992.

(Kennisgewing No. 22/92)

(3 April 1992)

RAADSKENNISGEWING 56 VAN 1992

STADSRAAD VAN SPRINGS

HERROEPING: VERORDENINGE OP DIE AANHOU VAN BYE

Die Stadsklerk van Springs herroep hierby ingevolge artikel 101 van die Ordonnansie op Plaaslike Bestuur, 1939, die Verordeninge hiervan uiteengesit, welke herroeping deur die Raad ingevolge artikel 96 van voornoemde Ordonnansie goedgekeur is:

Die Verordeninge op die Aanhou van Bye afgekondig onder Administrateurskennisgewing 657 van 20 Desember 1933.

H. A. DU PLESSIS,

Stadsklerk.

Burgersentrum
SPRINGS

19 Maart 1992.

(Kennisgewing No. 33/1992)

(3 April 1992)

(b) basic subsidy on compulsory capital redemption is still calculated according to the above-mentioned determination, ~~(252)~~ (354)
for as long as such employees may choose to be dealt with in accordance with this exclusion."

J. VENTER,

Acting Secretary.

(3 April 1992)

BOARD NOTICE 55 OF 1992

TOWN COUNCIL OF NELSPRUIT

STANDARD TRAFFIC BY-LAWS: LEVIES ON PUBLIC VEHICLES

Notice is hereby given in terms of section 88 (5) read with section 133 (1) (o) of the Road Traffic Act, 1989, as amended, that the Town Council of Nelspruit intends to put a levy on public vehicles.

Copies of the proposed levies will be open for inspection during normal office hours at the office of the Town Secretary, Civic Centre, Nel Street, Nelspruit, for a period of fourteen (14) days from the date of publication of this notice in the *Government Gazette*. Any person who desires to lodge an objection to the proposed levies must do so, in writing, to the Town Clerk within fourteen (14) days from the date of publication of this notice in the *Government Gazette*.

D. W. VAN ROOYEN,

Town Clerk.

Civic Centre
Nel Street
NELSPRUIT
1200.

27 March 1992.

(Notice No. 22/92)

(3 April 1992)

BOARD NOTICE 56 OF 1992

TOWN COUNCIL OF SPRINGS

REVOCATION OF BEEKEEPING BY-LAWS

The Town Clerk of Springs hereby, in terms of section 101 of the Local Government Ordinance, 1939, revokes the By-Laws set forth hereinafter, which revocation has been approved by the Council in terms of section 96 of the said Ordinance:

The Beekeeping By-Laws published under Administrator's Notice 657 of 20 December 1933.

H. A. DU PLESSIS,

Town Clerk.

Civic Centre
SPRINGS

19 March 1992.

(Notice No. 33/1992)

(3 April 1992)

STAR 3/4/92

Mediator wanted for media dispute

The SABC and the Media Workers Association of SA (Mwasa) have asked the Minister of Manpower to appoint a mediator to settle their pay dispute. (354)

The SABC has offered an increase ranging from 7 percent to 13 percent ceiling, while Mwasa wants a 30 percent across the board increase including a minimum wage increase from R950 to R1 500 a month. — Staff Reporter (354)

Unabated growth of bloated bureaucracy

THE country's massive bureaucracy continues to expand in numbers employed and in the cost to taxpayers, according to Central Statistical Service figures released yesterday.

The public sector's pay bill — which includes Transnet, the Post Office and Telkom — will soar to almost R50bn for the sectors' 1,6-million workers in the next 12 months.

In the last quarter of last year their pay amounted to R11,9bn — R1,7bn up on the figure for October to December 1990.

Increases for virtually all public sector workers are now again in the pipeline.

Central government general affairs employees increased by 16 361 to 373 446 at end-December, compared with December 1990.

Their earnings for the last quarter increased by R340,4m to R2,6bn compared with the same quarter the year before.

The number of bureaucrats in own affairs departments also rose by more than 2 000 to 190 523. Their pay jumped by R287,5m for the quarter to R1,560bn.

However provincial administration workers decreased by 594 to 228 491, but their total pay increased from R1,044bn to R1,141bn for the quarter.

But it is in the self-governing territories where bureaucracy is expanding the fastest.

There the numbers increased by 16 568 to a total of 209 892. They earned R231,6m more, bringing the total bill to R1,045bn.

CSS says average monthly salaries and wages at constant 1991 levels for the October-December quarter remained constant compared with 1990.

Vacancies decreased by 23,9% last year.

GERALD REILLY

Public sector employment still growing

STAR 13/4/92
(354)

At the end of December last year, there were 1,621 million full-time employees and 55 181 part-time employees in the public sector.

The total bill for their pay for the last quarter of the year was R11,9 billion, but this included annual bonuses. The average monthly wage was R2 389.

At December 31, there were 59 870 vacancies including four posts in the agricultural marketing boards and 26 285 in central government and provincial administrations.

The employment figures represent slight increases over the same quarter of the previous year: 0,05 percent for whites, 1,9 percent for coloureds, 5,4 percent for Asians and 0,8 percent for blacks.

Pay for the quarter under review was up 16,9 percent over 1990.

The following figures released by the Central Statistical Service at the weekend give details of employment and wages in the public sector, in parastatal institutions and in government trade establishments such as Transnet and Telkom.

General Affairs: 369 806 employees plus 13 540 part-time workers, whose average monthly salary or wage was R2 343.

Own Affairs: 185 870 (4 753) R2 757.

Provincial Administrations: 206 543 (16 984) R1 759.

Transnet: 159 865 (631) R2 793.

South African Post Office and Telkom: 95 396 (1 662) R2 620.

Executive Institutions for General and Own Affairs: 1,007 million (37 634) R2 392.

Civil Services of homelands: 207 569 (2 323) R1 665.

City Councils, etc: 208 609 (2 538) R2 385.

Regional Services Councils: 14 349 (141) R2 014.

Other: 3 282 (104) R2 280.

Parastatal Institutions: 20 097 (515) R2 446.

Universities: 34 468 (9 404) R3 461.

Technikons: 6 756 (2 356) R3 591.

Agricultural Marketing Board: 2 746 (30) R3 007.

Public Corporations 119 153 (136) R3 248.

(The totals of these figures will not agree with the figures given in the summary, which is for the public sector only). — Sapa.

NEWS

Pretoria Correspondent **354**

Govt pay talks hinge on flexibility

The Government faces a crucial test tomorrow when its negotiators meet representatives of 11 public service staff associations to thrash out a new pay deal.

The Public Service Caucus, representing 11 staff associations with a collective membership of about 240 000, is "cautiously optimistic" at this stage that an agreement can be reached with the Commission

for Administration (CFA), the Government's negotiating arm.

But the caucus has indicated the latest round of talks, scheduled for Cape Town tomorrow and on Thursday, will hinge on the Government's willingness to be flexible on the pay issue.

Pay talks stalled last month after the caucus unanimously rejected the offer of an 8,82 per

cent general salary increase from July 1. Associations were demanding a 15,3 percent increase.

In spite of the huge gap between demand and offer, there was still some hope that the coming negotiations would bear fruit for both parties, a caucus spokesman said. "But we are waiting for a signal from the

Government's side."

He said after last month's talks reached deadlock, the caucus had requested the CFA to ask the Government to increase its offer. If the 8,82 percent offer were not improved on this week there would be little sense in continuing negotiations, he added.

Approached for comment on

the latest talks, a spokesman for the CFA said further progress would be determined at the meeting.

Public service workers represented by the caucus could swell to about 390 000 in the near future.

Talks involving most of the 11 associations the caucus represents, as well as associations in independent states, are scheduled for today to discuss possible future alliances.

Crossed lines in Post Office pay demands

By Ferial Haffajee

THE lines of communications between the Post and Telecommunications Workers' Association and the employers in these sectors are down it seems.

Potwa tabled initial wage demands five times in excess of Telkom and South African Post Office offers, on average.

The union tabled an initial demand for a 67 percent wage increase for lower grade workers and 36,3 percent increase for qualified workers. After the first wage round with Telkom, they reduced the demand to 37 and 27 percent respectively.

Telkom offered a 9,3 percent across the board increase but upped the offer to 11,6 percent after the first wage round.

In a major setback, Potwa has been forced into negotiating separately with Telkom and South African Posts. At the beginning of the year, the union vowed that it would not attend separate negotiations. This was linked to its long-standing campaign against the privatisation of telecommunications and the imminent privatisation of the postal service.

Telkom and SA Posts refused to attend joint wage negotiations, citing the fact that they are now separate legal entities with different mandates and different negotiating styles.

Potwa beat a tactical retreat "because we did not want to reach a deadlock at this point", says general secretary Mlungisi Hlungwane. But, he says, "there is no demarcation evident on the ground: in branch executive committees, shop stewards councils



Mlungisi Hlungwane

and the rank and file membership".

Potwa had hoped that it would present joint demands with the mainly coloured Post Office Employees' Association (Peasa) with South Africa and the South African Post and Telecommunications Employees' Association (Saptea) whose membership is mainly Indian artisans.

But these associations did not respond to Potwa's invitations to discuss wage negotiations. Neither were they co-operative in the campaign around the controversial Patterson grading system.

"We will no longer compromise with them for the sake of unity which cannot be seen on the ground," says Hlungwane. But Potwa has suggested that the Congress of South African Trade Unions still invite these associations to a public sector summit to be held early in May.

He also added that many members of Peasa and Saptea were jettisoning these conservative associations for the Cosatu aligned Potwa. The entire Peasa branch in George in the eastern Cape left to join Potwa, says Hlungwane.

Govt pay offer seen as final

GERALD REILLY (354)

SEVERE financial limitations meant the 11 public service employee organisations could expect no more than the R2,3bn set aside in the Budget for pay increases for more than a million workers on the exchequer payroll, government has said.

At a two-day meeting in Cape Town last week with the Commission for Administration, the staff associations and unions "reluctantly" accepted government's offer as final.

The R2,3bn will mean an across-the-board increase of 8,82% — as opposed to the 15% demanded.

Public Servants' Association spokesman Cas van Rensburg said the majority of the organisations have now made new proposals in an effort to squeeze maximum benefits from the "inadequate Budget allocation". 61 Day 21/4/92

They propose a 7,5% general increase from July, with additional increases for the lower salary groups in the service.

They also propose an across-the-board increase of 12,5% to be implemented in October.

The commission will respond to the proposals at the next meeting in Durban on May 18.

Public service in wage deadlock

Sowetan 22/4/92
WAGE negotiations between the Government and employee organisations have reached a deadlock.

A statement released by the Public Service Caucus said while most employee organisations had submitted revised demands, some had maintained their position of outright rejection of the Government's latest offer.

The revised demands were submitted by the Public Servants Association, the Public Servants League, the South African Nursing Association, the

**SA Press
Association**

Hospital Personnel Association, the Natal Provincial Administration Personnel Association, the Institute for Public Servants and the Public Servants Artisans and Allied Workers Association.

The seven organisations called for the starting salary of general assistants to be increased to the fourth notch of the lowest salary scale from July 1.

This will represent an

(181) 354
increase of between 14 percent and 29 percent for the lowest paid workers.

For other public servants, a general salary adjustment of 7,5 percent from July 1 was proposed. It was also proposed that salaries again be adjusted by five percent from October 1.

"The negotiators from the Government could not reply to the revised demand and a further round of negotiations was consequently scheduled for May 18 and 19 in Durban," the statement said.

Govt gets ultimatum

STAR 23/4/92
Pretoria Correspondent

Public servants have put their foot down on salary increases, setting May 19 as the final deadline for the Government to make a satisfactory pay offer.

Following further negotiations with the Commission for Administration (CFA), the Public Service Caucus (PSC) yesterday indicated that "joint action" was the only viable option if the May 18-19 talks proved futile.

However, agreement between the PSC and

(354)
CFA appeared more likely after the PSC dropped its demand from 15,3 percent to an effective 12,88 percent.

But PSC unity was in jeopardy after four of the 11 employee organisations rejected the Government's latest offer.

They are at odds with the other seven organisations after rejecting the government's last offer of an 8,82 percent increase.

The other seven have submitted a revised demand to the Government's negotiators.

Public sector deadlock

■ THE fourth round of negotiations between the government and public servants deadlocked this week.

Seven of the 11 employee organisations in the public sector caucus revised their demand while the four other employee organisations, including the National Health and Allied Workers' Union, did not.

The revised demand is for increases of between 14 and 29 per cent for the lowest paid workers and a 7.5 per cent increase for the rest.

All 11 unions initially tabled demands for a 15.3 per cent increase.

Workers row with council

394

Sowetan 29/4/92



CONFRONTATION is looming between about 140 Sandton town council workers and the town council.

The workers refuse to vacate council premises in Sandton which they have been occupying since last year to escape violence in neighbouring Alexandra.

The council, which threatened to evict the workers last year but held off pending negotiations with the workers, said on Monday the employees would have to be housed elsewhere "as a matter of urgency".

But the workers main-

**Sowetan
Correspondent**

tained they would not move.

Democratic Party councillor Mr Rick Ehlers raised the issue at a town council meeting on Monday night but management committee chairman Mr Willem Hefer declined to answer questions and referred Ehlers to a Press statement released earlier.

In the statement, Hefer said some 570 employees had occupied the Zandfontein and other council depots in March

last year after an outbreak of violence in Alexandra.

The council later gave the workers permission to stay there temporarily.

After numerous requests for them to find alternative accommodation, 430 employees had vacated the council premises - several with the assistance from the council's housing scheme, Hefer said.

The remaining employees stayed on in the depot, although the council had explained to them that they could not continue to live there.

Workers claim they cannot find housing.

SABC strike vote

ALMOST 1 500 SABC workers could go on strike next week following a 90% "yes" vote in a national strike ballot of members of the Media Workers' Association of SA (Mwasa). *B10am 30/4/92*

The SABC has offered an average 11% wage increase against Mwasa's demand for a R1 500 minimum wage and a 30% across-the-board increase. *(354)*

A Mwasa official said the 30% demand incorporated arrears from last year which SABC said could be made up in this year's negotiations.

18/05/92

Break in Potwa talks

WAGE negotiations between the Post and Telecommunications Workers' Association (Potwa) and the Post Office have been halted to allow the union to consult its members on the latest offer.

Management has proposed an increase of 11,01% for employees earning the minimum wage of R945 a month and a 10% hike for the rest of the workforce.

354

Teachers to go on strike

B1 Day 5/5/92
KATHRYN STRACHAN

ABOUT 40 000 teachers would embark on two days of protest action on May 21 and 22, SA Democratic Teachers' Union (Sadt) spokesman Randall van den Heever said yesterday.

Sadt said a deadlock had been reached in its negotiations over the union's recognition by education departments, particularly the Department of Education and Training. (321)

The union said the main obstacle in negotiations was government's refusal to recognise one of Sadt's primary demands — teachers' right to strike. (323)

Van den Heever said teachers were also dissatisfied with this year's 8.8% salary increase. (354)

Sapa reports Education and Training Minister Sam de Beer told Parliament he had noted Sadt's threat "with alarm". (452)

He said the union had been "on the verge of concluding an agreement with the department", but had made an about-turn at the last minute.

Minister proposes new education plan

B1 Day 5/5/92

CAPE TOWN — The future education system for SA should keep a balance between centralisation and decentralisation to bring it into line with successful systems like the US, UK and Germany, Education and Training Minister Sam de Beer said yesterday.

Speaking in his budget debate, De Beer said it was clear "a federal type of constitution" was being envisaged for SA.

He outlined proposals for a new dispensation consisting of several education departments within a single nonracial education system. Taking this into account the best possible scenario for a new system would be that the present National Education Department retain its functions of determining policy and promoting co-operation between education departments.

At the local level as many powers as possible should be delegated to school communities. At the middle level — participating regional government — there should be education departments providing education in a particular region under political control, with accountability vested in a departmental head.

He said that in a new dispensation a single non-discriminatory education system was envisaged.

Sapa reports Roger Burrows (DP Pine-

BILLY PADDOCK

town) said arguments by the DET that there were enough black teachers were nonsense. There were up to 1.7-million black children who were not at school.

De Beer said the number of black teachers without matric had dropped from 68.4% in 1984 to 23% last year. His department was being urged to train more teachers, but this necessitated more schools, for which funding was not always available.

He also told Parliament the auditor-general was investigating certain institutions implicated in the fourth and final Van der Heever Commission report on the black education department. This investigation would be finished by June 30.

Our political staff reports the National Education Policy Investigation Group yesterday called for a moratorium on government plans to change the language medium policy in black schools.

Government is expected this week to gazette changes to language policy in DET schools which allow the Minister to determine the language or languages used as medium of instruction after consultation with parents. The new provision is expected to be implemented from January.

No substance to Ithuba allegations — Venter

B1 Day 5/5/92

Political Staff

ALTHOUGH several allegations had been made by the public and the media about the Ithuba Trust, no substance could be found to them by the Director of Fundraising, National Health Minister Rina Venter said yesterday.

The trust had obtained a fundraising number from her department and its audits were checked annually, she said in reply to a question tabled in Parliament by Andrew Gerber (CP, Brits).

It had to submit annually audited financial statements in terms of the Fundraising Act and on the basis of these it was determined whether the organisation had disposed of the collected contributions in terms of its authorised objectives.

"During the first year (1989/90) of its registration, the organisation made a few donations to unregistered organisations. However, the matter

was rectified after it was discussed with the trustees.

The auditors of the organisation also pointed out certain management problems within the organisation which were rectified by trustees.

Venter added: "Although several allegations were made by the public and in the media against the said organisation, no substance for such allegations could be found by the director."

PSA submits proposals

GERALD REILL

PRETORIA — The Public Servants' Association has submitted its final recommendations to the Commission for Administration for a new labour relations deal for government workers.

The PSA wants included in the legislation, expected to come before Parliament before the end of the current session, the right to conciliation and arbitration, access to the Industrial Court and the right to strike.

PSA GM Hans Olivier said the PSA stressed in its submission its responsibility to take effective action against unacceptable salary and service conditions. *6/0ay*

"Although we have asked for the right to strike, we would want to avoid a situation such as that which has developed in Germany at all costs," he said. *6/5/92.*

But, he added, government workers could not continue to be at the complete mercy of government when it came to service conditions.

Wage talks crisis

POSTAL wage talks were thrown into crisis yesterday when two staff associations walked out of talks with Telkom. *Sowetan 6/5/92*

The SA Post and Telecommunications Association and the Post Office Employees' Association of SA walked out in protest against alleged bad faith by management in announcing that white staffers had been granted a 10 percent wage increase. *(354)*

A statement by Saptea and Peasa said management's explanation that the announcement was requested by the white staff association was unsatisfactory.

"The action of Telkom management in responding to the request of its white staff association smacks of racism," the statement said. - *Sapa*.

Azapo joins SABC fray over wage proposals

Sowetan 11/5/92

354

By DON SEOKANE

THE Azanian People's Organisation yesterday condemned the management of the SABC for what it said was insensitivity on the part of the corporation and pledged support for any action to be taken by the corporation's workers.

Azapo spokesman Mr Khangale Makhado criticised SABC management for rejecting a wage proposal from the Media Workers' Association of South Africa.

Makhado said the fact that only last week more than 70 percent of Mwasa members voted for a strike indicated that the SABC management was completely insensitive to the demands of black workers.

Negotiations

"According to Mwasa, the dispute emanated from the fact that the SABC not only rejected the union's proposal but it also slammed the door on further negotiations on this issue in the current period.

"Mwasa feels that the SABC has not overcome the anti-union feelings that they have been harbouring.

"The results of the SABC management's reluctance to address the deadlock and open the door to negotiations are too ghastly to contemplate," said Makhado.

He added that Azapo pledged its support to any action that the workers might take and urged black masses to pressurise the SABC to meet the demands of its workers.

PO workers march for better pay

STAR 12/15/92.
By Stan Hlophe

About 6 000 Post and Telecommunications workers yesterday marched through Johannesburg to demand a "living wage".

Under the banner of the Post and Telecommunication Workers Association (Potwa), the protesters marched to Joubert Park post office to present a memorandum to the South African Post Office and Telkom regional management.

According to Potwa general-secretary Mlungisi Hlongwane, the march coincided with national wage negotiations between the union and management in Pretoria yesterday.

Mr Hlongwane said management had offered a 10 percent across-the-board salary increase which the union had rejected.

He said the union's demands included:

- An across-the-board wage increase of R324.
- A 16,2 percent increase to cover inflation.
- A 22 percent "subsistence" increase for workers with a family of five and who earned less than R1 431 a month.

Mr Hlongwane warned that if management insisted on its 10 percent offer, it would face more mass action.

Postal staff threaten strike

THE Post and Telecommunications Workers' Association yesterday threatened strike action in support of wage demands and improved working conditions, saying negotiations with management appeared to be reaching deadlock. *Sowetan 13/5/92*

Potwa said in a statement, negotiations were likely to end in national work disruptions.

Management, Potwa said, had offered workers a 10 percent wage increase, while the association had shifted from its original wage demand of 67 percent to 30 percent for unskilled and 20 percent for skilled workers.

Potwa has accused Telkom management of negotiating in bad faith.

Workers from Potwa at the weekend and on Monday staged protest actions in major centres countrywide and presented memoranda to employers in support of wage demands and improved working conditions.

Telkom officials could not be reached for comment. - *Sapa.*

Body to help STAR resettle homeless 14/5/92 Political Correspondent

The Goldstone Commission has instituted a committee to try to resettle the thousands of people displaced by political violence in Alexandra, Greater Soweto and the Vaal Triangle.

Mr Justice Goldstone, chairman of the commission investigating political violence, announced yesterday that urgent investigation was needed into allegations that people had been ejected from their homes.

The committee would try to return the displaced people.

Public servants' STAR 14/5/92 fears spark talks (261)

Public servants' worries about the future have prompted a multiparty conference planned for May 23, during which the ANC, Inkatha Freedom Party and Conservative Party will clarify their intentions in a new public service. (354)

Public Servants Association chairman Hans Olivier, in the latest public servants' magazine, has again focused on the anxieties among civil servants over the possibility of being laid off or left unprotected under the pending new government.

emetery.
Joao Silva

MINUTES OF HEADLINES

Mwasa, SABC wage impasse to continue

By Justin Pearce

SABC management has failed to meet wage demands by the Media Workers' Association of South Africa (Mwasa), and the two-week-old dispute continues.

If Mwasa calls a strike, the action will affect 98 percent of the SABC's black staff. This will mean, among other things, the suspension of African-language news broadcasts as happened during Mwasa's one-day strike earlier this year.

Mwasa originally demanded a 30 percent across-the-board increase, plus a minimum wage of R1 500 per month. The SABC agreed the increase was intended to compensate for the unacceptable four percent increase offered last year.

Union spokesperson Mr Mzukisi Twala said Mwasa had bent during talks to accommodate a 20 percent increase. The union offered management two possible schemes for the phasing in of this increase, but these proposals were rejected.

The SABC offered 11 percent across the board and a minimum wage of R1 300.

Azapo, the ANC and the PAC have all issued statements supporting the SABC workers.

Pay bill could rocket

GERALD REILLY

354

PRETORIA — Public sector wage and salary negotiations currently in progress with staff associations and unions could send the sector's total pay bill in the 12 months from July soaring by about R50bn.

According to informed sources, the increases granted are unlikely to exceed 10% and could be much less.

Government has taken a tough line with staff associations. A similar line has been taken by the Post Office, Telkom and Transnet.

The caucus of the 11 public service staff organisations meets the Commission for Administration later today in what is expected to be the final bargaining session. Government has so far refused to budge on its final offer and further concessions are unlikely.

A caucus spokesman said at the weekend a proposal for an increase of 7,5% from July and raised to 12,5% from October had been referred to the Cabinet.

Negotiations between Post Office management and Potwa on pay-hikes remained unresolved after negotiations on Friday. Four Post Office unions have settled for 10% increases.

According to an informed source any increase granted by Transnet would be a single digit one. The possibility of no increase could not be ruled out. Transnet GM Anton Moolman had recently stressed the financial pressures under which the organisation was operating.

It was also pointed out that a 10% increase would cost the organisation about R500m a year.

The pay bill for the current financial year for the 160 000 workers would amount to about R5,3bn.

New company set to revitalise CBD's image

STAR 18/5/92

By Louise Burgers
Municipal Reporter

The Central Johannesburg Partnership (CJP), a company formed to revitalise and look after the interests of the city centre, will start operations on June 1.

Investigations into setting up the company were undertaken by representatives from the Johannesburg City Council, the business sector and the community after a central business district workshop last year.

Anglo American Property Services general manager Gerald Leissner, speaking at the annual general meeting of the CBD Association, said a business forum represented by all the major stakeholders in

the CBD had been formed to fund the operation of the CJP.

The company would focus on the area of the city centre bounded by Braamfontein ridge, Harrow Road, the M2 and Fordsburg.

The partnership would have a non-profit director with a skeleton staff. A quarterly newsletter would be published.

Task groups had already been set up to increase security in the city, put plans into operation to allow city dwellers to buy their buildings, investigate transportation, and market the city.

Mr Leissner said long-term goals included a renewal scheme for the inner city.

"Johannesburg is the commercial hub of South Africa. It hardly needs a new vision; what it needs is a champion."

Mr Leissner said it was most important that Johannesburg was not the city that people perceived it to be, but instead a clean, safe and vibrant city where many lived and worked.

Actstop spokesman Cas Coovadia said the CJP was in the process of finalising a fund for the purchase of seven buildings in the inner-city area, as part of a pilot project. These buildings would be bought by tenants on a co-operative basis, and monies would be made available for a loan for this purpose.

He said Actstop had placed the setting up of the fund before the CJP, and that the community was optimistic that the CJP was an initiative that could be successful in addressing developmental issues in central Johannesburg.

Education crisis 'can't await new constitution'

STAR 18/5/92

By Phil Molefe
Education Reporter

The education crisis was too urgent and desperate for South Africa to await the development and outcome of a new constitution at Codesa, human resources specialist Johan Swanepoel said yesterday.

"The time for education is now," he declared, sending a challenge to the country's politicians in the run-up to a major conference on education next week entitled Education Enrichment — a Time for Action.

Mr Swanepoel warned that in the two years it might take for a constitution to be developed, statistics showed that a million

children would drop out of school and at least 250 000 black matriculants would fail.

"Laudable and desirable as the constitutional development talks at Codesa are, politicians must realise that education is a long-term process, the basis of which is long overdue.

"The structural problems facing black education cannot be solved overnight once the ink on a new constitution is dry, whenever that might be," he said.

The two-day conference, organised by corporate training organisation CTU and scheduled to begin on May 26, will examine the most urgent measures that need to be taken to break the education deadlock.

Transnet rejects rail workers wage demands

Railway authorities have rejected requests for higher wages and shorter working hours, the SA Railway and Harbour Workers' Union (Sarhwu) announced at a report-back meeting at the Delmore hostel compound near Boksburg yesterday. STAR 18/5/92

Sarhwu regional vice-chairman Sydney Hlako said the union had, since April 30, been negotiating with Transnet for a minimum wage of R1 500 for all railway workers and a 25 percent across-the-board wage increase for graded staff members.

"There are 26 demands in all and they've all been rejected by Transnet," he said.

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Mwasa on a wage strike at the SABC

THOUSANDS of workers at the SABC, who are members of the Media Workers Association of South Africa, will go on a national strike over wages starting today.

The strike by the SABC Mwasa members follows a deadlock between the union and management of the corporation since wage talks started early this year.

Mr Joe Mdhlela, deputy chairman of Mwasa's Southern Transvaal region, said the workers were geared for the strike which was expected to paralyse essential services unless the matter was resolved.

Mdhlela said a strike bal-

lot was held on April 28 this year after the wage issue had not been resolved.

During the ballot a total of 90 percent of the workers voted for the strike action while the remaining 10 percent either voted no or did not cast their votes.

Mdhlela said management offered an 11 percent across-the-board increase and R1 300 a month minimum wage as against the union's revised 20 percent across-the-board and R1 500 a month minimum wage.

The 11 percent offered by SABC management was divided as follows: seven

percent across-the-board and four percent merit increase.

Mdhlela said Mwasa now demanded a 30 percent across-the-board increase and R1 500 a month minimum wage.

He said: "It is surprising that the same SABC which has spent millions of rands in pushing for the white yes vote during the referendum is refusing to pay its staff minimum living wages."

"The SABC spends lots of money buying fleets of expensive cars for executives who refuse to pay its staff living wages," Mdhlela added.

SABC management could not be contacted for comment.

By IKE MOTSAPI

Dr T. with Cod

Public service wage talks falter ³⁵⁴

DURBAN — Wage negotiations between 11 public servants' employee organisations and the Commission for Administration yesterday failed to reach agreement on an annual increase, said the Natal Provincial Staff Association (NPSA).

NPSA general secretary Lallie Ganasen said three employee organisations had abandoned talks in protest against the commission's 8,5% offer.

She said six employee organisa-

tions — including the Health Workers' Union, the Public Servants' League and the Public Servants' Union — were demanding a 15,3% increase. The other staff organisations were demanding lower increases. *8/04/1972*

She could, however, not immediately supply further details and said a statement would be issued later.

Commission spokesmen were unavailable for comment. — Sapa.

B/Day 22/5/92

Black radio silent

MEDIA Workers' Association of SA members vowed yesterday to continue striking at SABC until pay demands were met. Local news programmes on TV2, TV3, CCV and all black radio stations were silenced from Monday when 1 200 SABC employees downed tools, pens and cameras nationwide to express dissatisfaction with the corporation's 11% wage increase offer.

354

Public servants' salary dispute ends in dissent

Monday 20/5/92

GERALD REILLY

354

THE public service salary and wage dispute was settled in Durban yesterday, with lower paid workers winning big increases.

This follows weeks of negotiations between staff organisations and the Commission for Administration.

The deal includes increases of between 16% and 31% for lower paid workers and the abolition of the three bottom notches on the salary scale.

Other workers got 9,5%. Public servants initially demanded a 15,5% increase. The adjustments are effective from August 10.

However, six organisations pulled out of negotiations and rejected the deal.

It was unclear last night what action the dissenting groups may take.

Sapa reports that the commission said the six organisations' members would also receive the negotiated increase.

The five employee organisations who remained in negotiations represented 260 000 members, or 75% of the 11 organisations' total membership, they said in a joint statement.

They are the Public Servants' Association, Hospital Personnel Association, SA

Nursing Association, The Natal Provincial Administration Personnel Association and the Public Service Artisan and Allied Workers' Association.

Those who withdrew from talks are the Natal Provincial Staff Association, National Education Health and Allied Workers' Union, Health Workers' Union, Public Servants' League, Public Servants' Union and the Institute for Public Servants.

Public Servants' Association GM Hans Olivier said government had refused to raise the R2,2bn set aside in the budget for increases. "So we had to make the best possible use of the allocation and we think we have achieved this."

The six dissenting organisations had predominantly black memberships, he said.

About 95 000 workers would benefit from the 16% to 31% increase.

Government spokesmen last night declined to comment on the fact that SA MPs received a 12% increase last year — more than most public servants.

STOCKHOLM - African businessmen he hoped was

ANC calls cops over bomb threat

Sowetan 20/5/92

THE African National Congress has called in the police for protection and advice after a threat to bomb its headquarters was received from alleged former undercover agents of the South African security forces, it was learnt yesterday.

The organisation learnt of the threat in the past two days, a senior official said yesterday. "It was not the usual crank who phones and hangs up quickly. We get lots of those. This time we learnt from reliable sources that this was someone deadly serious, people who know what they are doing."

Asked to confirm a report that the threat came from former agents of an undercover military hit-squad unit, the Civil Co-Operation Bureau, the official replied: "We take threats from the CCB extremely seriously."

Responding to a call from the ANC on Monday, a high-ranking policeman travelled from Pretoria to Johannesburg to discuss the bomb threat with ANC security officers.

A police spokesman confirmed yesterday that such a visit was made but said the details of the discussion were confidential.

Yesterday security arrangements at the ANC building in central Johannesburg were the tightest they have been since the organisation moved into the building last year.

Talks 'a way forward'

Sowetan 20/5/92

TOP-LEVEL business and trade union leaders who met Finance Minister Mr Derek Keys in Cape Town this week about establishing an economic forum, were optimistic about the talks which they said were "a way forward".

They agreed on joint consultations and to try to reach consensus on restructuring and addressing various problems relating to the economy.

It was also agreed that another meeting be held, possibly in Johannesburg or Cape Town, within two weeks to take decisions on the issues raised.

Some of the points raised on the broad agenda were: the Government's economic policy, future economic investment, trade, retrenchments, provident funds, taxation, housing and education.

The Minister was accompanied by his special adviser Mr Japie Jacobs, while labour was represented by Cosatu and Nactu.

900 in hospital wage strike

Sowetan 20/5/92

THE Transvaal Provincial Administration says voluntary helpers have stepped in to maintain services at the Klerksdorp and nearby Tshepong hospitals, where

as many as 900 health workers are on strike.

Workers went on strike on Monday, demanding a minimum monthly wage of R724 and a 15,3 percent

across-the-board salary increase for all general assistants, permanent employment status for all general assistants and that retrenchment be stopped.

By Montshiwa Moroke

A confrontation yesterday between the police and SABC workers who downed tools over a pay dispute nearly marred the third day of a strike by Members of the Media Workers Association of SA (Mwasa).

The confrontation occurred after a Mwasa member was arrested. Some strikers moved forward and an exchange of words followed. In the confrontation the workers pulled the man away from the police. The police and security

Police, strikers in confrontation

guards with dogs retreated as some of the workers hurled sticks and stones at them from inside the SABC premises.

The situation was tense as police in camouflage uniforms pointed their firearms at workers who then challenged the police to "shoot" and "kill us".

Mwasa officials at the SABC had their hands full as they tried to calm members.

A police spokesman said police had merely observed and

monitored the situation "just as anywhere else where large groups were gathered".

Mwasa general secretary Sithembale Khala said last night that SABC labour relations manager Christo Pretorius had alleged that Mwasa members were intimidating non-strikers and accused the union of breaking strike rules.

"We told him we are not aware of any breach of our agreement and that it would be

easier if he gave us more details," Mr Khala said.

Mwasa members at the SABC are demanding a 30 percent across-the-board increase and a minimum wage of R1 500. Pay talks broke down at a meeting in Durban on May 8 when Mwasa turned down the SABC offer of an 11 percent across-the-board increase and a R1 300 minimum wage. SABC, in turn, refused Mwasa's demand and a 20 percent increase and a

R1 500 minimum wage. The union has since reverted to its original demand of a 30 percent increase and a R1 500 minimum wage.

Reports say at least 1 200 workers downed tools on Monday, paralysing all television and radio news coverage on CCV TV2/TV3 and black radio stations.

Sapa reports that an estimated 500 protesters marched on the SABC offices in Bloemfontein yesterday morning to present a list of workers' demands to the corporation.

Blue collar salary raises

Sowetan

Sowetan
Correspondent

21/5/92

ABOUT 96 000 mostly black public servants in the lowest wage brackets have been granted an unexpectedly generous salary increase.

In the latest pay negotiations between public servants and the Government, settled without dispute on Tuesday, blue-collar workers at the bottom of the wage scale will receive increases of between 16 and 32 percent as a result of an agreement to eliminate the lowest three notches of the salary key scale for public servants.

Increase

A general assistant, for example, will now receive a monthly salary of about R708 as opposed to R537.

However, a general increase of 9,2 percent for public servants on the fourth notch upwards has left many officials disgruntled despite the settlement.

The wage talks between the Commission for Administration and 11 public servants' employee organisations under the banner of the Public Service Caucus lasted days and at one point dispute looked inevitable.

On Monday, six of the employee organisations withdrew from the negotiations, but because they represented only 25 percent of the public service, talks continued.

In a statement yesterday, the remaining five bodies said they felt they could not allow the State to decide unilaterally on the increases and therefore continued to negotiate for the best possible adjustment that would address the worst paid workers.

A number of other issues such as maternity leave and the extension of working hours have been placed on the table by the State to be negotiated, and must still be resolved.

Legislation

Mr Hans Olivier of the Public Servants Association, one of the 11 bodies involved, said yesterday that public servants desperately needed legislation to protect their rights as employees in the event of wage negotiations.

They could not, for example, declare a legal dispute with the Government as was the case with trade unions and employers in the private sector.

A proposed Labour Relations Act for Public Servants was still to be tabled in Parliament, and it was hoped it would be passed during the current session, Olivier said.

STAR 2115792
PO salary increases

The South African Post Office and the Post and Telecommunication Workers Association have agreed on annual salary increases, retrospective to April 1. The minimum wage will be increased by 19,8 percent and those on the minimum notches of certain grades will get an increase of 11,6 percent. The rest of the workforce will get 10 percent.

354

Public servants' pay boosted

By Helen Grange
Pretoria Bureau

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2115192
STAN

Some 96 000, mostly black, public servants in the lowest wage brackets have been granted an unexpectedly generous salary increase in the latest pay negotiations between public servants and the Government, which was settled without dispute.

Blue-collar public servants at the bottom of the wage scale will receive increases of between 16 and 32 percent after an agreement to eliminate the lowest three notches of the salary key scale.

But a general increase of 9,2 percent for public servants

on the fourth notch upwards has left many officials disgruntled.

Wage talks between the Commission for Administration and 11 public servants' employee organisations under the banner of the Public Service Caucus have lasted days, and at one point dispute looked inevitable.

On Monday, six employee organisations withdrew from negotiations, but because they represented only 25 percent of the public service, talks continued.

The remaining five bodies continued to negotiate with the State.

A number of other issues including maternity leave and the extension of working hours must still be resolved in negotiations between parties.

Changing safari suits to dashikis

WILL the lady behind the grille at the Home Affairs office be more pleasant in the "new" South Africa than in the old? Will the faceless bureaucrats in Pretoria keep better track of your passport application? Will their superiors decide to approve it in time for a once-in-a-lifetime trip to the Far East?

Will it make any difference whether the hands holding your passport application are white or black?

The Commonwealth Expert Group (CEG) targeted the civil service as a major priority for transition 18 months ago. "There is ... a need for a restructuring of the civil service with a view to ... ensuring that black South Africans take senior jobs in government, both at the central and local level," the group writes in the recently published *Beyond Apartheid: Human Resources in a New South Africa* (David Philip).

"Specific targets should be set for black advancement in public administration during the transition period, particularly for increasing the number of blacks in top management positions (director or upwards) which number some 3 000, of which less than four percent are filled by blacks and only 0,5 percent by Africans."

That's neither the face behind the grille nor the people in Pretoria: it's their bosses.

The optimum number targeted changes according to the speaker. African National Congress manpower director Mzwai Piliso has been quoted as saying the ANC is looking at the top 1 500 jobs, for example, while the CEG says 600 jobs among the top 3 000 is a reasonable target for urgent personnel replacement with specialised training for new recruits. "Assuming an average cost of £6 000 per trainee," they write, "the total cost of the proposed crash programme would amount to £3,6-million."

President FW de Klerk is on record as promising current and former civil servants that their careers and pensions are not in jeopardy.

But the CEG believes that without specific targets for increasing the number of blacks in top management, "it will be impossible to create a new civil service culture in South Africa".

"Everybody talks about affirmative action but nobody thinks about what it will cost," says Unisa sociology Professor Louwrens Pretorius. "If you replace officials from the level of director upwards, you're probably talking about people who have anywhere from 20 to 30 years' experience."

"How are you going to replace them? Are you going to wait until they reach retirement age, or are you going to send them on early retirement? Are you simply going to retrench? Are you going to double up? Nobody has researched what these possibilities will cost."

Pretorius and Unisa political science Professor Pierre Hugo have tried

Yes, affirmative action is about to hit the civil service — but it won't change as much as you think it will.

By **BARBARA LUDMAN**

a rough estimate of the cost of retiring the top 3 000 people earning more than R29 000 in any department — a more conservative estimate than skimming over the top echelon across the civil service. They've come up with R150-million, including pensions, retirement benefits and gratuities — and note that replacements will get the same benefits.

"If we take just the salaries," says Pretorius, "what else could one do with R150-million? In 1990/91, the government made available R34-million in loans to African people in lower income groups to purchase building materials. The average loan was about R8 500 and this provided building material for 4 000 families. R150-million on the same basis would provide for 17 600 families, or about the number of families you have in Orange Farm. If we argue that the public treasury is relatively limited, then we also have to start looking at what economists call opportunity costs."

"I'm not saying that we don't need affirmative action. I think we need it politically and symbolically. A political system cannot run without legitimacy which, to a large extent, has to do with people's identification with the public service."

"And at a simple, moral level you have to give people the right to rise to the level they can. But we have to weigh our options. Affirmative action is a developmental action, but people also need to develop in other ways: we have to provide primary health care, education, housing and so on."

Why must new civil servants go in at the top?

One possibility comes from visiting American Professor Louis Picard, who is writing a book on transformation and the civil service.

"South Africa has an old civil service," he says. "They haven't been recruiting here for 10 years, primarily because of cost. So we have a bunch-up of older Afrikaans white civil servants who would be pensioned off in the normal run of things, and because all of us are mortal, costs are bearable within a transformation process."

"Of course, if one is sensible one recruits at all levels. There are young, competent, middle-level people around who have been working in various capacities throughout the system — in homeland bureaucracies, in local government — who will have to be absorbed. So you devise a process that involves both affirmative action and the rationalisation that is inevitable."

"As you get down into that younger group of white civil servants there may be some who simply decide this is a good time to shift into something



else. That's the down side, that you lose the best of these people whereas the worst stay because they have no option."

The ANC's Papie Moloto, project co-ordinator for the Department of Human Resources and a local member of the CEG, sounds a shift in emphasis.

"If one considers that the bulk of government expenditure is on wages and salaries of civil servants, then the quality of the service that each of these members of the service delivers to society must be worth the expenditure," he says. It's an argument for reforming the civil service entirely, rather than merely setting quotas.

"In the ethnically polarised society of today's South Africa, it will be essential to build bridges of trust and confidence between the present civil service and the community which never had access to civil service work ..."

"It has to be clear that the dominant position occupied by white, male, Afrikaans-speaking, Calvinistic and

conservative people in the civil service has to give way to one in which the complexities of the demography of the country can be reflected in the composition of the civil service."

However, "certain procedures have to be followed to ensure harmony within the service and avoid disruption caused by lack of continuity and pursuit of political ideals at the expense of performance."

"In reforming the civil service, therefore, it should be clear that the source of the new civil service will inevitably include the former apartheid civil servants irrespective of their gender, colour or creed. The basis of selection will have to be the preparedness to serve in democratic structures, as well as serving a democratic community along democratic lines."

There are people unhappy with that concept. In the just-published *Redistribution and Affirmative Action* (Southern), in a chapter on the angst of white civil servants, Unisa's Hugo and Centre for Policy Studies' Louise Stack quote Moloto as saying there

will be a significant number of whites remaining in the public sector "after weeding out the die-hard racists", and they comment that "white public servants will no doubt worry about who will be doing the 'weeding' and what measurement of 'racism' will be employed".

Still, nobody — except perhaps the CEG — is talking about quotas per se. Indeed, Hugo and Stack write that in the light of a new government's stated goal of building a non-racial society, plus an absence of alternative employment for ex-civil servants, "such a government would be highly unlikely to translate the concept of affirmative action into sweeping whites out of the public service".

"Normally," says Wits management academic Patrick FitzGerald, "when you find people talking about quotas or promoting incompetent people, they're not talking about affirmative action at all. They're talking in a context where affirmative action has failed, hasn't happened or has only happened in the most token sense."

"Do you really believe people are appointed on merit in the present civil service? Simply appointing people on merit would drastically improve the representivity of the civil service."

It's a whiter shade of pale

WMA 22/5-28/5/92
HOW many people are earning reasonable salaries in the current civil service? (413) (354) (432)

The numbers change, according to one's definition of the public service. Does one include the post office and Transnet? (No.) Should one count the homelands states? (Not yet.) If we restrict it to the central and provincial government, there were, at last count, nearly 450 000 black civil servants, many of them teachers and policemen; nearly 300 000 are African. The same figures show just over 300 000 white civil servants.

But at the top, the composition is dazzling whiter-than-white.

In 1990, there were only 14 Africans earning more than R75 000 in central government departments or provincial administrations: 10 worked for the Transvaal Provincial Administration, three for Natal, and one for the Department of Education and Training. There were 23 coloured civil servants earning over R75 000 and 61 Indians.

However, there were 2 787 whites earning R75 000 or more, including 32 in the DET and 51 in the subsequently scandal-wracked Department of Development Aid.

Whites accounted for 96,6 per cent of this rarified category — a statistic that concentrated the minds of the Commonwealth Expert Group so wonderfully that they recommended strong and immediate steps to replace the current men at the top. (See main story)

LABOUR

Radio workers get active

NO news was not good news on SABC's TV2, TV3 and all the black radio stations this week when 1 200 striking workers brought broadcasts to a standstill.

The strikers, who picketed outside the SABC for most of the week, vowed to continue striking for 1 000 days if necessary.

The strike is the result of a protracted wage dispute between the SABC and members of the Media Workers' Association of South Africa.

Mwasa initially tabled a demand for a 30 percent wage increase and a R1 500 minimum wage but dropped this to a demand for a staggered increase of 20 percent with the same minimum wage.

The SABC is offering an 11 percent across-the-board increase and a minimum wage of R1 200 and the union has reverted to its initial demand.

A Mwasa representative said talks broke

LABOUR BRIEFS

down in Durban on May 8. He said that the union had tabled a high demand to take into account the debts their members had incurred in the past year after securing increases of only four percent last year.

Partial accord in public sector

THE government this week concluded wage agreements with five public sector employee organisations this week. They settled on 9,2 percent increases. The lowest-paid public servants will receive increases of between 16 and 32 percent when the three lowest salary notches are abolished.

The remaining six public sector unions walked out of wage negotiations on Tuesday in protest against the government's earlier offer of an 8,5 percent increase.

National Education Health and Allied Workers' Union general secretary Philip Bexter said 800 public sector workers were arrested this week after holding sit-ins at various hospitals in Klerksdorp on Monday.

Nehawu will also hold marches around the country next week. The union is holding out for a 15,3 percent increase with a R724 minimum wage.

Mine wage talks begin

WAGE talks in the mining industry kicked off in Johannesburg on Wednesday this week. Employers tabled an offer of a four percent wage increase on the gold mines while the union is pushing for a 20 percent wage increase.

The Chamber of Mines rejected the National Union of Mineworkers' demand for an agency shop on mines where it enjoyed a majority membership. The agency shop is a form of closed shop where non-union members pay a percentage of the union subscription fee to pay for benefits negotiated by the union.

It is a way of preventing free riders says the union.

Success depends on civil servants

Sou/L 23/5-27/5/92

NO MATTER what economic policies a new democratic government adopts, the majority of citizens will expect a better deal, specially in the provision of social services.

Many believe that the ending of apartheid and the dismantling of its duplicating ethnic structures will free misdirected resources.

These can then be channelled into single health, education and social welfare departments and, with more efficient management and better planning, result in better services all round.

However, the success of that scenario depends on the civil servants involved in the restructuring which will have to be implemented at local government level.

Many present civil servants with proven administrative skills will probably remain in the government, and make a positive contribution.

Some may remain, but as a right-wing rearguard to sabotage change. This could tempt the new government to push black advancement beyond the limits of experience of many blacks, with adverse consequences.

The dilemma has been recognised

'Local government is often bad because civil servants are poorly paid, specially in the rural areas. There is no incentive for them to do a good job, or to stay in the rural areas if they have any skills.'

(354) (22)

by the ANC and members are being sent for training in public administration in Britain and elsewhere.

The ANC also focuses on greater accountability by local government.

"Local bureaucracies have operated as highly hierarchical, centralised structures. This has meant that enormous power and skill have been concentrated in senior bureaucrats," says the ANC policy guidelines.

"It has also meant that the knowledge and experience of lower level officials has not been considered when policies are made or implemented. The ANC is committed to running local government in a less top-down manner and to re-organise the bureaucracy accordingly.

"Local government staff will have

to be properly trained if they are to deal effectively with the development and government challenges facing them. This will require a nationally co-ordinated training effort. Such training will also have to address the question of affirmative action within these bureaucracies."

The guidelines recognise that local government is often bad because civil servants are poorly paid, specially in the rural areas. There is no incentive for them to do a good job, or to stay in the rural areas if they have any skills.

"The ANC is committed to a more equitable system, in which employees are paid a living wage and which encourages skilled staff to stay in deprived areas," say the guidelines.

Gift for media strikers' fund

STAN 28/5/92
By Montshiwa Moroke

The National Association of Co-operative Societies of SA yesterday donated R500 to the Media Workers Association of SA's strike fund in support of Mwasa's wage dispute with the SABC.

The country's two largest trade union federations, Cosatu and Nactu, as well as a wide range of political, cultural, church and sports organisations, have thrown their weight behind the nationwide strike at SABC facilities.

The strike, in its 10th day, follows a demand by Mwasa members for a 30 percent increase and a minimum monthly wage of R1 500 a month.

On the other hand, the SABC has offered an 11 percent increase and a minimum monthly wage of R1 000.

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Elim Full Gospel
myside, Pretoria,

was postponed to

unlikely to have had a psychological effect on a 24-
year-old victim.

● Page 6

Singing for their pay rises

Several hundred singing public servants took to Dur-
ban streets yesterday to reinforce their wage de-
mands. The march was part of a nationwide protest
organised by the National Education, Health and Al-
lied Workers Union. (354) STAR 28/5/92

Oceanos - airmen honoured

The third international Igor Sikorsky Salute to Excel-
lence award is to be symbolically presented to mem-

State workers demand rise

By MONK NKOMO

HUNDREDS of Government workers, including nurses, marched on the Union Buildings in Pretoria on Wednesday to demand a 15 percent across-the board wage increase.

The employees, all members of the National Education Health and Allied Workers' Union, marched from Brown Street to the Union Buildings.

They also demand a minimum monthly salary of R724 for all Government workers and an end to privatisation and retrenchments.

Police kept watch over the chanting and dancing workers but there were no incidents.

At the Union Buildings, Nehawu president Mr Bheki Phakati handed over a memorandum containing their grievances to Mr GD Joubert, the Transvaal Provincial Administration's director of hospital services.

The workers, who carried placards warning the TPA, also demanded "the end to apartheid in the health and education systems of our country - free and equal health care and education for all".

"We demand the return of all privatised industries to the State sector and job-creation for the people of our country."

Other demands included: "Permanent status, with all benefits, for all workers in the State sector."

Critical talks at SABC today

DIRK HARTFORD

THERE could be a breakthrough in the 18-day national strike at SABC by members of the Media Workers' Association of SA (Mwasa) today when the parties meet to discuss the SABC's response to the union's revised demands.

Officials of both Mwasa and the SABC said the meeting was "critical" after constructive negotiations on Tuesday. (354)

Mwasa has dropped its across-the-board demand from 30% to a 20%. It is also calling for a R1 500 minimum wage. The SABC is offering an 11% increase and a R1 300 minimum.

An SABC spokesman said the R1 300 minimum wage offer amounted to an effective 39% increase for workers at the lowest pay levels.

6/10/92

Health workers on march

Soweto 5/6/92

354

HEALTH workers yesterday marched on the offices of the Soweto Council to demand a wage increase compatible with their status.

A spokesman for the workers said Soweto was highly-placed in terms of the local authorities' grading system and the staff, totalling about 300 should be paid accordingly.

The spokesman said the council did not provide them with transport to enable them to make house visits.

"We have also not been able to ferry patients to clinics for check-ups or X-rays. Neither have we succeeded in providing care for our TB and Aids sufferers at their homes," the spokesman added.

Also at issue is their uniform allowance which they claim has been "unfairly lowered" by the council from a subsidy of R1 000 to a mere R180.

The nurses have not been wearing uniforms since May 21 in a bid to force the authorities to listen to their grievances.

Meanwhile, the

**By MOKGADI PELA
and Sapa**

Baragwanath Hospital administration yesterday accused striking workers of defacing hospital property as about 300 workers toyi-toyed outside the hospital yesterday.

Chief superintendent Dr Chris van den Heever said the workers had been on strike since Tuesday over wages.

"At the chief superintendent's office they wrote their demands on the walls which caused damage of about R5 000," he said.

National Education, Health and Allied Workers' Union general secretary Mr Philip Dexter said he had no knowledge of the alleged abuse of property.

He said the workers were not on strike. "It's a go-slow."

The workers are demanding a 15,3 percent increase across the board and a minimum of R724 a month.

Workers are also demanding contracts which recognise them as permanent employees.

"At the moment these

people can be retrenched at 24 hours' notice," said Dexter. "At the end of the day the laws that govern the (South African) Labour Act are archaic."

Van den Heever said proper patient care was being hampered because of the protests. Kitchens, porter and cleaning services had been affected.

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THE NEW

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THE Transvaal Provincial Administration was granted an urgent interdict in the Rand Supreme Court yesterday to prevent 1 500 striking Baragwanath Hospital workers from protesting on hospital premises.

The non-medical workers went on strike on Tuesday after negotiations between the National Education, Health and Allied Workers' Union (Nehawu) and the Commission for Administration (CFA) failed.

Wage negotiations broke down last month after the union demanded a R1 100 minimum wage and a R400 across-the-board increase. The CFA offered a minimum wage of R724 and R108 across-the-board increase.

According to a TPA statement, the strikers demonstrated outside the hospital's administration block, vanda-

Interdict as Bara strike turns nasty

CHARMEELA BHAGOWAT

STAR 6/6/92
lised offices and prevented workers from doing their work.

Late yesterday, the administration offices were deserted — most of the workers having left to assist in the wards.

Graffiti on the office walls indicated strikers' demands. According to the TPA, strikers also damaged a gate which was put up on Thursday night to keep them off the premises.

A TPA statement yesterday said only acute emer-

gency cases were being handled in casualty and theatres. "Under these circumstances the TPA calls upon prospective patients not to report at the Baragwanath Hospital but rather to go to other hospitals."

TPA spokesman Sonja de Wet said the strikers were intimidating other staff and there was "a problem with the distribution of bandages and medicine" because of interference.

However, Nehawu shop steward Philda Mabula said

the workers were not disrupting services. She denied that workers were on strike and described their action as a "daily three-hour work stoppage".

Other demands by Nehawu include:

- Permanent status with all benefits for all workers.
- An end to privatisation and retrenchments.
- Free and equal health care and education for all.

Mabula said the negotiations were strained but still on track. Union members would convene an emergency meeting to discuss their plans.

She said workers would not return to work until their demands were met and "if push comes to shove, we want Dr Rina Venter, Nelson Mandela and F W de Kerk to sit together and resolve our problem".

Bara strikers dig in their heels

354
Sowetan 10/6/92

THE NATIONAL Education and Health Workers Union yesterday vowed to defy a court interdict and continue with their strike and pickets over wage grievances at Baragwanath Hospital.

A Nehawu spokesman yesterday said the union members from 10 other clinics in Soweto were expected to join the strike.

A Sowetan team which visited the hospital yester-

By KENOSI
MODISANE

day found workers at the kitchen preparing food.

The workers, as well as those in the theatres and mortuary, are exempted from the strike.

Nurses and doctors have to fetch the food from the kitchen for distribution to patients.

"We are operating nor-

mally although the floors and other areas are not clean. Nurses fetch the food for patients in the wards," a chef said.

Some workers at the theatre were found performing their normal chores, though one said: "It is a bit slow since Monday. But we are all the same on duty and exempted from joining the picket."

Nehawu spokesman Mr Chicks Moletsane yester-

day accused the hospital authorities of unfairness and said: "They asked the TPA to apply for an interdict restraining us from picketing in the hospital instead of solving the problem."

Baragwanath officials yesterday locked doors leading to the administration block and security personnel barred reporters from entering.

An attempt to reach the

hospital spokesman for comment through the telephone also drew a blank.

It was yesterday reported that student nurses at the hospital held a meeting on Monday where a decision was taken to picket daily for an hour in sympathy with the striking workers.

"We are prepared to resume our duties as soon as the authorities respond to our demands," Moletsane said.

Hospitals in disarray as dispute spreads

W/Mail 12/6-18/6/92

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THE Transvaal hospital strike — now crippling six major institutions — shows ominous signs of spiralling into a more damaging dispute than the acrimonious 1990 battle in the province's health services.

The strike, which centres on wage demands, has left health services in disarray, with most hospitals offering only emergency care. Doctors and nurses are working long hours and doing cooking, portering and laundry. None of the hospitals are being cleaned.

The Transvaal Provincial Administration

The hospital strike is spreading through Transvaal institutions — and threatens to be more damaging than the 1990 action, reports FERAL HAFFAJEE

(TPA) has warned that 1 500 strikers at the giant Baragwanath Hospital in Soweto face dismissal.

The affected hospitals are Baragwanath, Hillbrow, Leratong on the west Rand, Tembisa, Natspruit and the Benoni/Boksburg hospitals

on the east Rand.

The TPA said in a statement that it believed the strike would spread to the HF Verwoerd Hospital, the Willem Cruywagen Hospital in Germiston, the AG Visser Hospital in Heidelberg and the General Hospital in Johannesburg.

Nurses have stopped work at the Hillbrow and Natspruit hospitals while the strike is restricted to general workers at the other hospitals. Skeleton staff are providing emergency services at all the hospitals, but even the skeleton staff are on a go-slow. About 7 000 workers are on strike

at all the hospitals. The strike took an ugly turn this week when allegations of intimidation and violence were levelled at striking workers.

They were accused of having removed non-strikers from their stations, threatened people delivering medical supplies and prevented student nurses from attending classes at Baragwanath hospital.

At the Natspruit hospital, workers went on the rampage causing large-scale damage to property. "They started on Tuesday. Everything is being turned upside down. Some desks have been damaged, pictures are being ripped off walls and they are throwing dustbins around," said a hospital representative.

At Leratong hospital, operating theatres were allegedly disrupted. Workers at the Dunsfontein laundry are also on strike. This laundry services all the strike-hit hospitals and there is no clean linen or clothing at any of the hospitals.

The TPA alleged that an official had been "severely strangled and beaten at a clinic in Soweto" and accused National Education, Health and Allied Workers' Union (Nehawu) of not "being able to control their members".

Two urgent interdicts were brought against striking workers at Baragwanath and Natspruit hospitals, barring them from entering the premises of either hospital. The TPA warned on Wednesday that it would start disciplinary measures against striking Baragwanath workers and that these could include dismissals. The union has denied the allegations of intimidation and has accused the TPA of paying starvation wages and practising outdated industrial relations.

Hillbrow, Baragwanath, Natspruit and Tembisa hospitals are the major feeder hospitals for victims of train, taxi and other violent incidents.

The strike ignited at Baragwanath last week when the administration prevented workers from clocking in to start work after a three hour sit-in. This week the strike spread fast when what started out as solidarity pickets with the Bara workers soon became full-blown strikes. The union seems to have been caught by surprise by the levels of militancy and the speedy growth of the strike.

Union officials denied allegations of harassment but could not substantiate their denials. This lack of communication between the branches and the national office of the union reflects the poor level of organisation in Nehawu. The union — the only public service trade union affiliated to the Congress of South African Trade Unions — was suspended last year for failing to pay its subscriptions.

Part of the reason for Nehawu's weakness is that it only won recognition by provincial administrations this year. Until now, it did not enjoy trade union rights, like access and stop-order facilities. At this year's national congress, the entire executive was overhauled and members installed a young and militant leadership charged with resuscitating the union.

Behind the strike is a complicated wage dispute with the government. Nehawu refuses to settle for the 9,2 percent increases given to other public servants' associations. They are pushing for a 15,3 percent increase and a minimum monthly wage of R724, because many of their members are unskilled and semi-skilled workers and suffer the lowest wage levels.

Durban council to pay on June 16

DURBAN City Council workers absent from work on June 16 will be paid for that day.

The City Council's Management Committee and the Democratic Integrated Municipal Employees' Society said the decision had been taken because of the significance of June 16 - Soweto Day - to many sectors of the community.

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14/6/92

Union threat of more strikes

THE National Health and Allied Workers' Union (Nehawu) has threatened to escalate the current strike at several Rand hospitals into a nationwide showdown with provincial authorities.

The strike, which began at Baragwanath Hospital, has spread to nine other Rand hospitals and has been affected by violence. Two Natalspruit Hospital workers — both strikers — were shot dead and a Boksburg/Benoni Hospital employee was wounded while in the same house in Katlehong on Thursday last week. On Friday a Boksburg-Benoni Hospital nurse was assaulted and her vehicle damaged.

Nehawu general secretary Philip Dexter said yesterday the Transvaal Provincial Administration had failed to make a constructive effort to resolve the problems and issues at the heart of the dispute.

Transvaal MEC for health Fanie Ferreira was reported to have said Nehawu's wage demands were beyond the scope of the provincial administration and would have to be negotiated by the union and the Commission for Administration.

Dexter said the whole negotiation process between his union and the TPA had been a "sham".

Wilson ZWANE

He said the TPA's response to Nehawu's demands had set the stage for a showdown between the union and the provincial administration. A nation-wide strike was now on the cards.

Sapa reports that Dexter said the TPA reaffirmed on Saturday its acceptance of the 9,2% increase in wages offered by government. The increases were what government could afford and there was no possibility of any further increases.

The TPA urged Nehawu to take the matter up with the Commission for Administration. The TPA reportedly also said the union should take up two of its major concerns — the question of permanent status for general assistants and the issue of skeleton staffs — with the commission.

The TPA said it would continue instituting interdicts and disciplinary action against Nehawu and its members, Dexter said.

He said the visit of Health Minister Rina Venter to the Baragwanath Hospital on Saturday was "a cheap public relations exercise".

The union said its proposals, given to

the TPA on Friday, were:

- A minimum wage of R724, an across-the-board increase of 15,3% and permanent status for general assistants;
- Nehawu and the TPA should undertake to write, jointly, a letter to the commission stressing the importance of a meeting between the commission and Nehawu. This meeting should aim at an interim dispute mechanism, and the commission should resume wage negotiations with Nehawu; and
- The TPA should withdraw all interdicts and undertake not to institute disciplinary action against workers if they returned to work.

Nehawu undertook to persuade its members to stop all strike action and other means of protest action would have to be used.

Dexter said Nehawu would report back to its membership on the TPA's response. A further meeting with the TPA was scheduled for Wednesday.

The 10 hospitals affected by the strike are Natalspruit, Medunsa Dental Hospital, GaRankuwa and H F Verwoerd hospitals near Pretoria, Willem Cruywagen in Germiston, Baragwanath in Soweto, A G Visser in Heidelberg, Tembisa Hospital near Midrand, and Hillbrow and Johannesburg.

● Comment: Page 6

Township officials get salaries if they don't quit defunct councils

By Jo-Anne Collinge

Township councillors continue to receive their salaries if they do not resign when their councils collapse, Transvaal Provincial Administration spokesman Magda du Toit has confirmed.

The proportion of Transvaal township councils which have ceased to function has risen to 58 percent of the total number of black local authorities, or 49

out of 85, according to Miss du Toit.

Most had no longer been able to obtain a quorum, due to multiple resignations.

Administrators had been appointed to fulfil the functions of 47 of these councils, she said, and would soon be in office in the remaining two.

"We don't fire the councillors who haven't resigned," Miss du Toit said.

"They stay because they were

STAL 16/6/92
elected. They still receive their salaries, but their allowances are a bit lower."

Ike Moroe, the ANC's western Transvaal regional spokesman, condemned the practice.

He said he had become aware of it during local-level talks on the future of the council in Reagile, near Koster, where some councillors had resigned.

"We feel that what the TPA is doing is unfair.

Municipal employees plan protest

By Louise Burgers
Municipal Reporter

Mass protests against the Johannesburg City Council management committee by thousands of municipal employees, who face possible retrenchment and no increases, are expected next week — for the first time in the council's history.

A dispute has been declared by the unions after the fourth round of wage talks broke down on Monday. The issue will now go before the Industrial Council.

The annual Johannesburg budget, expected to top R3 billion this year, will be presented on June 25 — the same day the council's 12 unions, representing the 23 000-strong workforce, from labourers to directors, have chosen to demonstrate on the lawns of Civic Hill in Braamfontein.

In an unprecedented move last week, more than 1 000 white-collar employees approved a motion of no-confidence in the present management committee.

Johannesburg Municipal Employees Association (JMEA) general secretary Theo Crouse said the council had given the undertaking to unions on Monday that they would not embark on a mass retrenchment programme for

the next six months.

Mr Crouse and SA Municipal Workers Union (Samwu) bargaining officer Roger Ronnie told The Star last week that the union had it in writing that the council intended to scrap 7 000 posts to trim the workforce to 15 000.

The council has denied that the figure is so high.

In the latest JMEA newsletter to members, trade-unions say they "were astounded that for the first time in 106 years the council has managed itself into the position that it sees fit to retrench employees in order to balance its budget".

Mr Crouse said the unions, presenting a united front for the first time, had indicated that, despite declaring a dispute, negotiations would continue and there was no question of a strike.

"But at this stage we are poles apart," he said.

This is the first time in many years that the council wage talks have not been finalised before the annual budget.

The 12 unions want salary increases of between 16,7 and 34 percent to bring the minimum wage into line with that of workers in other cities.

In another development, Samwu yesterday urged the Government to immediately withdraw the Provincial and Local Authority Affairs Amendment Bill which, the union says, is being forced through Parliament this session.

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Bid to end hospital strike fails

By MOKGADI PELA and Sapa

NEGOTIATIONS between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union in a bid to end the three-week hospital strike, reached a deadlock yesterday.

The workers downed tools three weeks ago in demand of a 15 percent across the board wage increase and a R724 a month minimum wage. *Sowetan*

The strike has affected more than 17 hospitals in the Transvaal, the Orange Free State and Natal.

At a Press conference in Johannesburg yesterday, Nehawu appealed to the TPA to allow hospital workers rendering essential services to serve the patients.

A TPA spokesman reiterated its earlier statement that the strike was not in the interest of Nehawu or its members.

The union also appealed to the Minister of Public Administration to meet with it to resolve the dispute. It also proposed the establishment of an interim dispute resolution mechanism.

Nehawu also alleged that between 300 and 500 members have been arrested. *18/6/92*

Hospitals affected by the strike include Baragwanath, Garankuwa, Boksburg-Benoni, Willem Cruywagen, Waterval Boven, Ermelo, Middelburg, Johannesburg, Natalspruit and Pietersburg.

Three shop stewards have died since the strike started.

Municipal marches

W/March 12/6 - 18/6/92.

MUNICIPAL workers are more often seen cleaning the streets than marching through them, but this week thousands of city council workers marched through major cities around the country, leaving a host of aggravated motorists and gawking pedestrians in their wake.

Wearing their customary orange uniforms, the marchers in Johannesburg carried a host of home-made weapons and placards calling for "an end to restructuring" and "electricity, water and services for all".

The workers are pushing for a minimum wage of R98 a week and an end to the restructuring of local authorities. Ironically, the merging of apartheid local authorities is leading to the retrenchment of council workers. Workers are also calling for a moratorium on retrenchments.

The Johannesburg City Council has proposed zero increases. Last year, the council said it would be forced to reduce staff from 23 000 to 15 000. The JCC this week said Wednesday's marches were illegal and that workers who did not report for work would not be paid and would be subject to disciplinary measures.



Mass march ... Johannesburg City Council members take to the streets

Photo: GUY ADAMS

Patients may die, TPA warns hospital strikers

By Helen Grange
and Abel Mushi

After yet another breakdown in talks yesterday, the Government has warned that the crippling hospital worker strike may lead to patient deaths.

Despite deteriorating hygiene conditions in at least 16 Transvaal Provincial Administration hospitals due to a protracted strike by hospital assistants and clerks, negotiations between the TPA and the National Education, Health and Allied Workers Union (Nehawu) again ended in bitter accusations and reciprocal warnings yesterday.

In a statement last night, the TPA warned that if conditions were not normalised,

"it may cause a further deterioration of services, loss of life, continued damage to property, and the intimidation and assault of persons".

The Transvaal Provincial Administration yesterday refused three demands tabled by the National Education, Health and Allied Workers Union at a meeting — maintaining the deadlock between the two parties, reports Sapa.

Demanded

Nehawu demanded that:

- The TPA arrange a meeting between Nehawu and the Minister of Administration and Tourism.

- The TPA consider the withdrawal of all court in-

terdicts.

- The TPA "go soft" on the implementation of disciplinary action against striking workers.

The strikers themselves are demanding a minimum wage of R724 and an across-the-board increase of 15 per cent.

The TPA said last night there was a difference of only R16 between the minimum amount demanded and the amount offered by the authorities.

Nehawu has meanwhile warned that nurses and doctors could join the strike.

The TPA has made an urgent appeal to the public to offer their services as voluntary hospital workers, earning a daily tariff.

Dismissals 'will lead more to join strike'

Blomay 18/6/92

MANY doctors and other professional health care workers would strike if the general assistants on strike at provincial hospitals were dismissed, National Health Unity Forum spokesman Dr Aslam Dasoo told a news conference in Johannesburg yesterday.

Sapa reports radiographers and professional nurses at Tembisa Hospital yesterday joined the strike and Baragwanath radiographers and nurses also threatened to join the strike if talks yesterday between the Transvaal Provincial Administration and the National Education, Health and Allied Workers' Union (Nehawu) were not fruitful.

TPA spokesman Piet Wilkin said last night the talks did, in fact, deadlock.

The TPA's chief superintendent, Dr C van der Heever, distributed letters warning that workers not returning to work by yesterday would have to give an explanation by 4pm, and those who did not provide explanations would be fired.

It could not be established last night what steps would be taken.

DIRK HARTFORD reports that ANC national executive committee member Cheryl Carolus told the news conference the fact that some workers earned R410 a month was disgusting. "Many Cabinet ministers spend that much on themselves every day."

The forum said the doctors and nurses it represented were debating the situation and if the TPA did not move to resolve the strike, or if it dismissed strikers, its mem-

bers could take action.

Nehawu general secretary Phillip Dexter called on anyone who had information on the deaths of babies at GaRankuwa Hospital at the time of a strike in 1990 to contact the union. He said the union had evidence that the babies died because "someone panicked and attempted to get them taken from the hospital by ambulance without proper equipment".

He reiterated the union's claim that the TPA was preventing workers from giving emergency care by locking workers out.

He said "skeleton staff" for emergency care was accepted the world over, but not by the TPA.

Meanwhile, the TPA said there was only R16 separating its offer and Nehawu's demand and that wages had risen by 130% for general workers since the beginning of 1989.

Other Nehawu demands were also being addressed.

Yesterday a second hospital in the Free State joined the strike, but Durban hospital authorities denied Nehawu's claim that its members at King Edward Hospital were on strike in Natal.

The TPA said 14 Transvaal hospitals were affected by strike action.

Nehawu claimed between 300 and 500 of its members were arrested yesterday at hospitals, including the Johannesburg Hospital. At Germiston Hospital police allegedly used teargas, sjamboks and dogs to break up a crowd of strikers and one worker was seriously savaged, it said.

THE clearest statement to emerge from the chaos of the hospital workers' strike on the Reef came not from the formal pronouncements of the antagonists, but from the crude, red-daubed graffiti in Baragwanath Hospital's administration block: "Enough is enough. We want bread".

Amid allegations of intimidation and violence, amid raging debates on the acceptability of health workers striking, this was the heart of the matter.

The authorities have made much of evidence of intimidation; of the allegation that strikes have endangered the lives of patients. Their compassion has even extended to Health Minister Rina Venter visiting Baragwanath to sympathise with the plight of patients.

Their message has been clear: under no circumstances should providers of essential services be allowed to go on strike.

In an ideal world, there would be no dispute with their argument. In fact, the International Labour Organisation has decreed that it is permissible to deny such workers the right to go on strike.

"The international conventional position is pretty clear," says Martin Brassey, professor of law at Wits University, who has studied the ethics of industrial action. "Where workers provide a truly essential service, the interests of society entitle the state to prohibit them from going on strike. But there is an ongoing debate over what is essential. Consensus is that it would include providers of foodstuffs, water, power and people directly concerned with providing medical services, like doctors and nurses.

"Where such workers do go on strike, dismissal is appropriate, provided that is the only remedy left."

But where does this leave someone who, after decades of service to one employer, cannot even afford to feed her own family?

"We feel for the patients," striking hospital worker Rejoice Motau told *The Weekly Mail* this week. Standing outside Johannesburg Hospital, a few metres away from where dozens of policemen barred strikers from a staff entrance, she declared that she'd been a general assistant for 13 years — but was still on temporary staff.

"Some of us have got 20 years, even 30 years' service, and we're still getting paid R500 or R600 a month," said 43-year-old Motau. "We can't survive on that. We cannot justify even giving emergency care when we are earning a salary like that."

As she talked, her colleagues gathered around her to support her sentiments. Ntombikayise Vilakazi — also with 13 years as a temporary employee — explained that she could no longer see an alternative to striking.

"Besides the low salary, some of our supervisors treat us like prisoners. If we complain, they tell us they'll take our complaints to Pretoria. And then we never hear about it."

Indeed, the state's concern for patients dra-

Do medical staff also have rights of grievance?



It's unethical to strike if patients' lives are endangered, the authorities righteously say. But is it ethical to pay hospital workers starvation wages?

By **ARTHUR GOLDSTUCK**

matically outweighs its concern for its own employees. The Transvaal Provincial Administration's response to the findings of the Cillie Commission of Inquiry into the 1990 strike at Ga-Rankuwa Hospital, where 13 babies died during the strike, is a case in point. Administrator of the Transvaal Danie Hough last week made much of the "interests of patients", which he emphasised should be placed first. But on findings of "administrative shortcomings" regarding labour relations, he merely pointed out that "certain rectifying steps have already been taken to eliminate these deficiencies".

A list of "rectifying measures", provided by the Executive Committee of the Transvaal, dealt at length with labour relations structures, communication with workers, and commitment to "solving labour disputes by means of negotiation and to the improvement of labour relations by means of training".

However, the Executive Committee reported, it had decided that "the need for acceptable grievance procedures for officials and employees be referred to the Commission for Administration (CFA) for the necessary attention".

The CFA, as National Education Health and Allied Workers' Union (Nehawu) negotiators have discovered, is little more than a rubber stamp for the government's position, and appears to carry no mandate for making concessions to the union. It has refused to redress central, long-standing worker grievances regarding minimum wages and temporary status of workers.

Even as the minister of health prepared to meet with patients at Baragwanath Hospital, the CFA's real boss, Minister for Administration

Org Marais, refused to meet hospital workers' representatives.

In these circumstances, striking cannot be banned outright, says Brassey.

"One of the provisos to the prohibition on essential service workers going on strike, is that there is an arbitration alternative. What is meant by arbitration is not negotiation, but a decision being made by a neutral third party that would be binding on an employer. In this case, there is no compulsory, neutral and binding third party arbitration as an alternative to industrial action."

The union has gone to great lengths to address the ethical dilemmas raised by the strike, says Nehawu secretary general Philip Dexter.

"The union's position has always been that, if there is ever a need for providers of essential services to go on strike, skeleton staffs must be made available to effective running of emergency services."

Dexter includes in his definition of "emergency services" aspects like ambulances, casualty wards, doctors and nurses who provide immediate medical attention, radiographers, and certain dispensaries.

"But workers do need to be able to withdraw their labour. Management uses the ethical argument to put pressure on workers to accept exploitation. If workers accept that they cannot go on strike, management is in a position to implement whatever

decisions they like. That's an acute probability in this country, because the state is hardly a progressive employer."

Dexter stresses that workers are aware of the ethical dilemma.

"There is no way we would sanction an unconditional strike in health services. From my discussions with members, ranging from shop stewards down to the lowest general assistant, they all understand that they serve their community. There is no way on earth they would willingly cause damage to lives. But they've been pushed into a corner. These issues go back to 1985. We've been petitioning and petitioning. Finally in 1990 we went on strike. The CFA agreed to address our demands, but they're literally a toy telephone with no mandate to act.

"This thing was bound to happen again. We've seen it coming for months. In many respects we tried to put a lid on it. We tried to draw the attention of the government to the crisis, but the response from the minister for administration was that he did not have the time to meet us."

One of the latest responses from the authorities came on Tuesday from Baragwanath Hospital's chief superintendent, Dr Chris van den Heever. He issued a statement headed: "D-Day for Bara Workers".

Effectively, he warned striking general assistants that they had until the next day "to advance reasons why their services should not be terminated".

Perhaps he, like much of the provincial and state administration, has not been reading the writing on his own walls.

Workers, council at odds

STAR 19/6/92 354

By Louise Burgers
Municipal Reporter

Representatives from the 12 Johannesburg municipal unions meet today to plan a co-ordinated action campaign, which could include industrial action, to try to get the city council to make workers a meaningful offer.

Johannesburg Combined Municipal Employees' Union general secretary Hassen Lorgat said yesterday that planned protest action could include "disciplined" industrial action, marches and petitions.

The combined union asked for salary increases of between 16 and 34 percent. The city council replied that there would be no increases and conditions of service would be scaled down. There was a reference to likely mass retrenchments.

In the continuing storm around the council's mass retrenchment programme and alleged over-expenditure, Mr Lorgat said employees and ratepayers were headed for a confrontation with the council.

He said unions had been in touch with some ratepayers' groups and intended to involve more associations to mount an active campaign to curb waste in the city.

"The council wants to discuss ways of how to save money, before they discuss the wage demands and this is unacceptable on principle.

"We know there is wastage, we can help the council curb wastage if they will let us."

Die Rioleringsverordeninge van die Munisipaliteit van Ellisras, afgekondig by Administrateurskennisgewing 2233 gedateer 26 Junie 1991, word hierby soos volg gewysig:

BESTEK VAN VERORDENINGE:

Deur artikel 2 met die volgende te vervang:

"2. Hierdie verordeninge is van toepassing en van krag op alle gebiede binne die jurisdiksie van die Raad, uitgesonderd plaasgedeeltes van 22 hektaar en groter, behalwe waar sodanige plaasgedeeltes vir ander doeleindes as landbou aangewend word."

J. P. W. ERASMUS,
Stadsklerk.

Burgersentrum
Privaatsak X136
ELLISRAS
0555.

(19 Junie 1992)

RAADSKENNISGEWING 139 VAN 1992

UITSLUITING VAN BETALING VAN DIE OMSKRYWING VAN "BESOLDIGING" IN DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jacobus Venter, Waarnemende Sekretaris van die Raad op Besoldiging en Diensvoordele van Stadsklerke, handelend kragtens magtiging deur die gemelde raad aan my verleen ingevolge artikel 2 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), en met instemming van die Kommissie vir Administrasie, kondig hiermee vir algemene kennisname aan dat Goewermentskennisgewing No. 57 van 11 Januarie 1985, soos gewysig in Goewermentskennisgewing No. 2406 van 21 November 1986, met ingang van 1 Maart 1992 gewysig word deur paragraaf D te skrap en deur die volgende paragraaf te vervang:

"D. STADSEKRETARIS-/KLERK VAN DIE RAAD-/TESOURIERTOELAE

Die betaling van 'n stadsekreteraris-/klerk van die raad-/tesouriertoeleae aan 'n werknemer van 'n graad 4, 5 en 6 plaaslike owerheid wat die stadsklerk is en wat inderdaad self, benewens sy pligte as stadsklerk, ook die pligte verbonde aan die pos van stadsekreteraris-/klerk van die raad of tesourier verrig, beperk tot die volgende toepaslike maksimum bedrag:

Graad 4 plaaslike owerheid: R2 400 per jaar.
Graad 5 plaaslike owerheid: R3 000 per jaar.
Graad 6 plaaslike owerheid: R3 600 per jaar".

J. VENTER,
Waarnemende Sekretaris.
(19 Junie 1992)

The Drainage By-laws of the Ellisras Municipality, promulgated under Administrator's Notice 2233 dated 26 Junie 1991, are hereby amended as follows:

SCOPE OF BY-LAWS:

By the substitution of section 2 with the following:

"2. These by-laws is applicable and shall apply to all areas within the jurisdiction of the Council, excluding farm portions of 22 hectare and larger, except where such farm portions are used for purposes other than agricultural purposes."

J. P. W. ERASMUS,
Town Clerk.

Civic Centre
Private Bag X136
ELLISRAS
0555.

(19 June 1992)

BOARD NOTICE 139 OF 1992

EXCLUSION OF PAYMENT FROM THE DEFINITION OF "REMUNERATION" IN THE REMUNERATION OF TOWN CLERKS ACT, 1984

I, Jacobus Venter, Acting Secretary to the Board on Remuneration and Service Benefits of Town Clerks, duly authorised thereto by the said board in terms of section 2 (2) of the Remuneration of Town Clerks Act, 1984 (Act No. 115 of 1984), and with concurrence of the Commission for Administration, hereby announce for general information that Government Notice No. 57 of 11 January 1985, as amended in Government Notice No. 2406 of 21 November 1986, with effect from 1 March 1992 be amended by the deletion of paragraph D and its replacement with the following paragraph:

"D. TOWN SECRETARY-/CLERK OF THE COUNCIL-/TREASURER'S ALLOWANCE

The payment of a town secretary-/clerk of the council-/treasurer's allowance to an employee of a grade 4, 5 and 6 local authority who is the town clerk and who himself, in addition to his duties as town clerk, performs the duties associated with the post of town secretary-/clerk of the council or treasurer limited to the following applicable maximum amount:

Grade 4 local authority: R2 400 per annum.
Grade 5 local authority: R3 000 per annum.
Grade 6 local authority: R3 600 per annum".

J. VENTER,
Acting Secretary.
(19 June 1992)

SABC bashing union Mwasa

By Justin Pearce

South 2016-24/6/92.
THE SABC is a "union-basher", says the Media Workers' Association of South Africa (Mwasa) following a letter sent by SABC to striking workers.

Mwasa says the open letter addressed to all Mwasa members makes claims that are false.

The letter is seen by the union as an attempt to undermine their credibility.

"This action confirms that the SABC has not overcome the anti-union feeling that it has harboured for a very long time" said Mwasa spokesperson Mr Mzukisi Twala.

The letter lists salary increases supposedly granted by the SABC since January 1989. Twala dismissed some of the figures as "lies".

The SABC claims skilled and clerical workers received an increase of 27,7 percent in March 1991. Twala said the increases at that time ranged from nothing to nine percent, around four percent on average.

Mwasa also condemned the fact that the SABC was consulting other state corporations to determine a fair wage.

"They should be comparing the salary of a Radio Xhosa DJ with the salary of a Radio 5 DJ," Twala said.

DJs on black stations receive a starting salary of R1 500, as opposed to the R2 000 paid to new white DJs, he claimed.

The letter is signed by Mr WJJ Harmse on behalf of the corporation's top management.

It says "it is our desire (and the situation also demands it) to now communicate directly with Mwasa members".

National strike call by Nehawu

Sowetan 22/6/92

THE National Education, Health and Allied Workers' Union has called on its members to go on a national strike from today to force the Minister of Administration and Tourism to meet them to settle the raging wage strike.

In a statement at the weekend, the union's assistant general secretary Mr Neal Thobejane said the alleged reluctance of the Minister of Administration, Dr Org Marais, to meet with the union had led to the calling of the

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By ISAAC MOLEDI

This is the outcome of a ballot among 300 professional workers at the hospital on Friday.

A statement by Baragwanath's Dr David Jacobs, on behalf of the professionals, said although they would not strike they sympathised with the striking workers' complaints.

"We recognise that wages, salaries and working condi-

Sowetan Correspondent

THE ongoing strike which has crippled the SABC's CCV channel is no longer a labour issue, but has been overtaken by political motives, says the corporation's labour relations manager, Mr Christo Pretorius.

Pretorius was speaking at a Press briefing yesterday to explain the SABC's stance on the strike, which was started on May 18 by members of the Media Workers' Association of South Africa when pay talks broke down.

There has been a news blackout on the CCV channel since the start of the strike, while magazine programmes have also fallen by the wayside.

Mwasa strike is political - SABC

Sowetan

22/6/92

"The strike has been hijacked by the political scenario in the country," said Pretorius. This view was shared by the Conservative Party, which at the weekend called on the top management of the SABC to stop its indecision about the ongoing strike.

Dr Pieter Mulder, Conservative Party spokesman on communications, said in a statement employees who

wanted to work were being intimidated in an unacceptable manner while damage was being done to buildings and equipment.

"It would appear that the strike is not about personnel grievances, but has taken on a shade of ANC action. If the SABC management is unable to handle this internal problem, then it is no longer necessary for them to negotiate further at

Codesa against an ANC takeover of the organisation.

"The SABC will, in the long run, be handed over to the ANC and its trade unions to manipulate broadcasting as it wishes."

Pretorius said the SABC had written an "open letter to all Mwasa members explaining our stance, but the shop stewards burnt them without even reading

them".

Pretorius said there was evidence of widespread intimidation of employees who did not support the strike action, adding it was disturbing that Mwasa was turning the strike into a racial issue, namely white against black.

There were no disparities in salaries based on race at the SABC, but Mwasa continued to insist on a 20

percent pay rise and a minimum salary of R1 500 - as opposed to the SABC's offer of 11 percent and a minimum salary of R1 300.

"Other trade unions have accepted our view that job preservation in the long term is more important than short-term gains, and accordingly accepted our initial offer of 7 percent across the board and 4 percent merit," he said, pointing

The strike has been hijacked by the political scenario in the country - Pretorius

out that the country was currently in the grip of a recession.

According to figures in the open letter, 75 percent of Mwasa members got increases of more than 26 percent last year, with no member getting less than a 12 percent pay rise.

● The Media Workers Association of South Africa's view of the strike is on page 13.

National strike call by Nehawu

Sowetan 22/6/92

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By ISAAC MOLEDI

THE National Education, Health and Allied Workers' Union has called on its members to go on a national strike from today to force the Minister of Administration and Tourism to meet them to settle the raging wage strike.

In a statement at the weekend, the union's assistant general secretary Mr Neal Thobejane said the alleged reluctance of the Minister of Administration, Dr Org Marais, to meet with the union had led to the calling of the national strike.

"We have called on all State workers in hospitals, road and works, home affairs, agriculture, education, Government garages and all other State departments to go on a national strike.

"This is the only alternative available to workers, whether members of Nehawu or not; strike action is the only way to force Marais into a meeting," Thobejane said.

The strike is in support of Nehawu's demands of R724 minimum wage and a 15 percent across-the-board increase. The Government is offering a minimum of R708 from August 1 with an average 14 percent annual increase for workers not yet at the top of their salary scales.

However Baragwanath Hospital medical and allied workers will not join today's strike action called by the National Education, Health and Allied Workers' Union.

This is the outcome of a ballot among 300 professional workers at the hospital on Friday.

A statement by Baragwanath's Dr David Jacobs, on behalf of the professionals, said although they would not strike they sympathised with the striking workers' complaints.

"We recognise that wages, salaries and working conditions in the provincial health services are poor, not only for general workers, but also for all health professionals."

Jacobs said the professional workers felt Nehawu and the Government's negotiating body, the Commission for Administration, should go to compulsory arbitration immediately to end the industrial action.

The TPA however responded by issuing a stern warning that all strikers would be dismissed by the end of this week if the strike had not been resolved.

Only Baragwanath Hospital in Soweto and Natalspruit Hospital strikers were given the ultimatum of work dismissal last week.

Dr Rina Venter, Minister of National Health and Population Development, said the strike was part of mass action campaign initiated by the ANC and had little to do with the workers' interest.

'ANC' raiders kill five in Dobsonville hostel

Sowetan 22/6/92

By MZIMASI NGUDLE
and Sapa

FIVE people - two of them women - were killed during a raid by armed men on the Dobsonville Hostel in Soweto early yesterday morning.

Soweto police spokesman Captain Govindsamy Mariemuthoo said two men and a woman were shot dead and a man and a woman were stabbed to death with sharp objects in a raid at about 2.45am.

Mariemuthoo said police were investigating.

An eerie silence was disturbed only by the din of a Casspir which drove around the hostel when the Sowetan visited the area yesterday.

Small clusters of hostel inmates brandishing traditional weapons could be seen from a distance.

Nearby houses, some with shattered windows and broken doors, were virtually deserted. A block away, residents leaning against gate posts and yard fences stared at us with suspicion as we drove out of the township.

Inkatha Freedom Party official Mr Humphrey Ndlovu said the five dead were Inkatha members who had been attacked by armed members of the African National Congress.

He said one of the men had told hostel dwellers that the ANC would continue their attack on the hostel.

"You won't hear calls for township houses to be searched as a result of this attack," Ndlovu added.

"You won't see churchmen visit this hostel to offer comfort to the inmates. We have a Church in South Africa that takes sides and it's usually with the ANC," Ndlovu charged. No one prays for us... for the IFP and for hostel residents... these people are nothing to our Church in South Africa".

'Cut waste, use savings to pay workers'

By Louise Burgers
Municipal Reporter

Municipal unions are lobbying with ratepayers and civics to co-ordinate action to cut waste in Johannesburg City Council and provide affordable community services.

After budgeting for a deficit of R10 million in the 1991/92 municipal financial year, the city council will end the year on June 30 with a deficit of R29 million. This shows

an overexpenditure of some R19 million, increasing the deficit for the financial year 1992/93 to R80 million.

But Johannesburg Municipal Combined Employees' Union general-secretary Hasen Lorgat said the city council could afford salary increases just by cutting out waste.

A dispute has been declared and unions and council officials are to square up at the Industrial Council today.

5742 23/6/92
Johannesburg management committee chairman Ian Davidson warned: "If unions refuse to exercise voluntary restraint, we may be forced into large-scale retrenchments."

"I must appeal to the unions to face up to what the recession is doing to Johannesburg's economy."

Mr Lorgat said: "The unions have indicated a willingness to move on opening demands of between 16 and 34 percent for salary increases."

Workers march for higher wages

STAR 24/6/92

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Staff Reporter
and Sapa

Thousands of South African Railways and Harbours Workers Union (Sarhwu) members marched on the Transnet offices in Parktown, Johannesburg, yesterday to back up the union's wage demands.

The march — and a similar protest yesterday by thousands of textile and clothing workers in central Johannesburg — followed Monday's protest by members of the National Union of Metalworkers of SA.

All three protests were in support of the ANC's mass action campaign.

Led by the the SACP's Essop Pahad and Sarhwu regional officials, the railway employees swamped the road and pavements outside Transnet Park in Hillside Road while a list of demands was handed to Transnet officials.

Sarhwu's demands included a R1 500 minimum wage plus a 40 percent across-the-board increase, a moratorium on redundancies, the reinstatement of 25 dismissed workers and an end to job reservation.

Heavily armed policemen monitored proceedings from Empire and Girton roads. Traffic flow had to be diverted

as the large crowd marched back peacefully to the starting point in Joubert Park. Pedestrians joined in, swelling the crowd to about 15 000.

Transnet assistant general manager, human resources, Vic van Vuuren said 7 602 Transnet workers had stayed away from work in the southern Transvaal, of whom about 3 500 had taken part in the Parktown protest.

At the other end of town, about 10 000 SA Clothing and Textile Workers' Union (Sactwu) members marched on the offices of the Transvaal Clothing Manufacturers' Association in Pritchard Street to present a memorandum demanding a living wage.

The marchers, mainly women, braced icy winds to sing and toyi-toyi in the demonstration.

This followed similar marches in Cape Town and Durban last week.

Sactwu members in the Transvaal are demanding a R28-a-week wage increase or a 14 percent salary increase, a one-week annual bonus, and a 3 percent contribution to a provident fund to be introduced in January.

Sactwu will meet employers within two weeks in an effort to break the current deadlock.

No-show dashes hopes of end to hospital strike

STAR 24/6/92

Staff Reporters

354

Hopes that the spreading hospital strike would end were dashed yesterday after the National Education, Health and Allied Workers' Union (Nehawu) failed to attend a meeting with Minister of Administration Dr Org Marais.

The day was marked instead by a march by hundreds of Nehawu members on the Union buildings in Pretoria to present a memorandum to Dr Marais's office at the Commission for Administration.

Nehawu spokesmen said union representatives had planned to attend the meeting at 11 am, but due to the march being delayed by police intervention, it had been impossible to keep the appointment.

The strike spread yesterday to more State hospitals and related institutions countrywide.

Nehawu said in its memorandum yesterday that attempts by the Government to persuade the public that the strike was part of an "ANC-led conspiracy" was "an insult".

Last night Nehawu released the text of a letter it sent to Dr

Marais after the failed meeting, in which it accused the "unrepresentative" Government of negotiating in an arrogant and deceitful manner.

Nehawu claimed in an accompanying statement that the meeting lacked an agenda and was not the sort of meeting it had asked for.

Last night Mr Marais said in a statement that Nehawu, alone out of 11 employee organisations, had failed to pitch up for a meeting on "problems presently being experienced" with regard to improvements in public-service salaries.

Dr Marais said it was pointed out at yesterday's meeting that the State, as employer, could only grant salary improvements to the extent that they were affordable, and that more favourable salary adjustments were not possible in the current economic situation.

● The Johannesburg Hospital has called on the parents of all children given bookings for operations at the hospital to call ward 277 urgently at (011) 488-3277/0 because surgery may need to be delayed until the situation has been normalised.

Public workers set to join strike

Own Correspondent

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DURBAN — THE 53 000-strong Public Servants' League of SA is poised to join the National Education Health and Allied Workers' Union (Nehawu) national wage strike if its talks on negotiations with government fail. *May 24/6/92*

The union's Natal regional liaison officer Paresah Maharaj said the Natal executive committee was fully behind mass action as a strategy to bring government to its senses if its demands were not met.

"We have membership at hospitals, public works departments and House of Representatives institutions. The Natal executive committee will meet tomorrow to discuss the outcome of the meeting with Minister for Administration Org Marais in Pretoria yesterday."

GERALD REILLY reports from Pretoria that leaders of public servants' staff organisations were told by Marais yesterday it was financially impossible for government to raise the 8,8% pay increase offer from July for the 760 000 Exchequer personnel.

Represented at the meeting were 11 staff associations and unions.

Pay negotiations between the association and the Commission for Administration have dragged on for months.

Marais gave an assurance yesterday that legislation to provide for a more rational and effective dispute resolving system — giving public workers improved rights — was being treated with urgency by government. The associations had expected the legislation to go through Parliament this past session.

Cape health and state workers come out on strike

HEALTH workers and other state employees began a strike in the Western Cape this week following countrywide dissatisfaction over wages and working conditions.

The National Education, Health and Allied Workers' Union (Nehawu) in the Western Cape has observed the union's call for a national strike since Monday.

The Health Workers' Union (HWU) joined them on Wednesday. HWU spokesperson Mr Dale Forbes said he expected 2 000 members from nine Western Cape

hospitals to join the strike.

Nehawu declined to say how many of its members are on strike.

"Because of the failure of the state to re-negotiate with our union, and the brutal attack and repressive measures against our members in the Transvaal, we decided to call a national strike," said Nehawu regional chairperson Mr Wilfred Alcock.

Both unions demand:

- A 15,3 percent salary hike ,
- A minimum salary of R724,
- Temporary workers be reclas-

sified as permanent employees,

- An end to state and violence against striking workers,

- No disciplinary action be taken against striking workers, and

- An increase in the health budget, which would entail a halt to the present cutback in services.

Nehawu's minimum wage demand was reduced from R1 300 to R724. Alcock said Nehawu shop-stewards negotiated regularly with hospital managements to ensure the maintenance of essential services.

JUSTIN PEARCE

Teachers turn down 'disappointing' offer

SOUTH 27/6 - 11/7/92

THE UNION of Teachers Associations of South Africa (Utasa) has rejected a government offer of a 9,9 percent salary increase.

The umbrella body representing the Cape Teachers' Professional Association, Transvaal Association of Teachers, the Society of Natal Teachers and the Orange Free State Teachers' Association, said it was disappointed by the Minister of National Education's offer.

Utasa president Mr George Strauss said his organisation was hoping for a 14 percent increase.

"With the existing inflation rate and the spiralling rise in living costs, educators are becoming increasingly impoverished.

"Utasa participated in protracted negotiations and the fact that its recommendations were disregarded makes a mockery of the principle of positive negotiation."

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Strauss said Utasa had insisted on a 14 percent increase to address the backlog in salary increases which had built up.

The organisation called on the government to "redress this injustice" and to provide the necessary funds to eradicate the backlog in salaries for teachers.

Women teachers will benefit most by the July increase, the deputy director of the National Education Department, Dr Rolf Stumph, said this week.

Stumph said in addition to the 9,9 percent increase, salaries of women teachers would go up one notch, and would almost equal those of their male colleagues.

Wasted pension R2bn

SITimes (B455) 28/6/92.

By CIARAN RYAN (354)

THE R2-billion to reduce the R40-billion actuarial deficit in State pension funds could have been saved if the Government adopted international methods of funding public servants' pensions out of revenue.

An internal document by an insurance company says the R40-billion deficit is meaningless and challenges the Government's method of prefunding pensions.

The R2-billion — from last year's surplus borrowing requirements — is in addition to the R578-million appropriated from the Stabilisation Account to boost employer contributions to the funds.

In the previous two years Parliament voted R2-billion of taxpayer money to reduce the deficit — it is an estimate of future pension payments.

Pension funds abroad are generally funded out of incoming revenue and are not prefunded, says the document.

Its authors say: "We can find no evidence, either based on international experience — whether in a free market or controlled economy — or on logic, to support the concept of a fully-funded pension

fund, as found in the private sector, for civil servants."

There are fears in the public service that a future government will block attempts to reduce the funds' deficit through capital injections.

The institution says that although there may be concern about the security of the pension funds under a new government, it is doubtful whether any amount of prefunding would be a guarantee.

Ban

Laurie Korsten, head of the Korsten Committee which was set up in March last year to look at ways of restructuring the State pension funds, says it decided against a "pay-as-you-go" method.

Mr Korsten says: "Several things need to be done to reduce the actuarial deficit. There should be additional capital injections, adjustments in benefits to members, proper financial control where employers and employees have a say in the

administration of the funds, freedom of investment and a ban on the Government's using them as a source of money."

Mr Korsten says the funds will be structured on a private-sector style within a month.

Democratic Party spokesman on pensions Brian Goodall criticises the Government for the R2-billion golden handshake to public servants.

"Until recently, the Government never had to satisfy anyone other than itself," says Mr Goodall. "One can understand they are a bit nervous of the future. But they are using borrowed money to solve the actuarial insolvency of the State pension funds. A one-quarter percent improvement in investment performance a year over the next 25 years would have had the same effect as the R2-billion capital injection."

The institution says: "We believe that the reported (deficit) of R40-billion is, in itself, meaningless, and feel strongly that what should be

disclosed are estimates of the future flows of benefit payments, and that there must be regular and disciplined reporting on the impact on these flows of benefit improvements and increases in pensionable salaries."

State pension funds ran into deficit in the 1970s and 1980s when public servants were permitted to buy back benefits for nominal amounts. The average rate of return on State pension funds in the past 10 years was 11.7%, well below average stock-market returns, because contributions were invested in low-yielding government stock.

Shares

Earlier this year it was announced that the pension funds were to be run on the same basis as in the private sector. They would be registered in terms of the Pension Funds Act of 1956. A larger proportion of the funds' cash flows is to be invested in shares and property to improve returns.

In a March 1991 report by the Auditor-general the Government Service Pension Fund, the largest of the five, was valued at R29,7-billion.

3 000 rally in protest

at council 354

STH 117192
By Louise Burgers
Municipal Reporter

About 3 000 Johannesburg City Council employees gathered at the Braamfontein Civic Centre yesterday in protest at possible retrenchments and no increases.

The meeting took place after the joint committee of the 12 municipal unions took the council to court for banning a previous meeting.

The meeting was allowed to go ahead yesterday after conditions laid down by the Rand Supreme Court were agreed to by both parties.

The report-back meeting on the progress of wage talks was addressed by union leaders.

Wage negotiations are continuing between the council and unions in a bid to resolve the wage dispute. An industrial council meeting takes place on July 8.

Independent councillors Sam Moss and Clive Gilbert were cheered when they addressed the crowd, expressing support for workers.

"We don't balance the budget by firing people. Stand firm behind your union and then victory will be yours," Mr Moss said.

Management committee member Paul Asherson later criticised the two councillors, saying: "We are in the process of negotiating a package with the union for a better deal for our ratepayers."



In protest . . . about 3 000 municipal employees gather during the council meeting.

Picture: George Mashini

Transnet delays retrenchments

61 Day 7/7/92

270
354

TRANSNET has agreed to a moratorium on retrenchments until end-June 1993 as part of a package negotiated with 10 of the 13 unions active in the company.

A Transnet spokesman said negotiations affecting "certain personnel" were continuing with the Industrial Council.

But agreement had been reached on the major issues of jobs and wages, which were raised by the 50 000-strong SA Railway and Harbour Workers' Union (Sarhwi).

The minimum monthly wage at Transnet will be R900 and all workers at this level will get an additional non-pensionable allowance of R150.

Workers who earn more than R900 a month will get a R125 non-pensionable allowance.

In addition, Transnet has agreed to implement a funeral benefit scheme, which it will finance.

Unions party to the agreement include Salstaff, the Artisan Staff Association, Spoorbond, Sarhwi, Black and Allied Trade Union, Transport and Allied Workers' Union plus four

DIRK HARTFORD

small Transnet-based unions.

Last week 15 000 Sarhwi members marched in Johannesburg and presented a petition to Transnet demanding the moratorium on retrenchments.

Transnet workers in Cape Town have also held marches and demonstrations, Sarhwi said.

It said the threat of further job losses at Transnet had been a major concern of the union and the moratorium was a victory for job security.

Our Cape Town correspondent reports that the announcement came after Transnet MD Dr Anton Moolman's statement in May that about 5 000 Transnet employees were expected to lose their jobs this year due to natural attrition and a retrenchment programme.

Moolman said this formed part of Transnet's policy of rationalisation, which saw a complement of about 279 000 employees in 1990 being reduced to about 157 452 by April.

Strike: union seeks industry aid

By Helen Grange
Pretoria Bureau

The National Education, Health and Allied Workers' Union (Nehawu) is seeking the assistance of private industry in facilitating talks with the Government in an attempt to end the countrywide hospital strike.

Nehawu spokesmen indicated that at a meeting yesterday between the Congress of SA Trade Unions (Cosatu) and the SA Consultative Committee on Labour Affairs (Saccola), Nehawu's position was brought up with the hope that Saccola could enter the dispute.

Sources from Saccola — a body representing several large private industries — were tight-lipped over the outcome of yesterday's meeting, but confirmed the organisation had discussed union requests to mediate in the wage dispute.

Talks between Nehawu and the Commission for Administration deadlocked on Monday after the commission stated it could not mediate with Nehawu individually on an issue which affected all public servants.

Negotiations on public service salary increases had already been finalised for the year, the commission said.

Four Nehawu members were charged in the Pretoria Regional Court yesterday with trespassing following a sit-in at the commission's offices after the deadlock. Their cases were postponed to July 28.

The Transvaal Provincial Administration's deadline for 7 326 dismissed strikers to make representations against dismissals passed yesterday with only a handful of workers having used the opportunity. Hospitals begin recruiting replacement workers from today. The TPA said vol-

unteer workers had rendered a "highly productive" service during the strike, and at Baragwanath Hospital, cleaning services had improved.

Kimberley Hospital has appealed for voluntary assistance, and is only admitting serious emergency cases.

Nehawu is demanding a minimum wage of R724 a month, 15 percent salary increases, permanent status for all employees, and the setting up of a dispute resolution forum.

The Commission for Administration has offered a minimum wage of R708 and a minimum increase of 9,2 percent.

● Police last night removed about 15 Nehawu members from the Natal Provincial Administration headquarters in Maritzburg. The demonstrators handed a memorandum of demands to NPA officials, but were denied a formal meeting.

Bonus scheme cuts bus costs

(354) ADRIAN HADLAND (266)
A UNION-backed incentive bonus scheme introduced by the Johannesburg City Council for transport maintenance staff would save the council up to R6m a year, it was announced this week.

The scheme has already resulted in a 47% reduction in council bus breakdowns, an average 10 buses more being put into operation and a drop in spares use of more than 30%, a statement said. Management consultant Ed Saul of Clive Stuart and Associates, which is overseeing the project, said if current performance levels were maintained the annualised gains would be worth R6m, while workers would earn a bonus of as much as 32% of their basic salaries.

Secretary of the Johannesburg Municipal Workers Union Philip Ngwenya said: "It is good to be able to have some input. The incentive bonus is very attractive to our members and has contributed to happiness and productivity."

Council transport committee chairman Paul Asherson said the scheme would be extended to bus drivers, "probably the most important aspect of the business".

"We are going to have to be able to compete in an open market soon, so we have to look at paying people for better work and not paying them for bad work," he said.

TPA 'will not give in' to union

Day 10/7/92

KATHRYN STRACHAN

THE TPA will respond today to the National Education, Health and Allied Workers' Union (Nehawu) offer to call off the hospital strike on condition that all fired workers be reinstated.

But TPA spokesman Piet Wilken indicated yesterday that the TPA would not give in to the demand.

Nehawu general secretary Phillip Dexter said the strategies of other public sector unions and Nehawu depended on the TPA's decision.

More than 600 hospital workers, joined by local civic associations, plan to march on Baragwanath Hospital today to protest against their dismissal. In a separate march Nehawu workers and Media Workers' Association of SA (Mwasa) strikers are to march on the TPA Johannesburg offices and on the SABC.

Meanwhile reports of widespread violence and intimidation against workers continued yesterday.

Hillbrow Hospital superintendent Dr Trevor Frankish said hospital shop stewards abducted a worker who was travelling to work by train.

Frankish said the worker was taken to the Nehawu branch office, where she was assaulted and threatened. He said it was the third such incident at the hospital.

In a statement, TPA health services MEC Fanle Ferreira said an unsigned pamphlet issued by Nehawu's Pietersburg branch threatened workers with death if they did not join the strike.

Dexter said the branch had not issued the pamphlet and blamed it on trouble makers.

Ferreira said police had to use teargas yesterday to disperse striking workers from Medunsa. A guard was seriously assaulted by workers at a strikers' meeting, he said.

Baragwanath Hospital spokesman Annette Clear said the situation at the hospital had become calmer, possibly due to the police presence. She said hundreds of people had arrived at the hospital to apply for vacant positions, but no new appointments had been made.

Natal Provincial Administration spokesman Dave McGlew said all strikers had returned to work and hospitals were operating normally.

LINDA ENSOR reports from Cape Town that the Cape Provincial Administration (CPA) said 1 574 workers at seven hospitals in the eastern Cape returned to work yesterday.

About 3 030 workers were still on strike in the Cape.

The CPA alleged that "gross intimidation" had taken place at the Red Cross Hospital in Cape Town where one of the supervisors had been assaulted.

At the Pinelands laundry 150 workers were on strike. "The strikers blocked the gates this morning and barred the workers from entering. The police were called and the crowd dispersed," the CPA said.

Temporary careers are a 'permanent' headache

By Justin Pearce

354

SOUTH 11/7 - 1517192

MR GEORGE MAGODLA has worked for the same employer for 28 years. Yet to his employer he is a temporary labourer.

His "temporary" status means he can be dismissed at 24 hours notice and is excluded from the pension scheme offered to "permanent" government employees.

Magodla (not his real name — he fears victimisation) has worked for the Roads and Works division of the Cape Provincial Administration (CPA) since 1964.

Aged 55, he now works as a mechanic's assistant for R836 a month — "hard work for a man my age", he says. On this salary he is battling to support five children. "My children are far behind in their education because there is no money."

Workers employed as general assistants by government departments are in the same

boat. "There are many who have given 25 or 30 years' service and are still regarded as temporary workers," said National Education, Health and Allied Workers' Union (Nehawu) spokesperson Mr Wilfred Alcock.

A CPA spokesperson said that until recently all road-workers, most artisans, all operators, foremen and general assistants were employed on a temporary basis. While this had changed for the other categories of employees, the situation regarding general assistants had not yet been addressed.

A CPA worker qualifies as an artisan only after successfully completing an apprenticeship. It is possible for a worker in a specialised field to remain trapped in the category of general assistant, precluding the possibility of permanent employment.

Mr Mark Mkosi (not his real name), aged 64, works as a spray-painter for the CPA's Roads and Works division. Yet he has never

been classified as a spray-painter and earns a general assistant's salary of R798 a month. According to Alcock, no black CPA employee has ever been recognised as a spray-painter. White employees with this job description earn R350 a week.

The CPA responded that the kind of spray-painting done at Mkosi's workplace is "very elementary" and "not on a level where a trained artisan is necessary".

Mkosi worked for the Roads and Works division from 1954 to 1964, and resumed work in 1967. He has been working continuously for the same division since. On retirement, workers in Mkosi's situation receive a lump sum pension pay-out of R2 000 to last the rest of their lives, Alcock said.

He added that not a single white worker was classed as a general assistant. "We believe this is discrimination against workers based on race," he said.

The CPA emphasised that workers of all races were trained as artisans, but did not reply to SOUTH's question of whether there were any white general assistants.

The plight of "temporary" workers was one of the reasons for Nehawu's 1990 strike. At the time the government assured the union the situation would be redressed. So far, nothing has been done, Alcock says. The issue is on the list of demands arising from the present Nehawu strike.

Nehawu is calling for the scrapping of temporary status for government employees.

The CPA claims the matter is outside its control. A CPA spokesperson said the situation of long-serving "temporary" workers had been referred to the Commission for Administration (CFA), a central government body which determines policies concerning governmental organisation and personnel management.

Cape Town's councillors get the least pay

By EVE VOSLOO

IT'S official — Cape Town's city fathers are the worst paid for equivalent work in all cities of similar size in South Africa.

A Cape Metro survey has revealed that the mayor, deputy mayor and the chairman of Exco are paid less than in Port Elizabeth, a grade 14 municipality. Cape Town, Durban, Johannesburg and Pretoria are grade 15 municipalities.

Johannesburg's "first citizen" gets a total allowance of R11 524,50 a month. Of this, R7 661 is his standard allowance and R3 489,42 a personal allowance. Johannesburg's deputy mayor is paid R3 830 a month and gets a further personal allowance of R1 744,67, bringing his total to R5 574,67.

The chairman of Johannesburg's management committee, equivalent to Cape Town's executive committee, gets even more than the mayor — a basic R7 661 and a travel allowance of R3 863,50, bringing his total to R11 524,50. Ordinary members of the management committee get a basic allowance of R5 746 and a travel allowance of R3 863,50, for a total of R9 609,50.

Johannesburg has a unique category of elected councillor — the leader of the opposition — who is paid a basic ordinary councillor's allowance of R1 915 plus a travel allowance, again R3 863,50, and an additional allowance of R1 915 — presumably because he is worth two ordinary councillors — for a total of R7 693,50.

Pretoria's councillors fare equally well. The mayor gets the same as the mayor of Johannesburg, R7 661 and an entertainment allowance which the Pretoria City Council will not specify.

His deputy gets an ordinary councillor's allowance, R1 915, and an entertainment allowance — basically the same as Johannesburg's as grade 15 council allowances are standardised in the Transvaal.

Durban, also a grade 15 municipality, pays its mayor R5 280 a month plus a table allowance of R3 300 for a total of R8 580. The deputy mayor gets R3 960 and a table allowance of R1 650 for a total of R5 610.

The chairman of Durban's management committee also gets R5 280 a month, chairmen of standing committees R1 980 and ordinary councillors R1 320.

Port Elizabeth, a grade 14 municipality, pays its mayor R6 129 a month and an entertainment allowance of R7 500 a year (R625 a month) for a total of R6 754. Its deputy mayor gets R3 572 a month and an entertainment allowance of R3 750 a year (R312,50 a month) for R4 062,50 a month.

The chairman of Port Elizabeth's management committee gets R4 579 a month and its ordinary councillors R1 532.

In Cape Town, the occupant of the Chair of Van Riebeeck does not get an entertainment allowance — this is budgeted for in council funds. He gets an ordinary councillor's allowance of R1 350 plus R4 050, a total of R5 400 — less than half the salary of his counterparts in Pretoria and Johannesburg and less than the mayors of Durban and Port Elizabeth. The chairman of Exco is paid the same as the mayor.

Cape Town's deputy mayor gets the councillor's allowance of R1 350 plus R2 025 — again putting him way behind Johannesburg and Pretoria.

The deputy chairman of Exco gets R3 375 plus R1 350 — or R4 725 — and members of Exco R2 700 plus R1 350 — or R4 050.

The ordinary councillor's allowance at R1 350 is less than Johannesburg and Pretoria's R1 915 and Port Elizabeth's R1 532 but marginally more than Durban's R1 320.

SABC takes out ad in its defence

STAR 13/7/92

Staff Reporter

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The SABC fiercely defended its position in the wage dispute with the Media Workers' Association of South Africa (Mwasa) strike by taking out full-page advertisements in a number of Sunday newspapers yesterday.

In an open letter addressed to "all SABC viewers and listeners", group chief executive Wynand Harmse said the corporation had made salary offers that were "entirely fair and non-discriminatory".

He said the SABC was "an

equal opportunity organisation" with "no discrepancy between the salaries of black and white employees doing the same job."

The strike, which has lasted nearly two months, has seriously hampered the broadcast of CCV-TV and radio services in black languages.

Mr Harmse said the SABC has offered Mwasa an 11 percent across-the-board salary increase with effect from March 1 1992. Five percent of the 11 percent increase would be back-dated to October 1 1991, and this would be payable in a

lump sum up to February 29 1992.

The SABC has also offered to increase the minimum salary for an unskilled person from R935 to R1 300 a month, an increase of 39 percent.

"This minimum is among the highest in South Africa, but the union still demands more.

"Are we so unfair that people have to strike — and even those who want to work are intimidated?" asked Mr Harmse.

Mwasa could not be reached yesterday for comment.

NEWS SABC makes offer ● Cops killed in unrest

Wage increases offered to Mwasa fair, says SABC

■ Union offered an 11 percent increase across-the-board from March 1:

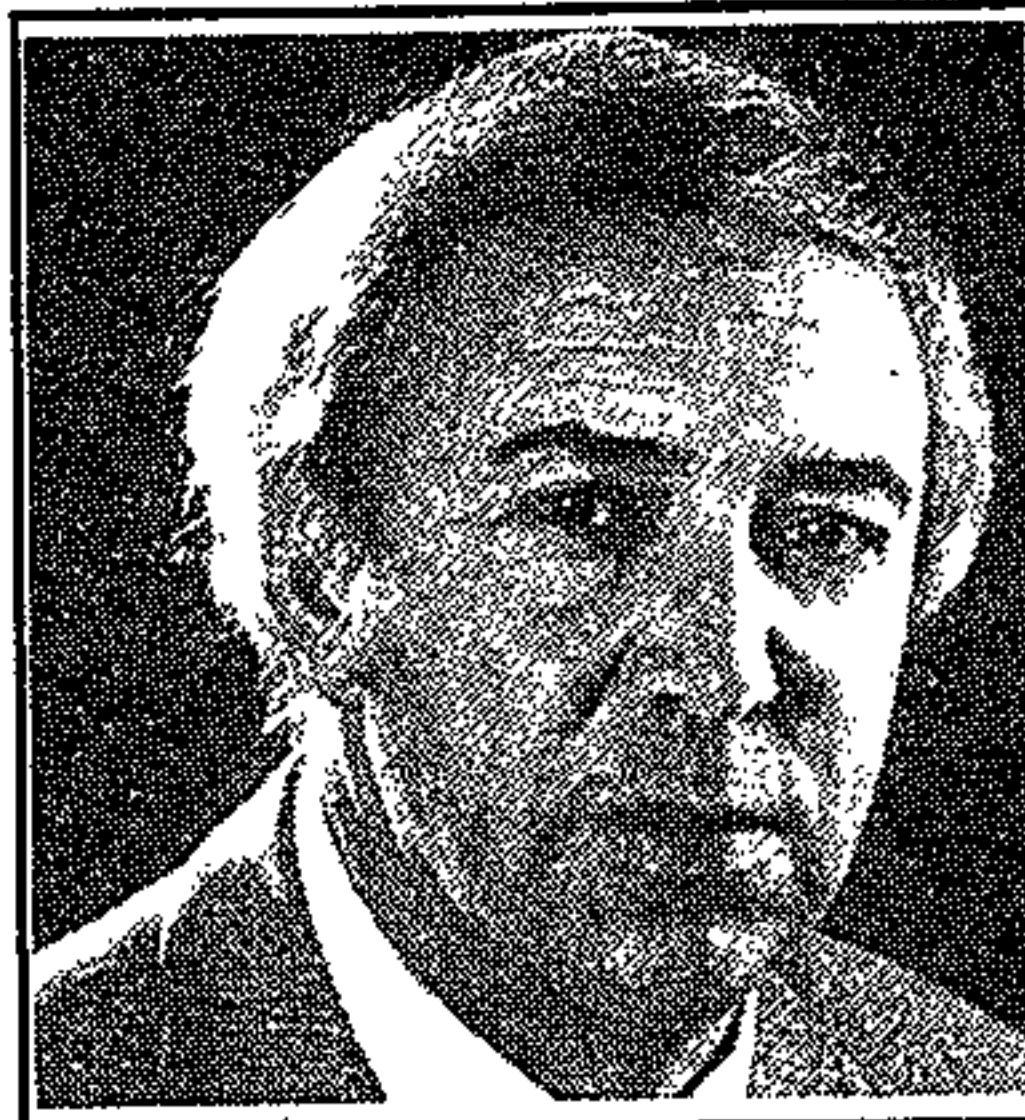
WAGE INCREASES offered to members of the Media Workers' Association of South Africa (Mwasa) on strike at the corporation were fair and non-discriminatory, the SABC said yesterday.

In an open letter addressed to all SABC viewers and listeners and placed in newspapers yesterday, SABC group chief executive Mr Wynand Harmse said the corporation believed that people "deserved to know our side of the story".

Harmse said the SABC had offered Mwasa an 11 percent across-the-board salary increase with effect from March 1 this year.

"South Africa is experiencing extremely difficult economic conditions at the moment. Therefore, most industries and employers are negotiating less than 10 percent increases this year," Harmse said.

Five percent of the 11 percent increase would also be backdated to October 1 1991 which would be pay-



able in a lump sum up to February 29 1992, he added.

The SABC had also offered to increase the minimum salary for an unskilled person from R935 to R1 300 a month, an increase of 39 percent.

"This minimum is among the highest in South Africa," Harmse said, adding he was surprised the "union still demands more".

He said the strike had made it impossible for the SABC to broadcast the normal programmes on CCV-TV and

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The strike has made it impossible for the SABC to broadcast the normal programmes on CCV-TV and African radio services

SABC group chief executive
Wynand Harmse

the radio services in African languages.

"Our question to you: Are we unfair? So unfair that people have to strike and even that those who want to work and who want to keep the programmes going are intimidated and threatened?"

"We believe our offers to be entirely fair and they are non-discriminatory. We still hope that a solution to the problem will be found," Harmse said. - Sapa.

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SABC says 11% 'fair'

THE SABC has argued in an open media letter that its 11% across-the-board increase is fair.

There is little sign of the eight-week strike by the Media Workers' Association of SA ending after talks ended in deadlock on Friday.

B1 DAY
13/7/92

Development funds slashed

DEVELOPMENT Bank loans to support social and economic upliftment were reduced by nearly 25% last year because underdeveloped communities did not have the skills and structures to handle the funds allocated.

The lower level of funding comes at a time of increased pressure on the bank to provide funds for projects throughout the country.

In its 1991/92 annual report, the bank said loan disbursements fell to R760m (R988m), but interest income on development loans increased by 50% to nearly R200m.

The bank said the underdeveloped communities did not have the capacity, in terms of institutions and skills, to handle the funds. Project work had also been affected by "changes and constraints in the socio-political environment".

But ANC development official Shaheed Raji said the bank's problem was that it was continuing to support illegitimate homeland governments and local authorities, while many communities in the rest of the country were crying out for funds.

Bank vice-chairman Prof Wiseman Nkuhlu said the capacity constraints had been caused by the fact that the bank was bound by its articles to provide funds only through homelands and local governments. The situation had worsened over the past two years as the legitimacy of the homeland governments had come under even more stress.

Nkuhlu said it was only this year that the bank had realised the need to change its focus and steps had been taken to include non-governmental and other community organisations in the provision of funds.

Staff shortage blamed for customs fraud

CAPE TOWN — Low salaries offered by the Customs and Excise Department resulted in a shortage of skilled staff and were a contributing factor in the spate of import/export-related frauds currently under investigation.

This was claimed on Monday by Customs and Excise Commissioner Daan Colesky, who said his department did not have the human resources necessary to properly monitor all import and export dealings. "We have no problem recruiting, but we have a problem retaining staff once

they have been trained." At least 13 cases involving millions of rands and relating to the falsification of customs declarations are under investigation. Sixteen customs officials have been prosecuted for complicity.

The biggest export scam detected to date involved the dumping of containers full of scrap metal into the sea. The "goods" had been billed as motor spare parts and an amount of R600m was milked from the government by way of a 50% export incentive subsidy. — Sapa.

Tax conscience money

STEPHANE BOTHMA
CONSCIENCE-stricken tax dodgers have anonymously sent the Receiver of Revenue a total of R16 115,18, a spokesman for his office said yesterday.

During the past three years alone, amounts ranging from as high as R3 000 to as little as R5,07, have been paid. Some of the payments were accompanied by notes stating the purpose, such as "underpayment of income tax years ago", "sales tax on vehicle", "unpaid tax — will send installments", or "repayment for petrol stolen from a government vehicle", but often no explanation accompanied the money, he said.

In March this year, three payments of R1 000 each were received. In April, two payments of R1 000 each and a third payment of R3 000 were received, followed in May by R2 500. All are believed to be from the same anonymous person.

Payments often included carefully calculated interest, he said. **R104-1517192**

"We believe most of the payments are for taxes outstanding for several years and paid to ease the citizens' conscience." To date, nobody caught for tax evasion had used such an anonymous payment as a defence.

PHILIPS PABX



Public servants agree on pay rise

PRETORIA — Five employee organisations involved in salary negotiations for public servants yesterday reached a settlement with the Commission for Administration for an average pensionable salary increase of 9,2%. **BIDA 16/7/92**

The five organisations, representing 260 000 members, also agreed that starting salaries for general assistants be raised from R537 to about R708 a month.

According to a joint statement released by the Public Servants' Association, the Hospital Personnel Association, the South African Nursing Association, the Natal Provincial Administration Personnel Association and the Public Service Artisan and Allied Workers' Association, this would affect about 95 000 general assistants and related workers.

The settlement was signed in Durban yesterday for implementation from August 1, in spite of the withdrawal of six of the 11 employee organisations involved in the pay talks.

They said while supporting the six employee organisations who withdrew from the negotiations, they felt that they could not allow the state to decide unilaterally on the increases.

They said they therefore negotiated for the best possible adjustment that would address the most seriously affected groups such as general assistants who were also the lowest-paid workers within the public service. — Sapa.

22 JUL 1992

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PRETORIA, 16 JULIE
JULY 1992

No. 14165

GOEWERMENSKENNISGEWING

KANTOOR VAN DIE KOMMISSIE VIR
ADMINISTRASIE

No. R. 2058

16 Julie 1992

BYLAE

Hierby word vir algemene inligting bekendgemaak dat die Staatspresident, kragtens artikel 35 (1) van die Staatsdienswet, 1984 (Wet No. 111 van 1984), die volgende regulasie uitgevaardig het:

Die Staatsdiensregulasies gepubliseer by Goewermementskennisgewing No. 2047 van 11 Desember 1959, soos gewysig, word hierby verder gewysig deur die bestaande regulasie A13 deur die volgende nuwe regulasie A13 te vervang:

"Aanneem van Nominasie vir Parlement, ens.

- A13.1 As 'n beampte of werknemer 'n nominasie of rekwisie aanvaar as kandidaat vir verkiesing tot, of kragtens subartikels 41 (b) en (c), 42 (b) en (c) of 43 (b) en (c) van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet 110 van 1983), benoem of verkies word as lid van die Parlement, word hy geag vrywillig uit die Staatsdiens te getree het met ingang van die datum waarop hy sodanige nominasie of rekwisie aanvaar het of waarop hy aldus benoem of verkies is.
- A13.2 As 'n beampte of werknemer kragtens artikel 70 van die Grondwet van die Republiek van Suid-Afrika, 1983 (Wet 110 van 1983), aangewys of aangestel word as lid van die Presidentsraad word hy geag uit die Staatsdiens ontslaan te wees met ingang van die datum waarop hy aldus aangewys of aangestel is.

GOVERNMENT NOTICE

OFFICE OF THE COMMISSION FOR
ADMINISTRATION

No. R. 2058

16 July 1992

ANNEXURE (354)

For general information it is hereby notified that the State President has, under the powers vested in him by section 35 (1) of the Public Service Act, 1984 (Act No. 111 of 1984), issued the following regulation:

The Public Service Regulations, published under Government Notice No. 2047 of 11 December 1959, as amended, are hereby further amended by substituting the following new regulation A13 for the existing regulation A13:

"Acceptance of Nomination for Parliament, etc.

- A13.1 If an officer or employee accepts a nomination or requisition as candidate for election to, or in terms of subsections 41 (b) and (c), 42 (b) and (c) or 43 (b) and (c) of the Republic of South Africa Constitution Act, 1983 (Act 110 of 1983), is nominated or elected as member of Parliament, he is deemed to have voluntarily retired from the Public Service with effect from the date on which he accepted such nomination or requisition or on which he is so nominated or elected.
- A13.2 If an officer or employee is designated or appointed as member of the President's Council in terms of section 70 of the Republic of South Africa Constitution Act, 1983 (Act 110 of 1983), he is deemed to have been discharged from the Public Service with effect from the date on which he is so designated or appointed.

A13.3 'n Beamppte of werknemer kan met die vooraf toestemming van die Minister of Administrateur 'n nominasie of rekwisisie as kandidaat vir verkiesing tot lid van—

(a) 'n plaaslike owerheidsliggaam soos omskryf in die Wet op die Bevordering van Plaaslike Owerheidsaangeleenthede, 1983 (Wet 91 van 1983); of

(b) 'n skoolraad,

aanvaar, of deur 'n bevoegde persoon of liggaam as lid daarvan benoem, aangewys of aangestel word, as die betrokke Minister of Administrateur oortuig is dat daar nie inbreuk op die beamppte of werknemer se ampspligte gemaak sal word nie: Met dien verstande dat indien sodanige toestemming nie verkry is of verleë word nie die bepalings van subregulasie 1 *mutatis mutandis* op die beamppte of werknemer van toepassing is.

A13.4 Indien 'n beamppte of werknemer wat verkies, benoem, aangewys of aangestel is as 'n lid van 'n in subregulasie 3 bedoelde liggaam of raad weens sy werksaamhede as sodanige lid nie meer sy ampspligte behoorlik kan vervul nie, of daar ander omstandighede is wat vereis dat hy nie langer as sodanige lid diens moet doen nie, kan die Minister of Administrateur daardie beamppte of werknemer gelas om as lid van daardie liggaam of raad te bedank.

A13.5 As 'n geskil ontstaan tussen die Regering en 'n in subregulasie 3 bedoelde liggaam of raad mag 'n beamppte of werknemer wat lid is van sodanige liggaam of raad nie aan die bespreking of stemming oor daardie geskilpunt deelneem nie."

A13.3 An officer or employee may with prior permission from the Minister or Administrator accept a nomination or requisition as candidate for election as member of—

(a) a local government body as defined in the Promotion of Local Government Affairs Act, 1983 (Act 91 of 1983); or

(b) a school-board, (354)

or be nominated, designated or appointed by a competent person or body as a member thereof, if the Minister or Administrator concerned is convinced that the official duties of the officer or employee will not be affected detrimentally: Provided that if such permission is not obtained or granted, the provisions of subregulation 1 apply *mutatis mutandis* to the officer or employee.

A13.4 If an officer or employee who is elected, nominated, designated or appointed as member of a body or board, contemplated in subregulation 3, is no longer able to perform his official duties satisfactorily on account of his activities as such member, or if other circumstances require that he no longer serve as such member, the Minister or Administrator may direct that officer or employee to resign as member of that body or board.

A13.5 In the event of a dispute arising between the Government and a body or board, contemplated in subregulation 3, an officer or employee who is a member of such body or board, shall not take part in the discussion or vote on the question at issue."

INHOUD

No.

Bladsy
No. Koerant
No.

GOEWERMENSKENNISGEWING

Kantoor van die Kommissie vir Administrasie

Goewermenskennisgewing

R. 2058 Staatsdienswet (111/1984): Wysiging van Staatsdiensregulasies: Aanneem van Nominasie vir Parlement.....

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Kruger Park workers not wild about wages

SOUTH 18/7-22/7/92
By Rehana Rossouw

MOST tourists visit the Kruger National Park in Skukuza to see the wildlife. A popular haunt for international visitors to the country, the Park enjoys international acclaim for its four-legged bounty.

It's safe to assume that not many visitors take time during their stay at the Kruger Park to watch the workers who keep their cabins clean or provide food after a hard day's game watching.

But a Cape Town visitor, Mr Jeff Geffen, did that recently and was shocked at their working conditions.

"The toil and unhappiness on the workers' faces was self-evident," Geffen said.

Geffen said the workers he interviewed told him they worked nine hours a day, seven days a week for three months. They then get two weeks off.

The workers he spoke to said their average wage was R300 a month. They also received a bag of mielie meal, beans and canned "buffalo" meat.

Most of the black workers were housed in staff accommodation and are not allowed to receive visitors at the Park — not even their families.

"The workers told me R6,50 was deducted for union levies every month but they did not know the name of the union and had never seen an organiser," Geffen said.

"The wild animals are revered by tourists who return to their cabins every day utterly blind to the people who clean their toilets and prepare their food."

"Some workers spend their evenings watching people eat more food in one night than they probably eat in a week."

Geffen said when he interviewed the workers many spoke of their dreams of getting more education and occupying more skilled positions at the Kruger National Park.

"There is a perception among the workers that becoming a game ranger is a job for white people," Geffen said. "But there are some who could do that kind of work if they were given the chance."

The executive director of the Kruger National Park, Dr S C J Joubert was asked to comment on Monday but at the time of going to press had not done so.

By Edwina Booysen

July 18 to July 22 1992

"SOUTH African business and employers would accuse the SABC of being irresponsible should the corporation agree to a 20 percent increase in present circumstances."

This was how the SABC justified its refusal to meet the demands of the Media Workers' Association of South Africa (Mwasa) in the two-month-old strike.

The SABC says its offer of an 11 percent across-the-board wage increase and a guaranteed minimum salary of R1 300 per month is fair in the light of "the current depressed economic climate".

But Mwasa members take exception to "His Master's Voice".

According to Mr Duma Madikizela, a Mwasa shop steward at the SABC, the corporation is "harping on the fact that other businesses have an average wage increase of 10 percent and are looking only at the present increase demanded by Mwasa."

"They're losing sight of the fact

Union rejects

'Master's Voice'

South 18/7-22/7/92.

that people were not properly remunerated from the beginning."

The SABC works according to a "careers development guide" which indicates how and when employees should be promoted, but Mwasa feels it has not been applied properly with regard to their members.

According to the careers development guide, a new employee is a trainee for six months and is then promoted to a junior. After that assessment at regular intervals decides further promotion.

"This goes hand-in-hand with remuneration, but neither promotion nor remuneration has been in accordance with advanced years of working at the corporation," Madikizela said.

izela said.

The strike, which began on May 18, is "still deadlocked" with no resolution in sight. There are roughly 1200 Mwasa members on strike nationally, Madikizela said.

The action has received support from the ANC, PAC and Cosatu. These organisations are trying to dissuade companies from advertising on SABC media or face boycotts and demonstrations.

Two arts organisations, the Performing Arts Workers Equity (Pawe) and the Congress of South African Writers (Cosaw), have also recently expressed solidarity with the striking workers and their union. Both Pawe and Cosaw have

called for a speedy and just resolution to the strike and the immediate creation of an independent broadcast authority.

The South African Musicians Association (Sama), which also supports the Mwasa strike, feels other South African groups will follow the lead of Bayete and Sakhile and refuse to have their music aired on the SABC if the Corporation remains uncompromising.

Radio Metro has suspended operations, most likely until the dispute between the SABC and Mwasa is resolved. The decision was made after disc jockeys and radio and news announcers were pressurised to join the strike.

The station, which has the biggest listenership, went off the air a week ago following a staff meeting and only plays recorded music and advertisements.

Technically, the DJs cannot be on strike since the contract they have with SABC bars them from taking strike action, a Mwasa official, Mr Sithembile Khala, said.

State blamed for hospital strike

By Paula Fray

STAR 20/7/92
being resolved because of entrenched positions.

Dismissed hospital strikers should be reinstated and the continuing dispute paralysing State hospitals should be referred for independent arbitration, according to the recently launched SA Health and Social Service Organisation (Sahsso).

The organisation, which incorporates a broad range of medical professionals and health care workers' groups, was launched in Johannesburg this month.

Laying the blame firmly on the Transvaal Provincial Administration, Sahsso publicity secretary Dr Aslam Dasoo said the strike had all the hallmarks of a long and bitter dispute not

"We believe the union has been flexible in that the initial demand of a R1 300 minimum wage has now dropped to R724 a month with a 15 percent across-the-board increase." The second demand was for an end to temporary employment.

These demands, which were legitimate, had been ignored by the TPA, he said.

Intransigence

"Our demands are that the dismissed workers be reinstated and that the matter be resolved through arbitration so that health services can now be provided adequately. Certainly patients have suffered — not as a

result of the union's actions but because of the intransigence of the State in failing to address the demands of the workers."

The international guidelines for strike actions made clear that industrial action could not be a tools-down approach in the health sector.

Dr Dasoo said workers accepted that because they were providing an essential service, emergency services were required. "But the TPA took out a court interdict and locked them out and then went on a moral crusade against them for jeopardising patients' lives. To this day, the workers are still prepared to provide emergency services."

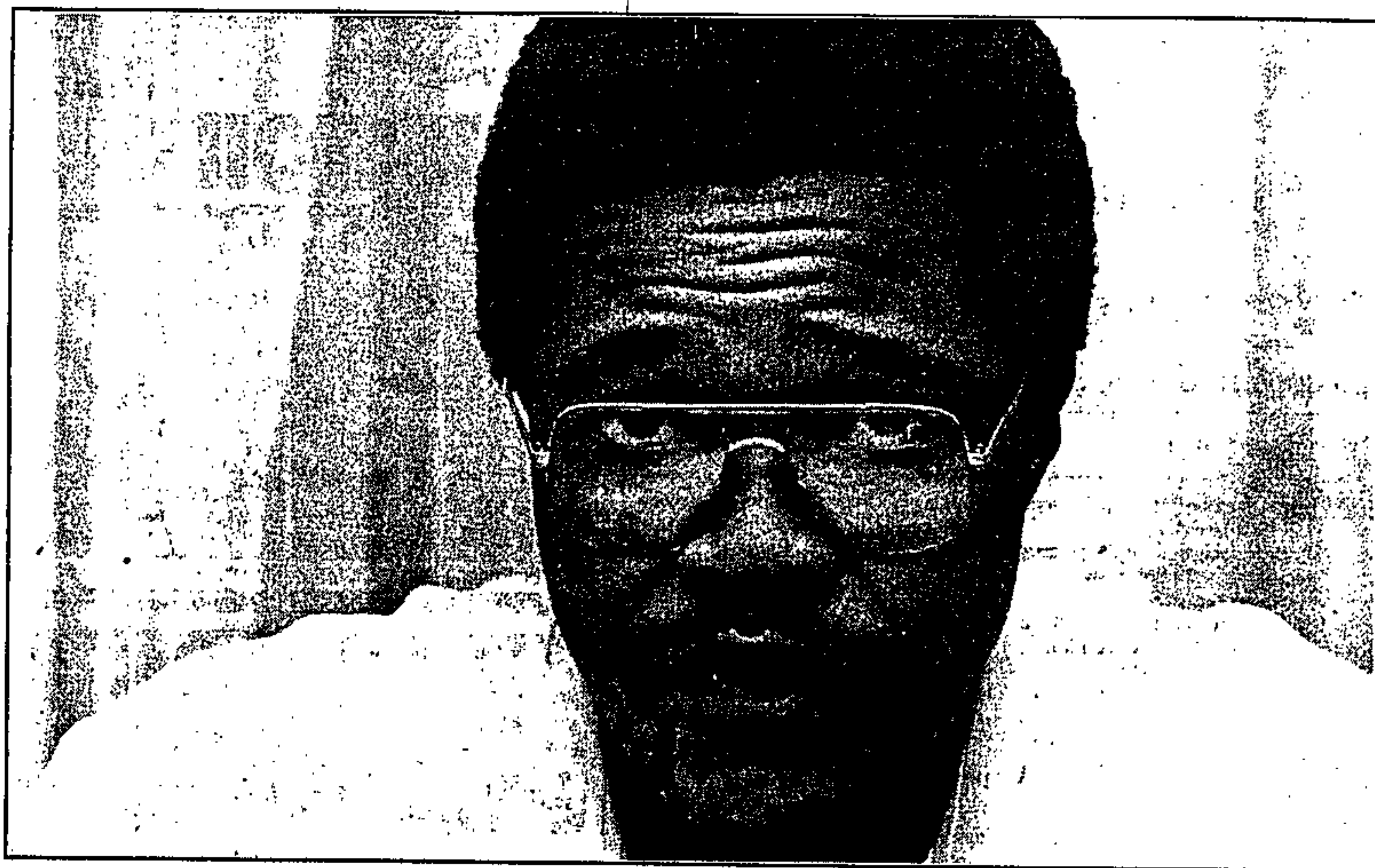
● Prescription to tackle apartheid — Page 13

The increase comes close to cushioning the ravages inflation does to our people's disposable incomes

S'thembele Khala, Mwasa's general secretary

All about Khala

Place of birth: George Goch, Johannesburg.
Date of birth: November 16, 1958.
Education: Completing BComm with Unisa this year.
Holds a labour law diploma with Institute of Industrial Relations
Career: Joined Mwasa as administrator in 1986
Appointed Mwasa's general secretary in 1987.



S'thembele Khala, champion of media workers' rights.

Khala is positive after SABC strike

Souelan 24/7/92

By Joe Mdhlela

■ RIGHTS CHAMPION Mwasa will

be involved in achieving parity and expects the corporation to endorse agreements following the strike:

THE UNION has discharged its responsibility and the SABC will have to prove its bona fides.

That was the immediate reaction of Mr Sithembele Khala, general secretary of the Media Workers Association of South Africa, following the provisional settlement Mwasa reached with the corporation this week to end the two-month strike.

Khala said he did not expect the corporation to refuse to ratify the decision Mwasa reached with the SABC.

"Nobody in their right minds would refuse to accede to the compromises we made," he said. "They are reasonable and I think they elicit our commitment to negotiating in good faith."

"While the compromises we made are reasonable, they did not betray our people."

Strike and other benefits

Khala said the end of the strike had other benefits: "It allowed us an opportunity to attend to other union matters."

"The 15 percent increase as opposed to the initial 11 percent SABC offered comes close to cushioning the ravages inflation does to our people's disposable incomes."

The general secretary also expressed great joy at the scrapping by the corporation of the "merit component" increase.

The merit component

"The merit component has always placed our members at a disadvantage...at the mercy of some of the most verkramp line managers of the corporation."

"Discriminatory, rather than scientific methods, were used by the line managers to the disadvantage of our members."

"We will now, together with SABC, work out a scheme to evaluate

our members," said Khala.

He was also happy that the SABC agreed that the union get involved in achieving parity in the workplace.

Political tendencies

"Again this only proves that we have not been confrontational even though other people would like to believe otherwise. We only acted in the best interest of our workers."

SABC workers will get a minimum wage of R1 300 back-dated to October 1991 and will be paid for the month of July.

Khala believes that trade unions should be free of political tendencies if they are to maintain their identity and survive.

"Mwasa experienced a split in 1983 precisely because a section of our members openly subscribed to, and brought into the union, Charterist philosophies."

We arrested the rot

"However, we were lucky because after a lot of negotiations we arrested the rot and were able to avert a split," he said.

Who is this Khala?

He received his political initiation from the late president of the PAC, Mr Zeph Mothopeng.

"The mentorship of Uncle Zeph gave me a deep understanding of politics," he said.

Also, the interaction with political prisoners on Robben Island contributed towards turning Khala into an unrelenting and hard-boiled unionist.

Khala (34) was embraced at an early age by Mothopeng. He has grown in stature since those early days of 1974 when he first met the PAC patriarch and stormy petrel of African politics.

With other young activists, Uncle Zeph carefully nurtured Khala, teaching him weighty things of political life.

In just under two years, Khala, with Mothopeng, was convicted for treason and conspiracy in the famous Bethal Trial.

Robben Island

He served his term on Robben Island where he again came under the tutelage of Mothopeng.

After his release in 1986, Khala joined Mwasa as regional administrator. A year later he was appointed general secretary of the union.

"It was by accident rather than design that I joined the trade union movement."

"At the time of my release from the Island, political organisations were still banned. The one alternative was to join a trade union if you wanted to get some political expression. That is how I found myself in the trade union movement," he said.

Although a strong adherent of the Africanist philosophy, Khala does not hold office at PAC.

He finished matric while serving a 10-year prison term on Robben Island and is to complete his B Comm degree at the University of South Africa this year.

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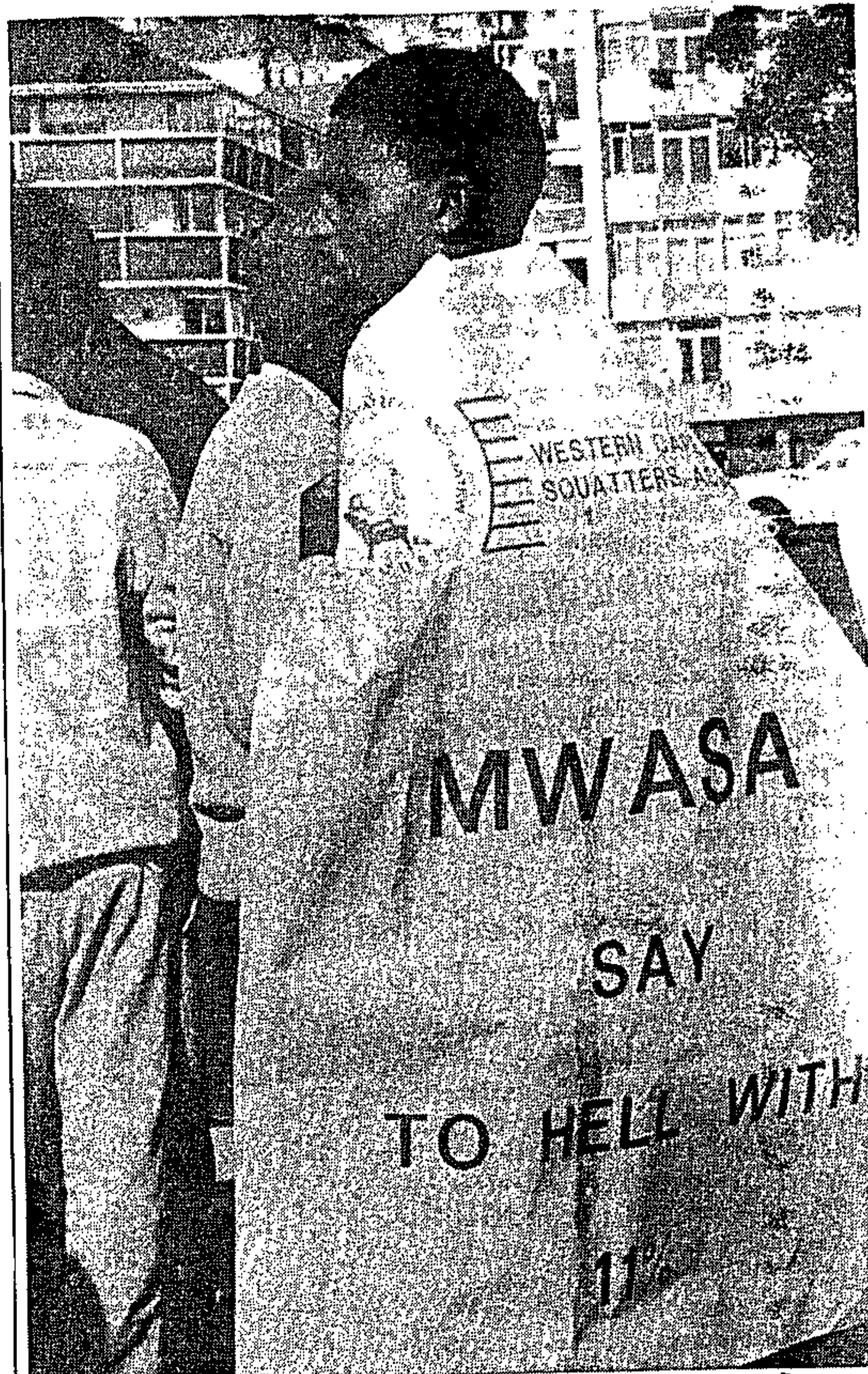
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BROADCAST TO BEAM AGAIN: Mwasa strikers ended their protest this week when they won a 15 percent increase from the SABC

Photo: Yunus Mohamed

TV, radio back on the air if no waves from SABC

By Edwin Dooyson

STRIKING SABC workers will soon return to work after the Media Workers Association of South Africa (Mwasa) accepted an interim wage agreement.

The agreement, signed this week by Mwasa officials, is yet to be ratified by SABC management.

The SABC is expected to respond to the agreement by early next week. While the corporation won't disclose the terms, Mwasa shopsteward Mr Duma Madikizela, said that the package accepted by the union entails:

- a 15 percent across the board wage increase, back-dated to June
- a R1 300 per month salary back-

SOUTH 2517-2917/92

dated to October 1 last year, to workers who qualify

- a 25 percent advance from end-of year-bonuses for members in need of money.

Although the SABC proposal offers strikers five percent less than their union demand, members have decided to accept it.

"My recommendation to our members is that they accept the offer, as it is a fair one," Madikizela said.

"The agreement was signed on condition that workers receive full pay at the end of this month,"

The interim package came after the SABC had been pressured by political organisations and trade unions to end the strike.

NEWS FEATURE For R360 a month — a hard demanding job with no leave, no security and

The city of gold sparkles — but its cleaners don't

Clean sweep

STREET CLEANERS: Keep Johannesburg clean.
WAGE: A meagre R360 a month.
FUTURE: Bleak because they are not on permanent staff.
ATTITUDE: Mostly positive despite adverse circumstances.
PROTECTION: None — they do not belong to any union.

■ SWEEP OUT Street sweepers work long, dangerous hours in Johannesburg doing an essential job of work for a mere pittance. **Abbey Makoe** spent an evening with some of them:

OR R360 A MONTH, no leave, no safety guarantee nor job security, street sweepers in the city are upholding one of the most common advertisements around: "Keep Johannesburg clean."

But by the time you read this, some might have lost the job they have been doing daily for the past four years. They are hired on the spot and are fired on the spot.

They do not have anyone to speak for them, not even a union. They cannot enter into wage negotiations with their employer, the city council, nor can they strike, let alone go slow.

Regardless of the service, they are kept as temporary workers and treated that way, without any benefits usually enjoyed by normal workers.

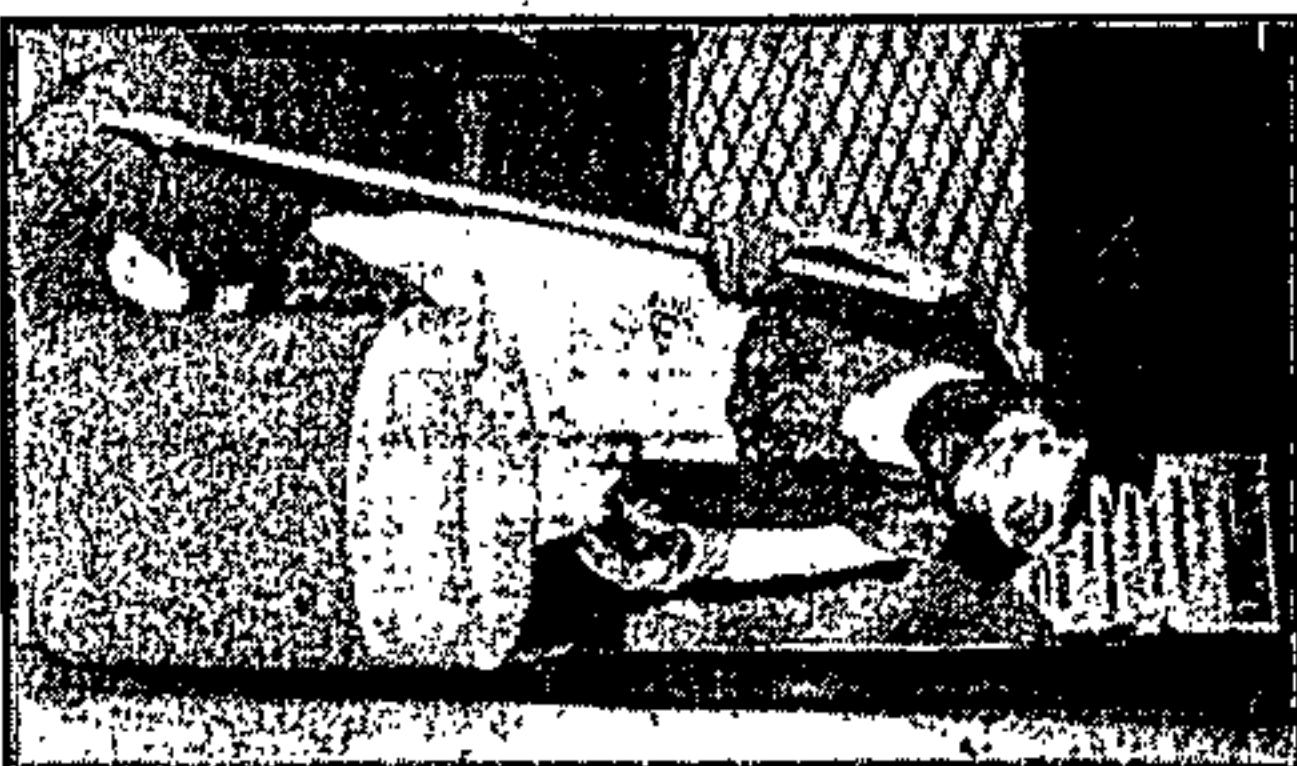
As one worker puts it: "Working here is tantamount to being jobless."

Yet above all that, their boss at the Johannesburg City Council, Mr. Gys du Plessis, said: "The fact of the matter is we find they are happy."

But going out with female street sweepers and their male colleagues running faster after refuse removal trucks is enough to reveal the difficulties under which they work.

On a cold and windy night men and women, many of them breadwinners in their homes, walk nonchalantly in the streets of the metropolitan Johannesburg, picking up papers and sweeping away the dirt.

Many are dressed in orange overalls, the official uniform of the Johannesburg City Council, their employer.



Except for this blatant exploitation, I love the job

Sellinah Tshabalala hopes that after years of daily work the council might one day employ her permanently.

scarf hanging on her neck. She wore black gloves to protect her hands.

Mr Isaac Dube no longer runs after the trucks. He walks from corner to corner and door to door collecting dirt in big black plastic bags.

Although he too complained about the circumstances under which he worked, he was relatively happy about his earnings.

"If you compare it with the R51 I was earning a day when I first joined the

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“If you compare it with the R5 I was earning a day when I first joined the council in 1988, you can see the difference is remarkable”

Mr Isaac Dube

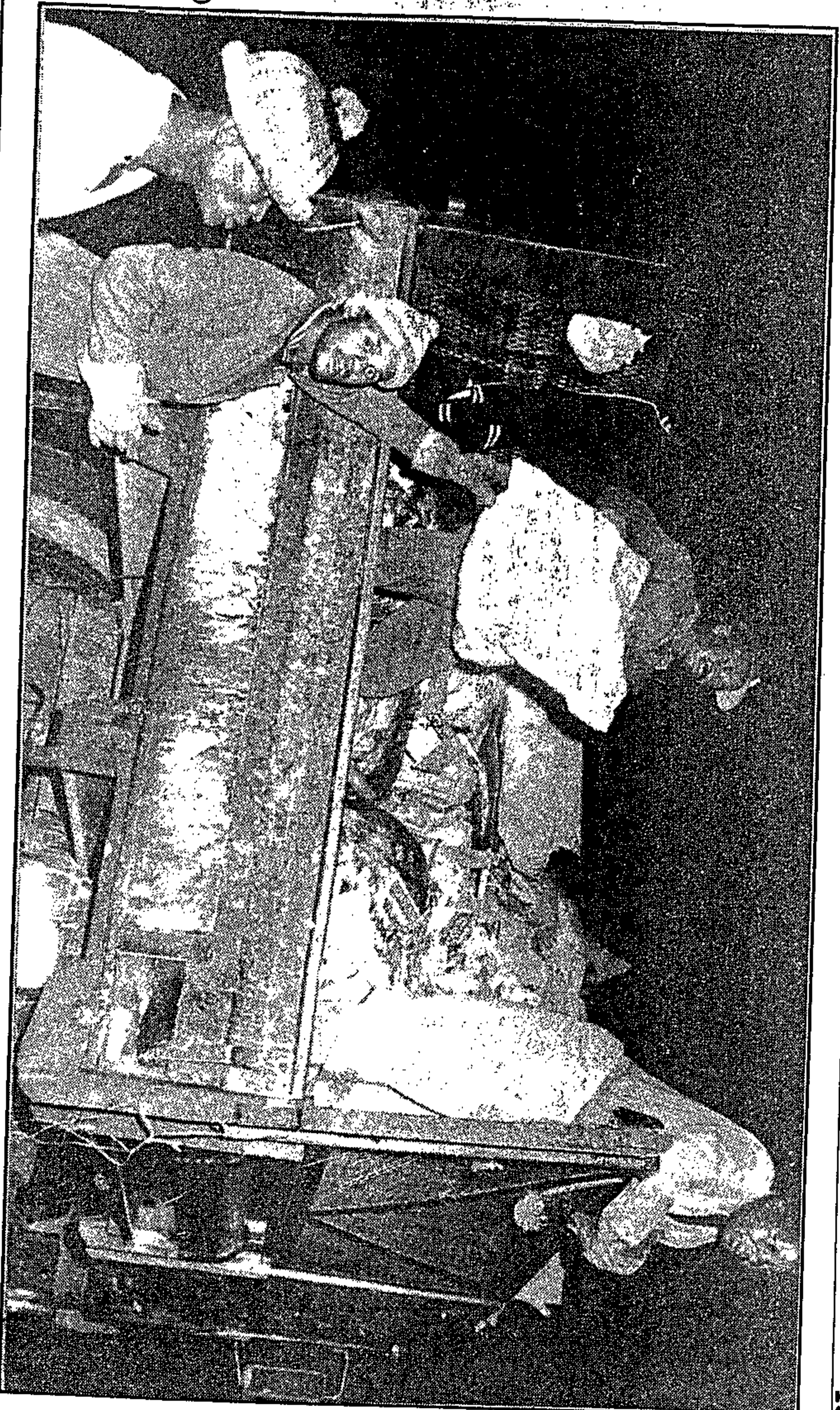
Sowetan 30/7/92

council in 1988, you can see the difference is remarkable,” he said.

His wife is in Newcastle with the their children. After paying R55 every month for the backyard shack he hires he sends his wife R100 and buys a little food for himself.

“In this place I am living from pillar to post,” he said.

JOINT effort: These are some of the men who help “keep Jo’burg clean”. In turn they get far less than they give.



NEWS Johannesburg cleaners, contracted on a daily basis, receive R180 a fortnight

Street sweepers earn R360 a month

■ Six-day week but treated as temporary workers after four years with Johannesburg City Council: *Sowetan* 30/7/92

STREET sweepers employed by the Johannesburg City Council are earning R360 a month paid in fortnightly instalments, *Sowetan* has been told.

Their only day off is Sunday. Some of the workers said they have been working for the council for four years but were being treated as temporary employees.

The council pick up the workers in a truck near Baragwanath Hospital daily.

They reported for duty at 3pm and started cleaning the Jo'burg streets from 4pm until 9pm, they said.

Mr Gys du Plessis, the council's

director for Solid Waste, a department which employs the cleaners, said there were 150 workers who were "contracted on a daily basis".

He was not sure whether some of the cleaners could have been doing the job for years "but it is possible", he said.

Although the truck was not taking the cleaners back home after work, the council was "giving them R3 a day as transport allowance".

He said the transport allowance was included in the workers' wages of R180 a fortnight.

See page 18.



A female teacher points at one of her colleagues to come and join in the singing after a meeting of the South African Democratic Teachers Union at Regina Mundi Church in Soweto yesterday.

Pic: PHANUEL MAHUNTSI

Workers threatened

THE workforce at provincial hospitals could be cut if a Transvaal Provincial Administration investigation finds there are more workers than necessary. *Sudan 3117192*

TPA health services MEC Mr Fanie Ferreira yesterday said fewer numbers would result in a higher minimum wage. The TPA had to be realistic about such issues otherwise "we will end up going down the drain". *354*

Minister of Health Dr Rina Venter, on a tour of Johannesburg Hospital last month, said the fact that fewer voluntary workers were rendering an effective service would be noted.

Meanwhile, Ferreira has denied allegations that the TPA was specifically hiring hostel dwellers to replace the dismissed workers.

He said the TPA would not undertake such an employment practice as it would prejudice people on ethnic grounds. - *Sapa*.

Bid to resolve municipal dispute begins

By Louise Marsland
Municipal Reporter

(354)

Mediation begins today in the pay dispute between the Johannesburg City Council and the 12 unions representing municipal employees.

An independent mediator, Unisa sociologist Professor

Attie van der Merwe, has been appointed to try to resolve the wage deadlock in negotiations today and tomorrow.

The city council will pay 60 percent of costs and the unions 40 percent.

A spokesman for the unions' joint committee, Theo Crouse, said he trusted a settlement

would be reached. The unions have moved on their opening salary demands and are asking for increases of between 11,75 and 29 percent.

Last month unions took the council to the Rand Supreme Court and received permission to hold a mass meeting at the Civic Centre.

26/8/79

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W/ma 7/8-13/8/92
Jo'burg goes to mediation
■ THE Johannesburg City Council and municipal unions' joint committee went into mediation this week to avert a strike in the city. While the council has offered no increases at all, the unions are demanding 12 percent.

(15) (263) (354)

Public servants may win right to strike

81044 1218/92
LEGISLATION which may give more than 700 000 public servants the right to strike and the right to arbitration will be negotiated finally next week between representatives of 11 public service associations and unions and the Commission for Administration.

Public servants have battled for years to escape a situation which rendered them "totally impotent" when negotiating salaries and service conditions.

A Public Servants' Association (PSA) spokesman said a number of differences

GERALD REILLY

still had to be sorted out. It was hoped consensus could be reached at a meeting of the caucus of the 11 organisations on August 18, before the negotiating forum meets on August 19 and 21.

Because of the nature of public service work, it was necessary that legislation separate from the Labour Relations Act be drawn up, the spokesman said. The aim is to have the draft ready for submission at the short October parliamentary session.

Sasol warns of possible job losses

3/10/91
17/8/92
PIERCE HARTFORD

AN ESTIMATED 1 500 Sasol workers could be "affected" over the next few months by cost-cutting measures to ensure its economic viability, Sasol's Lee-Anne Goodman says.

But Chemical Workers Industrial Union (CWIU) assistant-general secretary Muzi Buthelezi has warned that any potential retrenchments would now go through a joint panel.

Goodman said Sasol was doing everything in its capacity to minimise forced retrenchments.

This included shortening the working week, introducing half-day posts and offering voluntary retrenchment and early retirements, she said.

Employees being retrenched who had their home loans guaranteed by Sasol, had 90 days "to relieve Sasol of that obligation", Goodman said.

Meanwhile, Sasol has threatened to sue Buthelezi for libel. Buthelezi is alleged to have said Sasol management was behind "attacks and killings" of its members. And the Goldstone commission is to be asked to investigate CWIU allegations that CCB and Inkatha hit squads are operating at Sasol.

Union and TPA discuss impasse

8/10/92 18/8/92
KATHRYN STRACHAN 354

NEGOTIATIONS between the TPA and the National Education, Health and Allied Workers' Union (Nehawu) resumed on Sunday at a high-level meeting convened by the national peace committee.

A statement by the Wits/Vaal regional dispute resolution committee yesterday on behalf of the TPA, Nehawu and Cosatu, said the meeting was held in an attempt to find a way out of the impasse between the parties.

The parties agreed to continue discussions later this week.

It was also agreed that future talks on the resolution of the hospital strike would be held exclusively in the new forum, and to give the discussions every chance of success, no "confrontational positions" would be adopted.

The meeting focused on the fate of 7 000 dismissed striking workers, and the future relationship between the parties. A working group was established to develop a proposed code of conduct.

● Comment: Page 8

Soweto's essential services 'are heading to a standstill'

ADRIAN HADLAND

ESSENTIAL services to Soweto's 3-million residents would grind to a halt within the next three weeks unless additional funding could be found, Soweto City Council spokesman Mojalefa Moseke said yesterday.

Moseke said if an extra R3m a month could not be found to make up the council's monthly shortfall, "everything will come to a standstill in Soweto".

Details of the likely breakdown emerged yesterday after TPA MEC Olaus van Zyl said last week that a total collapse of services in Soweto was likely. He said less than 20% of Sowetan residents paid services tariffs.

Moseke said that while water supplies to Soweto from the Rand Water Board were unlikely to be halted, some areas would experience cuts due to a lack of maintenance and repairs staff.

"One way or the other there will be no water in some areas of Soweto," he said.

Refuse collection in the township would end at the beginning of September as available funds would be used to pay for contractual fees in arrears, Moseke said.

With a bankrupt council unable to pay its workers, sewage services were also

likely to be disrupted, he said.

Addressing the Central Witwatersrand Metropolitan Chamber last week, Van Zyl said the TPA and other government agencies provided 77% of Soweto's expenditure and had limited funds available. He appealed to white local authorities to help Soweto in the provision of services.

Johannesburg City Council utilities committee chairman Paul Asherson said Johannesburg would not provide Soweto with funds or expertise until a political and financial solution had been found.

"Johannesburg will not be seen as an occupying force, propping up the regime in Soweto," Asherson said.

He said a precondition for Johannesburg's help was the dismantling of the black local authority system and the implementation of new local government structures.

"Until there is a political solution, we cannot guarantee the safety of our staff and that is paramount," he said.

He said a collapse of Soweto's services would force the TPA to speed up the local government restructuring process.

Masses drifting to anarchy — De Beer

Political Staff

CAPE TOWN — The mood among the unemployed, poverty-stricken, starving masses in South Africa was moving closer and closer to anarchy, DP leader Zach de Beer said last night.

He told the Institute of Architects he saw President F W de Klerk's "brave new SA" seemingly disintegrating in a cacophony of recriminations between those who were to have been partners in creating it.

"I see blood everywhere. I see the investors unwilling to commit their resources in a land which threatens to become a morass of conflict."

However, De Beer said he believed that the leaders of both the ANC and the NP had

been "quite badly frightened by the consequences of their own errors".

The new SA would however arrive "after a year or two or three."

"Even if the businessmen and the churchmen and the academics and others must shame the politicians into working for the nation instead of themselves and their friends, we must and shall find reconciliation and agreement."

The three priorities facing the country were health, education and housing, he said.

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STAR

19/8/92

177

55

354

Companies play a crucial role in socio-economic upliftment. But, while a typical job package includes medical aid, housing and pension benefits, many employees — especially those at the lower end of the scale — don't know how to use these schemes to improve their lifestyle.

PX, an arm of the Transnet giant, decided communication was the answer, and has embarked on a scheme to enlighten and educate their 16 000 employees.

Phase 1 of the communication exercise included posters which made use of the soccer team as a metaphor for co-operation and success through team effort.

Says Chief Executive of PX, Wicus Pretorius: "The first phase showed us how we could reach our goals by working together."

The exciting follow-up phase will concentrate on "how to" information.

Video facilities will be set up at different PX centres, and employees will be able to select prepared programmes on the benefit on which he would like information — medical aid, pension or housing.

The videos will be screened in a choice of Zulu, Xhosa, Sotho, Tswana, English or Afrikaans.



Wicus Pretorius . . . chief executive of PX.

These facilities, to be installed in PX mini-containers, should be operational by year-end.

The main focus will be the PX transit hubs of Johannesburg, Cape town, Durban, Bloemfontein, Port Elizabeth and Kimberley.

Another growing need which the company became aware of is for creche facilities for working mothers.

PX, in consultation with Femnet, is to establish creches in partnership with the workforce. The first of these creches goes into operation next month at Kazerne, in Johannesburg.

PX has undertaken to provide the physical infrastructure — the building, play area, equipment and materials — while the operation of the creches will be funded by staff contributions.

Wicus Pretorius commented: "As an organisation we believe in the dignity of people. We believe in a hand-up rather than a hand-out. Only then does individual self-esteem grow to such an extent that workers feel empowered to seek their own upliftment — first as employees, then as role models inside their own communities."

Savings to fund salary increases

ADRIAN HADLAND

MORE than 10 000 Johannesburg municipal employees would receive increases of between 9,26% and 15% from October 1, it was announced yesterday.

The agreement between the council and employee representatives, which was ratified by the management committee and the Industrial Council, would cost the city an additional R57m by the end of the current financial year. **8/04/92**

Management committee chairman Ian Davidson said the increases would be financed through internal savings and would not increase the council's deficit. "We believe the increases are in line with those in the public sector and reflect the economic strictures facing all organisations in SA at present."

The agreement included a limit on overtime, a new minimum salary of R1 037 and the freezing of vacant posts for seven months.

Davidson said large-scale retrenchments would not take place but the council would negotiate with unions on a programme to achieve optimum staff levels.

Cash crisis forces SABC to cut jobs

Sowetan 26/8/92

(202) (354)

Sowetan Correspondent

■ **CASH BLUES** But no workers will

have to be forced out of their jobs:

Financial problems appear to have hit the South African Broadcasting Corporation (SABC) which has proposed television news production staff cuts by "voluntary retrenchment" that might lead to 64 people leaving their jobs.

Sowetan's sister newspaper, *The Daily News*, has a copy of a letter written by SABC group labour relations manager Mr Christo Pretorius, which says staff cuts were necessary for "financial and operational" reasons.

Employment of Television News Production (TNP) staff not directly involved with the provision of news in Durban, Cape Town and Port Elizabeth can, according to the letter, "no longer be justified".

"Only those positions which contrib-

ute directly to the TNP product, in line with the requirements of the two TV channels, TV1 and CCV, should be maintained," the letter says.

The number of staff who could be affected around the country are: Durban (27), Cape Town (22), and Port Elizabeth (15) - a total of 64 people.

These include employees from executive producers and video editors to cameramen.

The TNP unit, responsible for production of news and magazine programmes, was expected to lose about R10,4-million in the 1992/93 financial year - the period October 1 this year to September 30, 1993, if it continues to operate in its present form.

The loss was said to be as a result of an estimated drop in advertising revenue, given the depressed state of the economy and cost increases caused by inflation.

However, the letter stresses that management was not considering "forcibly retrenching the staff employed in the above positions at this stage".

A meeting would be held in all the respective regions to give all the staff who may be affected a chance to "apply for voluntary retrenchment packages".

The voluntary retrenchment process would be given until September 11 this year and then the situation will be re-evaluated, says the letter.

Time to heal

A settlement to the 14-week-old hospital workers' strike seems to be on the cards. Both the health workers' union (Nehawu) and the TPA are keen to be extricated from their messy dispute, which both sides have handled in an amateurish and shortsighted fashion.

That was until the entry on August 16 of the Wits/Vaal Regional Peace Committee, under its chairman André Lamprecht, as mediator in talks between the TPA (representing Health Minister Rina Venter) and Nehawu and its parent-body Cosatu. Lam-

continue

precht became involved after a series of discussions and contacts with the antagonists. After a second session last Friday, he described the meetings as very constructive. Both groups had committed themselves to avoiding "confrontational positions" in what had become a bitter conflict, marked by violence and intimidation. Other interested parties were requested to do the same and give the discussions a reasonable chance.

Central to these negotiations is the future relationship between the union and the hospital administration. A small working group has been appointed to flesh out the terms of a proposed code of conduct. This includes a mechanism for resolving disputes, as well as the fate of some 7 000 dismissed strikers. Their reinstatement is seen by Nehawu as the "crux" of the issue, according to a spokesman for the union, which clearly overreached itself with this strike.

An important high-level plenary meeting between the parties was due to take place on Wednesday or Thursday.

Nehawu began its action on May 18 when it called out its members at the Klerksdorp and Tshepong hospitals. On June 2 general assistants at Baragwanath Hospital joined in and soon 27 of the TPA's 81 hospitals and health institutions were hit by strikes. On June 12 the TPA got an interdict against Nehawu and its members from the Pretoria Supreme Court.

Among the union's demands was a minimum wage of R724 a month plus a 15,3% increase across-the-board. The TPA has been at pains to point out that it does not have jurisdiction over wages, which are set by the government-appointed Negotiating Forum for the public sector. Nehawu pulled out of the forum on May 19. The forum meanwhile decided to award a minimum wage of R708,50 from August 1 this year. In addition, says a TPA spokesman, there is an area travel allowance of R75 a month, which, for those in certain urban areas, would mean a total wage of R783,50.

On the demand for permanent status with accompanying benefits, the TPA says that general assistants are appointed as temporary government employees in terms of the Public Service Act. However, they receive various benefits, such as immediate pension fund membership, voluntary medical aid benefits and participation in a housing scheme under certain conditions.

It will be particularly interesting to see how the issue of the dismissed workers is resolved. Before the latest round of talks hosted by the regional peace committee,

Venter stated that they could not be reinstated because the vacancies have already been filled. But, she added, discussions on grievances could readily continue.

Venter insisted that correct procedures were followed when disciplinary steps were taken. To many labour observers, though, it looked as though the authorities had decided to try to break the union, instead of trying to heal the breach by, for example, going earlier to mediation or arbitration.

Among government's procedures were ultimatums, open letters in the media and an opportunity to make written representations to the TPA. Just over 1 000 of the 7 000 workers fired on July 1 wrote in (within a

week, as required) submitting reasons why their dismissals should be reconsidered. About 400 dismissals were set aside. Dismissals had been necessary, government said, in order to prevent the disruptive strike from harming patient care indefinitely.

The TPA, in fact, seems to have cut this segment of its workforce, since it employed just over 5 000 workers to fill the vacant posts. Most provincial hospitals seem to have stabilised and some have returned to normal, according to the TPA.

Aware of the hard-

ship facing the dismissed, Venter and the TPA announced relief measures. Those in distress could apply for assistance at the food distribution points run by the Health Department; most would qualify for Unemployment Insurance Benefits from the Department of Manpower and have their pension fund contributions refunded.

Regarding wages and benefits, Venter said these aspects should be dealt with through the forum.

She acknowledged that questions such as the permanent status of general assistants and the establishment of a dispute resolution mechanism in the public sector should be addressed in due course.



Health Minister Venter ...
time for a new approach

Jo'burg settles w/ mun. 288-319/72
■JOHANNESBURG's municipal workers are to receive wage increases ranging from 9.26 to 15 percent from October. (354)
A new minimum salary of R1 037, a limit of overtime as well as the freezing of vacant posts for seven months were among other issues on which agreement was reached between the city council and municipal unions.

● Drastic cuts in State spending ● VAT exemptions reconsidered

Govt may lay off 30 000

By Sven Lünsche
and Helen Grange

(354) *SM 41912*

The Government will introduce large spending cuts next year which could lead to 5 percent of public servants — about 30 000 — being retrenched, Finance Minister Derek Keys announced yesterday.

At a press conference, Mr Keys also hinted at the re-introduction of the VAT exemption for basic foodstuffs during the Budget in March next year.

He warned that the economy would not show a substantial improvement "unless the violence is stopped and a representative government put in place". Only

Budget over-run unlikely to push up interest rates — Page 14

then could the Government realistically address the problems of pursuing economic growth and tackling underdevelopment.

Mr Keys said the deficit before borrowing (the amount by which Government spending exceeds tax income) was rising far in excess of budgeted levels and could prevent a sound economic recovery.

The Government would not raise additional revenue in the current fiscal year, but had already set spending guidelines for 1993/4 for all Government departments. Government spending would be cut by 3 percent in real terms (after inflation) and all departments would be encouraged to raise productivity.

Mr Keys said this could entail the retrenchment of up to 5 percent of public-sector workers.

Reacting to the announce-

ment, the Public Servants' Association (PSA) said such a cut would lower morale among public servants, who had been concerned for some time about their future under a new government.

PSA chairman Hans Olivier said it would remain to be seen to what extent staff would actually be curtailed, since there were numerous posts unfilled at the moment.

Mr Olivier said his organisation supported a small, well-paid public service, but to date, salaries were far below those in the private sector.

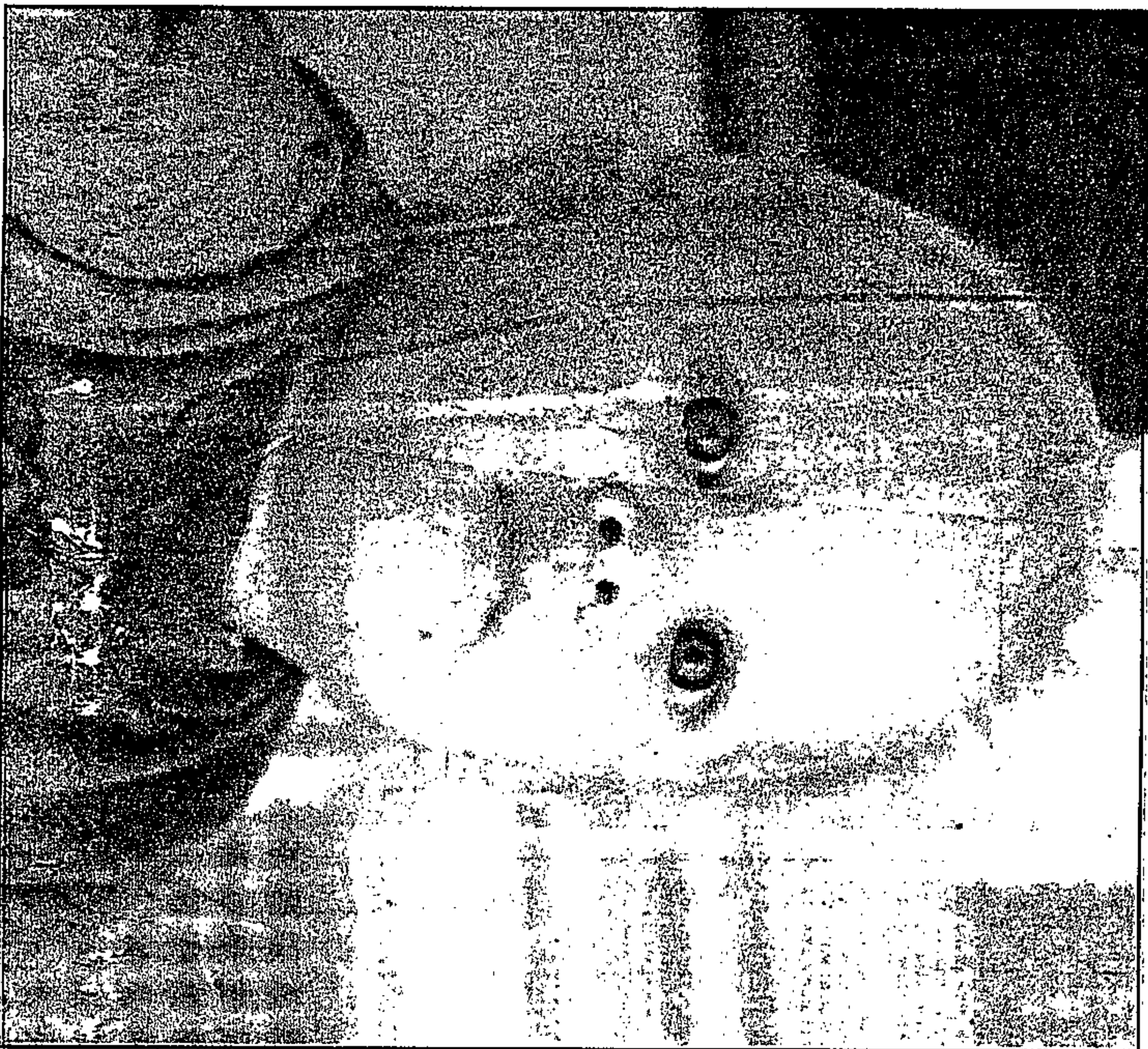
In reaction to recent calls for the exemption from VAT of basic foodstuffs, Mr Keys said it was not the Government's intention "to exempt large sections of the economy from the tax". But after discussions with the VAT Coordinating Committee and the Food Forum, "certain proposals have been made which are being studied with a view to finding common ground on the definition of basic foodstuffs."

"If these efforts are successful, they will be implemented next year," he said.

In a joint statement, the Afrikaanse Handelsinstituut and the SA Chamber of Business (Saco) said Mr Keys's statement did little to build business confidence and failed to convey the urgency of the situation. The country faced a critical economic situation and there was an urgent need for gaining agreement on, and implementing, an economic reconstruction programme.

Saco said it believed the National Economic Forum had an important role to play, and hoped the Government would take part.

The two bodies said they shared Mr Keys's concern about the growing Budget deficit. However, they saw "no specific measures proposed for reducing public-sector expenditure."



Toddler tragedy ... Derrick van Zyl, who was abducted in April and found wandering on the Soweto highway five hours later, was killed by a falling garage door on Wednesday.
Picture: Ken Oosterbroek

Door kills toddler who made headlines

By Monica Oosterbroek

Derrick van Zyl, the toddler who made headlines when he was abducted from a shopping centre in April and dumped on a busy highway, died on Wednesday after a garage door crushed his skull.

The 18-month-old son of jockey Gavin van Zyl was playing in the garage when the electric mechanism failed and the door fell on his head.

The gardener found the boy and alerted Mr van Zyl, who immediately started giving his son mouth-to-mouth resuscitation.

He then phoned the Sandton Crisis Centre and stayed on the line while they advised him on procedures until paramedics arrived.

The boy did not have a heartbeat when the paramedics arrived, but they got his heart going again.

The child was airlifted to the Johannesburg Hospital but died soon after arrival.

Derrick survived an ordeal earlier this year when his mother, Shantinn (32), was shot in the face in the Sandton City parking area and a hijacker drove off in the family minibus with Derrick in the back seat.

He was found five hours later, wandering, along the Soweto highway.

Derrick's funeral will be held at the Mormon Church, Bryanston, at 2 pm tomorrow.

Civil service pay bill to reach R50bn

GERALD REILLY

254

PRETORIA — SA's public sector pay bill will soar above R50bn in the new financial year when pay hikes are taken into account, according to financial authorities.

The sector includes the bureaucratic staffs of general affairs and own affairs departments, the provincial administrations and the six homelands.

To pay its 788 000 employees in general and own affairs departments and the provincial administrations alone will cost government R24bn, taking into account pay hikes — an increase of about R2bn on the current year's figures.

And if pay for the 210 000 workers in the civil services of the homelands are added, this total soars to at least R28bn.

DP finance spokesman Brian Goodall said if President F W de Klerk planned to merge own affairs departments into general affairs departments, about R600m could be saved in staff and pay.

Costly 'Own Affairs' may be scrapped

STATE President FW de Klerk is planning to phase out unwieldy and expensive "Own Affairs" departments by merging compatible functions under single administrations in an attempt to cut costs.

This is believed to be one of the key decisions taken at the NP's parliamentary caucus held at an isolated venue in the Eastern Transvaal, which ends this morning.

The "Own Affairs" decision, which will have far-reaching implications for government in South Africa, will be "kept under wraps" until Parliament reassembles on October 12.

By NORMAN WEST
Political Reporter

However, it is understood Mr De Klerk asked for — and was given — the go-ahead to amalgamate functions of a similar nature under one chief director, instead of the present three.

Informed sources confirmed that high on the caucus "agenda" were cut-backs in the bloated State bureaucracy and trimming of the fat in political departments.

This follows the gloomy picture of the poor state of the economy in the country painted last week by Finance Minister Derek Keys, who undertook in a policy statement to cut real

government expenditure by three percent in the coming financial year.

To bring this about it may be necessary to cut the size of the public service by five percent, which would save up to R1.4-billion.

Civil servants, including teachers, would be able to opt for retirement at 50, provided they have at least 10 years of uninterrupted pensionable service. Final details of how such options will work are expected to be released this week.

Public servants have expressed fear that their benefits would be commensurately scaled down to their disadvantage should they accept voluntary early retirement.

But sources revealed that the government was "anxious" to offer them golden handshakes in the form of one-off retrenchment packets which will include condonation of up to an additional five years' service for the purpose of working out individual gratuities and pension benefits.

Agony

In the case of government departments, staff would also be culled and although the "tricameral" arrangements of "own affairs" are constitutionally entrenched and cannot be changed without a two-thirds majority in each House, the reduction in staff and consolidation of workloads can be streamlined "without much agony" a source said — provided Mr De Klerk secures the power to do so by decree.

Mr De Klerk may, through amendments to relevant Acts in the October session, be given the power to change the present departmental structures and, for instance, have one chief director instead of three "own affairs" chief directors, each with a "separate" entourage of underlings.

It is estimated that there are currently about 600 000 public servants and the five percent cut envisaged by Mr Keys would amount to the culling of about 30 000, including teachers.

Increase

Central Statistical Service figures show that this financial year the government's wage and salary bill for central government departments, "general affairs" and "own affairs" departments comprising the tricameral system — as well as the provincial administrations and the homelands — will amount to R26 billion.

At the end of the last quarter of 1991, 753 000 people were in the employ of central government and the provincial administration — an increase of about 18 000 over the same period of the previous year.

STW: [Cape news]
13/9/92

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By ADRIAN HERSCH

Public servants to get right to strike

S/Times (B4SS) 13/9/92 (352) (354)

PUBLIC servants will soon be allowed to strike.

If employees comply with certain procedures the action will be lawful — and nobody can be dismissed within 30 days after the start of the strike.

But workers falling under the definition of "essential services" will not have the right to strike and their disputes will go to compulsory arbitration.

The new draft of the Public Service Labour Relations Bill, which may be enacted in October, rules out strike action in several areas, including hospitals explicitly.

Cabinet

Anton Louwrens, of the Public Servants Association and who acted as convenor, says the draft has been sent to the Cabinet. It will then go to a parliamentary select committee.

Mr Louwrens says: "There is a 51% chance of enactment this October. If not in that session, early next year."

The Bill provides for a public-service bargaining council. Employees will have access to the Industrial Court and Labour Appeal Court.

Those deemed to be in essential services include employees in fire-fighting; water, power and sanitation; control of air traffic; nursing, medical and emergency health; key-point computer

services; the management echelon; and the SA Defence Force and SA Police.

But the proposed legislation also says those "directly involved in support services essential to the functioning of these groups" are also essential service workers. That means that laundry workers at hospitals are included.

The Bill was drawn up after agreement by the Commission for Administration (CFA) and 10 staff associations and trade unions on most points.

The Health Workers Union (HWU), which was involved in hospital strikes in the Western Cape, objected to the "support services personnel" clause.

But the other nine unions and the CFA supported it, saying laundry workers at organisations such as hospitals are essential.

The CFA backs up its argument by saying the International Labour Organisation

(ILO) has considered the hospital sector to be an essential service.

The proposed legislation allows for the Industrial Court to rule on disputes about whether employees fall under essential services.

Those not in essential services can strike lawfully if they follow procedures similar to those that private-sector employees have to adopt under the Labour Relations Act.

Objected

But in a major difference the public-service legislation provides for protection from dismissal for 30 days after the start of a strike.

It is subject to a proviso — that the strike be conducted in a "reasonable manner."

Five unions objected to this, saying it gives the employer too broad discretion. The CFA and the other five unions disagreed, saying the interpretation could be

ruled on by the Industrial Court.

Criminal sanctions are set out for unlawful strikes, but all trade unions are not in favour of it.

Mr Louwrens says the National Education, Health and Allied Workers Union (Nehawu) did not attend the last meeting of the forum drafting committee, but the HWU did.

Mr Louwrens says Nehawu's absence is not necessarily a rejection of the legislation because the union said its attendance depended on the resolution of the hospital strike.

Nehawu officials were unavailable for comment.

CFA spokesman Corrie Smit says the 10 unions (which exclude Nehawu) represent about 93% of the unionised employees and about 60% of all workers.

"They are therefore in all respects representative of Public Service Act personnel," he says.

COMPANY ROUND-UP

Company	Turnover	Profit before tax	Earnings a share	Div a share
ABC INC	1000	100	10	5
DEF LTD	2000	200	20	10
GHI CORP	3000	300	30	15
JKL PLC	4000	400	40	20
MNO LTD	5000	500	50	25
PQR INC	6000	600	60	30
STU CORP	7000	700	70	35
VWX LTD	8000	800	80	40
YZA INC	9000	900	90	45

Govt to outlaw strikes by some public servants

(354) DURBAN Public servants rendering important services would not be allowed to strike in future, Administration Minister Org Marais said yesterday.

He said this was one of the most significant clauses in the Public Service Labour Relations Bill, on which broad consensus had been reached, Sapa reports.

Opening the biennial congress of the Public Service Association, Marais said the Bill would be tabled in Parliament next month.

The Bill determines that labour differences in the public sector be settled by arbitration.

It states that officials, except those representing the public service as an employer, should have the right to join a trade union or association of choice.

CHARLIE PRETZLIK

reports that Cosatu spokesman Neil Coleman rejected the Bill yesterday.

• "The concept of important services is very vague and we oppose this attempt to deprive workers of their rights on this basis ..."

National Education, Health and Allied Workers' Union vice-president Vusi Nhlapo said Marais' statement undermined current negotiations between the Union and the TPA.

GERALD REILLY reports that Marais said it was universally accepted that workers should have the right to withhold their labour, but this right could not be exercised to the detriment of communities.

SA faced huge challenges in the constitutional field and needed a stable public service, he said.

Incentive plan for tourism

GERALD REILLY

PRETORIA — The Trade and Industry Department was looking at a new incentive scheme for the tourism industry, Tourism Minister Org Marais said in Durban last night.

Speaking at a Fedhasa dinner, he said Satour had been asked to organise a meeting between himself and the industry's main players to explore the possibility of establishing an organisation like Safto for the industry.

Marais said tourism could be the country's top industry, the biggest foreign exchange earner and the biggest creator of jobs. However, serious obstacles such as violence had to be removed.

As long as the ANC planned to use mass action to overthrow homeland governments and attack the current government, tourism would fall short of the 20% annual increase which was possible, he said.

The doubtful quality of coach transport and the lack of three-star hotels also slowed the development of tourism.

Greater co-ordination between the private and public sectors was needed. It did not help to make big investments in game-park accommodation if air strips and good road were lacking.

Motor task group to study Phase VII

EDWARD WEST

THE Trade and Industry Department was forming a task group to investigate the possible structure of the Phase VII local content programme for the motor industry, director-general Stef Naude said yesterday.

Naude said the department was discussing the composition of the group and its instructions with various parties.

The main objective behind the group's formation was to obtain certainty in the motor industry as soon as possible.

However, he said the introduction of Phase VII would not be rushed through as Phase VI was.

The news came after last week's meetings between the department, the National Association of Automobile Manufacturers of SA (Naamsa) and the National Association of Automobile Component and Allied Manufacturers (Naacam).

Naamsa president Bert Wessels recently said the soon-to-be established research group already should have determined what direction the Phase VII local content programme should take by the end of next year.

He wanted the group established as

soon as possible and to comprise representatives from the motor and parts manufacturing industries, the Industrial Development Corporation, trade unions, the Motor Industry Federation, the departments of Finance and Trade and Tariffs, and overseas consultants.

The current Phase VI local content programme, due to be wound down by the end of 1996, was flawed, Wessels said.

Problems included the changing of its rules and targets too often, non-participation in GELIS, Phase VI's contribution to price increases, and the fact that it was open to fraudulent practices, said Wessels.

Other problems included Phase VI's sensitivity to economic and political changes, its negative impact on the component industry and the role of catalytic converters in the scheme, he said.

Current protection levels on vehicles were too high and the weighting accorded to socio-economic priorities of Phase VII would determine the extent of the necessary protection, Wessels said.

'Public servants fearful'

GERALD REILLY

THE public service was riven with anxiety and uncertainty about the future of government workers in any new dispensation, Public Servants' Association (PSA) president Johan van Wyk indicated yesterday.

He told the PSA conference in Durban a basic fear was that merit and ability would not longer be criteria for advancement.

Another was that public servants could be pushed out by political appointees.

Constitutional change could succeed only if founded on a stable public service. It was regretted public servants were being accused of being administrators of an unjust government system and unacceptable in a new dispensation.

The strength of a public servant lay in undivided loyalty to public service. A survey of management had shown a need for service security, and serious irregularities by government workers had had a serious impact, he said.

Surrender of Shaka...

HoR guard in pay row over move

Si Times
By JESSICA
BEZUIDENHOUT

AN ANGRY security officer in the House of Representatives' has accused his superiors of reneging on an agreement to compensate him for a loss of R15 000 when he was "forced" to move to George because it was against his religion to work on Friday evenings and Saturdays.

Mr Chris Koopman, a member of the Seventh Day Adventist Church, claims his superiors also "undermined" the authority of the previous chairman of the ministers council, Reverend Allan Hendrickse, who had given written permission for him not to have to work on those days.



CHRIS KOOPMAN
Wants compensation

He has now received a letter informing him that Rev Hendrickse did not have the authority to excuse him from work and that he would have to reapply for the necessary permission. Last year an agreement

was reached for him to be compensated for losses he incurred by paying his own removal costs when he asked to be transferred to George to escape having to work at times forbidden by his religion.

Mr Koopman says that after Rev Hendrickse's intervention, it was agreed that he would be given another position with different shifts.

"Religious discrimination has cost my family R15 000, and the situation has become unbearable," he said.

In George his family stayed in a single room and were forced to sell most of their furniture.

Mr Koopman said less than R4 000 has been paid to him since the agreement with the director general of the Department of Budgetary and Auxiliary Services, Mr Patrick McEnery, was reached in April last year.

Satisfied

He recently received a letter from the department requesting him to reapply to be excused from duty on Friday evenings and Saturday nights, despite the written permission he received from Mr Hendrickse in 1989 not to do so.

The letter said the HoR no longer acknowledged the legal validity of Mr Hendrickse's letter.

"To keep my job I was forced to report for duty at times determined by the regional representative immediately after receipt of the letter last month," he said.

A spokeswoman for the HoR said a legal opinion had been obtained on the issue, and the Administration was satisfied that it had acted within its rights.

She said one of the employment conditions for civil servants was that they would only be compensated if transferred by the department, but Mr Koopman had requested the transfer. She could not comment on the reason for the delay in paying the balance of the compensation agreed to by the director general.

Mr Koopman's case has been referred to the Commission of Administration, she said.

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Vol. 327

PRETORIA, 23 SEPTEMBER 1992

No. 14298

PROKLAMASIE

*van die
Staatspresident
van die Republiek van Suid-Afrika*

No. 103, 1992

WYSIGING VAN AANGELEENTHEDE RAKENDE
DIE STAATSDIENS OPGEDRA AAN MINISTERS EN
ADMINISTRATEURS

Kragtens die bevoegdheid my verleen by artikel 6 (2) van die Wet op die Kommissie vir Administrasie, 1984 (Wet No. 65 van 1984), wysig ek hierby Deel A van die Bylae tot Proklamasie No. 88 van 1983, soos afgekon-dig in *Staatskoerant* No. 8745 van 1 Junie 1983, in die mate aangetoon in die Bylae hiervan.

Gegee onder my Hand en die Seël van die Repu-bliek van Suid-Afrika te Pretoria, op hede die Agtiende dag van September Eenduisend Negehonderd Twee-en-negentig.

F. W. DE KLERK,

Staatspresident.

Op las van die Staatspresident-in-Kabinet:

P. J. WELGEMOED,

Minister van die Kabinet.

BYLAE

Voeg die volgende nuwe items 2, 3, 5, 6 en 7 in en hernoem die bestaande item 2 na item 4, in AFDELING IX: DIENSEINDIGING:

- "2. Verpligte aftrede ingevolge artikel 15 (4) van die Staatsdienswet, 1984, van beamptes in die A-afdeling, uitgesluit diegene wat range in die geklassifiseerde bestuurskader beklee, behoudens die bepaling vervat in Staatsdienspersoneelkode B.XV/II.

60095—A

PROCLAMATION

*by the
State President
of the Republic of South Africa*

No. 103, 1992

AMENDMENT OF MATTERS INVOLVING THE
PUBLIC SERVICE ASSIGNED TO MINISTERS AND
ADMINISTRATORS

By virtue of the powers vested in me by section 6 (2) of the Commission for Administration Act, 1984 (Act No. 65 of 1984), I hereby amend Part A of the Annexure to Proclamation No. 88 of 1983, as published in *Government Gazette* No. 8745 of 1 June 1983, to the extent indicated in the Annexure hereto.

Given under my Hand and the Seal of the Republic of South Africa at Pretoria this Eighteenth day of Sep-tember, One thousand Nine hundred and Ninety-two.

F. W. DE KLERK,

State President.

By Order of the State President-in-Cabinet:

P. J. WELGEMOED,

Minister of the Cabinet.

ANNEXURE

Insert the following new items 2, 3, 5, 6 and 7 and renumber the existing item 2 to item 4, in SECTION IX: TERMINATION OF SERVICES:

- "2. Compulsory retirement in terms of section 15 (4) of the Public Service Act, 1984, of officers in the A division, excluding those holding ranks in the classified management echelon, subject to the provisions in Public Service Staff Code B.XV/II.

14298—1

3. Aftrede ingevolge artikel 15 (5A) (a) van die Staatsdienswet, 1984, van beamptes in die A-afdeling, uitgesluit diegene wat range in die geklassifiseerde bestuurskader beklee, behoudens die bepalinge vervat in Staatsdienspersoneelkode B.XV/II.
5. Ontslag van beamptes in die A-afdeling, kragtens artikel 16 (2) (b) van die Staatsdienswet, 1984, uitgesonderd diegene wat range in die geklassifiseerde bestuurskader beklee, behoudens die bepalinge vervat in Staatsdienspersoneelkode B.XV/II.
6. Ontslag van beamptes in die A-afdeling, kragtens artikel 16 (2) (c) van die Staatsdienswet, 1984, uitgesonderd diegene wat range in die geklassifiseerde bestuurskader beklee, behoudens die bepalinge vervat in Staatsdienspersoneelkode B.XV/II.
7. Beëindiging van diens ingevolge artikel 16 (4) van die Staatsdienswet, 1984, van beamptes in die A- en B-afdelings, uitgesluit diegene wat range in die geklassifiseerde bestuurskader beklee, behoudens die bepalinge vervat in Staatsdienspersoneelkode B.XV/II."

3. Retirement in terms of section 15 (5A) (a) of the Public Service Act, 1984, of officers in the A division, excluding those holding ranks in the classified management echelon, subject to the provisions in Public Service Staff Code B.XV/II.
5. Discharge of officers in the A division, in terms of section 16 (2) (b) of the Public Service Act, 1984, excluding those holding ranks in the classified management echelon, subject to the provisions in Public Service Staff Code B.XV/II.
6. Discharge of officers in the A division, in terms of section 16 (2) (c) of the Public Service Act, 1984, excluding those holding ranks in the classified management echelon, subject to the provisions in Public Service Staff Code B.XV/II.
7. Termination of service in terms of section 16 (4) of the Public Service Act, 1984, of officers in the A and B divisions, excluding those holding ranks in the classified management echelon, subject to the provisions in Public Service Staff Code B.XV/II."

INHOUD

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Confusion over public service cuts

PRETORIA — Government's intention to cut spending on public service salaries and related expenses by 5% before March 31 1993 had caused confusion in the service, Public Servants' Association (PSA) GM Hans Olivier said yesterday.

Govt department and provincial administrations had informed officials of the measures to be used to effect the saving, including encouraging early retirement, he said.

The PSA had received a flood of inquiries.

(354) GERALD REILLY

Of great concern was the lack of clarity about the selection criteria to be used to reduce personnel numbers.

Olivier said government should explain whether the criteria laid down in the Public Service Act would be used, or whether each department would make its own decisions.

PSA members were advised not to request early retirement but to wait until a department or a provincial administration terminated their services.

LABOUR

TRANSVAAL hospital workers have reached the end of their long and bitter battle against the Transvaal Provincial Administration (TPA). Reliable sources say they will return to work next week.

In terms of a deal brokered by the National Peace Secretariat (NPS), the TPA and the National Education, Health and Allied Workers' Union (Nehawu) have agreed on the reinstatement of the 7 700 dismissed strikers. Other outstanding issues, such as the union's demand for a 15 percent wage increase, a R725 minimum salary, maternity leave and permanent status for temporary staff will be dealt with when workers are back at work.

The deal ends a bloody four-month strike which claimed 12 lives and brought Transvaal health services close to collapse. Under the NPS' watchful eye the parties laboured for the past month to hammer out the deal, with the TPA initially offering to reinstate only those fired workers whose posts had not been filled, but ultimately acceding to the reinstatement of all.

The NPS became involved in the dispute when the strike took a violent turn and Inkatha's United Worker's

Union of South Africa began recruiting hostel dwellers to fill vacant posts.

Besides pushing for higher wages in the continuing talks, Nehawu will also be watching closely developments on the government's new Public Service Labour Relations Act, which is due to come before parliament in next month's special sitting. The Bill, which will outlaw most public service strikes and enforce arbitration of disputes, has been criticised by the union movement for embodying a vague def-

No winners in bitter hospital

W/M *aw* 25/9-11/10/92

The Transvaal hospital strike has ended — but both sides learnt some hard and bitter lessons. By MONDLI MAKHANYA

initiation of "essential services".

The dispute has dealt some hard lessons to both parties. Unfortunately for Nehawu — one of the Congress of South African Trade Unions' "problem unions", with a history of poor organisation and weak leadership — the strike coincided with the launch of a restructuring process. It had recently

elected a new and relatively inexperienced leadership.

The leadership was caught off guard when workers at Soweto's Baragwanath Hospital went on strike and within days the entire PWV region had downed tools. From there the strike fanned out to hospitals and clinics countrywide.

1 strike

(354)

Despite strategic retreats in other regions when it was apparent mass dismissals were imminent, Nehawu failed to heed the warning signals in the PWV, probably because it would have been difficult to sell a compromise in its most militant region.

In the reopened negotiations Nehawu will be bargaining from a position of weakness, seeing that it cannot now call its members out on strike in the event of a deadlock.

The dispute has, however, done lit-

tle good to the public standing of the TPA and hospital administrations. There is no evidence that black communities blamed the strikers for the catastrophic deterioration of hospital services during the strike.

The strike highlighted the fact that workers' grievances — notably their temporary status, poor pay and the failure to tie up Nehawu's formal recognition — had not been redressed in the two years since the last strike action.

The only party to have emerged with credit from the debacle has been the NPS, which successfully defused an impasse between a militant union and a hardline employer which was fuelling rampant political violence.

Township boards given ultimatum

■ PRO says council employees will be paid until June next year:

By Lulama Luti, Mokgadi Pela

THE Soweto and Diepmeadow councils are a staggering R104 million in the red and have been given until October 5 to get their houses in order or face dissolution.

In a shock move, the Transvaal Provincial Administration has given the councils until October 5 to submit reasons why their councils should not be dissolved.

The TPA this week revealed that the Soweto Council was running at a R94 million deficit while Diepmeadow's deficit was R20 million.

The TPA ultimatum comes within days of an apparent split in the council. Soweto council spokesman Mr Mojalefa Moseki said that on Thursday a group of young councillors ousted five members of the management committee, which they blamed for the township's bankruptcy.

In another incident, councillor for Protea North, Mr Hector Kunene, was stabbed to death in his Orlando East home in what his family believed was as the result of ongoing squabbles within the council.

In a letter to the Soweto council, Transvaal Administrator Dr Danie Hough said he considered dissolving the council because it had become financially unsound.

Sowetan 29/9/92

6/10/78 8/10/92

Public servants reassured

PRETORIA — Public service personnel were not being reduced with the aim of instituting a programme of affirmative action, Administration Minister Org Marais said last night.

He was responding to media reports of anxiety among public servants over the impact of affirmative

GERALD REILLY

action on their futures in the service.

Marais said personnel at different state service offices had to reflect the culture and language of the client group. There was now a determined effort through training, retraining and practical experience to achieve this goal.

He said it had always been government's aim to improve efficiency in the service and to cut expenditure. The present economic circumstances and need to advance economic growth had placed further pressure on this effort, Marais said.

A renewed appeal had been made to all departments to look critically at their expenditure, but it would be wrong to couple the programme of affirmative action with the expenditure-saving programme, he said.

Sharp increase in public servants

BIDM 12/10/92
PRETORIA — The number of workers in own affairs departments increased by 20 000 people between 1987 and the first quarter this year, Central Statistical Service (CSS) figures show.

The number went up from 170 000 to more than 190 000.

The own affairs pay bill has also rocketed. In the last quarter of 1987 the salary bill came to just over R800m. In the first quarter of this year the payout totalled R1,5bn.

There are five House of Delegates departments and six House of Representatives departments, all of which have counterparts in general affairs.

And SA's public sector pay bill, including salaries and wages of general staff and own affairs bureaucrats, will soar to nearly R55bn in the 1993/94 financial year, according to calculations based on CSS figures.

The figures, released at the weekend, show the 550 145 workers in general affairs and own affairs in the second quarter this year had an increase of R621m compared with the second quarter of last year.

However, for the first time in years there was a significant decline in overall staff numbers.

In general affairs departments, the numbers decreased by 10 842 to

364 667 and in own affairs departments by 3 502 to 185 378.

The CSS said there had been big staff increases in the provincial administrations and in the homeland bureaucracies.

Provincial departments' personnel increased by 8 542 to 231 162. For the quarter they were paid R1,439bn — an increase of R375,399m compared with the second quarter last year.

Workers in the civil services of the six homelands increased by a huge 11 349 to a new high of 215 988 and they were paid R1,196bn, up by R252m compared with March-June last year.

The public sector includes government trade establishments — Transnet, the Post Office and Telkom — universities and parastatals, local authorities and public corporations.

DP finance spokesman Douglas Gibson said the duplication and fragmentation of the tricameral system had cost the country billions of rands in futile expenditure since the system's inception in the early 80s.

However, he said if the abolition of own affairs meant all workers would be absorbed in central government jobs, the savings would be minimal.

GERALD REILLY

Public service cuts

■ THE newly formed Public Servants Front (PSF), representing 150 000 public servants in six organisations, yesterday launched a campaign against the government's "arbitrary" rationalisation of the public service in Cape Town. W/MC-2 16/10 - 27/10/92

About 30 000 jobs are to be scrapped by March next year. The employment cuts will be made by offering early retirement, the abolition of posts and the freezing of promotions.

"These moves completely contradict an undertaking by the government to consult all affected parties prior to the introduction of measures which effect their membership," the PSF said in a statement.

Search for dismissed workers

By JESSICA BEZUIDENHOUT

THE Public Servants League is attempting to trace 14 of its members who were dismissed by the Department of Water Affairs in 1989, after a recent Appeal Court decision declared their dismissals invalid.

The dismissals were nullified after the court found the Department did not follow proper dismissal procedure. *8 Times (appeal memo)*

Public Servants League spokesman Mr Bernard Wentzel said the workers had been employed at the Vaal-Gamagara Government Water Scheme near Kimberley. *18/10/92*

The court ordered the workers to be reinstated and that the Department compensate them for losses suffered as a result of their dismissals, he said.

The workers, some who had been employed by the Department for up to 12 years, were dismissed by letter on the grounds that they were redundant. They were asked to vacate the Department-owned houses in which they were living while working on the project.

The PSL argued successfully that the Department had failed to conduct "inquests" into their individual work performances or their personal circumstances.

The workers then applied to court for an order declaring the termination of their services invalid on the grounds that they had not been given an opportunity to be "heard" before they were dismissed.

After this application was dismissed with costs, the Appeal Court declared the dismissals invalid.

Public servants protest

354 GERALD REILLY 250

PRETORIA — The public service caucus is expected to make a direct approach to President F W de Klerk for a clear-cut policy statement to eliminate the confusion surrounding the staff rationalisation programme.

Anton Louwrens, co-ordinator of the caucus which represents 11 public service employee organisations, said yesterday rumours were undermining confidence and morale in the service.

The caucus demanded a moratorium on further re-trenchments until full clarity on the issues involved had been obtained. 6:00pm 22/10/92

A recent announcement by Finance Minister Derek Keys that staff was to be trimmed by 5% had sent a shock wave through the service.

"This announcement should have been followed up immediately by a clear-cut plan of how this was to be achieved. However, none was forthcoming," Louwrens said.

Meanwhile, the Public Servants' Association — the largest of the employee organisations — says the inconsistencies in retirement packages being offered by the different departments must be cleared up.

NOTICE 938 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF AN
EMPLOYERS' ORGANISATION**

I, Gerhardus Coenraad Papenfus, Assistant Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as an employers' organisation has been received from the Witbank United Long Distance Taxi Association. Particulars of the application are reflected in the subjoined table.

Any registered employers' organisation which objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001) within one month of the date of publication of this notice.

TABLE

Name of employers' organisation: Witbank United Long Distance Taxi Association.

Date on which application was lodged: 13 October 1992.

Interests and area in respect of which application is made: Employers who are the registered owners of motor vehicles in respect of which they hold a certificate of fitness and a public road carrier permit authorising the conveyance of commuters within the Province of the Transvaal.

Postal address of applicant: P.O. Box 1368, Witbank, 1035.

Office address of applicant: Terminus Service Station, Taljaard Street, Witbank.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any employers' organisation which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(23 October 1992)

NOTICE 939 OF 1992**DEPARTMENT OF MANPOWER**

LABOUR RELATIONS ACT, 1956

**APPLICATION FOR REGISTRATION OF A
TRADE UNION**

I, Gerhardus Coenraad Papenfus, Industrial Registrar, do hereby, in terms of section 4 (2) of the Labour Relations Act, 1956, give notice that an application for registration as a trade union has been received from the Ammunisie- en Aanverwante Werkersunie. Particulars of the application are reflected in the subjoined table.

KENNISGEWING 938 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
WERKGEWERSORGANISASIE**

Ek, Gerhardus Coenraad Papenfus, Assistent-nywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om die registrasie as 'n werkgeversorganisasie ontvang is van die Witbank United Long Distance Taxi Association. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Enige geregisteerde werkgeversorganisasie wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p/a die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van werkgeversorganisasie: Witbank United Long Distance Taxi Association.

Datum waarop aansoek ingedien is: 13 Oktober 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werkgevers wat die geregisteerde eienaars is van motorvoertuie ten opsigte waarvan hulle in besit is van 'n geskiktheidsertifikaat en 'n openbare padvervoerpermit wat magtiging verleen vir die vervoer van pendelaars in die provinsie Transvaal.

Posadres van applikant: Posbus 1368, Witbank, 1035.

Kantooradres van applikant: Terminus Diensstasie, Taljaardstraat, Witbank.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende werkgeversorganisasie verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(23 Oktober 1992)

KENNISGEWING 939 VAN 1992**DEPARTEMENT VAN MANNEKRAG**

WET OP ARBEIDSVERHOUDINGE, 1956

**AANSOEK OM REGISTRASIE VAN 'N
VAKVERENIGING**

Ek, Gerhardus Coenraad Papenfus, Assistentnywerheidsregistrator, maak ingevolge artikel 4 (2) van die Wet op Arbeidsverhoudinge, 1956, hierby bekend dat 'n aansoek om registrasie as 'n vakvereniging ontvang is van die Ammunisie- en Aanverwante Werkersunie. Besonderhede van die aansoek word in onderstaande tabel verstrek.

Any registered trade union that objects to the application is invited to lodge its objection in writing with me, c/o the Department of Manpower, Manpower Building, 215 Schoeman Street, Pretoria (postal address: Private Bag X117, Pretoria, 0001), within one month of the date of publication of this notice.

TABLE

Name of trade union: Ammunisie- en Aanverwante Werkersunie.

Date on which application was lodged: 30 September 1992.

Interests and area in respect of which application is made: Employees engaged in all the undertakings, sections or trades of the Ammunition Manufacturing Industry as undertaken by Pretoria Metal Pressings (Pty) Ltd, a division of Denel (Pty) Ltd, in the Republic of South Africa.

For the purposes hereof—

“Ammunition Manufacturing Industry” means the industry in which employers and their employees are associated mainly for the purpose of manufacturing ammunition, and includes all operations ancillary or incidental thereto.

Postal address of applicant: Private Bag X334, Pretoria, 0001.

Office address of applicant: Church Street Extension, Pretoria West.

Attention is drawn to the following requirements of section 4 of the Act:

- (a) The representativeness of any trade union which objects to the application shall in terms of subsection (4) be determined on the facts as they existed at the date on which the application was lodged and, as far as membership is concerned, only members who were in good standing in terms of section 1 (2) of the Act as at the aforesaid date shall be taken into consideration.
- (b) The procedure laid down in subsection (2) must be followed in connection with any objection lodged.

G. C. PAPENFUS,

Assistant Industrial Registrar.

(23 October 1992)

NOTICE 943 OF 1992**TRANSVAAL PROVINCIAL ADMINISTRATION****LABORATORY SERVICES FOR THE EXPENSES IN RESPECT OF WHICH THE PROVINCIAL ADMINISTRATION ACCEPTS RESPONSIBILITY**

Rules relating to the rendering of laboratory services by laboratories in the Transvaal, to specified categories of patients for the expenses in respect of which the Provincial Administration accepts responsibility, as set out in the Schedule hereto, are published for general information.

ADMINISTRATOR OF THE TRANSVAAL.

Enige geregistreerde vakvereniging wat teen die aansoek beswaar maak, word versoek om binne een maand na die datum van publikasie van hierdie kennisgewing sy beswaar skriftelik by my in te dien, p.a. die Departement van Mannekrag, Mannekraggebou, Schoemanstraat 215, Pretoria (posadres: Privaat Sak X117, Pretoria, 0001).

TABEL

Naam van vakvereniging: Ammunisie- en Aanverwante Werkersunie.

Datum waarop aansoek ingedien is: 30 September 1992.

Belange en gebied ten opsigte waarvan aansoek gedoen word: Werknemers in diens in alle ondernemings, afdelings of bedrywe in die Ammunisienywerheid soos onderneem word deur Pretoria Metaalperswerke, 'n afdeling van Denel (Edms.) Bpk., in die Republiek van Suid-Afrika.

Vir die doeleindes hiervan—

beteken “Ammunisienywerheid” die nywerheid waarin werkgewers en hul werknemers met mekaar geassosieer is met die hoofdoel om ammunisie te vervaardig, en omvat dit alle bedrywigheede wat daarmee gepaard gaan of daaruit voortspuit.

Posadres van applikant: Privaat Sak X334, Pretoria, 0001.

Kantooradres van applikant: Kerkstraatverlenging, Pretoria-Wes.

Die aandag word gevestig op onderstaande vereistes van artikel 4 van die Wet:

- (a) Die mate waarin 'n beswaarmakende vakvereniging verteenwoordigend is, word ingevolge subartikel (4) bepaal volgens die feite soos hulle bestaan het op die datum waarop die aansoek ingedien is, en wat die lidmaatskap betref, word alleen lede wat ingevolge artikel 1 (2) van die Wet op voormelde datum volwaardige lede was, in aanmerking geneem.
- (b) Die prosedure voorgeskryf by subartikel (2) moet gevolg word in verband met 'n beswaar wat ingedien word.

G. C. PAPENFUS,

Assistentnywerheidsregistrator.

(23 Oktober 1992)

KENNISGEWING 943 VAN 1992**TRANSVAALSE PROVINSIALE ADMINISTRASIE****LABORATORIUMDIENSTE WAARVOOR DIE PROVINSIALE ADMINISTRASIE VIR DIE UITGAWE DAARAAN VERBONDE VERANTWOORDELIKHEID AANVAAR**

Reëls met betrekking tot die lewering van laboratoriumdienste deur laboratoria in Transvaal aan bepaalde kategorieë van pasiënte waarvoor die Provinsiale Administrasie vir die uitgawe daaraan verbode verantwoordelikheid aanvaar, soos uiteengesit in die Bylae hiervan, word ter algemene inligting gepubliseer.

ADMINISTRATEUR VAN TRANSVAAL.

300 000 public servants threaten 'ugly' disruption

South 24/10-28/10/92

354

By Diane Coetzer

THE PUBLIC Service Caucus, which represents over 300 000 public servants, has threatened "massive disruption of an ugly kind" if the State refuses to place a moratorium on cutbacks.

In a strongly-worded letter to Minister of Finance Mr Derek Keys, Minister for Administration Dr Org Marais and Minister for National Health Dr Rina Venter, the Caucus accused the government of taking unilateral decisions which affect thousands of public servants in its decision to reduce staff and related expenditure by five percent during the present financial year.

The threatened mass action comes at a time when public sector

unions in the Cape have launched a programme of "rolling mass action" to fight retrenchments which will include thousands more workers.

The involvement of the Public Service Caucus is particularly significant since it includes employee organisations generally unquestioning of the state's actions.

Among those the Caucus represents are the Medical Association of South Africa, the Public Servants League, the Natal Provincial Staff Association, the Institute of Public Servants, the Hospital Personnel Association and the South African Nursing Association.

Co-ordinator of the Caucus, Mr Anton Louwrens, said on Tuesday that while professional public sector employees may not strike, other

workers would do whatever it took. Lourens said public sector workers were demoralised, uncertain and extremely angry.

Failure of the government to come clean on criteria for cutbacks was exacerbating the situation.

"It is also clear the government is applying two different policies which are not only contradicting each other but have totally conflicting objectives."

"On the one hand their intention is to reduce staff expenditure but on the other departments have been ordered to apply a policy of increased appointments to affect a policy of affirmative action."

Lourens criticised the government's labour relations policy, accusing it of "running away from

responsibility" by placing the onus for cutbacks on individual departments and the Provincial Administration.

"Normal labour relations practice requires the decision-maker to consult with affected workers."

"The fact of the matter is that the government once again took decisions that affect literally thousands of public servants without even the slightest effort to consult on these matters with the affected workers."

"Not only is this attitude a display of the worst labour relations possible but also morally totally indefensible."

The Caucus decisions came out of a meeting on September 17 in Cape Town attended by representatives of all the organisations.

THURSDAY, Monday, November 9 1992

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Council 'reneges' on pay rise

THEO RAWANA

THE Diepsmeadow City Council — one of the three Greater Soweto councils in a financial crisis — had reneged on a pay rise agreement, an SA Municipal Workers Union (Samwu) official said on Friday. Samwu regional organiser Reggie Dubazana said about 1 500 council were chased away by police at the council's New Canada offices after they had found that there had been no increment in their pay cheques. "Samwu and the Municipal Employers' Organisation had agreed on a 10% across-the-board increase in August, effective from July 1. But the council kept on delaying the implementation of the accord," Dubazana said. "When employees went to collect their cheques today they found that again there was no increment. Town Clerk David Mabalane told them that the council could not pay," Dubazana said. Mabalane could not be reached for comment.

EXTRA! EXTRA!

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Five-year economic proposals delayed

CAPE TOWN

15/08/92 9/11/92

Finalisation of government's five-year economic restructuring package had been delayed and would probably be placed on the table only by the end of November instead of mid-month as originally hoped, special economics advisor Jaco Jacobs said in an interview. He said progress with the report had not been to his satisfaction as the production of various chapters had not been on schedule. He stressed that the document would not be a blueprint but would be the basis for discussion, inter alia, with the National Economic Forum, the structure of which would be decided on in the next two weeks. The document would be a quantified programme spelling out alternative policy options and their economic consequences. Jacobs said the central theme of the report was that SA's economic problem was not cyclical but structural, and that this ruled out kickstarts as a solution. Unless structural problems were addressed there would be no chance of success. The first focus would have to be on government expenditure. "A country giving preference to both private and public sector consumption expenditure and having at the same time a

LINDA ENSOR

net outflow of capital can go only in one direction, and that is towards stagnation," Jacobs said. Such a country would not be capable of improving its productive capacity, whereas in SA both new and existing investment would have to be improved. Fundamental to addressing these structural problems was an attack on government consumption expenditure, Jacobs said, but ruled out deflationary policies as there was a great deal of determination to cut down on government expenditure, emphasising that, contrary to what some economists believed, this was possible to do in a recession. The priority in improving the availability of savings for investment would be to look at the public sector. Public sector "dissaving" in this fiscal year could amount to as much as 5% of GDP, or R18bn. In the post war years, even in recessions, the ratio of government consumption expenditure relative to GDP had increased, pointing to a failure to make fundamental structural adjustments. "We cannot proceed on this path. It is self-destructive," Jacobs said.

Business is struggling with

Negotiators 'need a fiscal briefing'

8/10/87 11/11/92

PRETORIA — Immediate attention should be given to practical aspects of intergovernmental fiscal relations and revenue sharing to ensure that constitutional negotiators on all sides were properly briefed, Finance director-general Gerhard Croeser said yesterday.

He told delegates at the SA Institute of Public Administration conference it was important not to wait until a new constitutional dispensation was negotiated before assessing its implications.

He said the financing of government in a new dispensation would create many demands, particularly in the light of massive backlogs in services.

A sound economic policy to create the climate for growth would be of cardinal importance in giving a future government the means to provide community services.

Effective allocation of funds was vital and this could be achieved through greater community involvement.

The success of a future constitutional dispensation would depend greatly on the fiscal relationship between the different levels of government, Croeser said.

Sapa reports that Small Business Development Corporation MD Ben Vosloo told delegates government's wage bill of between 61% and 66% of its current expenditure since 1984 was the prime reason for

GERALD REILLY

the growth in state consumption and general administrative expenditure.

He said government's administration expenditure now amounted to R37bn or 11% of expected GDP.

"The government sector has been a very active creator of 'employment' during the last decade. Most business sectors, including government businesses, were net losers of employment opportunities in the 10 years prior to 1991."

Vosloo said one in four people in the formal sector worked for government.

He said government activity had grown faster than any other important index in the national accounting system, namely the population growth, inflation, the GDP and private enterprise. Government expenditure at all levels had increased from 16% of GDP in 1960 to 32% in 1991.

He said government's increasing domination of the economy was the underlying problem behind declining investments and the consequent lack of economic growth.

"In spite of the increasing amounts of money spent by the SA government sector, its investment activity significantly reduced during the last decade."

Vosloo proposed cutting the numbers of civil servants and said the public sector would have to be governed more by a competitive market process.

Govt criticised over staff cuts

8/10/87 11/11/92

PRETORIA — The Public Servants' Association is dissatisfied with the manner in which government is reducing staff in the public service.

An editorial in the latest edition of The Public Servant said the 700 000-strong Central Public Service was the largest single target for affirmative action.

Although affirmative action had been anticipated, there was dissatisfaction over government's reluctance to communicate with employees.

The editorial said the Commission for Administration had introduced affirmative action under a veil of secrecy. — Sapa.

Public servants 'concerned'

8/10/87 11/11/92

PRETORIA — The tempo and intensity of political change in SA had caused concern among public servants, Transvaal Administrator Danie Hough said yesterday.

Speaking at the SA Institute of Public Administration conference, Hough said

critics of the public sector claimed government and municipal officials opposed change. He said there were such officials, but most were coping with change in a positive manner.

In the process of change senior officials had a responsibility to see that government decisions, whether at central or local level, were carried out.

He stressed that public servants should not see themselves as potential victims of change because with their experience, insight and initiatives they could play a leading role in bringing about a new dispensation.

He said change had to be handled with the minimum of disruption in order to avoid chaos.

GERALD REILLY

The uncertainties among government workers could only be alleviated if those involved were briefed on the reasons for change.

Concerning the 1.6-million public sector employees, Hough said a balance had to be maintained between government and the private sector as employers.

The swift population increase, however, had resulted in greater demands for public services such as health, infrastructure, housing and security services.

Since 1950 SA's population had increased by 206% and by the year 2025 SA would be one of the 23 most densely populated countries in the world unless the increase was slowed.

To provide an expanding population with work an annual economic growth rate of 6% was needed. The reality was, however, that the real growth rate over the past decade had been only 1.8%.

When you come to Syfrets for comm

Negotiators 'need a fiscal briefing'

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GERALD REILLY

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To provide an expanding population with work an annual economic growth rate of 6% was needed. The reality was, however, that the real growth rate over the past decade had been only 1.8%.

When you come to Sytrets for comm

Soweto
13/11/92

No 13th cheque this year (354)

ALL Soweto City Council employees will not get their annual 13th cheques and that's official.

In a circular sent to all employees on Monday, the town clerk, Mrs Elizabeth Sithole, pleaded poverty and said the council was not in a position to "give positive assurance that bonuses will be paid at the end of November".

the nation in brief

Council warns residents

THE Lekoa Town Council yesterday warned it would cut off electricity and water supplies on December 9 unless at least 65 percent of the residents had settled their accounts.

The council said many residents had not been paying their bills although an agreement binding them to pay for services was reached between itself, the Vaal Civic Association and the Transvaal Provincial Administration earlier this year. The municipality said it was reluctant to cut bulk supplies, but was bound to do so as a last resort. - Sapa.

Workers down tools

MORE than 100 workers at the Highgate, Johannesburg, branch of Pick 'n Pay downed tools yesterday following the dismissal of two cashiers.

The workers said the two were dismissed without being given an opportunity to be represented. Police were called in but no violence was reported. The workers vowed not to return to work until the matter had been resolved. Pick 'n Pay acting general manager Mr Larry Michelow confirmed there was a work stoppage. He said the cashiers were dismissed for misconduct. He denied, however, that management had denied the fired workers representation. - Sowetan Reporter.

Council employees picket

A DIEPMEADOW Council executive meeting was yesterday disrupted when members of the South African Municipal Workers Association held a picket demanding increases allegedly promised them by the municipality.

According to the union, the workers were to have been granted a 10 percent wage increase with effect from July 1 this year. The council said it could not fulfill the agreement as it had no money.

The council will hold a meeting with Samwu shop stewards today. - Sowetan Reporter.

Minister questions report

DEPUTY Minister of Land Affairs Johan Scheepers yesterday questioned the National Land Committee's claim that 38 000ha of South African Development Trust land had been transferred to the Lebowa government.

Scheepers said the facts repeatedly stated by the Government through the media were - among other things - that the land would remain part of South Africa and did not form part of the Lebowa self-governing territory. - Sapa

Council staff will get bonus

A LABOUR crisis at the Soweto Council was averted on Friday when management agreed to pay its employees annual bonuses by December 7. This was confirmed by town clerk Mrs Elizabeth Sithole, who said the agreement was reached with representatives of the workers during a two-hour meeting. The employees had earlier been told of financial problems which would affect the timeous payment of bonuses. - Sowetan Reporters and Sapa.

Sowetan 23/11/92



Diepmeadow Council workers hold a mock funeral of legal adviser Mr Elridge Maheppy during a protest at New Canada, Johannesburg, against the council for maladministration and corruption. They said they were told they would not be getting their end-of-the-year bonuses.
PIC: MBUZENI ZULU

Workers protest against 'scam'

Sowetan 26/11/92
■ Employees claim officials were appointed to non-existent posts:

By Lulama Luti

EMPLOYEES of the Diepmeadow Council have called on the Transvaal Provincial Administration to dismiss councillors implicated in the alleged misappropriation of funds and abuse of council property.

During a protest at the council offices at New Canada yesterday, the workers also called for the dismissal of council officials who, they alleged, had been hired without proper procedures being followed.

The workers also demanded salary increases of between five and 15 percent with effect from July 1 as was announced by the Government.

However, the TPA has given the council a directive to freeze the increments following allegations of corruption and maladministration.

The employees implicated a number of senior officials in the alleged corruption.

The workers alleged one of them had been appointed without the post being advertised while three others were appointed into non-existent posts.

The workers also protested against the mayoral elections.

Earlier this month, the TPA ordered two Greater Soweto councils, including the Soweto Council, to put their houses in order by December 15 or face possible dissolution.

No civil reception for Bill

W/Mail 4/12-10/12/92
Weekly Mail Reporter

DISAPPOINTMENT is likely to greet the draft legislation for public servants introduced into parliament this week.

The long-awaited legislation regulates employment in the sector for the first time, but the wide definition of essential services makes striking illegal for many workers. (350) (351)

Nurses, paramedics, doctors, fire-fighters, air traffic controllers, prisons and court personnel and the defence and police forces may not strike. The ban also applies to those who keep key-point computer services going and to water, power and sanitation workers.

A fine of R2 000 or two years imprisonment can be imposed for contravening the strike provisions.

Trade unions and employers must give each other 20 days notice of a legal strike or lock-out, but employers can get a

strike interdict within 48 hours.

Employers may not dismiss striking workers for the first 30 days of a legal strike, perhaps to prevent a replay of the mass dismissals during the hospital strikes earlier this year.

The act established a bargaining forum, to be called the Public Service Bargaining Council, for the sector. This forum will have a central bargaining authority as well as a chamber for each government and regional department. (354)

The Public Servants Labour Relations Bill sets out dispute settling mechanisms for the sector and makes provision for the registration of trade unions.

The publication of the draft Bill before the end of the year was one of the conditions set by the National Education Health and Allied Workers' Union when it agreed to end the hospital strike.

LEAPING flames, billowing smoke and smouldering veld are occupational hazards for any fireman.

But for coloured firemen employed by the Western Cape Regional Services Council (RSC) there is another hazard: the deep-rooted racism that they allege is prevalent in the RSC.

Seven firemen interviewed by **SOUTH** claim they have been overlooked for promotion and that they earn lower salaries than white firemen with fewer qualifications and less experience.

Other allegations made by the firemen include:

- abuse of official transport and
- unnecessary spending of taxpayer's money.

'Red-hot racism' claim

South 5/12-9/12/92
The firefighting service of the Regional Services Council is being accused of racism by coloured firemen, **Rehana Rossouw** reports:

"We can't take what's happening here anymore. We've tried everything — approached our union, tried legal action and even had work stoppages — but nothing has changed," says a fireman with eight

years' service. In terms of their employment contract, the firemen cannot be named as they are prohibited from speaking to the press.

In 1988 an industrial council formulated a policy to govern promo-

tions in the firefighting services.

A year later, a number of firemen resigned and the RSC employed 11 white firemen to replace them.

"Only two of them were qualified and most had completed only standard eight," says the fireman.

The RSC's fire service is structured on a quasi-military basis with ranks from cadet fireman, junior fireman, fireman, senior fireman to station officers and higher posts.

The coloured firemen claim 13 men wrote external exams with the South African Fire Service Institute

and passed with high marks but were overlooked from promotion.

"The white firemen skipped two ranks and were put on a fireman's salary while most of us are still paid a cadet fireman's salary," says a fireman with 11 years' experience.

"We took the matter up with the RSC and were told that the white firemen had done a two-year call-up that was equivalent to passing the external exams.

"We were then told that we should write another exam because we had the experience but needed more theory.

"We wrote the exam and all passed with more than 80 percent. Two of the white firemen failed but they are still earning more than me," the fireman says.

The firemen claim that they are losing between R300 and R1 000 a month because they receive lower wages and were not promoted when they deserved to be.

They say all the higher ranks are filled by white men and there is only one coloured station officer in the entire service.

Go slow

In the past two years, the firemen have appealed to the RSC and to their union, embarked on a go-slow, appealed to members of parliament and approached a lawyer to take legal action.

"We are on the verge of exploding. We are convinced that the only reason why we are treated like this is because of the colour of our skin," says a fireman.

The firemen also complain of unnecessary spending in the RSC fire service which they allege is a waste of taxpayer's money.

They say every senior white officer gets free transport to and from work. In other fire services only people on call are allowed to use official transport, they say.

Three vehicles purchased more than a year ago are allegedly standing idle at the Ottery Fire Station because they are not suitable for use.

"This is all an unnecessary waste of taxpayers' money. Why are they wasting money like this when we have been crying out for more than three years for better salaries?" asked a fireman.

A spokesperson for the RSC said the local authority prided itself on being an equal opportunities employer.

"Religion, race and sex play no role in the employment or promotion of staff," the spokesperson said.

"Their unsubstantiated allegations are rejected. Suffice to say that, quoting from your own report, even their own trade union, legal advisor and members of parliament saw through their charade," the RSC spokesperson said.



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Public servants ask 25%

By ADRIAN HERSCH

PUBLIC service trade unions have demanded a 25% pay increase in talks which affect about one-million State employees.

The Commission for Administration (CFA) has apparently responded with an offer of a 5% pay increase.

The current salary bill for the one-million employees is about R30-billion.

The talks are taking place between the CFA and 12 unions representing central government employees and six unions from the education sector.

The pay talks will be watched with interest as Government is determined to restrict consumption expenditure.

Departments were asked to cut budgets by 5% this year and 3% next year.

Retrenchment has begun, but an accurate figure of the full effect on the salary bill regarding those retrenched by March 31 will only be known at that stage.

An attempt to calculate the effects of a 5% pay increase would thus be premature, said a source in the public service.

Nehawu general secretary Phillip Dexter described the 5% pay offer of the CFA as "absurd".

COMPANY ROUND-UP

PRELIMS	Turnover (Rm)	% change	Profit before tax (Rm)	% change	Earnings a share (c)	% change	Div a share (c)	% change
Femcotech ▲	160,7	N/A	-6,8	N/A	-24	N/A	—	—
Decor	19,8	-10	-1,4	N/A	-9,6	N/A	—	—
Cemenco	265,3	-18	1,7	N/A	4,4	N/A	—	—
▲ 16 months								
INTERIMS								
Foschini	N/A	—	73,9	+20	N/A	—	N/A	—
Forum	18,9	+14,5	1,2	-18	2,2	N/A	—	—
Advtech	10,8	-9	0,04	-96	—	—	—	—
Shocralt	3,2	0	0,02	-78	0	N/A	—	—
Faircape★	45,1	N/A	-18	N/A	+0,3	N/A	—	—
Cenmag	27,1	+15	-0,4	N/A	-1,7	N/A	—	—
LTA	887,0	-13	30,8	+15	68,0	+28	—	—
Absa	—	—	415,5	+60	51,9	+14	17,0	+10
GDM	—	—	6,1	0	20,5	+11	5,8	+10
Solchem	28,9	+7	2,2	+25	2,9	+26	—	—
Hofors	45,1	+7	6,5	+17	6,6	+18	—	—
Caxton	288,2	+11	26,8	+4	32,5	+10	4,0	+13
CTP	288,2	+11	26,6	+5	51,7	+8	6,7	+9
Clicks	426,4	+32	21,0	+35	45,4	+10	19,0	N/A
Darmag	11,3	-18	0,9	-19	4,0	-22	—	—
Chubb	91,9	+3	5,4	+165	53,4	+73	14,0	+55
Higate	—	—	—	—	40,0	+7	40,0	+7
Histone	—	—	—	—	10,9	+4	10,9	+4
Metcash	2652,4	N/A	39,6	N/A	14,7	N/A	6,0	N/A
★ 18 months								

US franchisors for SA

FIFTEEN leading US franchise companies will be looking at opportunities in the South African marketplace at a two-day conference in Johannesburg this week.

They include Duraclean International, Jani-King, Futurekids Corp, Medicine Shoppe International, Speedee Oil Change, Everything Yoghurt and Salad Cafe and King Bear Enterprises.

The conference is being or-

ganised by the International Franchise Association (IFA), which represents major world franchisors, and the Black Integrated Commercial Support Network (BICSN), a US-AID-funded project.

BICSN-chief-executive Leyland Hazelwood said: "This is the first time that so many internationally successful franchisors will be in one place in SA and seeking local partners." It is also the

first time that the IFA will hold a conference in SA."

The US firms will be looking to sell licences in SA or to go into joint venture partnerships.

Franchising is a young but growing form of enterprise in SA. About 6% of yearly retail sales are estimated to be through franchise operations. In the US, more than 36% of all retail sales are through franchises.

Deficits estimated at R30bn

Govt pension fund revamp on the cards

B/DAM 8/12/92

354

THE latest actuarial evaluation of government's pension fund deficits — estimated at more than R30bn — is being finalised and is expected to form part of a report on pension fund privatisation that will be handed to the Cabinet early in the new year.

The head of the committee on state pension funds, Laurie Korsten, confirmed yesterday that a progress report would be handed to Cabinet. "We are looking at the immediate restructuring of the pension funds which may ultimately result in their privatisation," he said, adding that the latest figure for the pension fund shortfalls would be kept confidential.

A year ago government accepted the Korsten committee's first recommendations on restructuring, but subsequent difficult negotiations with labour and employer representatives led to the process being delayed. If the funds are eventually privatised, about R60bn in assets will be freed to be managed by private fund managers.

"We have been negotiating indirectly with more than a million employees and more than 400 employer bodies within the funds involved. The funds have to be placed on a more sound financial footing while at the same time guaranteeing the financial security of their members," he said. He added his committee had devised a package deal that would see employers and employees compromise, with both parties making some contribution towards financial stability.

The funds' actuarial shortfalls are estimated at billions of rands and a plan for their full funding would have to be given to the Registrar of Pension Funds before

these funds could be registered as private funds. Korsten said he hoped this would be finalised early in the new year and that concrete steps would be taken within the first half of the year.

Public Servants Association (PSA) GM Hans Olivier said a working committee of the PSA had been discussing the issue with the Korsten committee for the past year. The PSA had "serious problems" with the Korsten committee's package, and he hoped these problems would be addressed in Korsten's progress report.

One of the PSA's main concerns was the formula suggested to reduce benefits when members take early retirement. Another was that Korsten had suggested a pension be calculated based on the average salary over the last two years of employment, while the PSA wanted it to be equal to the last salary earned.

Another problem was that there were various retirement ages for public sector workers, and that those with late retirement ages felt they were subsidising those with early retirement ages (notably in the armed forces). The PSA had asked for a uniform retirement age.

A further point of disagreement was on the board of trustees to manage the fund — how its members would be divided between employers and employees, and how the chairman would be elected.

The PSA does not, however, represent the majority of employees involved.

Enabling legislation has already been passed to allow state pension funds to register as private funds. Korsten said the

□ To Page 2

Pension funds

B/DAM 8/12/92

main reason for the restructuring was to achieve "financial discipline".

The state pension funds are invested almost entirely in government stock, administered by the state investment arm, the Public Investment Commissioners (PIC). In the first half of this fiscal year the PIC invested R10,44bn in government stock, compared with private funds investing R13bn. Korsten emphasised that freeing investment constraints on the state

funds would be approached cautiously, as the move could severely distort the financial markets.

Analysts said it would take decades to get the funds' equity levels up to normal levels. It implied constant buying pressure in the equities market, and selling in the gilts markets. However, Korsten said the funds would remain net buyers of government stock for years to come.

□ From Page 1

WAGE REGULATION - PUBLIC SERVICE (including SAR & H And PO)

1993

Pay offer turns public servants gloomy

PRETORIA — Discontent is rife among more than a million public servants after President FW de Klerk's announcement last week that salary increases in the new financial year would be limited to 5%.

Public Servants' Association (PSA) and Teachers Federal Council sources said real earnings and living standards of state workers would fall sharply.

Council chairman Allan Powell said the 5% offer was "unacceptable" as teachers had already made sacrifices. Enforced retrenchments had saved government millions of rands.

The sources said that after taking into account double-digit inflation

GERALD REILLY

and certain increases in indirect taxation, including VAT and the petrol tax, workers would still be up to 10% worse off in their buying power in the new financial year.

The council planned further "non-confrontational" talks with government on salaries, and the caucus of 12 public service organisations would have further negotiations with the Commission for Administration.

The actual cost to government of the 5% pay hike is estimated at R1,6bn, excluding the additional amount for teachers.

Central Statistical Service figures

say salaries for the 1-million workers would total about R32bn in the year to end July.

Sources said fears of an accelerated retrenchment programme had intensified after De Klerk's "dire" assessment of the economy last week.

Meanwhile, DP finance spokesman Ken Andrew said despite high taxation government's essential services were deteriorating. "Drastic action should be taken to improve government's efficiency, to eliminate corruption, to do away with continued apartheid duplication and to control expenditure in the TBVC states and the homelands."

● Comment: Page 6

Govt salary bill 'rocketed' in 1992

PRETORIA — The 770 000 workers in state and provincial departments earned just more than R6bn in the third quarter of last year — R870m more than in the year-earlier quarter, Central Statistical Services (CSS) figures show.

Early retirement and abolishing posts led for the first time in years to a significant cut in numbers in general affairs and own affairs departments.

In the year to end September general affairs staff decreased by 4 715 to 369 768 and own affairs staff by 6 746 to 182 753. However, this shrinkage was almost neutralised by an increase of 9 268 provincial department workers to a total of 228 781.

Homeland bureaucracies gained 25 993 staff, taking their numbers to 230 659.

GERALD REILLY

Their earnings were R342,059m higher, at R1,314bn in the quarter, than a year earlier.

Economists say the number employed by central government should decline significantly once own and general affairs departments merge.

The CSS attributed the 8,6% increase in homelands personnel mainly to employing staff on anti-drought projects.

The total employed in the public sector — including Transnet, the Post Office, universities, technikons and parastatals — rose 2 994 to 1 647 971. For the quarter they were paid R1 212,837bn, R1,643bn more than in the same quarter in 1991.

Unions slam De Klerk's

tax plan

STAR 19/1/93.

19/1/93.

By Brendan Templeton

Opposition to President de Klerk's austerity programme is growing, with more organisations coming out against his announcement of tax rises and a limit of 5 percent in wage increases for civil servants.

Moderate trade unions and personnel associations have joined the Congress of South African Trade Unions (Cosatu) in denouncing the plans.

In statements yesterday, Cosatu and the conservative Teachers Federal Council (TFC) slammed De Klerk's announcement made on Friday.

The influential Public Servants Association (PSA) has also expressed dissatisfaction.

Cosatu said the Government needed to urgently review its expenditure and find better ways of collecting taxes from big business rather than targeting the man in the street.

"Inspired leaks from the Government have tried to prepare the public for the fact that they intend to shift the tax burden on to the individual even further by raising taxes such as VAT, PAYE and tax on fuel.

"No amount of preparation will convince our members or millions of working people to accept that this corrupt and inefficient Government is taking these measures in their interests," Cosatu said.

Measures to stamp out corruption; to eliminate apartheid

duplication in the civil service; to stop "golden handshakes for civil servants implicated in murder and corruption"; to curb military spending; and to "drastically reduce salaries of the Cabinet, MPs and other apartheid fat cats" were more urgently needed.

"If (De Klerk) had announced these measures, perhaps this time the battered South African public may have believed that the Government meant business," Cosatu said.

TFC chairman Allan Powell said the salary adjustment was "unacceptable and incomprehensible".

Teachers had made "drastic sacrifices" with previous below-inflation wage increases and "radical" retrenchments.

Further action would be determined after consultation with its members, but the TFC would do "all in its power to prevent a confrontation with the authorities", Powell said.

The PSA has warned that even moderate civil servants could be driven to a point where they would have no choice but to take drastic steps.

The SA Association of Municipal Employees said the limit of a 5 percent wage increase placed "great pressure on the freedom" of industrial negotiations for 1993.

The association's president, Hans Deetlefs, said while civil servants were denied the right to negotiate in terms of the Labour Relations Act, the freeze could affect the position of those who had the right.

Masa warns Govt on pay offer

STAR 22/11/93

Own Correspondent

354

DURBAN — The Medical Association of South Africa (Masa) has warned the Government that it would not tolerate actions that would harm patients — which would happen if State workers received only a 5 percent salary increase this year.

Professor Ralph Kirsch, chairman of the Fulltime Practice Committee of Masa, said medical care would be severely jeopardised by this offer, and the association was not prepared to indulge in any action which would see patient care compromised.

All levels of the health care team would be affected by the increase, from doctors to support staff such as cleaners, who previously expressed concern about low salaries by striking.

A 5 percent salary increase was very little, especially when faced with increased taxation, including VAT, which would hit the lower earners in particular.

If the increase was applied across the board for all public servants, categories such as doctors would receive effectively between 3,7 percent and 4,2 percent because their salaries included a non-pensionable allowance which would not be subject to the increase, Masa said.

Young doctors, often with debts totalling R30 000 to R40 000 by the time they graduated, would find it extremely difficult to pay them off if working in State services where earnings were not high enough. They would be reluctant to work in the public service.

This could result in a brain drain, where doctors would rather work overseas and earn more or enter the more

lucrative private sector.

Many doctors and nursing staff would reconsider their positions in State facilities. The result would be an exodus of health workers from the public sector which would create a higher ratio of patients to doctors.

He said patient care would be affected and health professionals would be forced to compromise their standards.

State health services, which were not of an excellent quality anyway, catered for about 80 percent of the population. Health care would become even more inaccessible to patients if professional posts were made unattractive, he said.

Nurses would also consider leaving State services because the private sector offered them higher salaries and better working conditions.

Conditions would worsen until the services collapsed

totally, Kirsch predicted.

"We believe there are solutions to the problem. One is the fact that more money can be generated.

"One of our previous Ministers of Finance indicated that raising taxes on products which cause serious illnesses, such as tobacco and alcohol, would generate an enormous amount of money," he said.

An increase of 1 c on each purchase of cigarettes or alcohol would generate R80 million. An increase of 10 c would generate R800 million, and tobacco and alcohol would still be cheaper than in many other countries.

Taxes on these products in other countries were channelled into health and education, and if this money could be raised in South Africa and dedicated to the same fields, much could be done to solve the problems.

LABOUR

FW pre-empted wage talks'

W/maile 22/1-28/1/93:

The state president laid down the law on government spending on Friday.

But public servants aren't happy about his announcement on wage increases.

By **FERIAL HAFFAJEE**

PRESIDENT FW de Klerk subverted collective bargaining in the civil service by announcing, prior to wage negotiations, that government employees will get only five percent increases this year.

Many in the sector had hoped the practice of negotiating, not implementing, increases — as provided in draft legislation for the sector — would start this year.

"The state president and the minister of finance used their position to pre-empt collective bargaining relations," believes Luci Nyembe of the Centre for Applied Legal Studies.

De Klerk's one hour "lecture" to public service representatives in Pretoria last week "could have been made at a collective bargaining forum", she says.

And, according to sources at the meeting, the agenda did not allow for presentations from the staff but only for "questions from the floor"

At the meeting, attended by 11 employee organisations representing 800 000 civil servants, it was also announced that the government's retrenchment programme would be completed by March.

In the same breath, De Klerk threw out the sop that civil servants would not become the "victims" of a new political dispensation.

Proposals for a wage freeze for the public service had been mooted, but the the government was committed to the wage offer of five percent it made last year, he said.

The state president was guided by a recent International Monetary Fund report on South Africa which said: "The main focus of efforts to reduce the budget deficit must lie in the area of



FW de Klerk ... Any questions?

pruning public expenditure. Curbing public sector employment and pay increases would constitute an obvious line of attack."

He also alluded to Britain, where budget constraints will entail wage freezes for most government workers.

De Klerk is not ignorant of burgeoning labour consciousness in the sector: "The government really did try to react positively to earlier criticism that real negotiations were not possible when the total sum available is a *fait accompli*.

"It is a disappointment to me that I have to interrupt the process while the new approach to negotiations is still in its infancy," he said.

Nyembe believes the announcement "sets the tone for conflict in the sector for the next year".

But it is also likely that the government realises it holds the upper hand; last year's hospital strikes have left the sector's most militant union, the National Education, Health and Allied Workers' Union (Nehawu) in disarray.

Nehawu was weakened by the strikes and the dismissals which followed them and would be hesitant to call members out on strike again.

The more conservative employee organisations in the sector are also unlikely to undertake any form of industrial action. Last year, they pulled out of a planned wage stayaway at the last minute and since then the Public Service Caucus — the umbrella body in the sector — has not had any joint programmes.

The Medical Association of South Africa (Masa) this week issued a sharp statement on the wage proposals: "Medical care stands to be severely jeopardised by the government's offer of a five percent salary increase," said Masa representative Professor Ralph Kirsch.

He feared that "the small increase coupled with increased taxation, may result in further loss of staff".

Because doctors receive a non-pensionable allowance as part of their income, they will receive increases of between 3,7 and 4,2 percent.

Public Service Association (PSA) president Hans Olivier says his organisation is "not very excited" by the increases.

But he thinks members of the PSA are unlikely to come out on strike because the prevailing feeling among them is: "Thank heavens I still have a job."

De Klerk evidently feels the same; in his speech on Friday he said: "How many private sector breadwinners would not give their right hands for the chance to bring their wives and children the good news that they would still have a salary cheque and the roof over their heads, even if they would have to tighten their belts a bit."

'Real loss' for public servants

GERALD REILLY (356)

PRETORIA — Government employees would be substantially worse off in the new financial year in spite of the R1,4bn hike in their total earnings from July, senior public service sources said yesterday. *6/10/93*

The issue will be debated at a meeting in Cape Town today between the caucus of 12 public service staff organisations, representing 750 000 general and own affairs department and provincial workers, and the administration commission. *26/11/93*

The purpose is to determine how to split the 5% increase in the government pay bill in the new financial year.

A caucus spokesman said any increase in taxation would wipe out the increases, no matter how they were divided.

And when increased pension and medical benefit contributions based on higher gross earnings were taken into account, government workers "will be a great deal poorer than they are now".

On the division of the 5%, a caucus source said in contrast to the past two years, it was expected senior workers would get a bigger slice of the total allocation this year.

Star 2/2/93

FW 'acting in bad faith' 354

Public servants' organisations have accused President de Klerk of causing a breakdown in pay negotiations and called for independent arbitration on salary demands. The Public Service Caucus, an umbrella body representing 11 employee organisations, has suspended pay talks and expects the Government to respond within the next two weeks to its call for arbitration. 350

AHI salary call 'ludicrous'

B/0my

3/2/93

GERALD REILLY

PRETORIA — The AHI's call for public servants to forgo their "meagre" 5% increase this year was "ludicrous and presumptuous", Public Servants' Association GM Hans Olivier said yesterday.

AHI president George Huysamer made the appeal this week.

Olivier said public service salary increases had always lagged significantly behind those in the private sector. In 1988 government workers got no general increase, in 1989 15%, in 1990 10% and in 1991 an average 8%. Last year the general increase was 9,2%.

It was clear that the gap between private sector worker earnings and those of public servants was wide and that government workers were becoming progressively poorer, he said.

"Why must public servants be the only buffer against inflation and be at the mercy of the economic state of

the country?"

The AHI's appeal for a freeze might sound patriotic, but it was an insult to public servants at a time when thousands were losing their jobs and others feared for the security of their pensions, he said.

It was noteworthy the AHI had not made a similar appeal to private sector employees when consultants were forecasting average salary hikes in the private sector this year of between 10% and 12%, he said.

The AHI's concern about income tax was strange when company tax was unlikely to be raised in the Budget. It would once again be the individual who would bear the brunt of government efforts to increase national income through direct and indirect taxation, Olivier said.

● Comment: Page 6

TPA explains cut-back 246

THE 88 000 Transvaal Provincial Administration (TPA) employees who received letters advising them to apply for retrenchment packages were in various TPA branches, not just the health service, the TPA said yesterday. *Sowetan 5/2/93* 354

The TPA said the move to cut back staff by 4 500 workers was not limited to doctors and medical staff. Employees who had received letters of retrenchment were employed in community development, roads, financial management and works, general provincial services and the health service branches.

Call for public sector salary cuts

GERALD REILLY

PRETORIA — The Pretoria Afrikaanse Sakekamer has called for drastic action aimed at decreasing state spending and the deficit, before borrowing in the Budget.

In a statement, a spokesman said a significant contribution could be made by decreasing the big salary component in total state spending by prematurely pensioning off or firing workers. *8/10/93 9/2/93*

However, a better strategy would be if everyone from the Cabinet and MPs down to the lowest level of workers in government service accepted salary cuts.

This would bring earnings and productivity close together and expand job creation.

The strategy should also be applied

in the private sector as far as wages, salaries and profits were concerned.

The Sakekamer supported the appeal by Afrikaanse Handelsinstituut president George Huysamer to public servants to forgo their 5% increases.

The spokesman warned that if state spending and the Budget deficit were not reined in, the already shrinking tax base would weaken further to an extent where there could be insufficient state income even to finance the current state salary account.

He added that when the state of the economy was taken into account the 5% public service pay hike was far too big.

HOUSE OF ASSEMBLY

QUESTIONS

Indicates translated version.

For written reply:

General Affairs:

354

Public Service: persons employed/salary intervals

8. Mr R M BURROWS asked the Minister for Administration and Tourism:

(1) What was the total number of persons employed in each department and organizational component referred to in section 6(1) of the Public Service Act, 1984 (Act No 111 of 1984), as at 30 September 1992;

(2) (a) how many such persons were employed in each of the following eight salary intervals in each such department and organizational component, viz (i) more than R165 000, (ii) R120 001 to R165 000, (iii) R110 001 to R120 000, (iv) R87 001 to R110 000, (v) R74 001 to R87 000, (vi) R49 001 to R74 000, (vii) R38 001 to R49 000 and (viii) R29 001 to R38 000 and (b) to which (i) population group and (ii) gender did each of these persons belong? B16E

The MINISTER FOR ADMINISTRATION AND TOURISM:

(1) See attached Annexure 1.

(2) See attached Annexure 2.

ANNEXURE 1

RSA Public Service: Persons employed as on 30 September 1992

Department/Organizational Component	Total
Administration: House of Assembly	108 802

Department/Organizational Component	Total

Administration: House of Delegates.....	17 137
Administration: House of Representatives.....	60 512
Agriculture.....	4 146
Constitutional Development Service.....	109
Correctional Services.....	23 314
Education and Training.....	80 756
Environment Affairs.....	1 033
Finance.....	10 489
Foreign Affairs.....	1 547
Home Affairs.....	4 981
Justice.....	8 785
Local Government and National Housing.....	330
Manpower.....	4 551
Mineral and Energy Affairs.....	983
National Education.....	521
National Health and Population Development.....	2 924
Office of the Auditor-General.....	949
Office of the Commission for Administration.....	481
Public Works.....	9 177
Regional and Land Affairs.....	2 528
South African Defence Force.....	72 854
South African Police.....	99 482
State Expenditure.....	1 096
State President's Office.....	111
Trade and Industry.....	926
Transport.....	2 745
Water Affairs.....	15 378
Provincial Administration of Natal.....	38 092
Provincial Administration of the Cape of Good Hope.....	63 178
Provincial Administration of the Orange Free State.....	22 648
Provincial Administration of the Transvaal.....	90 065
Central Economic Advisory Service Office for Public Enterprises and Privatisation.....	34
SA Communication Service.....	29
SA Communication Service.....	574
TOTAL.....	751 267

(a) Distribution per salary interval as on 30 September 1992—Central Government and Provincial Administrations.

ANNEXURE 2

HOUSE OF ASSEMBLY

Department/ Organizational component	(i) more than R165 000	(ii) R120 001 to R165 000	(iii) R110 001 to R120 000	(iv) R87 001 to R110 000	(v) R74 001 to R87 000	(vi) R49 001 to R74 000	(vii) R38 001 to R49 000	(viii) R29 001 to R38 000
Administration: House of Assembly	3	28	0	1 657	3 620	23 173	21 442	10 695
Administration: House of Delegates	1	5	0	214	428	4 208	6 193	2 269
Administration: House of Representatives	1	8	0	731	1 279	6 625	12 769	16 275
Agriculture	1	7	0	78	134	416	206	193
Constitutional Develop- ment Service	1	5	0	11	4	22	5	7
Correctional Services	1	22	0	35	107	928	3 109	9 742
Education and Training	1	18	0	642	798	4 644	12 727	29 167
Environment Affairs	0	5	0	65	54	205	89	120
Finance	2	20	0	158	273	634	1 008	1 349
Foreign Affairs	1	26	1	52	180	290	220	278
Home Affairs	1	8	1	37	53	189	312	441
Justice	1	131	0	540	716	812	337	1 200
Local Government and National Housing	1	5	0	72	44	37	18	27
Manpower	1	8	0	41	92	343	408	501
Mineral and Energy Af- fairs	1	9	0	64	92	175	98	62
National Education	1	6	0	22	39	79	52	46
National Health and Population Develop- ment	1	11	0	75	120	424	385	269
Office of the Auditor- General	1	7	0	60	159	157	88	123
Office of the Commission for Administration	1	8	0	66	70	58	42	45
Public Works	1	11	0	77	106	705	438	683
Regional and Land Af- fairs	1	15	0	72	76	129	84	81
South African Defence Force	2	47	0	246	867	5 789	8 550	10 237
South African Police	1	68	0	190	441	5 487	4 886	15 482
State Expenditure	1	8	0	91	57	191	123	138
State President's Office	1	5	0	5	7	15	4	17
Trade and Industry	1	8	1	81	96	91	70	68
Transport	1	5	0	46	45	304	211	276
Water Affairs	1	11	0	122	172	567	395	629
Provincial Administration of Natal	1	13	1	222	511	1 117	3 100	3 120
Provincial Administration of the Cape of Good Hope	1	13	0	511	628	2 068	5 094	4 582
Provincial Administration of the Orange Free State	1	7	0	151	137	632	1 350	1 815
Provincial Administration of the Transvaal	1	22	0	605	1 037	2 519	6 103	7 330
Central Economic Advis- ory Service	1	2	0	5	2	7	1	5
Office for Public Enter- prises and Privatisation	0	2	0	4	6	1	1	1

Department/ Organizational component	(i) more than R165 000	(ii) R120 001 to R165 000	(iii) R110 001 to R120 000	(iv) R87 001 to R110 000	(v) R74 001 to R87 000	(vi) R49 001 to R74 000	(vii) R38 001 to R49 000	(viii) R29 001 to R38 000
SA Communication Ser- vice	1	6	0	15	50	121	70	51
Total of Central Govern- ment and Provincial Administrations	37	580	4	7 063	12 500	63 162	89 988	117 324

(b) The required information per depart-
ment/organizational component in re-
spect of

- (i) population group is no longer main-
tained, as a result of the repeal of
the Population Registration Act;
and
- (ii) gender is not available due to the
manner in which the relevant data
base is compiled.

Public Service: posts created/abolished

9. Mr R M BURROWS asked the Minister for
Administration and Tourism:

Whether any posts were created or abolished
in the Public Service in 1992; if so, what
number of posts in each department or orga-
nizational component?

**THE MINISTER FOR ADMINISTRATION
AND TOURISM:**

Yes. See attached Annexure with informa-
tion as supplied by the relevant departments/
organizational components.

Nett increase/decrease in posts at the following
departments/organizational components

Department/Organizational components	Nett increase (+)/ Decrease (-) 1.1.92 to 30.11.92
Administration: House of Del- egates	+386
Administration: House of Rep- resentatives	+529

Public service shrinks (354) (250)
■ THE public service was trimmed of 10 094
employees to 759 676 between June 1991 and June
1992, according to the Labour Research Service.
The organisation also found that public sector
W/may 19/2-25/2/93

W/M au LABOUR BRIEFS 354
1912-251213
workers were paid lower wages than similarly grad-
ed employees in the private sector. Labourers of the
same grade earn R708 a month in the public service
and R1 060 in the private sector. State employed
teachers (Grade C3) earn R3 360 a month while
those in private schools on the same grade earn R5
148. Nurses of a grade earn R1 890 in state hospi-
tals and R3 360 in private clinics. 759

the role the taxi industry should play
Natio had looked at taxi industry should play
the

Public servants' pay rise

GERALD REILLY

354

PRETORIA — About half the country's 750 000 public servants would qualify for an average notch increase of 2,5% on top of the 5% across-the-board pay rise, a public service staff associations caucus source said yesterday.

The source agreed with the Teachers' Federal Council claim last weekend that the actual increase boiled down to 3,75% calculated on the nine months to the year-end. The increases take effect from July 1. It is estimated that they will cost government about R1,5bn this year.

A State Expenditure Department spokesman was unable to say how much of the increases the notch rises would account for. *3/10/93 24/2/93*

It was also pointed out that certain work categories would get less than the general increase because their special "remunerative allowances" would not be raised. These allowances are paid to categories where government is trying to attract personnel, for instance air traffic controllers, medical staff and legally qualified personnel. Because of this doctors' increases, for instance, had been reduced to 3,87%, it was claimed.

Meanwhile the public service caucus has had a flood of responses to government's rejection of a demand for arbitration on the 5% pay hike. The caucus is due to meet next month to decide what industrial action options are open to members of its 12 staff associations.

The Teachers' Federal Council is due to meet President F W de Klerk next month. The council said more than 9 000 teachers had been retrenched in one department in the past four years.

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According to the Department of Finance's latest report on government pension and provident funds and the stabilisation account, these steps include eliminating the right to base the pension on salary at the last day of service. Private-sector practice tends more to the average salary over the previous two or three years.

Noting that early retirements for "health reasons" have considerably exceeded expectations, the actuary wants an investigation into procedures through which members qualify for benefits due to poor health.

Increases in the annuities of pensioners since 1988 have been higher in most cases than the prevailing rate of inflation, imposing an additional burden of almost R2,5bn on the fund. The actuary recommends abolition of the stabilisation fund for civil pensions and that annuity increases should be determined only after thorough consideration of their financial implications.

The valuation shows a steady progress towards full funding. From a situation of 41% funding in 1988, it improved to 51% in 1991. The actuary concludes the improvement is "gratifying" and, if the trend continues, full funding will eventually be achieved in a natural way.

But a significant reason for the improvement is that current civil service employees are having to dig deeper than their retired predecessors to meet contributions. The ac-

** continue ->*

GOVERNMENT PENSIONS FM 26/2/93. **Curbing some excesses**

The Government Service Pension Fund actuary recommends several changes to the rules to eliminate benefit levels which would be considered exceptional in the private sector and which contribute to the fund's technical insolvency.

ECONOMY & FINANCE

FM 26/2/93. (354)
tual scale of contributions, including those for service bonuses, amounts to 29% of salary. Contributions required to fund the benefits that accrue amount to 24,9% of salary. The margin of 4,1% wiped an estimated R600m off the fund's accumulated shortfall during 1992.

Reasons for the shortfall are well established — a highly restrictive investment policy which saw all contributions invested in gilts; and, in the past, excessive benefits and loopholes such as the right to buy past service credits.

As part of a process it calls "emancipating" all the government pension funds, the investment prescriptions are being lifted. Last year about R40bn of government pension funds were managed by private-sector managers, with permission to invest in shares and property for the first time.

The second stage of emancipation would be to register the funds with the Registrar of Pension Funds under the same Act governing private-sector retirement funds. But, as the law stands, the Registrar cannot register a fund which is financially unsound. ■

Public service pay increases

CAPE TOWN — Thousands of public servants and teachers will receive salary increases this year way above the 5% across-the-board rises to be granted to all public servants on July 1.

About 40% of ordinary public servants and about 60% of teachers will also receive notch increases of between 4% and 7%. Only those at the top of their scale and those on fixed salaries will receive only 5% increases.

These increases will be higher than the average paid in the private sector.

The Afrikaanse Handelsinstituut has estimated average increases in the private sector at between 6% and 8%.

President F W de Klerk said this week he was prepared to meet teacher organisations, but was not prepared to discuss representations on the 5% issue.

The National Education Department said yesterday that some teachers had not yet reached the maximum of the scale on which they were appointed.

"Where the services of these teachers have been satisfactory over the past year, they will receive the normal increase of a notch on their respective incremental dates," it said in response to a question.

Political Staff

"This increase will be in addition to the 5% salary increase that every educationist will receive on July 1 1993."

It is understood that about 60% of teachers will receive increases and that these will range between 6% and 7%.

Fewer ordinary civil servants will benefit from notch increases.

Commission of Administration spokesman Corrie Smit said the average notch increase this year would be 4,2%.

About 40% of Public Service Act public servants qualified for these increases.

Apart from those at the top of their scale, people on fixed salaries would not receive notch increases.

In the case of teachers, the top scale for people such as rectors of colleges of education, principals of large schools and superintendents is at present R94 692 a year, and they will receive increases of about R4 700, as they will not be eligible for notch increases.

These salaries exclude housing subsidies and retirement benefits, including gratuities.

Venter quizzed on medical aid fraud

CAPE TOWN — National Health Minister Rina

Venter acknowledged yesterday that the extent of "overutilisation" and fraud against medical aid schemes was unknown.

However, during an interpellation in the House of Delegates Venter refused to name the 200 doctors who were part of a survey. It was disclosed that one practitioner had made R1m — 70% of it from dispensing medicines.

She said she had asked

Political Staff

the SA Medical and Dental Council for advice as what was happening was "perfectly legal".

Malabar MP Kasoo Padayachy said that there were "mercenary, merciless" doctors who were growing rich at patients' expense. Many were guilty of "scandalous behaviour". He knew of one who after just six months could afford a R300 000 house, a Mercedes-Benz and a BMW.

Such people, he said, should be rooted out.

Springfield MP Mahmoud Rajab said the Minister should name the 200 doctors, as the reputation of the whole profession was being tainted. It was accepted that there would always be a handful of people in every profession who would "behave unprofessionally". By exposing those who did, the reputation and standing of the others could be protected.

Careers 'must not be harmed'

BIDA-7/12/93
ANC official Carl Niehaus

said yesterday disciplinary action against students who heckled him at the University of Pretoria should not harm their academic careers.

"The intolerant and undemocratic behaviour of some students during the meeting on national symbols that I addressed calls for carefully considered disciplinary action that will clearly convey the message that such behaviour cannot be tolerated," Niehaus said.

"However, I believe that the disciplinary committee should consider disciplinary action that will not stifle democratic debate on the campus, and will not cause harm to the academic careers of the individual students."

The CP's Transvaal youth council, in turn, has hit back at criticism of right-wing students' conduct at the meeting.

CP youth council chairman A. Vorster said he did not know why students who had defended the country's symbols should be censured while no action had been taken against students involved in a brawl at a rugby match last month. — Sapa.

Keys gives nod to patents appointment

TRADE and Industry Minister Derek Keys has supported the appointment of a censured advocate to the key government post of Registrar of Patents and Trade Marks.

Pretoria advocate Piet Kemp's membership of the Society of Advocates was terminated last year after he was found guilty of misconduct by the Pretoria Bar Council for overcharging a client — the SADF — during an action brought by three former members of the CCB.

Kemp and two other advocates were ordered to repay more than R109 000 to the Pretoria state attorney.

Keys's spokesman Lesley Lambert said yesterday: "Mr Keys has expressed his support for the Director-General of Trade and Industry in this matter."

Director-General Stef Naude said in a statement his department was "fully satisfied" with Kemp's competence and abilities for the post, and had taken every reasonable step to ensure the best available person was appointed to the post.

He said the appointment had been necessitated by the early retirement of Kemp's predecessor and the death of the deputy registrar.

"On the managerial side, a backlog and a sophisticated process of computerisation had to be dealt with. In addition, the registrar has judicial functions requiring a thorough knowledge of the law."

The post had been widely advertised and the selection committee had unanimously recommended Kemp for the appointment, Naude said.

LLOYD COURTS

tised and the selection committee had unanimously recommended Kemp for the appointment, Naude said.

He said that "Kemp properly disclosed to the selection committee his punishment by the Pretoria Bar Council and, broadly, the reasons for his punishment".

The department had depended on the best advice available on the professional action taken by the Bar Council, Naude said.

Judge Louis Harms, chairman of a statutory committee advising government on intellectual property law, Pretoria Bar Council chairman Adv Anton le Roux SC, and a senior member of the council Adv Piet van der Byl SC, had unanimously "advised favourably" on Kemp's appointment.

In February last year the Bar Council found Kemp and advocates Willem Burger SC, and Henrie Gosen guilty of misconduct.

The Society of Advocates said at the time the trio had received fees which could only be described as "totally excessive and shocking".

The three had represented the Minister of Defence, the SADF chief and Col Malcolm Kinghorn in applications brought by former members of the CCB in 1991.

The termination of Kemp's society membership was described as the strongest censure the Bar Council could deliver.

Right to strike a PSA priority

BIDA-7/12/93
ADRIAN HADLAND

PRETORIA — Securing the right for public sector employees to strike or undergo arbitration during future disputes over wages or conditions was now a priority, Public Servants' Association GM Hans Olivier said yesterday.

Organisations representing the public sector would have to work towards changing the whole system, Olivier said.

President F W de Klerk had made it quite clear that the 5% increase was a matter of take it or leave it. "Our priority now is to gain a number of remedies on a par with the private sector."

Olivier said the association was putting pressure on government to legislate the Public Service Act, currently under negotiation in a joint committee.

It would give public servants equivalent recourse to arbitration and industrial action as was applied to the private sector through the Labour Relations Act.

Representatives of SA's 182 000 teachers, meanwhile, were becoming increasingly militant over their wage increase offer.

Teachers' Federal Council chairman Allan Powell objected this week "in the strongest possible terms" to the manner in which the bargaining process had been obstructed by government.

The 3,75% salary adjustment suggested government was not serious about the importance of education in SA's restructuring process, Powell said.

BIDA-7/12/93

Cosatu hits election trail

By Ferial Haffajee

THE Congress of South African Trade Unions will hold a special congress in September this year. Economic and political developments are too fluid to hold off policy changes until next year's scheduled congress, the federation decided at its weekend central executive committee (CEC) meeting.

Until then, though, next month's campaigns conference is likely to make far-reaching decisions on mass action campaigns to give muscle to the federation's political and economic programme.

The biggest campaign is likely to focus on Cosatu's election strategy. The federation decided at the weekend "to participate in the African National Congress election structures" and also to devise a voter education programme specifically for its members.

Voter education will be taken to the factory floor and Cosatu will ask employers to grant paid leave to shop stewards skilled in voter education.

The federation is also likely to second skilled officials to the trail a few months before elections and will decide on other resources to be made available for voter education.

But delegates warned that Cosatu should "ensure that ... participation in this process should not lead to the weakening of the trade union movement".

To ensure that workers' interests were accommodated, the campaign should be "transparent ... simple ... straightforward", noted delegates.

Particular attention will be given to training farmworkers and domestic workers, who are more susceptible to undue influence by their employers.

The CEC did not give its unqualified support to the federation's planned Reconstruction Accord. Instead, the meeting adopted it as a working document and provides that "the campaigns conference be mandated to adopt the main pillars of such a reconstruction programme".

The programme will be linked "to daily struggles ... around issues of housing, electrification, restructuring local government, democratising the SABC, fighting VAT/tax increases".

Delegates to the CEC also outlined a number of principles on negotiations. These include an immediate election date, an independent electoral commission to oversee elections and an independent board to control the SABC.

Through the ANC, Cosatu is also likely to fight entrenched rights of veto for minority groups and any efforts to secure the "entrenchment of the current senior layer of the civil service".

The federation also demands that homelands be dismantled by the time an interim government is elected.

Other labour-focused decisions taken by the CEC include the co-ordination of strike activity in the public service to be planned at a meeting tomorrow, and plans to establish a single service sector union.

The new union would be formed by a merger between the National Education Health and Allied Workers' Union and the federation's municipal and domestic worker affiliates.

LABOUR BRIEFS

Gazankulu workers teargassed

GAZANKULU police teargassed workers at a plastic manufacturing factory, Multi Knit 2000, during a strike for union recognition on Tuesday. Managing director Tommy Rogers said the action was the "last straw" and that 360 workers had been dismissed.

He stressed that the problem stemmed from the Gazankulu government's ban on unions in the homeland. "We have been to the government with union officials about these matters and it was understood that there was no way we could do anything until the new South Africa was sorted out," said Rogers.

Pay dispute at SABC

THE South African Broadcasting Staff Association (Sabsa) declared a dispute with the SABC this week for "continued bad faith demonstrated by the corporation during salary negotiations".

Sabsa, which represents 1 650 members, said no agreement could be reached on salaries and changes to basic working conditions after four meetings. The SABC this week increased its wage offer to 7.5 percent.

Reports from Sapa

12/3 - 18/3/93

Pay dispute at SABC

(354)

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Reports from Sapa

W/MAX
12/3-18/3/93

8/04/16/3/93

Public service action

THE Public Service League has warned members to prepare for a programme of action, following its rejection of government's 5% salary increase offer. The league said in Pretoria yesterday it could prove government could afford an increase of 12%.

REPORTS: Business Day Reporters.
Sapa, Own Correspondent.

(250) (354)

FW refuses to budge on teachers' pay demands

TIM COHEN

CAPE TOWN — A showdown looms between government and teachers at black schools following a lengthy high-level meeting yesterday where President F W de Klerk refused to increase teachers' salaries beyond the 5% promised to all civil servants. The three-and-a-half hour meeting, which included six Sadtu national office bearers and a government team, ended inconclusively on the subject of salaries.

Sadtu is demanding a 30% increase and has not ruled out strike action if the demand is not met.

Union representatives said after the meeting at Tuynhuys that the outcome of the talks would have to be discussed with members, and added that teachers were likely to be angered by De Klerk's refusal to budge on salaries.

Government spokesman Dave Steward said in a statement after the meeting that De Klerk had explained why it was not possible to grant salary increases of more than 5%.

He was sympathetic to teachers' problems but economic realities made it impossible to be more forthcoming, he said.

Another meeting between the government team, which included Education and Training Minister Sam de Beer and directors-general of the various education departments, and the Teachers' Federal Council and the Naposa is expected soon.

The delegations at yesterday's meeting discussed other subjects, including the restructuring of education and current problems such as retrenchments.

Government had explained that its decision to set up a new Education Co-ordination Department from April 1 did not constitute unilateral restructuring, and would simply be the start of a process in which all stakeholders would be consulted.

Steward said government and Sadtu had recommitted themselves

to continuing negotiations on establishing a new education system.

It was agreed that further discussions would be held between them today on the question relating to the DET and the House of Representatives' Education and Culture Department.

Sadtu president Shepherd Mdla-lana said at a media conference that it was clear no thought had been given to the possibility of transferring teachers to departments where there was a shortage, before the decision was taken to retrench.

It had been agreed that there would be a meeting today between Sadtu, National Education Minister Piet Marais and the departments involved in retrenching teachers.

Government had agreed to an 11-day moratorium on retrenchments to April 1 — the day the new department would come into being.

Marais had agreed to meet the NEC working committee soon and to set up a departmental crisis intervention mechanism.

City heist stalls Tugela trial | DP outrage

Teachers to quit bodies

GERALD REILLY

PRETORIA — The Teachers' Federal Council (TFC) has decided to withdraw from more than 20 advisory bodies of government education departments until a "credible" labour dispensation is in place. (354)

TFC chairman Allan Powell said yesterday there was widespread dissatisfaction at the "unilateral and direct" interference of President F W de Klerk in ongoing pay negotiations. (BIDAY)

In the past few weeks De Klerk has repeatedly refused to budge on the 5% pay hike for all government workers. 17/3/93

Powell said the TFC regarded the interference in so serious a light it had consulted its legal advisers, who believed the TFC would have a valid case if it asked the Supreme Court to revise or set aside the President's decision.

The TFC would ask for an interview with De Klerk to discuss the future of education in SA.

A priority issue would be the establishment of a new labour dispensation. The present one had lost credibility.

"The TFC will no longer tolerate the unilateral and inequitable handling of certain across-the-board service conditions in a way which relegates the profession to a weaker position compared with other government workers," Powell said.

An example was discrimination against women teachers which allowed two maternity periods, compared with three in the rest of government service.

55 slain each day as violence takes grip

ONE in a thousand South Africans is murdered every year and one in 70 is assaulted. (BIDAY 17/3/93)

The grim realities of the country's burgeoning crime rate were underlined in Parliament yesterday by Law and Order Minister Hernus Kriel. He said 20 135 people were murdered last year, more than 55 every day and about 2,3 every hour.

During the year, 283 140 people were assaulted, which meant 775,72 people were assaulted every day and 32,32 every hour. Every two minutes someone was assaulted, either with intent to do grievous bodily harm or by common assault.

The statistics also mean that there was a murder every 26 minutes, a rape every 21 minutes, a robbery every 6,6 minutes, a car stolen every 7,1 minutes and a housebreaking every 3,53 minutes.

Kriel was replying to a question tabled by Rupert Lorimer (DP, Bryanston).

The heaviest crime rate was in the Transvaal where 9 284 people were murdered, followed by Natal (5 290), the Cape (4 509) and the Free State (1 052). Police figures for crime exclude the 10 homelands, which all have their own police forces and crime figures.

Kriel said nationwide there were 9 873 culpable homicides in 1992, 137 800 assaults with intent to do grievous bodily

harm and 145 640 common assaults.

There were 24 812 rapes reported, 67,9 a day or 2,8 every hour. During the year, 79 927 robberies took place, 218,97 every day and 9,12 every hour.

Kriel said 73 619 cars were stolen, 201,7 every day or 8,4 every hour. There were 98 253 cases of damage to property and 148 711 cases of housebreaking; 407,42 every day and 16,98 every hour.

Police had seized 891 AK-47 rifles last year and 171 people were charged with the illegal possession of the weapons.

Kriel disclosed that police paid out more than R1m out of court last year to settle complaints and 6 865 complaints had been laid against the force. He said 876 policemen and women were convicted last year of crimes committed in the course of duty.

Police had paid out R1 123 479 in settling 187 claims out of court. During 1992, 4 211 claims were instituted against the police but only R6 496 was awarded against the police by the courts.

Kriel said 114 people had died in police cells last year, but most had been from natural causes and suicide. Twenty-one of these had died from natural causes, 53 by suicide, 12 from injuries sustained before arrest and 28 from "other causes".

Blacks' view of SAP negative survey

MOST blacks in metropolitan areas have a negative attitude towards the SAP, says a Business and Marketing Intelligence (BMI) survey released yesterday.

"Of 1 000 black adults interviewed, 69% of men and 60% of women had negative feelings towards the SAP," BMI said. Police were seen as the perpetrators of violence by 21% of respondents and as "an enemy of the people" by 9%.

Positive associations with the SAP were that it protected the community by maintaining law and order and was perceived as being helpful.

Thirty-five percent of respondents believed negotiations must continue to bring

peaceful change to SA. Only 22% said a new democratically elected government would end apartheid and "ensure freedom and peace to all the people of SA".

Law and Order spokesman Capt Craig Kotze said yesterday negative perceptions of the police were fuelled by organisations which persisted in undermining the police.

"If the findings are to be believed, to us it is clear such attitudes would have been caused by a daily diet of allegations (about police misconduct). "We don't believe we have such a negative image. We all know about the weaknesses of polls," Kotze said.

RAY HARTLEY

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Govt 'secreting money in pension funds'

By Peter Fabricius
Political Correspondent

CAPE TOWN — The Government has been mysteriously stashing away up to R15,8 billion a year into the public service pension funds, the Democratic Party claimed yesterday.

Yesterday's VAT increase from 10 percent to 14 percent in the Budget could have been instead a reduction to nine percent, had it not been for the extraordinary annual increases in employer contributions to the funds, DP pensions expert Brian Goodall told Parliament.

He demanded during an interpellation yesterday that the Government explain the extraordinary increases in its contributions to the pension funds — from R4 135 billion in 1989 to R15 815 billion in 1991.

His revelations have raised suspicions that the Government may have been secreting a huge fund to pay off public servants when a new government takes over.

However Deputy Finance Minister Theo Alant dismissed Goodall's calculations and in-

sisted that the Government's contributions to official pension funds had not increased in real terms since 1989.

He attributed the increases since then to inflation plus R3 billion which had been openly paid in on occasion to overcome the actuarial shortfall in the funds.

Research

Goodall said the R15 815 billion which the Government, as employer, funnelled into official pension funds in 1991 was almost equal to all the money it spent that year on capital investments such as schools, hospitals and roads.

He said when he has asked questions in Parliament during February last year, he had been told that the ratio of employer to employee contributions in the Government pension funds in 1991, varied from 1,5 to 2,75.

However his own research of SA Reserve Bank Quarterly figures showed the average ratio in 1991 was in fact 8,05 to one.

This was far higher than the average ratio in private pension

funds of 1,6 to one.

Goodall said if the increase in employers contributions had been 23,18 percent in 1990 and 1991, then in 1991 the taxpaying public of South African would not have needed to have found R9 542 billion.

The 1991 contribution of R15 815 billion was nearly equal to the total investment of R16,9 billion in 1991 by the Public Authorities, general government and public corporations.

This represented all the money spent on roads, bridges, dams, electricity, water supplies, schools and hospitals.

Increased

There was a very real danger in channelling too much money into pension funds, instead of more productive sectors.

Goodall said that between 1984 and 1989 the Government's contributions as employer to the official pension funds increased from R1 458 billion to R4 135 billion.

This was a "very high" increase of 23,18 percent.

However in 1990, employers' contribution increased by 78 per-

cent to R7 347 billion.

"An enormous increase," he said.

Yet in 1991 employers contributions increased by 115 percent to R15 815 billion, nearly 11 times the level of 7 years ago.

This represented an annual increase of 40,57 percent from 1984, compared to the average in private pension funds of 13,06 percent per annum and 21,58 percent for long-term insurers.

"What we are witnessing is a massive transfer of wealth to the public sector via the official pension and provident funds.

"In 1984 these funds accounted for 20,22 percent of net contractual savings in South Africa. By 1991, this had more than doubled to 43,01 percent."

Goodall questioned the need to transfer so much money into the pension funds.

"After all these funds have between 1989 and 1991 shown a domestic current income surplus of R36 965 billion.

"If this trend continues in SA, we will reach the stage that what we have are pension funds which happen to have a country run for them," he concluded.

Teachers take to the streets in protest

BLACK schools across the country were disrupted yesterday as teachers took to the streets in protest at government's refusal to budge from its offer of a 5% pay hike and the poor state of education.

In Cape Town thousands of teachers from the 60 000-strong SA Democratic Teachers' Union (Sadtu) attended a rally to highlight their demands, while in Johannesburg thousands of chanting and toy-toting teachers marched from the Library Gardens to the National Education Department offices in Braamfontein.

Sadtu spokesman Albert Chanee said the protests were to force government to open negotiations on increases. A Sadtu official told the cheering crowd the demonstration was a signal that teachers were prepared

KATHRYN STRACHAN

to take "drastic action" should government ignore their demands. The union was demanding a 30% increase in the total salary allocation, said Chanee, with the emphasis on improving the salaries of underqualified teachers — most of whom were earning less than a living wage.

Teachers in black, coloured and Indian schools had to resort to strike action because they did not have access to other forms of pressure, he said, such as the white Teachers' Federal Council action of withdrawing from more than 20 education advisory bodies.

ERICA JANKOWITZ reports Cosatu has

□ To Page 2

Teachers

backed a programme of action initiated by public sector unions to "combat the government's unilateral decisions" on wage increases and restructuring.

It has also opposed the 5% reduction in public sector staff as expenditure could be more effectively reduced by eliminating wastage and corruption.

Unions involved in the campaign include the National Education Health and Allied Workers' Union, SA Democratic Teachers' Union, SA Municipal Workers' Union and Post Office and Telecommunications Workers' Association.

The unions outlined a four-point programme of action yesterday to resolve the issues: the reopening of negotiations on wage increases and retrenchments; the extension of the Labour Relations Act to cover public sector workers; intensive consultations with interested parties "to develop a united front against government actions"; and a programme of action at local level during April followed by a national focus on the "crisis in the public sector" from May.

● Picture: Page 3

□ From Page 1



Some of the thousands of South African Democratic Teachers Union members who marched in protest against the five percent salary increase offered by the Government. The teachers presented a memorandum to the DET regional offices in Johannesburg.
PIC: MBUZENI ZULU

Pay hike: Keys firm

Sowetan 18/3/93
FINANCE Minister Derek Keys has stood firm on the Government's promise not to increase public servants' pay by more than 5 percent this year.

He confirmed the figure in his Budget speech to Parliament yesterday and said public service pensions would also rise by an overall 5 percent on July 1 this year.

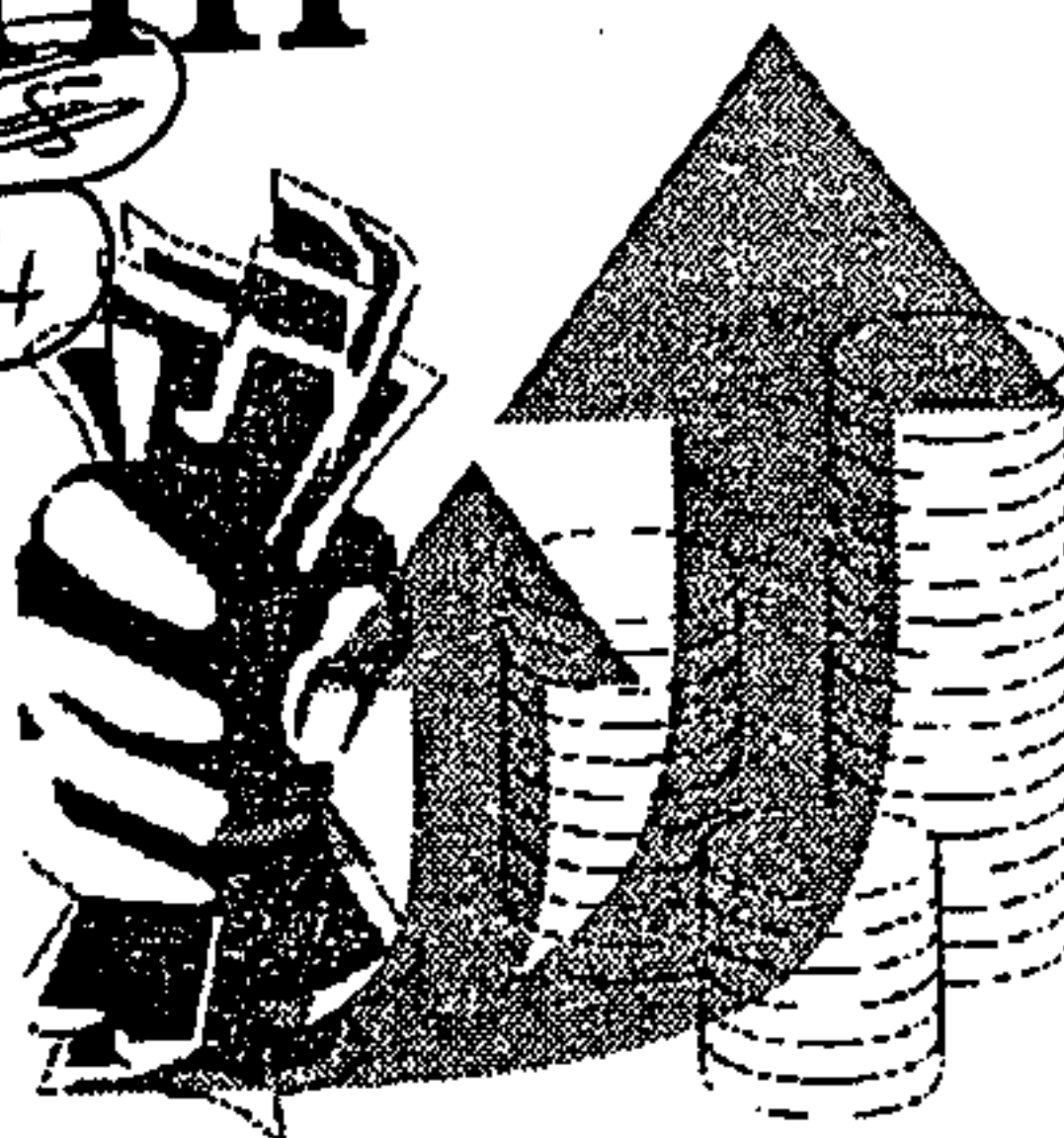
Keys also set aside R300 million for possible retrenchments of public servants this year.

He said firm restraint could not be avoided in increasing public servants' pay — because of the large contribution that rising employment costs had made to general government consumption spending over the years.

■ Civil service retrenchments to cost taxpayer R300-m:

However, Budget documents made clear that, with the usual promotions of public servants, the total bill for their remuneration would increase by 11 percent. A sum of R1,470 billion has been budgeted for the 5 percent pay rise, which would also cover the self-governing territories and other institutions funded from the exchequer.

Keys said the 5 percent increase in civil pensions would apply to all pensioners who had retired on or before July 1, 1992. Those retiring between then



and July 1 this year would have their pensions raised by 0.42 percentage points for each completed month of retirement.



Day of action ... Teachers toyi-toyi and chant outside the Johannesburg library

Photo: GUY ADAMS

THE South African Democratic Teachers' Union (Sadtu) was finalising preparations yesterday for next week's strike ballot over the government's five percent wage offer — but a "yes" vote will not necessarily lead to strike action.

Following the crisis intervention of the Congress of South African Trade Unions, Sadtu agreed this week to refer the ballot result to the public service bargaining forum. Set up in 1991 to negotiate a new public service labour dispensation, this comprises a range of unions and associations.

Also in response to the government's pay offer, the normally moderate Teachers' Federal Council (TFC), an umbrella body for white teachers' unions, was talking about the need to be armed with union weapons, including the right to strike.

"Until now, it hasn't been the style of the TFC to become involved in strike actions," said a representative of the organisation, which resigned this week from 20 government advisory bodies over the wage issue. "But we're looking for a credible labour dispensation. The possibility of the TFC becoming a trade union is not excluded."

Late yesterday the National Professional Teachers' Organisation of South Africa (Naptosa) also withdrew from participating in advisory structures "until the state is prepared to address the problem of the inadequate negotiating process effectively". Naptosa represents 12 unions and associations across the country, including the Transvaal United Teachers' Association, the Transvaalse Onderwysersvereniging and the South African Teachers' Association.

Some reports have indicated that the increase will be more than five percent, as it will be in addition to normal annual civil service increments for experience.

Hitting out at these, a representative of one teachers'

If teachers
vote 'yes' it
needn't
mean strike

union said: "That annual increment is applicable only to newly appointed teachers. The scale is a fairly short one; teachers reach the top of the scale in four or five years. The vast majority of teachers are not going to benefit from increments."

On Wednesday, more than 100 000 teachers stayed away from schools across the country to march in demonstrations marking Sadtu's national day of action against the five percent offer, the government's unilateral restructuring of education, rationalisation and retrenchments.

Most Department of Education and Training schools in Cape Town were shut by 11am as teachers marched on parliament. Durban reported a total stayaway by pupils in "coloured" schools, 50 percent attendance in Indian schools and 90 percent attendance at DET schools — where, according to Sadtu national organiser Mo Ally, high school teachers taught the Budget instead of the syllabus.

In Johannesburg, more than 6 000 teachers toyi-toyed and chanted their way from a rally in the park in front of the public library to the DET offices in Braamfontein. Before the speeches began, they sang "We can strike and teach at the same time" to the tune of a freedom song.

Ernest Letsela, Sadtu's southern Transvaal regional chairman, told the crowd the government wanted "to keep the public sector workers as international beggars with a meagre five percent salary increase, which they will further axe with tax". Jay Naidoo, general secretary of the Congress of South African Trade Unions, was greeted with wild applause and ululation.

Teachers who stayed away would not be paid, said DET director general Dr Bernhard Louw. The department would apply the principle of no-work, no-pay in terms of a memorandum signed by the DET and Sadtu in September.

Reports on *Star 19/3/93* teachers' pay *354* hikes refuted

The Teachers' Federal Council has rejected radio news reports that increments in teachers' salaries would amount to 12 percent and not 5 percent.

TFC chairman Allan Powell said yesterday it was misleading of the reports to suggest that when annual increments were added, all public servants would get a 12 percent increase.

"The TFC gains the impression that, for unknown reasons, misleading information is being published to create the impression that teachers are in a far better position than is actually the case," Powell said.

He said the 5 percent increase from July 1 would boil down to 3.75 percent if spread over the 1993/4 financial year.

The Minister of Finance had made no reference to annual increments in his Budget speech and the question now arose where the radio station had obtained its information, he said.

About half of all teachers were already on the maximum notch and thus did not qualify for annual increments. — Sapa.

LABOUR BRIEFS

FW rapped over knuckles

■THE Public Servants League this week said the government could afford a 12 percent increase for public sector workers — seven percentage points above the government's offer.

The conservative staff association also warned its members to prepare for a programme of action.

The league spoke with a new voice when it called President FW de Klerk's involvement in wage negotiations "unreasonable and unprofessional".

Police 'fired on workers'

■STRIFE continued at the Multi-Knit 2 000 company in Gazankulu

this week when the homeland security forces used live ammunition to disperse dismissed workers, the Chemical Workers' Industrial Union has alleged.

The company on the other hand said that the 610 dismissed workers threatened to kill replacement labourers who applied for their jobs.

Managing director Tommy Rogers also claimed that the dismissed workers carried petrol bombs, whips and stones. The security forces had been called in for protection, he said.

Rogers added that workers had participated in five illegal strikes in 18 months and had received several warnings before being dismissed.

Reports from Sapa

Hansard

February 1993 and instructed pupils to leave their classrooms daily at 11:00. These actions were presented as protest against the payment of examination fees by 10 candidates and to force the Government to do away with these fees.

As a result of these actions no significant education took place at primary and secondary schools in Soweto for the period 15 February 1993 to 26 February 1993.

- (3) No.
(4) No.

Road Traffic Act: amendment

*11. Mr L FUCHS asked the Minister of Justice:

- (1) Whether his Department was consulted by the Department of Transport in respect of the proposed insertion of a new subsection (5) in section 122 of the Road Traffic Act, 1989 (Act No 29 of 1989); if so, what (a) are the details of this consultation and (b) was his or his Department's response;
- (2) whether he will make a statement on the matter? B420E

The MINISTER OF JUSTICE:

- (1) Yes.

(a) On 29 April 1992 and 13 July 1992 my Department formally commented on the Bill. On the latter date comments obtained from the various Attorneys-General were also brought to the attention of the Department of Transport. In addition hereto officials from my Department and representatives of the Attorneys-General of Transvaal and the Cape attended a demonstration of the apparatus concerned on 8 September 1992 in Pretoria. Various discussions followed and on 9 February 1993 the Attorneys-General of Transvaal and of the Cape personally attended a demonstration of the apparatus in Cape Town.

(b) Although the principle in respect of the establishment of a more efficient method to expedite the process by which drunken drivers are being brought before our courts of law, is

supported, practical problems were foreseen with the application of the provisions concerned and they were brought to the attention of the Department of Transport.

- (2) Yes. After discussions between myself and the Minister of Transport, the latter indicated during the Second Reading debate of the Bill that the provision concerned would not be put into operation before the Department of Justice had submitted proposals to obviate the practical problems which are foreseen. It is expected that the Attorneys-General will soon give a co-ordinated opinion on possible solutions.

Transnet: employment policy

*12. Mr J CHIOLE asked the Minister of Public Enterprises:

- (1) How many (a) Whites and (b) Non-Whites were taken into employment by Transnet during the period 1 April 1992 to 15 March 1993;
- (2) whether, since 1 January 1990, any policy guidelines in respect of the employment of applicants containing a reference to the race of an applicant have been in existence or have been furnished to any employment offices; if so, what are the relevant details;

- (3) whether he will make a statement on the matter? B494E

The MINISTER FOR PUBLIC ENTERPRISES:

The Managing Director of Transnet Limited replied as follows to the hon member's question:

- (1) (a) 271 (15 April 1992 to 15 February 1993)
(b) 365 (15 April 1992 to 15 February 1993)

(2) Yes. Since August 1991, Transnet has been following a recruitment policy whereby business units have to obtain the approval of its Management Board for the employment of White applicants.

(3) Yes. Transnet Limited is a public company with a Board of Directors. As such they manage their own human resources affairs. It is one of Transnet Limited's

Hansard

business goals to become an equal opportunity company. To reach this goal it is imperative that the recruitment of White people be addressed. From January to July 1991, eight times more Whites than Non-Whites were recruited by the Company. This led to the implementation of the above-mentioned policy to inhibit the historical benefit enjoyed by Whites in terms of recruitment.

As can be seen from the statistics supplied in part (1) of the reply, this goal is being successfully addressed by Transnet's Management.

SAPS/ADF: criminal conduct of members

*13. Mr C W EGLIN asked the Minister of Justice:

Whether the ~~same~~ applied or discretions exercised by the Attorneys-General in deciding whether to prosecute members of the South African Police or Defence Force for alleged criminal conduct are the same as those applicable to the general public; if not, (a) why not and (b) in what respects do the criteria applied and discretions exercised in respect of the Police and the Defence Force differ from those applicable to the general public? B489E

The MINISTER OF JUSTICE:

Attorneys-General have for decades followed the guidelines laid down in *Beckers v. Rottcher and Theunis*, 1955 (1) S.A. 129 (A.D.), when deciding to prosecute or not. According to this authority the criterion is whether the prosecuting authority has a reasonable and probable cause for prosecuting, to wit that he has such information at his disposal as would lead to a reasonable man to conclude that the accused is probably guilty of the offence as charged.

Attorneys-General apply this criterion fearlessly and independently in all cases that come before them for decision, and, what is more, this criterion would and should apply to members of the South African Police and the Defence Force and the public alike. There is no evidence to the contrary.

Self-governing territories: territorial allowance

*14. Mr R M BURROWS asked the Minister for Administration and Tourism:

- (1) Whether he or the Commission for Administration has been approached to eliminate the so-called territorial allowance paid to seconded public service personnel in the self-governing territories; if so, (a) by whom was he or the Commission approached and (b) what was his or the Commission's response to this approach;
- (2) whether he or the Commission intends eliminating this allowance; if not, why not; if so, when;

(3) whether this allowance is paid to any South African public service officials who were previously classified as Black and have been seconded to self-governing territories; if not, why not; if so, what are the relevant details;

(4) whether he will make a statement on the matter? B491E

The MINISTER FOR ADMINISTRATION AND TOURISM:

- (1) No; (a) and (b) Fall away;
- (2) no; the possible abolition of the payment of the National State territorial allowance depends on constitutional developments;

(3) yes; the National State territorial allowance is payable to all South African public servants who are seconded to the self-governing territories;

(4) no.

Public service: gender/race distinctions

*15. Mr R M BURROWS asked the Minister for Administration and Tourism:

- (1) Whether any conditions of service, including remuneration packages, in the public service are racially or gender distinctive; if so, which conditions of service;

(2) whether only persons previously classified as White can be seconded to the service of self-governing territories; if so, why; if not, what is the present policy in respect of the secondment of people of colour;

(3) whether he will make a statement on the matter? B494E

THE MINISTER FOR ADMINISTRATION AND TOURISM:

- (1) Yes; differentiation occurs in respect of the house owner allowance scheme and the Government Service Pension Fund on the basis of gender; (354)
- (2) no; any officer or employee employed in terms of the provisions of the Public Service Act, 1984 (Act 111 of 1984), or the provisions of any of the Services Acts can, if a self-governing territory—
- (a) experiences such a need;
- (b) requests it;
- (c) regards the relevant officer or employee as suitable,
- in terms of section 14 (3) (a) of the Public Service Act, 1984, with his consent, be seconded to the service of a self-governing territory for a particular service or for a stated period;
- (3) no.

Transnet: new Braamfontein offices

*16. Mr R V CARLISLE asked the Minister for Public Enterprises:

Whether Transnet moved into new offices in Braamfontein recently; if so, (a) for what reasons, (b) what is the monthly rental paid in respect of the new offices, (c) what was the monthly cost of occupying the offices in Park Chambers as at the latest specified date for which information is available and (d) how are the offices previously occupied by Transnet now utilized? B496E

THE MINISTER FOR PUBLIC ENTERPRISES:

The Managing Director of Transnet Limited replied as follows to the hon member's question:

Yes.

(a) Transnet centralised in one administrative office in Braamfontein with effect from 1 January 1990. Ten regional offices and one head office were closed and all administrative functions are controlled from one central office. The annual savings amount to R6,8 million.

(b) R213 000.

HOUSE OF ASSEMBLY

(c) Park Chambers is the property of Transnet and the information requested is unfortunately not readily available.

(d) Eight offices were rented from the private sector. Three offices which are the property of Transnet are currently occupied by other departments of Transnet.

SAP: civil claims

*17. Mr C W EGLIN asked the Minister of Law and Order:

(1) Whether any State moneys paid out in respect of civil claims against the South African Police since 1 January 1988 have been recovered by the Police or from members of the Police allegedly responsible for actions that gave rise to civil suits in respect of which these State moneys were paid out; if so, what amount was recovered since that date up to the latest specified date for which information is available; if not, why not;

(2) whether any attempt has been made to recover any of these moneys; if not, why not; if so, what are the relevant details? B497E

THE MINISTER OF LAW AND ORDER:

(1) Yes.

An amount of R4 009 671,14 was recovered from other departments and institutions.

The following amount was recovered from the responsible members of the South African Police:

Civil Claims	R1 356 647,15
Legal Expenses	R433 020,06
Total	R1 789 667,21

24 March 1993.

(2) Falls away.

Attorney-General Act: request for information

*18. Mr A E DE WET asked the Minister of Justice:

Whether he has at any time requested any attorney-general in terms of section 5 (5) (a) of the Attorney-General Act, 1992 (Act No 92 of 1992), to furnish him with information or a

report with regard to any case dealt with or handled by that attorney-general in the performance of his duties or the exercise of his powers; if not, why not; if so, (a) when and (b) in respect of which cases? B498E

THE MINISTER OF JUSTICE:

Section 5 (5) of the Attorney-General Act, 1992 (Act 92 of 1992) provides that I shall co-ordinate the functions of the attorney-general and may require an attorney-general to furnish me with information or a report with regard to any case, dealt with by him in the exercise of his duties or powers.

The purpose of this provision is, *inter alia*, to enable me to perform certain functions prescribed by law and convention. In this regard attention is drawn to the following—

— Section 111 (1) of the Criminal Procedure Act, 1977 (Act 51 of 1977), gives me the power, in the interests of justice, to order that an offence which has been committed in the area of jurisdiction of one attorney-general, shall be tried in the area of jurisdiction of another attorney-general.

— If I deem it in the interests of the administration of justice I can direct that the trials be heard together in one centre.

— I am furthermore empowered, in terms of section 148 of the Criminal Procedure Act, 1977, which deals with cases having a bearing on public safety or the maintenance of law and order, to request the State President to constitute a special superior court to try such a case.

— In order to answer questions in Parliament and otherwise in connection with the functions of attorneys-general.

— Although the independence of the attorney-general is now entrenched by law, this does not mean that I may not from time to time have discussions with them on administrative issues or issues which have a bearing on management policy. Co-ordinating discussions which have a direct bearing on co-ordination and effective administration do take place and, in my opinion, still bear testimony of the good working relationship which exists between the various attorneys-general and myself.

In order to exercise these powers, I am dependent on information regarding the circumstances and the facts of the case, which I obtain from the attorney-general concerned.

Attention is also drawn to the fact that in terms of section 5 (6) of the Attorney-General Act, 1992, attorneys-general are requested to submit a report to Parliament regarding their activities.

Since attorneys-general institute prosecutions on behalf of the State and consequently render a service on behalf of the community, they must also be able to be called to task should they not perform their functions or should they not do so properly. Hence section 4 of the Attorney-General Act provides that an attorney-general may in certain instances be removed or suspended from office by the State President at the request of Parliament. By convention I, as Minister of Justice, am responsible to Parliament and the State President for matters relating to the administration of justice, and for that reason section 5 (5) of the Attorney-General Act authorizes me to request certain information from an attorney-general.

Since it has always been clear that an attorney-general performs his functions fearlessly and independently, I do not intend to request information or reports from the attorneys-general in a way which may possibly have the effect that their independence may be infringed upon.

SADF commandos: assistance to SAP

*19. Mr L FUCHS asked the Minister of Law and Order:

With reference to the reply to Question No 18 on 19 February 1992, what was the outcome of the investigation conducted to determine the ways in which Commandos of the South African Defence Force could be used to assist the South African Police in combating crime? B501E

THE MINISTER OF LAW AND ORDER:

The Defence Amendment Act, 1992 (Act 132 of 1992) was promulgated on 6 July 1992, and, as a result thereof, the South African Defence Force can also be utilized for the maintenance of essential services, including the maintenance of law and order and the prevention of crime in co-operation with the

HOUSE OF ASSEMBLY

Temporary teachers do not enjoy the kind of comfort and benefits others teachers do. For example, there is an accumulation of a shorter term in respect of long leave. They do not receive a bonus in the form of a 13th cheque, which teachers, like others, look forward to, if they have not served a full term of twelve months. As the term suggests, their service is of a temporary nature and they never know when the axe will fall. [Time expired.]

Mr H M NEERAHO: Mr Speaker, I am pleased to note that the hon the Minister has made arrangements to appoint about 250 temporary teachers to permanent positions. The hon the Minister mentioned that permanent posts are not available to accommodate the balance of 700 temporary teachers. I submit to the hon the Minister that these teachers are in posts at schools at present and that if there was no need for them to be there, they would not have been employed. I therefore say that these posts should be made permanent immediately. After all, these posts already exist.

I do not think it would be far-fetched for me to link the recent problems in our schools to the insecurity that is the lot of our teachers. Their loyalty and commitment can only be secured by giving them a stake in the teaching profession. I am also pleased to note that the hon the Minister has made arrangements to first make permanent posts available to those teachers who have made a sacrifice by being away from home. It is also encouraging to note . . . [Time expired.]

Mr A RAJBANSI: Mr Speaker, in addition to the benefits listed by the hon member for Reservoir Hills, teachers employed in a temporary capacity do not qualify for housing subsidies.

This year we are in a positive situation in that we do not have many teachers on the waiting list. In fact, there are certain areas in which we were unable to employ Indian teachers. In those areas we are employing teachers who are not Indian.

I want the hon the Minister to know that the real reason for all this was the negligence of an inconsiderate official, who I think is retiring today or in 30 day's time. The former Minister is not at fault. I want the hon the Minister of Education and Culture to analyse the reasons.

Educators must be employed on a permanent basis. Ministers are employed on a temporary basis, as they depend on our will. Two are

HOUSE OF DELEGATES

crossing the floor and a few more will do so. [Interjections.] Nevertheless, there are many positive features in this regard. I want to suggest to the hon the Minister of Education and Culture that in addition to the question of whether there were permanent posts, there was definitely neglect on the part of one official who did not adopt a humanitarian approach when dealing with educators. [Time expired.]

The MINISTER OF EDUCATION AND CULTURE: Mr Speaker, in answer to the hon member for Arena Park, I would like to point out that with the exception of pension benefits there is no significant difference in the benefits enjoyed by temporarily and permanently appointed educators. [Interjections.] In this regard both categories of educators qualify for housing subsidies, medical aid, leave bonuses etc.

Mr M RAJAB: She is talking nonsense!

Mr SPEAKER: Order! The hon the Minister may proceed.

The MINISTER: In so far as pensions are concerned, permanent educators contribute at a rate of 8% to the Government Service Pension Fund, whereas temporary educators contribute at a rate of 5% towards the Temporary Employees' Pension Fund. A permanent educator contributes at a higher rate as he is entitled to an annuity as well as a gratuity when he retires. In addition, his widow would also be entitled to a widow's pension.

Mr M RAJAB: Mr Speaker, will the hon the Minister take a perfectly reasonable question?

The MINISTER: I do not have the time, Mr Speaker.

Mr SPEAKER: Order! The hon the Minister is not prepared to answer a question.

The MINISTER: Ladies like to be placed on the temporary staff, because they do not have to contribute as much to the pension fund and their take-home pay is much more. On the other hand, a temporary educator is only entitled to a gratuity or an annuity, depending on the length of service.

I now wish to refer to the Sanep formula. The number of educators generated in terms of the Sanep formula is 10 637 educators in respect of 1992-93 financial year. [Interjections.] The inadequacies of the Sanep formula have been

addressed time and again and this has been the reason for us asking for extra money for education. [Time expired.]

Debate concluded.

QUESTIONS

†Indicates translated version.

For oral reply:

Own Affairs:

Chairman of Ministers' Council:

State President/public servants' salaries

*1. Mr K PADAYACHY asked the Chairman of the Ministers' Council:

- (1) Whether he will recommend to the State President that public servants' salaries be increased by more than the 5 per cent announced recently; if not, why not, if so, what percentage will he recommend;
- (2) whether he will make a statement on the matter? D139E

The CHAIRMAN OF THE MINISTERS' COUNCIL:

- (1) The Government has made it clear that due to the prevailing economic situation, any increase over and above the 5% announced, would not be possible at this stage. As members are aware staff associations have been negotiating with the Government on salaries and these discussions are continuing.
- (2) No.

Mr A RAJBANSI: Mr Speaker, arising out of the hon the Chairman of the Ministers' Council's reply, I want to say that the question has not been answered. Notwithstanding what has been said, does the hon the Chairman of the Ministers' Council know that a member of his Ministers' Council made a plea in the general affairs debate last Friday especially for educators who earn on average R1 000 per month? The point is that the hon the Chairman of the Ministers' Council, as the head of this Ministers' Council, should take a stand on compassionate grounds. Is he prepared to take a stand, or is he only prepared to follow "His Master's Voice"? This is the question. [Interjections.]

The CHAIRMAN OF THE MINISTERS' COUNCIL: Mr Speaker, I have answered the question. The Government has taken a stand. There are ongoing discussions.

Paying of accounts for unemployed

*2. Mr K PADAYACHY asked the Chairman of the Ministers' Council:

- (1) Whether, with reference to an announcement allegedly made by the Chairman of the Ministers' Council of the House of Representatives on or about 12 March 1993 to the effect that all unemployed coloured persons throughout the country would have their water bills, rates and rents paid for them at the end of April, May and June, he intends to make a similar announcement in respect of unemployed Indian persons; if not, why not; if so, when;
- (2) whether he will make a statement on the matter? D140E

The CHAIRMAN OF THE MINISTERS' COUNCIL:

- (1) The Minister of Health Services and Welfare has already directed his Department to investigate this matter. However, the Department of Health Services and Welfare, Administration: House of Delegates have already been paying municipal charges and rents over the past years in respect of Indian persons in need in terms of Chapter D of the Memorandum on Social Relief 1975. For the 1992/1993 financial year, R4.6 million has been spent on Social Relief.
- (2) No.

Mr A RAJBANSI: Mr Speaker, arising out of the hon the Chairman of the Ministers' Council's reply, I should like to know if he knows who initiated this particular scheme in the Administration: House of Delegates.

The CHAIRMAN OF THE MINISTERS' COUNCIL: Mr Speaker, the answer is no.

Mr K PADAYACHY: Mr Speaker, further arising out of the hon the Chairman of the Ministers' Council's reply, is he aware that this is a special compensation over and above what is given by the Department of Welfare in the House of Representatives? Is he willing to

HOUSE OF DELEGATES

Star 11/4/93

Workers march in CBD

354

Staff Reporter

Thousands of Johannesburg municipal workers marched to the Civic Centre yesterday to present a memorandum to the town clerk condemning the city council's handling of wage restructuring and negotiations.

The workers, who are members of the SA Municipal Workers' Union, accused the council of disregarding industrial council agreements on

wage negotiations and of unilaterally adopting and implementing a new organisational and wage structure while the matter was being negotiated.

Acting town clerk Howard Veale was given the memorandum as well as bags of letters which the council had sent to workers regarding the restructuring.

The union said communicating directly with its members undermined the collective bargaining process, and demanded

immediate withdrawal of the letters.

It accused the council of undermining changes taking place in local government, and said the council's actions would have "a major impact on any future restructuring plans for the Greater Johannesburg area".

The council has until April 14 to respond to the memorandum.

A spokesman for the council said the restructuring of the council was an attempt to turn it into an efficient business unit.

Workers on protest march

ERICA JANKOWITZ

ABOUT 3 000 members of the SA Municipal Workers' Union (Samwu) marched through the streets of Johannesburg yesterday. ⁽⁴⁵²⁾ The marchers presented a letter protesting against the unilateral restructuring of the council to acting town clerk Howard Veale. ⁽³⁴⁴⁾ Veale was also handed bags containing letters the council had sent to workers, informing them of the council's restructuring process.

Samwu is claiming that the imposition of a non-re-gotiated job-grading system has delayed wage negotiations, as bargaining units have to be redefined. The union is complaining also about the 5% wage increase and retrenchments. ⁽³⁵⁴⁾ Samwu official Christoph Mabaso said the council should concentrate on providing family housing and not hostels for workers. He said April 14 had been

set as a deadline for council's response to the union's proposals. ⁽³⁴⁴⁾ Cosatu's Sipho Bida used the platform afforded by the protest action to criticise government's clamp-down on Transkei. He said the money spent on stepping up security around Transkei should have been spent on the poor. Sapa reports that city council human resource director Dirk Lambrecht said management was "baffled" by the protest as consultations with the union on the restructuring had been taking place over the past two years.

Lambrecht said "performance-based increases would affect only white-collar workers. Samwu members would still receive negotiated across-the-board increases.



Municipal workers march in Johannesburg yesterday to protest against city council restructuring. Picture: GARTH LUMLEY

5 Times
Potwa pay
(Bus. Times)
talks still on
11/11/93

THE largest postal and telecommunications trade union is demanding a 20% pay rise for lower grade workers and 10% for those in the higher grades. (150A)

Annual pay talks at the Post Office and Telkom, in progress for several weeks, are conducted separately from those involving other public servants. (222)

The Cosatu-affiliated Post Office and Telecommunications Workers' Association (Potwa) is the largest union of the six negotiating with PO and Telkom management.

Potwa assistant general secretary Sizwe Matshikiza says the PO is offering pay increases of between 6,4% and an 9,8%, depending on job grade, and "subject to certain conditions, including changes in overtime work". (354)

Mr Matshikiza says Telkom is offering a 6,9% rise for workers in all grades covered by the talks.

A Telkom spokesman would not comment on details of the negotiations, saying only that "no agreement has been reached yet, but the talks are continuing".

LIGHTING UP 42 223

ESKOM paid out nearly R40-million in a special bonus to staff last month after a year of record profits.

All 42 223 staff, with the exception of about 200 senior managers, received a R900 bonus "in recognition of the tough year they had to endure," says human resources executive director George Lindeque.

Eskom, which pays no tax, managed to lift net income by 49% in the year to December 1992 at a time when electricity sales declined by 0,5%. The embarrassment of riches enabled the group to drop debt: equity ratio from 2,49:1 to 2,21:1, aided by lower interest charges. The group plans to reduce the real price

By CIARAN RYAN

of electricity by 20% over the next four years.

"The R900 bonus was a vote of confidence in our staff," says Dr Lindeque. "They had to put up with substantial organisational changes, tough cost targets and other constraints in what was one of our toughest years ever. The bonus was just a way of acknowledging these difficulties and thanking staff for their loyalty."

Dr Lindeque adds that the special bonus has nothing to do with annual wage negotiations under way.

Assistants win permanent status

ERICA JANKOWITZ

MORE than 100 000 general assistants in the public sector have been granted permanent employee status for the first time and are now covered by the same conditions of employment as other public sector workers.

The Public Sector Caucus, consisting of 11 employee organisations, had been negotiating with the state on this issue for 18 months and finally won agreement on April 5, said spokesman Anton Louwrens.

The agreement proved that progress could be made by negotiating in good faith, he said.

As a result, general assistants — or

unskilled and semi-skilled workers — could no longer be discharged on 24 hours' notice, would enjoy rights to annual and sick leave and, as from July 1, would be covered by the Government Service Pension Fund.

Louwrens said some general assistants had been employed by the state for 30 years and yet were still regarded as temporary workers. "This was unacceptable to the employee organisations and contributed to various labour disputes in the past," he said.

The next issue to be tackled would be maternity leave, Louwrens said.

Shill to earn R170 000

CAPE TOWN — Newly appointed National Housing and Public Works Minister Louis Shill will earn an annual salary of R170 892. *810AM 15/4/93*

This is the standard salary for ministers.

Shill, who relinquishes his position as Sage Group chairman and CE when he joins the Cabinet on June 1, has indicated he would be available to serve as a minister until the next general election. It is considered likely that he will be in office for about one year.

Shill will also qualify for an annual allowance of R47 208 to cover his housing, entertainment and travel costs. This amount could be tax deductible.

Another perk available to government ministers is an interest-free loan up to R242 900 payable over four years to finance the purchase of a car. State President's Office spokesman Caspar Venter said Shill would have access to this perk but would have to repay the outstanding balance at the end of his term.

Due to the brief period of office Shill would not qualify for a normal pension, Venter said, but there was the possibility that he would receive a lump sum payment based on a specified formula.

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TUESDAY, 20 APRIL 1993

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HOUSE OF ASSEMBLY

following benefits are also applicable:

QUESTIONS

†Indicates translated version.

For written reply:

General Affairs:

Hospitals: retirement package to employees of TPA

222. Mr J M BEYERS asked the Minister for National Health and Welfare:†

- (1) Whether the Transvaal Provincial Administration (TPA) recently addressed a circular, with the reference S4/3/B, about a retirement package to employees of the Hospital Services Branch of the TPA; if so, (a) when and (b) what does this package comprise;

- (2) whether any of these employees have applied for such package; if so, how many;

- (3) whether any of these applications have been granted; if not, why not; if so, (a) how many, (b) what is the total amount involved and (c) in respect of what date is this information furnished;

- (4) whether the employees who have so applied for these packages have been informed whether their applications have been successful; if not, what is the reason for the delay in this regard; if so, when;

- (5) whether she will make a statement on the matter? B479E

The MINISTER FOR NATIONAL HEALTH AND WELFARE:

- (1) Yes,

- (a) 23 November 1992 and

- (b) the package consists of benefits prescribed either by Law or otherwise by the Commission for Administration. This comes down mainly to officers/employees who are placed on early retirement as a result of retrenchment, being treated as if they had reached the retirement age. The

HOUSE OF ASSEMBLY

A cash amount equal to six times the monthly house owner's allowance.

Official quarters may be occupied for a maximum of three months after retrenchment.

A cash amount equal to six times the State's monthly contribution to the medical aid fund to which the officer belongs.

Exemption from all service obligations such as these arising from study and military service agreements.

Pension gratuities in respect of officers/employees under 60 years of age who have less than 10 years' service are supplemented by one third of the gratuity amount.

For the purposes of the calculation of either the pension annuity of an employee under the age of 60 years or the annuity and gratuity of an officer, additional years of service may be added to a maximum of five years on condition that they have completed ten years or more pensionable service;

- (2) yes, 3 371;

- (3) no, in terms of the Cabinet's directive, the aim for the Administration in its entirety, is a 5% reduction in personnel. All applications are to be centrally co-ordinated and the retention of personnel for the continuation of essential services such as Health Services, shall enjoy preference. In these circumstances, the retrenchment of personnel in other branches of the Administration will first receive attention, after which it will be determined whether retrenchment of Health Services personnel will be necessary;

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- (4) no, because applications are still under consideration; (5) no.

Port Elizabeth Airport: passengers/freight

340. Mr E W TRENT asked the Minister of Transport:

In respect of the latest specified calendar year or 12-month period for which information is available, what was the (a) total number of passengers (i) arriving at and (ii) departing from Port Elizabeth Airport and (b) total weight of freight transported (i) to and (ii) from that airport? B546E

The MINISTER OF TRANSPORT:

The latest available statistics are from 1 November 1991 to 31 October 1992.

- (a) (i) 332 122
(ii) 328 625
(b) (i) 2 600 195 kg (including mail and excess baggage)
(ii) 2 924 374 kg (including mail and excess baggage).

Port Elizabeth Provincial Hospital: number of beds

362. Mr E W TRENT asked the Minister for National Health and Welfare:

What, in respect of the Port Elizabeth Provincial Hospital, was the (a) total number of beds, and (b) number of beds not utilized, in 1992? B621E

The MINISTER FOR NATIONAL HEALTH AND WELFARE:

- (a) 722 and
(b) 135.

Elizabeth Donkin Provincial Hospital: expenditure/revenue

363. Mr E W TRENT asked the Minister for National Health and Welfare: What, in respect of the Elizabeth Donkin Provincial Hospital, (a) was the amount bud-

geted for each category of expenditure, and (b) (i) was the revenue and (ii) were the sources thereof, as at 31 December 1992? B622E

The MINISTER FOR NATIONAL HEALTH AND WELFARE:

(a) Personnel expenditure	R8 633 760
Administrative expenditure	R 129 780
Stores and livestock...	R 950 300
Equipment	R 30 480
Professional and special services.....	R 111 800
Miscellaneous expenditure	R 1 240
	R9 857 360 and

(b) (i) R986 462 and	
(ii) Hospital fees	R722 123
Board and lodging.....	R 6 260
Sundries	R258 079

Uppington airport: closure/curtailment of use

267. Mr R V CARLISLE asked the Minister of Transport:

- (1) Whether he or his Department intends (a) closing, or (b) curtailing the use of, the Uppington airport; if not, why not; if so (i) for what reasons and (ii) when;
- (2) whether he will make a statement on the matter? B606E

The MINISTER OF TRANSPORT:

- (1) (a) and (b) No, the Department of Transport does not intend closing or curtailing the use of Uppington Airport. The Airports Company Act which was recently approved by Parliament makes provision for a company to operate, maintain and develop the present nine state airports.

- (i) Falls away.
(ii) Falls away.
- (2) No.

HOUSE OF ASSEMBLY

Star 28/4/93

Row over Katlehong council provident fund

354

By Jo-Anne Collinge

More than 400 Katlehong Town Council workers stand to lose thousands of rand each because the council has failed to pay into its provident fund money which it has deducted from workers' wages for this purpose.

Now, Old Mutual, which manages the Kat-

lehong Town Council Provident Fund, is threatening to close down the fund at the end of this month.

It has warned the provident fund managers that non-payment of contributions is a criminal offence.

Katlehong town secretary Hennie Grobbelaar insisted that the bankrupt council was "pursuing each and every avenue" at its disposal in order to raise money to pay the arrears contributions.

Although they had no written undertaking, council officials were hopeful that the Transvaal Provincial Administration would help them out.

But Bennet Nzima, chairman of the fund's trustees, said: "We are not as optimistic as the council officials.

"In fact we are pessimistic about the TPA's ability to help, especially as they failed to report back to the members last week as they originally promised," he said.

Grobbelaar argued that workers had not really lost any pay as provident fund contributions were nothing more than a "paper transaction".

But workers interviewed by The Star said bitterly that benefits had already been refused to

the dependants of three workers who had died during March.

This position is confirmed in a letter to the trustees by Paul Plaatjies, Old Mutual's manager for the Katlehong fund.

Dated April 1, the letter reads: "Since the inception of the fund in July 1991, the non-payment of contributions has been an issue between the fund and Old Mutual.

"A stage has now been reached where the last contributions were for the month of August 1992, seven months ago."

Prejudiced

Plaatjies warns: "This non-payment of premiums has seriously prejudiced member interest since they are no longer covered for family, death and disability benefits.

"Retiring and withdrawing members have to be content with a lesser benefit."

He states plainly that Old Mutual had decided that "the Katlehong City Council Provident Fund be given until Friday April 30 1993 to rectify all outstanding contributions.

"Failing this, Old Mutual will have no choice but to discontinue the fund."

Star 29/4/93 354

Caucus, Govt in wage dispute

The Public Servant's Caucus yesterday announced it has declared a dispute with the Government following the failure by the State to budge from a decision over a five percent salary increase.

The caucus's co-ordinator Anton Louwrens said it had received a letter from the Government saying the authorities would not be increasing the five percent pay hike. The letter was circulated to all 11 members of the caucus.

Louwrens said President de Klerk had stepped in and terminated the negotiation process.

The caucus had informed De Klerk that it regarded itself as being in dispute with the Government.

If the Government insisted on the five percent increase on basic salary only, those members receiving an occupational allowance would receive less than five percent.

— Pretoria Bureau

Katlehong employees in arrears

Star 29/6/93
(354)
By Jo-Anne Collinge (JAC)

Katlehong Town Council has asked the Transvaal Provincial Administration for R2,9 million to enable it to pay various funds the money it has been deducting for months from the pay packets of more than 600 workers.

It is not clear whether this will prevent the disbandment of the Katlehong City Council provident fund, which has more than 400 members.

Fund manager Old Mutual has set tomorrow as the deadline for receiving the eight months' arrears contributions. Failure by the council to meet the deadline would result in closure of the fund, the company warned in a letter.

A TPA liaison officer yesterday gave details of the amount of money for which the Katlehong council had applied. She added that, since the application had only been forwarded to TPA head office this week, no decision had yet been made on whether to grant assistance.

Earlier, Katlehong town secretary Hennie Grobbelaar said the council simply didn't have the money to pay contributions to the various benefit funds.

Although the provident fund presents an immediate crisis, pension contributions have also not been paid. In fact, it appears that only medical aid premiums were submitted on behalf of workers.

The Star attempted to ascertain from the Department of Inland Revenue when income tax deductions had last been paid to the Receiver of Revenue. Gerhard Keyter, deputy director of tax structure development, said such information was strictly confidential and no information could be disclosed.

Approval of public service Bill 'likely to provoke clash'

3/5/93

GERALD REILLY

PRETORIA — The passing of the Public Service Labour Relations Bill in Parliament was likely to lead to a major clash between government and public service workers over a 5% pay hike, senior public servants said last week.

When the Bill was passed — which would probably be during the current session — government workers for the first time would have "real muscle" in bargaining for pay and service improvements.

The Bill provided for negotiations up to arbitration. Some workers in "nonessential" services would have the right to strike in support of demands.

The Bill, which had passed a first reading in Parliament, was with a parliamentary committee which had been hearing representation on its content from interested parties, including Codesa.

Earlier last week the public service said it wanted the 5% increase to be extended to allowances.

Caucus spokesman Anton Louwrens said President F W de Klerk's "bad faith" display in cutting short negotiations — which had been in progress for months — with the Commission for Administration remained a major grievance.

Last month De Klerk bluntly told the Teachers' Federal Council government would not budge on the 5% pay increase.

The TFC was pressing National Education Minister Piet Marais to agree to a new bargaining mechanism for teachers.

The Medical Association of SA had registered its dissatisfaction with the fact that the allowances of doctors in government service would remain frozen.

Their salary increases amounted to 3.7%.

This, Masa said, was totally unsatisfactory, especially in the light of the shortage of doctors in state and provincial hospitals.

Sowetan 6/5/93

Strike action threat

By Mathatha Tsedu

FIVE PUBLIC sector unions yesterday called on the Government to stop its five percent retrenchment of staff and to reopen negotiations.

with teachers on salaries — or face all-out mass action.

Addressing a Press conference in Johannesburg, Post and Telecommunications Workers Association president Mr Khabisi Masonkutu said the campaign would be launched on Saturday with a march in Pretoria.

Speaking on behalf of the five unions — Nehawu, Samwu, Popcru, Udusa, Potwa and Sadtu — Masonkutu said a general strike by all affiliates of the Congress of South African Trade Unions was on the cards if the Government refused to meet the "legitimate demands of workers and students".

■ NO RESULTS Unions demand end

to staff cuts and higher salaries:

354

The unions are demanding:

- An end to staff cuts in the public service;
- An immediate stop to unilateral restructuring and retrenchments;
- Negotiations with unions and the public on expenditure cuts;
- A living wage;
- The extension of the Labour Relations Act to teachers, hospital workers, university lecturers and civil servants; and

- An end to union-bashing tactics in Bophuthatswana, Kwazulu and Ciskei.

Masonkutu said the unions had been engaged with the government in negotiations but this had so far pro-

duced no results. "We are left with no option but to unite and fight against these staff cuts, the unilateral restructuring and the low wage increases," they said. Questioned by reporters, Masonkutu said a national campaign, involving all Cosatu affiliates and possibly unions in Nactu, was possible if the "intransigence" of the Government continued.

He cited the education crisis and said the blame rested squarely with the Government for closing the doors on negotiations over its five percent wage increase decision. The march on Saturday will end at the Union Buildings and will mark the beginning of the programme.

Lensman escapes death

SENIOR Daily News photographer John Woodruff escaped almost certain death yesterday when he was kicked, punched and held hostage for over an hour as angry mourners attending the funeral of former KwaZulu "killer cop" Siphwe Mvuyane tried to force their way into an office building in Umbilo Road in pursuit of him.

The mourners, who were unable to gain access, blocked off Umbilo Road with their vehicles, directing traffic away from the area.

As the mob shouted for his blood, panic-stricken office employees contacted the police and a reaction unit rushed to the scene of the drama.

After heated exchanges police managed to disperse the mob and escorted Mr Woodruff from the building.

The photographer had earlier been stationed at the Avbob Funeral Parlour on the corner of Umbilo and McDonald

■ Photographer flees as angry mourners bay for his blood

roads where he was covering the funeral service of Constable Mvuyane, gunned down at the University of Durban Westville after a pop concert on Saturday.

Said a still-shaken Mr Woodruff: "I was standing on the island in the middle of the road when I was approached by about half a dozen mourners. At that stage I was observing the proceedings."

"They asked me who I represented and what my interest in the funeral service was. I told them. Whereupon they started threatening me, saying that if I took any pictures they would be the last pictures I would ever take." —

Sowetan Correspondent.

By Lorelle Bell

EDUCATION in South Africa is on the brink of a crisis that could prove to be more devastating than the education struggles of the 1970s and 1980s.

The flashpoints are the teacher rationalisation programme, the five percent salary increases for teachers and the matric exam fees that have already sparked militant student protests.

The results of a strike ballot held last week could pitch the profession into unprecedented strike action. The results will be announced after a meeting of the South African Democratic Teachers' Union (Sadtu) national executive committee on May 14.

But there have already been chalkdowns in the Transkei, Eastern Cape, Natal, Northern Cape and Orange Free State.

The Minister of Education in the House of Representatives, Mr PW Saaïman, criticised teacher organisations, claiming the rationalisation programme has been regarded as good news by many teachers who are keen to leave the profession and take advantage of retrenchment packages.

But teacher participation in pickets, rallies, marches and the burning of DEC records last Friday, suggest a militant mood.

In the Western Cape alone, over 1000 teachers applied to join Sadtu in the past two weeks.

While many parents are anx-



VIVIENNE CARELSE

South 8/5 - 12/5/93
ious about what will happen to their children if teachers embark on strike action, Parents, Teachers and Students' Association (PTSA) meetings have generally registered rejection of the government's rationalisation plans.

● Mr George van der Ross, chairperson of the southern suburbs PTSA forum, representing 18 high schools and 56 primary schools, said parents had strongly supported united action at their meetings. (323)

"Parents have asked teachers not try to resolve the problem on their own, but that decisions should be taken with civics, teacher bodies and PTSA. (32)

"Parents are concerned that actions should carry their approval and should not disrupt the school programme," he said.

● Mr Richard Arends, who has a son at Grassy Park High and a daughter at Wynberg High, is dead against rationalisation.

"Rationalisation will entrench the inferior education which my children are receiving now and which I experienced," he said.

"But teachers have a responsi-

bility to their pupils. If they strike, they hurt the people they don't want to hurt. Parents have real power. We must put pressure on the department and get involved in marches and rallies," Mr Arends said.

● Mr A Waggie, who has a child at Groenvlei High, felt parents could not criticise the strike.

"As a parent I worry about my children's future. But if my job was on the line I wouldn't want people to say that I was doing the wrong thing," Waggie said.

"No breadwinner likes to have a sword over his head. I feel I must support the strike even if it means my child won't get education in the next few months."

Sadtu regional chairperson, Ms Vivienne Carelse, said the union's branches were using the period until May 14 for intensive learning and to work out methods for ensuring that some learning takes place during the strike. (354)

"Teachers are not withdrawing their responsibilities and will be at schools. Teachers are withdrawing their formal labour and need the sympathetic participation of parents and students to resolve the problem of what will happen in the classrooms," she said.

Sadtu is anticipating a short strike. "We are demanding an end to retrenchments and the reopening of salary negotiations. These are realistic demands and there will only be protracted strike action if the state chooses to be intransigent," Carelse said.

Why pupils refuse to learn

These are the grievances behind this week's nationwide schools boycott:

- Examination fees for black students — fixed at R48 — are lower than the R72 fees charged to other race groups. But black pupils want the fee scrapped as a step towards free and compulsory education — even though they concede the economy cannot necessarily afford this.

- Teachers' pay rose five percent this year, but black teachers are threatening a nationwide strike unless wages rise by 30 percent.

All teachers, regardless of race, are on the same pay grading system and receive equal pay. However, the nine percent of black teachers who have less than a matric qualification (some only have a Std 6 with a teacher's certificate) get around R900 a month.

- Black educationists believe white school authorities do not care about the range of crises that mitigate against blacks receiving decent education. As a consequence the Southern Transvaal region of the National Education Coordinating Committee wants a May 16 education summit to endorse its decision to occupy white schools on May 26.

Ratios

- High pupil-teacher ratios. Although the DET claims there is a ratio of 35:1 in primary schools and 41:1 in high schools, teachers say they have as many as 80 pupils in a classroom.

- Unilateral restructuring of education, including the introduction on April 1 of a department with the responsibility of restructuring the different education departments into autonomous regional departments.

- Retrenchments are taking place in white schools, but none are taking place in black schools, which saw 6 514 new posts created this year.

However, Western Cape members of the SA Democratic Teachers' Union have voted to strike in protest at retrenchments of teachers. This is apparently a response to the cutting of 2 149 posts in Department of Education and Culture (coloured) schools.

Teachers to ballot over strike action

Star 12/6/93
Education Reporter

About 5 000 Soweto teachers will conduct a ballot on Friday to decide whether or not to go on a wage strike. (364)

The teachers, under the banner of the South African Democratic Teachers' Union (Sadtu), took the decision yesterday.

The teachers' union has dismissed the Government's 5 per cent salary increase as too little and is demanding 30 percent.

Sources said Sadtu's national office would collate results from all regions before a decision to strike or not was taken.

The Department of Education and Training (DET) has requested an urgent meeting with the union in Pretoria today. The DET said the strike would be illegal.

Union warns of postal disruptions

354

MARIANNE MERTEN

THE Post and Telecommunication Workers' Association yesterday warned of "drastic disruptions" following the breakdown of wage talks with Telkom and the Post Office.

And the union was, by yesterday afternoon, still trying to verify information on wildcat strikes in the eastern Transvaal and eastern Cape involving about 2 000 people.

A Telkom spokesman said yesterday the Post Office workers' wildcat strike in Pretoria had been resolved by lunchtime. *6/10/93 13/5/93*

The spokesman said management would meet Potwa representatives today to continue negotiations.

Potwa spokesman Sizwe Matzikiza said Potwa would not accept Telkom's 5,8% and the Post Office's 5% across-the-board increases, which some staff associations had accepted. Potwa is demanding 14,3%.

Union warns of postal disruptions

(354) MARIANNE MERTEN

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Sowetan 13/5/93

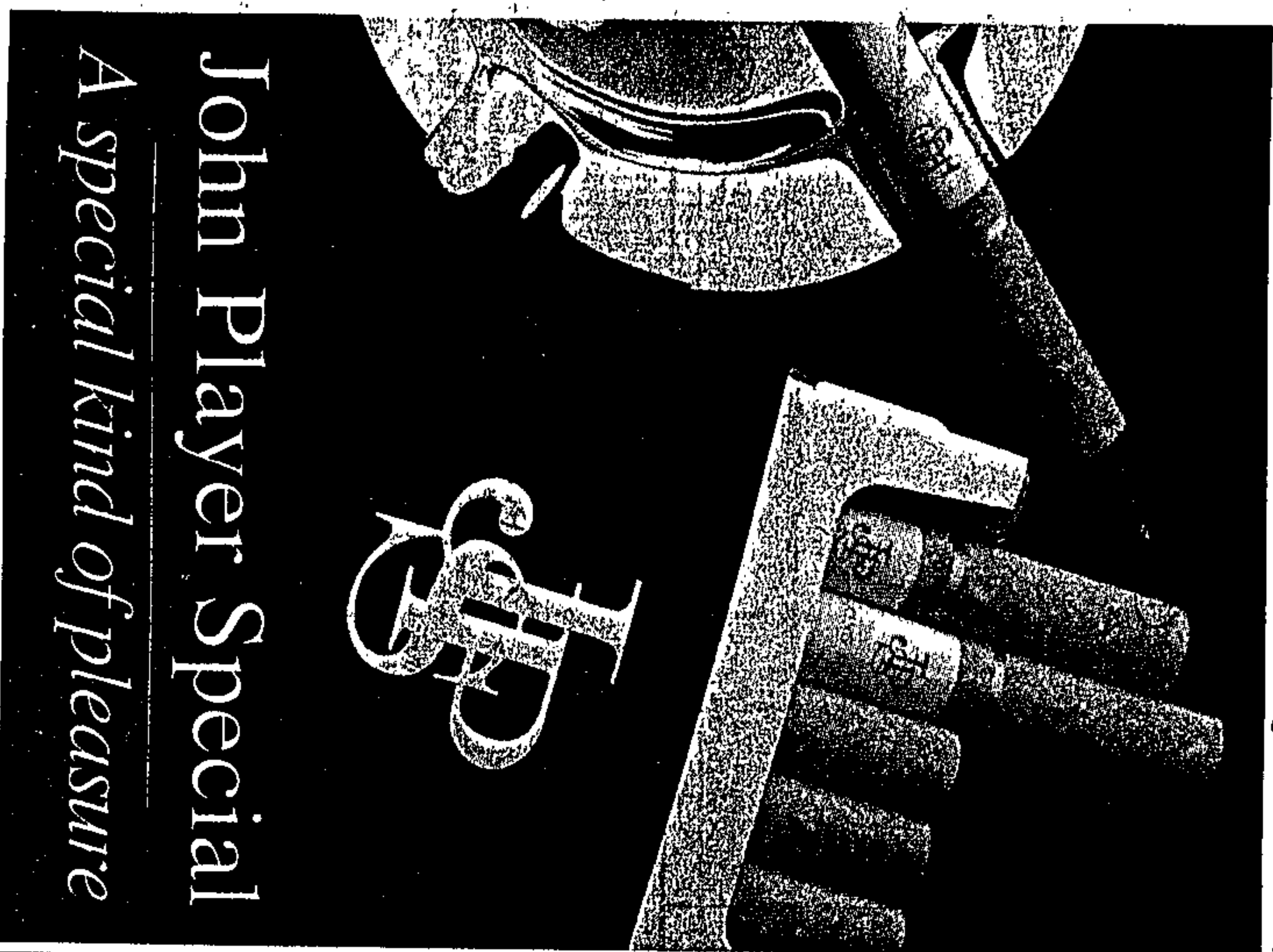
Postal strike possible

THE Post and Telecommunication Workers Association yesterday said it was seeking an urgent meeting with the directors of Telkom to avert a possible national strike by its members.

Potwa president Mr Kgabisi Mosunkutu said at a news conference in Johannesburg that talks over wage demands between Potwa and managements of both Telkom and SA Post Office broke down after the two companies refused to accede to their demands.

He said Potwa, whose demands included a minimum increase of 14,3 percent, would now seek to hold the next round of wage negotiations with Telkom's and Sapo's board of directors to avoid the "looming chaos and disruption of services".

Schools facing chaos



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chaos

Sowetan 12/5/93

B LACK EDUCATION, already reeling from stayaways throughout the country, is poised to slide into an even deeper crisis with both teachers and pupils bracing themselves for a full-blown strike.

Yesterday the South African Democratic Teachers Union turned down a request from the Department of Education and Training for an urgent meeting to discuss the pending teachers' strike.

DET spokesman Mr Geoffrey Makwakwa confirmed the union had indicated it was unwilling to meet the department.

National strike

The meeting was to have taken place yesterday to discuss the DET's concern over the breakdown of schooling resulting from disruptions by teachers and pupils since the beginning of the year.

Sadru general secretary Mr Randall van den Heever said yesterday results of a national strike ballot would be announced on Sunday after the union's national executive meeting.

Teachers have rejected the Government's five percent salary increase as 100 little and are demanding 30 percent. (354)

And the Congress of South African Students said yesterday a decision on whether to continue the strike action would depend on the education summit this weekend. Cosas demands the scrapping of examination fees, which the Government recently reduced from R72 to R48. (2)

The summit, to be held in Johannesburg on Saturday, will be attended by representatives of the NECC, ANC, Sadru, Cosas, SA Students Congress and parent-teacher associations.

In some schools pupils were registering for examinations without paying fees. In Soweto most

By Mzimasi Ngudle, Sipho Mthembu and Sapa

schools were virtually deserted yesterday. Protests and violent incidents were reported countrywide yesterday.

Police prevented busloads of teachers from joining other teachers who picketed outside the Bellville offices of the Department of Education and Culture.

Twenty-four pupils began a sit-in at the DET offices in Maritzburg yesterday to demand the scrapping of exam fees and the refunding of money already paid.

Damage estimated at about R30 000 was caused to 13 vehicles in incidents of stoning in townships in Cape Town and the Boland in the past 24 hours.

Meanwhile, the Democratic Party has asked the Government to suspend exam fees for black matric pupils so that education could at least resume. DP spokesman on education Mr Roger Burrows said yesterday the Government was wasting more money on the duplication of education departments.

Stage a march

"Surely R20 million to pay matriculation fees for black students can be found - this is minimal compared to the hundreds of millions lost through wasteful Government expenditure," Burrows said.

In the Western Cape pupils will stage a march and sit-in at the local DET offices tomorrow in support of demands by teacher and student organisations.

Two technical colleges — Pertunia College in Bloemfontein and Tlamoeba College on the East Rand — have been closed indefinitely following conflicts between students and administrations.

Star 18/5/93
Pay rise negotiable

The 5 percent civil servants' increase laid down by the State President was still open to negotiation, Budget Minister Gerald Morkel said in the House of Representatives. He said R95,157 million had been allocated to improved conditions of service for all State employees in the house. — Sana (34)

Strike ballot for public workers

Sowetan 18/5/93

THOUSANDS of municipal workers countrywide are to be balloted for industrial action against Government-initiated restructuring and wage-pegging, the SA Municipal Workers Union said yesterday.

In a statement after a weekend national executive committee meeting, the 70 000-member union warned that attempts to thwart the ballot would be met with retaliation.

■ Disgruntlement over unilateral restructuring:

It said the Samwu executive had received "extremely disturbing" reports that local authorities were "collaborating with the (President FW) de Klerk regime in implementing the Government's restructuring and rationalisation plans, as well as De Klerk's decision to peg wages".

"All worker protests have been

completely ignored. It is clearly a waste of time and energy for workers and unions to make further appeals or protests."

Samwu said it was left with no option but to mobilise its membership and public sector workers for immediate action to stop "the Government and its agents in their tracks". — Sapa.

- Slovo plot suspect in court for remand

IFP expresses concern about MK

Sowetan 18/5/93

■ **COMMITTEE'S DECISION** Demands for its disbanding are being buried under other considerations:

Sowetan Correspondent

WHILE THOUSANDS of Inkatha Freedom Party members took to the streets of the province at the weekend, the party's central committee was meeting at Ulundi where it expressed concern that demands for the disbanding of Umkontho we Sizwe were being buried under other considerations.

This was part of one of the resolutions taken at the meeting.

Possibly the most striking event during Saturday's marches was when a phalanx of IFP leaders carrying 275-

coffins made its way through the Durban city centre.

The coffins were carried in memory of IFP leaders killed since 1983 — one for each of the 275 leaders killed. ~~(115)~~ ~~(342)~~

The marches were the start of the IFP's mass action campaign to protest against the continuing violence.

In both Durban and Maritzburg there were claims that the marches there were the biggest Natal had ever seen. ~~(215)~~ ~~(342)~~

Streets were packed from side to side but official estimates of numbers varied widely.

At the Ulundi meeting, the IFP

central committee expressed "deep concern and consternation" about the escalating violence and intimidation which it said was hampering the proper course of negotiations and the holding of fair and free elections.

The committee resolved:

1 To applaud the firm stand its negotiation team has taken in demanding the reduction of violence and the disbanding of Umkontho we Sizwe; and

1 To express appreciation to the negotiation council for receiving the IFP resolution on violence and the disbanding of MK.

1 To express concern that the MK issue was being submerged.

Strike ballot for public workers

Sowetan 18/5/93

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TPA aid for Soweto's Star 18/5/93 retrenchment packages

Staff Reporter (354)

The Transvaal Provincial Administration has granted the Soweto City Council R1,8 million to cover the retrenchment packages for 117 former council employees, says Soweto town clerk Elizabeth Sithole.

Rumblings of discontent were heard when those who had volunteered for retrenchment did not get paid out promptly.

The terms of voluntary retrenchment, generous by standards prevailing in the private sector, were:

- Three months' salary.
- Six months' housing subsidies and travel allowance.

Sithole explained the delay in payment: "Because of the council's cash flow, which would not be enough to effect the payment of packages, a request was made to the TPA to assist in payment of these packages."

"A positive response has now been received and an amount of R1,8 million paid over to the council."

Cheques for those retrenched at the end of March were ready, said Sithole.

Municipal union threatens strike

THE Cosatu-affiliated SA Municipal Workers' Union (Samwu) said yesterday it would bring municipalities across the country to a "complete standstill" unless employers agreed to renegotiate salary increases.

Samwu spokesman Roger Ronnie said the union rejected wage increases of up to 5%.

The union was also demanding an end to government's rationalisation and restructuring of local government, he said.

Ronnie said Samwu was demanding a minimum wage of R650 a month and increases of up to 30% for the lowest-paid employees.

He claimed that some workers were earning as little as R150 a month.

Ronnie said that should a strike be called, it would "bring all municipal services throughout SA to a standstill".

Samwu had members in more than 320 local authorities.

Ronnie said the fact that municipal workers, who were categorised as providers of essential services, were precluded from industrial action by law, would not deter the union from holding a ballot.

He said the union was preparing

for a national strike ballot of its 70 000 members within the next two weeks.

He warned employers "not to interfere". Samwu was working out strategies to deal with employers who resisted the ballot.

Ronnie refused to elaborate on plans.

At a weekend conference, the union executive discussed government's restructuring process.

The union also accused municipalities of "collaborating with the De Klerk regime" in implementing government's restructuring and rationalisation plans "as well as De Klerk's decision to peg wages", Sapa reports from Cape Town.

"All worker protests have been completely ignored."

"It is clearly a waste of time and energy for workers and unions to make further appeals or protests."

Samwu said it was left with no option but to mobilise its membership and public sector workers.

Johannesburg City Council labour relations director Andre de Wet said yesterday the 5% wage increase was still being discussed by municipalities and Samwu.

GAVIN DU VENAGE

SABC retreat in face of union demand

By Brendan Templeton
and Own Correspondent

Rebellious SABC staffers yesterday decided to return to work today after giving the corporation a bloody nose over its refusal to pay their May salaries.

The SABC had been withholding the salaries of members of the SA Broadcasting Staff Association (Sabsa) after they refused to accept a 7,5 percent wage increase.

Employees nationwide were balloted yesterday and refused to work until the corporation agreed to pay them for their May services.

Hours later, the SABC did an about-face and paid the outstanding salaries.

The move has staved off threats to disrupt weekend sports coverage.

But the war continues — Sabsa said it would continue with "selective industrial action" to pressure the SABC into granting it a 10 percent increase. (354)

And the SABC has warned that it has "contingency plans" to deal with any Sabsa action.

Earlier, staff members had threatened to disrupt the 11 hours of Comrades marathon coverage on Monday, and said they would target Wimbledon next month.

This is the first full-scale rebellion the SABC has faced from its white workforce.

Group media manager Willie Visagie said the SABC would adopt a no-work, no-pay approach if union members continued with their strike after receiving their salaries.

Visagie reassured viewers that sports coverage over the next few days would not be disrupted.

tion is proceeding. Grazing is being utilized in an orderly manner by cattle and sheep. The nearby situated Caskie Ben, in extent 921 ha, is managed jointly with the Spitskop area as winter grazing.

The remainder of the Vlekpoort Conservation Area, known as the Doornhoek farms, in extent 9 460 ha, recovered to such an extent that it is in a better condition than the adjoining private farms.

Farmers have already made urgent enquiries into the commercial utilization of the farms and the Department is also considering the disposal thereof.

(2) Yes.

(a) Upper Vlekpoort Farmers' Association.

(b) Portion D of the Doornhoek farms, in extent 2 060 ha, was made available earlier this year as emergency grazing to members of the Farmers' Association who have already reduced their stock numbers on their farms to 1 of the carrying capacity. The lease is for 5 months ending on 31 August 1993. Stock numbers on a portion of the Doornhoek farms may not exceed 165 head of cattle at any time. Rent is payable in advance at R660 per month.

(3) No.

New questions:

Police: new aircraft for airwing

*1. Mr P J GROENEWALD asked the Minister of Law and Order:

(1) Whether the airwing of the South African Police has purchased or is to purchase new aircraft; if so, (a) how many, (b) what types of aircraft, (c) from what organizations and (d) at what cost;

(2) whether he will make a statement on the matter? B776E

†The MINISTER OF LAW AND ORDER:

(1) Yes.

(a) Seven (7).

(b) and (c) I do not deem it to be in the

HOUSE OF ASSEMBLY

public interest to supply the required information.

(d) R20 892 636,30

(2) No.

†Mr P J GROENEWALD: Mr Chairman, arising out of the hon the Minister's reply, I want to ask whether the SA Air Force have been contacted to establish whether there are aircraft which can be used to perform a similar task.

†The MINISTER: Yes, Mr Chairman, we are constantly in contact with the SA Air Force about aircraft which they cannot use. However, there is also another important consideration for us, and that is that the required aircraft must meet certain standards.

What is also important to us is the running costs of existing aircraft in the country. It can be extremely expensive to use old aircraft for this kind of work.

†Mr P J GROENEWALD: Mr Chairman, further arising out of the hon the Minister's reply, I want to know whether, as he says it is not in the national interest to provide the names of the suppliers, he is prepared to furnish the names to me personally in his office.

†The MINISTER: Mr Chairman, I will even talk to the hon member about it in the passage.

Archival records of State Departments/SAP/SADF

*2. Mr R M BURROWS asked the Minister of National Education:

What is the policy in regard to access by members of the public and researchers, respectively, to the archival records of (a) State Departments in general and (b) the (i) Department of Foreign Affairs, (ii) South African Defence Force and (iii) South African Police in particular? B800E

†The MINISTER OF NATIONAL EDUCATION:

The access of members of the public and researchers to archives is governed by Section 9 of the Archives Act, 1962 (Act No. 6 of 1962). In terms of the Act secret records are, as a result of their sensitive nature, not archives and consequently do not fall under the provisions of the Act. The policy is that all interested parties be granted access to ar-

chives in depots as far as possible after the termination of the closed period. As a general principle, a closed period of approximately 30 years is maintained. On request the Minister of National Education can at his discretion and on conditions determined by him, grant access to archives in depots falling within the closed period.

(a) Access to archives of State Departments in general

Access to archives which are still in the custody of offices of origin is granted by the heads of the offices concerned and the Director of Archives does not prescribe to offices in this regard. The Director has, however, issued instructions about the manner in which archives to which the head of the office wishes to grant access should be dealt with in the interests of control and conservation.

(b) (i) and (iii) Access to archives of the Department of Foreign Affairs and the South African Police

The position of these Departments does not differ in any way from the above-mentioned, i.e. all archives are made available in terms of the Archives Act, 1962, and all documents which are classified as secret are controlled by the office concerned.

(ii) Access to archives of the South African Defence Force

The above-mentioned is also applicable to the South African Defence Force, but the Act further determines that access to archives relating to the South African Defence Force in the custody of the archives depot of the Defence Force shall not be authorized without the approval of the Minister acting in consultation with the Minister of Defence.

Mr R M BURROWS: Mr Chairman, arising out of the reply of the hon the Minister, does the Minister, under the Archives Act, ensure that the records which are secret are in fact preserved as records for South African society in the future?

The MINISTER: Mr Chairman, of course I do not personally work in the archives, but I am given the assurance by the Department that the position is that those documents are well pro-

ected for the public in the interests of the future.

†Mr H D K VAN DER MERWE: Mr Chairman, arising out of the hon the Minister's reply, I should like to ask, seeing that the Government is now in the process of handing over the reins to the ANC, whether the hon the Minister can give us the assurance that public records in our archives will not be destroyed?

†The MINISTER: Mr Chairman, in the first place, I must make a correction by making it quite clear that it is in no way the intention of the Government to hand over government and power to one party exclusively. Secondly, provision is being made for archives to be properly preserved.

National Education: payment to sports administrator

*3. Mr L FUCHS asked the Minister for Sport:

Whether any payments in respect of 1992 have been made to any sports administrator by the Department of National Education; if so, (a) what is the name of the administrator concerned, (b) what amount was paid to this person in respect of (i) salary and (ii) allowances and (c) by what component of the said Department were these payments made?

The MINISTER FOR SPORT:

(1) Yes.

(a) During 1992 the Department did make direct payments in the form of honoraria to the following sports administrators and/or experts who officiated as functionaries at sports conferences:

92/03/12 Prof J L Botha
Honorarium R 50,00
92/08/06 Prof R van Rooyen
Honorarium R300,00
92/08/06 Prof R van Rooyen
Honorarium R300,00
92/08/06 Dr B Steyn
Honorarium R300,00
92/08/06 Dr B Steyn
Honorarium R300,00
92/08/26 Mrs D Lison
Honorarium R100,00
92/08/06 Mr G Potgieter
Honorarium R100,00

HOUSE OF ASSEMBLY

92/11/10 Dr P J van der Merwe

Honarium R150,00

92/11/26 Mr C Rushmore

Honarium R 60,00

92/11/26 Prof F J Buys

Honarium R 60,00

92/12/04 Dr P J van der Merwe

Honarium R150,00

(b) (i) No direct payments as salaries

were made to sports administrators by the Department of National Education.

(ii) The honoraria which were paid to the persons concerned have already been mentioned.

(c) The Directorate of Sport and Recreation Advancement of the Department of National Education made the payments.

Mr L FUCHS: Mr Chairman, arising out of the reply of the hon the Minister, can he tell us whether his Department or any other Government department has paid any amounts of money to a member of the judiciary who was also a sports Administrator in 1992?

†The MINISTER: Mr Chairman, my Department deals with many sport administrators. We do not pay salaries to any administrator directly in relation to sport. If the hon member has any further information available in this connection, I would on a subsequent occasion like to give the reply in writing.

Mr L FUCHS: Mr Chairman, further arising out of the reply of the hon the Minister, I would like to know whether he can tell us whether any other Government department has paid a member of the judiciary any amounts of money. [Interjections.]

The MINISTER: Mr Chairman, I am not the Minister of the Budget or the Minister of Finance or the Minister of State Expenditure, and therefore I am not responsible for any other departments' expenditure. [Interjections.]

Mr L FUCHS: Mr Chairman, not really arising out of any reply, may I ask the hon the Minister whether he actually knows what the score was in the game between the parliamentary rugby team and the Russian Republic side last night?

†The MINISTER: Yes, Mr Chairman. I am very pleased to be able to announce that the re-

HOUSE OF ASSEMBLY

sult of last night's match was 46 points in favour of the parliamentary team and nil for the European team. [Interjections.] I am very proud of our team. I think they fared very well. [Interjections.] They scored eight tries. There were no injuries and they are all back. [Interjections.] With the parliamentary example set by these hon members, I can say our sport is on the right path. [Interjections.]

†An HON MEMBER: Mr Chairman, further arising out of the hon the Minister's reply, may I ask whether the hon member who is asking him so many questions at least makes a worthy contribution to the game?

†The MINISTER: Mr Chairman, all the members of our team are worthy players. [Interjections.]

Pollsmoor Prison: extensions

*4. Mr R R HULLEY asked the Minister of Correctional Services:

(1) Whether it is the intention to extend Pollsmoor Prison and/or its environs; if not, why not; if so, what is the (a) specific nature and (b) extent of the proposed extensions;

(2) whether the relevant local authorities have been involved in the process of approving plans within the framework of existing town planning provisions; if not, why not; if so, what are the relevant details? B804E

†The MINISTER OF CORRECTIONAL SERVICES:

(1) (a), (b) and (2) No decision has yet been taken regarding the extension of Pollsmoor Prison and/or its environs.

However, the Department of Correctional Services, in co-operation with the Department of Public Works, is investigating possible options to effectively and cost-efficiently address the considerable shortage of prison accommodation in the Western Cape.

In this regard one of the options being looked at is the possible utilization of all available State-owned land in the Western Cape. The utilization of a section of State-owned land at Westlake, adjacent to Pollsmoor, is also one of the options being looked at. In this regard liaison was established with, *inter alia*, the

local regional services council as well as the Regional Development Advisory Committee. However the investigation is still in its initial stage and it is therefore too early to indicate whether or not Pollsmoor and/or its environs will in fact be extended.

I would like to give the hon member the assurance that any future development in this area will be done with circumspection after consultation with all relevant authorities.

Meeting between NEC and State

*5. Mr R M BURROWS asked the Minister of National Education:

(1) Whether he, any other Minister and/or any Departmental officials were involved in a meeting with representatives of the National Education Conference and the chairman of the National Peace Accord during the week of 3 to 7 May 1993; if so, (a) who was represented at, and (b) what was the outcome of, this meeting;

(2) whether he made any representations to the Cabinet pursuant to the outcome of this meeting; if not, why not; if so, what was the purport of these representations;

(3) whether he will make a statement on the matter? B806E

The MINISTER OF NATIONAL EDUCATION:

(1) No. There was no meeting with representatives of the National Education Conference (NEC). At the request of the Chairman of the National Peace Committee, a discussion was held with representatives of the Peace Committee and of various organisations on 4 May 1993.

(a) The Ministers and Heads of Departments of National Education and of Education and Training, the Chairman of the National Peace Committee, representatives of the African National Congress (ANC), the National Education Co-ordinating Committee (NECC) and the Congress of South African Students (Cosas).

(b) The meeting did not have a specific outcome. A report was made to the

Cabinet as a result of a discussion on matters relating to examination fees.

(2) Yes. A full report on the meeting was submitted to the Cabinet. It was decided that all parties concerned should be consulted concerning the payment of examination fees.

(3) No. A statement will be issued after this process of consultation has been completed.

Farm labourers' housing: subsidy scheme

*6. Mr A S BEYERS asked the Minister of Agriculture:

(1) Whether a subsidy scheme in respect of farm labourers' housing was discontinued at the end of 1992; if not, what is the position in this regard; if so, why;

(2) whether the Government has decided to reinstate this scheme; if not, why not; if so, when was the scheme reinstated or is it to be reinstated;

(3) whether he or his Department received any representations in this regard from organized agriculture; if so, what was the purport of these representations;

(4) whether he will make a statement on the matter? B808E

The DEPUTY MINISTER OF AGRICULTURE:

(1) Yes. Great interest in the scheme caused the allocated funds for 1992-93 to be completely committed by the end of November 1992 and no new applications could subsequently be considered. This commitment shall, however, be met in full during the current financial year.

(2) The Department of Agriculture was compelled to rearrange the priorities in respect of the assistance measures which must be accommodated during the 1993-94 financial year. Continuation of the scheme is being kept in abeyance pending a final decision on assistance measures at present under consideration. The Department of Local Government and National Housing has also been approached to provide funds from the National Housing Fund for this purpose.

HOUSE OF ASSEMBLY

Unions meet on plan Star 19/5/93 to start mass action

Labour Correspondent

Representatives of six Cosatu-aligned public sector unions met yesterday at the offices of the SA Democratic Teachers' Union to consider mass action aimed at forcing the Government to reconsider its 5 per cent wage offer. (354)

The plan for mass action was announced a fortnight ago but there are signs it may not get under way for a month.

The teachers' strike action is scheduled to

begin next Monday.

Post Office and Telecommunication Workers' Association general secretary Mlungisi Hlongwane said members of his union would march through Johannesburg today. (AEC)

The National Education, Health and Allied Workers' Union's Neal Thobejane said the wage increase was due to take effect on July 1, allowing time during June for the Government to act. This would be "the decisive month", he said.

Star 19/5/93
Postal workers' march today

The Witwatersrand region of the Post and Telecommunication Workers' Association is to march to the regional offices of the Post Office and Telkom in Johannesburg to present a memorandum of demands. The march will start at 9 am today in Wanderers Street, Johannesburg. Potwa is demanding a quick response to its wage demands and an immediate ban on cellular telephones. — Sapa.

(354) 2158

Teacher strike over pay and retrenchments still possible

Exam fees suspended

Star 21/5/93



Piet Marais... teachers want meeting with Minister on retrenchments.

By Kaizer Nyatsumba and Brendan Templeton

The Government last night moved to defuse the education crisis by opening the way for the suspension of examination fees, and providing for wage increases for "certain limited categories" of teachers later this year.

The Government was resolved. The Government concessions followed lengthy talks between President de Klerk and ANC leader Nelson Mandela in Cape Town on Wednesday and in Pretoria yesterday.

Sadu welcomed the Government's announcement, but called for an urgent meeting with National Education Minister Piet Marais to discuss retrenchments.

"The May 24 (strike) deadline still stands," said Sadu president Shepard Mdladlana yesterday.

He also demanded that Education and Training Minister Sam de Beer withdraw an application for a court interdict to prevent the union from striking.

Mdladlana said the final decision on the strike would be made by the national strike committee following the negotiations with Marais.

Exam fees suspended

Star 21/5/93
● From Page 1

was being discussed. It said there were certain categories in teaching and in the civil service which deserved "special merit and sympathetic attention".

The Government said its ability to absorb the cost of increasing teachers' wages would be eased by the expected removal of remaining sanctions, a reduction in the level of violence and an end to "economically harmful or disruptive mass action and inflammatory statements".

De Beer said last night the decision to suspend exam fees also affected pupils in the self-governing territories. School principals would be asked to submit outstanding registration forms to DET regional offices by May 28.

Fees already paid would be reimbursed.

The ANC had undertaken to help negotiate with "outside instances" for payment of R16,8 million which would have come from collection of exam fees, De Beer added.

Minister won't budge from 5 %

South 22/5 - 26/5/93

THE MINISTER of National Education, Mr Piet Marais, says he cannot re-open negotiations on the five percent increase for teachers in this financial year.

However, he is eager to start negotiations on an increase during the next fiscal year.

The South African Democratic Teachers Union will embark on an indefinite strike on Monday if its immediate demands are not met. These are: the re-opening of negotiations on the five percent salary dispute, with particular focus on an acceptable living wage for lower qualified teachers; and an end to the government's policy of rationalisation, and in particular an end to the retrenchment of teachers.

According to Marais South Africa is already spending 27 percent of its budget on education. "There is no more money", he emphasises.

He is willing to talk about the salaries of teachers in the lower categories, and to negotiate the examination fees of pupils in the Department of Education and Training (DET).



PIET MARAIS

On the looming threat of a strike by teachers over pay, Marais points out that it will have to be dealt with.

"We will have to end it in some or other way in the interests of education," he says. "We will have to find ways of getting around this immediate demand. The strike is not important to me, but to the children of this country. But I cannot allow expectations to be created."

Marais will be meeting ANC Western Cape Chairperson Allan Bocsak on Friday to try and find a political solution to the crisis.

No action at deadlocked SABC

By SHARON CHETTY

THREATENED industrial action by 1 600 SABC employees failed to take off yesterday.

SI Times 23/5/93
The mostly white SABC Staff Association (Sabsa) polled an 80,8 percent vote in a strike ballot this week, but despite reaching a deadlock with management in emergency talks on Friday night, no action was taken.

(354)
Sabsa members include plumbers, electricians and producers, who warned of "massive disruption" of TV services after

management refused a demand for a 10,5 percent salary increase and offered only 7,5 percent.

Tempers flared at Auckland Park on Friday morning when employees were sent a memo warning that a lock-out would be instituted and May salaries withheld unless they accepted the SABC's offer.

A union spokesman Anton Meyer said Sabsa would take the matter to court tomorrow.

The SABC said contingency plans had been made to ensure that viewers would not suffer if workers went on strike.

Strike ballot 'a first'

THE SA Municipal Workers Union (Samwu) is currently conducting its first ever national strike ballot on the issue of a four percent wage offer, president of the Cape Town branch, Mr Salie Manie, said yesterday. (354)

This follows a council statement on Friday, which said that agreement had been reached with Samwu and the SA Association of Municipal Employees (SAAME), that the current wage deadlock be referred to private arbitration. (S/Times)

Council is currently drawing up its proposed terms of reference for the arbitration which will shortly be submitted to the unions, together with a list of suggested arbitrators, it said. (C/memo)

It will also supply an analysis of the effect which salary increases will have on rates. 23/5/93

Council hopes that Samwu's support for the call to participate in mass action and workplace demonstrations, is not aimed at the municipality and rate-payers, the statement said.

Sowetan 24/5/93

Sabsa shuts five radio stations

By Tsale Makam

354

THE South African Broadcasting Staff Association blacked out TV and radio programmes on Saturday after wage increase talks deadlocked.

Radio Zulu and Highveld stereo were among the five radio stations affected by the 10-minute blackout imposed also on TV, upsetting, among other programmes, a rugby game beamed internationally. (SABC)

The 1 700-member union wants a 10 percent

■ TV also hit by workers' anger: increase against the SABC's "final offer" of 7,5 percent.

The SABC threatened to withhold the May salaries of those members who still rejected the final offer. (SABC)

Refusing to be bulldozed Sabsa, which consists mainly of white technical staff, blacked out TV and radio channels. (SABC)

They are fighting the May salary issue in the Industrial Court today. (SABC)

AG says bail could affect public safety

News in brief

Azapo meets in OFS

THE Azanian People's Organisation is to hold its Free State provincial congress in Welkom on Saturday.

Announcing this, national organiser Mr Fundile Mafongosi said the agenda would include "the growth of the movement" in the province, elections of the provincial leadership and Azapo's plans for ending the violence.

Meanwhile, Azapo's Transvaal vice-president, Mr Nkosi Molala, is to leave for France next week to attend an international conference of socialist organisations focusing on the impact of the IMF and World Bank on struggles of oppressed people throughout the world.

Nelson on SACP ties

NELSON Mandela set the election-eering trail yesterday by telling an Indian and white entrepreneurial audience the ANC's alliance with the Communist Party was valid only up to the overthrow of white minority rule at the ballot box.

He portrayed the symbiotic relationship between the two parties, who share several top leaders, as a pragmatic alliance of potential antagonists,

comparing it to the pact between the West and the Soviet Union in World War 2.

"The basis of our alliance is a hatred of and determination to overthrow racial oppression," he told a fundraising breakfast in Natal.

Fired teachers rehired

THE rehiring this year of 1 014 of the approximately 5 000 teachers retrenched from the "white" Department of Education and Culture last year, would not cost the taxpayer more money, says superintendent-general Dr Henry Stone.

Stone was defending his department's decision to rehire about 20 of the teachers it fired last year, after disclosures to this effect were made in Parliament last week as a result of a question by Democratic Party education spokesman Mr Roger Burrows, MP for Pinetown.

"No extra money is being provided by the department, and we are doing it only to prevent pupils from suffering," said Stone. — Own Correspondent — Sapa-APF.

Teachers divided over tactics

Star 25/5/93

By Phil Molefe
Education Reporter

The Soweto branch of the South African Democratic Teachers' Union (Sadtu) is deeply divided over the continued use of disruptive campaigns to back teachers' demands for improved pay and conditions. (354)

Investigations by The Star reveal that senior executive committee members of the Soweto region have refused to sanction some of the recent campaigns.

The gulf between the warring factions is set to widen in the wake of the Soweto region's decision to go on strike in spite of the national position to "give negotiations a chance". (355)

Already, two factions exist: the "pro-action" teachers who are in favour of mass action and strikes, and the "concerned group" who believe in the minimum use of disruptive campaigns. (356)

The cracks were evident yesterday as confusion reigned at most Soweto high schools with almost all the "pro-action"

teachers either on a stayaway or else at the schools but not conducting lessons.

"Concerned group" teachers told The Star they would continue teaching in spite of the "mini-boycott" and would only take a cue from the national leadership.

Several leading members of the Soweto executive have either resigned their positions or refused to stand for elections.

In what could be the final nail in the coffin, six senior executive members of the branch de facto resigned their positions when they refused to stand for re-election at the annual meeting held at the weekend.

The six top officials are vice-chairman Madoda Madi, general secretary Veli Mnyandu, education officer Mxolisi Nkosi, publicity secretary Oupa Mpetha, treasurer Palesa Popi and sports officer Bhabha Memani.

The Sadtu branch is effectively run by chairman Matakanye Matakanye, who called for a strike in defiance of the national position, and his deputy Pinki Mbowane. Matakanye was not available for comment.

SABC rugby transmission break probed

Star 25/5/92
By Paul Bell
Labour Correspondent

Industrial action by 1 650 technical staff at the SABC has been suspended and the corporation is considering declaring their weekend interruption of the Ellis Park rugby broadcast a breach of strike rules.

The dispute escalated on Saturday when members of the Staff Association, which is seeking a 10 percent salary increase — 2,5 percent more than the SABC has offered — interrupted transmission of the Transvaal-Auckland match at Ellis Park.

The union has told the SABC it is suspending its action, but SABC labour adviser Christo Pretorius said the corporation intended to pursue the lock-out, which involved withholding of May salaries. The union had until Thursday to respond.

It is understood that the SABC has instructed attorneys to investigate whether Sabsa's action on Saturday constituted a breach of strike rules.

If so, the SABC has the option of taking disciplinary steps against those involved, or withdrawing the legal protection currently afforded to Sabsa's strike action.

"We consider that kind of action to amount almost to sabotage," said a management spokesman.

(54)

Broadcast union to seek interdict

(354) LLOYD COUTTS

THE SA Broadcasting Staff Association (Sabsa) is expected to seek an interdict this week preventing the SABC from retaliating against industrial action at the corporation by withholding members' May salaries.

Sabsa's industrial action began on Friday after a dispute was declared when SABC's management refused to move from its salary increase offer of 7,5%. Sabsa was demanding a 10,5% pay hike. (BIDM)

SABC group labour relations manager Christo Pretorius said yesterday that the association could be in breach of a strike agreement, which could negate the protection granted the industrial action. 25/5/93

Pretorius said the SABC was investigating the possibility that the disruption of Saturday's rugby final on TV1 had been "sabotage".

He said the SABC was awaiting a response from Sabsa by Thursday to its proposals for settlement, but was unsure of the significance of Sabsa's weekend announcement that it would suspend industrial action until legal steps against the corporation were formalised.

Sabsa spokesman Valerie Hopper yesterday refused to comment.

Seeff ties up with UK estate agency

(BIDM) 25/5/93

CAPE TOWN — Seeff International Properties has formed an association with UK-based real estate agency Hamptons International, a step which is expected to generate mutual referrals of business between the two companies.

Seeff Residential Properties chairman Samuel Seeff said yesterday that an estimated 300 families in the UK were looking to emigrate to SA once they were able to sell their homes. The Seeff group had recorded sales of about R150m to foreign investors during the past five years, he noted.

He said the Seeff group was optimistic about the future of the new SA and felt it was time to lay the foundation for a future association with Hamptons. Already Seeff properties had been marketed to Hamptons' exclusive client base by means of brochures.

Seeff International Properties MD Carmella Seeff also believed that there were a growing number of Brit-

LINDA ENSOR

ish people considering a property investment in SA. Adding impetus to this trend was the favourable exchange rate and the close historical ties between the two countries.

Hamptons' referral relationship with Seeff was the first of its kind with a foreign estate agency, Samuel Seeff said. Hamptons had more than 100 offices in 16 countries and territories including Jersey, the US, Guernsey and Hong Kong as well as associated offices in France, Spain and Portugal. It was represented throughout the UK and in Scotland, serving the upper end of the property market.

Hamptons was a separately managed subsidiary of a leading financial institution offering services such as lettings and management, surveying, relocation, and commercial services. The Hamptons International division offered advice on the financial, insurance and legal implications of buying and selling property overseas.

High incidence of rape in SA fuels the rapid spread of HIV

THERE is growing concern among medical experts that SA's extraordinarily high incidence of rape — amongst the highest in the world — is fuelling the country's AIDS epidemic.

Panos WorldAIDS reports in its latest publication that in SA a rape is carried out every 83 seconds on average. Victims of sexual abuse are increasingly worried about the risk of contracting HIV.

Johannesburg AIDS Centre spokesman Melanie Sacks said the violence involved in rape meant that the threat of contracting the virus was greater. "As the prevalence of HIV in the population rises, people who are raped will be at increased risk of infection," she said.

About half the rape victims seen at Baragwanath Hospital's special abuse unit in Soweto were less than 15 years old, and 40% of them were very young children, unit district surgeon Dr Thamsanqa Bomvana said.

Patients attending the unit were not screened for HIV because the test was considered too expensive. However, staff were pressing for routine testing because the risk of contract-

KATHRYN STRACHAN

ing HIV during rape was high and increasing steadily. The virus spread at a rate of 400 to 500 new infections a day.

A recent study by the National Institute for Crime Prevention and Rehabilitation of Offenders (NICRO) reached some stark conclusions: one in four SA women would experience rape; there were 380 000 rape cases in SA each year; and 95% of victims were black.

According to Wits Centre for the Study of Violence director Lloyd Vogelmann gang rape, known as "jackrolling", had become a cult in certain deprived communities. "In a society that condones violence, the more extreme the violence, the higher the status. And gang rape is the worst kind of violence," he said.

Refiloe Serote of the Alexandra AIDS action committee said child abuse was increasing in overcrowded townships as poverty, unemployment and despair undermined family life. However, it was widely denied and rarely challenged.

Arrest warrants for witnesses

SUSAN RUSSELL

A RAND Supreme court judge issued warrants for the arrest of two of Gary Beuthin's witnesses yesterday after they ignored warnings to be in court.

Soon after Judge M J Strydom issued the warrants, one of the pair, Edward Jacobs, arrived.

He said he had been delayed at a business meeting.

Meanwhile, the court was told the State and investigating officer had been unsuccessful in locating a number of people Beuthin wished to call as witnesses.

Beuthin had furnished the court with a list of more than 20 witnesses he wished to call.

He has pleaded not guilty to kidnapping and attempting to murder Jill Reeves, 33, on May 10 last year.

Beuthin admits assaulting Reeves at her Melrose flat, but claims he did so under the influence of steroids, cocaine and alcohol after she provoked him and took his car without his permission.

Strike will go on, vow Star 26/5/93 teachers

Schooling came to a standstill in Soweto yesterday as teachers voted for continued strike action to push for higher salaries and better working conditions.

The teachers, all members of the SA Democratic Teachers' Union (Sadt), are demanding a 30 percent salary increase and that the DET do away with its rationalisation programme, reinstating teachers retrenched under the scheme.

The DET reported that no schooling took place in Soweto schools yesterday while school attendance ranged from "poor" to "reasonable" in other parts of the country as the teachers' strike entered its second day.

Many schools in the Cape Peninsula and Boland were deserted, and classes in the Free State were disrupted as teachers embarked on their week-long strike.

In Natal, schools falling under the House of Delegates and House of Representatives were affected by teacher and pupil protest actions.

Sadt's Soweto branch spokesman Solly Mautjana denied yesterday that teachers were split over the strike. "We support the strike," he said.

Sadt national general secretary Randall van den Heever said the national body accepted that some regions, including Ennerdale, Eldorado Park, Bor-

der and the western Cape, were continuing with the strike.

"The Soweto branch is dissatisfied with our position and is demanding that the DET should give an indication of how much it proposes to give the teachers in terms of salary increases," he said. The DET is meeting Sadt today to discuss the teachers' demands.

Education and Culture Minister Sam de Beer said yesterday the Government had decided to open the official channels for salary negotiations, but it had not retracted its position on a 5 percent general increase for civil servants and educators.

● A two-week stayaway by Venda teachers was suspended yesterday after the homeland agreed to pay equal salaries to male and female teachers holding equivalent positions.

● University of SA (Unisa) students and SA Students Congress (Sasco) members resolved to demonstrate today against the university's "failure to adapt to democratic changes".

The students also condemned the university's "lack of sensitivity" towards the troubled University of Bophuthatswana and other education colleges in the homeland, many of which have closed after pupil boycotts.

The pupils and Sasco called for the dissolution of the university senate and council.

— Staff Reporter, Sapa.

ensure that this document to which he referred cannot easily be forged. In the second place, it is procedure to make use of fingerprints.

Any person can be bribed in any circumstances. No country in the world can prevent people from being bribed or forged from taking place. We can introduce measures, however, to prevent this. I referred again to the document itself and to the fact that the procedures in all respects required fingerprints and also that we had made the legislation much stricter earlier this year. We increased penalties, from a fine to two years imprisonment, and six months' imprisonment was increased to five years' imprisonment. [Interjections.]

I submit that it is very easy to present vague allegations here. Hon members should present more positive proof and solutions. I submit that this Government introduces the sternest measures to strengthen our identity documents.

Debate concluded.

QUESTIONS

†Indicates translated version.

For oral reply:

General Affairs:

SABC: footage of Mr Hani's death/funeral

*1. Mr J H W MENTZ asked the Minister of Home Affairs:

- (1) Whether the South African Broadcasting Corporation was requested by the Goldstone Commission recently to furnish full and unedited footage of video material in respect of the death and funeral of Mr Chris Hani, if so,
- (2) whether this request was accepted to; if not, why not; if so, to what extent;
- (3) whether he will make a statement on the matter? B810E

†The MINISTER OF HOME AFFAIRS:

- (1) Yes.
- (2) Yes, all available material was furnished to the Goldstone Commission. The SABC does not keep all unedited ver-

HOUSE OF ASSEMBLY

sions of material, because the video cassettes are used repeatedly. All available material on the Hani funeral was however furnished to the Goldstone Commission.

(3) No.

†Mr J H W MENTZ: Mr Speaker, arising out of the reply of the hon the Minister I wish to state that we have information that the footage of events inside and outside the stadium which was handed to the Goldstone Commission contains only positive aspects which portray the ANC in a positive manner and that the events surrounding the intimidation and the burning of people and animals were not supplied to the Goldstone Commission.

†The MINISTER: Mr Chairman, if the hon member can give that specific information to me, I shall pass it on and specifically request that it be attended to. I also want to say that at this stage I am not aware that the Goldstone Commission is not satisfied with the cassettes that were handed to them.

†Mr J H W MENTZ: Mr Speaker, further arising out of the hon the Minister's reply I wish to say that it is quite clear from his answer that that material no longer exists and that some of the material has been erased because of the use of the cassettes.

†The MINISTER: Mr Speaker, one simply cannot expect the SABC to keep the cassettes of everything they record forever.

Randburg City Council: Chairman of Management Committee

*2. Mr P H DE LA REY asked the Minister of Local Government:†

- (1) Whether a certain person, particulars of whom have been furnished to the Minister's Department for the purpose of his reply, was recently elected chairman of the Management Committee of the Randburg City Council; if so, (a) when and (b) what is the name of this person;
- (2) whether, at the time of his election, the person qualified for election as chairman of this Management Committee; if so, in terms of what statutory and/or other provisions; if not, why not? B811E

†The MINISTER OF LOCAL GOVERNMENT:

†Mr Speaker, in opening, allow me to congratulate you on the fact that you are occupying the Chair on 26 May 1993, 45 years after 26 May 1948. [Interjections.]

(1) (a) March 1993

(b) Councillor G C Cooney

(2) Yes—Chapter III of the Municipal Elections Ordinance, No 16 of 1970, Transvaal.

Traffic officers: remuneration

*3. Adv C H PIENNAAR asked the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration):†

Whether, in the 1991-92 and 1992-93 financial years, the Commission for Administration took steps to improve the remuneration packages of provincial traffic officers; if not, why not; if so, what steps? B812E

†The MINISTER FOR NATIONAL HEALTH AND WELFARE (for the Minister of Education and Training and of National Housing (Minister responsible for the Commission for Administration)):

Yes. 1991-92 financial year: In addition to the incorporation of the 10% non-pensionable allowance, which had been payable to all Public Service Act personnel since 1 April 1990, into basic pensionable salary and the granting of a differentiated salary adjustment of 9,6% at the lowest level and 6,6% at the highest level, the following steps were taken:

- A non-pensionable occupational allowance of R1 200 per annum was instituted for the four lowest post levels of provincial traffic officers.
- The gradings of the remaining two post levels were upgraded by one post level each.

1992-93 financial year: An average pensionable general salary adjustment of 9,2% was granted to all Public Service Act personnel.

†Adv C H PIENNAAR: Mr Chairman, this question has arisen every year for the past three years now and I have also put it at provincial debates.

Arising out of the hon the Minister's reply, I should like to ask why the remuneration package of provincial traffic officers, who make up the front line of law enforcement, especially on the roads, is still so far behind that municipal traffic officers generally get better remuneration packages than provincial traffic officers.

Although these adjustments mentioned by the hon the Minister have been made, they are still so far behind that provincial traffic officers are some of the worst-paid law enforcers in this country. I want to know why attention is not being given to this.

If one asks the question on a provincial level, they refer one to the central level. When one asks it on a central level, they refer the matter back and say that it has been attended to. Why are these people's remuneration packages not brought onto the same level as, for example, the SA Police? [Interjections.]

†The MINISTER: Mr Speaker, the hon member may table the question so that the relevant hon Minister can reply to it for him.

Slagboom: accident involving school cadets

*4. Mr E W TRENT asked the Minister of Defence:

- (1) Whether, with reference to an accident which occurred at Slagboom on or about 18 March 1993 and in which a number of pupils were killed and injured, school cadets attending cadet camps have the same status as do members of the public undergoing national service; if not, (a) why not and (b) how does their status differ;

- (2) whether the South African Defence Force has paid or intends paying compensation in respect of each pupil killed or injured in the above-mentioned accident; if not, why not; if so, (a) what amount and (b) how is this amount calculated? B836E

†The DEPUTY MINISTER OF DEFENCE:

Mr Speaker, before I answer the question, on behalf of the Government and the SA Defence Force I should like to express our sincere sympathy to the parents and family and friends of the three boys who passed away in this tragic accident.

HOUSE OF ASSEMBLY

Strike still in balance

Star 21/5/93
354
The decision to end the four-day teachers' strike still hangs in the balance after the Department of Education and Training and the SA Democratic Teachers' Union ended a meeting in Pretoria yesterday without reaching agreement. The meeting continues tomorrow.

The strike is for a 30 percent wage increase and improved working conditions.

The teachers say they will not teach until their demands are met. They also want the merit award system and the DET's rationalisation programme scrapped, and the reinstatement of retrenched teachers.

Soweto high schools were deserted yesterday and although primary school pupils attended classes, no schooling took place.

Meanwhile, the Government has announced a National Education Forum will be set up before the end of next month, says Dr Andre Dippenaar, head of the facilitating group. — Own Correspondent and Sapa.

SABC white-collar staff strike in pay dispute

Blom 27/5/93
ABOUT 300 SA Broadcasting Corporation Staff Association (Sabsa) members went on strike yesterday afternoon after SABC management announced it was withholding May salaries unless the union accepted a 7,5% salary increase offer.

The walkout, which was part of selective industrial action, will last until 8am on Tuesday next week, a Sabsa spokesman said.

An SABC spokesman said programmes could be affected by the Sabsa decision. He did not know whether coverage of Monday's Comrades marathon would be affected.

Meanwhile, SABC management

STEPHANE BOTHMA

has adopted a policy of "no work, no pay" and officially announced a lock-out of Sabsa members. Sabsa is demanding a 10,5% salary increase.

The 1800-member union represents mostly white-collar workers in technical, clerical and administrative positions.

The strike was voluntary, a Sabsa spokesman said, adding that at this stage it was confined to the Johannesburg region.

He said the majority of members yesterday voted in favour of selective industrial action which would involve

only the withdrawing of service. Sabsa had given SABC management an undertaking that no sabotage or any other such action would be taken.

He stressed the action would be called off if a settlement could be reached.

In a statement given to Sabsa members yesterday, SABC labour relations manager Christo Pretorius said: "The lockout by the SABC is now in force. Consequently, Sabsa members in the bargaining unit will not receive their May salaries unless Sabsa accepts the SABC's proposal of an increase of 7,5% for the period March 1 1993 to February 29 1994."

(c) deur die tabelle in regulasie 4.3.3.1 deur die volgende tabelle te vervang:

"MEGANIES—

Indien die koste van die werke in die hoeveelheidslyste (BTW uitgesluit)—		is die gelde die som van die primêre gelde gemeld in kolom 3 en die sekondêre gelde bereken ingevolge kolom 4	
meer is as— (Kolom 1)	maar nie meer is nie as— (Kolom 2)	Primêre gelde (Kolom 3)	Sekondêre gelde: Bereken op die waarde in kolom 1 en 2 teen die volgende persentasies (Kolom 4)
R	R	R	%
0	346 000	0	3,15
346 000	1 729 000	865	2,90
1 729 000	4 582 000	5 188	2,65
4 582 000	9 164 000	12 060	2,50
9 164 000	13 812 000	25 806	2,35
13 812 000	20 681 000	39 619	2,25
20 681 000	—	70 640	2,10

"ELEKTRIES—

Indien die koste van die werke in die hoeveelheidslyste (BTW uitgesluit)—		is die gelde die som van die primêre gelde gemeld in kolom 3 en die sekondêre gelde bereken ingevolge kolom 4	
meer is as— (Kolom 1)	maar nie meer is nie as— (Kolom 2)	Primêre gelde (Kolom 3)	Sekondêre gelde: Bereken op die waarde in kolom 1 en 2 teen die volgende persentasies (Kolom 4)
R	R	R	%
0	314 000	0	3,15
314 000	1 556 000	785	2,90
1 556 000	4 133 000	4 675	2,65
4 133 000	8 259 000	10 874	2,50
8 259 000	12 448 000	23 263	2,353
12 448 000	18 641 000	35 711	2,25
18 641 000		63 672	2,10"; en

(d) deur ná regulasie 4.3.5 die volgende regulasie in te voeg:

"4.3.6 Heffing van BTW

BTW moet by die gelde of vergoeding bereken volgens regulasie 4 gevoeg word."

(28 May 1993)/(28 Mei 1993)

BOARD NOTICE 55 OF 1993

EXCLUSION OF BENEFITS FROM THE DEFINITION OF "LEAVE SCHEME" IN THE REMUNERATION OF TOWN CLERKS ACT, 1984

I, Jacobus Venter, Acting Secretary to the Board of Remuneration and Service Benefits of Town Clerks, duly authorised thereto by the said board in terms of section 2 (2) of the Remuneration of Town Clerks Act, 1984 (Act No. 115 of 1984), and with the concurrence of the Commission for Administration, hereby

RAADSKENNISGEWING 55 VAN 1993

UITSLUITING VAN VOORDELE VAN DIE OM-SKRYWING "VERLOFSKEMA" IN DIE WET OP DIE BESOLDIGING VAN STADSKLERKE, 1984

Ek, Jacobus Venter, Waarnemende Sekretaris van die Raad op Besoldiging en Diensvoordele van Stadsklerke, handelend kragtens magtiging deur die gemelde raad aan my verleen ingevolge artikel 2 (2) van die Wet op die Besoldiging van Stadsklerke, 1984 (Wet No. 115 van 1984), en met instemming van die Kommissie vir Administrasie, kondig hiermee vir algemene kennisname aan dat die paragraaf getiteld

→ PTC -P

announce for general information that the paragraph titled "New Exclusion" of Board Notice 26 of 1989, as amended, is amended by the following deletions in square brackets and underlined additions: ~~354~~ 354

"All leave benefits in terms of an approved scheme applicable to employees in the service of local authorities on or before [30 June 1993] 30 June 1994 and more beneficial than those applicable to a deputy director-general, are excluded from 'leave scheme' as defined in the Act, with the exception of those leave conditions amended during the period 1 January 1987 to [30 June 1993] 30 June 1994 and of a more beneficial nature than the benefits in force before 1 January 1987. This exclusion applies to individual cases for as long as the employee concerned stays in the service of the local authority where the benefit was earned, or until such time as he chooses to receive his leave benefits in terms of the scheme within the Board's determination."

J. VENTER,

Acting Secretary.
(28 May 1993)

NATAL LAW SOCIETY

AMENDMENT OF RULES

It is hereby notified that the following amendments to the Rules of the Natal Law Society as published in *Government Gazette* No. 6316 dated 2 March 1977, and as amended by—

Government Gazette No. 6848 dated 15 February 1980;
Government Gazette No. 7924 dated 20 November 1981;
Government Gazette No. 9316 dated 13 July 1984;
Government Gazette No. 10100 dated 21 February 1986;
Government Gazette No. 10679 dated 3 April 1987;
Government Gazette No. 12300 dated 23 February 1990;
Government Gazette No. 13933 dated 24 April 1992;

have been made by its members at an Annual General Meeting, and after consultation with the Judge President of Natal, have been approved by the Chief Justice of South Africa in terms of section 74 of the Attorneys Act, No. 53 of 1979:

1. In Rule 14—

(1) in paragraph (b), by the substitution for subparagraph (vi) of the following subparagraph:

"(vi) Doing or permitting in the carrying on of, or in the course of, his practice anything which may reasonably be regarded as likely to attract business unfairly."

"Nuwe uitsluiting" van Raadskennisgewing 26 van 1989, soos gewysig, soos volg deur die weglatings in tekshakies en onderstreepte byvoegings, gewysig word:

"Alle verlofvoordele van werknemers wat op of voor [30 Junie 1993] 30 Junie 1994 in diens van plaaslike owerhede is of was en op wie 'n goedgekeurde verlofskema van toepassing is wat gunstiger is as dié van 'n adjunk-direkteur-generaal, word uitgesluit van 'verlofskema' soos in die Wet omskryf, met uitsondering van daardie verlofvoordele wat in die tydperk 1 Januarie 1987 tot [30 Junie 1993] 30 Junie 1994 gewysig en gunstiger is as dié voordele wat voor 1 Januarie 1987 gegeld het. Hierdie uitsluiting geld per individuele geval vir solank die betrokke werknemer in die diens van die plaaslike owerheid waar hy die voordeel verdien het, bly, of tot wanneer hy verkies om volgens die sielsel binne die Raad se vasstelling sy verlofvoordele te ontvang."

J. VENTER,

Waarnemende Sekretaris.
(28 Mei 1993)

NATALSE WETSGENOOTSKAP

WYSIGING VAN REËLS

Hiermee word kennis gegee dat die volgende wysigings van die Reëls van die Natalse Wetsgenootskap soos afgekondig in *Staatskoerant* No. 6316 gedateer 2 Maart 1977, en gewysig deur—

Staatskoerant No. No. 6848 gedateer 15 Februarie 1980;
Staatskoerant No. 7924 gedateer 20 November 1981;
Staatskoerant No. 9316 gedateer 13 Julie 1984;
Staatskoerant No. 10100 gedateer 21 Februarie 1986;
Staatskoerant No. 10679 gedateer 3 April 1987;
Staatskoerant No. 12300 gedateer 23 Februarie 1990;
Staatskoerant No. 13933 gedateer 24 April 1992;

deur lede op 'n Algemene Jaarvergadering gemaak is en na oorlegpleging met die Regter-president van Natal is dit deur die Hoofregter van Suid-Afrika kragtens artikel 74 van die Wet op Prokureurs, No. 53 van 1979, goedgekeur:

1. In Reël 14—

(1) in paragraaf (b), om subparagraph (vi) deur die volgende subparagraph te vervang:

"(vi) om enigiets in die loop van of in die uitvoering van sy praktyk te doen of toe te laat wat redelikerwys geag kan word waarskynlik besigheid op onbillike wyse aan te trek."

SABC backs down over withheld pay

SABC management yesterday backed down on its decision to withhold the salaries of SABC Staff Association (Sabsa) members involved in industrial action following rejection of a 7,5% pay increase offer.

Blom 28/5/93
The 1 800-member union, representing mainly white collar workers, is demanding a 10,5% increase.

A lockout announced by SABC management on Wednesday, whereby May salaries were withheld from Sabsa members involved in the bargaining unit, was lifted yesterday, a Sabsa spokesman said. The announcement had resulted in about 300 Sabsa members going on immediate strike.

STEPHANE BOTHMA

However, the union continued with selective industrial action pending an improved offer, he said. ~~25~~ 354

He believed management's decision to lift the lockout was prompted by legal action which will be brought by Sabsa in the Industrial Court today.

It was reported yesterday that SABC group CE Wynand Harmse said management had also decided to implement unilaterally its offer of a 7,5% increase.

Sapa reports that he said nearly 500 Sabsa members had resigned from the union because of its strike.

Sabsa threatens SABC 'sabotage'

W/mail 28/5 - 3/6/93

(28)

354

THE SABC could face "blatant sabotage" from the 1 600 workers whose salaries it is withholding as part of lock-out action. The workers belong to the mainly white South African Broadcasting Staff Association (Sabsa) which is involved in a salary dispute with the corporation.

The new SABC board will step into the fray when it gets into the hot-seat on June 1, if the dispute is not sorted out by today.

Sabsa is pushing for a 10,5 percent increase this year; the SABC has offered 7,5 percent. It organises technicians, production and administrative staff who last week voted overwhelmingly in favour of "selective industrial action".

The SABC responded by declaring a lock-out in the form of withholding salaries. When all other staffers were paid this week, Sabsa members were not. Sabsa this week went to the industrial court to seek an urgent interdict against the SABC.

"We have rendered services for the month. There is a lot of fear and anger among members," said the association's general secretary Valerie Hopper this week. She added that she has had to calm irate members keen on industrial action this week.

A unidentified Sabsa member claimed responsibility for disruptions to the broadcast of Saturday's Super 10 rugby match, but the corporation attributed this to technical hitches.

SABC head of human resources Christo Pretorius this week suggested Sabsa's action was politically motivated and fuelled by changes at the corporation.

It is a conservative association faced with tumultuous changes and the erosion by affirmative action of the privileged positions held by its members. It only opened to black members in 1985 and has attracted a small number of black staffers.

The new SABC board might be handed a political hot potato if a technicians strike is not resolved before it takes office next week.

By **FERIAL HAFFAJEE**

Hopper denies this. "Sabsa is not a political organisation, it is not politically affiliated. And the requirement for a new board is that it should be apolitical. There is fear among our membership, but the situation is not exclusive to the SABC."

Sabsa, which was established in 1948, has always been something of a sweetheart union, which may explain why neither of the two other unions at the corporation have sent messages of support.

The company's 7,5 percent wage offer has been accepted by the Media Workers Association of South Africa (Mwasa) and has been implemented for non-unionised employees and the SABC branch of the South African Union of Journalists.

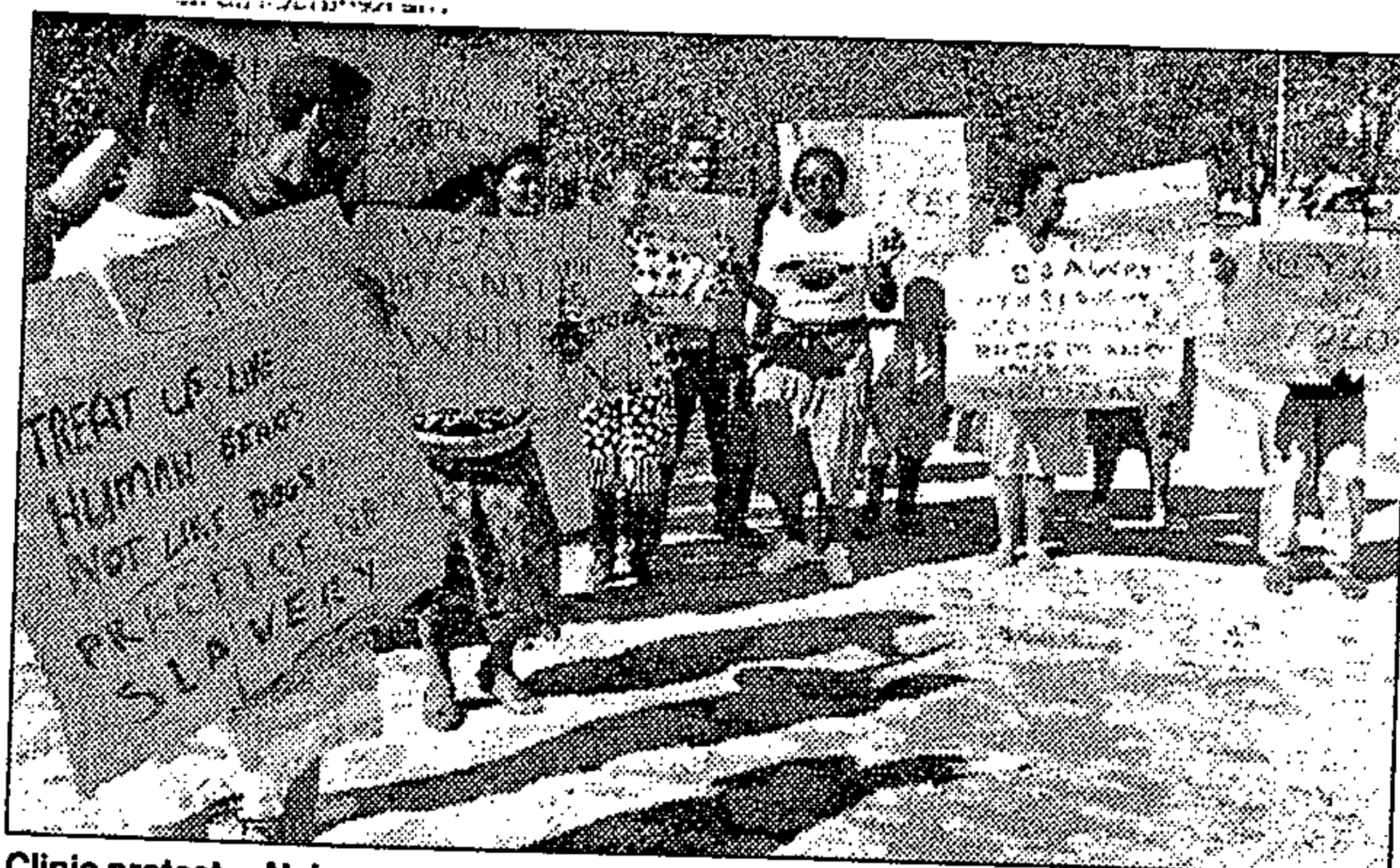
But sources suggest that Mwasa received an effectively higher increase this year and that this underlies the wage dispute.

Hopper this week claimed that "if you did your calculations" Mwasa received a higher increase.

Ironically, last year this time, the SABC faced a militant strike by 1 000 Mwasa members. Radio stations were brought to a standstill and CCV broadcasts were severely hampered.

In the strike settlement, Mwasa members received a 15 percent increase effective until March this year to make up for not being paid for the two months they went on strike.

Hopper believes that taking this into account, Mwasa members received higher increases.



Clinic protest ... Nehawu members at the Garden City Clinic

Photo: RUTH MOTAU

Public sector simmering

Weekly Mail Reporter

STRIKING staffers from the Garden City Clinic held a protest demonstration near the hospital this week. The health-workers were dismissed by the clinic for going on a wage strike. The National Education Health and Allied Workers' Union (Nehawu) and the clinic's management have agreed to take the dispute to mediation.

If the strike at the clinic (owned by Clinic Holdings) spills over to state-run hospitals, it would add to simmering conflict in the public sector. *W/Mail 28/5-3/6/93*

The government's climb-down on teacher's salaries narrowly averted a strike this week. But, it has also sparked calls for the reopening of wage negotiations across the sector.

Nehawu assistant general secretary Neal Thobojani said "this (wage negotiations) can't be done in a piecemeal way". The South African Democratic Teachers' Union (Sadtu) would put forward this demand in its negotiations with the government.

Sadtu, along with Nehawu and other public

sector unions and associations, is a member of the Public Sector Forum.

The South African Municipal Workers' Union (Samwu) will soon ballot its 70 000 members for strike action to protest against the rationalisation and restructuring of local authorities across the country.

"These actions are proceeding despite appeals, petitions, and protests by workers. All workers protests have been completely ignored and are a waste of time and energy," Samwu said in a statement.

The Posts and Telecommunications Workers' Association will ballot its members for strike action at the Postal Services and at Telkom on June 1. The union this week said it would embark on strike action "not later than mid-June".

Wage negotiations have broken down in the sector and the union has pulled out of multilateral negotiations with a range of racial staff associations.

These associations have accepted a wage increase offer of 5,4 percent in the postal services and 5,8 percent from Telkom.

news in brief

Nurses march to Pretoria

Sowetan 28/5/93

ABOUT 1 200 trainee sisters from five nursing colleges marched on the Union Buildings in Pretoria yesterday to demand the disbandment of the SA Nursing Association and better salaries.

The nurses from Baragwanath, Garankuwa, Bonalesedi, Tshepong and Lebone colleges also rejected the "unilateral rationalisation" of health services by the Transvaal Provincial Administration.

They also demanded that nurses' student representative councils be recognised and the TPA came under fire for increased board and lodging fees.

Students want more funds

Sowetan 28/5/93

ABOUT 50 South African students studying in Nigeria under the Luthuli Memorial Trust are reportedly staging a sit-in at the trust's offices in Lagos to demand an increase in their allowances.

The students have claimed their supervisor has "shunned" them and have criticised the ANC's chief representative in Nigeria for ignoring their plight. A students' representative said the economic situation in Nigeria had "crumbled" with resultant rocketing prices and "we can't cope on our present allowances".

Returnees picket UNHCR

Sowetan 28/5/93

ABOUT 150 returned exiles yesterday besieged the Johannesburg offices of the UN High Commission for Refugees demanding that the organisation pay them their grants.

The returnees, who complained that their families were starving because they had not been given grants amounting to more than R4 000 since their return, vowed they would not leave the offices until their demands were met.

By late yesterday they were still staging a sit-in at the UNHCR offices at the Carlton Centre and vowed not to leave.

Star 29/5/93

Caught between SABC rock and a hard place

SEVERAL hundred SABC technical staff, caught in a financial nutcracker between their union and the corporation over a wage dispute, felt forced to resign from the union this week to get their May salaries.

By Thursday night, when the SABC finally withdrew its threat to withhold end-of-May salaries from members of the South African Broadcasting Staff Association — who have declared a dispute with the corporation and have been threatening "selective industrial action" —

between 450 and 700 SABS members had quit the union. And both sides, while wanting to maintain the appearance of hanging tough, were clearly seeking to de-escalate the dispute. But this week's flare-up, while it has aroused the ire and support of SABS members, has left in doubt their ability — as a middle-class, mainly white technical union — to sustain concerted industrial action in the face of concerted man-

agement retaliation. Court action by SABS against the SABC was called off 90 minutes before time yesterday. SABS had intended to seek urgent relief, claiming the SABC had victimised and intimidated its members and was subverting the collective bargaining process. The union reserves its position. The resignations were caused by an SABC lock-out involving the withholding of May salaries — as its response to

agreement retaliation. Court action by SABS against the SABC was called off 90 minutes before time yesterday. SABS had intended to seek urgent relief, claiming the SABC had victimised and intimidated its members and was subverting the collective bargaining process. The union reserves its position. The resignations were caused by an SABC lock-out involving the withholding of May salaries — as its response to

PAUL BELL
Labour Correspondent

354

sion in the June salary Both sides, while anxious to avoid the impression of capitulation, yesterday maintained their readiness to go to court. The SABC believes its retaliatory "salary strike" was within the agreed definition of a lock-out. And SABS believes it has sufficient evidence of intimidation. But both were equally concerned about the impact — on what they both referred to as "loyal SABC staff" — of the way in which the dis-

pute was playing out. SABC labour consultant Christo Pretorius said it was not the corporation's intention to destroy the union. And SABS's industrial relations spokesman Gareth Lawrence said the union had already received up to 50 new applications. Lawrence also pointed out that, in SABS's view, it had had strong backing from its membership. "Eight-five per cent of members were balloted — practically everybody who could

vote, did vote — and the ballot was 80,8 percent in favour."

In the meantime, SABS has agreed that if its various regional branches do proceed with selective strike action, they will proceed in a manner that causes as little inconvenience as possible to the SABC's viewers and listeners.

SABS will advise the SABC in advance of its intention, giving the SABC time to "get its act together" — which would probably permit the corporations to live with the disruptions to coverage of Monday's Comrades Marathon.

Demos put SABC on the blink

By SHARON CHETTY

SABC TECHNICAL staff withdrew from the coverage of key sporting events this weekend as a wage dispute dragged on for a second week. (22)

Yesterday, 27 members of the outside broadcast team for tomorrow's Comrades Marathon — which will be televised live — returned to Johannesburg from Durban. (354)

Two soundmen withdrew from the live broadcast from Loftus Versfeld of the Western Province-Northern Transvaal rugby match yesterday and on Friday night, eight crew members disrupted the live broadcast of the opera *Madame Butterfly* from the Nico Malan theatre.

The opera was replaced in mid-aria by a taped symphony concert.

Johan Schreuder, spokesman for the 1 600-member SA Broadcasting Staff Association, said the crew stopped working at 8.33 pm in a "peaceful demonstration".

Yesterday, SABC spokesman Willie Visagie said contingency plans were in place and coverage of major events was not threatened.

The industrial action was approved by 80 percent of Sabsa members in a strike ballot last week. The predominantly white union is demanding a 10,5 percent pay rise. The SABC has offered 7,5 percent.

A threatened lockout by the SABC was withdrawn on Thursday — ahead of an industrial court action by the union on Friday.

Radical plan to cut State debt, end pension crisis

SITimes (Buss) 30/5/93

(354)

By CIARAN RYAN

THE Government should write off R39-billion of the R140-billion in public debt and save R6-billion a year by defunding the State pension funds, says Nedcor chief economist Edward Osborn.

He says efforts to secure full funding of the funds are undermining State finances and should be halted.

The contractual obligation of the State to public servants is adequate security for pensioners, says Mr Osborn in Nedbank's Guide to the Economy.

Instead of trying to reduce the R28,9-billion actuarial deficit on the Government Services Pension Fund (GSPF), the Government should acknowledge the debt to employees and collapse the fund into the State Revenue Account — the main account for receiving tax revenue and borrowings.

Pension benefits should be paid from the State Revenue Account.

Drain

This would save R3,2-billion annually in State contributions to the three main pension funds and R5-billion in interest. Employees would continue to contribute R1,2-billion a year, but to the Revenue Account. Benefits of R3,4-billion are paid out annually from revenue.

"There is no doubt that this would be seen as too radical for the moment," says Mr Osborn, "but it may well be forced on the country."

If implemented immediately, this would reduce the Budget deficit for 1993-94 to R20-billion and go some way to rescuing the economy from the public-debt trap.

The Government is trying to reduce the 49% GSPF funding shortfall — the difference between projected benefits to be paid to pensioners and the current value of the fund — by draining the Exchequer.

If present trends continue, says Mr Osborn, the ratio of public debt to gross domestic product will hit 64% by 2000. Interest on public debt will rise from 17,2% of GDP to 23,5%.

Through ever higher interest claims on the Exchequer, the GSPF is absorbing an increasing proportion of

the State's expenditure.

"The process will continue inexorably as long as there remains the objective of striving for the Holy Grail of full financial viability of the fund."

The funds fell into deficit because of the extraordinary benefits payable to public servants, measured accord-

ing to the employee's pay on the last day of service and the ability to buy back service to the age of 16.

The funding level of the GSPF improved from 41% to 51% between 1988 and 1991 because of high employer contributions — 2,75 times employee contributions compared with 1,5 in the private sector — interest rates as high as 15,7% on long-dated stock and transfers of R4-bil-

lion by the State over the last three years, paid out of borrowed funds.

Certain stocks offering above-market yields appear to have been created to pump up the performance of the State pension funds.

A solution to the deficit problem would be to bring benefits paid to retired public servants in line with those of the private sector.

Star 116193

Council's wage offer may rise

By Jacqueline Myburgh SW

Johannesburg's Management Committee chairman, Ian Davidson, has hinted that the council's offer to municipal workers of a 5 percent wage increase may be upped.

Speaking at a pre-budget briefing yesterday, Davidson would not be drawn on negotiations between the council and its workers, but said the council had budgeted for a 5 percent increase. (354)

The council may face action from its 20 000 work force over its offer. (216)

Davidson said: "Last year the budget did not provide for salary increases, but the final increases were 7,5 percent. Never say never."

Pupils' hopes pinned on teachers' return

Sowetan 11/6/93

■ STRIKE OVER All

factions strike a deal

on education forum:

By Sipho Mthembu

THOUSANDS of teachers are expected back at school countrywide today after the South African Democratic Teachers Union suspended their strike over the weekend.

In Soweto, the local branch of Sadtu will hold a mass meeting at Vista University today to discuss the latest developments.

The strike was suspended with immediate effect after Sadtu and the Government agreed to form a national education forum to negotiate a new education system.

The Department of National Education also agreed to reopen salary negotiations. The teachers are demanding a 25 percent across-the-board salary increment, while the Government offered five percent for openers. (354)

The education crisis in Venda deepened yesterday when pupils' organisations said they were going ahead with class boycotts today, accusing the local Sadtu branch of "double standards".

A joint statement by the Pan Africanist Student Organisation, Azanian Students Movement and the Congress of South African Students yesterday claimed local teachers only suspended their stayaway last Tuesday because the homeland government threatened to withhold May salaries.

Class boycotts would continue until a date for a meeting between Sadtu and pupils was set. A meeting between the two parties was cancelled yesterday. "We are well aware of their (teachers) tactics. They resort to a monthly two-week chalk-down only after they receive their salaries, and the worst is that when in classrooms the children are burdened with more work," the three organisations said. A spokesman for the Venda education department would not comment. Meanwhile Sadtu said yesterday that the strike which affected most black schools would be stopped and only reviewed at the union's annual congress in July.

Matric examinations will take place as scheduled despite disruptions according to the Department of Education and Training spokesman Mr Corrie Rademeyer.

"As far as the department is concerned the exams will go on as problems have now been resolved," said Rademeyer.

The chairman of the Soweto branch of Sadtu Mr Matakanye Matakanye said teachers would put in more effort to ensure that pupils were ready by examination time.

Star 11/6/93
**Council's wage
offer may rise**

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The council may face action from its 20 000 workforce over its offer. (255)

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Potwa members ballot over strike

Sawetan 2/10/93

354

By Ike Motsapi

■ **THE DEMANDS** Review pay rises,

drop unfair dismissals and revise plans:

MORE THAN 25 000 members of the Post and Telecommunications Workers Association began balloting for a national strike yesterday after wage negotiations with management collapsed.

Mr Shakes Gonyane, Potwa's media officer, said the union declared a dispute with management after their demand for a salary increase of more than five percent was turned down.

Dr David de Villiers, a spokesman for Telkom, said the company did not have enough money to offer bigger salary increases.

He said: "We told Potwa officials during salary talks that we can only offer increases of up to 5,8 percent across the board and also restructure wages of low earners."

A spokesman for the South African Post Offices, Mr Hennie van Staaden, declined to comment.

Gonyane said Potwa rejected the Telkom offer and decided to go ahead with balloting for strike action to determine whether the union members approve of the intended action.

He said: "The last bid by Potwa leadership to avert a strike action in the post and telecommunications industry failed as bosses dug in their heels."

"The current situation in the industry comes after wage negotiations deadlocked."

"The resolution to ballot emerged from Potwa's national working committee held on May 22," said Gonyane.

Potwa's demands are that:

- Telkom and Sapo adjust their final offer of 5,8 percent salary increase;

- Managements of both companies reopen salary negotiations and to also have an audience with Minister of Posts and Telecommunications Dr Piet Welgemoed;

- All unfair dismissals be reviewed and a moratorium on the application of the controversial disciplinary procedures be declared; and

- The introduction of cellular telephones be halted pending negotiations that will involve Potwa, the African National Congress, the Congress of South African Trade Unions and other shareholders.

Focus on environmental issues

Buss. day 216193

MARIANNE MERTEN

AT LEAST four conferences on integrated environmental management (IEM) have been planned over the next four months as SA companies become increasingly aware of the relevance of IEM principles in general business management.

Environmental lawyer Joe Campanella said IEM was "very relevant" in bringing about "moral snasion on big business" to adopt sustainable development practices which would not damage the environment.

Government's recently published white paper — Policy on a National Environmental Management System for SA — was also a "serious signal" indicating its intention to promulgate environmental laws, he said.

In a paper delivered at an IEM symposium earlier this year, Campanella said that in terms of international trade, SA

would have to adhere "to environmental standards set by importing countries for products exported by SA industry".

Developments in the EC since the 1987 Single European Act came into effect had already shown the EC's willingness to pass legislation in the interest of environmental protection, although it might interfere with purely economic interests, he said.

The Johannesburg-based conferences are: Environmental Impact Management Today on June 3; a National Environmental Management System for SA symposium on June 10; a three-day conference and workshops on environmental liability and auditing on July 19 and 21; and the Wastex and Water Africa '93 exhibition from September 20 to 24.

PSA puts squeeze on govt

Buss. day 216193

GERALD REILLY

PRETORIA — The current 5% pay increase for the public sector and teachers was likely to be the last time government would "get away with it", Public Servants' Association (PSA) sources said last week.

Teachers' Federal Council chairman Allan Powell said a Bill incorporating all accepted international principles and criteria for the settlement of disputes between educators and government had reached an advanced stage.

It provided for the creation of a body along the lines of an education labour council which would fill in details and conditions governing dispute procedures.

PSA GM Hans Olivier said the Public Service Labour Relations Bill had had a first reading and he was optimistic it would become law before Parliament rose next month.

Once it was law there would no longer be unilateral decisions by government on

"non-negotiable" salary hikes, he said. Government would have to justify its stand in arbitration proceedings.

The current situation highlighted how totally powerless public sector workers were in labour disputes.

Government had admitted the 5% pay increase was inadequate and that there were special categories in the teaching profession and in the public service which merited sympathetic attention.

But Olivier pointed out that there was no intention of increasing the total amount budgeted for salary increases.

If some categories were given more than 5%, other categories would ipso facto get less than 5%.

But until the labour relations legislation went through Parliament there were no channels through which this could be effectively challenged.

Sadtu planning to act on education forum

RAY HARTLEY

SA DEMOCRATIC Teachers' Union president Shepherd Mdladlana said yesterday plans were being made to convene the national education forum by Friday to discuss rationalisation and retrenchments in the education sector. *Buss. day*

He said mechanisms for convening the forum were being looked into following the weekend suspension of a teachers strike by the union. *2/6/93*

A government spokesman could not confirm the Friday deadline for the convening of the forum, but said the matter was being given urgent attention.

Sadtu suspended its strike after an agreement with government to convene the forum urgently and to reopen salary discussions.

Mdladlana said Sadtu wanted the forum to have decision-making powers and to be independent of government. He said the union was "worried" that President F W de Klerk would intervene in the forum in the same way he had interfered with the appointment of the SABC board. *(354)*

Mdladlana was "very, very confident" that all Sadtu teachers would heed the call to return to school. The failure of some Sadtu regions to go along with an earlier call to suspend the national strike had taken place because there had been insufficient time to explain the decision. *(354)*

The union's congress in early July would decide whether or not to resume the strike.

Their decision would be based on the extent to which government had met key demands by then, Mdladlana said. *(355)*

Teacher and pupil attendance at schools across the country yesterday showed some improvement over last week.

But DET spokesman Corrie Rademeyer said little education took place in Soweto, and that many schools in the rest of the country remained empty or half-full.

SABC pay row settled

8/6/93
LLOYD COURTS

A SALARY dispute between the SABC and its staff association has been settled, but the corporation's management said yesterday it was still investigating alleged sabotage of live television broadcasts during industrial action by staff members (354)

A joint statement released by SABC management and the SA Broadcasting Staff Association (Sabsa) said both parties had agreed on Friday night to an 8,25% salary increase.

"The agreement reached includes an increase of 8,25% for the period April 1 1993 to February 28 1994...

All industrial action will cease forthwith," their brief statement said (200)

Pretorius said the issue of the alleged disruption of the Super 10 rugby final and an opera would still be taken up by management.

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8/6/93
LLOYD COUTTS

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"The agreement reached includes an increase of 8,25% for the period April 1 1993 to February 28 1994... All industrial action will cease forthwith," their brief statement said.

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Former sergeant faces 'Norwood rapist' charges

8/6/93
SUSAN RUSSELL

FORMER policeman Jacobus Petrus Geldenhuys, 26, who allegedly committed a series of murders and rapes attributed to the so-called "Norwood rapist" during November-December 1991, went on trial in the Rand Supreme Court yesterday.

Geldenhuys, who faces 15 charges, including five counts of murder and four of rape, was not asked to plead and the case was adjourned until today.

The former police sergeant, who lived in SAP single quarters in Norwood, allegedly raped two women in the suburb on November 6 and 26 1991.

One of the women was 68 years old at the time.

Geldenhuys is alleged to have murdered his next victim, Julia Hitge, in her home on December 16-17 before he raped and murdered Jennifer Matfield

two weeks later.

According to the indictment Geldenhuys claimed his first victim in Benoni on May 12 1989, when he allegedly murdered Franiswa Rachel Tundzi.

The woman, who was a neighbour of Geldenhuys's parents, was allegedly strangled and set alight in her room by the former policeman. Cause of death was given as asphyxia and extensive burns.

Geldenhuys is also on trial for the murder of two women in Brakpan and Benoni last year.

He allegedly murdered Susanna Elizabeth Wandrag in Larrendale, Brakpan, on May 7-8 last year. The State alleges Geldenhuys also murdered and attempted to rape Veronica Kay Taylor in Benoni two months later on July 15.

Municipal polls postponed

8/6/93
ADRIAN HADLAND

PRETORIA — Municipal elections scheduled for October next year would be postponed until further progress had been made in national negotiations, Local Government Minister Tertius Delpoit said yesterday.

Speaking at the 32nd conference of the Institute of SA Town Clerks, Delpoit said legislation tabled in the current parliamentary session was aimed at suspending nationwide local government elections for the second time since 1988.

The postponement would prevent wastage of money and energy by local authorities. A new date would be set "as soon as the necessary progress in the negotiations makes it possible".

Sapa reports from Cape Town that a Bill providing for the temporary postponement of local government elections was published in Parliament yesterday.

A memorandum to the Local Government Affairs Second Amendment Bill said the Local Government Minister would also be empowered to make regulations re-

garding wards and polling districts, qualifications for voters and office bearers, election procedures and expenses and illegal practices during elections.

At the conference Delpoit warned the amalgamation of black and white local authorities would make great demands on town clerks across SA.

He hinted it might be considered necessary to transfer clerks from one area to another to assist in the running of newly formed local administrations. "In the interests of the country it is necessary for town clerks to place opportunities and necessities above their own comfort."

Delpoit said the training of new administrators was vital to the success of local government's transition.

Institute president Paul Botha said town clerks had a significant role to play in encouraging constitutional debate, promoting participative management and being sensitive to community needs.

Six unions to report on talks with Govt

By Paul Bell
Labour Correspondent

Six Cosatu-aligned public sector unions which have announced their intention to strike if the Government does not accede to certain wage demands will meet today to discuss their negotiations with State departments.

In the meantime, those which have declared disputes — among them the Post and Telecommunication Workers' Association — are apparently bound by a 30-day cooling-off period which will delay action until after mid-July, says Potwa general secretary Mlungisi Hlongwane.

Today's meeting will be attended by representatives of Potwa, the National Education, Health and Allied Workers' Union, the SA Mu-

nicipal Workers' Union, the Police and Prisons Civil Rights Union, the Union of Democratic University Staff Associations and the SA Democratic Teachers' Union.

Last month the unions threatened strike action if the Government did not lift its 5 percent ceiling on wage increases.

This was the result, said Hlongwane, of a Supreme Court ruling against the National Union of Metalworkers which established a precedent in terms of the Labour Relations Act.

Hlongwane said Potwa had been advised that it was now prohibited from balloting members on a strike until after July 2.

The SA Post Office and Telkom have agreed to meet Potwa tomorrow for discussions.

14 days to count union's strike vote

ERICA JANKOWITZ

THE SA Municipal Workers' Union (Samwu), which began a national strike ballot of some 71 000 members in 300 municipalities on Monday, expects the process to be completed within two weeks.

Samwu spokesman Roger Ronnie said the ballot would not only test members' willingness to support a 30% wage demand, but would also challenge legislative restrictions on municipal workers' rights to strike.

State employees, including municipal workers, are prohibited from striking under the Labour Relations Act.

Ronnie said employers' wage offers ranged from a wage freeze to 5%. The present average minimum rate of pay was R529 a month compared with the union's proposed minimum of R650.

"We refuse to allow government to peg our wage increases," he said.

Samwu was also opposed to government's interference in municipal restructuring plans. "There has been a long history of contracting out of services by municipalities," Ronnie said.

Should members embark on a strike, the union would adopt a responsible attitude to essential services, added Ronnie. Emergency services would still be rendered. "However, we do not consider grass-cutting and refuse removal to fall into this category."

Meanwhile, about 900 members of Samwu were dismissed by the Springs Town Council yesterday.

The workers had gone on strike on June 2. The strike concerned the dismissal of four shop stewards who took part in one of several marches Samwu staged last year.

A council spokesman said workers had engaged in illegal action and had not complied with an ultimatum to return to work.

The union, condemning the council's "intransigent approach", called for the immediate reinstatement of its members.

Unions get set to strike

Star 14/6/93

hammer blow

THE general secretaries of five Cosatu-aligned public sector unions are expected to finalise by the end of this month joint proposals for industrial action which they intend should culminate in a general strike from mid-July.

The five unions, representing at least 200 000 workers in education, health, municipal services, telecommunications and the Post Office, are attempting to force the Government to double its 5 percent wage offer, and revise its proposed Public Sector Labour Relations Bill by extending strike rights to public sector workers. (354)

At a meeting in Johannesburg last week, the five unions assessed their individual states of readiness for industrial action, established a committee of the general secretaries to amalgamate the various proposals for action, and resolved that they would not permit the Government to side-track them into protracted negotiations with individual State departments. (354)

Meanwhile, the participation of moderate staff associations in a decision by the Public Sector Caucus, representing all public sector workers paid by the State, to demand a meeting with the Government is interpreted by Cosatu-aligned representatives as a significant shift in public sector attitudes and an endorsement of the tougher stance adopted by the Cosatu unions.

The caucus, which includes union and staff association representatives from across the spectrum of opinion in the public sector, met earlier this month in the wake of the teachers' crisis.

It was initially critical of the South African Democratic Teachers' Union's independent action against the Government, which led to the round of crisis meetings that pre-empted the planned strike by 80 000 teachers. But the action was largely accepted as a vindication of the teachers' approach.

The five public sector unions' states of readiness for action are:

- The Post and Telecommunication Workers' Association has declared disputes with the Post Office and Telkom, but is in a 30-day cool-off period that prohibits it from balloting until

Labour Correspondent PAUL BELL reports on the readiness of Cosatu-aligned trade unions to wield their muscle.

early next month. Telkom has announced its intention to terminate the interim recognition agreement with Potwa.

The National Education, Health and Allied Workers' Union cannot ballot because it falls outside the Labour Relations Act, but will consult its members before taking a final decision at its central executive committee meeting on June 28. Nehawu general secretary Phillip Dexter said the union leadership had been cautious about strike action after last year's debilitating strike, but pressure from the membership makes further strike action almost inevitable.

The South African Municipal Workers' Union is expected to complete balloting its 71 000 members next week on strike action. A final decision will be taken by its central committee. There are 165 000 municipal workers nationwide.

Sadtu has suspended its strike but will decide how to proceed at its congress starting on July 5. Already, significant points of difference with the education departments have emerged since talks resumed after the May strike crisis.

Rejected

The Department of Education and Training, for example, wants salary increases to be determined in the new National Education Forum, and the Department of National Education wants to focus increases on lower-paid teachers. Sadtu rejects both these positions.

And while the Department of National Education has agreed to stop further retrenchments and rationalisations, Sadtu wants those teachers who've already lost jobs to be reinstated.

Finally, the Union of Democratic University Staff Associations is said to be undecided over its relationship with Cosatu, and uncertain on the question of centralised bargaining. Its participation seemed last week to be in some doubt. □

Public servants bide time to negotiate new wage deals

B1 Day 17/6/93

MOST public servants had accepted that there was little they could do this financial year about their recent 5% pay increase, Public Servants' Association GM Hans Olivier said this week.

He said that while President F W de Klerk had indicated that some public servants, such as teachers in the lower-paid categories, could get an additional increase.

"For the rest of us, we've had it this year," Olivier said.

But if the Public Service Labour Relations Bill becomes law, public servants' wage negotiations next year would take place within the structures laid down by the Act.

The legislation enables SA's 420 000 public servants to take part in conflict resolution procedures for the first time, though only through representation by one of 11 recognised staff associations.

These resolutions would, however only be made through representation by one of 11 recognised staff associations.

Olivier said civil servants were rushing to join recognised staff associations following the introduction to Parliament this week of the Public Service Labour Relations Bill.

He said that despite staff cutbacks and retrenchments the association had gained about 10 000 members as the Bill was being finalised.

"Public servants who don't join a staff asso-

ADRIAN HADLAND

ciation will be left out in the cold when it comes to negotiations," he said.

Certain categories of public servants, including teachers, doctors, magistrates and service personnel, have been excluded from the Bill.

Olivier said he estimated that about 100 000 public servants had yet to join a recognised staff association.

However, a last-minute appeal would be made to Parliament requesting the inclusion of doctors within the ambit of the Bill, a statement from the Medical Association of SA said.

Association federal council chairman Bernard Mandell said there would be "dire consequences for health care delivery", if doctors employed by the state were not granted fair bargaining powers and dispute resolution rights.

A DP amendment, proposing separate bargaining status for doctors, would be considered today by the parliamentary joint committee on Home Affairs which was considering the Bill, the statement said.

Doctors could find it impossible to remain in the public service if they were excluded from the Bill, Mandell said.

"This will have a disastrous effect on state health care services, which are barely coping as it is."

Strike action 'likely to sweep public sector'

BID Day 18/6/93

COSATU yesterday predicted that a wave of strike action would sweep the public sector from mid-July.

This could involve about 160 000 workers in municipal, health and local government services, as well as posts and telecommunications.

Organising department head Zwelinzima Vavi said all Cosatu affiliates representing workers in the public sector were in dispute over wages and restructuring.

The National Education, Health and Allied Workers' Union (Nehawu) — Cosatu's only affiliate party to the public sector caucus — reiterated its demand for reopening negotiations on wage increases.

The 5% ceiling set for all public servants had been rejected by all unions, he said.

Nehawu had started balloting members in preparation for strike action although it was prohibited from striking in terms of the Labour Relations Act.

The SA Municipal Workers' Union (Samwu), which had been offered increases from 3%-5%, would start counting votes from its national strike ballot on Monday.

The SA Post Office and Telkom were also in dispute with the Postal and Telecommunications Workers' Association, because of a 5% final wage offer. The union

ERICA JANKOWITZ

would start balloting members from July 4, Vavi said.

If all unions negotiating in the public sector caucus and teachers decided to join the industrial action, about 300 000 workers could be involved, he said.

However, it was reported earlier this week that the majority of public servants represented by the Public Sector League had accepted there was little they could do to improve their 5% wage increase.

Vavi said Nehawu, Samwu and Potwara were scheduled to merge in May 1994. In August, the three unions would meet to finalise merger details.

The union created as a result of the merger would represent about 160 000 workers in the public sector, he said.

On the issue of legislation covering the public sector, Vavi said the Commission for Administration was pushing to have a Bill passed during the current session of Parliament.

Cosatu had objected to clauses relating to the definition of essential services and dispute resolution procedures.

However, it felt there was a good chance the Bill would be passed.

THE architect of South African labour reform, Professor Nic Wiehahn, has been rapped over the knuckles by a Labour Appeal Court judge for conduct during negotiations which constituted an unfair labour practice.

354 Wolmar

25/6 - 117193.

Nic Wiehahn has

found himself on the receiving end of legislation he helped create.

By GAYE DAVIS

negotiations were under way. The judge found that the initial court findings had been "charitable to the respondent". The NUPSW had put demands on the table and was entitled to expect negotiations would follow after supplying the motivation requested by company.

Wiehahn had rejected this motivation, saying management found it unacceptable as its contents were not substantiated. "The impression is created that like an errant schoolboy, the union was sent home to do 'redo its homework' and produce it in a form acceptable to management," Joffe said.

Stating that the strike by union members "would appear to be a reasonable response to the employer's conduct", Joffe ordered the workers' reinstatement.

he "on his own evidence ... did not have a mandate", the judge said.

Under cross-examination Wiehahn said he had seen his role as that of a mediator.

The criticism is contained in a judgment handed down last month in which the Labour Appeal Court reversed an earlier industrial court decision upholding the dismissal of NUPSW members at Jakaranda Hospital and Nedpark Clinic—both controlled by Clinic Holdings—after a June 1990 work stoppage while wage negotiations were supposedly under way.

Nic Wiehahn has

found himself on the receiving end of legislation he helped create.

By GAYE DAVIS

The company, the judge ruled, had "blown hot and cold" by suggesting negotiations were still in progress while firing workers.

Wiehahn, an *ad hominem* professor at Unisa who now heads a mediation agency called the Resolution Board, chaired a watershed 1977 commission of inquiry into labour legislation. It was on the

basis of his reports to government that black trade unions were allowed to register under the Industrial Conciliation Act and that the industrial court, with its unfair labour practice jurisdiction, was created.

He was retained by the Department of Manpower to co-ordinate research into the functioning of the industrial court and was appointed president of the industrial court in Transkei.

The NUPSW had accused Wiehahn of delaying tactics and bargaining in bad faith, referring to his assertion that he had no mandate to negotiate, while the union was under the impression that

THE architect of South African labour reform, Professor Nic Wiehahn, has been rapped over the knuckles by a Labour Appeal Court judge for conduct during negotiations which constituted an unfair labour practice.

The court found that Wiehahn, acting on behalf of Clinic Holdings Limited, had adopted "a rather superior and haughty attitude" during meetings with the National Council of Trade Unions' National Union of Public Service Workers (NUPSW). "This conduct constituted an unfair labour practice," Mr Justice Joffe said in a judgment handed down last month.

While Clinic Holdings had told the union Wiehahn had been asked to make himself available for negotiations—leading the union to believe he had authority to negotiate and conclude an

2 metro

Unions set likely date for strike

Star 25/6/93

By Paul Bell
Labour Correspondent

Six Cosatu-aligned unions representing hundreds of thousands of state and municipal workers have set "the end of July, beginning of August" as a tentative date for a general public sector strike.

Neal Thobejane, assistant general secretary of the National Education, Health and Allied Workers' Union, confirmed this after attending a meeting of the Public Sector Co-ordinating Committee in Johannesburg yesterday.

The unions include health, education, municipal, post and telecommunications, police and prisons workers.

July 30 is a Friday, and the following Monday is August 2, suggesting the latter date as a more appropriate starting point should the

public-sector unions decide on a fullscale confrontation with the Government.

The unions are in the process of declaring disputes with the Government, principally over its 5 percent ceiling on public-sector wage increases, and the union's demand that unilateral restructuring of the civil service cease. (354)

No response had come from the Government other than a suggestion that working committees be set up to discuss the issues, said Thobejane. (250)

Thobejane said regional committees were being established to plan industrial action in their areas from July 17, as a prelude to an all-out strike.

Municipal workers were meanwhile engaged in balloting in major centres around South Africa yesterday. A result is expected within days.

Youths organise Aids Awareness Day

70 000 set to go on strike

Sowetan 2/7/93

■ **90 PERCENT** Municipal union members vote to begin stoppage in August:

THE SOUTH AFRICAN Municipal Workers Union is to go on a national strike from August 2.

This was decided at a Samwu national meeting in Port Elizabeth where the results of a national strike by over 70 000 municipal workers in 300 local authorities were analysed. (350)

About 90 percent of those balloted voted in favour of a national strike. (350)

Samwu secretary-general Mr John Ernstzen said the decision would be reported to a meeting of the public sector forum of the Congress of South African Trade Unions on July 13 where joint national action would be discussed with the other public sector unions. (354)

Ernstzen said: "The campaign, insofar as it affects municipal workers, centres on the totally inadequate wage offers from the major municipal employers.

"In some instances no offers have been made while in others the offers average

around six percent. In addition, the union objects to privatisation, unilateral restructuring and the consequential retrenchments in different local authorities.

"The demand for the right to strike and a clear definition of 'essential services' are also being focused."

Meetings with Cosatu, political parties, community organisations and other sympathetic unions were being planned, Ernstzen said.

He assured the community the union in no way wished to disrupt services like refuse and sewage removals and others. The municipalities must accept full blame for any possible disruption, he said.

Letters would be sent to all the major employers and employer organisations urging them to re-examine Samwu's demands for a minimum wage of R650 a month with appropriate increases for those in higher wage brackets and to bargain in good faith. — *Own Correspondent.*

Council workers to ignore strike?

THOUSANDS of council workers in the Western Cape may ignore a national strike call by the SA Municipal Workers' Union (Samwu) due to begin next month.

Last week members of Samwu voted in favour of a nationwide strike from August 2 for higher pay rises. (354)

But more than 4 000 council workers in the

By JESSICA
BEZUIDENTHOUT

Western Cape, who are members of the alternative union, the Western Province Local Authorities Workers' Association (WPLAWA), intends ignoring the strike call because they are currently involved in their own wage negotiations,

liaison officer, Mr Leonard Koza said this week.

WPLAWA, which unlike Samwu is recognised by the Regional Services Council, this week called on its members not to participate in the strike, as it could affect the union's own wage negotiations.

"We are currently engaged in wage negotiations and such action

could only have a negative effect," he said.

His organisation was also confident that its members would listen to their call not to participate in the strike, he said. (354)

WPLAWA is negotiating with the RSC for an increase in excess of the five percent offered by the council, as well on conditions of employment. (354)

Not clear

Samwu, which is not recognised by the RSC, has no bargaining power in terms of wage negotiations and conditions of employment for more than 1 000 members employed by the Western Cape Regional Services Council. (354)

At this stage it is not clear whether these workers would in fact participate in the strike, national collective bargaining officer, Mr Roger Ronnie said.

1 nation

Dam levels down to 41 pc

The total amount of water in dams in the Vaal River system which serves the PWV has dropped to 41,5 percent, well down on the 52,5 percent at the same time last year. The Sterkfontein Dam which feeds the Vaal Dam is 76 percent full. No rain has fallen in the PWV this month, where the long-term average is a mere 6,5 mm, according to the Rand Water Board — Staff Reporter.

Hijacker to appear in court

A 23-year-old man who hijacked a Royal Swazi Air passenger aircraft on Sunday will appear in the Kempton Park Magistrate's Court today. Police said no charges had been formulated as offences in terms of the Civil Aviation Act were still being investigated. The man was found to have false identity documents. — Sapa.

Guard beats off attackers

A gang of robbers fled empty-handed from a Vanderbijlpark scrap metals business after shooting at an employee, Bereng Mokwena (31), yesterday. Mokwena is recovering in hospital from a bullet wound. Police said five armed men approached Mokwena and began firing at him. The men fled when Mokwena returned fire. — Vereeniging Bureau.

Suspect shot in buttocks

A suspected robber was wounded in the buttocks in a shootout with police yesterday, after he and another man tried to hold up a Fidelity Guards team outside the Nedbank in Stanley Street, Auckland Park. — Staff Reporter.

Unions, post office agree

The Post Office reached a wage agreement yesterday with two trade unions which had rejected the company's pay offer in May. In a statement, the Post Office said the Post Office Employee Association of SA and the Post and Telecommunication Workers Association joined three other trade unions in accepting the company's wage offer. — Sapa.

Fire destroys 76 shacks

Hundreds of people were left destitute in Kuils River outside Cape Town yesterday after a raging fire destroyed 76 shacks. The fire started when a paraffin stove burst into flames. A strong wind swept the flames out of control and firemen could not save the homes. — Sapa.

IFP, AV 'discuss threats'

Inkatha Freedom Party leader Mangosuthu Buthelezi met a delegation from the Afrikaner Volksfront in Ulundi yesterday to discuss threats to the Zulu and Afrikaner nations, according to a KwaZulu government official. They discussed multiparty negotiations and ways Zulus and Afrikaners could stand together to ensure their nations survived. — Sapa.

Unrest restrictions lifted

Law and Order Minister Hernus Kriel yesterday lifted the unrest regulations for the magisterial districts of Estcourt, Winterton and Mooi River in Natal. The repeal appeared in a special Government Gazette and took effect immediately, SABC radio reported. — Sapa.

Teachers threaten to strike

Biday 9/11/93

KATHRYN STRACHAN

SA Democratic Teachers' Union (Sadtu) members would strike from August 16 unless government agreed to demands for a minimum wage and backed down on retrenching more than 3 000 coloured teachers, the union said yesterday.

Sadtu president Randall van den Heever told the union's congress near Johannesburg that Sadtu had agreed to meet representatives of the National Education Department on July 22 to resume talks.

He said teachers had rejected government's 5% salary increase offer and were demanding a R2 000 minimum wage. More than 60% of Sadtu teachers fell below this level, he said. (321) (122)

The congress decided that July 30 — the national education forum's launch date — would be a day of action to highlight retrenchments in departments administered

by the House of Representatives.

Even before the forum is launched, its working groups have to find solutions to the retrenchment issue as teachers have vowed to abandon the structure unless it proves it can deliver.

"We will not extend the life of a body if it is only a talk shop," Van den Heever said. Sadtu has been one of the most vociferous in calling for the forum's establishment.

Van den Heever said the issue of retrenchments, due to take place this month, would be the test of whether the forum had legitimacy and was able to produce results. (354)

The union claimed that with a membership of 74 000 it was SA's "largest unitary

□ To Page 2

Teachers

Biday 9/11/93

□ From Page 1

and nonracial teachers' organisation".

No comment could be obtained from the National Education Department. (321)

Meanwhile, Department of Education and Training director-general Bernhard Louw yesterday responded to reports on the DET's decision to cut teachers' salaries by R600 after recent strikes. (152)

Unions have labelled the action "provocative", and blamed the department for causing the strikes. (354)

But Louw said agreements had been signed with recognised teachers' organisations, including Sadtu, regarding the policy of no work, no pay.

"Sadtu was left in no doubt about the department's stand on this issue," he said. "No provision exists, at present, for legal strikes in education."

He said it would be "illogical and absurd" and "a waste of public funds" to pay teachers who did not teach.

Indefinite strike threat by Sadtu

Sowetan 9/7/93

■ **NATIONAL CONGRESS** Action on August

16 if salary negotiations with Government fail:

By Bongani Mavuso

THE South African Democratic Teachers Union has threatened to embark on an "indefinite" national strike on August 16 if salary negotiations between the Government and the union fail. (354)

This decision was taken by hundreds of teachers who attended Sadtu's second three-day national congress which ended at Crown Mines, Johannesburg, on Wednesday. (354)

Sadtu general secretary Randall van den Heever said yesterday the congress had mandated the union's national executive committee to meet the Government on July 22 and 23 to reopen negotiations on salaries. (354)

"The Sadtu salary demand in these negotiations will be in keeping with the union's national council mandate on a living wage for all teachers," Van den Heever said.

"Should the negotiations fail, the union has no option but to embark on indefinite strike action. Strike action is an indispensable weapon

to break deadlocks."

Van den Heever also announced that teachers throughout the country would participate in a "national day of action" on July 30 to highlight the crisis of rationalisation and retrenchments.

Teachers, he said, would take part in protest action to coincide with the launch of the National Education and Training Forum scheduled for July 30.

Community and other organisations would be contacted to discuss the strike action.

The Sadtu congress noted that it was the responsibility of Sadtu to oppose "by all means possible, the Government's sinister plan of shunning its responsibilities with regard to salary increases for teachers".

The union's demands include an across-the-board 30 percent salary increase for all teachers; a housing subsidy to be paid to all teachers irrespective of sex, colour, creed, age and marital status; an immediate halt to all unilateral rationalisation; a halt to cut-back measures with regard to salaries, retrenchments and withdrawal of service benefits.

Union snubs strike action

THE Federation of Municipal, Health and Allied Workers yesterday distanced itself from the proposed countrywide wage strike proposed by South African Municipal Workers Union members.

Co-ordinator Donald Morwatshehla said Samwu had not consulted other public sector unions when it decided to strike.

He said the federation regretted Samwu's action as it was still debating salary increases in the Industrial Council and would not decide to take any industrial action until the conditions for a deadlock were made clear.

Sowetan Reporters and Sapa

NEWS IN BRIEF

8/15/93 14/7/93
Wage talks 'fruitless'

THE SA Municipal Workers' Union yesterday met the major cities forum in a bid to reopen deadlocked wage negotiations. Union president Petrus Mashishi described the meeting as "fruitless" as the forum, representing the seven major metropolitan areas, had agreed only to reopen negotiations at local authority level and not as a unified forum. (354)

A follow-up meeting had been suggested, but no date set. The union's decision to launch a national strike on August 2 still stood. (250) (152)

Smaller towns in the Free State, Transvaal and Natal had indicated a willingness to move on the average 6% offer and a meeting was scheduled for next week.

Transnet pay

risers 7.5%

By Gerald Reilly

PRETORIA — About 60 000 Transnet workers from the lowest grade to middle management will get pensionable pay hikes of 7.5% this month. 15/7/93

This was decided at a meeting of the Transnet industrial council at the end of last week after several months of negotiations.

Negotiations on salary increases for the remaining 100 000 Transnet workers are still in progress. Among these are Spoornet, Portnet and sea workers. 354

Federal council of Transnet unions secretary André Venter said there was "no great joy" at the increase.

Management assured the council that wherever possible retrenchments would be avoided. It is understood about 5 000 workers are vulnerable to retrenchment. 132

Eskom workers accept 10% pay increase

WORKERS at Eskom have accepted a 10% wage increase offer effective from July 1 together with a R6m fund which unions said had been established to redress salary discrepancies based on previously discriminatory employment practices.

In a letter to the unions involved, Eskom said the fund would "address legitimate differences between salaried staff and monthly paid employees" contained in past remuneration practices.

These discrepancies would be identified by July 31 and the negotiating forum would agree on the "process and principles" to compensate workers.

A management proposal that "poor performers" should not receive the across-the-board settlement was withdrawn.

A NUM source said Eskom's final offer

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had been 8,5%, but this was increased to 10% on condition that the unions accepted the "full settlement offer". 15/7/92

The unions — ranging from Cosatu affiliates the NUM and National Union of Metal Workers of SA, to the Mineworkers' Union — agreed and the settlement was signed late last week.

The agreement contained additional increases, ranging from 3,5% to 1%, for workers at the lower end of salary scales to decrease differentials within grades.

Outstanding issues, such as proposed changes to work organisation and the conversion of the pension fund to a provident fund, have been referred to task groups for further discussion.

Council workers set to strike

By CAS St LEGER

THE COUNTRYWIDE five percent wage increase offer to municipal employees could result in South Africa's first national local government strike next month. (253) (354)

Mr Petrus Mashishi, president of the 72 000-member SA Municipal Workers' Union, said a strike meeting will be held on July 28 to assess the position. (152)

Following the SAMWU committee meeting, a strike could be called for

August 2. 1817193

He said that the union had received a 90 percent vote from its members, which represented one-third of lower-paid municipal employees in 315 local authorities, in support of strike action. (1453)

"We gave municipalities a warning last month," said Mr Mashishi. "Although some municipalities have increased their wage offer from five percent, we do not think it would be correct to single them out of strike action."

Municipal unions to oppose restructuring

THREE unions, representing 16 000 workers out of a total workforce of 21 000, have joined forces to oppose the Johannesburg City Council's "unilateral restructuring".

The SA Municipal Workers' Union, Union of Johannesburg Workers and Johannesburg Municipal Combined Employees' Union said in a statement they had formed a joint initiative to protect workers from the council's staff reduction plans and to ensure the maintenance of a high quality of service to the community. (353)

The unions said the council had taken on the servicing of Soweto on an agency basis, and this could not be done effectively if workers were retrenched.

"It is imperative that we do not allow the council to prepare for paying off staff when, in fact, basic services are totally lacking," the statement said.

It said the council's proposed system of assessing wage increases according to individual performance threatened the unions' collective bargaining role.

Shop stewards of all three unions would meet on Monday to "plan pro-

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grammes of action aimed at uniting our members and moving forward together", the statement said. (354)

Council labour relations director Andre de Wet said the restructuring proposals, first tabled in 1991, had been "fully discussed with every union representing employees of the council".

He said no member of the three unions had been made redundant as a result of the process, which was aimed at "enhancing service efficiency".

"It is certainly not the object of the restructuring exercise to make employees redundant," De Wet said. (354)

He said the servicing of Soweto was still being negotiated by a number of parties.

On the issue of collective bargaining, De Wet said the council had agreed to delink individual performance assessment from this year's wage negotiations, which had deadlocked.

The parties had agreed to submit the wage dispute to arbitration and the hearing had been set for August, De Wet said.

Soweto teachers threaten to strike

By Staff Reporter
and Sapa

Members of the Soweto branch of the South African Democratic Teachers' Union (Sadtu) yesterday threatened not to return to work when the school term starts next week unless the Department of Education and Training (DET) agrees to meet their demands.

Sadtu branch member Ndevu Mnyamuzeli said this after a group of about 20 teachers demonstrated outside the DET's

Braamfontein offices to hand in a list of demands.

Mnyamuzeli said Sadtu was demanding "a living wage" and rejected the 5 percent wage increase offered by the Government, and also its policy of rationalisation.

He said the Sadtu branch was also protesting against the R 600 deduction levied on those teachers who had stayed away from their posts between June 26 and July 4 during the teachers' strike.

"The DET's policy of 'no

work, no pay" was unfair because the decision by the union's national office to call off the strike had not filtered down to Sadtu's grassroots structures," Mnyamuzeli said.

Asked what could be done to avert the strike, Mnyamuzeli said: "That is up to the DET. They must meet our demands."

The DET said its policy had been specifically recorded in working agreements signed between the department and various teachers' organisations, including Sadtu.

DET Director-General Dr Bernhard Louw said there was no provision for strikes in education in spite of the fact that a new system of collective bargaining was being developed.

"At present, the position of the DET remains that all strikes in education are illegal," Louw said. (354)

He also indicated that it was "illogical and absurd" for the DET to pay teachers on strike.

"To do so would be a waste of public funds," he added.

Council workers' *Star 20/1/93* strike in balance

By Paul Bell
Labour Correspondent

Officials of the Johannesburg City Council and the SA Municipal Workers Union today begin a series of discussions in an effort to clarify issues related to the union's planned strike scheduled for August 2.

Yesterday Samwu's general secretary, John Ernstzen reconfirmed the decision to begin a national strike on August 2.

The JCC is operating under the assumption that despite the discussions the strike will take place, human resources director Andre de Wet said.

Discussions will centre on efforts to "identify the genuine issues" behind the strike decision. Council officials will sound out workers and report to the management committee later today.

Ernstzen says employers have indicated a preference to settle the dispute through negotiation.

While the threatened strike originates in the nationwide limit of 5 percent on public sector wage increases, an important by-product has been an indication that employers might accede to national centralised bargaining.

For the first time, representatives of the seven largest municipalities — Johannesburg, Durban, Cape Town, Pretoria, Bloemfontein, Port Elizabeth and Maritzburg, which employ 40 000 of Samwu's 72 000 members — came together to meet the union in Johannesburg last Thursday.

Samwu was urged not to use this wage issue as the back door to achieving centralised bargaining. Workers have indicated their readiness to discuss the issue.

Meanwhile, today's planned meeting of up to 13 000 JCC workers has been postponed to next Thursday.

Permission for the meeting is being sought today from the management committee. "This is a very sensitive decision," said a leading JCC trade unionist. "Strike action always ought to be the last resort." His comment bore out de Wet's view that opinions among the JCC's workers were mixed.

Ernstzen noted that "two large municipalities" were "attempting to intimidate workers" into staying on the job. One council was trying to force workers to sign papers agreeing not to strike. Another was threatening to bring in convict labour to help keep services going, he said.

Star 20/7/93

Union seeks salary freeze

The National Education, Health and Allied Workers Union wants to freeze salaries of public servants earning more than R40 000 a year. This demand will be put forward on Thursday when union representatives meet employers for two days of talks. — Labour Reporter.

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Soweto teachers issue indefinite strike threat

SOWETO schools would be hit by another strike when they reopened after the holidays next week unless the Department of Education and Training (DET) gave in to teachers' demands, an SA Democratic Teachers' Union spokesman said yesterday.

A group of teachers from the union's Soweto branch, who were protesting outside the DET's regional offices in Braamfontein yesterday, vowed to go on an indefinite strike unless government backed down on its policy of "no work, no pay" for teachers who had participated in strikes earlier this year.

Although the teachers' anger was focused at the department's decision this month to deduct R600 from their salaries, their demands also included a "living wage", the scrapping of government's 5% salary increase offer and a halt to the process of retrenching coloured teachers.

KATHRYN STRACHAN

The union was also against the DET decision to target certain teachers for wage cuts, claiming it amounted to victimisation. But a spokesman for the department said all teachers had been given the opportunity to put their case and deductions had been made accordingly.

Spokesman for the group Ndevu Mnyamazeli said the extremely low DET salaries eroded the morale of teachers and had an impact on their effectiveness. He said he had been teaching for 20 years and held a degree and a teaching diploma, yet earned R1 600 a month.

A Zulu teacher with 12 years experience and a masters degree from Pretoria University said he earned R2 000, and a teacher with a BA Honours from Wits University and 12 years experience earned R1 800.

Asked if the constant strikes were not jeopardising the chances of

pupils, Mnyamazeli said it was "politically naive" to think that teachers could not strike.

The question of a national teachers' strike was dependent on the outcome of talks between the Sadt national office and the DET later this week, but Mnyamazeli said the 5 000 Sadt members in Soweto would probably go ahead with their strike as the issue of "no work, no pay" would not be addressed by these negotiations.

DET director general Bernard Louw said in a statement last night that no provision existed for legal strikes in education, and agreements signed between the department and Sadt last year recorded the department's stated policy of "no work, no pay".

"It is illogical and absurd for any department of education to pay teachers who do not teach. To do so would be both fruitless and a waste of public funds," Louw said.

Actress 'was prepared' Evidence ruled

Municipalities face national strike

ABOUT 70 000 mainly blue-collar workers at 300 local authorities were expected to join a national strike from August 2, SA Municipal and Allied Workers' Union spokesman Roger Ronnie said yesterday.

After a series of meetings with local authorities, who have offered an average 6% wage increase, the union confirmed the strike decision yesterday. The union is demanding increases averaging 12%.

Workers were also protesting against unilateral restructuring involving job shedding and rationalisation, Ronnie said. Johannesburg City Council industrial re-

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lations adviser Andre de Wet said discussions were held with the union yesterday in an attempt to resolve the dispute. He said the management committee had considered the union's position on the council's apparent unwillingness to expedite the arbitration process.

Wage negotiations had broken down earlier this year with the union demanding 12,5% increases for the lowest paid categories and the council offering about 5%.

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Municipalities BIDAY 21/7/93 □ From Page 1

across the board, although alternatives had been tabled within financial constraints, De Wet said. The council had to make salary adjustments within the amount that had been allocated.

The management committee was considering "enhancing its offer" and, if this was agreed to, "the content of the offer would have to be considered".

The parties were scheduled to meet again on Friday. In the meantime, the council would try to get an immediate arbitration date to resolve the wage issue prior to August 2, De Wet said.

Ronnie said the union was involved in continuing discussions as local authorities

had made it clear that they wished to settle the dispute. However, to date nothing "tangible has been tabled to make us relook at our position".

The union's members were involved in all types of service, including refuse removal, cleaning and road and sewerage maintenance, all of which would be affected by the strike, he said. But essential services such as nursing, ambulance, fire and rescue would be exempt.

Ronnie said the union was aware of local authorities trying to devise contingency plans in the event of a strike. He thought this involved using temporary labour.

Municipal union to hold strike ballot

ANOTHER Johannesburg City Council union would ballot members "with a view to obtaining support for the August 2 strike initiated by the SA Municipal and Allied Workers' Union (Samwu) nationally", it was announced yesterday.

The Johannesburg Municipal Combined Employees' Union, which recently resolved to discuss a merger with Samwu and the Union of Johannesburg Municipal Workers, resolved on Monday to ballot members. In a joint statement, the three

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unions claimed to represent about 18 000 of the council's 21 000 workers. (254)

The unions were protesting against unacceptable salary increases and the council's attempt to link increases "with acceptance of the whole restructuring process, especially the new salary structure".

The council's unilateral decision to replace the existing structure with "a complicated matrix on an individual performance assessment basis" was unacceptable.

NEWS IN BRIEF

BiDay 22/7/93
Right-wingers in court

SEVEN right-wingers appeared yesterday in the Johannesburg Magistrate's Court on charges of public violence related to the right wing occupation of the World Trade Centre on June 25. They were not asked to plead and the case was postponed to August 18 for further investigation. The accused were released on bail.

A total of 65 right-wingers have appeared over the past 10 days. They will all appear on August 18.

BiDay 22/7/93
Salary increase talks

THE Public Service Caucus, which represents 11 public service employee organisations, will hold talks with the Commission for Administration in Pretoria tomorrow and Friday to negotiate further salary increases for public servants in certain categories.

BiDay 22/7/93
Wage agreement

TELKOM and the Posts and Telecommunications Workers' Association signed a 5,8% wage agreement yesterday, backdated to April 1, thus resolving a dispute declared in April.

The new minimum wage would be R1 145 a month, Telkom said.

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LARGE-scale industrial action at Iscor was threatened yesterday by the National Union of Metal Workers of SA, the Mine Workers' Union and the SA Iron, Steel and Allied Workers' Union. (139)

In what was possibly the first joint statement from unions traditionally at political loggerheads — Numsa is a Cosatu affiliate, while the MWU and Saisaw are aligned to the right wing — it was confirmed that a meeting was held yesterday "to consider what action should be taken regarding a dispute to be declared with Iscor". (142)

The unions are protesting against a 6% wage offer tabled by Iscor which was described as "half the current inflation rate, which would inevitably result in further

31 Day 22.17/93
Unions unite in Iscor strike threat

impoverishment". They said the company could afford "a much higher offer due to the depreciation of the rand/dollar exchange rate of 15% in the last year, with a further 10% being a distinct possibility".

Describing the company's attitude as "inflexible and insensitive", the unions rejected its proposed implementation date and "other conditions of employment".

The unions accused Iscor of distributing "intimidatory and divisive" circulars which they "rejected with contempt".

They said Iscor had been ranked the third most profitable steel producer in the recent Fortune 500 world listing. (354)

Trouble at education meetings

By Justice Malala

The National Professional Teachers' Organisation of South Africa (Naptosa) has pulled out of the Joint Salary Negotiating Forum for Educators and the Public Service Sector which began its two-day meeting in Pretoria yesterday.

Naptosa is a federation of nine Government-recognised teachers' organisations, including the all-white Teachers' Federal Council.

The salary negotiating forum comprises the Government, teacher organisations — including the South African Democratic Teachers' Union (Sadtu) — and various public sector workers' organisations. More than 40 organisations are represented in the forum.

Educationists hope the forum will help alleviate problems affecting black education, especially the threatened teachers' strike over the Government's 5 percent offer for teachers' salary increase. Sadtu, in line with other public sector unions, is demanding a 25 percent across-the-board increase.

Naptosa said in a statement "the composition and procedures to be followed at the forum are of such a nature that meaningful negotiations are just about impossible".

It said the establishment of a separate salary negotiating forum for teachers was "a matter of extreme urgency".

The organisation also said negotiations for meaningful salary increases should be carried out by a smaller technical committee. The forum is expected to issue a statement today.

Unions not so keen on total strike

Star 23/7/93

By Paul Bell
Labour Correspondent

A countrywide round of negotiations between public sector workers and municipal and state employers has shown some progress on wage offers and there are indications that union enthusiasm for a national strike may be waning.

Negotiations were scheduled to continue for a second day today between the Commission for Administration and health, education and other public sector workers. (354)

Municipal worker representatives and local authorities have been also been negotiating throughout this week and their deliberations are expected to come to a head by the weekend.

The public sector unions' grievances go beyond the 5 percent limit that State and municipal employers had placed on wage increases, and include demands that retrenchments and the so-called unilateral restructuring of departments and services be stopped. (152)

Union leaders, determined to maintain pressure on the employers, were making no public concessions yesterday on their threat to strike from August 2.

The Cosatu-aligned Public Sector Co-ordinating Commit-

tee's chairman, Khabisi Mosunkutu, acknowledged that the employers were beginning to respond to wage demands, and that progress in these discussions might "decelerate momentum" towards a strike.

Mosunkutu's own union, the Post and Telecommunications Workers' Association, of which he is president, this week settled its wage dispute with Telkom by accepting a 5,8 percent increase backdated to April 1.

Mosunkutu said: "The union push is getting results but the strike date — August 2 — remains in effect. Without pressure we won't be able to deal with retrenchments and restructuring. The wage issue may decelerate momentum a bit, but we are still awaiting a proper response from the employers."

SA Municipal Workers' Union general secretary John Ernstzen says Samwu will negotiate to the last.

He was hoping the round of negotiations between his union and municipalities throughout the country would yield a clear picture by the weekend.

Cape Town City Council has postponed indefinitely its application for an urgent interdict against Samwu and agreed to reopen wage negotiations. In Pretoria discussions got under way yesterday.

Council prepared for strike

By Paul Bell
Labour Correspondent

The Johannesburg City Council was yesterday battenning down the hatches to deal with possible pay-related strike action by the SA Municipal Workers' Union on Monday.

Council human resources director Andre de Wet said

yesterday: "The council is prepared to deal with strike action, and will not shy away from using alternative labour. We have made contingency arrangements." The council now also seeks court relief. After talks broke down on Friday, it sought an interdict in the Rand Supreme Court to restrain Samwu from instigating, inciting or organising the strike, and its members from taking part. Samwu has

until tomorrow to respond. Meanwhile, two other unions are now considering balloting their members on solidarity action. Hassan Lorgat of the Johannesburg Municipal, Combined Employees' Union said it had asked the council for permits to ballot its 2 500 members on strike action.

The Union of Johannesburg Municipal Workers, with about 9 000 members, is believed to be contemplating similar action. In terms of the Labour Relations Act, municipal workers may ballot for strike action, but striking remains illegal. Samwu's wage increase demand is 12.5 percent for unskilled workers and 7.5 percent for semi-skilled and skilled workers.

Council negotiators told Samwu the council was prepared to review its offer. It has R40 million for increasing wages for 1993/94, an effective offer of 5 percent, and is ready to take the dispute to arbitration. However, Samwu negotiator Richard Spalding said the council had not given the union anything to take back to members as an inducement to call off the strike. De Wet said the system relied on "merit-based increments" and was part of a restructuring the council had undertaken to enhance its service efficiency.

NEWS FEATURE *Samwu plans to ignore court action prohibiting members from downing tools*

Municipal strike will *South African* 30/7/93 affect major cities badly

By Ike Motsapi

THE PLANNED STRIKE BY about 72 000 members of the South African Municipal Workers Union which begins on Monday is set to bring the country to a standstill.

If it goes ahead cities will be paralysed because of the expected breakdown in the supply of essential services.

Hardest hit will be the Johannesburg City Council where wage negotiations with Samwu have deadlocked.

More than 300 local authorities will be affected and thousands of bus commuters will be left stranded while tons of rubbish will be left uncollected.

Mr John Ernstzen, general secretary of Samwu, said: "No real progress has been made in negotiations which have taken place between the union and municipal employers over the past week.

"Negotiations have reached a deadlock because the council has once again adopted a totally intransigent position resulting in talks breaking down."

So far, the council is offering a five percent salary increase but says it is prepared to negotiate with Samwu.

"No, the council has not limited its wage offer to five percent of current wages, not has it refused to consider increases higher than five percent. In fact, it has made an alternative offer of effective increases of 10 percent for certain lower job categories," the Council said in a statement.

The council has meanwhile lodged an urgent interdict with the Rand Supreme Court to declare the intended action illegal. It has also made concerted efforts to make sure that the strike action fails.

Full page advertisements have been placed in newspapers in which the Council say: "The people of Johannesburg and employees of the City Council are deeply concerned about the threatened illegal strike which Samwu proposes to launch on Monday in support of its nationwide wage and other demands."

■ ESSENTIAL SERVICES Will be disrupted

unless a miracle occurs, says union:

"If Samwu goes ahead with strike action, vital municipal services will be disrupted, and the wellbeing of the community will be severely prejudiced."

However, the strike is set to go ahead next Monday regardless of whether the courts declare the action illegal. And Samwu will be holding rallies in various parts of the country today which will culminate in the strike action on Monday.

Mr Petrus Mashishi, president of Samwu, said yesterday the union was ignoring a court action lodged by the council with the Supreme Court.

Mashishi said: "We will not be filing an opposing motion because in terms of the law we have no case. What we will be doing is to ignore whatever decision might be reached by the courts."

"What I am positive about is that the strike action will go ahead as planned on Monday unless a miracle happens. We are prepared to negotiate if we get reasonable approaches from various city councils regarding our demands."

Mashishi said the workers were demanding a 15 percent across-the-board salary increase but that the response to its demands had been discouraging.

He said the Pietermaritzburg City Council offered a 14 percent salary increases after workers went on strike.

The rest of the councils are offering between two-and-a-half and four percent. The Cape Town City Council is offering about seven percent.

Samwu has about 80 000 members nationally, of which 42 000 are employed by the major cities. In Johannesburg Samwu has about 5 500 members as well as about 3 000 who belong to other unions.

The council, in the interdict, has sought against Samwu to prevent the strike, cites the possible impact on the city as follows:

- An 80 to 100 percent curtailment of bus services, leaving up to 15 000 commuters stranded, including scholars;
- The possible closure of Rand Airport;
- The danger of burst water mains, contaminated water supplies, gas leaks and sewer blockages;
- Curtailment of over 40 000 daily refuse collections from homes, hospitals and restaurants and 125 tons of street litter in the central business district;
- Samwu's membership also include 34 percent of traffic personnel, and 44 percent in the ambulance services; and
- Electrical power and disease containment services could also be affected.



IGNORE ... Samwu president Mr Petrus Mashishi says they will ignore a court interdict.

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LABOUR *Fm 30/7/93*
Political agenda

There's an air of inevitability about the threatened countrywide strike by municipal workers, scheduled to begin on Monday.

Though the dispute is national, the focus is largely on Johannesburg, where the city council and 12 unions — tied into an in-house industrial council agreement — have been locked in wage negotiations since mid-February. ~~(250)~~ ~~(100)~~ ~~(100)~~

Probably the only way of averting strike action is the 11th-hour application by the city council to the Rand Supreme Court for an urgent interdict, which was due to be heard at the end of the week. *(354)*

The dispute is primarily about wages. However, the issue is complicated by a slightly different, apparently more militant, line adopted by the 8 500-strong Johannesburg branch of the SA Municipal Workers Union (Samwu). It has added to its list of grievances the alleged interference by government in local authorities — specifically, unilateral restructuring and the so-called pegging of public-sector wages at 5% by President F W de Klerk. This suggests that

its stance is as much politically motivated as it is by working conditions. *Fm*

From the council's viewpoint this means running two sets of negotiations in tandem. The union, which represents largely unskilled workers, wants a 12,5% across-the-board hike in these categories. The city has tabled 5% and offered more for specific categories. The negotiators have R40m to juggle among 22 000 workers. *30/7/93*

The council's industrial relations director Andre de Wet says the city's offer is calculated on a formula based on what it can afford and on comparisons with the market. To that extent, he argues that Samwu's position is particularly untenable since the lowest wage — R1 037 — is almost twice the national minimum of R650. ~~(100)~~

He adds that though pay increases were due to come in on July 1, 80 hours of negotiations followed by three days of mediation (chaired by Stellenbosh's Blackie Swart) failed to break the logjam in May.

The unions then declared a dispute and a provisional date for arbitration has been set for August 5 and 6. The city, has, however, also offered to revise its pay offer and suggested arbitration prior to the strike deadline — provided Samwu abandons its strike plans. The union has refused — hence the court action. ~~(250)~~ *(354)*

"Nor will the union commit itself to returning to work if the pay issue is resolved. It has adopted a double-barrelled approach where it could fire the second barrel in the form of the unilateral restructuring issue, if the first doesn't work," says De Wet. ~~(100)~~

While the *FM* was unable to contact the union before going to press, Samwu has condemned the council for its recourse to the law, rather than "good faith" negotiation to settle the issues. It believes about 70 000 local authority employees around the country will participate in the strike. ■

South 317 - 4/8/93

Classes make up for lost time

By Vuyelwa Motlali

THE Cape Teacher's Professional Association (CTPA) is to offer Saturday classes for matriculants again.

"The extra classes made a tremendous contribution to the excellent results of 1992," said Ms Emily Solomon, CTPA vice president of educational and professional affairs.

"Due to the disruption and uncertainty that prevailed at schools during the second term, it is expected that a great number of students will turn up at the centres."

Solomon said the classes will be presented by the best tutors and experts in order to prepare candidates

for the matriculation examination.

Each student will pay R30 and registration will take place at all centres on Saturday July 31 at 8.30am. Classes will commence on Saturday August 7 from 8.30am to 11.30am, and run until September 4.

Classes will be held at: Ravensmead Secondary, Kleinvelei Secondary, Elsie River Secondary and Mondale Secondary.

The subjects to be presented are mathematics, accounting, geography, economics, biology, physical science and business economics.

For more information contact Mrs de Ruiters at the CTPA, telephone (021) 951-2107.

Public sector wage talks stalled

South 317 - 4/8/93

By Vuyelwa Motlali

PUBLIC sector wage talks broke down again last week. The talks were intended to negotiate salary improvements over and above the five percent proposed by the government, which was unanimously rejected.

The negotiations had involved organisations representing more than 500 000 employees in the public sector, teacher organisations, and the government. (255) (354)

The employee bodies have demanded adjustments in line with

cost of living increases and compatible with the private sector.

An initial offer by the government of 1.25 percent was rejected and was subsequently increased to 1.7 percent.

"Rejection of this offer caused the government to request a further two weeks to attempt to improve upon its offer," said a South African Democratic Teacher's Union (Sadtu) spokesperson.

"Employee organisations agreed to allow time for the government to consult and seek permission to better its offer."

Threatened municipal strike peters out

Star 31/7/93

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THE municipal strike planned to begin in Johannesburg on Monday has petered out into a one-day slay-away, with council workers planning to join the march down Oxford Road on that day together with members of the National Union of Metalworkers.

As an alternative to the strike, representatives of the city council and the union will meet at 1 pm on Monday to try to reach a wage settlement in the presence of an arbitrator, who will then be asked to

PAUL BELL
Labour Correspondent

confirm whatever agreement has been reached.

It is understood that the Independent Mediation Services of SA will be asked to provide a mediator for the process.

This emerged after the council and the local branch of the SA Municipal Workers' Union (SAMWU)

spent yesterday afternoon in discussions at the offices of the council's human relations director, Andre de Wet.

According to De Wet, Monday's meeting will be held "to discuss settlement of the wage dispute so as to avert the strike".

Should the meeting have to continue beyond Monday, the council said, it was willing to continue the following day and beyond "on the understanding that the strike, if it

takes place on Monday, is held in abeyance pending the outcome of the continued negotiations".

A council spokesman said the council had recognised that it was impractical for the union to call off its action between now and Monday. Monday's march would therefore be permitted to go ahead.

The council will facilitate the march by placing its traffic personnel on duty along the route. The

TO PAGE 2.

Municipal

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FROM PAGE 1.

march will begin in Fox Street, move to the Civic Centre where a memorandum will be handed to the council, then proceed down Oxford Road.

Motorists have been advised not to park in Oxford Road between 10 am and lunchtime on Monday.

The march's destination is the offices of the SA Motor Industry Employers' Association in Arnold Road, Rosebank.

The offices have been taken over, to all intents

and purposes, by the National Union of Metalworkers of SA (NUMSA), who will be protesting at what they describe as efforts by the employers to break the National Industrial Council for the Motor Industry.

This row has been simmering for more than a year, with NUMSA and the employers unable to reach an agreement since July 1992.

However, SAMWU's national strike, now taking on the appearance of a mild show of force rather than a showdown, is expected to continue as planned in other municipalities.

Strike still on despite court ban, says union

STimes [C] Metro
11/8/93

By JESSICA BEZUIDENHOUT

MUNICIPAL services will almost certainly grind to a halt in the Western Cape tomorrow as thousands of council workers down tools in spite of a Supreme Court interdict preventing their strike.

The duration of the strike is uncertain as Municipalities and the SA Municipal Workers Union (Samwu) have indicated that talks could continue this week. (155) (255) (1400)

Indications yesterday were that the Cape Town City Council would be hardest hit by the strike action with 11 000 of its workers downing tools.

Services such as cleansing, water-works, libraries, cash offices and housing estate offices will be most affected. (354) (255)

Arrangements have been made to maintain emergency services such as ambulances, health care personnel and fire brigade workers, Samwu spokesman Mr Roger Ronnie said yesterday.

A union spokesman confirmed yesterday that Samwu would ignore interdicts granted by the Supreme Court to the Cape Province Local Authorities' Employers Organisation and other municipalities around the country.

'Workers criminalised'

He said Samwu did not oppose the court applications as present labour legislation offered no protection to municipal workers and criticised the action, saying it "effectively criminalised" workers.

Talks between Samwu and the city council broke down with the union demanding a minimum monthly wage of R650 and a 20 to 30 percent increase for those workers earning above R650.

It also demanded at least 26 working days annual leave, pension/provident funds for all workers and a 40-hour working week with no loss in pay.

Mr Ted Doman, spokesman for the city council said Samwu had rejected the council's final offer of increases ranging from 10 percent for lower paid employees to 5½ percent for better-paid employees.

Meanwhile, the SA Association of Municipal Employees (Saame) called on its members to report for work as usual tomorrow.

● Political Reporter NORMAN WEST reports that if a planned nationwide strike by motor industry workers, also due to begin tomorrow, goes ahead it could mean disrupted service at some garages. No forecourt attendants to fill and service cars, tea ladies, sweepers or even mechanics will be available.

Deals p

By DAWN BARKHUIZEN and RAY HARTLEY

LAST-minute deals between private- and public-sector employees and unions have defused looming labour action around the country.

The National Union of Metalworkers of SA which had planned to start countrywide mass action tomorrow, will instead sign a deal with vehicle manufacturers.

The National Union of Mineworkers called off a scheduled strike ballot on Friday after eleventh-hour talks with the Chamber of Mines.

And in Johannesburg, a threatened strike by municipal workers who belong to the SA Municipal Workers Union has been called off after city and union officials agreed to try to settle the wage dispute before an arbitrator.

Municipal workers will now join a planned march in Oxford Road instead of embarking on the planned strike — though workers in other cities will go ahead with the illegal strike. (354) (152)

The Numsa deal, which comes after 30 sessions of tough bargaining between trade unionists and South Africa's nine vehicle manufacturers, sets new standards in industrial relations and marks a swing away from confrontational wage negotiations, unionists say. (184)

The agreement paves the way for "multi-skilling" the 26 000-strong workforce — a policy that has already boosted the flagging Australian car industry and improved production in Japan.

The agreement was "light years ahead of anything else", said Numsa negotiator Gavin Hartford, and aimed at raising production to world-class levels.

Manufacturers hope the agreement will inject new life into the beleaguered car industry — now experiencing one of its bleakest patches after losing millions of rands through work stoppages after Chris Hani's death, earning warnings from overseas parent companies that factories would be relocated to countries such as Korea unless quotas improved. (192)

The agreement lays down principles for plotting career paths for all employees, cross-training and upgrading blue-collar skills, introducing industry-wide provident and medical-aid schemes, and creating the country's first-ever work-security fund for retrenched workers.

As part of the deal, hourly paid workers at BMW, Delta, Mercedes-Benz, Nissan, Samcor, Toyota, Volkswagen, Associated Automotive Distributors and Man Truck and Bus Company can expect a 10-percent wage increase.

The Chamber of Mines agreed to take the NUM wage dispute to mediation in exchange for an undertaking from the NUM to suspend its strike ballot. Mediation is expected to begin this week.



FACE TO FACE

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put off strikes

STimes 11/8/93



FACE TO FACE . . . William Minisi and Johan Lemmer in a heated confrontation over whether the NP MP tried to bribe the DP official

At labour's furthest reaches

IF THE public service is labour's last frontier, local authorities are at its furthest reach.

Consider the following 1992 minimum monthly wages: the Public Service — R709; Spoor-net — R1 050; Eskom — R1 136; Telkom — R1 020.

By comparison, the average wage in local authorities, a sector which employ more than 300 000 people nationally, was R529 last year, according to the Labour Research Service.

By those lights alone, today's strike by municipal workers — though partial and fractured — would make some sense. But the dispute which has led to today's action is being driven by a combination of national and local issues, creating disjunctions between them that make resolution a complex, virtually impossible, task.

Which suggests that the objective of the 80 000-strong South African Municipal Workers Union, an increasingly militant affiliate among Cosatu's public sector unions, is more a show of strength than a showdown.

This seemed to be the sum of things as strike leaders in Johannesburg agreed on Fri-

day — at the brink of action — to go back into talks with the City Council today.

That average wage of R529 is one that has been dragged down by the preponderance of small municipalities that constitute it. It nevertheless makes Samwu's national-level demand for a minimum wage of R650 eminently reasonable.

But where does that leave Johannesburg, where Samwu members constitute no more than a quarter of the 22 000-strong workforce? Its City Council pays a minimum wage of R1 037 — 60 percent more than the national minimum demanded by Samwu.

The situation in the other major cities is not dissimilar. Labour adviser Andrew Levy characterises these workers as comparatively well-paid, and the recipients of reasonable leave, allowances and sick-pay benefits, with a relatively higher level of job security. And at least half of Samwu's members are employed by the so-called Major Cities group.

Given the disparate conditions which prevail in this sector, and the fact that Samwu represents at most a quarter of the national municipal workforce, why has the union

Today's industrial action by the SA Municipal Workers Union represents a mild show of strength rather than a desire for a showdown, writes Labour Correspondent PAUL BELL.

taken what must be considered something of a gamble?

One needs, says Cosatu organiser Siphso Binda, to go back to 1991 and a resolution at a Cosatu congress that the federation should strengthen its presence in the public sector. Since then it has been developing a strategy that includes unity among the public sector unions, and the co-ordination of action.

In regard to unity, Cosatu has tentatively announced May 1994 as its target for the formation of a new super union that will merge Samwu with the National Education, Health and Allied Workers' Union and the Post and Telecommunications workers' Association.

Last January, the State President announced a 5-percent

ceiling on wage increases in the public sector. This, in conjunction with union concerns over government's efforts to cut the public payroll, provided a focus for co-ordinated action among the Cosatu-aligned unions, as well as co-ordination between Cosatu and other public sector unions, including Nactu and Fedal affiliates.

The Cosatu unions in particular have been threatening since May to call a general strike over the wage and restructuring issue. After six weeks of discussion, a consensus began to emerge around August 2 for the initiation of strike action. It would be left to regions, however, to mobilise around local grievances.

The South African Democratic Teachers' Union, additionally angered by retrenchments and conditions in black education generally, came within an ace of going out at the end of May. Appeals were made to the community to support the strike. But the black education crisis is such that little sympathy would be generated for a teachers' strike, and after Cosatu's intervention, it was averted.

Since then, the Cosatu unions' enthusiasm for concerted strike action on August

2 seems to have waned.

Samwu, whose wage grievances are more pronounced, has been more steadfast. It has been negotiating on wages with municipal authorities in all four provinces, and in particular with the Major Cities — with the development of national collective bargaining as one of its objectives.

In Johannesburg, however, the local issue on which Samwu had persuaded its members to go out, depended additionally on the "restructuring" that the JCC has proposed by reorganising the basis on which it will award pay increases in the future — effectively substituting across-the-board increases for increases related to efficiency and productivity. Samwu calls this union-bashing.

Unfortunately, the Johannesburg branch accepted a decision early in July to go along with the 11 other unions who represent council workers, to accept arbitration as the next step in resolving the wage dispute. The strike proposal pre-empted this process, put Samwu beyond the law, and also put it somewhat at odds with its main supporters among the city's other unions. □

NEWS Lengthy municipal wage talks win the day ● Co

Strike bites the dust

By Ike Motsapi and Sapa

MUNICIPAL workers in Johannesburg ended their strike last night after council and union negotiators reached agreement on wages. (356)

A Johannesburg City Council spokesman announced that grade one to three workers would receive an effective 10 percent increase while grade four workers' salaries would go up by seven percent. (354)

Council spokesman Mr Paddy Weech said the lower grade workers would get a 7,5 percent increase with effect from July 1 and a further 2,5 percent raise from January 1 next year. (353)

Grade four workers' salaries would go up by five percent with effect from July 1 and a further two percent from January 1 next year.

The South African Municipal Workers' Union called for a countrywide stayaway yesterday to support demands for a minimum monthly wage of R650.

Although the lowest salary in Johannesburg was R1 037, some wages in smaller towns are R250.

Weech said the agreement, reached after more than six hours of talks, would not affect areas outside Johannesburg.

Yesterday morning thousands of Samwu members went on strike and disrupted services around the country.

Johannesburg's transport services were severely disrupted with only 20 percent of buses running on most routes.

In Pretoria services were "not affected at all" with only 150 of the council's 3 000 Samwu members supporting the strike, city council spokesman Mr Jan Bezuidenhout said. He said those

on strike represented five percent of the council's workforce.

Only about 150 municipal workers downed tools in Durban yesterday, with almost no disruption to services. But Samwu said the strike was affecting municipalities throughout the province.

Durban Corporation spokesman Mr David Cloete said there had been "insignificant support" for the strike in the city.

Samwu regional secretary Sakazani Magwaba said there were as many as 300 workers on strike in Durban.

Several thousand striking workers gathered on the west side of Johannesburg's Civic Centre yesterday afternoon to be addressed by Cosatu assistant secretary-general Mr Sam Shilowa before a memorandum was handed to the town clerk.

Pay boost for city workers

Star 4/8/93

By Paul Bell
Labour Correspondent

The two-day strike by members of the SA Municipal Workers' Union (Samwu) employed by the Johannesburg City Council has extracted an additional R10 million in wages for the council's employees in 1993-94.

Council human resources director Andre de Wet said the amount budgeted for increases had risen from R40 million to R50 million as a result of Monday night's settlement between the council and the unions. (254)

In cash terms, the settlement gives the council's lowest-paid (Grade 1) workers an additional R78 a month between July 1 and December 31, rising to R104 on January 1. (1932)

Dissatisfied

The offer, based on a staggered increase of 7,5 percent, plus a further 2,5 percent in the second half of the wage year, moves the Grade 1 monthly minimum from R1 037 to R1 141 for the year. Grade 2 goes up from R1 090 to R1 199, and Grade 3 from R1 135 to R1 241.

In Johannesburg, strikers were expected to have returned to work this morning, following yesterday's meeting of about 5 000 strikers in front of the City Hall. There, as expected, union leaders had to sell the deal hard.

"We have achieved what we wanted to achieve," Samwu's lead negotiator in the city, Richard Spalding, told the crowd. This was greeted by a hubbub of dissatisfaction.

Taking the microphone from Spalding, Johannesburg Combined Employees' Union (JCEU) general-secretary Hassen Lorgat shouted: "There is no better deal in town. The union is not as

strong as when it started, because other workers have gone back to work."

De Wet said he thought the settlement was fair. Asked why, in that case, the council had waited until the city had been hit by a strike before making a fair offer, he replied that each party had used the pressure it could muster. (354)

He acknowledged Samwu's "show of strength" but said Monday night's negotiations had been, effectively, an arbitration, given the presence of an arbitrator. This was a process to which the council had already agreed.

"Samwu forced that process into top gear, it expedited the arbitration. But the same result could have been achieved through arbitration. In general terms, it might have been expected that an arbitrator would have made that award."

The status in Johannesburg of Samwu, with its 5 500 members, has received a boost as a result of the union's role in organising the strike.

Failure

But a major disappointment was the failure of the Union of Johannesburg Municipal Workers (UJMW) to throw the full weight of its estimated 8 500 members behind the strike.

Union leaders were clearly annoyed at the UJMW's decision not to support the strike, leaving prospects for the three-way unity initiative between Samwu, the JCEU and UJMW in doubt.

But the UJMW was unrepentant. General secretary Hilow Maeko also said Monday's talks had expedited the arbitration.

Were they happy with the offer? "We cannot exactly be happy, what with inflation. Our last demand was for 12,5 percent. But some say it is better than nothing under the circumstances."

MUNICIPAL STRIKE Fm 6/8/93 Not too much rubbish

Public sector wage negotiators are likely to take heart from the fleeting nature of the municipal workers' strike, which showed signs of cracking by the end of the first day — though it could drag on in some towns.

In the first place, the level of support for the strike must have disappointed the organisers for the SA Municipal Workers' Union. In the run-up to the Monday stoppage, it confidently predicted that most of its 70 000 members would come out. But, by its own assessment, just over 30 000 heeded the stayaway call in 103 towns and cities. (364)

The "nationwide" strike of August 2 was based on stalled wage negotiations with certain municipalities. Though mainly about wages, the bargaining was complicated by the union adding the grievance of alleged central government interference in local authorities with specific regard to restructuring and the so-called pegging of public sector wages at 5% (152) (250)

Perhaps more significant than the apparent early collapse of the strike is that the dispute in the biggest centre, Johannesburg, was settled by arbitration by the end of the first day. The agreement reached was substantially closer to the city council offer than the union demand.

Wage increases

The union, which represents largely unskilled workers, wanted a 12,5% across-the-board wage rise, while the Johannesburg council offered 5% with additional money in specific categories. The council said it had a sum of R40m in increases to share among 22 000 workers in 12 unions. Before going to arbitration, union and council agreed to set aside the other issues and concentrate on wages.

The consequence was that the arbitrator, Martin Brassey of Independent Mediation Services of SA, awarded unskilled workers 7,5% from July 1, followed by a further increment of 2,5% from January 1. In the semi-skilled and skilled categories, increases will be 5% from July 1 followed by a further 2% in the new year.

Council industrial relations director

Fm 6/8/93

Andre de Wet is happy with the settlement. "We did the best we could under the circumstances and the way it is structured means that it won't cost us that much more than we anticipated." He adds, however, that it does mean the city will exceed the wage increase allocation of R40m by a "couple of million."

While the final tally in lost wages has not been calculated, a rough estimate puts it at R150 000 in Johannesburg for the one day.

Labour attorney Dhaya Pillay believes the settling by arbitration of municipal wage increases at 5%-7% has broad implications for public sector collective bargaining, where President F W de Klerk's 5% maximum applies. (250) (354) (152)

Though the municipal workers are governed by the Labour Relations Act and State employees fall under the new Public Service Labour Relations Act, Pillay feels the closeness of the mediated settlement to government limits means it is reasonable to assume that public sector unions will also reluctantly accept similar levels. Public sector strikes, in spite of rumblings to the contrary, are, therefore, unlikely.

A further indication of lack of resolve is that only one major municipal union chose to strike over pay.

Pillay adds, however, that the public sector could take some form of industrial action to protest against the arbitrary manner in which workers were notified about the 5% limit. ■

Teachers' union to go ahead with pay strike

By Justice Malala

South African Democratic Teachers' Union (Sadtu) president Shepherd Mdladlana yesterday reaffirmed his organisation's commitment to a national salary strike, starting on August 16.

Mdladlana told about 1 500 toyi-toying teachers at the Johannesburg Library Gardens yesterday that if salary negotiations remained deadlocked, the organisation's national congress decision to go on strike would be implemented. Sadtu is demanding a 25 percent across-the-board increase; the Government has offered 5 percent.

The teachers later marched to the regional offices of the House of Representatives and presented a list of demands to the Department of Education and Training, Department of National Education, and the coloured, white and Indian education departments. (324) (354)

Sadtu is demanding a moratorium on all pending retrenchments, the appointment of an independent arbitrator to resolve the dispute over merit awards in the Indian education department, and that the authorities should refund teachers whose salaries were cut because they took part in a strike earlier this year.

DET spokesman Corrie Rademeyer said yesterday he had informed Sadtu general-secretary Randall van den Heever in a letter that any strike action by the union would be illegal. He said the department would apply the principle of "no work, no pay".

By Waghied Misbach

THE BIG cities in the nationwide municipal strike grabbed the headlines this week, but the real struggle is in the poorer rural municipalities.

As the strike entered its third day on Wednesday, Cape Town City Council and the Western Cape region of the 70 000-strong South African Municipal Workers Union (Samwu) reached an agreement to suspend the strike.

At the same time that dispute was being resolved, about 1 000 workers from areas stretching to the Eastern and Northern Cape marched on the offices of the Cape Provincial Employers Organisation (CPEO) in Bellville. (250) (150)

Workers said the employer body refused to enter negotiations which cover 147 municipalities and 12 000 workers in mostly rural areas. (213)

The workers were given notices by the CPEO that they would be dismissed if they did not return to work, said Merle Brown, Samwu national organiser. (354)

After the march workers were told by union officials the strike would continue into a fourth day. (1107)

Workers from these areas claim they are earning well below the salaries offered by the big city councils. In some areas workers earn between R200 and R500 a month.

Goodwood and Stellenbosch workers said labourers earned R281 a fortnight while operators earned R390 a fortnight. They said there are no benefits like medical aid and pension funds.

"Working conditions are bad. They treat us like dogs, like we are

Rural municipal workers are left out in the cold

South 7/8 - 11/8/93



MESS ACTION: Cape Town streets were filthy this week during the Municipal Worker' strike

Photo: Yunus Mohamed

animals," said one worker.

He said they wanted to work an eight-hour day — currently they work nine and half hours.

Goodwood workers demand a R650 minimum wage, with a 30 percent increase for other workers.

Mr Salie Manie, chairperson of the Cape Town branch of Samwu and national executive member, said this week the union also wanted to

stop the countrywide restructuring at municipalities.

Manie said the municipalities have started privatising certain services.

He said this was "ill-timed" as moves were already underway to restructure the sector in talks with the Local Government Negotiating Forum (LGNF).

Manie, vice-chairman of the LGNF, says this was taking place

on "apartheid ground rules".

Manie said privatisation resulted in retrenchments and there was often a cutback in services.

He slammed the action of the police on Tuesday when 10 workers were injured after police fired tear-gas and rubber bullets at them outside the Good Hope Centre.

Police said seven of their members were injured.

Worker Clive Abrahams, who was at the scene, said: "They just started shooting while we were walking over the bridge." He denied workers provoked police by throwing stones.

Another worker said they started throwing stones only after the police opened fire on them.

A worker who did not want to be named showed two teeth of a fellow worker. He said a group of policemen had "stamped on his face".

The policemen allegedly dragged the bleeding worker down the steps and "threw" him into a police van.

Manie said he would report the incident to the union's international secretariat.

Further submissions to be heard on regions

B/Say 10/8/93

TIM COHEN

NEGOTIATORS yesterday struggled to agree on future regions for SA, requesting that the report be redrafted and further oral evidence heard.

After a full day's debate, political parties disagreed on the nature of the boundaries. A wide variety of problem areas arose.

Many of the parties criticised the draft committee's report for not being specific enough and not taking into account local issues.

ANC negotiator Thozamile Botha suggested that the boundaries should be "soft" and the final decision be made by an elected body.

Regional and Land Affairs Minister Andre Fourie said government had two "fundamental problems" with the commission's recommendations: the proposal that the northwestern Cape should not be incorporated into the Free State and the amalgamation of the Transkei/Ciskei with the eastern Cape.

The DP also objected to the amalgamation of the eastern Cape and the two homeland regions.

Delegates debated extensively on whether Pretoria should be incorporated into the PWV area.

Traditional leaders criticised the recommendations on areas such as east Griqualand and Groblersdal.

At the conclusion of the debate, a draft resolution was tabled calling for further submissions from "people and organisations in sensitive areas identified in the debate".

Commission members would analyse the submissions, receive oral evidence and prepare a second draft of the report.

The issue of Walvis Bay was raised during the debate, with government recommending that it be included in the western Cape region. This sparked a proposal by the PAC that an "in principle" decision on Walvis Bay be taken.

The PAC proposal called for government to promulgate legislation to transfer Walvis Bay to Namibia "as a matter of urgency". The proposal, supported by the ANC, will be discussed again today.

Sadtu confirms strike plans

KATHRYN STRACHAN

THE SA Democratic Teachers' Union (Sadtu) yesterday confirmed it would go ahead with a national strike on August 16 unless government agreed to its demand for a 20% salary increase.

Sadtu secretary-general Randall van den Heever said at a news briefing in Johannesburg the decision to proceed with the strike was taken at a national executive committee meeting at the weekend.

Salary negotiations would continue, but teachers believed government was negotiating in bad faith as it refused to move on a 6,7% increase offer — 1,7 percentage points higher than its original offer.

Sadtu, on the other hand, had dropped its demand from 30% to 20%.

The union was also angered by staff cuts in the House of Representatives' education department. Despite the newly formed education forum's intervention, the state was continuing with retrenchments regardless.

However, forum representatives said at the weekend they had secured government's assurance that all further restructuring in education — including the coloured teacher cutbacks — would be referred to the new structure.

It was "regrettable" that the strike should come so close to year-end exams, and the union was sensitive to the fact that it would affect pupils. However, in the absence of any dispute

resolution mechanisms the union had no alternative but to turn to mass action.

The Department of Education and Training (DET) charged that Sadtu's continued existence depended on its ability to attract attention by creating artificial crises — and pupils were made to pay the price.

"It is tragic that Sadtu appears to be wilfully planning to create a situation where teachers are made vulnerable to disciplinary action and pupils are made to pay the price," a DET statement said.

Meanwhile, our Durban correspondent reports that Sadtu will hold further talks with a delegation from the KwaZulu education department today to discuss its demand for recognition in the territory.

School strike is on

Sowetan 10/8/92

By Bongani Mavuso

MEMBERS OF THE South African Democratic Teachers Union would go on strike on Monday, the union announced yesterday.

Sadtu secretary-general Mr Randall van den Heever said the union decided on the action after the Government had failed to meet its demands for an acceptable "living wage" for teachers and its failure to immediately halt all unilateral rationalisation and cutback measures.

The Congress of South African Students, Pan Africanist Students Organisation and the Transvaal United African Teachers Association condemned the impending strike.

Cosas spokesman Mr Bafana Twala said yesterday his organisation did not support the strike action because it was "badly timed" and would be detrimental to pupils.

However, Twala said, Sadtu's demands were "reasonable" and Cosas supported them. "Already, much school time has been lost this year. We are afraid the teachers' strike will badly affect year-end results, especially for matriculants who need to catch up," Twala said.

Struggles

Paso spokesman Mr Raselepe Machobane said his organisation was not opposed to the strike "in principle". Machobane said they understood the nature of the teachers' struggle against the Department of Education and Training.

"One thing that Sadtu should bear in mind is that maximum damage should be caused to the regime and minimum damage to pupils," Machobane said. He called on Paso members to assist pupils with their schoolwork.

Tuata president Mr LM Taunyane said the call by radical elements of the "organised teaching profession" for another strike at this time of the year showed that those teachers were irresponsible members of the profession.

"So much school time has already been lost this year as a result of teachers' strikes and boycotts. It is doubtful that there will be any improvement at all in the matric results," Taunyane said.

Reassessing strike

Teachers embarking on such actions were not interested in their profession, educating the children they taught, Taunyane said.

Van den Heever said Sadtu had formed a "national strike council" which would meet on August 21 in order to reassess the strike and decide whether it would continue or be called off.

He said Sadtu regretted that teachers were forced to embark on a strike at this time of the year. "If the Government meets our demands, then the strike will be suspended," he said.

He said the strike would be "short and effective" and various organisations, including community, political and labour, had been consulted.

He said Sadtu rejected the 6,7 percent salary increase for teachers. Sadtu demands a 20 percent increase.

"The question of the Government's minimal response to teachers' salary demands, and the disruptions caused to schools in the middle of the year by retrenchment of teachers, have caused serious dissatisfaction in the ranks of the Sadtu membership.

"The charge that the State demonstrates bad faith in respect of service conditions of teachers has been exacerbated by the Government's unsatisfactory response to these issues," Van den Heever said.

Teachers to start strike on Monday

BY MICHAEL SPARKS

Black teachers will go ahead with a strike on Monday, the national executive committee of the SA Democratic Teachers' Union has confirmed.

Sadtu general secretary Randall van den Heever said yesterday the teachers would strike over the Government's failure to meet their demands for a 20 percent wage increase and an end to retrenchments.

Van den Heever said the 17,7 percent increase on top of the original 5 percent offered by the Government was not enough and the Government would have to raise its offer "substantially" to reach agreement with Sadtu.

He said he was sorry the strike had to happen now — less than two months before final exams are scheduled to begin — but added that if the Government was prepared to meet Sadtu's demands before Monday, the strike would not go ahead.

Assistant general secretary Thulas Nxesi said teachers were torn between the obligation to teach and the need to fight for their rights.

He said the Government had not negotiated in good faith but had delayed negotiations.

"We have no other option but to strike," he said.

The union was also protesting against the voluntary retrenchment package taken by 650 teachers from the House of Representatives, with none of them being replaced. This meant that many classes had no teachers until the end of the year.

Sapa reports that Department of Education and Training spokesman Corrie Rademeyer said the interests of pupils, who had already suffered severe disruptions to schooling, should not be forgotten.

He criticised the decision to strike, saying Sadtu could exist only through attention gained by "creating artificial crises".

Education commentator Dr Ken Hartshorne said it was regrettable that the union had proposed a strike so close to exams.

ANC tries to avert strike by teachers

Star 11/8/93

■ BY JUSTICE MALALA

The ANC yesterday said it would "leave no stone unturned" to facilitate a meeting between teachers and the Government in an effort to avert the nationwide teachers' strike due to begin on Monday.

The 60 000-strong South African Democratic Teachers' Union (Sadtu) said on Monday that it would go ahead with the strike. It had resolved to strike at its biannual congress.

Sadtu is demanding a 20 per cent across-the-board salary increase while the Government has offered 6,7 percent.

The union is also demanding a moratorium on the retrenchment of teachers, particularly by the House of Representatives. Although the issue seemed to have been resolved earlier, the ANC said yesterday Sadtu members continued to receive letters ending their services as of the end of the year.

ANC NEC member in charge of education Cheryl Carolus said the country could "ill afford" another education crisis.

Azapo publicity secretary Gomolemo Mokae said although his organisation was "not insensitive" to the plight of teachers, Sadtu had to ask itself whether the strike would take "their cause, and especially that of the black child, forward".

A Department of Education and Training spokesman confirmed yesterday that the Government had applied for a court interdict restraining Sadtu members from striking.

Bid to avert teachers' strike

NATIONAL Education Minister Piet Marais began interdict proceedings against the SA Democratic Teachers' Union yesterday in a bid to avert next week's strike.

A range of organisations warned that education would be plunged even further into crisis if the strike went ahead, which it seemed set to do. **B1 Day 10/8/93**

Central to the union's decision to strike is its claim that government is continuing teacher cutbacks in the House of Representatives despite its promise to refer further restructuring to the education forum.

Backing the union's claims, ANC education head Cheryl Carolus told a news conference government had broken its promise by continuing with rationalisation plans. The move was a "racist plot" to slip in education policy changes before a new

KATHRYN STRACHAN

government was installed.

However, black education was at such a critical point that it could not afford another setback and everything possible had to be done to avert the strike, she said.

Education forum spokesman Alan Tonkin said there had been a very clear agreement between the union and government on how the coloured teacher issue would be handled within the forum. The matter had been implemented in complete accordance with the terms of the agreement and the union had not informed the forum of any irregularities. **(354) (21)**

The union also cited government's refusal to agree to its demand for a 20% salary

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Teachers

B1 Day

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From Page 1

increase as a reason for the strike. While negotiations were proceeding, the union announced it would strike as government would not move beyond its 6.7% offer.

The forum and the ANC said they would not intervene in the wage talks as it would be inappropriate for a third party to intervene in legitimate labour issues. **(354) (21)**

The DP condemned the strike decision, saying it would have disastrous results. Sapa reports that DP spokesman Dick van der Ross said it was inappropriate to plan

strike action while a solution to the education crisis was being sought. **(354)**

The NP said the planned strike was an example of how the union wanted to "gain its unreasonable claims by blackmail".

The PAC's student organisation also expressed its disappointment at the threat to strike, saying this would lead to serious consequences. It urged the union to allow time to devise actions which would have a less disruptive effect.

Pupils appeal for strike to be delayed

KATHRYN STRACHAN

THE Congress of SA Students yesterday appealed to teachers to delay their national strike as it came at a time when pupils had to "confront the frightening monster of examinations".

Cosas said it acknowledged the demands of the SA Democratic Teachers' Union (Sadtu), but regretted the unfortunate timing of the protest action, planned to begin on Monday, with exams looming just over a month away. *Biday 12/8/93*

Cosas urged government to consider all possible ways of meeting teachers' demands and averting the strike.

However, in the event of a strike, Cosas would attempt to avoid another year of disastrous results. It would call on pupils to continue attending classes and studying on their own, and would ask university students to assist pupils. *12/8/93*

Government's application for an interdict to prevent the strike, which is over salary increases and coloured teacher cutbacks, is due to be heard in the Pretoria Supreme Court today. *(354)*

Sapa reports that National Education and Training Minister Sam de Beer has asked the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike. *(321)*

He has also asked for an order that each teacher comply with a regulation in the Government Notice R1099, which decrees that teachers give full attention to the duties and functions entrusted to them.

National Education Minister Piet Marais yesterday said Sadtu's "latest threat" to strike should be seen against the state's commitment to a process of negotiated education reform. He denied claims that

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Strike *Biday 12/8/93*

□ From Page 1

his department had failed to honour agreements reached with the union. *(321)*

Wage talks are continuing despite the action, with the union demanding a 20% increase and government standing by its offer of 6.7% - 1.7 percentage points above its original offer. *(354)*

Marais said talks would continue next Wednesday and Thursday. The dates had been arranged with parties from the public service and education sectors and could not be altered "because of threats from one organisation".

Meanwhile, disagreements have already surfaced among members of the newly formed education forum on the issue of coloured teacher cutbacks. Sadtu's claim

that government was disregarding the agreement reached by the forum has been contested by forum representatives. Sadtu said government has disregarded the agreement while forum sources said all was going according to plan.

However, National Education Crisis Committee southern Transvaal region branch spokesman Amon Msane further confused the issue by saying there had never been an agreement.

He also warned another disruption would plunge the country into "the worst matriculation results we have ever seen", and appealed to government to meet Sadtu before Monday to discuss the problems.

ainst teachers • Lengthy debate on tax bases

Chalkdown faces court crunch today

By Bongani Mavuso and Sapa

AN APPLICATION to declare the proposed strike by members of South African Democratic Teachers' Union illegal will be heard in the Pretoria Supreme Court today.

National Education and Training Minister Sam de Beer is expected to ask the court to interdict Sadtu, its national executive and regional chairmen from inciting, encouraging or persuading teachers to join the strike scheduled to start on Monday.

The interdict follows Sadtu's announcement that its members would go on strike after salary negotiations between the Government and the union deadlocked.

The dispute appears to stem from the implementation of some issues on the

■ DAMAGE CONTROL Cosas urges

matriculants to go it alone:

agreement signed by Sadtu and the Department of National Education and other education departments in Pretoria on May 21.

Announcing its strike this week, Sadtu accused the Government of negotiating in "bad faith".

The union demands a moratorium on retrenchments.

Sadtu also demands a 20 percent across-the-board salary increase while the Government offers 6,7 percent.

National Education Minister Mr Piet Marais said yesterday attempts to justify the strike had centred on allegations that the State had not honoured the May 21 agreement.

Marais said salary negotiations could take place only within the existing "ap-

propriate structures". He said negotiations over salaries would continue on August 18 and 19.

Meanwhile the Congress of South African Students yesterday urged pupils to continue with studies on their own.

Cosas president Moses Maseko said they would meet Sadtu this week to decide on how to assist pupils while the strike was on.

Maseko said the strike came at a "very unfortunate time" when pupils were about to sit year-end examinations.

"We also recommend that, where possible, SRCs should contact tertiary students in their various locations to assist matriculants so that we do not have another year as disastrous as the previous ones," Maseko said.

Sowetan 12/8/93
Back to strike action

MORE than 2 000 municipal workers in Port Elizabeth resumed strike action yesterday as their wage dispute with the Port Elizabeth City Council continued. (352) (352)

The South African Municipal Workers' Union said in a statement the workers had resumed the strike, suspended last Wednesday, because of the breakdown in negotiations held on Monday. "The strike is primarily due to the Port Elizabeth municipality displaying absolutely no will to meaningfully address the demands of the workers," Samwu said. (354)

Unions consider Iscor offer

ERICA JANKOWITZ

ISCOR expects the three unions which represent the majority of its workers to respond to its 6% final wage offer today or on Monday, after a shortlived pact between the unions appeared to break down yesterday.

Indications are that the offer will be accepted with the proviso that negotiations resume in October on an additional 2% increase to be implemented in January. *Bibay*

The unions — the right-wing SA Iron, Steel and Allied Industries' Union (SAISAIU) and Mine Workers' Union (MWU) and the Cosatu-aligned National Union of Metalworkers of SA (Numsa) — issued a joint release last month rejecting the offer.

However, Numsa spokesman Chris Ndebele said only Numsa and the MWU had declared formal disputes. SAISAIU held a meeting with Iscor management in an attempt to resolve the dispute. *13/8/93*

In these subsequent negotiations, Iscor offered to review its final offer in October after results from the first quarter of its new financial year were released. The 6% increase would be backdated to July 1.

Ndebele said Numsa would approach its allies in a bid to get Iscor to agree to implement the additional offer only to members of unions which had declared disputes.

He said the issue of an agency shop had been rejected by Iscor, but Numsa was determined to bring this up at the October negotiations.

Numsa would reapproach MWU and SAISAIU with a view to "showing them the correct direction". To date, workers from all three unions have held joint demonstrations on wages.

Iscor said its Pretoria plant would shed about 1 400 jobs by the end of the year. *(210) (354)*

By Rehana Rossouw

IN the next four days, the South African Democratic Teachers' Union (Sadtu) will have to keep a delicate balance between their members' anger and parents' concerns.

All signals are that the teachers' strike is going ahead on Monday, despite withering criticism from other organisations and legal action from education departments.

In the Western Cape, a Sadtu strike council meeting — where all branches were represented — voted unanimously to strike.

However, Sadtu regional chairperson Mr Glen Abrahams said there were indications the union would not get as much support for the strike as they did in May.

"We welcome interventions from other organisations to defuse the crisis, but the same was done last time and nothing was achieved,

Sadtu caught between parents and teachers

South 1418 — 18/8/93
especially where salaries are concerned," Abrahams said.

"It is in the interests of our membership that we take action before they become disgruntled with their organisation."

Abrahams said Sadtu was aware of parents' concerns that the strike would affect their children's exam results. (354)

The strike would be reviewed after salary negotiations with the government on Tuesday and Wednesday.

"Parents should wake up to the reality that their children will suffer for even longer if teachers do not take action now against cutbacks in education," Abrahams said.

"We are not teaching their children at present anyway, we are busy with crowd control in the classrooms."

Cape Teachers' Professional Association (CTPA) president Mr Archie Vergotine said although teachers had "ample reason" to strike, the interests of the children had to come first.

"There is a measure of justification for radical action. Teachers are extremely frustrated by the government's attack on the standard of education," Vergotine said.

"But at this stage of the year — with final exams in two months — we know what the disastrous consequences of strike action could be."

Sadtu urges all teachers to strike

By AYESHA ISMAIL
15/2/93

A CALL to "avoid chaos in schools" by all teachers coming out on strike tomorrow — the first day of a chalk-down by members of the South African Democratic Teachers' Union (Sadtu) — has been made by the union's general secretary, Mr Randall van den Heever.

Sadtu is to go ahead with the strike in defiance of a court interdict, granted to Minister of Education and Culture Mr Pieter Saaiman late on Friday night, to halt the action.

The Union of Teachers' Associations of South Africa (Utas) and the National Professions of Teachers' Organisation of South Africa will not take part in the strike.

This would create problems at schools as Sadtu members would not be taking classes, while non-Sadtu members would, Mr van den Heever said.

'Disappointed'

"We want to call on all Sadtu members and non-members to join the strike to avoid chaos," said Mr van den Heever. If non-Sadtu teachers joined the strike, no action could be taken against them.

Mr van den Heever said he was "disappointed" that the department had resorted to "repressive measures such as court orders and interdicts to deal with teacher disputes, rather than attempting to resolve these through bone fide negotiations."

Sadtu is demanding a 20 percent increase and an end to rationalisation. Under the programme, more than 3 000 teaching posts have been made redundant.

Teacher bodies met the state in separate talks on Friday to discuss salaries and the department's rationalisation programme.

"We could not reach agreement," Mr van den Heever said.

"The Sadtu delegation came prepared with schedules and statistics on vacant posts. We were appalled that top officials of the department did not have the statistics at hand.

"They told us they needed two weeks to get them."

'Failed'

Sadtu's chairman in the Western Cape, Ms Vivienne Carelse, said that even after months of negotiations, the government had failed to address salaries and rationalisation adequately.

The union would not be made to feel guilty or responsible for disruptions during the strike, she said.

"The department has disrupted the education system by freezing posts, early retirement in the middle of the year and by not allowing these teachers to be replaced."

Political 'hijackers' under fire in Atlantis

Political Reporter

A TELEVISION programme in which the Democratic Party's chairman for Atlantis, Mr Jeff Leonard, takes up the cudgels for the township's unemployed, has been slammed as "a cheap political stunt".

Mr Danny Oliphant, a Cosatu office-bearer and vice-chairman of the unaligned Atlantis Community Forum (ACF), claimed political parties were trying to claim credit for the "victories" the forum had won for the township.

He said a moratorium on action over service payment arrears had been agreed on at a meeting between the Western Cape Regional Services Council's chief director of finance, Mr P

Schenk, and representatives of Atlantis community at the beginning of the week. 15/8/93

The moratorium was a "great victory". It would be in force until January 31.

"For the first time in a long time, Atlantis residents can feel relaxed," Mr Oliphant said. Our aim is to have all debts written off and let Atlantis start afresh."

In terms of the agreement, the WCRSC has undertaken:

- Not to disconnect electricity and water;
- Not to evict tenants;
- Withdraw all summonses; and
- Freeze arrears until January.

"The political parties make empty promises. The Atlantis Community

Forum is apolitical and is not interested in empty promises or in our people surviving on food vouchers alone. We want employment to be created to enable our people to regain their dignity," Mr Oliphant said.

Mr Leonard and Mr Schenk could not be reached for comment yesterday.

Killing: Identikit ready

By CHIARA CARTER

POLICE are to release an identikit of a man wanted for questioning in connection with the murder of nine-year-old Lorenzo Naidoo of Uitsig, Elsie's River.

Lorenzo's body was found at a refuse dump on the corner of 35th Avenue and Modderdam Road on Tuesday.

His shirt was over his head and he had been bludgeoned on the chest. He had not been sexually molested.

Two witnesses told police they had seen a "light-skinned" coloured man in a red tracksuit grab the boy about a kilometre from where his body was found.

Linked

Lorenzo's family last saw him about 6pm on Monday evening when he left on an errand.

A spokesman for the police said an identikit would be released tomorrow.

He said it was too early to comment on speculation that the killing might be linked to the Station Strangler.

However, police were investigating "all possibilities".

In October, 10-year-old Jacobus Louw was found sodomised and strangled at Mnandi Beach, leading to speculation that the Station Strangler was back.

Hospital staff plan go-slow

By JESSICA BEZUIDENHOUT

MORE than 300 hospital workers and nurses who are members of the Public Service League in Worcester intend to embark on an indefinite go-slow, says PSL spokesman for the area Reggie Farao.

The decision had been reached by "unhappy" members, who were disappointed with the government's offer of a five-percent salary increase, Mr Farao said.

Staff would work only two hours a day and, if a crisis arose, would refuse to help, even if this meant hospitals would not run smoothly, he said.

This would also apply to emergency services.

A spokesman for National Education and Health Workers' Union, Pedro George, said Nehawu members would not take part in the strike.

Rationalisation

Mr Farao said PSL members were aware of the serious implications of the strike for services, but had no alternative.

"Our people refuse to accept the government's plans for rationalisation," he said.

Both hospitals in the town were under-staffed and the government was continuing to freeze posts.

Meanwhile, the PSL's general manager, Mr Bernard Wentzel, said the strike was not a national action.

Its branches were autonomous and each could decide according to the needs of its members.

Although the go-slow would contradict the PSL's policy of exploiting other measures to resolve the problem, the organisation would support the Worcester branch, Mr Wentzel said.

Negotiations between the PSL and the government's Commission for Administration would continue this week.

Teachers set to bring education to a halt

B1 Day 16/8/93
 MORE than 80 000 teachers are set to begin their indefinite national strike today, leaving black schools in disarray less than two months before year-end exams.

The SA Democratic Teachers' Union (Sadtu) vowed to go ahead with its protest after last ditch efforts to reach a compromise failed at the weekend.

The strike, declared unlawful by the Pretoria Supreme Court last week, aims to compel government to concede to teachers' demands for a 20% wage increase and a halt to coloured teacher cutbacks.

KATHRYN STRACHAN

Government has offered an increase of 6,7%, 1,7 percentage points above its original offer, but wage negotiations will continue this week. (351) (354)

The strike is going ahead despite the Congress of SA Students' (Cosas) appeal to

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Teachers

B1 Day 16/8/93
 teachers to postpone the action to a time that was less critical for pupils.

On Friday, The Azanian Students' Movement described the strike as "suicidal to education" and called on teachers to ignore it. "For the sake of the children, Sadtu must seek alternative ways of addressing its problems instead of acting according to the interests of the oppressor." (351)

Sapa reports from Durban that the Azanian People's Organisation (Azapo) yesterday called on Sadtu to cancel its strike and pursue other "less self-harming programmes" of protest instead. (354)

National Education Minister Piet Marais warned that the "no work, no pay" principle would be applied to striking teachers. He told the NP Natal congress that government would no longer use kid gloves in its dealings with Sadtu.

Soweto school principals were also opposed to the strike and planned to report for work in defiance of Sadtu's decision,

□ From Page 1

the township's principal council chairman Serame Lekgetho said on Friday. He said that at a meeting with Sadtu last week, principals had been asked to leave their schools and not to report back until the issue of teachers' wage cuts was resolved.

Cosatu also entered the fray on Friday, attacking government's handling of the dispute. By failing to resolve the differences peacefully and opting for a court interdict against the strike, government had shown that it lacked the political will to resolve the education crisis, Cosatu said.

The Inkatha-aligned United Workers' Union of SA, for its part, charged that Sadtu wanted to disempower black pupils with its strike action.

"People should work under improved conditions of employment, but at the same time we should not support Sadtu's strategy to randomly call for a chalk-down which is counterproductive and destructive," the union said.

Teachers will strike today

Sowetan 16/8/93

354

By Lulama Luti

ABOUT 76 000 teachers countrywide are expected to take part in a nationwide strike today called by the South African Democratic Teachers Union.

This follows the failure of last-ditch attempts by education authorities at the weekend to prevent the strike which will affect more than two million pupils.

Sadtu general secretary Mr Randall van den Heever said on Friday that teachers would report to schools today but would refuse to teach.

Van den Heever said the strike would continue until the State had responded positively to the teachers' "reasonable demands".

Top of the list is a 20 percent across-the-board salary increase, and a moratorium on retrenchments and rationalisation.

The Government is offering 6,7 percent. The decision by Sadtu to go ahead with the strike is in defiance of a Pretoria Supreme Court ruling on Friday in which the strike was declared illegal.

Sadtu remained adamant that the strike would go ahead despite the court decision.

Van den Heever said Sadtu would attend the next meeting of the Joint Bargaining Forum this coming Wednesday and Thursday (August 18 and 19) in Cape Town where the Government will respond to their demands.

While Sadtu's decision to go on strike has been slated by education authorities, some organisations, including the Congress of South African Trade Unions, supported the teachers' action.

And the Wits region of the Pan Africanist Students Organisation yesterday also came out in support of the strike.

**Teachers
go ahead
with strike**

CHALK-DOWN goes ahead despite court interdicts and opposition from pupils and politicians

**BY PHIL MOLEFE
and JUSTICE MALALA**

Soweto schools ground to a virtual halt today as the teachers strike got under way.

Hundreds of Soweto pupils were sent home from most schools on the first day of the strike.

Most teachers, who are members of the South African Democratic Teachers' Union (Sadtu), stayed at home while those who arrived at schools did not go to classes.

A meeting is to be held later today to discuss how long the strike will go on and what form it should take.

Thousands of pupils made

union members would definitely go ahead.

This is expected to affect about 2 million pupils.

The Congress of South African Students has called on pupils to try to learn on their own. Most of the pupils fall under the Department of Education and Training.

The rest are under the coloured and Indian departments of education.

Yesterday DET spokesman Kim McEvilly said the principle of "no work, no pay" could be used against teachers.

"They must also be aware that by not going to school they would be in contempt of court," she said.

The department could also find the teachers guilty

▲ To Page 3

their way to schools in Atteridgeville and Mamelodi today, but early indications were that schooling would not take place.

Despite two court interdicts and opposition from pupils and political organisations, the 70 000 teachers across the country plan to bring black schooling to a standstill with the strike in support of wage demands.

Sadtu secretary-general Randall van den Heever yesterday said the strike by

this year due to strikes, boycotts
 and stayaways.
 The ANC has said the strike
 would exacerbate the education
 crisis, but that the teachers had
 legitimate grievances.
 Cosatu said it believed there
 was a reasonable chance of
 averting the strike if the Gov-
 ernment stuck to agreements
 reached in May, when Cosatu
 intervened to halt strike action.
 Talks held between the Gov-
 ernment, the Hor's education
 department, the Union of Teach-
 ers' Associations of South Africa
 and Sadtu ended in deadlock on
 Friday.

of contravening their contracts
of employment. At this stage she could not
confirm whether these measures
would be taken.

The union is striking over the
counterfactual rationalisation of
teachers in the House of Repre-
sentatives (Hok) and over a sal-
ary dispute with Government.

The union is demanding a
20 percent across-the-board in-
crease and the Government has
offered 6.7 percent. (354)
More than three months of
schooling have already been lost

► From Page 1

Teachers' strike starts

5/6/8/9/03

Municipal strike largely over

ERICA JANKOWITZ

THE national municipal strike has effectively ended and only two areas — Pietersburg and Port Elizabeth — were still being disrupted by industrial action yesterday.

The SA Municipal Workers' Union described the strike as successful. All dismissed Cape local authority workers would be reinstated immediately, union spokesman Roger Ronnie said. *BDay*

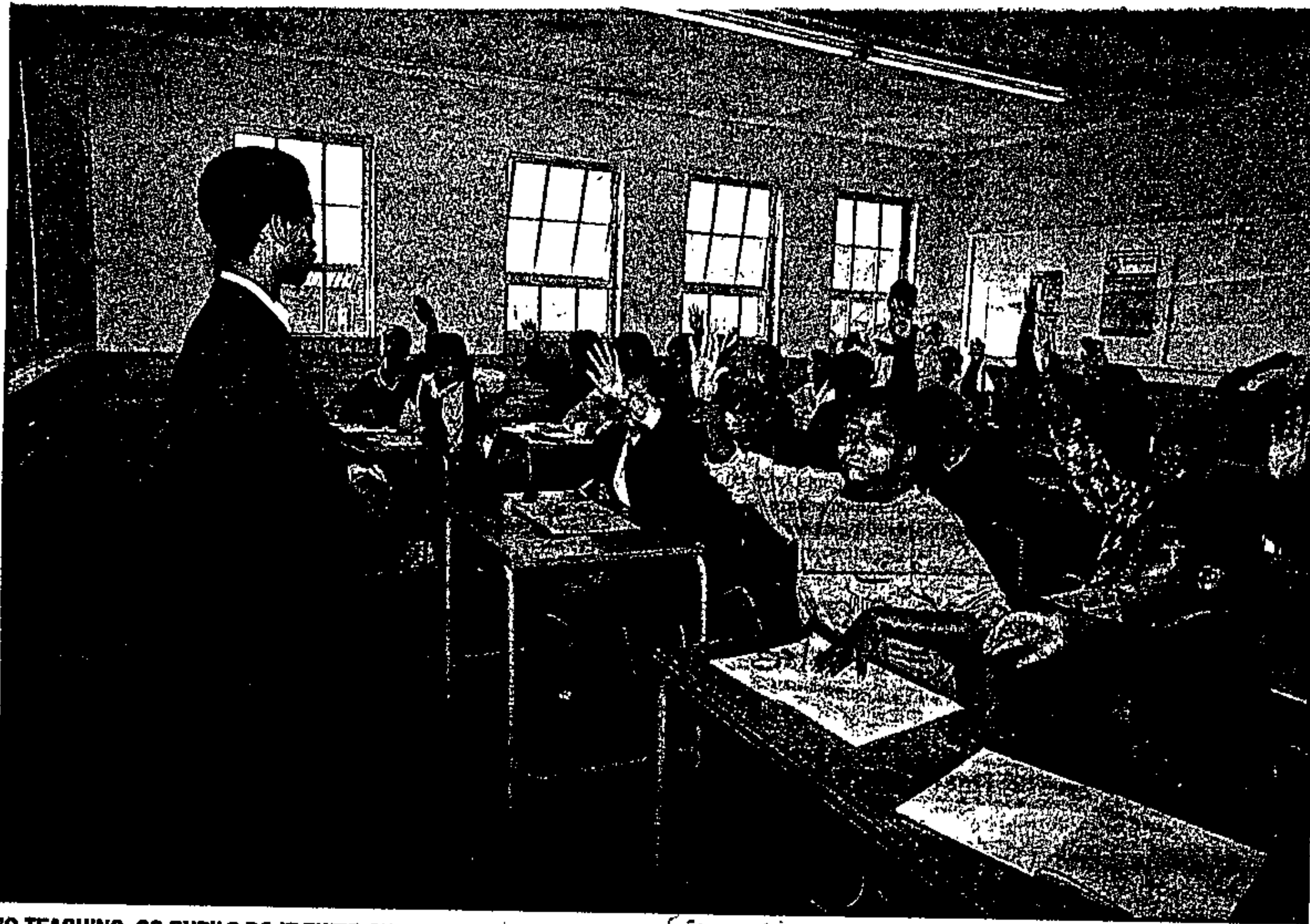
An additional success was that the union had "broken through the 5% wage ceiling imposed by government". *1718193*

He said the most important concession made by the Cape Province Local Authorities Employers' Organisation had been an agreement in principle to a R550 a month minimum wage from July 1995. This would be implemented immediately in some towns. *(152) (153) (364)*

The union had also made gains in terms of an agreement to establish a centralised provident fund, reduced working hours, maternity leave and housing allowances.

It was understood that Port Elizabeth workers would return today after an agreement reached with the council.

In Pietersburg a meeting between the municipal employers' organisation, the union and municipal representatives had been suggested, but no date had been set, Ronnie said.



NO TEACHING, SO PUPILS DO IT THEIR OWN WAY ... These pupils at the Almont Secondary School in Molapo, Soweto, preferred to have a pupil teaching them during a strike by the South African Democratic Teachers' Union which began yesterday. PIC: PAT SEBOKO.

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OPKEEPERS WELCOME

Schools standstill

Sowetan 17/8/93

By Isaac Moledi, Josias Charle and
Sapa

SCHOOLING throughout the country ground to a standstill yesterday as thousands of teachers defied two court interdicts and opposition from community organisations and went on an indefinite strike.

The wage strike by about 70 000 teachers has affected an estimated two million pupils throughout the country.

Deputy Director-General of National Education Mr Clive Roos said yesterday: "It is unfortunate that the South African Democratic Teachers' Union should persist with its strike in spite of the fact that all the issues it offers as reasons are under negotiation."

"Sadtu has not given any formal notification of its intention to strike, nor of its reasons for the strike. However, it would appear that Sadtu offers as reasons for its strike a dispute about rationalisation at the Department of Education and Culture, teachers' retrenchment and so-called unilateral restructuring."

Department of Education and Training spokeswoman Ms Kim McEvilly said yesterday that the biggest disruptions were in the major centres and the strike was less effective in rural areas.

She said the principle of "no work, no pay" would be used against striking teachers.

"They must also be aware that by not going to school they would be in contempt of court."

In Soweto, teachers who reported to their schools had to leave early to attend a meeting called by the South African Democratic Teachers' Union at Vista University, where it was decided to march to the offices of the Department of Education and Training on Friday to present teachers' demands.

Sadtu also agreed to organise various area meetings during the week, starting today, throughout the country to look at what strategies to adopt.

A spokesman for the National Education Coordinating Committee in Natal, Mr Ganga Tsengiwe, said members of the Congress of South African Students began their sit-in at 1pm.

Minister of Education in the House of Delegates Ms Devagie Govender appealed to parents to ensure their children went to school in spite of the strike. She said Sadtu had given the wrong impression that schools in her department were closed. "This is definitely not true."

Sadtu claimed an 85 percent stayaway among its 12 000 members at 2 000 schools in Natal in what it said was an "incident-free and peaceful" start to its wage strike.

Sadtu president Mr Shepherd Mdladlana said yesterday the strike was "a withdrawal of labour" and not "a stayaway".

Bid to end strike

Sowetan 12/8/93

Sowetan Reporters and Sapa

THE GOVERNMENT, teachers and education officials are to meet today in a bid to end the teachers' strike which started on Monday.

As the strike by members of the South African Teachers' Union gained momentum throughout the country yesterday, the parties decided to meet in Cape Town to discuss grievances that led to the action by the teachers.

Another meeting is scheduled for tomorrow with officials of the Department of Education and Training.

Sadtu said yesterday the outcome of the meetings would determine whether or not the union would go ahead with the strike.

The strike has already brought most of the DET, coloured and Indian schools to a standstill.

A DET spokesman said yesterday that all factors which led to the strike would be discussed at the meetings. He said the DET was hopeful that the dispute would be resolved.

National Education deputy director-general Mr Clive Roos has condemned the strike and said Sadtu decided to go ahead with their strike in spite

of the continuing negotiations to resolve their grievances.

In Lebowa, police arrested 34 striking teachers in the Sekgosese area when thousands of black teachers went on strike to back demands for higher salaries. (354)

Schools throughout the country remained empty as teachers met at various centres to adopt a three-week programme of action to back up their demands. (354)

About 300 Sadtu members yesterday occupied the Vanderbijlpark education inspector's office to press for higher pay.

Police spokesman Major Piet van Deventer said police were monitoring the situation.

Sadtu has called out its 80 000 members to support demands for a 20 percent wage increase and an end to retrenchments. The Government which has accused the union of walking out while negotiations were in progress has offered 6,7 percent.

The strike comes two months before pupils are to write their end-of-year examinations.

Sadtu has claimed a 90 percent stayaway by teachers nationwide and between 85 and 95 stayaway at departments of education in Natal.

De Klerk rules out pay increases demanded by striking teachers

ADRIAN HADLAND
and KATHRYN STRACHAN
g/Day 19/8/93

THERE was no possibility the "high increases" demanded by the SA Democratic Teachers' Union (Sadtu) would be considered, as they would damage the economy and lead to higher taxes, President F W de Klerk said yesterday.

Sadtu immediately questioned whether the current wage negotiations in Cape Town between government and public sector unions were "for real", or whether the wage decision had been made by De Klerk. De Klerk said: "If we want a sound economy and inflation to stay down then we must adhere to our Budget and strong

budgetary control."

A limited amount of money had been made available earlier this year for certain categories of teachers and public servants. But demands now coming from Sadtu, which was only one of several teachers' unions, could not be afforded, he said. Accusations that government was not keeping its word, raising expectations but sticking to the 5% overall increase, were unfounded, he said. "We never raised the expectation that we could address more than limited categories. The government will keep to its undertaking" (S.A.)

Sadtu vice-president Duncan Hindle last night warned that De Klerk's statement could plunge education into a deeper crisis. Hindle believed that by interfering from outside, De Klerk had turned the present negotiations into a "stage-managed show". He said the President's statement was a repeat of his move earlier this year, which had brought wage talks to an end and resulted in widespread class disruptions (S.A.) Yesterday's talks failed to achieve any-

thing, with government asking for more time, said Hindle, adding that government was simply employing delaying tactics. Government refused to disclose details of the meeting.

Hundreds of strikers danced and sang outside the negotiations venue for most of the day, reports Sapa. Government was critical, saying such protests could only inhibit open and free discussions.

Sadtu general secretary Randall van den Heever said that after consultations with other groups, his union had decided to lower its demand for an across-the-board

increase from 20% to 15%.

The main demand, however, remained for a living wage of R1 500. More than 50 000 teachers earned less than R1 000 a month, and 40 000 earned less than R1 400.

Van den Heever said support for the strike was growing across the country. Stayaway figures ranged from 70% to 100%, and teachers at rural schools joined the protest yesterday.

More than 10 000 teachers are to stage a march through the streets of Johannesburg tomorrow to highlight their demand for wage increases.

5% and no more, FW tells Sowetan 19/8/93 teachers

By Josias Charle and Sapa

STATE PRESIDENT FW de Klerk last night dashed black teachers' hopes of a further increase.

Addressing a Press conference at the Union Buildings in Pretoria yesterday, De Klerk said the Government was not prepared to consider increasing the initial five percent salary increase offered to all civil servants.

De Klerk said the Government had to adhere to its budget. Strong budgetary controls had to be observed, he said.

"It is impossible for the Government to consider more than a five percent increase for public servants including teachers. (354)"

"The Government has not received similar claims from other teachers' bodies and in the best interest of our children we must maintain a sound economy for their future.

"We already use 20 percent of our national budget on education. This ranks as one of the highest in the world," De Klerk said.

He reiterated that the country could not afford the types of claims being made by teachers. The Government was, however, willing to keep certain undertakings made to Sadtu. This included reconsidering salaries of teachers in the lower income bracket.

The South African Democratic Teachers Union, which embarked on an indefinite countrywide strike on Monday, is demanding 20 percent.

Meanwhile, crucial wage talks which started in Cape Town yesterday between Sadtu and Government officials resume today.

The two parties were still locked in the meeting late yesterday.

On the schools front, low attendances were reported from major centres around the country yesterday.

Most secondary and primary schools in Soweto remained "greatly affected", a Johannesburg DET spokesman said.

There was no schooling in the troubled East Rand townships of Katlehong, Tokoza and Vosloorus. (250)

The Northern Transvaal's worst affected areas were Soshanguve, Warmbaths, Nylstroom and Moutse, near KwaNdebele. (321)

In Natal and KwaZulu, where about 12 000 teachers are on strike, most schools under the administrations of the House of Representatives and the House of Delegates closed because of complete stayaways.

Fewer than half the black DET schools in the province were operating.

At Mitchell's Plain in the Western Cape most high school pupils were absent, a spokesman for the Department of Education and Culture said.

Attendance at the 145 DET schools in Port Elizabeth townships was "very low".

At Galeshewe near Kimberley, police used tearsmoke and rubber bullets to disperse about 150 stone-throwing youths during a march.

Star 19/8/93

FW dashes teachers' pleas

■ BY PHIL MOLEFE

President de Klerk dashed hopes of a new Government offer on teachers' salaries when he said yesterday there was no possibility to consider the high demands of the South African Democratic Teachers' Union.

De Klerk said Sadtu demands fell "far outside" the limited amount set aside by the Government for civil servants.

"These claims would result in a marked tax increase and this is not possible. If we want a sound economy and the inflation rate to stay down, we must ad-

here to our Budget and strong budgetary control," he said.

De Klerk said the best interests of the country's children demanded a sound economy. "What the children needed now is the teachers." ~~(S.A.)~~

Meanwhile, talks between the Government, education officials and teachers' representatives are expected to continue in Cape Town today in a bid to halt the three-day-old strike. ~~(S.A.)~~ (354)

The meeting, hosted by the Department of National Education, will be attended by officials of various education departments as well as Sadtu repre-

sentatives.

Sadtu said the meeting could have a pivotal effect on the duration of the strike.

Black schools countrywide have ground to a virtual halt as the teachers' strike continues with no end in sight.

The 70 000-strong union is demanding a 20 percent across-the-board salary increase and the Government is offering 6,7 percent. ~~(S.A.)~~

In Soweto, Sadtu's local branch arranged a series of sports matches at the Elkah stadium to keep the protesters busy.

'HONOUR YOUR PROMISES' — Sadtu

By Rehana Rossouw

THE SOUTH African Democratic Teachers Union (Sadtu) goes into wage talks on Wednesday determined to use the clout of its strike to force the government into delivering promises it made months ago.

Almost a year has passed since Sadtu started negotiations with the Department of Education and Culture in the House of Representatives about ending the unilateral restructuring of education. (354)

The union has been negotiating for recognition and for improved working conditions for members with 18 education departments for three years. Yet more than 109 000

teachers take home R700 a month.

"The strike has happened not because we enjoy striking, but because the Department of National Education has breached the agreement they made with teacher organisations on May 21," said Sadtu president Mr Shepard Mdladlana.

"They stated clearly on May 21 that they would reopen salary negotiations within four weeks. It has been almost three months since then. (354)

"In our agreement the government also stated very clearly that no new rationalisation would take place. But what happened? Since July 1 more than 650 teachers have been retrenched."

SOUTH 2018 - 24/8/93

Mdladlana said the National Education and Training Forum (NETF), which was heavily weighted against democratic forces, was given the task of dealing with rationalisation.

"Last Friday they had a meeting in Cape Town about rationalisation. They came away empty-handed and the meeting was postponed until this Friday," he said.

"I fear that they will leave this week's meeting empty-handed again. If that is a trend in the NETF, then I'm afraid our organisation will quickly review its participation."

Mdladlana said the government had agreed to appoint a fact-finding

commission into the merit award controversy in the House of Delegates, but 12 weeks had passed since the agreement and no progress had been made.

Sadtu intends picketing outside the Cape Provincial Association building in Wale Street on Wednesday when salary negotiations reopen.

The union has also called on its members to picket outside Marks Building in Parliament Street when the NETF meets officials from the House of Representatives to discuss rationalisation on Friday.

Sadtu's national strike council will meet on Saturday to review the strike.

Sadtu lowers its wage demand

Teachers still defiant in face of govt threat

B/Dat 20/8/93

KATHRYN STRACHAN

THE schools crisis escalated yesterday when government threatened to terminate its recognition of the SA Democratic Teachers' Union (Sadtu) because it was engaging in irresponsible and destructive actions, including the current nationwide strike. (353)

The ANC and Cosatu warned that this would lead to an "all-out confrontation" between teachers and government. (354)

Department of Education and Training (DET) spokesman Corrie Rademeyer said the department had sent a letter informing the union of the department's intentions to protest against the four-day-old strike that has crippled township schools. The union had been given until noon today to respond.

Sapa reports that the wage talks in Cape Town deadlocked yesterday after Sadtu lowered its 20% pay demand to 15%. The union accused government of attempting to obstruct negotiations by delaying its response to the lower demand.

A government spokesman said meetings would continue today. Sadtu general secretary Randall van den Heever said progress was disappointing.

Cosatu spokesman Neil Coleman said government had "thrown down the gauntlet" by threatening to terminate the recognition agreement and other public sector unions, which shared Sadtu's grievances, would respond. By crushing the 75 000-strong teachers' union, government had shown it was intent on intensifying the crisis rather than providing solutions.

ANC education spokesman Lindelwa Mabandla said it was in the interests of pupils that government addressed teach-

ers' grievances and granted Sadtu full recognition. Government had broken its promise to the union by failing to set up dispute resolution mechanisms as agreed.

The move, coming a day after President F W de Klerk's announcement that teachers' demands could not be met, would only lead to further confrontations, he said.

The ANC criticised De Klerk's "meddling" in the strike, saying it was a complex and highly emotive matter that should be resolved through negotiations between Sadtu and the DET.

It said it was criminal to pay professional teachers, who struggled under difficult conditions, less than R1 000 a month.

The DET said government's threat to terminate the recognition agreement was in response to Sadtu's illegal strike and its blatant intimidation of principals.

By embarking on continual protests and acting in constant defiance of the department, Sadtu had repeatedly acted in contravention of the recognition agreement.

Sadtu national organiser Mo Ally said in Durban yesterday that the union would review the strike at an executive meeting in Johannesburg at the weekend. He said government negotiators had promised to present a "package" to the union today in an attempt to end the strike.

More than 10 000 teachers plan to march through Johannesburg today to deliver a memorandum to the DET's Braamfontein offices. Demonstrations were held yesterday in Uitenhage, Port Elizabeth, and outside the Cape Town talks.

Sadtu, Govt fail to settle dispute

Star 20/8/93

■ BY PHIL MOLEFE
EDUCATION REPORTER

The Government and the South African Democratic Teachers' Union (Sadtu) failed to reach an agreement on teachers' salaries last night after two days of talks.

It was not clear whether the talks had broken down or would continue.

A Government spokesman said the negotiations would continue today but Sadtu said progress in the talks had not been satisfactory.

Sadtu, which had originally demanded a 20 percent rise, yesterday reduced it to 15 percent to bring it in line with other teacher organisations.

Sadtu said the Government continued to obstruct talks by delaying its response to the demands. (354) (354)

However, because of the mounting pressure by Sadtu, the Sadtu negotiators are cautiously optimistic that the State will make some positive response, the statement said.

But general secretary Randall van den Heever was less optimistic. He said the union's national strike council would meet tomorrow to review the chalk-down that has affected more than 2 million pupils.

Meanwhile, the Department of Education and Training (DET) yesterday threatened to cancel its memorandum of agreement with Sadtu.

DET spokesman Corrie Rademeyer accused the union of contravening the agreement it signed with the department.

He said strike calls by Sadtu and the intimidation of educators who were not the union's members constituted a contravention of the agreement.

Back schools countrywide ground to a virtual halt as the strike started on Monday.

Sadtu teachers vote to press on with strike

By AYESHA ISMAIL

THE nationwide strike by thousands of teachers is to continue at least until Wednesday — despite the South African Democratic Teachers Union's reaching an agreement with the government on a basic minimum living wage. (Cinemas)

Speaking after a national strike council meeting yesterday, Sadtu general secretary Mr Randall van den Heever said delegates would report back to branches about the negotiations on salaries and rationalisation.

Sadtu would announce on Wednesday whether the strike would continue. (354)

The government and teacher organisations had four days of talks in Cape Town this week.

Mr van den Heever said the strike council believed "there had been limited but important gains for teachers in the lower categories".

Increases

He said the state was offering a "basic living wage" of about R1 500.

Negotiations for increases across the board would continue this week, as would talks on rationalisation. (321)

The union had given the Department of Education and Culture in the House of Representatives a list of schools around the country "where education has been adversely affected" by rationalisation, Mr van den Heever said.

He said a resolution of the education crisis would depend on the withdrawal of court interdicts and threats to terminate the union's recognition agreement with the education departments, as well as an agreement by the state not to implement the no work, no pay principle.

Minister of Education and Culture in the HoR Pieter Saaime said there had been several reports of Sadtu members intimidating teachers who were not taking part in the strike. 22/8/93

Meanwhile, in a statement yesterday, the Union of Teachers' Associations of South Africa, Sadtu, the Teachers' Federal Council and the National Professional Teachers' Organisation of South Africa expressed their dismay at the failure to arrive at a "satisfactory final agreement on general salary increases".

They voiced concern at the effect this might have on education.

They are to seek an urgent interview the Minister of National Education, Piet Marais.

KATHRYN STRACHAN

THE Congress of SA Students (Cosas) yesterday appealed to pupils to join demonstrations aimed at forcing government to bow to teachers' pay demands.

This is a reversal of its stand that teachers should delay their strike until a less critical time.

The SA Democratic Teachers' Union, which is to report back to branches on "limited but important gains" in salary negotiations, will announce on Wednesday whether its strike will be called off.

The union's national strike council said government had offered a minimum basic salary of R1 437,75 a month for the lowest-paid teachers, Sapa reports. Government had also agreed to increases of 10% to 58%

B/Daw 23/8/93 Pupils plan to join teachers' protest

for teachers in certain categories, and to replacing the six lowest categories with only three to bring about an improvement in pay at the bottom of the scale. (354)

Agreement could not be reached on an across-the-board increase and the union would try to discuss this with National Education Minister Piet Marais in the next few days, the strike council said. (354)

Other issues that would influence whether the strike continued were the withdrawal of all court interdicts and threats to terminate the recognition agreement

□ To Page 2

Teachers

B/Daw 23/8/93 □ From Page 1

with the union and an undertaking not to implement the "no work, no pay" principle in regard to striking teachers.

Cosas representatives said they would protest in support of the strike. Pupils believed more coherent action could bring an early resolution. (354)

In Soweto last week many pupils heeded the Cosas call to continue with lessons in the absence of teachers.

Speaking after a meeting in Soweto yesterday, Cosas southern Transvaal spokes-

man Mahlomola Kekana said the students' protest would be aimed at farmers, white pupils and the JSE. (354)

White pupils had been unaffected by the education crisis and should be forced by "all means at our disposal" to join black pupils in their struggle for better education, he said. Farmers would be targeted as they were responsible for electing President F W de Klerk. The form of "retaliation" against farmers and the JSE would be decided today.

NEWS Popcru demands removal of prison commander in Cape

Cops march

over pay

ABOUT 2 500 members of the Police and Prisons Civil Rights Union staged a march through Johannesburg on Saturday for increased wages and improved working conditions.

A memorandum was presented to the Braamfontein police headquarters.

The union is demanding a 30 percent pay hike and an end to what it calls racial discrimination in the police force.

Tension heightened when the marchers, many of them policemen in uniforms toting service revolvers, reached police headquarters.

A scuffle then broke out between peace monitors and members of the police, who formed a security cordon around the building.

The fracas broke out when the monitors tried to enter a nearby building where it was alleged five Popcru members were being held by police.

Two Popcru members were taken away in an SAP minibus when they also tried to enter the same building. The two

brothers, Mr Mondli Madondo and Mr Thokozani Madondo, were later released.

Police Colonel Piet Calitz said they would be charged with obstructing the police in their duties. He would neither confirm nor deny whether five Popcru members had also been held by police.

African National Congress PWV regional chairman Mr Tokyo Sexwale complimented the policemen who took part in the march, urging them "to be on the side of their people" and not to attack them.

He warned that action would be taken should the policemen be victimised for their part in the protest. (354)

Meanwhile, members of Popcru and the ANC also marched to the Pollsmoor Prison in Cape Town on Saturday to demand recognition of the union and the reinstatement of its dismissed members.

The union also called for the replacement of Lieutenant-General WH Willense as prison commissioner. — Sapa.



POLICE CHANT ... Popcru members marching through the streets of Sebokeng on their way to join their colleagues in Johannesburg on Saturday.

PIC: LEN KUMALO

Important salary gains won, says union

Teachers set to meet on strike

Star 23/8/93

■ BY PHIL MOLEFE
EDUCATION REPORTER

The nationwide teachers' strike is set to continue at least until Wednesday when the South African Democratic Teachers' Union meets to decide whether to continue with the strike.

The SadtU national strike council said yesterday that various regions of the union would meet today and tomorrow for a report-back on last week's negotiations with education authorities.

SadtU national office-bearers would consider feedback from various regions on Wednesday, and then make an announcement whether the strike would continue.

The strike council said "limited but important" gains had been made in salary negotiations, with the Government offering a minimum basic salary of R1 437,75 a month for the

SADTU and the Government have still not reached agreement on an across-the-board salary increase for teachers

lowest-paid teachers.

"The State's present offer incorporated a significant victory for SadtU's demand for a living wage," the strike council said.

The Government had also agreed to salary increases between 10 and 58 percent for teachers falling in the five lowest categories. These categories apply mostly to teachers without matric and with only two years of appropriate training.

However, an agreement could not be reached on a general across-the-board increase and SadtU would try to discuss the matter with National Education

Minister Piet Marais within a few days.

On the question of retrenchments in coloured schools under the Department of Education and Culture in the House of Representatives (HoR), the strike council said it would meet the relevant officials in the next few days with a view to resolving the matter.

SadtU said other issues which would influence the decision whether to call off the strike were the withdrawal of all court interdicts, the withdrawal of the Government's threat to terminate the union's recognition agreement and an undertaking not to implement the "no work, no pay" principle for teachers involved in the strike.

Meanwhile, Education Minister in the HoR Pieter Saaijman gave SadtU until noon today to respond to his department's proposed suspension of its recognition agreement with the union.

News in brief

Sowetan 24/8/93

Potwa makes gain

THE minimum monthly salary for Post Office and Telkom workers have been increased to R1 120 and R1 145 respectively, according to the Post and Telecommunication Workers Association.

The union said the wage agreements in the two sectors would be backdated to April 1.

Post Office workers received a R100 increase on the lowest monthly rates and those at Telkom R125 (354) (350).

"We give credit to our general membership who understood difficulties experienced by the negotiating team, including the economic and political effect such results might have had on the future of Potwa," the union said in its August *Potwa Update*.

The across-the-board increase for Post Office workers is 5,4 percent and Telkom's 5,8 percent.

Decision day for striking teachers

Sowetan 24/8/93

By Mzimasi Ngudle

STRIKING teachers would decide tomorrow whether to go back to classes, a senior official of the South African Democratic Teachers' Union said yesterday.

PWV regional co-ordinator Mr Nkoane Maloka said Sadtu regions were holding meetings throughout the country yesterday to evaluate the progress made at negotiations between the union and the Government.

He said the regions would meet again tomorrow morning and report to the national executive meeting the same day.

Maloka said the NEC meeting would decide whether to call off the strike after evaluating reports.

Maloka said the State had shifted on salary increases to lower categories but had refused to move on other categories.

NECC regional secretary-general Mr Amon Msane said the action would take

■ **DAILY BREAD** What the DET

teachers in various categories earn:

(22) (354)
place in Johannesburg on Friday if the Government refused to budge on its 6,5 percent salary hike to teachers.

According to the DET, only 5 205 teachers of the 69 573 educators employed by the department receive the minimum monthly salary of R867,75 plus a 13th cheque and service benefits.

These teachers fell under the A2 and A3 categories.

Category A2 is for teachers who passed Standard 6 or 7 with at least two years appropriate training. Category A3 is for those with less than a Standard 10 education and no teaching qualification.

"The low qualifications and the low levels of responsibility of these teachers are reflected in their low salaries," the DET said in a statement.

More than 75 percent of DET teach-

ers earn over R2 000 a month plus a 13th cheque and service benefits. This category comprises 35 094 teachers (50,4 percent) who earn between R2 000 and R3 000 a month and a further 14 432 (21 percent) who get between R3 000 and R5 000 a month.

Senior educators, mostly in categories E, F and G are paid between R4 000 and R5 000 and above. Teachers in these categories have matric and five to seven years of appropriate tertiary education.

The DET said: "People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as the service benefits provided by the department."

"Often, service benefits are overlooked as part of a teacher's remuneration."

Post Office Star 24/8/93 pay rise

The minimum monthly salary for Post Office employees has been increased to R1 120, and Telkom workers have won a R1 145 monthly wage.

This was announced by the Post and Telecommunication Workers' Association. — Sapa

(354) (253)



Edited by Mike Siluma

The teachers' wage strike, now in its second week, has cast a dark cloud over a schooling year already wasted in pupil and teacher protests. Phil Molefe puts some figures to the teachers' claims

Star 24/8/93

Illiterates know only future imperfect

In the deserted black schools, where thousands of teachers withdrew their labour last week to back demands for increased salaries and improved conditions of service, the writing on the board told a story of gloom and doom.

The strike by more than 70 000 members of the South African Democratic Teachers' Union (SadtU) had put the final nail in the coffin of thousands of pupils' study hopes.

Black schools countrywide came practically to a halt under the weight of the strike.

A matric pupil, who preferred anonymity, lamented: "This is another wasted year. If I fail again, there is no point in coming back to school next year because the same thing will happen again."

Thousands of pupils like him will drop out of school this year and swell the ranks of marginalised youth — black children who leave school functionally illiterate and vir-

tually unemployable.

According to the Department of Education and Training (DET), most schools have lost the equivalent of an entire term this year due to disruptions by teachers and pupils.

Soveto schools have been worst hit, with a record loss of time amounting to two terms.

SadtU assistant general secretary Thulas Nxesi defended his union's right to collective bargaining and to call a strike.

"The blame must be firmly laid on the Government's doorstep," he said. "By underpaying teachers and not improving conditions in our schools, the Government is responsible for disruptions in education."

SadtU has charged that some of its members earn as little as R700 a month.

"Are we expected to fold our arms and sit back when our members are exploited?"

The union has a responsibility to fight for teachers' rights, not only for material bene-

fits but also for the improvement of learning conditions," said Nxesi.

But, according to the DET, only 5 205 teachers of the 59 573 educators employed by the department receive the minimum monthly salary of R867,75 plus a 13th cheque and service benefits. This figure represents 7,5 percent of the DET teachers.

These teachers fell under the A2 and A3 categories. Category A2 is for teachers who passed Std 6 or 7 with at least two years appropriate training. Category A3 is for those with less than Std 10 education and no teaching qualification.

"The low qualifications and the low levels of responsibility of these teachers are reflected in their low salaries," the DET said in a statement.

More than 75 percent of DET teachers earn more than R2 000 per month, plus a 13th cheque and service benefits.

This category comprises 35 094 teachers (50,4 percent) who earn between R2 000 and R3 000 a month and a further 14 432 (21 percent) who get between R3 000 and R5 000 a month.

Senior educators, mostly in categories E, F and G, are paid between R4 000 and R5 000 and above. Teachers in these categories have matric plus five to seven years of appropriate tertiary education. (354)

The DET said: "People who complain about salaries often turn a blind eye to their own lack of qualifications or levels of responsibility as well as the service benefits provided by the department. Often, service benefits are overlooked as part of a teacher's remuneration."

"The DET subsidises the pensions of permanent teachers by R2,75 for every rand paid by the teacher. Medical aid schemes are also subsidised by the department."

A teacher who qualifies for a housing subsidy or loan can receive up to R889 per month on the bond of the house.

Against this background, it is quite clear that upgrading teachers' qualifications is central to the issue of better salaries and not the strike.

"The department has promoted and encouraged teachers at every level to improve their qualifications. Generous study leave benefits are available as well as extra examination leave."

Since 1977, when the department introduced adult education programmes to assist teachers to obtain matric and improve their qualifications, a number of teachers has taken advantage of the scheme and most have ascended the ladder to higher categories.

Teacher enrolment at institutions such as the University of South Africa and Vista dou-

bled.

The bulk of teachers before 1976 had received a two-year training after only obtaining Std 8, then known as the Junior Certificate.

But this positive move had its negative effects, with teachers tending to devote most of their time to their own studies, to the detriment of their pupils. The learning process began to disintegrate as teachers spent more time in the staff room studying and writing assignments.

And, today, there is a groundswell of anger among pupils that teachers spend more time on their own books than attending to their charges.

While it is the Government's apartheid education policy that must be blamed for black teachers' poor qualifications, there can be no excuse for educators to steal their pupils' learning time for their own studies.

Teachers may end strike today

Star 25/8/93

■ BY JUSTICE MALALA

More than 2 million black pupils will today find out whether they can return to classes when the national executive committee of the South African Democratic Teachers' Union meets in Johannesburg to decide whether to suspend its strike. (354)

Sadtu will today consider reports from its branches and regions across the country on teachers' feelings on continuing the strike, which began on Monday last week in support of demands for a 15 percent salary increase and an end to retrenchments.

Sadtu president Shepherd Mdladlana said yesterday that an announcement on the strike would be made this afternoon.

Yesterday Sadtu branches across the country met to discuss concessions made by the Government in negotiations with the teachers' union last week. The Government offered a minimum basic salary of R1 437,75 a month for the lowest-paid teachers. (354)

The Government also agreed to salary increases between 10 and 58 percent for teachers falling in the five lowest categories.

Mdladlana said the union's four-member negotiating team had met Department of National Education (DNE) officials

► To Page 3

Teachers to end strike?

Star 25/8/93

◀ From Page 1

yesterday to iron out the outstanding issue of a 15 percent across-the-board salary increase. The Government has not budged on its offer of 6,7 percent.

He said the DNE would be responding to this demand this afternoon after the national executive committee meeting.

Department of Education and Training spokesman Jeffrey Makwakwa yesterday said the

situation in schools across the country was unchanged with teachers on strike, apart from schools in rural areas and on the East Rand. (354)

■ Sapa reports that police in the Cape Peninsula were investigating the possibility that members of the Congress of South African Students were responsible for the abduction of a Guguletu man at gunpoint and about 20 incidents of arson and of stone-throwing since Monday. (354)

Teachers vow to strike on

Sowetan 26/8/93

By Mzimasi Ngudie and Sapa

THE SOUTH AFRICAN Democratic Teachers' Union unanimously decided yesterday to continue its nationwide strike after a series of meetings by its national strike council during the day.

Sadtu president Mr Shepherd Mdladlana said at a Press conference in Johannesburg that the union would suspend the strike only when a satisfactory statement of intent on salaries had been received from the Government.

Mdladlana said the Department of Education and Training's shift on the retrenchment of teachers and salary increases were "limited concessions".

"Further commitments from the State will be neces-

sary in regard to the implementation of decisions reached before the strike can be suspended or terminated.

"Despite these gains, there are still deep suspicions of the bona fides of the State which are fuelled by its continual failure to abide by agreements reached," he said.

It was not possible for Sadtu to suspend terminate the strike without a statement of intent regarding negotiations for general salary adjustments which was promised by National Education Minister Piet Marais.

Other demands include the withdrawal of interdicts, an end to alleged victimisation of Sadtu members and an agreement to finalise negotiations on salaries.



Teachers continue stayaway

Big blow to 2-m pupils

Star 26/8/93

■ BY JUSTICE MALALA

The 70 000 members of the South African Democratic Teachers' Union (Sadtu) have voted to continue their nationwide strike for increased salaries, dashing the hopes of more than 2 million pupils of resuming lessons this week.

With only 34 school days left before pupils are due to sit their final examinations, Sadtu president Shepherd Mdladlana said although "victories had been achieved" in talks with the Government, "further commitments from the State" were needed.

The strike council would consider suspending the strike only if National Education Minister Piet Marais issued a "satisfactory" statement of intent on teachers' salaries.

Finalise

Agreement would also have to be reached on the withdrawal of all interdicts against the union, non-victimisation of teachers by the Government, and an agreement to finalise all negotiations on a general salary increase before the end of the third term.

The organisation's national strike council met for four hours in Johannesburg yesterday, in deliberations on reports from across the country.

Mdladlana said it was untrue Sadtu had chosen "difficult" times, especially the lead-up

SADTU members voted yesterday to carry on with the crippling nationwide strike for salary increases

period to exams, to strike.

DET acting director-general Dirk Meiring said yesterday more than 360 000 candidates were due to write their exams this year — an increase of 35 000 from last year.

The first subject will be written on October 19 and the last on November 18.

Meiring said the DET was "acutely aware" of the problem facing pupils in certain areas. He advised pupils to form study groups after school and during weekends.

■ Draft legislation aimed at preventing labour disputes in education, and proposing an Education Labour Relations Council, was published yesterday.

The Education Labour Relations Bill, which aims to regulate collective bargaining in the sector, proposes that educators be allowed to establish and join the union of their choice and allows for strikes and lockouts.

■ In Cape Town yesterday, supporters of 42 Sadtu members accused of holding an illegal march yelled: "One judge, one bullet" in Cape Town Magistrate's Court.

Concern grows *Sowetan* 27/8/93 as pay talks stall

THE absence of progress in negotiations on a 15 percent increase in teachers' salaries and the State's apparent lack of urgency were matters of grave concern, the National Professional Teachers' Organisation of South Africa said yesterday.

Naptosa president Mr Leepile Taunyane warned that the State should realise that a long drawn-out exercise, particularly if followed by little material improvement to teachers, would fan the already serious fires of discontent and frustration.

He was referring to the outcome of the negotiations by the Joint Salary Negotiating Forum last week and the subsequent uncertainty regarding the date on which the negotiations should be finalised and improvements implemented.

And talks between the South African

Democratic Teachers' Union and other teachers' organisation and the Department of Education and Training were still locked in a meeting late yesterday, to resolve the strike by 70 000 teachers.

(BS4)
Taunyane said the State's apparent lack of urgency could lead to further escalation of an unsatisfactory state of affairs.

(354)
"Far greater sensitivity should be displayed by the employers regarding the belief that the State is unduly delaying its responses to the reasonable and justifiable demands of the employee organisations."

In spite of the obvious defects of the present negotiating procedures, Naptosa remained committed to a negotiated settlement of the issue, said Taunyane. — Sapa.

Sowetan - Building the Nation

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TEACHERS' STRIKE

Fm 27/8/93

Testing black support

(354)

Caught between government intransigence and public impatience, the 80 000-member SA Democratic Teachers Union (Sadt) faced a critical choice this week on what to do next in its strike for higher pay.

In the absence of a face-saving compromise, two options seemed open: increased "mass action" with the support of other militant organisations, or a humiliating backdown and return to the classroom. A decision on what to do is due to be taken this week.

The strike began last week and centres on a demand for a 20% across-the-board salary increase. The figure was subsequently reduced to 15%. Government offered 6,7% and will not budge, according to President F W de Klerk, who considered the issue serious enough to call a press conference to personally make known the State's view.

Sadt represents less than a third of SA's estimated 300 000 teachers. The majority of its members are in black and coloured schools.

One breakthrough achieved in talks with the Department of Education & Training was an agreement that the minimum salary for teachers be increased to R1 440. The union claimed earlier that 100 000 teachers earn less than R1 000 a month.

A significant feature of the strike is that it lacks strong support among black parents and pupils.

Comment at public meetings, on radio talk shows and in letters to newspapers has been overwhelmingly critical. In many schools pupils have taken the initiative to teach one another.

In a remarkable development this week, the Congress of SA Students (Cosas) suspended its Transvaal regional publicity secretary, Mahlomola Kekana, who had earlier called for the occupation of white schools in support of the teachers' strike. Cosas said the call was contrary to the organisation's policy.

At a press conference to announce the suspension of Kekana, Cosas national co-ordinator Albert Mahlangu also raised what has become the crucial issue of the strike — division in the black community. He noted that Sadt's action had caused confrontation between pupils, parents and teachers and said Cosas intended asking the union to call it off.

But in Cape Town, Cosas regional chairman Mbaleki Mbonde urged students to engage in militant action to force government to settle with Sadt so that teachers could return to the classrooms. His call coincided

with the stoning and burning of a number of vehicles in Cape townships. These included a government-owned truck carrying school textbooks.

The PAC and the Azapo-affiliated Azanian Students Convention have also publicly criticised the strike which they said has caused a "crisis" in the black community. The wisdom of strike action was also questioned by *Sunday Nation* editor Zwelakhe Sisulu in his regular column.

Sisulu, whose views are widely read and highly respected, said Sadt's decision to



strike raised the possibility that there was an urgent need to re-appraise the previous methods of struggle and the methods the new conditions demanded.

While stressing that "radical pedagogy" was the foundation on which SA's democratic culture would be founded, he said radicalism needed to be situated in the schools, not the streets.

"The boycott tactics as currently used arise out of a strategic lack of recognition of the historic moment we are in and are actually a consequence of the way in which teachers have undermined their own role and power in society."

But some organisations support the strike. Phillip Dexter, head of the National Education, Health & Allied Workers Union, joined Winnie Mandela at a gathering of strikers in Johannesburg last week to pledge their backing.

And the southern Transvaal region of the National Education Co-ordinating Committee (NECC) says mass action — including the possible disruption of white schools — will occur in Johannesburg this Friday in support of Sadt's demands.

However, the NECC on Tuesday toned down that message by calling for the resumption of negotiations "immediately in

the interest of the future of millions of students and of restoring the culture of learning and teaching." Though Sadt's demands were "legitimate and reasonable," the NECC said, the strike "is hurting our people and, therefore, we would like the dispute to be settled immediately."

"We believe that a solution can be reached, especially if one considers that negotiations entail a spirit of compromise." The NECC, added that "divisions in our own ranks will benefit no-one but the State" and registered its opposition to "threats and acts of violence and any form of action that will increase the racial divisions created by apartheid."

Similarly, over the "crisis" within the universities, the NECC calls for negotiations to resolve "demands for the transformation of tertiary institutions, as well as the funding of tertiary studies," which are seen as legitimate from the point of view of "democratisation and relevance."

But in response to threats against white schools, the CP called on supporters to be prepared for violent resistance to counter mass action that affected their children's education.

While the ANC head office in Johannesburg has been unusually muted in its reaction to the strike, the organisation's western Cape region supports it.

Nearly all coloured teachers in the western Cape are Sadt members and virtually all of them are on strike. The teachers are a vital constituency for the ANC in the region where the NP claims majority support among coloured people. The ANC's backing of the action can, therefore, be viewed as political expediency. ■

NEGOTIATIONS — 1 Fm 27/8/93 TEC in sight

Negotiating council talks are expected to cross a threshold this week. If all goes according to plan, negotiators will finalise a quartet of draft Bills on the Transitional Executive Council (TEC) and its subcommittees on the Independent Elections Commission, Independent Media Commission and an Independent Broadcasting Authority.

The intention remains and things are on track to have these interim measures ready for enactment by parliament at its first short session on September 13, says a government spokesman — despite Inkatha's absence from the Kempton Park talks and its rejection of the arrangements. (354)

Another sitting in October will do likewise regarding passage of the interim constitu-

Striking teachers await govt move

KATHRYN STRACHAN

THERE were no signs of the national teachers' strike being called off yesterday as the SA Democratic Teachers' Union (Sadtu) waited for a statement from government committing itself to further salary negotiations. *8/Day 27/8/93*

While salary negotiations had been suspended, the union's talks with the Department of Education and Training (DET) over the termination of its recognition agreement were still in progress last night.

The DET has threatened to end the agreement because of Sadtu's continual strikes, lack of co-operation of union members and alleged intimidation of principals and non-striking teachers. *(221) (354)*

The National Professional Teachers' Organisation said yesterday the absence of progress in negotiations on a 15% general salary increase and the state's apparent lack of urgency were of grave concern.

The Pan Africanist Students Organisation (Paso) said it was shocked by the teachers' decision to continue the strike despite the wishes of students and parents.

Assistant general secretary George Mpya said Paso was planning a campaign against striking teachers whose children attended schools in white suburbs and were unaffected by the disruptions.

Paso and the Azanian Students Movement both threatened to take up the Cosas call to occupy schools and administration offices in white areas.

Prosperity from training

B/Day 27/8/93
ADRIAN HADLAND

PRETORIA — Training in science, engineering and technology is the key to economic prosperity, says Foundation for Research and Development chairman Johan van der Walt. In the foundation's 1992/93 annual report, Van der Walt said SA's economy could be kick-started only if people were equipped with the knowledge and skills to improve their own quality of life and create job opportunities for others.

Of the R70m annual budget, R11m had been paid out in university or technician bursaries; R30m in research grants "to maintain and expand the existing knowledge base"; R5,6m on supporting technology research; R5m for marine and environmental projects; and R1,3m for the development of entrepreneurship in technology.

"More than ever, our country needs people who can harness science and technology to the benefit of SA and all of its people."

Pay fight still on, say public servants

B/Day 27/8/93

ADRIAN HADLAND

PRETORIA — Public servants yesterday rejected government's latest salary offer, saying the additional R150m intended for educators and employees at the lower end of the salary scale was insufficient.

Public Servants' Association GM Hans Olivier said all 11 organisations within the Public Service Caucus, representing an estimated 300 000 state employees, had agreed this week that they could not accept the new offer.

"The bottom line is that we are not satisfied and the fight is still on."

After insisting public servants would receive only a 5% salary increase this year, President FW de Klerk said earlier this month that an additional R700m would be made available to limited public service categories "for the improvement of salaries and other conditions of service".

The state of the economy and levels of public expenditure prevented a higher offer being made, De Klerk told a news conference.

On Tuesday this week, it was announced after another round of negotiations that a further R150m would be added to the R700m, leaving government with a public

service salary bill this year of just under R3bn.

"The salaries of the educators at the bottom end of the salary scale especially can be improved significantly" by the extra R150m, a Commission for Administration statement said.

In addition to the R850m improvement, government agreed to begin negotiations on next year's increases immediately.

But Olivier said public servants were concerned that, with elections scheduled for the end of April, next year's Budget was unlikely to be announced in March.

"We have doubts about how that will happen."

While an additional R850m sounded like a lot of money, it amounted to a 2% increase across the board, he added.

Olivier said the caucus had asked the Commission for Administration to return to government in order to seek a mandate for a more satisfactory offer.

A 15% increase had been requested, he said.

The commission was expected to respond shortly, after which negotiations would resume.

Council roasted over sharp rises in rates

CAPE TOWN — The time taken by the Cape Town City Council to undertake a new property valuation was the real cause of current dissatisfaction over rates increases, SA Property Association (Sapoa) western Cape regional chairman Anton Musgrave said this week.

"If regular valuations had been done, residential property owners would have had a gradual increase in their rates accounts rather than the shock of the current sharp rises in certain wards," Musgrave said.

Ratepayers in several Cape Town

LINDA ENSOR

suburbs such as Camps Bay, Bantry Bay and Sea Point, are up in arms about the large increases.

Musgrave said, however, that the effect of the delay was that ratepayers in affluent suburbs had been subsidised over the past 11 years.

It was crucial to the well-being of Cape Town that property valuations be undertaken every three to four years, he said.

Sapoa believed that rates for commercial premises in Cape Town were

two to three times higher than those in comparable SA cities, with the commercial and industrial sectors in Cape Town having to bear more than 50% of the burden.

This was passed on to tenants and ultimately to consumers.

Musgrave said the rates rebate for residential properties had been increased in the latest valuation from 26% to 35%.

This meant that the commercial sector continued to subsidise residential property owners to an increasing degree.

Sowetan 27/8/93

Teachers warned

354

By Bongani Mavuso

THE EDUCATION CRISIS DEEPENED last night when the Department of Education and Training warned the South African Democratic Teachers' Union of "automatic dismissals of teachers for unauthorised absence from duty for more than 14 days".

DET spokesman Mr Corrie Rademeyer said this would apply retrospectively to August 16 when teachers went on strike in support of their demand for a 20 percent salary increase. Rademeyer called on Sadtu "not to lead teachers into a situation where they automatically discharge themselves".

The warning followed a protracted meeting between the parties in Pretoria yesterday where DET also told Sadtu that salaries — among the main reasons for the strike — "fell outside the sphere of authority of the employing departments".

Sadtu decided on Wednesday to continue the nationwide strike and said it would only terminate or suspend it when a satisfactory statement of intent on salaries was received from the Government.

Sadtu president Mr Shepherd Mdladlana

said the DET's shift on retrenchments of teachers — one of its complaints — and the new Government offer on salary increases, were "fitted concessions".

"Despite these gains, there are still deep suspicions of the *bona fides* of the State which are fuelled by its continual failure to abide by agreements reached," he said.

Yesterday DET presented Sadtu with a working document on several issues raised by the union since its strike began.

In the document the DET said the salary issue was being dealt with within the established forums for salary negotiations.

Rademeyer said DET was awaiting Sadtu's response on the working document.

Sadtu embarked on the strike last week in support of its demand for a 20 percent across-the-board salary increase and a stop to the retrenchment of teachers in the House of Representatives. The demand was later reduced to 15 percent.

In negotiations last week the Government agreed to a minimum basic salary of R1 437,75 a month for the lowest-paid teachers. It also agreed to salary increases of 10 to 58 percent for teachers falling in the five lowest categories.



Teachers still under the axe

By Barbara-Ann Boswell

WHILE teacher organisations won the battle for a living wage for lower grade teachers at negotiations with the government last week, the prospects for teacher rationalisation still looks grim.

At the talks in Cape Town last week, the government proposed the provision of R850 million to address the plight of teachers in lower categories in response to demands made by teacher organisations.

The increases will range from between 10 and 58 percent, which means teachers who previously took home R700 a month will earn R1 437,75 a month from November 1993. (354)

However, the four teacher organisations at the talks are still deadlocked on the demand for a 15 percent across-the-board increase.

Talks continued between the South African Democratic Teachers' Union (Sadt), the Teachers Federal Council (TFC), the Union of Teachers Associations of South Africa (Utasa), the National Professional Teachers Organisation of South Africa (Naptosa) and the minister of national education, Mr Piet Marais, in Pretoria on Tuesday.

Sadt is demanding that salary offers for teachers in the lower category be separated from general salary increase proposals, that all supreme court interdicts against the union be withdrawn and that the principle of no work, no pay should not be applied.

The CTPA is also demanding a 15 percent increase from December 1, 1993.

Sadt national office bearers are meeting again on Wednesday to



REPORTBACK: Sadt national secretary Mr Randall van den Heever uses a police loudhailer to report on the negotiations to striking teachers outside the talks venue

Photo: Yunus Mohamed

decide whether the strike should be continued.

Proposals put forward by the House of Representatives (HoR) on rationalisation do not augur well for teachers and substitute teachers.

According to proposals submitted at last Friday's rationalisation negotiations, staffs at primary schools country-wide will be reduced by 1 731 teachers next year.

This means cuts of 211 teachers in Athlone, 164 in Bellville, 124 in Mitchells Plain, 234 in Upington and 174 in Wynberg.

Secondary schools face the same

fate, with a proposed cut of 917 teachers. This includes 122 from Athlone, 170 from Bellville, 84 from Mitchells Plain, 77 from Paarl, 44 from Worcester and 163 from Wynberg.

The HoR also proposed discontinuing the services of 204 substitute teachers. This figure does not include 8 000 temporary teachers who will lose their jobs by the end of the year.

The negotiations on rationalisation stalled last week and teacher organisations are pessimistic about progress in the near future.

Tough times lie ahead for pupils

Sowetan 30/8/92

DESPITE the suspension of the teachers' strike, the education crisis still hangs like the sword of Damocles over about 2 million pupils who will sit for examinations this year.

With only about a month left in schooldays before matriculants write their examinations, the crisis will be further deepened when teachers decide to lift the suspension should September talks fail to yield to their demands.

Whatever impelled the South African Democratic Teachers Union to suspend the strike and jettison its imperviousness to criticism is still not clear.

It is clear, though, that the teachers' union gave in to "populist" demands, staying for a while the resilient "workerist" approach it adhered to during the strike action.

No wonder, then, that those opposed to the strike and its timing welcomed the its suspension in muted tones.

Asked what had changed since Wednesday when the union announced

its continuation of the strike, Sadtu's president, Mr Shepherd Mdladlana, said the Government had given the assurance it would continue wage negotiations and that the recognition agreement with the union was not under threat, reports *Sapa*.

Welcoming the suspension, the Department of Education and Training on Friday said Sadtu owed an explanation for disrupting education at a crucial time. This followed Mdladlana's announcement that the strike council had decided to end the shalks-down after assessing its gains. (354)

These included Government's agreeing to a minimum monthly salary of R1437,75 and continuing general salary negotiations on September 17, as well as establishment of the National Education and Training Forum to attend to restructuring in education and the appointment of substitute teachers in classes unattended because of rationalisation.

Pay increases a victory, says Sadtu

It's back to school for teachers, pupils today

Star 30/8/93

■ BY JUSTICE MALALA

Strike-hit schools across the country are expected to resume normal lessons today following the South African Democratic Teachers' Union suspension on Friday of its two-week-old salary strike.

Sadtu vice-president Duncan Hindle said yesterday the union expected a 100 percent student and teacher turnout at schools across the country except in a few areas

in Natal where Sadtu members had been "intimidated".

Sadtu brought the schooling of more than 2 million pupils to a halt when members downed chalk to back salary demands and a halt to the retrenchment of teachers. Learning resumes today with only about 30 school days left before final examinations begin.

After negotiations between the Government and 15 public servants'

and educators' organisations, the Government agreed to a minimum basic salary of R1 437 a month for the lowest-paid teachers as well as to salary increases between 10 and 58 percent for teachers falling in the five lowest categories. (354)

The union said this offer "eradicated one of the major legacies of apartheid education" and that it had scored "a massive victory".

It added that although

its demand for a 15 percent salary increase for all teachers had not been met, negotiations would resume on September 17 and it would pursue the issue.

Sadtu's northern Transvaal region said on Saturday that the strike in Lebowa and Gazankulu was continuing. The decision to suspend it depended on the outcome of meetings to be held with the education departments of both homelands.

Operation catchup: teachers making up for lost time

By Rehana Rossouw

South 319 - 719193

(354)

"OPERATION Catch-Up" was launched by the South African Democratic Teachers Union (Sadtu) this week to make up for time lost during its 10-day strike.

Sadtu president Mr. Shepard Mdladlana said members were prepared to sacrifice the September school holidays and weekends to

assist pupils in preparing for the final examinations.

The strike was suspended last Friday after the government agreed to a monthly minimum salary of R1 400 and to re-open salary negotiations on September 17.

Mdladlana said Operation Catch-Up was "to show what responsible people teachers are".

Mdladlana said attempts by the

Departments of Education and Culture in the House of Representatives and of Education and Training to enforce a no-work-no-pay rule could disrupt the programme.

Sadtu members who paid union subscriptions by stop-order received letters this week saying they would not be paid for the strike period.

Some who received letters did not participate in the strike at all.

"The letters are highly provocative and insensitive. Some of our members could interpret it as no-pay-no-work," Mdladlana said.

"While our members are prepared to work flat out, the departments are sending out negative vibes. The fact that the department is corresponding with our members directly and not our national office shows extremely bad faith.

LOCAL

Angry workers bring services to standstill

2 municipalities *Star 7/9/93* crippled by strike

■ SANDTON BUREAU

Sandton and Randburg municipal workers have brought services in the two towns to a standstill because of strike action over a wage dispute.

National Union of Public Service Workers (NUPSW) assistant general secretary Phambili Ntloko said a deadlock over wage increases had been reached last month and the only way left was for workers to express their dissatisfaction through strike action.

He said the councils had offered a 5 percent wage increase for upper job levels and a

7,5 percent increase for lower job levels. The NUPSW was insisting on a 7,5 percent increase for upper job levels and a 12,5 percent increase for lower job levels.

Sandton Town Council public relations officer Daleen van Wyk said residents should rest assured that everything possible would be done to ensure that services would be attended to as soon as possible.

Sapa reports that the Sandton Town Council has already requested residents to keep refuse on their properties for collection next week and has promised to solve problems regarding other essential services soon.

NUPSW spokesman Frans Sebane said the strike would spread to a host of municipalities in the Transvaal and the Free State.

The NUPSW, a National Council of Trade Unions affiliate with 50 000 members, had planned similar action in Kagiso near Krugersdorp, Parys in the Free State, Sasol, Klerksdorp, Orkney in the western Transvaal, Roo-depoort and Benoni.

The strike by municipal employees is the second since the beginning of August. On August 2, thousands of members of the SA Municipal Workers' Union downed tools to press for higher wages.

Workers down tools

Sowetan 11/9/93
MORE than 1 000 municipal employees in Sandton, north of Johannesburg, downed tools yesterday morning, demanding a 12,5 percent across-the-board wage increase.

National Union of Public Service Workers spokesman Mr. Frans
(2.66) (2.64)

Sowetan 11/9/93 (354)
Sebeane said 1 050 members had downed tools in Sandton. "Workers are demanding the increase to keep pace with the spiralling cost of living. A decision on strike action was taken after wage negotiations deadlocked on August 20," said Sebeane. (2.66)

Workers down tools
Sowetan 7/9/93 (354)
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15 000 workers on strike

MORE than 15 000 members of the Municipal Education State Health and Allied Workers Union (Meshawu) yesterday went on strike over wages countrywide.

Meshawu spokesman Mr Phambili ka Ntloko said the union was demanding that minimum wages be increased from R500 to R805 a month plus

Sowetan 8/9/93
R100,63 across-the-board salary increases. The management is offering R53 salary increases.

Mr Peet Roodt, a spokesman for the Municipal Employers Organisation (MEO), said talks with Meshawu were in progress. He said they could reach a wage settlement soon.

A spokesman for Meshawu said

workers would continue with the strike until their demands were met.

Workers on Monday marched on municipal offices to present their grievances. (354)

The protests were in Kagiso, Parys, Sasolburg, Klerksdorp, Sandton, Randburg, Virginia, Ennerdale and Benoni. (152)

Workers end 1-day strike

Sowetan 8/9/93

Sandton and Randburg municipal workers resumed work yesterday, ending a one-day strike.

Sandton Town Council liaison officer Daleen van Wyk said services were back to normal.

Sandton town clerk Cybil Mostert described Monday's action as reprehensible, saying salary

negotiations were under way and that there had been an undertaking that no industrial action would be taken while negotiations were being conducted.

Workers are fighting for a 7,5 percent increase for upper-level jobs and 12,5 percent for lower-level jobs.

Union declares dispute

Star 9/9/93

The Federation of Municipal, Health and Allied Workers has declared a dispute with 12 Transvaal municipalities, demanding a minimum salary of R812, and a 17,5 percent increase for workers earning more than that. The union will meet employers at an Industrial Council meeting today.

According to the union, the municipalities are offering a 5 percent increase backdated to July 1 and a further 2,5 percent from January 1.

The union represents 9 000 workers in the municipalities concerned. — Labour Correspondent.

(15) (354)

Municipal workers accept wage offer

DAE 13/9/93
B/DaY
A WAGE settlement has been reached between the Municipal Employer's Union, which represents a number of Transvaal municipalities, and the Municipal, Education, State and Health Workers' Union.

The union held a one-day strike last week which disrupted refuse removal services in a number of towns, including Sandton and Randburg (354)

Union assistant general secretary Phambili Ntloko said at the weekend the dispute declared last month had been "undeclared", allowing the

GAVIN DU VENAGE Dns

wage deal to be reached.

A wage offer of 7,5% for upper job levels and 10% for lower job levels had been accepted, he said.

Ntloko said the union was pleased with the results of negotiations as the increases were higher than those achieved this year by other unions.

He said he expected numbers of white workers at municipalities to start joining the Nactu union (428)

Principals targeted by teachers

Star 16/9/93

■ BY PHIL MOLEFE
EDUCATION REPORTER

Radical teachers yesterday hounded principals out of some Soweto schools.

Members of the local South African Democratic Teachers' Union (Sadtu) branch visited several schools in the township and warned principals not to return to their offices until they had forced the Department of Education and Training (DET) to meet their demands.

The teachers are demanding to be refunded money deducted from their salaries in terms of the "no work, no pay" principle adopted by the DET after a strike by Sadtu members this year. (364)

According to the teachers, the deductions varied between R400 and R600, depending on individuals' salary scales.

Angry principals told The Star yesterday they would defy Sadtu's order and continue with their work.

A high school principal who did not receive the "unfriendly" visitors said: "They won't come here because they know I don't have time for nonsense. Their targets are normally female principals because they are vulnerable."

His views were echoed by most principals, who felt it was high time the "chiefs" stood their ground.

Sadtu branch spokesman Solly Mautjana said the union encouraged its members to force principals into "exile" because it was part of the campaign to put pressure on the DET to refund the teachers.

He said principals must first address the issue of deductions before they could be allowed back to their schools.

Soweto principals will meet at the Molapo Technical College today to review the threat by Sadtu members.

Sadtu rejects new DET offer

Sowetan 17/9/93

By Bongani Mavuso and Sapa

THE South African democratic Teachers Union yesterday rejected the Government's latest salary increase offer.

After a two-day meeting in Pretoria, Sadtu said the Government had offered a five percent across-the-board increase from July 1 next year but the union turned the offer down. The Government then increased its offer to 7,5 percent from next July or 5,6 percent from April next year.

These options were also rejected. Sadtu demands a 12,5 percent increase this year. (354)

"Employee organisations were also unanimous in their rejection of the offers and argued they were inadequate to ensure labour stability during the forthcoming critical period," Sadtu said in a statement.

Sadtu said it would review its position during its national council meeting at the end of the month.

Sadtu vice-president Mr Duncan Hindle said although the union did not rule out strikes to put pressure on the Government to meet teachers' demands, it would rather opt for campaigns allowing pupils to continue their academic programmes and year-end examinations.

However, Sadtu could call a strike "not only to solve the crisis in education but also for the benefit of social stability," he said.

"I don't think the intended Sadtu protest action would have an impact on the country's broader negotiations. We do not intend to hold the entire process to ransom," said Hindle.

Sadtu assistant general secretary Mr Thulas Nxesi said the union would not allow the present Government to take a decision unilaterally on next year's Budget. Sadtu would meet various politicians, including the Transitional Executive Council, to establish the availability of funds for immediate salary improvements.

Meanwhile, the steering committee of the Soweto Principals Forum met at Molapo Technical College yesterday.

The meeting followed the expulsion of some school principals from their schools by members of the Soweto branch of Sadtu on Wednesday.

The teachers said principals should demand from the Department of Education and Training money deducted from their salaries in terms of the "no work, no pay" principle adopted by the DET after the Sadtu strike.

NEWS

Govt's latest offer rejected

Teachers may resume strike

BY PHIL MOLEFE
and JUSTICE MALALA

The uneasy truce between the Government and the South African Democratic Teachers' Union (Sadtu) ended yesterday as salary negotiations deadlocked and the union threatened to resume its strike.

Teachers struck for three weeks earlier this year over salaries and the Government's public service rationalisation programme.

Sadtu has now rejected the Government's latest salary increase offer and warned that the resumption of a national teachers' strike "cannot be ruled out".

Two days of negotiations between the Government and 15 public

NEGOTIATIONS on salary increases for teachers ended in deadlock yesterday

workers' organisations — representing more than 750 000 employees — ended in Pretoria yesterday without agreement on a 12,5 percent across-the-board salary increase.

After the meeting, the organisations said in a joint statement that negotiations would continue in "three or four weeks".

Sadtu said the Government offered an increase of R2,556 billion or 7,5 percent from July

1994 or 5,6 percent from April 1994 (354)

The union said all negotiating parties rejected this offer.

Sadtu would be reporting to its membership at the end of this month and "appropriate forms of action" to put pressure on the Government would be considered.

"We did not call off the strike but suspended it.

"We are therefore not ruling out the possibility of a strike as a means to put pressure on the Government," said Sadtu assistant general secretary Thulasi Nxesi.

A spokesman for the Commission for Administration, which was handling the negotiations, said no comment would be made on the issue at this stage.

Pupils feel pinch most

Sowetan 17/9/93

By Don Seokane

■ STRIKE CONTINUES *Dispute over*

salary refunds for teachers:

(354)

ONLY TEACHERS who are listed on the Supreme Court order will be refunded, says the department of education in Lebowa.

All teachers who had deductions made from their salaries should be refunded, says South African Democratic Teachers Union (Sadtu).

This is the crux of the argument and the cause of the stalemate in the sustained teachers' strike in Lebowa.

And where are the pupils? Schoolchildren throughout Lebowa have been out of classes since August 2, a week before the nationwide strike by teachers started on August 9.

The national strike has been called off but in Lebowa the strike continues. With less than 30 school days left before the standard 10 examinations begin, the department and Sadtu are locked in a battle, regardless of who suffers most. Teachers demand that the department of education should refund them the money deducted during their 1991 and 1992 strikes before they will resume duty.

Supreme court

Sadtu, as the first applicant, M P Mdluli and 373 teachers as second and third applicants, brought an action in the Supreme Court against Lebowa's Minister of Education as the first respondent, and the secretary of education being the second respondent.

The court declared all withdrawals and deductions from the teachers' salaries to be unlawful. Sadtu has since the beginning of the year tried to get the department to refund the teachers.

All their efforts were in vain and they decided to go on strike. Even after the strike began, education chief director Dr S Rabothata issued a statement saying that paying teachers who were not on duty was tantamount to corruption.

Rabothata has since changed his stance saying that the department will comply with the court order and pay those teachers whose names are listed in the court judgment.

that argument, I can file papers for the remaining Sadtu members - who number over 6 000 - on the payroll of Lebowa government.

"And flowing from the judgment that we have obtained, there is no way we can lose the case."

"But the problem is that it will be a stupid waste of taxpayers' money because Lebowa will have to pay teachers plus the costs of bringing that application.

"At the moment, they still have to pay the costs of filing the court order that the teachers have won," Mahlase explained.

The PAC claims that parents have decided that teachers should resume teaching immediately and that the Lebowa government and its political wing, the United People's Front, should be expelled from the Patriotic Front if teachers demands are not met.

The student wing of Azapo, Azanian Students Movement (Azasm), has called on pupils to return to classes regardless of whether teachers resume their duties or not.

Azasm said it was imperative that pupils should return to classes if they had to perform well in next month's

examinations.

"The 'pass one, pass all' slogan is totally unacceptable as it believes that black pupils are capable of doing well with or without teachers like those in Sadtu," Azasm said.

African National Congress Youth League (ANCYL) regional chairman Mr Joe Mathebula, confirming support of the strike, said a programme of action was being discussed by his organisation to ensure that the teachers demands were met.

"We are going to have problems with (Chief Minister) Ramodike's administration if teachers' are not refunded.

"We are going to impose a precondition that Ramodike should meet the teachers' demands before we can work with him," said Mathebula.

Sadtu members are adamant that the strike will continue until the refunds have been made. If the strike is not resolved by the end of September -- there is a strong possibility that it might not be -- then Standard 10 pupils will need a miracle to pass, let alone get matric exemptions.

Court judgement

The education department's lawyer, Mr P J Steytler, has said that the court judgment applied only to those who brought the court action and not to all of Sadtu's members who also had deductions made from their salaries. Steytler said the department of education had obtained permission from the Central Government to refund teachers according to the court order, adding that Sadtu was shifting the goalposts by demanding payment for all teachers.

Sadtu's lawyer, Mr Kgau Mahlase, disputes the department's position and says the application he filed with the names of 374 teachers was a test case and that was to determine the fate of all the union's members. "Had the application failed, all the other teachers would also have lost. It is stupid for the department to say that it will only pay teachers who brought the court application."

"In any case, if they continue with

Pay talks seen as bid to avoid disputes

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Salary negotiations entered into with the Public Servants' Association (PSA) by the Government were nothing more than a "dodge" to avert further disputes and other action by civil servants during the current financial year.

The 750 000-strong PSA has taken this view — it was revealed at its annual meeting in Pretoria yesterday — after fruitless salary negotiations this year.

It said pressure by the SA Democratic Teachers' Union (Sadtu) and intercession by the ANC had forced President de Klerk to provide an additional R850 million for salaries —

which is still too little for any noteworthy salary increases".

The PSA said that because of the Sadtu crisis, further negotiations could still take place.

It added that a bid to obtain further funding had failed for a number of reasons — the State had been unwilling to commit itself, could not put an offer on the table and would not implement anything before April.

NEWS 'Non-students' feted at festival • Municipal staff's long wait for increases

Soweto council *Sowetan 21/10/93* workers strike

By Mzwandile Jacks

THE entire work force at the Soweto City Council went on strike yesterday in demand of a 5 percent wage increase which has not been paid to them since last year.

This has added to the woes of Soweto residents, who have been threatened with the electricity cuts starting from yesterday.

The 2 800 workers include the administration staff, nurses, social workers and blue collar workers at the council's premises in Jabulani.

Workers, who are members of the South African Municipal Workers Union, downed tools after a series of futile meetings with the council's management over the money owed to them since July 1 1992.

The salary increase was supposed to be effective from the end of July last

year and to this day none have received it. (354) (354)

Addressing the workers yesterday, acting town clerk Mr Louis Geldenhuys said the council was in a very difficult financial position and thus could not pay its employees. (152) (152)

"This situation is not of our making. We are not responsible for it and we are part of the staff," he said. (354) (354)

Asked if he would sign a letter guaranteeing that he would pay the workers at the end of this month, he said he would not make promises that he could not keep.

Mr Laitie Setlhapelo, a union spokesman, said the council was using "delaying tactics" and this prompted the decision to go on strike. Workers demand that they get their increased salaries at the end of this month and that Geldenhuys should sign a letter assuring workers that they receive their increased salaries, Setlhapelo said.

**Soweto to
get R32m**

THEO RAWANA

THE TPA had agreed to give the Soweto City Council R32m to solve its financial problems, which included salary increases due to staff since July last year, SA Municipal Workers' Union Soweto branch chairman Laiti Setlhapelo said yesterday.

Soweto administrator Steve Burger said last week the council, which had been able to pay the increases only since this May, was trying to get more funding through the Central Witwatersrand Metropolitan Chamber.

Setlhapelo said the Metropolitan Chamber was due to meet on Thursday to ratify the 12th draft of proposals to end the Soweto financial crisis. If no agreement was reached, the TPA would unilaterally advance an initial R8.3m.

Union threat to shut down city council

STIMES EC Metro

By EVE VOSLOO

HARD on the heels of the recent strike by municipal workers — which crippled services in Cape Town for two weeks — comes a threat by employees belonging to a different union "to shut down the council" if their wage demands are not met.

August's strike was called by members of the South African Municipal Workers Union (SAMWU), which has about 80 000 paid-up members. The strike led to a wage settlement.

Membership

The latest threat is contained in a ballot paper sent out to 48 000 members of South African Association of Municipal Workers (SAAME), which has been involved in separate salary negotiations since April.

The unions were formed during apartheid's heyday — SAAME for whites and SAMWU for other races.

SAMWU's membership is now open to all. SAAME's membership is open to people other than whites if they earn

above a certain amount.

After the strike in August, SAMWU members accepted a pay increase on a sliding scale — up to 9,5% for lower-paid workers and from 6,5% upwards for higher-paid members, spokesman Mr Roger Ronnie said this week.

Separate negotiations between SAAME and the council went to arbitration in September. On September 13, the arbitrator awarded eight percent across the board, but with certain "give-backs", including limiting accumulated leave and sick leave.

City council spokesman Mr Ted Doman said the award meant amending by-laws and the

council was on the verge of legal action when it decided instead to put forward two alternative proposals to bring the increases into line with those given to SAMWU.

These were discussed by a meeting of SAAME members last week.

Indignant speakers said their increases should not depend on sacrificing leave and put forward four more proposals — one demanding the arbitrated eight percent with no give-backs and reimbursement of SAAME for the arbitration costs.

If council failed to comply, mass action ("leave taking, stayaway or similar") "to effectively shut down the city until council complies".

Facing hard times on the platteland

C1 Press 31/10/93

354

By ALF JAMES and JANET HEARD

IT is often a struggle to survive in the platteland of the western Transvaal, especially if you are a manual worker with little education.

David Daniel, a 47-year-old butcher, was born and bred in the conservative Bloemhof district. He lives with his wife and three children in a council house in the "coloured" township of Coverdale.

Oom Daan, as he is affectionately known in the area, is one of the 41 municipal workers involved in a dispute with the Conservative Party-controlled Bloemhof Town Council.

Oom Daan has worked for the council for 16 years. His salary slip shows that he earns R423 a month, which amounts to R313,25 after deductions.

On this salary, Oom Daan has to try and support his family of five. "My children have had to find part-time work to pay for their own uniforms," he says.

The workers embarked on a strike on September 6 in protest against what they call "slave wages". They demanded a R500 across-the-board salary for all workers while the council offered a five percent increase.

Dug in their heels

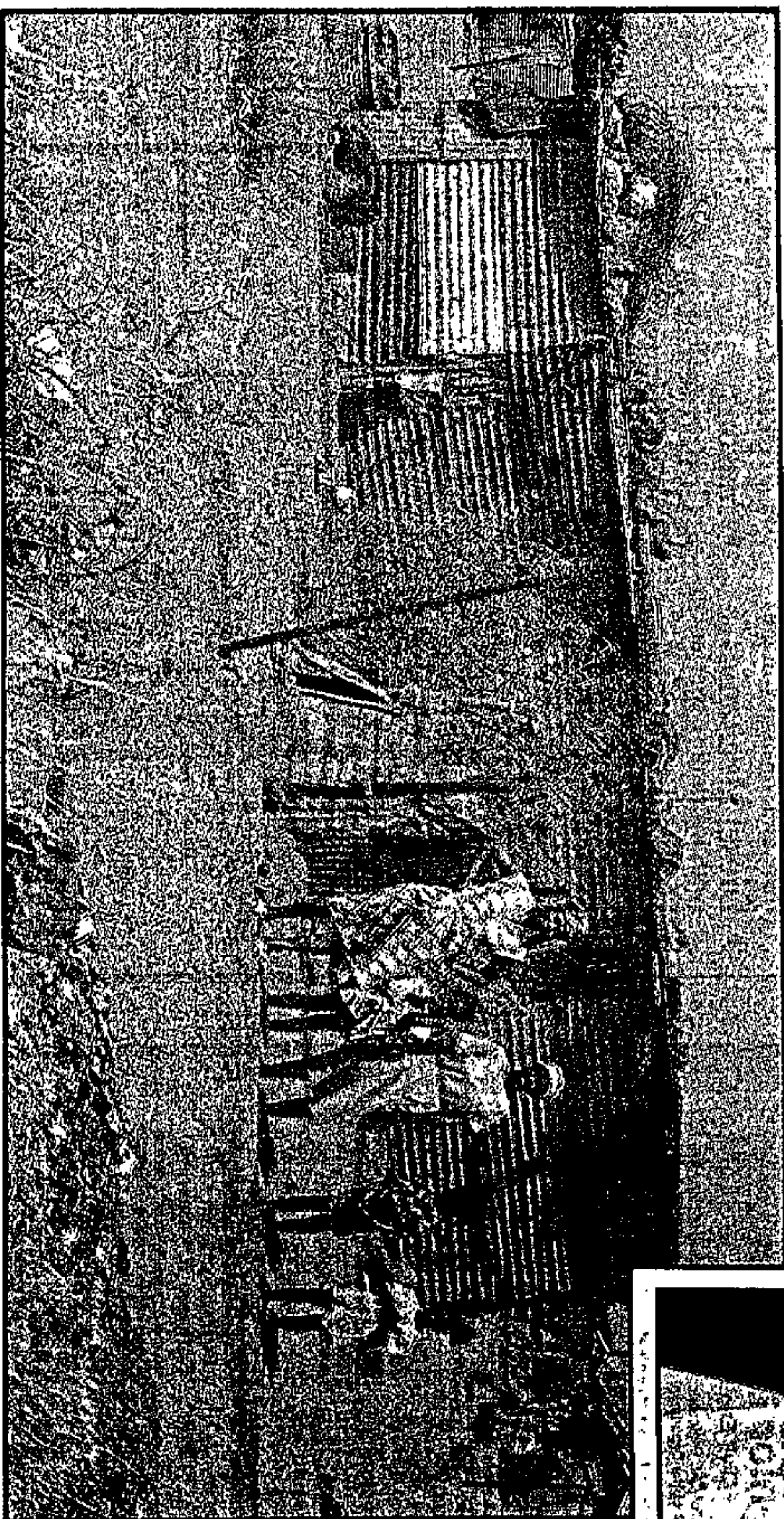
Negotiations deadlocked and the result was that the workers were asked to sign a new contract if they wished to return to work.

While a few of the workers opted to return, 41 dug in their heels, refused to sign a new contract and in the words of the town council "dismissed themselves".

When 41 workers are dismissed, one would not expect an entire community to rally behind their cause. However, the civic associations of Coverdale and the neighbouring black township of Boitumelong, a community of about 16 000, and the 46 Indian families who live in nearby Salamaat, put their weight behind the workers and embarked on a consumer boycott of white-owned businesses in Bloemhof on October 6.

In addition to protesting against the dismissal of the workers, the consumer boycott has also served to rally the community against the planned privatisation of public services in Bloemhof.

When asked why there was a boycott of Bloemhof, the town's mayor Johan Visser said: "I don't know why they are boycotting, only they themselves know." The Bloemhof council is one of the largest single providers of employment for township-dwellers - employing about 65 workers - so the dismissal of 41 workers has had a devastating effect on the impoverished community.



DESPERATE MIGRATION ... One of the many shantytowns that have sprung up alongside townships in the Western Transvaal due to the influx of out-of-work farm labourers.

Oom Daan said there were few other employment options in the area. There are only two other major employers - a dairy factory and an agricultural co-operative. The remaining jobs are made up of domestic work, gardening and a few jobs in the town's small CBD.

Patrick Dintwa, projects officer of the Boitumelong Civic Association, estimated that unemployment runs

at 80 percent in the township. Dintwa said that in Boitumelong and townships throughout the western Transvaal shacks dwellings had sprung up following the influx of farm labourers laid off due to the protracted drought.

Oom Daan says he fears victimisation as a result of the strike. "Because I am known as a striker, it will be hard to get work in the area. It is a small community."

The years of hardship have taken their toll on Oom Daan, who looks much older than his 47 years. His

face bears many lines and his fragile frame is that of a much older man. When asked if work conditions had improved during his 16 years at the municipal abattoir, Oom Daan was adamant that things had in fact got worse.

"Working conditions are bad. We are given no gloves to work with or masks to shield us from the stench. We have no medical aid and are never taken to the doctor for check-ups," he claimed.

Added to that, inflation eats into Oom Daan's salary, increases never having kept pace with the rising

SLAVE WAGES ... Oom Daan's three children have to find odd jobs to scrape together money for their own school uniforms.

cost of living.

Oom Daan and his fellow workers are counting on winning back their jobs with improved working conditions and pay. Or else, Oom Daan says, he sees little hope for the future and his children.

Embarking on a boycott in the town of Bloemhof can be dangerous, says Dintwa.

"In May this year, when a boycott was undertaken to support the demands of the civic association that Bloemhof's facilities be opened to all races, an armed column of AWB members marched on Boitumelong, bulldozer in tow, threatening to flatten the civic leaders' homes. The AWB was stopped at the entrance of the township by the SAP," he said.

Boiling point

Unlike many townships around Johannesburg, Boitumelong is a peaceful place and has not been the scene of political violence.

"However, racism in the town is at boiling point," said Dintwa. "South Africa is undergoing change, yet Bloemhof still wants us to live in the times of the 1960s. Besides the workers' grievances, we are protesting because the council shouldn't be allowed to privatise government services unilaterally without involving the black community who have contributed to the development of the town."

Bloemhof's mayor confirmed that the town was one of 21 CP town councils in the western Transvaal that last week announced they were not prepared to integrate their town councils.

Visser said a poll had recently been held in the town in which 97 percent of white residents took part and 99,4 percent voted in favour of maintaining a segregated town council.

The boycott enters its fourth week tomorrow and at the time of going to press, there is little sign of a break in the deadlock between the two communities.

Strikes hit seven councils

Sowetan 4/11/93

By Ike Motsapi

AT LEAST seven Transvaal black councils have been hit by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses. (152) (354)

Officials of the Transvaal Provincial Administration, South African Municipal Workers' Union and the National Education, Health and Allied Workers' Union confirmed yesterday there were problems at several towns.

Those on strike include clerks, traffic officers, nurses, labourers, cleaners and switchboard operators.

TPA liaison officer Mr Sakkie van der Walt said yesterday they were concerned about what was happening, especially in Diepmeadow and other areas surrounding Soweto.

"We are concerned about what is happening and we are talking to various parties to try and resolve the problems.

"I must, however, stress that the nonpayment of staff salaries is a result of residents not paying for services. Again, I must stress that the local authorities are responsible for paying staff," the TPA official said.

Yesterday about 1 500 Diepmeadow Council workers downed tools because they were allegedly owed money — including bonuses — dating back to 1990.

A spokesman for Diepmeadow Council work-

ers said they were concerned about, among other things, deductions from their pay for pension and provident funds, medical aid and housing loans and subsidies.

In Soweto, Dobsonville and Daveyton on the East Rand, council workers are taking part in "go-slow strikes" because their grievances have not been addressed. Workers employed by these councils are demanding money owed them, Samwu official Mr Martin Sere said.

Sere said there was general dissatisfaction among workers about not being paid their salaries. He said in Soweto and Dobsonville workers had failed to get guarantees from the Metropolitan Chamber about whether they would be paid money owed them.

In Atteridgeville, Pretoria, about 500 council workers downed tools yesterday after they were apparently told they would not get a five percent salary increase promised them.

On Tuesday about 400 employees of the Mohlakeng Council near Randfontein refused to work because they claimed they had not been paid their October salaries. About 900 employees of the Thabong Council in Welkom stopped work over wages two weeks ago.

Some of the workers told *Sowetan* they had not been paid their October salaries and that they had been warned not to expect any pay in future because funds had run dry.

Workers at other councils on the East Rand have also embarked on go-slows.

Strikes, go-slows hit councils

Star 4/11/93

■ OWN CORRESPONDENT

At least seven Transvaal black councils have been affected by go-slows or full-blown strikes because workers have not been paid their salaries and bonuses or over wage disputes.

Transvaal Provincial Administration liaison officer Sakkie van der Walt said the "non-payment

of staff is a result of residents not paying for services".

About 1 500 Diepmeadow council workers downed tools yesterday, claiming they were owed money from 1990.

Workers in Soweto, Dobsonville and Daveyton on the East Rand are on a "go-slow" because the Metropolitan Chamber failed to give them a guarantee on the payment of money owed

them.

At Atteridgeville, Pretoria, some 500 civic employees stopped work when their request for a 5 percent salary increase was rejected. (352)

Council workers in Mokoleng, Randfontein, and Thabong, Welkom, have also decided to stop work because they have not been paid their October salaries. (354) (355)

Agreement signed to give teachers 5,4% salary increase

PRETORIA — Teachers and other public servants would receive a 5,4% salary increase from April 1 next year, it was announced yesterday. **B15ay**

The Commission for Administration said an agreement had been signed by the state and employee organisations after months of intensive negotiations. **511193**

Teachers' Federal Council chairman Billy Nel said the rise was unsatisfactory but was the best that could be achieved.

The SA Democratic Teachers' Association (Sadtu), which staged a series of strikes over the July increase of 5%, had not signed the agreement, a commission spokesman said. But they were bound by the agreement, which had been approved by a majority of employee organisations.

KATHRYN STRACHAN reports that Sadtu secretary-general Randall van den Heever said the union boycotted the meeting because it "queried the right of the current education administration to make salary deals for a new financial year". Sadtu, which demanded a 12% salary increase, did not consider itself bound by yesterday's agreement. **(250) (354)**

It was also agreed yesterday that an

ADRIAN HADLAND

amount, which in May this year President F.W. de Klerk estimated would be in the region of R850m, would be distributed to "address the plight of limited categories in the public service". Effective from November 1, the amount affects categories, including educators and other public servants, at the bottom of the salary scale.

The commission spokesman said while government had approved the equivalent of a 5,4% across-the-board increase, details of how this would be apportioned was subject to further negotiations.

Nel said the increase was insufficient bearing in mind that the previous adjustment of 5% was also insufficient.

"The council must pursue this matter as speedily as possible," he said.

The exact implications of the agreement for teachers would be known only once further negotiations had taken place.

On the positive side, said Nel, greater clarity had been obtained regarding salary adjustments public servants and teachers could expect from April 1994.

More pay for civil servants

Star 5/11/93

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Public servants — including teachers — are to get a 5,6 per cent pay rise from April next year but some lower-paid people will be receiving more money from this month. (250)

It is the second time in a year that the Government has agreed to increase salaries. The previous rise was 5 percent, which was granted in July. (354)

Civil servants had earlier asked the Government for a 12 percent increase from January next year.

The latest rise follows months of talks between the Commission for Administration and public service employee organisations, including the Public Servants' Association and teachers' organisations.

It was announced yesterday that teachers, particularly those at the lower end of the scale, and other "needy" civil servants would get extra money backdated to November 1 — the exact percentage is still being worked out — and would also be in line for the April increase.

The increases come at a time when the SA Democratic Teachers' Union and other similar bodies have been agitating for national strike action to force the Government's hand.

Once they have
can summon us
ast that will be
mechanism for reaching agreement on the
final constitution; the special majorities
required for Cabinet decisions whether

DAY, Thursday, November 11 1993

Study questions teachers poverty

KATHRYN STRACHAN

AN OVERHAUL of SA's teacher salary structure was needed as the existing system would damage education and compromise development of the country as a whole, research findings released yesterday concluded.

The study by the Urban Foundation found that teachers' salaries made up almost 80% of education expenditure, 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. SA already spent a far higher proportion of its GNP on education than countries of similar development.

Presenting the study, senior policy analyst Jane Hofmeyr said the existing structure was based on outmoded salary scales, discriminatory policies and strategies that failed to take into account long-term consequences.

She said the assumption that SA teachers were badly paid and that their increases lagged behind those of other occupations needed to be tested.

Average teacher salaries had risen 30% in real terms between 1988 and 1992 compared with real growth of 3% in the average manufacturing sector wage, 4% in the rest of the public service, and a decline in GNP, she said.

However, it was necessary to improve urgently 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 phasing out categories and controlling increases at the top end of the scale.

The system of offering teachers the incentive of being promoted to a higher salary category if they upgraded their qualifications had driven the spiralling salary bill without improving the standard of teaching. A new approach based on competence in the classroom, instead of qualifications, would be a far more appropriate assessment, she said.

Hofmeyr said the issue of teachers' salaries needed to be considered within a new broad approach to utilisation and development of teachers that took into account a national strategy for reconstruction and development of the country as a whole.

It was important to include all key stakeholders in the process of formulating a new approach and she proposed that the National Education and Training Forum establish a committee on teacher policy to initiate the process.

Sadtu may strike again

Sowetan 30/11/93

THE SA Democratic Teachers' Union could go on strike again early next year following its rejection of a 5,6 percent salary increase offered by the Department of Education and Training.

In rejecting the increase, which is to come into effect next April, Sadtu said it was an attempt by DET to "pass the buck" to the new government to be elected next year. (354)

"The Government is trying to put the union on a collision course with a newly-elected government. We deny them that chance and will not sign their document of agreement," Sadtu vice president Mr Squire Kumalo said yesterday.

Meanwhile, a row is brewing between DET and the Soweto branch of Sadtu following a call by the union that its members submit Sub A to Standard 9 schedules to its offices at Funda Centre.

Spokesman Mr Solly Mantjana said the action was part of the union's "total onslaught" to force DET to refund teachers whose salaries were deducted during the teachers' strike in May. He also called on teachers to withhold progress reports.

The DET's Johannesburg office said the department would "take action against individuals who fail to submit the schedules as required by the rules".

Viability of Mozambique elections threatened

Funds, landmines hold up return of refugees

■ STAR AFRICA SERVICE

Maputo — Africa's biggest refugee operation — the return of the one-and-a-half million people who fled to neighbouring countries to escape the Mozambican war — is being hampered by lack of funds and by landmines.

These factors have also delayed the return home of a further 4.5 million people who were displaced by the fighting to wander as refugees within their own country.

Accord

Unless all these millions are returned home before the election in October the viability of the election may be called into question.

When the accord ending the war was signed in Rome in October 1992 the United Nations High Commission for Refugees (UNHCR) drew up a three-year plan, costing R670 million, for the return of the Mozambicans who had fled into Malawi, Zimbabwe, Zambia, Swaziland and South Africa.

But while most are anxious to return home only a few thousand have so far managed to do so. Latest estimates are that

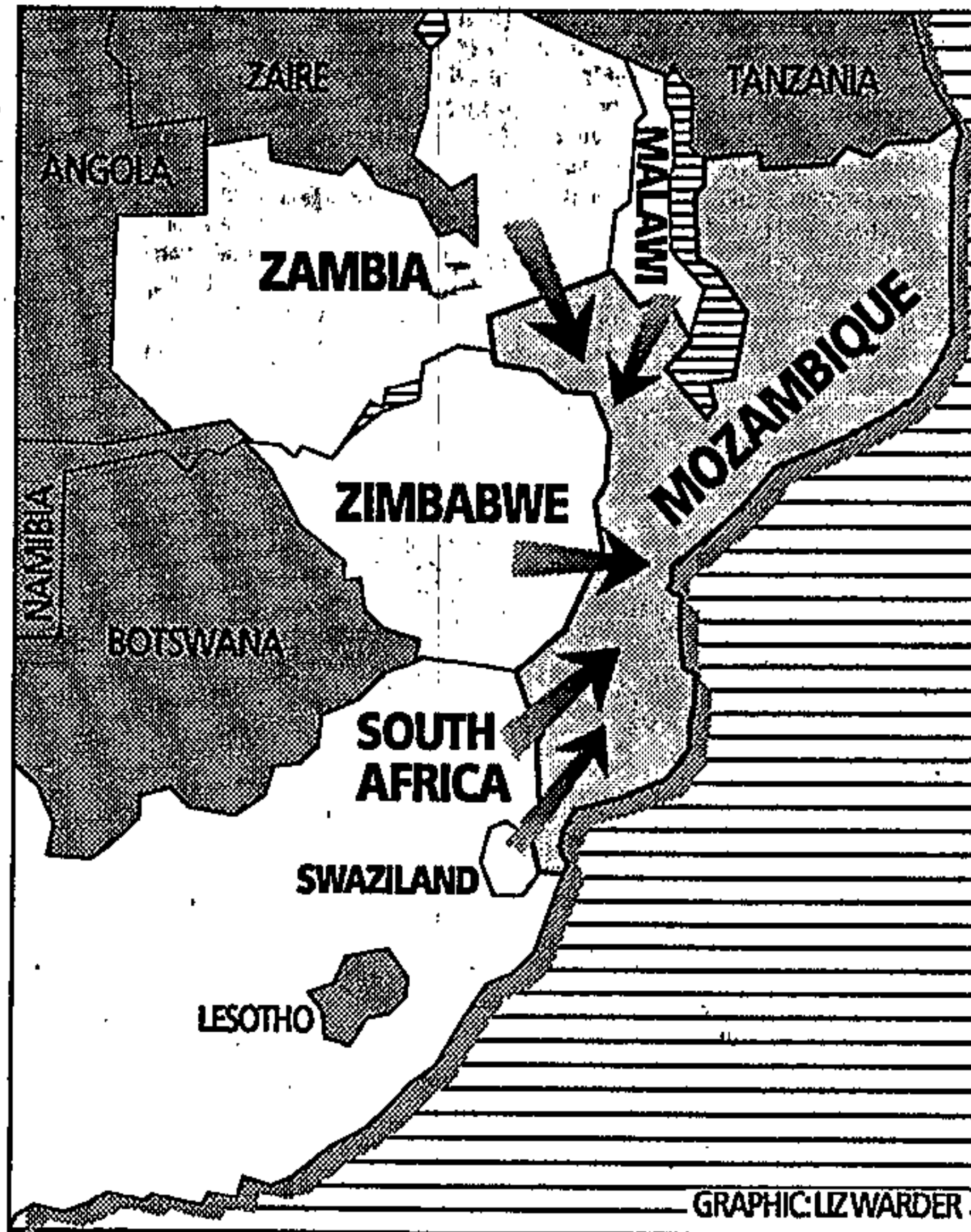
only about half will have come home by May — only five months before the election.

A report released last week reveals that only R112 million of the R181 million required for the first year of the UNHCR plan has been committed by donor governments.

The operation is also being held up by the delay in the demobilisation of the two armed forces that fought the war. Many refugees refuse to return home while the soldiers are still under arms and capable of going back to war.

In many cases it has proved impossible to send the refugees home because the roads leading to their villages have not yet been cleared of mines. Even if they are able to get home they cannot always cultivate their fields because these, too, are still infested with mines.

Only about 1.5 million of the 4.5 million displaced persons have returned home, and the pace will have to be speeded up considerably if the remainder are to be able to register and vote in the election.



'We might withhold exam agendas'

Star 30/11/93
■ BY JUSTICE MALALA

The SA Democratic Teachers' Union yesterday urged a meeting with the Department of Education and Training (DET) to defuse the looming confrontation over salary deductions (354).

Sadtu general secretary Randall van den Heever said while the union was waiting for a response from the DET, its branches would consider action to get the department to stop the deductions. A meeting would be held next week to decide on the various proposals, he added.

The DET has deducted money from salaries of Soweto teachers who downed chalk in May and August and from others nationwide who took part in the August strike.

Van den Heever said some of the actions being considered were the withholding of exam schedules from the DET. A national strike next year could "not be ruled out if the issue is not resolved", he added.

The union also reiterated its rejection of the Department of National Education's 5.6 percent salary increase offer, saying it fell "far below" its 12.5 percent demand.

The DET could not be reached for comment.

Assistants happy, but other civil servants want more

Boost for lowest paid

Star 28/12/93

■ BY NORMAN CHANDLER
PRETORIA BUREAU

The lowest-paid public servants, general assistants, have been given salary increases of up to 5 percent this month and are to get a further boost of between 13 and 16 percent in April when other government workers receive a 3,4 percent pay rise.

Some of the public service's top management will also be receiving increases in April, ranging between 3 and 28 percent depending on job title and experience.

MOST government workers will get an increase of only 3,4 percent in April

A number of doctors and engineers have already received the increase in terms of their specific conditions of employment.

However, thousands of civil servants, among them disgruntled teachers, are not satisfied with the 3,4 percent rise they will receive in April and will continue to press for more money.

Public Servants' Association chairman Hans Olivier said yesterday the salary offer had been accepted because the PSA wanted negotiations finalised.

"We realise there will be a new government next year and that the salaries of public servants will be low down on their list of priorities," he said.

The PSA says it wants to secure future increases through a long-term pay strategy which would see an automatic rise over a period of several years. In particular, the PSA wants to improve the wage structure of

thousands of lower-paid staff. Corrie Smit, a spokesman for the Commission for Administration, said the commission had nothing further to add to its announcement earlier this month on the salary increases.

The pay rise is part of a R850 million package worked out by government and various public-service employee organisations to improve living conditions, particularly for general assistants.

All pay rises are applicable to civil servants in South Africa and the self-governing states.

State's pay deal

Rejected

South African 29/12/93

By Ike Mtsapi

THE BLACK PUBLIC SECTOR unions yesterday rejected the proposed 5,6 percent salary increases to be implemented next year saying the present Government had no jurisdiction to authorise them. (354)

And white public servant organisations have also reacted with outrage to reports that salary increases of middle-ranking civil servants will be limited to 3,4 percent next year.

"It is sickening, but what can we do?" said one State employee.

Black public sector unions warned that they were going to lobby the support of political and civic organisations to oppose the implementation of the proposed increases.

The increases are to be effected on April 1 1994. Mr Neal Thobejane, general secretary of the National Education, Health and Allied Workers' Union, said the agreement reached between the Government and the staff association was "illegal" because it had been authorised by people "who will not be in power after April 27".

A spokesman for the Post Offices, Telecommunications Workers' Association said a campaign

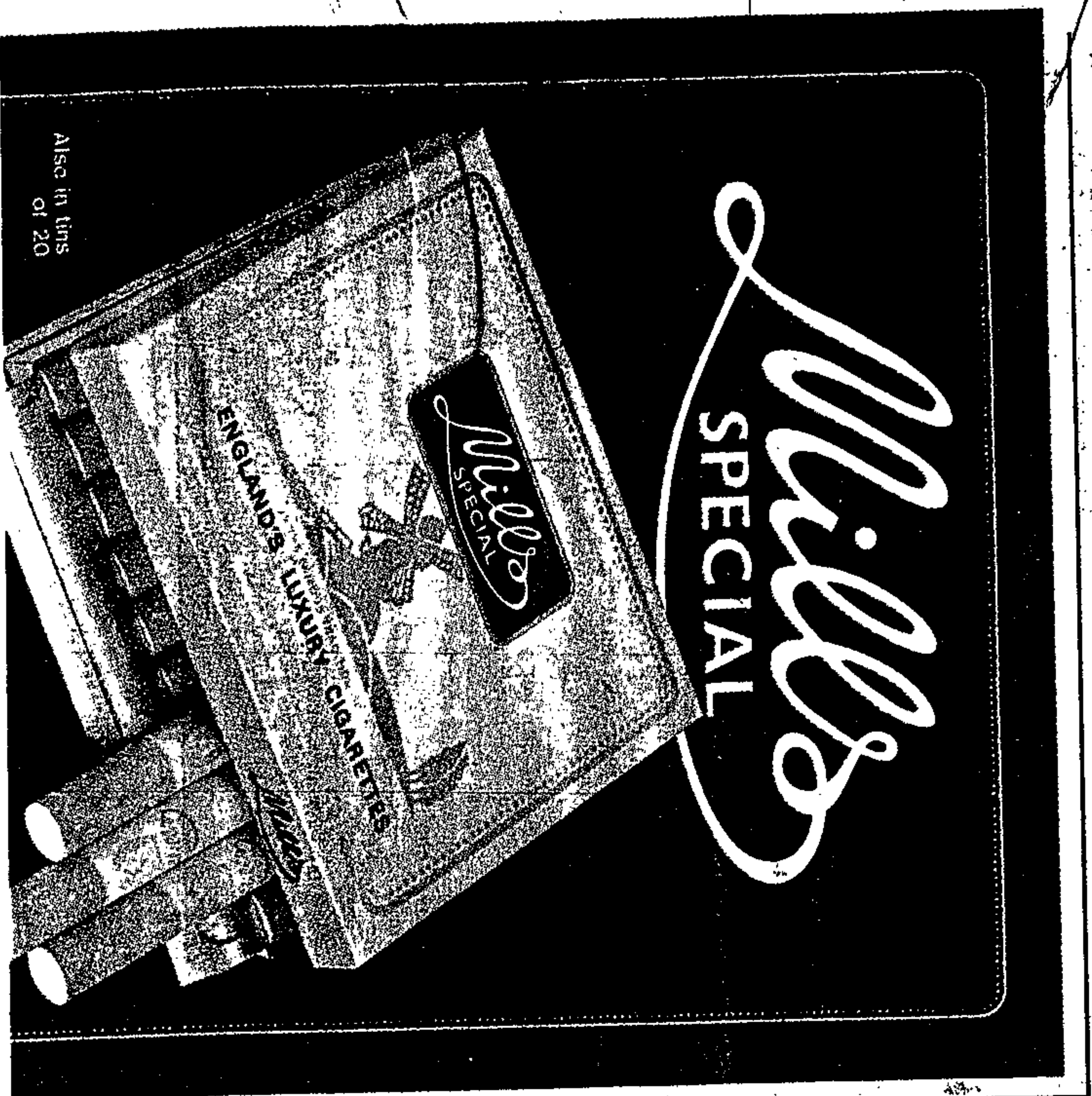
to stop the increases from being effected would be launched next year.

The South African Police Union said in a statement yesterday that it was disturbing that police salaries have not been given preference in the latest salary increases for State officials.

Mr Gerhard van der Merwe, national organiser of Sapu, said: "We repeat our opinion that the South African society cannot risk to go towards the coming elections period with a demoralised, underpaid and over-exerted police force."

Thobejane said: "We are angry because we tried our best to stop the Commission for Administration and the staff association reaching agreement. We were defeated because we were in the minority."

After negotiations between employee organisations and the State in the Public Service Bargaining Council, it was agreed that pay increases would generally be 5,6 percent. However, certain professional categories would receive increases of up to 28 percent and the income of employees at the lower end of the scale would also be boosted, leaving a smaller cut for those in the middle. However, Thobejane said it was not true that some employees would get up to 28 percent salary increases.



Also in this
of 20

TEC waves on gravy train

51 Times 12/12/93

By EDYTH BULBRING
Political Correspondent

REPRESENTATIVES of the 19 parties on the Transitional Executive Council waved the gravy train on its way when they met for the first time in Cape Town this week.

A proposal by the government that the politicians be paid a cabinet minister's salary — R214 000 a year — was opposed by the ANC and the SACP.

ANC chief negotiator Cyril Ramaphosa said it was vital the TEC should not become a gravy train and nobody should gain from serving on it.

The upshot of the agreement on salaries was that representatives should be "no better off and no worse off" by virtue of serving on the TEC.

This means Constitutional Development Minister Roelf Meyer will continue to earn his cabinet minister's salary, while SACP chairman Joe Slovo will continue to take home his R3 200 a month.

TEC representatives will also be given a R50 a day allowance for the working days to cover incidental costs. Their accommodation and travel costs will also be paid by the government. (244) (354)

The TEC this week also approved a budget of R18,5-million for the duration of the TEC's life.

The TEC will meet again in Cape Town on Tuesday.

Popcru's 30% wage demand is too low, says rival union

ERICA JANKOWITZ

THE newly formed SA Police Union (Sapu), criticised for being a state-funded sweetheart body, is disappointed with the Police and Prisons Civil Rights Union's (Popcru) 30% wage demand, calling it moderate and unrealistic. 22/12/93

"Popcru gave no serious consideration to the economic reality of fiscal drag and the effect this has on the salaries of all police employees. Popcru's demand for a mere 30% does not take cognisance of the backlog that existed before 1990," Sapu national secretary Maj Peter-Don Brandt said yesterday. (354) (22/12/93)

He said Sapu would have to register and negotiate a recognition agreement with the Correctional Services Department before it tabled its own wage demand. He expected this to be done in early January.

Once this was done, a "serious and professional demand will be tabled".

Sapu planned to split the demand according to occupation: operational personnel whose lives were constantly at risk would be in line for greater increases than their administrative counterparts.

"This could be in the form of danger pay, for example, and the demand may be in excess of a 30% increase," Brandt said. He could not be drawn on exactly what percentage increase was envisaged.

Popcru said it had tabled its 30% demand last year and had received only a 5%

increase in line with the government department wage ceiling policy.

Popcru assistant general secretary Zwi Mdletshe warned that if this situation did not change in 1994, the union would "seriously consider industrial action, with national strike action the last resort".

Popcru is also demanding a transparent affirmative action programme — "not just window dressing as we are no longer prepared to serve as underdogs under the present racist and conservative management", Mdletshe said.

Popcru has also approached the TEC on the issue of reinstating policemen dismissed in 1990 during Popcru's "fight for unionisation".

Both unions called for the integration of assistant police officials into the current force at their existing ranks.

□ Sapa reports Sapu expressed "great dissatisfaction" at the transfer of several of its members to the Witwatersrand.

It called for the transfers to be stopped until transfer policy has been drawn up in consultation with Sapu.

Brandt said affected members felt aggrieved that the transfers had, in many cases, been forced on them without consideration of their personal circumstances.

Constitution goes on road

THEO RAWANA

THE interim constitution is to be introduced through a public educational programme that would, at times, be upbeat and glitzy, advertising agency Hunt Lascaris said yesterday.

Special roadshows featuring music and well known entertainment personalities would be part of the multi-pronged approach, said Hunt Lascaris account director Leon van den Heever.

Other methods of spreading the constitution message would include through "rural television" and addresses to women's clubs, the aim being to reach all segments of the population.

At women's clubs, discussion material would be displayed, said Van den Heever.

The campaign, which would begin with a "teaser" tomorrow, would have been completed by the end of February "before the party political campaigns start in earnest".

Parents lash out at poor matric results

ANGRY parents yesterday attacked the House of Delegates over this year's poor matric results. The failure rate increased from 4,7% in 1992 to 7,18% this year.

Education and Culture Minister Devagie Govender blamed teachers for strikes and the disruption of schooling. She also said a leakage of question papers had necessitated the resetting of 12 papers and the adjustment of scores.

Out of a total of 15 203 candidates, 1 092 failed, 6 862 passed with exemptions and 3 361 obtained subject distinctions.

Education director general GK Nair said the SA Democratic Teachers' Union strike may have resulted in syllabi being not completed.

WILSON ZWANE reports that Department of Education and Training (DET) acting director general Dawie Fourie said matric exam results would be available on January 11

Own Correspondent

and published in the media on January 12. (22/12/93)

Meanwhile, the SA Democratic Teachers' Union (Sadtu) said it would respond in January to the DET's offer that striking teachers' wages be deducted over a period of three months instead of in one lump sum, INGRID SALGADO reports.

It had initially been agreed that the matter would be resolved this week. The DET said yesterday it would continue making salary deductions according to its "no work, no pay" policy.

The Independent Examinations Board announced that 72% of the 1 220 pupils who sat for its matriculation examination obtained a university entrance pass, Sapa reports. While 92% of the candidates passed, 94 pupils obtained an A aggregate.

Govt salary bill set to rise R3,5bn

BIDAY 29/12/93

GOVERNMENT's salary bill is set to rise by about R3,5bn in the next fiscal year to more than R45bn — reflecting a 5,6% overall wage increase for the public service and a further 2,4% for notch increases, economists said yesterday.

They said the interest bill could rise by a similar rand value, taking it to about R26bn. With government locked into more than R70bn in current spending, there would be little room for significant real increases in capital expenditure in the next fiscal year. (354) (354)

Economists said these fears were further underlined by the apparent difficulties the State Expenditure Department faced in achieving a planned R2,5bn cut in current spending for the next fiscal year. A key element of the cut was to have been a dramatic reduction in export incentives — but the move had failed to get off the ground because of exporters' resistance.

The problem would be further compounded by extra spending — expected to reach R1bn — because of the political transition. The expenditure will include the elections and the integration of Umkhonto we Sizwe into the SADF.

It is understood that SA has told the IMF it will cut its deficit to 6% of GDP. Indications are that government will not be able to avoid a small real increase in spending, which is likely to take the deficit slightly above the 6% level.

Economists expect a robust revenue take for the next fiscal year. AHI econo-

GRETA STEYN

mist Nick Barnardt said revenue should be about R100bn (from this fiscal year's R90bn) — based on an economic growth rate of 2,5% and an inflation rate of 6,5%. Certain components of revenue were assumed to rise faster than GDP.

He said the deficit could, with a concerted effort, be cut to below 6% of GDP. If spending was kept constant in real terms at R122bn, a deficit of R22bn or 5,5% of GDP could be realised.

Market sources predicted government would produce a deficit of about R25bn for the next fiscal year. This would be virtually the same as the present year's deficit but slightly less as a percentage of GDP.

The deficit had been budgeted at R25,3bn for 1993/94, but savings on spending and unexpectedly robust revenue figures meant the figure was likely to be lower.

In its last statement on Exchequer figures, the Finance Department said it would borrow less if the deficit was lower. In previous years, borrowing continued even when enough finance to meet the needs of the present year had been raised. The funds were then either carried over to the next year, or used for commitments such as the state pension funds or the debt to the Reserve Bank for forward cover subsidies. Economists said the decision not to borrow more reflected a desire to contain the excessive interest bill.

● Comment: Page 8

Public servants to receive wide range of salary increases by Apr

TIM COHEN

Bay 28/12/93

PUBLIC servants would receive salary increases of between 3.4% and 28% by April, in contrast to the across-the-board 5% increase granted for the 1993/94 financial year, public sector employee representatives said yesterday.

The Commission for Administration was unable to confirm the figures, although it restated that the state's salary bill would increase 5.6% overall.

It said that following negotiations with public sector employee organisations, it had been agreed that an overall 5.6% increase would take effect on April 1.

Two other sets of increases for some categories of public servants had also been finalised at the beginning of the month, following disputes and agreements during the year. These increases, mainly for teachers, would be effective from November 1 and December 1. About R850m had been made available for "category adjustments" to even out disparities in certain categories. This took effect on December 1 with R366m going to education (364) with R36m going to education (364).

The general increase would cost the state about R1,7bn. After increases for the priority groups, it would be possible to give

increases of only 3.4% to other categories, employee representatives said.

The commission confirmed that about 35% of the available funds would be used for the improvement of salaries at the lower end of the salary structure.

Employee organisations indicated that government had acceded to the Public Service Caucus's request that it should not provide a blanket increase, but provide differing increases for specific groups (364). The result was that the lowest-paid pub-

lic servants, general assistants, would get increases of up to 16% and some professional classes would get up to 22%.

Public Servants' League GM Bernard Wentzel said this increase was inadequate, although the majority of other Public Service Caucus organisations had accepted it, mainly because they were uncertain about what a new government would do.

He said the increase should not be seen as a general salary increase, only a category increase. Further negotiations would be held early in the new year.

The SA Police Union (Sapu) objected to

police salaries not being given preference and to no provision being made for danger pay and overtime.

It said this showed that public servants' organisations did not recognise the distinctive needs of the police and were not able to effectively negotiate salary increases for policemen.

The police organisation insisted that any salary or wage increase regarding the SAP, which had already been agreed on, be enacted immediately and that overtime and danger compensation be rectified not later than February.