



Concluding his address, the principal said: "Warmest thanks I

give to those who felt determined by giving some donations for the success has been partly acquired through them as well. This shows our co-operation, responsibility

and dedication as Blacks of this sub-continent and I assure we will conquer by gathering the power we maintain".

KWAZULU CIVIL SERVANTS ASSOCIATION. IS IT SIMILAR TO TRADE UNIONS?

Against the background of trade unions in the private sector, the writer discusses developments regarding the KwaZulu Public Servants association. It is of importance that the KwaZulu Public Servants should know that they are privileged to establish staff associations for protection and improvement of, through collective action, their economic and social status in the same way as the trade unions are in the private sector.



Mr T.C. Memela, Vice Chairman: Ulundi Zonal Committee Administrative Division : Staff Association.

its members. These groups are called trade unions and their basic functions are:

- To engage in collective bargaining with employees
- To protect members from, amongst other things, victimisation, and to oppose forced labour and the exploitation of cheap labour.
- To improve standards of living, social security and conditions of work for all members and workers in general.
- To provide benefits to members additional to, or in the absence of those provided by employers.
- To represent the workers in building up a relationship with management to the mutual benefit of both parties.

The Black officials of the South African Government felt the need for an association before 1972. Attempts were made to form such an association but in view of the fact that fifty percent of officials who qualified to be members had to join the association before official recognition was afforded by the Public Service Commission, those attempts were unsuccessful.

PUBLIC SERVICE ACT OF 1975

In 1975 when most of the Black public servants had been transferred to KwaZulu Government an ad hoc committee of five members was elected to investigate the possibility of making provisions for the formation of the staff association. As a result of negotiations between the ad hoc committee and the Public Service Commission the old Public Servants Act of 1972 was repealed and the KwaZulu Public Service Act of 1975 promulgated. The Public Service Act of 1975 provided for the establishment of various divisions of the KwaZulu Staff Association namely professional, administrative, clerical, technical, general A, general B, and non-classified. As a result of this the ad hoc committee itself was split into various divisions and consequently failed to get the association off the ground soon after promulgation of the Act.

POTENTIAL CONFLICT

In any working environment there is a potential conflict between the top management/owners of the employer organisation and the production staff or workers in the lower echelons of the administrative hierarchy. This potential conflict is heightened if the employer organisation is labour intensive. In the private sector, groups of workers with common interests combine to protect and improve, through collective action, the economic and social status of

SIMILAR FUNCTIONS

A government of a country is one of the most labour intensive organisations. Potential conflict is therefore bound to be high in the public service. In order to diffuse this conflict provisions are made for the formation of public servants associations with basic functions similar to those of trade unions. We can therefore safely say that public servants associations are "trade unions" for the public sector.

REFERENDUM HELD

From 1976 several meetings attended by people from various ranks were held with the purpose of discussing ways and means to have the act amended such that it provides for one staff association without categorisation into various divisions. As a first step a referendum was prepared and launched, directed to all KwaZulu public servants with the question "Do you support a unified staff association?" The results showed that 97,88% of the public servants favoured a non-fragmented staff association. As a second step a memorandum was sent to the Honourable Minister of the Interior (KwaZulu) under whose purview the Public Service Commission then fell. The Honourable the Minister sympathised with the feelings as expressed in the memorandum but advised that while steps were taken to have the act amended, the divisions of the association be formed in terms of the act. Such divisions could later negotiate for the amendment of the act. The Honourable the Minister's advice was well taken.

PARITY & DISPARITY IN SALARIES

The officials who qualified to become members of the professional division of the staff association held meetings where an interim committee headed by Mr S. Mnguni canvassed for membership. By the beginning of 1979 the required 50% of officials who qualified had joined the division. An application for official recognition was submitted to the Public Service Commission. The official recognition was conveyed on 29 March 1979. Mr E.S. Mhlongo of the department of Justice is the current chairman of the Professional Division.

Partly due to the efforts of this Division the salary scales of magistrates in KwaZulu have been revised in such a way that parity with their white counterparts' salaries has been reached in all scales from the rank of magistrates upwards. The salaries of Legal

Assistants were considerably improved from April 1981 — Legal assistants have no white counterparts. "We are negotiating on various issues with the Public Service Commission" says Mr Mhlongo, chairman of this Division. Matters being tackled are inter alia salaries for social workers, housing for civil servants, correct placing of officials in the Department of Justice, allowance to judicial officials in KwaZulu and advisory council for all Divisions of the Association.

OFFICIAL RECOGNITION

During the latter part of 1981 definitive steps were taken to have administrative Division formed. An interim committee headed by Mr Z.A. Khanyile was formed. The committee drafted the constitution, had it adopted and canvassed membership from public servants falling from within the Division namely the Principal Clerks, Chief Clerks, Accountants, Senior Accountants, Principal Accountants and Assistant Secretaries.

When more than half the number of officials who qualified had joined the Division, as required by the Public Service Act, an application for official recognition was forwarded to the Public Service Commission. This official recognition was conveyed by the Commission on 6 July 1982 and the first general meeting of the Division was held at Ulundi on 12 December 1982.

This Division has since tackled matters such as fringe benefits for public servants; housing subsidies for civil servants; formation of an Advisory Council for all the existing Divisions of the Staff Association; the feasibility of enabling the temporary workers of the KwaZulu Government to be entitled to stop order facilities; medical aid schemes, and the feasibility of public servants to raise loans with the Building Societies for construction of residents. One of the top priorities of this Division is the amalgamation of all the various KwaZulu

Staff Associations (Divisions) under one president as it is the case with the Public Servants Association of the Republic of South Africa. Mr Z.A. Khanyile of the Department of the Interior is the current chairman of the Administrative Division.

ADVISORY COUNCIL

On 19 November 1981 a steering committee was formed to spearhead the establishment of the Clerical Division. The convenor and chairman of this committee was Mr A.B. khumalo of the Department of Economic Affairs. The steering committee drafted the constitution and canvassed membership. On 13 March 1982 the first general meeting of this Division was held at Ulundi. By 6 October 1982 more than half of public servants falling within this Division had joined and an application sent to the Public Service Commission for official recognition which was conveyed in due course. This Division comprises senior clerks, clerks grade I and II, and Senior typists. This Division is handling matters such as housing for Public Servants at Ulundi, transfer and promotion to higher ranks of public servants, housing rent for civil servants and Advisory Council for all the existing Divisions of the Staff Association.

DIVISIONS

The first meeting of this Division was held at Ulundi on 26 August 1983. At that meeting a proposal for the establishment of the Technical Division was put forward and accepted. A steering committee headed by Mr K. Mti was elected to canvass membership. The meeting was attended by technical staff of the KwaZulu Government from Edendale, Esikhawini, Ubombo, Jozini and Ulundi. "We shall hold the next meeting when circumstances permit," says Mr Mti. "At present the committee is pre-occupied with the drafting of the constitution and going out to regions explaining about the formation of the Staff Association

— Technical Division — with a view to forming regional sub-committees." Attempts are also being made to obtain the total number of staff members who fall within this Division.

The Technical Division is subdivided into groups A, B, and C as follows:

TECHNICAL GROUP A

Chief Technician
Chief Draughtsman
Chief Health Inspector
Chief Medical Technologist

Principal Technician
Principal Draughtsman
Principal Health Inspector
Principal Medical Technologist

Technicians
Draughtsman
Health Inspector

Medical Technologist
Survey Office

Dental Mechanician

Pupil Technician
Pupil Health Inspector
Pupil Medical Technologist
Pupil Dental Mechanician

Pupil Draughtsman

TECHNICAL GROUP B

Special Grade Chief Forester
Special Grade Chief Agricultural Officer
Special Grade Chief Stock Inspector

Chief Forester
Chief Agricultural Officer
Chief Stock Inspector
Chief Nature Conservation Officer

Principal Forester
Principal Agricultural Officer

Principal Stock Inspector
Principal Nature Conservation Officer

Senior Forester
Senior Stock Inspector
Senior Agricultural Officer
Senior Nature Conservation Officer

Forester Grade I
Agricultural Officer Grade I
Stock Inspector Grade I
Nature Conservation Officer Grade II

Development Officer Grade II

TECHNICAL GROUP C

Chief Artisan Foreman
Principal Artisan Foreman
Senior Artisan Foreman
Artisan Foreman
Testing Officer
Artisan

NEWS FROM THE KWAZULU BUREAU OF NATURAL RESOURCES



Ulundi school children tackle litter problems.

Litter is not only a source of perplexity to KwaZulu but a national problem and one that is at present being taken in hand throughout South Africa.

It is not only an eye-sore, but a health hazard both to humans and domestic animals. Litter and pollution provide an excellent nidus for the spreading of epidemic diseases such as cholera, typhoid, pink eyes, gastroenteritis and influenza.

A programme initiated by the KwaZulu Bureau of Natural Resources in co-operation with the Department of Education and Culture was recently carried out with Ulundi school children participating in a major "clean up" in the two weeks preceding the opening of King Cetshwayo's Royal Residence "Ondini" on 20 August, 1983.