

HOMELANDS — YENDA — LABOUR

1979 — 1990

# Shock pay in Venda

Post  
13/12/79  
114

WORKERS digging pits at a coffee plantation owned by the Venda Development Corporation and the tea giants Sapekoe are paid a maximum of R23 (for men) and R16,10 (for women) a month, a POST investigation has revealed.

## BY MATHEW TSEDU

And the agricultural coordinator of the Venda Development Corporation, Mr F de Wet, told us this pay was "not too bad."

The workers are employed by the Phaswana Boerdery at Tshifudi, 50 km north east of Sibasa, the "capital" of the "newly-independent" Venda, and the company is owned jointly by the Venda Development Corporation and the giant tea estate owners, Sapekoe.

The men are paid R1,00 for digging 108 pits about a metre deep. The women are paid 70c for 72 such pits. This is less than 1c a pit.

POST arrived at the R23 and R16,10 maximum calculating on a generous 23 working days a month, with the workers completing their daily quota. Workers claim that more often than not they fall short of this.

The workers told POST it was difficult completing this quota in a day

and said their daily tickets are not clocked unless the exact number of pits had been dug.

They start work at 6,30 am and knock off at 4 pm.

But Mr de Wet says the workers could dig more than 200 pits a day if they wanted to because the ground is "very soft."

The workers, 106 women and 50 men, allege:

- ⊙ Because the work was strenuous many get ill with swollen hands and aching backs.
- ⊙ Workers injured on duty are sent home or to hospital and have to pay their own hospital bills.
- ⊙ There are no end of the year bonuses.
- ⊙ They are not paid for public holidays.
- ⊙ They work even during rainy days.

The tractor drivers are paid R40 a month, which comes down to R38 after deductions. The senior tractor driver is paid R43 a month.

The workers claim they once downed their tools and demanded a reduction in the number of pits they had to dig and increase in their pay but nothing was done.

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## Shock wages in Venda

One worker told us: "The first manager, a Mr du Plessis, initially promised us R1,20 for 54 pits for men and R1 for 36 pits for women. But later he told us that the Venda Government had sent him a letter saying he should not spoil the people by paying more than R1 a day."

He said they told him that we do not have expenses like transport and that all we needed was a bag of mealie meal."

The Secretary for Economic Affairs of Venda, Mr M R Madula, denied that the Venda Government had given such instructions.

"We have no say whatever in salary determination," he said.

Earlier this year POST investigations revealed that the Venda Government labourers were paid R25,20 a month, while Sapekoe paid R28.

An official at the Sapekoe head office in Tzaneen said his company had been involved in the Phaswana project only since December 10 this year. He said they were not as yet "conversant" with the wages at Phaswana.

He said they would, however, be revising pay in accordance with their

diseases be the 'cold' actively s he whites community, proportion (series) heard with specific m of it be data in groups to more than R1 a day. He said they told him that we do not have expenses like transport and that all we needed was a bag of mealie meal." The Secretary for Economic Affairs of Venda, Mr M R Madula, denied that the Venda Government had given such instructions. "We have no say whatever in salary determination," he said. Earlier this year POST investigations revealed that the Venda Government labourers were paid R25,20 a month, while Sapekoe paid R28. An official at the Sapekoe head office in Tzaneen said his company had been involved in the Phaswana project only since December 10 this year. He said they were not as yet "conversant" with the wages at Phaswana. He said they would, however, be revising pay in accordance with their

By MATHATA  
TSEDU

WORKERS employed at the Phaswana Boerdery coffee plantation in Venda, who were paid a maximum of R23 for men and R16 for women a month, have been given R6 pay increases.

Added to this 'improvement' is a 25 kg bag of mielie meal twice a month and a number of 'pills for round worms', according to the workers.

The Phaswana Boerdery is owned by the Venda Development Corporation (VDC) and the giant tea estate owners, Sapekoe. The project manager, a Mr Craib, refused to confirm the "improvement" and referred POST to a Mr Muller at the Sapekoe head office in Tzaneen who also refused to comment.

**EXPOSED**

The increase comes after POST exposed the harsh working conditions at the Tshifudi-based project coupled with meagre earnings for the workers.

Our investigations had revealed that: men and women who dig 108 pits each one metre deep a day are paid one rand and 70 cents respectively. This worked out to less than a cent for every metre deep pit. Also a worker who falls short

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# PIT DIGGERS GET A RISE — OF ONLY R6

of this quota forfeits his/her earnings

The investigation also revealed that workers injured on duty are sent home or to hospital and have to pay their own hospital bills. There are no end of the year bonuses or pensions and workers are not paid for public holidays and work during rainy days. Tractor drivers were paid a nett wage of R38.

The workers said the R6 was given to all workers and was effective last month together with mielie meal and the pills. A worker who stays away from work forfeits the mielie meal, they said.

The work load has not improved, they said. The increase means that workers earn a maximum of R29 and R22,10 for men and women who dig pits. This works out to just a

little over a cent for each pit.

The secretary for Venda-land Department of Economic Affairs, Mr M R Madula, told POST last

December that his department had no say in salary determination of companies that operate in the "Republic". (Venda)

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# While black nurses have to run around looking for accommodation...

# Whites get the houses

**BLACK** male nurses and auxiliaries at the hospital in Venda have to "run around" looking for accommodation outside the hospital, while whites employed in the private sector are given houses inside the hospital grounds.

The hospital, Tshidzini, near Tshisaulu, only provides accommodation for the female nursing staff. The male nursing staff have to arrange their own accommodation. As a result some have to stay more than 40 kilometres away from the hospital.

An investigation by POST this week revealed that at least five whites working for non-governmental private companies in the homelands are staying in houses within the hospital grounds. One of them is employed by the Sibasa Steel-works, which has a factory in the nearby Shayandima township. Others are believed to include LTA employees involved in the erection of a dam at Matontoni.

The accommodation given to the whites, coupled with the "care free" attitude of the hospital authorities concerning accommodation of its own black male nursing staff, has created bitterness among the staff members. In random interviews conducted this week, the men complained that:

- The hospital is not concerned about their accommodation as long as they show up for shifts on time.
- Most of them come from far and have to travel long distances every day by bus.
- Those staying at Shayandima township, about three kilometres away, face hazards of rains during summer and as a result they often arrive late for work or were absent.

One bitter staff member said the accommodation of the whites at the hospital instead of the black staff members, was an indictment against the "so-called independence of this area. People, who have no connection whatsoever with the hospital, except that they share the same colour with the senior hospital men, are given accommodation inside the hospital, whilst we have to run around looking for accommodation in people's homes. This, in a so-called independent country, is a disgrace", the man said.

The superintendent at the hospital refused to comment on the matter on the phone and referred POST to the Secretary for Health, who said he did not know anything about the matter, but would investigate. He declined to say whether it was departmental policy to house people not employed by the government in a hospital.

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# Tea may bring 40 000 jobs

By Hannes Ferguson,  
Farming Correspondent

Like a nice cup of Venda?

The name of this homeland could one day become synonymous with tea.

And the South African housewife enjoying the brew will be participating in one of the country's most exciting projects.

Sapekoe, the Tzaneen-based tea company owned by the Industrial Development Corporation, pulled a development trigger in Venda when it set up the 500 ha model tea estate, Tshivase, in the Soutpansberg in 1973.

A coffee estate followed, then a second tea enterprise where the initial 100 ha will be planted next year.

Now all concerned — Venda, Sapekoe and South African development bodies — want more of the same.

For Venda, this will mean many more jobs.

Each 500 ha estate will employ about 1 500 women and 100 men.

Tea estates built at one-year or two-year intervals will eventually mean a living for up to

20 000 workers, and for another 20 000 in spin-off activities.

The remote homeland, far from the hub of South Africa's economic life, might then have pulled off the self-sustained growth all Third World countries dream about.

Without tea, the fledgling state would remain impoverished for decades to come.

Problems do abound. Powerlines, roads, dams, irrigation systems and support industries will have to be planned.

Education, medical facilities and other social infrastructures will have to be created.

## INVESTMENT

Above all, capital will have to be found.

A tea estate represents an investment of R20 million. Each new one requires R2 million a year at 1984 values for seven or eight years.

But interest rates of around 20 percent are a problem. Soft loans are hard to come by, and the SA Development Bank's insistence on creating a tea-producing black farming middle-class will somehow have to be met.

Sapekoe is careful to

point out it does not intend to put all its eggs into the Venda basket.

It will retain its two estates in Natal and three in the Transvaal.

It also cannot ignore the clamouring of kwaZulu and other homelands for a slice of the tea cake.

For many years, four men in London, representing four companies buying 85 percent of the tea sold in Britain, kept the world tea price low — pretending to operate a free market.

The Asian tea estates could afford only starvation wages.

In South Africa, the domestic price of high-quality local tea was kept above the world price.

But last year India intervened on the world market. It restricted exports by restoring the interaction of real supply and demand. Prices rose.

The international market is likely to remain favourable for six or seven years.

The justification for restricting local tea production has fallen away, the estates argue. They want a clear road to expansion — in Venda.

30/5/80

Sowetan

# Venda workers down tools

By JOSHUA  
RABOROKO

ABOUT 50 employees of Sun International Hotel in Sibasa, Venda, on Tuesday downed tools for several hours in protest against the dismissal of a colleague, in what is believed to be the first industrial action in the so-called "independent state".

This labour move, which is regarded by local unionists as "an eye-opener" to homeland workers, was sparked-off by what workers described as "slave working conditions" and the rude attitude of a white manager.

The workers claim they were treated like slaves and dismissed almost at the drop of a hat by their manager. Transport to work was insufficient and they often arrived late.

Their management had been "inconsiderate" by not considering their plight and they were fired at random. They complained that working conditions were "deplorable" and they worked overtime without pay.

A spokesman for the hotel in Johannesburg yesterday said the matter was "just a storm in a teacup" and was resolved within an hour.

The workers voiced their grievances with management and the whole issue was resolved within "record time". The workers were back at work and nothing serious had occurred.

Meanwhile the strike at Tedelex Electronic in Benoni continued yesterday.

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## Migrant laws streamlined

*R. Day 26/9/85*  
MIGRANT labourers from the TBVC (Transkei, Bophuthatswana, Venda, Ciskei) states will no longer have to travel "home" to renew their contracts from November 1.

This is one of the results of high-level discussions between SA and TBVC manpower ministers in Bophuthatswana's capital, Mmabatho, on Tuesday, according to a statement issued in Pretoria yesterday from the Secretariat for Multilateral Co-operation in Southern Africa (Secosaf).

"The most significant aspect of the talks was a number of important decisions to streamline the administrative arrangements for the re-attestation of employment contracts.

"In terms of the multilateral understanding reached by the five governments, consular representatives of the TBVC states accredited in SA will as from November 1 be able to renew the service contracts of their citizens employed in the SA," the statement said.

This was provided the individuals concerned "are still working for the employers with whom their contracts were originally concluded", Secosaf added. — Sapa.

**MINISTERIE VAN MANNEKRAG-  
BENUTTING**MINISTERIE VAN ARBEID (MANNE-  
KRAGBENUTTING)NOTAWISSELING MET BETREKKING TOT DIE  
S.A. WERKLOOSHEIDSVERSEKERINGSFONDS  
EN DIE TOEPASSING VAN NYWERHEIDSWET-  
GEWING IN VENDA

Meneer die Hoofminister,

In die lig van die naderende onafhanklikwording van Venda en veral met inagneming van die feit dat Venda ná daardie gebeurtenis nie meer deel van die Republiek van Suid-Afrika sal wees nie, het ek die eer om die volgende aanbevelings vir u oorweging voor te lê:

A. *Werkloosheidversekeringswet, 1966 (Wet 30 van 1966):*

Dat, aangesien persone wat in Venda werk of is en wat bygedra het tot die Werkloosheidversekeringsfonds, ingestel in die Republiek van Suid-Afrika ingevolge bogenoemde Wet, kragtens die Wet sal ophou om bydraers tot die Fonds te wees vanaf die datum waarop Venda onafhanklik word en, in die besonder, indien geen verdere stappe gedoen word nie, vanaf daardie datum sal ophou om geregtig te wees op sekere voordele van daardie Fonds soos bepaal by Hoofstuk VI van die Wet, die volgende reëling getref word:

1. Geen voordeel of toelae betaalbaar ingevolge Hoofstuk VI van genoemde Wet, wat onmiddellik voor die datum van onafhanklikwording van Venda aan enige persoon betaalbaar was of waarop enige persoon voor daardie datum ingevolge bedoelde Hoofstuk geregtig geword het, hou ná daardie datum op om betaalbaar te wees nie slegs uit hoofde daarvan dat die betrokke persoon nie meer 'n bydraer soos voornoem is nie of vanweë die feit dat Venda dan nie langer deel van die Republiek van Suid-Afrika is nie;

2. enige persoon wat weens die feit dat hy die een of ander tyd 'n bydraer soos voornoem was, en wat, indien hy nie onder voornoemde omstandighede opgehou het om so 'n bydraer te wees nie of indien Venda nie opgehou het om deel van die Republiek van Suid-Afrika te wees nie, geregtig sou wees ingevolge enige bepaling van genoemde Hoofstuk VI om enige voordeel of toelae te ontvang of betaal te word ten opsigte van enige tydperk van werkloosheid voor die verstryking van 'n tydperk van drie jaar vanaf die datum van onafhanklikwording van Venda, is, behoudens die bepalinge van paragraaf 5, geregtig om ingevolge daardie Hoofstuk bedoelde voordeel of toelae ten opsigte van sodanige tydperk van werkloosheid te ontvang of betaal te word asof hy nie aldus opgehou het om 'n bydraer te wees nie en asof Venda nie opgehou het om deel van die Republiek van Suid-Afrika te wees nie;

3. hoewel diens van enige persoon in Venda gedurende die tydperk van drie jaar genoem in paragraaf 2, diens van daardie persoon as 'n bydraer sal wees by die toepassing van genoemde Hoofstuk VI nie, word sodanige diens beskou as ander diens as dié van 'n bydraer by die toepassing van artikel 41 (1) (m) van genoemde Wet;

4. van enige werkgever in Venda wat 'n persoon soos bedoel in paragraaf 2, in diens het, en van sodanige persoon, word, by die toepassing van hierdie

**MINISTRY OF MANPOWER  
UTILISATION**MINISTRY OF LABOUR (MANPOWER  
UTILISATION)EXCHANGE OF NOTES RELATING TO THE  
S.A. UNEMPLOYMENT INSURANCE FUND AND  
THE ADMINISTRATION OF INDUSTRIAL  
LEGISLATION IN VENDA

Dear Chief Minister,

In view of the imminent attainment of independence by Venda and with particular regard to the fact that Venda will after that event cease to be a part of the Republic of South Africa, I have the honour to submit the following recommendations for your consideration:

A. *Unemployment Insurance Act, 1966 (Act 30 of 1966):*

That, since persons employed or being in Venda who contributed to the Unemployment Insurance Fund established in the Republic of South Africa under the above-mentioned Act will in terms of the Act cease to be contributors to the fund from the date on which Venda becomes independent and, in particular, if no further action is taken, would from that date cease to be entitled to certain of the benefits from that fund provided for in Chapter VI of the Act, the following arrangement be entered into:

1. No benefit or allowance payable to any person under Chapter VI of the said Act immediately before the date on which Venda becomes independent or to which any person has become entitled under that Chapter before that date, shall after that date cease to be payable merely because such person will then no longer be a contributor as aforesaid or because Venda will then no longer form part of the Republic of South Africa;

2. any person who, by reason of the fact that he was a contributor as aforesaid at any time, would, if he had not under the circumstances aforesaid ceased to be such a contributor or if Venda had not ceased to be part of the Republic of South Africa, be entitled in terms of any provision of the said Chapter VI to receive or to be paid any benefit or allowance in respect of any period of unemployment before the expiration of a period of three years as from the date on which Venda becomes independent shall, subject to the provisions of paragraph 5, be entitled to receive or to be paid such benefit or allowance under that Chapter in respect of any such period of unemployment as if he had not so ceased to be a contributor and Venda had not ceased to be part of the Republic of South Africa;

3. While employment of any person in Venda during the period of three years mentioned in paragraph 2, will not be employment of that person as a contributor for the purposes of the said Chapter VI, such employment shall be regarded as employment otherwise than as a contributor for the purposes of section 41 (1) (m) of the said Act;

4. any employer in Venda who employs a person referred to in paragraph 2, and such person, shall be required to keep and maintain for the purpose of this



Ooreenkoms, vereis dat hy sodanige aantekeninge en sodanige verslagkaart hou en bewaar as wat by artikels 32 en 33 van genoemde Wet beoog word;

5. enige aansoek deur 'n persoon soos bedoel in paragraaf 2, om enige voordeel of toelae ingevolge genoemde Hoofstuk VI, moet, behoudens die bepalings van hierdie Ooreenkoms, gedoen word by en mee gehandel word deur 'n eisebeampte van die Departement van Arbeid (Mannekragbenutting) van die Republiek van Suid-Afrika, asof die persoon wat die aansoek doen, 'n bydraer was, maar geen sodanige aansoek word oorweeg nie tensy dit ontvang word deur so 'n eisebeampte of sy verteenwoordiger (wat 'n beampte of werknemer in die Staatsdiens van Venda kan wees) voor die verstryking van die tydperk van drie jaar genoem in paragraaf 2;

6. die metode van betaling van eise en die terugbetaling van eise aan die Regering van Venda duur voort soos op die oomblik; en

7. enige wetgewing wat nodig is om die voorafgaande te implementeer, moet betyds ingedien word.

*B. Wet op Fabriek, Masjinerie en Bouwerk, 1941 (Wet 22 van 1941):*

Dat, vir sover dit die toepassing van nywerheidswetgewing in Venda vanaf die datum van sy onafhanklikwording betref, my Departement aan u Regering sodanige tegniese hulp verleen as wat hy nodig het in verband met die toepassing van bogenoemde Wet, op die huidige finansiële grondslag, naamlik dat alle gelde wat ingevorder word ten opsigte van werk deur beamptes van my Departement uitgevoer, in die Venda-Inkomstefonds inbetaal word en dat u Regering alle uitgawes sal betaal in verband met dienste ingevolge genoemde Wet gelewer. Die aanstelling van beamptes, vir hierdie doel en die uitreiking aan hulle van sodanige magtigingsdokumente as wat nodig mag wees vir die vervulling van enige funksie ingevolge genoemde Wet, is aangeleenthede wat onderling tussen ons twee Regerings gereël moet word.

Ek sal dit waardeer indien u die voorgaande voorstelle oorweeg en bevestig dat hulle vir u Regering aanneemlik is en dat u bevestigende antwoord geag word 'n Ooreenkoms uit te maak tussen ons twee Regerings aangaande hierdie aangeleenthede, welke Ooreenkoms in werking tree op die datum waarop Venda onafhanklik word.

Aanvaar asseblief, Meneer die Hoofminister, die versikering van my besondere hoogagting.

S. P. BOTHA, Minister van Arbeid (Mannekragbenutting).

Agreement such records and such a record card as are contemplated in sections 32 and 33 of the said Act;

5. any application by a person referred to in paragraph 2 for any benefit or allowance under the said Chapter VI shall, subject to the provisions of this Agreement, be made to and dealt with by a claims officer of the Department of Labour (Manpower Utilisation) of the Republic of South Africa, as if the person making the application was a contributor but no such application shall be entertained unless it is received by such a claims officer or his agent (who may be an officer or employee in the public service of Venda) before the end of the period of three years mentioned in paragraph 2;

6. the method of payment of claims and the refund of claims to the Venda Government shall continue as at present; and

7. any legislation required to implement the foregoing shall be introduced timeously.

*B. Factories, Machinery and Building Work Act, 1941 (Act 22 of 1941):*

That, in so far as the administration of industrial legislation in Venda from the date on which it becomes independent is concerned, my Department renders your Government such technical assistance as it may require in regard to the administration of the above-mentioned Act, on the existing financial basis, namely that all moneys collected in respect of work performed by officials of my Department are paid into the Venda Revenue Fund and that your Government pays the expenses in connection with services rendered in terms of the said Act. The appointment of officials for the purpose and the issuing to them of such authorisation documents as may be required for the performance of any function under the said Act are matters to be mutually arranged between our two Governments.

I should be grateful if you could consider the above-mentioned proposals and confirm that they are acceptable to your Government and that your confirmation in reply be regarded as constituting an Agreement between our two Governments on these matters which shall come into force on the date Venda becomes independent.

Please accept, Mr Chief Minister, the assurance of my highest consideration.

S. P. BOTHA, Minister of Labour (Manpower Utilisation).

voort met die opleiding van personeel van die Regering van Venda of die reëling daarvan, soos voor die datum van onafhanklikwording.

## ARTIKEL 2

(a) Hierdie Ooreenkoms tree in werking op datum van onafhanklikheid van Venda en kan deur enige van die twee Partye opgesê word deur aan die ander Party drie maande skriftelike kennis van sy voorneme daartoe langs die diplomatieke kanaal te gee.

(b) Enige wysiging van hierdie Ooreenkoms waaroor beide Partye ooreenkom, word aangebring deur middel van Diplomatieke Notawisseling tussen die twee Regerings.

Ten bewyse waarvan die ondergetekendes, behoorlik deur hulle onderskeie Regerings daartoe gemagtig, hierdie Ooreenkoms onderteken en geseël het.

Gedoen te Pretoria, in tweevoud, op die 13de dag van Augustus 1979.

P. R. MPHEPHU, Hoofminister.  
Namens die Regering van Venda.

P. G. J. KOORNHOF, Minister van Samewerking en Ontwikkeling.

Namens die Regering van die Republiek van Suid-Afrika.

OOREENKOMS TUSSEN DIE REGERING VAN DIE REPUBLIEK VAN SUID-AFRIKA EN DIE REGERING VAN VENDA IN VERBAND MET DIE AANKOOP EN OORDRAG DEUR DIE SUID-AFRIKAANSE ONTWIKKELINGSTRUST VAN GROND IN VENDA, DIE TOEVOEGING VAN GROND AAN VENDA NA DIE DATUM VAN ONAFHANKLIKWORDING VAN VENDA, DIE OKKUPASIE EN VERHURING VAN GROND INGEVOLGE BESTAANDE VERGUNNINGSTOT OKKUPASIE EN HUUROOREENKOMSTE, EN MINERAAL-, PROSPEKTEER- EN MYNREGTE TEN OPSIGTE VAN GROND IN VENDA

## AANHEF

Nademaal die Regering van die Republiek van Suid-Afrika en die Regering van Venda die vriendskaplike betrekkinge erken wat tussen die twee Regerings en hulle mense bestaan; en

Nademaal die Regering van die Republiek van Suid-Afrika hom daartoe verbind het en verplig is om vergoeding te betaal vir enige wesentlike verlies as gevolg van die verandering in die grondwetlike status van Venda aan enige eienaar wat nie 'n Swart persoon is nie, van enige besigheid of grond geleë in enige gebied in die distrikte genoem in die Wet op die Status van Venda, 1979 (Wet 107 van 1979); en

Nademaal—

(a) nie alle sodanige persone op die datum waarop Venda onafhanklikheid verkry, aldus vergoed sal gewees het nie;

(b) die Regering van die Republiek van Suid-Afrika voornemens is om sodanige verbintenis en verpligting gestand te doen en om al die betrokke grond aan die Regering van Venda oor te dra; en

desires, continue to train personnel of the Government of Venda or arrange therefor, as before the date of independence.

## ARTICLE 2

(a) This Agreement shall enter into force on the date of independence of Venda and may be terminated by either Party giving three months' written notice to the other Party through the diplomatic channel of its intention to do so.

(b) Any amendment of this Agreement agreed upon by both Parties shall be effected by the exchange of Diplomatic Notes between the two Governments.

In witness whereof the undersigned, being duly authorised by their respective Governments, have signed and sealed the present Agreement.

Done at Pretoria, in duplicate, on the 13th day of August 1979.

P. R. MPHEPHU, Chief Minister.  
For the Government of Venda.

P. G. J. KOORNHOF, Minister of Co-operation and Development.

For the Government of the Republic of South Africa

AGREEMENT BETWEEN THE GOVERNMENT OF THE REPUBLIC OF SOUTH AFRICA AND THE GOVERNMENT OF VENDA RELATING TO THE PURCHASE AND TRANSFER BY THE SOUTH AFRICAN DEVELOPMENT TRUST OF LAND IN VENDA, THE ADDITION OF LAND TO VENDA AFTER THE DATE OF INDEPENDENCE OF VENDA, THE OCCUPATION AND LEASE OF LAND UNDER EXISTING PERMITS TO OCCUPY AND AGREEMENTS OF LEASE AND MINERAL, PROSPECTING AND MINING RIGHTS IN RESPECT OF LAND IN VENDA

## PREAMBLE

Whereas the Government of the Republic of South Africa and the Government of Venda recognise the friendly relations existing between the two Governments and their peoples; and

Whereas the Government of the Republic of South Africa has given an undertaking and is obliged to compensate for any real loss resulting directly from the change of the constitutional status of Venda, any owner, who is not a Black person, of any business or land situate in any area within the districts referred to in the Status of Venda Act, 1979 (Act 107 of 1979); and

Whereas—

(a) not all such persons will have been so compensated on the date on which Venda attains independence;

(b) it is the intention of the Government of the Republic of South Africa to honour such undertaking and obligation and to transfer all land involved to the Government of Venda; and

SA open to  
Venda workers

JOHANNESBURG. —  
All workers in the  
Venda homeland can  
now work freely in South  
Africa, following the ter-  
mination yesterday of a  
labour agreement that  
placed severe restric-  
tions on the recruitment  
of labour in the home-  
land.

All Venda workers  
now require are valid  
identification docu-  
ments from their home-  
land. — Sapa

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114

~~114~~

# General strike over pay rises brings Venda to a standstill

Sowetan 26/2/90

114

VENDA moves into a critical week today with all sectors of the civil administration at a halt due to complaints over salaries.

The general strike by all government employees - except policemen, soldiers and nurses - had by Friday spilled to the fledgling industrial sector with over 500 workers at Shayandima also on strike.

Government attempts to defuse the situation on Friday, by withdrawing the controversial selective salary increments for senior bureaucrats, failed dismally.

Teachers and clerks called for increases for all sectors of employees and declared an indefinite sit-in.

More than 6 000 teachers on Friday congregated at the Makwarela stadium at a meeting called by the Black Educationist Convention (Becon).

The teachers drew up a petition which was later handed to the Department of Education, following a march.

Becon interim branch chairman Mr Mpho Tsedu said teachers were demanding that:

- \* Different scales for white and black teachers be scrapped;

- \* A housing subsidy for teachers be introduced; and

- \* More teachers be hired to offset the 40:1 teacher-pupil ratio.

By MATHATHA  
TSEDU

Tsedu said the teachers had resolved on a "chalks down" until Friday when they would gather at the Makwarela stadium to hear the response of the Minister of Education, Professor M E Mathivha.

He said teachers would all report at their schools from today but would not teach.

Officials holding the rank of chief clerk or below, teachers, technicians and labourers, were not covered by the controversial increases, which were to come into effect on Thursday.

A general 20 percent salary increase for all sectors, including those affected by the now withdrawn increases, is to come into effect on April 1.

The acting president of the homeland, Chief A N Madzivhandilama, on Thursday night appealed in a radio broadcast for a return to work.

Meanwhile, police cells and prisons are full of awaiting-trial prisoners.

Penioners are also waiting in vain for their monthly payout.

# Venda hit by civil service strike

Venda moves into a critical week today with all sectors of the civil administration at a halt due to complaints over salaries. *Sta 26/2/90 114*

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A 20 percent pay rise for all sectors, including officials who were to have received the special adjustment, will come into effect on April 1.

The acting president of the homeland, Chief A N Madzivhandilama, has appealed for a return to work.

# Strikes bring Venda to a standstill

W/Mail 2/3-8/3/90  
WIDESPREAD economic sabotage by civil servants in Venda is causing the far-northern Transvaal "homeland" to grind to a standstill.

The one-week-old strike by Venda's government workers, including magistrates and policemen, is at the centre of the biggest challenge that the government of the volatile homeland has ever seen.

Water and electricity supplies have been disrupted and government departments are not functioning fully. There are also rumblings of discontent in the police and army.

So far, the Venda government has chosen to react with repression. 18 people have died as the people demand that the homeland government resign, and over 50 have been injured. Many have been detained.

Among the demands is reincorporation into South Africa.

This week security forces in Venda broke up a demonstration held at the University of Venda. The police used teargas and shamboks, chasing students through Thohoyandou, the homeland's capital.

A march of 4 000 people to the department of education was dispersed by police. At least five people have been arrested following the demonstration. The police have arrested South African Council of Churches workers, suspecting that they were journalists.

A heavy military presence is evident in the streets of the town as civil servants in various departments of the homeland's civil administration refuse to work until the government meets their demands.

Prosecutors have hung up their cloaks and refuse to work. Some magistrates have joined the protest, wreaking havoc in Venda's Ministry of Justice.

There was no water in Venda this week; when the army distributed water to residents of Thohoyandou, a wild rumour circulated that the water was poisoned.

● To PAGE 6

## Venda grinds to a halt

W/Mail 2/3-8/3/90  
Electrical workers decided to down tools and darkness prevailed over Venda.

The unemployed are planning a march to demand the end of nepotism and corruption; they also demand jobs in Venda. Civil servants have also demanded an end to the use of witchcraft by government officials.

The biggest source of income for the government of Venda is the tea plantations. These too have been affected by a strike, as workers demand higher wages. The department of development has also been stricken.

● From PAGE 5

The lower ranks of the homeland's police are likewise showing great dissatisfaction. This week they threatened to go on strike if they did not get an increase in salary; they also said they were not willing to fire on their own friends and neighbours.

A soldier in the Venda Defence Force told the *Weekly Mail* this week: "We feel that we would like to support the majority of the people, and there are many of us who feel this way, but it is difficult for us because we are run by white generals."

# Lebowa public servants stop work to demand books

Handwritten notes in circles: 50, 114, 152, 278

**PIETERSBURG.** — Lebowa public servants in the homeland's capital of Lebowakgomo are to start an indefinite work stayaway today to press demands for the provision of books for school pupils, according to a call made at the weekend.

The decision, taken at a meeting of the Lebowakgomo Civic Association on Thursday night, does not affect other areas, according to an LCA spokesman, Mr Godfrey Selepe.

The decision was, however, strongly contested at a meeting to launch a public servants' union on Saturday.

More than 1 000 civil servants argued that the LCA decision was taken without consulta-

tions and that a proper work stayaway should be organised to involve all workers employed by the Lebowa government.

Mr Selepe said the LCA wanted Chief Minister Mr Nelson Ramodike to rescind a decision not to hire more teachers, provide books for pupils, build more classes and provide special classes for laboratories and libraries.

In Seshogo, school pupils from four high schools marched to the local circuit office on Friday to demand books and more teachers. Mr Ramodike could not be reached for comment yesterday.

In nearby Gazankulu, a major police crackdown is under way following the indefinite

suspension of all sittings of the homeland's legislative assembly.

More than 200 people have been detained since Thursday, sources said.

Reports from Gazankulu capital Giyani, the scene of a large-scale stayaway by civil servants for the past two weeks, said a house belonging to Chief Minister Hudson Ntswini's chauffeur was attacked by arsonists at the weekend.

It was unclear on Sunday whether the work stayaway by government employees, which was to continue until Mr Ntswini resigned, would continue.

In Venda, the scene of a massive funeral on

Saturday for Mrs Elsie Makuya, a spokesperson for the UDF announced that people would march on the homeland's parliament on Friday when this year's session begins.

It was also announced that a consumer boycott of shops in Louis Trichardt would begin on April 1 and end on June 1 to protest at the conservative policies of the town council and its white inhabitants.

● In Johannesburg yesterday a Foreign Affairs spokesman said SA troops had completed their withdrawal from Ciskei but would be ready and available at short notice to re-enter Ciskei if the homeland requested help. — Sapa

## Venda in attempt to end crippling strike

THE president of Venda, Chief Frank Ravele, met striking civil servants on Wednesday and agreed to announce revised salary scales today, according to spokesmen for the workers. (114)

Ravele also agreed to transfer the Director-General for the Public Service Commission, Mr S Muloiwa, who has been accused by civil servants of hindering the implementation of pay parity. Sowetan 28/3/90

The workers' spokesmen said Ravele had told the workers that his government had enough money to bring about parity for all workers.

Attempts yesterday to get official confirmation were fruitless, but workers said the new scales would be published today. They would meet again on Monday to assess the scales.



# Curbs on Venda trade union

THE *Sowetan* military government in Venda yesterday restricted the only independent trade union operating in the homeland, a spokesman for the Council of National Unity announced.

Col Brand du Toit, press liaison officer, said the Allied Workers Union (AWU) was served with the notice yesterday. Their offices at Sibasa had also been closed.

He said that soldiers of the Venda Defence Force had disrupted a meeting of the AWU on Saturday because no permit had been sought.

The AWU was formed two weeks ago following several workshops organised by the Miluwanu Worker Education Project established by the Azanian People's Organisation (Azapo).

AWU general secretary Mr Thivhilaeli Mutobvu could not be traced for comment yesterday. Sapa.

114

# Big changes planned by Venda leader

114

By MATHATA TSEDU

Venda's military ruler, Colonel Gabriel Ramushwana, announced sweeping changes this week, culminating in the suspension of two senior police and traffic officers and a ban on a trade union.

Ramushwana, who is chairman of the Council for National Unity, has said in several Press releases that a commission of inquiry into corruption and nepotism had been appointed.

It will also probe the abolishment of poll tax and sites bought by members of the deposed

regime and made available for sale to the public.

He said his government would also subsidise electricity in the homeland.

But in toughening of attitudes against worker organisations, Ramushwana banned the Allied Workers Union (AWU) and threatened civil servants about any work stoppages.

He said there was a huge backlog of work following the intermittent sit-ins prior to the take-over.

The ban on AWU has evoked strong reaction from the union, which said the action was irrefutable proof that the military take-over was in-

tended to perpetuate the exploitation of black workers in the area.

AWU general secretary Mr Thivhilaeli Mutobvu said thousands of workers who had already joined the two-week-old union were now left in the lurch. "It is ironic that the take-over which was first hailed as a measure to alleviate the suffering of people now eventually ends up as anti-worker interest move.

"We condemn the closing down of our union and call on our members and other workers to defend their right to organise themselves", Mutobvu said.

The general secretary of the National Council of Trade Unions, Mr Cunningham Ngcukana, said his federation condemned the ban on AWU.

"We believe that the right of people to collective bargaining and trade union rights are basic human rights and even military juntas such as the one in Venda should be made to uphold", Ngcukana said.

## 1990 Nieman Fellow

FORMER *Sowetan* editor Mr Joe Latakomo has been selected as the 1990 Nieman Fellow, Harvard University in the United States announced yesterday.

Latakomo, a senior assistant editor of *The Star*, leaves with his wife Ellen in September for a year's study at Harvard.

He started journalism with *The World* newspaper under the late Mr Percy Qoboza and rose to be Editor of *Sowetan*, before joining *The Star*. - Sapa.

# Azasm 5 beaten - claim

By MATHATHA TSEDU

Five members of the Azanian Students Movement appeared battered, bruised and soiled at the Thohoyandou Magistrate's Court on Friday. They were allegedly assaulted by members of the bantustan's defence force.

Mr Azwindini Peter Mulibana, Mr Mushathoni Mutobvu, Mr Boikie Tsedu and two other youths told Mr R R Dama that they were beaten and dragged on the ground by soldiers. Tsedu identified one of his assailants as Ado Muila.

No charge was put to them and the case was remanded to June 14. Bail was fixed at R50 each. The packed courtroom reverberated to the singing of freedom

songs as the large crowd filed out of court and other cases on roll came to a standstill as youths sang and danced outside while waiting for the trialists to emerge from the court cells.

Soldiers clashed with the singing youths near the shopping centre and later confiscated this reporter's camera. The camera was returned undamaged. The arrests of the five youths followed an abortive march by members of the Allied Workers Union (AWU) on Wednesday to protest the banning of the union by the military regime two weeks ago.

# 'Friendly' promotions at Venda's radio station

By MATHATHA TSEDU

WELL-KNOWN Radio Thoho Ya Ndou announcer, Mr Isaac Kaki Dagada, was promoted above the heads of senior announcers with better academic qualifications because he was a friend of the deputy head of the department, a commission of inquiry into corruption heard on Friday.

Testifying before the commission at Thoho Ya Ndou, Venda, former station manager at the radio station and now manager for administration Mr Gideon Gidimani Mushiana said he was surprised when, without consultation, his job was split into two equal posts with Dagada getting the better of the two.

Mushiana said he was manager for administration while Dagada, who had only passed Standard 8 and a primary teacher's course, became programme manager.

He said his responsibilities had shrunk to merely showing visitors around the station. He was left with virtually no duties although both he and Dagada earned R47 000 a year.

Mushiana said Dagada was a friend of the Deputy

Director-General for the Information and Broadcasting Department, Mr Johannes Tshiololi, and added in response to a question by commission chairman, Lieutenant Leon Taylor, that as there had been no need to split the post of station manager, it could only have been influenced by the friendship between the two men. *Sowetan 25/6/90*

## Incapabilities (114)

In further testimony on Friday, Mr N R Nepfumembe, the editor of the government mouthpiece, *Thoho Ya Ndou*, said he had been promoted from photographer to editor of the paper while he had no editorial experience.

Nepfumembe said although he had written a letter to his seniors pointing out his incapacities and requesting transfer back to the photographic division, he was still editor. He said he did not know why he was transferred to the post as he did not have any relatives in high positions who could have spoken on his behalf.

The hearing continues today.

# Ban on joining unions

By MATHATHA TSEDU (114)

THE Commissioner of the Venda police, Lieutenant-General DK Genis, has banned members of his force from joining trade unions and political organisations.

In a circular dated July 10 and addressed to all commanding officers, the commissioner said the chairman of the Council for National Unity, Colonel Gabriel Ramushwana, had approved the amendment to police regulations.

The amendment amounts to a ban on:

## Circular

*Sowetan 26/7/90*

- \* Membership of any political organisation;
- \* Wearing badges and colours of political organisations or using salutes and greetings "which associates him with any political party";
- \* Establishing a trade union or belonging to or associating with the Police and Prisons Civil Rights Union without permission from the commissioner.

The circular has angered policemen who see it as curtailing their rights.

# Venda teachers vow to boycott classrooms

Soweto  
19/9/90 114

SCHOOLING came to a virtual halt in Venda yesterday as teachers stayed away for an abortive meeting at Makwarela Stadium in Sibasa.

The meeting, called by the far Northern Trans-

By MOSES  
MAMAILA

vaal Teachers Congress, was disrupted by the Venda police who ordered the crowd of more than 1 000, mainly teachers, to disperse within 25 minutes.

Police used teargas to enforce the ignored order.

Before they dispersed teachers vowed that they would not teach until they were allowed to hold a meeting to address their "burning demands".

They demanded that schools in the bantustan should close on Friday, September 21, with other DET-controlled schools in the country.

Venda schools are scheduled to close on September 28.

Other demands include the provision of more classrooms, housing subsidies for teachers, hostels, libraries and the disbanding of the youth league.

# Venda teachers down chalks over disrupted meeting 114

THOUSANDS of Venda pupils yesterday left their schools following an alleged chalk down by teachers.

The action follows a decision by teachers at a meeting at Makwarela Stadium that they would not teach until they were allowed to hold another

Sowetan 20/9/90

**By MOSES MAMAILA**

meeting.

Police disrupted their first meeting.

The meeting was called by the Far Northern Transvaal Teachers Congress to review the teachers' demands. They are demanding, among

other things, the supply of textbooks and the upgrading of schools.

In a statement released on Tuesday, the teachers' association said the education department had given the organisers the go-ahead to hold a meeting today.

The department had

apologised for the disruption of the meeting, the statement said.

Teachers demanded that their schools should close for holidays tomorrow, the same as schools in other parts of the country. Schools in the bantustan were scheduled to close on September 28.

A Venda government spokesman, Lieutenant-Colonel Briani Du Toit, said: "As far as I am concerned schooling returned to normal today."

He, however, said he would verify the allegations of a chalk-down and would issue a statement later.

**Venda union recognised** (114)

■ The Venda Allied Workers' Union has been recognised by the Venda Sun; in the first recognition agreement in the territory. U/Mant. 19/10-25/10/90  
The Venda-based general union was the first to be officially recognised by the military government which took over last year.



**No reply  
to cops'  
plea over  
sackings**

By MOSES MAMAILA  
DISMISSED Venda  
policemen are calling on  
the military ruler,  
Brigadier Gabriel  
Ramushwana, to inter-  
vene and stop what they  
term "perpetual harass-  
ment of constables by  
senior officers".

One of the dismissed  
constables, Mr. Mayhungu  
Piet Ramaligela, told  
*Sowetan* at the weekend  
that he did not believe  
that the top leadership of  
the government they  
helped put into power  
knew of the harassment  
faced by constables.

According to the dis-  
missed constables, they  
were making an appeal to  
the government to take a  
close look at the police  
board which was "taking  
advantage of the fact that  
the present head of state  
was their colleague in the  
force".

Ramaligela said he  
was never tried for the al-  
leged misconduct charges  
levelled against him.

Several constables in  
the bantustan have been  
dismissed for alleged mis-  
conduct. A substantial  
number of them have,  
however, appealed for  
reinstatement but their  
pleas remain unanswered.

# Strike-hit hospitals discharge 500 patients

114

MORE than 500 patients were this week discharged prematurely from Siloam and Tshilidzini hospitals in Venda following work stoppages by nursing staff and other workers.

At Siloam Hospital less than 200 critically ill patients, including children, have been put into one ward as the almost total sit-in by labourers, nurses, clerks and paramedics entered its fourth day yesterday.

Soldiers and policemen and other volunteers have been called in to assist with cooking, clean-

*Sowetan 9/11/90*  
By MATHATHA TSEDU

ing, laundry and feeding, acting superintendent Dr GM Maritz said yesterday.

Other patients were transferred to Donald Fraser Hospital, about 70km away, he said.

The workers at Siloam are demanding that the appointment of two Dutch immigrant doctors last week be rescinded and the posts advertised.

They also accuse the hospital authorities of

racism. Maritz denied this and said the two doctors would not be dismissed because there was a shortage of doctors.

The Director-General of the Department of Health, Dr JP McCutcheon, has called on relatives of patients at the hospital to either fetch them or volunteer to assist with feeding. The work stoppage affects only nurses.

McCutcheon has warned the strikers that their action is illegal, that they will not be paid and that should patients die because of lack of proper

care, the organisers of the strike may be sued. He also warned nurses that their participation in the sit-in was "an offence in terms of nursing legislation".

The two hospitals join a list of other northern Transvaal medical centres currently affected by industrial action.

More than 12 hospitals in Lebowa have been discharging patients since Saturday following strikes over wages, allegations of racism and dismissals of union activists.

# Soldiers disperse 100 strikers

HEAVILY armed Venda security forces yesterday dispersed more than 100 striking workers outside the strike-hit Siloam Hospital and allegedly forced some nurses at gunpoint to resume duty.

The action follows a court order that prohibited strikers from entering the hospital premises except patients.

Workers, including nurses and paramedics at the hospital, have been on

**By MOSES MAMAILA**

strike since the beginning of the month in protest against the appointment of two Dutch doctors.

The Joint Coordinating Committee, an organisation which represents workers at the hospital, said yesterday the posts of the two doctors were not advertised.

JCC spokesman Patson Mukwevho, who has been served with a letter

*Sowetan 21/11/90*  
of suspension charging him with misconduct, accused the hospital superintendent of nepotism and racism when recruiting doctors. (14)

However, the director-general for health, Dr JP McCutcheon, said the two doctors, husband and wife Dr RR Zeilstra and Dr MJ Versteeg, would stay because they were needed.

McCutcheon expressed his "sincere" concern about the col-

lapse of health services in the homeland.

He, however, hoped the situation would improve as some workers returned to work yesterday.

The strike has brought medical and emergency services to a virtual halt at one of the only three hospitals in the homeland.

A Venda government spokesman, Lieutenant-Colonel Brian Du Toit, was not available for comment yesterday.

# Patients at strike-torn hospitals sent home

114

OVER 500 patients have been prematurely discharged from Siloam and Tshilidzini hospitals in Venda this week after a strike by nurses and general workers.

At Siloam Hospital, Nzhelele, less than 200 critical patients, including children have been grouped into one ward as the almost total sit-in by labourers, nurses, clerks and paramedics entered its fourth day yesterday.

Soldiers, policemen and other volunteers have been called in to assist with cooking, cleaning, laundry and feeding patients, acting superintendent, Dr GM Maritz said.

Other patients were transferred to Donald Fraser Hospital about 70km away. An ambulance carrying critically ill patients from the hospital - driven by soldiers - collided with a defence force vehicle at Sibasa on Wednesday. None of the patients was seriously injured.

The patients, who were on their way to Tshilidzini, were re-routed to Donald Fraser after the accident when news of the strike by nurses at Tshilidzini was received.

By MATHATHA  
TSEDU

Siloam workers are demanding that the appointment of two Dutch immigrant doctors last week be rescinded and the posts advertised. They also accuse the hospital authorities of racism. Maritz denied the latter accusation and said the two doctors would not be dismissed because there is a shortage of doctors. At Tshilidzini, nurses allege that allowance amounts, a thorny issue for which they went on strike earlier last month, were incorrectly calculated and paid out at the end of October.

The Director General of the Department of Health, Dr JP McCutcheon, has called on relatives of patients at the hospital to either fetch them or volunteer to assist with feeding.

McCutcheon has warned the strikers that their action is illegal, that they will not be paid, and that should patients die because of lack of proper care, the organisers of the strike may be sued.

More than 12 hospitals in Lebowa have been discharging patients since Saturday following strikes over wages, allegations of racism and dismissals of union activists.

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# Patients die as hospital services lack

*Sowetan 28/11/90*

*114*

AN unknown number of patients, mostly old people suffering from heart disease, have died because of lack of treatment at Venda's strike-hit Siloam Hospital.

Venda's director-general for health, Dr JP McCutcheon, said he was aware of "some deaths"

**By RUSSEL MOLEFE  
and MOSES MAMAILA**

at the hospital following the four-week-old strike.

He said, however, he had no official details of the death toll.

McCutcheon described the situation "as very serious" but denied the services at the hospital

had been on the brink of collapse during the strike.

He said some of the workers had returned to work.

The industrial action, which brought the hospital to a virtual halt, ended with management firing two workers for organising the stoppage.

## Strike

The hospital's superintendent Dr E Helms, said yesterday the strike ended last Friday. All the people had resumed work except for two - a clerk and a technician - who were suspended.

The strike was sparked by the appointment of two Dutch doctors, Dr RR Zeilstra and Dr MJ Versteeg. Workers alleged their appointment was irregular.

# AWB pair 'flee' from angry mob

Star 5/12/90 3

By Willy Mashau

114

THOHOYANDOU — Staff members of two white-owned furniture shops in this Venda capital yesterday staged a two-hour sit-in in protest against two AWB staff members — one of whom appeared on Monday in the Pietersburg Regional Court charged with a recent attack on Sunday school children in Louis Trichardt.

The men, Korea de Wet of Wanda Furnishers and Barend Jordaan of Style and Value Furnishers, were rushed to their homes in Louis Trichardt after a mob of about 70 people demanded that they be handed over to them — “to get what they gave innocent Sunday school children”.

According to Style and Value manager Johan de Nysschen, Mr Jordaan had “disappeared” from work on Wednesday last week and reappeared yesterday.

Under pressure from the public and his staff he contacted Rusfurn, the company which owns both furniture stores.

Within minutes the shops received faxes from Rusfurn in Johannesburg informing them that the two AWB members were suspended from duty from the time of receipt of the message. Their salaries, too, had been suspended, Rusfurn said.

Youth held for

# Low pay scandal in Venda

Sowetan 18/12/90

114

VENDA'S director of manpower Mr George Ravele is involved in a furniture manufacturing concern that pays workers R140 a month, far below the minimum wage set by his department.

The company, known as the Venda Workshop for the Handicapped, is in Tshilidzini and employs 74 people, 64 of whom are handicapped.

They are not provided with protective clothing, leading to hand and foot injuries.

A *Sowetan* investigation revealed that although a large amount of sawdust is generated during the process of making furniture pieces, none of the workers wore masks.

Almost all workers had their fingers bandaged and said injuries were a daily occurrence.

By MATHATHA TSEDU

Ravele told *Sowetan* he was aware of the infringements of safety regulations at the plant. He said inspectors from his department had been to the firm to investigate the matter and had compiled a report.

## Pension

One of eight directors in the company, Ravele and fellow director, Tshilidzini school principal Mr JH Viljoen, said VWH was a non-profit making concern.

Viljoen said the directors were not paid for their services or expenses, including travel costs.

He said they paid workers below the minimum wage because there was no money and most of the workers also received a state pension.

Workers yesterday complained of low wages

and said they were made to work hard for the R140.

The present minimum salary in Venda is R180 a month.

The manager of the plant, Mr DJ de Kock, said the starting salary was R130 with a monthly average of R140. The highest earner received R160.

News in Brief

*CAPT Tink 20/12/90*  
**Venda workers strike** *114* *(12)*

THOHOYANDOU. — Almost the entire work-  
force of the Venda Development Corporation  
downed tools yesterday demanding the immedi-  
ate resignation of the assistant chief executive  
officer, Mr J M L Steyn.



HOMELANDS — VENDA LABOUR

1991 — 1993

# Workers on a 'go-slow' over fired colleagues

By MATHATHA TSEDU (114)

THE expulsion of 10 worker representatives by the Venda Development Corporation and the suspension of five others has precipitated a "go-slow" action by the remaining workers.

A spokesman for the workers yesterday said the remaining VDC employees would embark on a "sit-in" today if efforts to get Venda's military ruler, Brigadier Gabriel Ramushwana, to intervene, did not bear fruit.

In a memorandum, chairman of the VDC, Mr Jack Botes, told workers that the decision to dismiss the 10 workers and suspend five others was taken by the board of directors at an emergency meeting on Monday.

## Clauses contravened

He said workers had contravened "one or more clauses of the corporation's personnel regulations."

He warned that the board would not "tolerate any actions aimed at disrupting the normal activities and functions of the corporations".

The expelled workers were part of a worker delegation that had been holding discussions with top management over worker grievances.

They and the suspended workers also face a R2,1-million lawsuit. *Sowetan 3/1/91*

A government spokesman confirmed yesterday that the dismissed workers had approached Ramushwana for assistance. He said he did not know if there was a "go-slow" at the VDC. Botes was not available for comment yesterday.

# Dutch doctors driven out of black hospital

9 Times 3/2/91

114

POLITICAL pressure has forced 10 Dutch doctors to abandon a rural hospital in Venda. By April 1, with no doctors to man the 600-bed Siloam Hospital, 200 000 residents will have to travel more than 50km for health care.

The doctors want to stay, and most of Siloam's residents would like things to continue as they have since the hospital opened 50 years ago. But the doctors have decided to quit after a

year-long campaign of harassment by a political-ly inspired group of hospital workers who call themselves the Action Group. They say they have the backing of the ANC.

At least eight of the Dutch doctors have resigned and signed contracts at other rural hospitals in South Africa and in the homelands. The other two may return to Holland.

By CHARMAIN NAIDOO

Siloam Hospital staff who have aligned themselves with the Action Group refuse to work, leaving patient care to a few dedicated nurses.

Since February last year, several lists of grievances have been put to superintendent Evert Helms — a Dutch doctor who joined the hospital as a medical missionary 30 years ago.

The 61-year-old medical officer has told Venda Health Services, who administer the hospital, that he would retire — four years early — on April 1. "Doctors have lived through a year of extreme stress and pressure.

## Threats

"Nursing staff have refused to dispense prescriptions or instructions given by doctors," said Dr Helms.



The doctors have also been threatened. An anonymous caller to a woman doctor said her children would die.

Maryke Boele and her dentist husband, Leo Meyndert, have been at Siloam for four years. Both their daughters were born there.

Dr Boele has lost 7kg in the last three months through stress.

Slogans have been scrawled on chairs in the doctors' tearoom, some accusing them of practising apartheid, others warning them that they would die. Patients have been told that the doctors are planning to kill them.

In August last year, Dr Helms took long leave in Holland.

## Grievances

While there he heard that the Action Group had drawn up a list of 20 grievances. These included a demand that he should not to return to Siloam. Another said all Dutch doctors should leave as soon as their contracts had been fulfilled.

More telling was the Action Group's stipulation that no other Dutch doctors were to be appointed at the hospital.

Hostilities reached a peak in October last year when two Dutch doctors, who had just completed their studies in Holland, arrived at Siloam Hospital.

"The arrival of Roland Zellstra and his wife Marya Versteeg — both dedicated, hard-working doctors — set off the Action Group," said Dr Helms. "They called for a strike



UNWANTED ... Dr Evert Helms who has been forced to take early retirement after having tended the sick at Siloam Hospital for the past 30 years

HARASSED ... Dr Maryke Boele, who has lost 7kg through stress. She was warned that her children would be killed

Pictures: JAMES SOULLIER

which lasted three weeks and which forced us to close all the wards except casualty and maternity.

"I asked why the doctors were unwanted and the response was that they were not qualified. I showed the Action Group leaders their qualifications.

"I was then told that they had been appointed without consultation with the Action Group."

This week the young couple left Siloam for a new posting at a Kwazulu hospital.

Only Dr Helms, Dr Gert Maritz and Dr Hans Timmer will be left at Siloam this week.

"I have no doubt that the hospital will close down," said Dr Helms.

"We are slowly emptying the wards and are trying to improve the ambulance service so that patients can get to neighbouring hospitals.

## Suffering

In an area where being denounced as a witch means instant death, people willing to talk about the crisis are not eager to be named.

A nursing sisters who refused to "work-to-rule" said: "I am ashamed of my people.

"It is going to be very difficult without the doctors. My people are suffering, and it will get worse when the hospital closes down."

All attempts to speak to the leaders of the Action Group were rebuffed, and ANC Northern Transvaal spokesman Peter Maybeye was unavailable for comment.

# Venda doctors booted out

Star 9/2/91

**IN VENDA, politics have superseded a need for health care after a pressure group accused 12 Dutch doctors of racism and told them to go — leaving some 200 000 Nzhelele villagers without medical care.**

The 12 doctors, who were trained in Holland, have worked at Slioaam Hospital for periods varying from four to 30 years. They said they would be leaving in the next few weeks.

Venda government officials were this week trying to resolve the looming health crisis.

The Slioaam Hospital Workers' Representative Committee (SHWRC), which has fought for workers' rights in Venda's three hospitals, has accused the doctors of practising apartheid and ordered them to leave.

And now, Nzhelele villagers are faced with the prospects of no medical care as the hospital might have to

close 450 of its 600 beds.

When Saturday Star visited the hospital this week, a handful of nurses assisted the doctors. SHWRC had called on nurses to stop working with the doctors.

While the SHWRC have demanded the resignation of the Dutch doctors, they have not provided the hospital with alternative medical staff.

Dr Evert Helms, Slioaam hospital's superintendent, who came to the hospital 30 years ago, was this week locked in meetings with the Venda health authorities in an effort to find a solution.

He has also met organisers of the Save Public Health Services Campaign, a group of concerned residents who want to persuade the doctors to stay.

But one thing is certain, the doctors are leaving the hospital — much against their will. Most have been offered posts in South Africa and other homelands while two are contemplating returning to Holland.

In an interview at the hos-

## Accusations of racism mean that 200 000 may be without health care

JOYIAL RANTAO

Dr Helms (61) said doctors have been through the worst time of their life in the past year as a result of the campaign waged against them.

"Nursing staff have refused to work with doctors. The doctors have been threatened either by telephone or with graffiti written on chairs in the doctors' rooms," Dr Helms said, adding that he would be taking an early retirement on April 1.

Dr Helms said most of the wards in the hospital, which he transformed from a rural missionary hospital to the

heid," said Dr Baco Heijmans before rushing off to theatre to perform an emergency operation.

Dr Heijmans has been offered a post at a hospital in South Africa.

Dr Leo Meynderd, a dentist, said he and his wife, Marrike Boele, would head back to Holland.

David Nyambeni, a spokesman for the SHWRC emphatically denied that his organisation had told the Dutch doctors to go.

He said SHWRC objected to the way the Dutch doctors were appointed and their efficiency once on the job.

"Doctors' posts have not been advertised and the workers felt that local doctors who might have a desire to work at Slioaam would not be able to. We also have grievances from nurses about inefficiency shown by some of the doctors.

"Many cases of inefficiency don't involve professional mistakes, there is also an element of ignorance. Doctors have not been expelled, I think they might be pledging

solidarity with their colleagues who were rejected by the workers," he said.

Mr Nyambeni explained the committee had objected to the appointment of Dr Roland Zeisstra and his wife Marja Versteeg because their appointment was a breach of agreement that no doctors would be appointed without the posts being advertised.

He said SHWRC, which has 450 members, was established in January last year, at the request of "oppressed workers". The committee had the blessing of Mrs D Mphahlele, the then Minister of Health.

Asked whether the committee was not concerned about who would take over the medical care of Nzhelele villagers, Mr Nyambeni replied: "We don't regard that (provision of medical services) as our responsibility. That is the duty of the government."

Dr John McCutcheon, director-general of Health and Welfare Service in Venda, said the government was working round the clock to find a solution.

114



SILOAM Hospital in Vanda may be closed at the end of February following a three-month-old labour dispute that has resulted in most white doctors leaving the area.

*how far 11/2/91*  
Vanda Director-General of Health, Dr JP Mccwutcheone, said of the eight doctors at Siloam Hospital two had left last month, three were serving notice,

## Hospital may be closed

while two others would leave in April.

Mccwutcheone described the situation at the hospital as "grave and very serious" as the estimated 200 000 people served by the

hospital were faced with a diminished health service, which could eventually collapse.

He said the doctors were leaving because nurses were no longer carrying out doctors' orders on the treatment of patients.

The hospital has been the scene confrontation between management and workers since last November. - Sapa.

# Hospital for 200 000 will have no doctors

8/2  
16/2/91

JOVIAL RANTAO

114

THE situation at Venda's Siloam Hospital — where a political group has ordered 12 Holland-trained doctors to go — remains unsolved. After March 1 only two doctors will be left to serve Nzhelele's 200 000 residents.

The Siloam Hospital Workers Representative Committee (SHWRC) has accused the doctors of practicing apartheid and ordered them to leave.

Dr John McCutcheon, director-general of Health and Welfare Service in Venda, said after April 1 only one doctor would be available in the area, but not on hospital grounds. "Effectively, all doctors are leaving the hospital.

He said Dr Gerhardus Maritz, who has been chosen to remain in the area — will try to get some kind of a community service going. He would also attempt to keep the 13 clinics, set up by the dismissed doctors, going.

Dr McCutcheon said his department has held talks with the SHWRC in an attempt to resolve the situation. But no compromise was reached.

## Team is trying to keep Venda hospital open

VENDA'S military ruler, Brig Gabriel Ramushwana, has sent a special team to Siloam Hospital to prevent it closing.

The hospital, serving 200 000 people in rural Venda, has been threatened with closure since workers allegedly chased out all resident doctors, whom they accused of racism.

The workers had also been on a go-slow for a year, said reports.

Government spokesman B du Toit said Siloam had been reduced to a clinic and that doctors had been transferred to hospitals as far away as KwaZulu.

The task force would investigate the crisis and try to find solutions.

Du Toit said disciplinary measures would be taken against workers "who have transgressed any regulations".

A police dossier had also been opened to investigate any criminal activities. — Sapa

# Unpaid, unhappy teachers to march on Venda capital

CP Correspondent

114

MORE THAN 8 000 teachers in Venda are to converge on the capital Thohoyandou on Tuesday to protest against alleged government incompetence that has left most without salaries for three months in a row.

At the centre of the squabble is a new computer system, the Q-PACK, which is being used by the department of Finance to handle teachers' salaries.

Since its introduction in November, teacher salaries have either been drastically reduced or inflated. Some teachers "received" over half a million rand in December while others went home with as little as R30.

Local branch chairman of the South African Democratic Teachers Union (Sadtu), Happy Ramakhanya, yesterday said the organisation was "sick and tired of grossly incompetent and inefficient officials who seem to have targetted teachers for a harassment campaign".

The chairman of the Sibasa branch of the Black Educationists Convention (Becon), Enos Nephawe, said his organisation supported the call for action. *C/Press 3/3/91*

Ramakhanya said teachers would march to the education department in Sibasa and the Finance department at Thohoyandou, and also hand a memorandum to military leader Brigadier Gabriel Ramushwana.

"Some of the teachers have been summonsed by companies where they have instalments to pay. One spent a night in prison because since November his salary has been almost halved and he cannot meet his financial obligations," Ramakhanya said.

He said department officials had been promising an improvement of the situation since November. "Instead, the situation is getting worse everyday and if they do not address this matter immediately, schooling and teaching may grind to a halt."

Department of Education Director-General, AK Madzaga could not be reached for comment yesterday, but reliable sources said the government had flown officials to Pretoria on Friday to print cheques there.

Political comment and newsbills  
by K Sibly, headlines and sub-  
editing by K Coetzee, both of 2  
Herb Street, Johannesburg.



# Teachers march for salaries

114

Gowetan  
4/3/91

**SCHOOLING** throughout Venda is set to come to a halt tomorrow when over 8 000 teachers will march to the homeland's department of finance in Thohoyandou in protest against non-payment of salaries.

All teachers in the homeland have not been paid for February, due to a computer problem, according to the South African Democratic Teachers' Union (Sadtu).

The problem started in November last year when the Venda's finance de-

partment started using the Q-pack system for teachers salaries.

Since then teachers have either been excessively overpaid - with one receiving over half a million rand in December - or grossly underpaid, some as little as R30.

## Protest

Sadtu representative, Mr Happy Ramakhanya said the organisation they will hand over protest letters to senior government officials.

A memorandum calling for the dismissal of alleged "inefficient and in-

competent" officials in the computer section, is to be handed to the military leader, Brigadier Gabriel Ramushwana, Ramakhanya said.

The march starts at the stadium of the University of Venda at 9.30 in the morning.

The call for action has been supported by the Black Educationists Convention (Becon).

All attempts to contact the Director General for education, Mr A K Madzaga, at the weekend proved fruitless.

But it was reliably learnt that computer section officials were flown to Pretoria on Friday with a data to print cheques there.

**COMPUTER COURSES**  
**AT 1990 PRICES — HURRY!**  
**FREE JOB ASSISTANCE**  
**BUSINESS CAREERS**

**WOMEN LOVE**  
**A STRONG MAN**

# Fears of coup mount in Venda

Sowetan 12/3/91

114

A CLANDESTINE organisation aiming to topple Venda military strongman, Brigadier Gabriel Ramushwana, is believed to be operating in the homeland.

This was confirmed by Ramushwana when he met a delegation of the South African Democratic Teachers Union (Sadtu), who were protesting against the non-payment of salaries last week.

Sadtu has given Ramushwana the names of people whom it called the "forces of evil planted in the department of finance".

The organisation agreed to work with the military government to "fight" the secret body.

By RUSSEL  
MOLEFE

They also agreed to meet at least once a month.

According to reliable sources, the organisation has the backing of some senior officials.

Part of the organisation's plan is to create confusion among public servants by sparking a wage-related revolt against Ramushwana.

The sources said this was evident when the fluctuation in teachers' salaries started in November after the introduction of a Q-pack computer systems for the payment of salaries.

Teachers were singled out as they were the "most powerful force"

which would speedily spark a revolt, sources said.

The unrest, which resulted in the previous government being toppled, started after teachers embarked on boycott action demanding salary increases. They were later joined by servants in other government departments.

The revelation of a secret organisation comes barely a month after the deposed Venda National Party (VNP) handed Ramushwana a memorandum calling for the general elections as its members "were legitimately elected by the people of Venda".

The military government has not yet publicly responded to the memo.

TRAINING

Read

# Row over sackings in Venda

By RUSSEL MOLEFE

THE dismissal of an ANC official from the Venda Development Corporation has brought the organisation on the brink of confrontation with the homeland's leader. (114)

ANC national executive member Mr MT Muneri, who was chief of the government-owned VDC's finance department, was fired with five other employees on Monday.

He was accused of inciting other employees to stage a work stoppage on January 15. *Sowetan 18/4/91.*

The other dismissed workers are Mr MR Nephumdada, Mr ME Netshivhulana, Mr R Netshimbupsi, Mrs VK Tshivhasi and Mrs LN Ratshitanga.

ANC official Mr Magwedzha Mphaphudi said the organisation viewed the dismissals as a direct affront.

He said all branches in the Far Northern Transvaal would decide on the "most appropriate action to take".

"We wish to deliver a special message to (Brigadier Gabriel) Ramushwana's military regime that we are aware that while he seeks liaison relationships with the ANC at the highest level, he gives approval to parastatal institutions and certain government departments to apply hurtful actions against innocent employees on extremely unacceptable grounds."

# Workers not fired for ANC ties - VDC

*Sowetan 26/4/91*

114

**By RUSSEL MOLEFE**

SIX members of the Venda Development Corporation were not fired because of their ANC ties, the corporation said.

proved by military ruler Brigadier Gabriel Ramushwana.

VDC was reacting to allegations by the local branch of the ANC that the dismissals, including that of the organisation's branch executive committee member Mr MT Muneri, were a direct affront and had been ap-

The ANC warned that all branches in the far Northern Transvaal will take the "most appropriate action" against the dismissal.

## **Incitement**

The six workers were accused of inciting others to stage a work stoppage in January.

VDC said it was an apolitical and non-discriminatory institution and was not controlled by the "head of state".

"Anybody who feels aggrieved by the decision of the board of directors to dismiss the six employees has recourse to a court of law".

114  
8 Feb 14/5/91

## Six Venda nurses to stand trial

By Willie Mashau  
Northern Transvaal Bureau

THOHOYANDOU — Venda's Attorney-General, Bruce Morrison, has ordered the prosecution of 14 Siloam Hospital staff members, including six nurses whom the government alleges had intentionally caused the closure of the hospital in January.

Yesterday Mr Morrison said all accused would stand trial on May 27, charged with intimidation and sabotage. Eight accused are on R1 000 bail each and six on bail of R2 000 each.

### Branded

According to the indictment, the accused, as members of Siloam Hospital Workers Representative Committee (SHWRC), forced the termination of the services of the medical superintendent, Dr E Helms, after he was branded a racist, and further demanded the termination of all Dutch doctors' contracts. All 11 Dutch doctors at the hospital resigned.

The prosecution of the 14 follows strikes and sit-ins at the hospital during November and December last year when most of the nurses and administrative staff demanded the resignation of two newly recruited Dutch doctors from Holland after the doctors' qualifications and credentials were questioned.

The SHWRC alleged that "these two doctors who have only four years' medical training" left a swab inside a patient's stomach during surgery, and after the patient had complained, Dr Helms disposed of the surgery report.

● Temporary doctors are keeping the hospital running.

# Siloam Hospital <sup>Sowetan 29/5/91</sup> workers in court 114

By RUSSEL MOLEFE

THE case of 14 Siloam Hospital workers who allegedly plotted to disrupt medical services in Venda has had a sequel in the Venda Supreme Court.

The workers were not asked to plead when they appear before Mr Justice DJH Le Roux on Monday.

The 14 workers include Siloam Hospital Workers Representative Committee members, Mr Patson Mukwevho and Mr David Nyambeni.

Heavily armed police sealed off all the entrances to the court when the 14 workers were called to the dock. The police also escorted them out of the court premises. <sup>Sowetan 29/5/91</sup>

According to the indictment the 14 instigated and aided a marathon strike which nearly led to the hospital being closed down after the resignation of all white doctors.

They also alleged to have intended disrupting or endangering health services throughout the homeland. The workers will appear on August 5.

# Hotel staff demand apology for race slur

Own Correspondent

THOHOYANDOU — The Allied Workers Union at Thohoyandou said on Monday that Venda Sun should not only "force" a white woman, who last week allegedly insulted black employees, to withdraw her statement, but should also let her carry out her threat of resigning with immediate effect.

It is alleged that head housekeeper Jeanetta Erasmus told black employees last week that no "kaffir" could control her after she was told that her assistant would only be free after a workers' meeting was over.

114  
A hotel shop steward said that it seemed Mrs Erasmus would not repent. "Weekly reports of her harrassing other employees are never taken into account by the hotel management."

Mrs Erasmus said she would rather resign than be forced to withdraw whatever statement she might have made. She said: "These people misunderstood me. Anyway I can't help it if they don't take to a joke".

Resident Manager Virgilio Nunes said he was aware of the alleged insult and believed it was up to Mrs Erasmus and the person involved to solve the problem.

# Long-term 'temps' being underpaid

CP Correspondent (114)

HUNDREDS of 'temporary' workers employed by the Venda Agricultural Corporation (Agrican) are being ripped off.

Many of them have worked for Agrican for over 23 years, but still earn less than the minimum wage set by the homeland government.

In one of Agrican's projects - Tshimbupfe Sessile Leaf - only five of the 73 workers are registered.

The rest, who are alleged to be subjected to "severe working conditions", earn between R100 and R125 a month.

Officials from the Allied Workers Union (AWU) have accused Agrican of not registering workers so it can pay them less than the R180 minimum wage.

One employee described conditions at the project as "appalling".

Workers told City Press they needed protective clothing because the thorny sisal leaves cut their hands.

"If you are injured at work, you have to pay the hospital and consider yourself lucky if you are not fired," said Poppie Makwarela, 41, who joined the project in 1978.

Manpower Director George Ravele said the government did not know people had been working on a temporary basis for more than 10 years.

Ravele said his inspectors evaluated the enterprises and "took steps accordingly".

There was, however, a shortage of inspectors - only three for Venda.

Responding to allegations that casual workers injured at work were not compensated, Ravele said it was possible some accidents were not reported.



# Venda hospital open once more

By Willie Mashau  
Northern Transvaal Bureau

16/9/91  
star

Venda's health crisis eased last week when Siloam Hospital, which has been closed since February, reopened, said Health and Community Development Director General Dr John McCutcheon.

The hospital, which serves about 200 000 people, was forced to close when 13 Dutch doctors resigned. Last week three doctors, from Zimbabwe, Ghana, and the Middle East, were appointed, enabling the hospital to become operational again.

However, the situation at the hospital is tense and the Venda Defence Force has taken control of security. All visitors are expected to sign a register.

Dr McCutcheon said the soldiers were helping with admin-

istration work as many of the staff have been suspended pending investigations into alleged misconduct.

The health crisis in the homeland began in November last year when the government appointed two young doctors from The Netherlands.

114 The Siloam Hospital Workers' Representatives Committee (SHWRC) rejected the appointments and said the two doctors had "only four year's medical training and in their country are only regarded as doctors' assistants whereas here they performed surgery without supervision".

The SHWRC also accused medical superintendent Dr E Helms of racism. They alleged that he had turned down a number of qualified South African applicants because they did not

belong to the Netherland Reformed Church.

The two doctors resigned in January.

Eleven other Dutch doctors at the hospital resigned in February in a gesture of solidarity with the young couple. Dr McCutcheon described the furore as "pathetic".

On August 9, six nurses and 10 administrative staff, all members of the SHWRC, were found guilty of instigation and participation in the hospital strike by the Venda Supreme Court.

Dr McCutcheon said that all the nurses who had been transferred to Tshilidzini Hospital are now back at Siloam.

"Although some of the serious surgeries are being referred to Tshilidzini, Siloam is now fully operating," Dr McCutcheon said.

## Venda Sun employee exonerated

Staff Reporter

114

The chief housekeeper of the Venda Sun Hotel, Jeanette Erasmus, has been cleared of all allegations by some staff members who had claimed she slandered them.

Venda Sun staff have withdrawn their allegations against Mrs Erasmus, have apologised for alleging she had slandered them and withdrawn a charge which they had laid with the police.

Consequently, the Attorney General of Venda has decided not to prosecute.

It was claimed in June by members of the Allied Workers' Union that Mrs Erasmus told black employees that no "kaffir" would control her, after hearing that her assistant would be delayed until after a workers' meeting.

A five-day strike followed and the union called for the withdrawal of the alleged statement and the acceptance

of her alleged threat to resign.

Mrs Erasmus denied making the statement, or threatening to resign, or speaking to a correspondent of The Star, Willie Mashau, who filed two stories on the incident.

Mrs Erasmus said she had been "framed" by the 11 members of the restaurant staff who made conflicting statements at an internal inquiry in which she was cleared of all allegations.

She said her staff, who had worked for her for the last five years, had held prayer meetings for an end to the disturbance, which she said was caused by an influx of politically motivated workers.

"I am here to train a black person to take over as household manager," Mrs Erasmus said.

"This is an important step and it will be a breakthrough when a suitably qualified person is ready for the task," she said.

17/1/79  
Star

# Workmen's 'hell' closed 114

CP Correspondent

VENDA is a hot area. It turns into pure hell when you have to pack hot bricks with your bare hands.

These are the words of one of the 89 workers at Thohoyandou Brick and Tile factory who entered their third week on strike this week.

The workers earn a meagre R90 a fortnight.

Labour inspectors found that workers had to carry hot bricks with their bare hands and stand on hot bricks without boots.

The department of Internal Affairs and Manpower stopped all operations at the factory until protective clothes are provided.

Secretary of the Allied Workers' Union of South Africa, Edgen Netshivumbe, said the strikers

were also demanding an annual increment.

Union official Mbeu Mukhesi accused management of trying to beat the strike by hiring Mozambican refugees as temporary workers.

After discussions between strikers and troops, the temporary workers were ordered to leave.

Attempts to get management comment failed.

# Venda gravy train exposed by police

Sowetan  
5/12/91  
114

VENDA'S military ruler, Brigadier Gabriel Muthelwana Ramushwana, now earns R190 587 a year, or R15 882 a month, following recent salary increases.

According to documents in possession of *Sowetan*, the increases were implemented last month but backdated to

**SOWETAN Correspondent**

July this year. Ramushwana's emoluments are made up of R135 378 annual salary and a R55 209 non-taxable allowance.

Other military council members earn R156 819 a year, or R13 068,25 a month made up of a R119 124 salary, and a R37 695 non-taxable allowance.

Major-General TG Ramabulana, councillor for police, and Major NG Ramaremisa, councillor for internal affairs and manpower, and former police officers who are still civil servants are on a separate scale but they also earn R156 819.

The authenticity of the documents, verified by senior treasury officials, were brought to *Sowetan* by policemen disgruntled that the military council, brought to power in a coup by police and military personnel, was paying itself big salaries while the ordinary soldier and policeman were ignored.

## Cabinet thinktank in the bushveld

BINET will hold its annual *bosberaad* (bush in) at an undisclosed venue near Pretoria today and tomorrow, the State President's office confirmed today. *Sowetan* 5/12/91

President FW de Klerk, the Cabinet, Deputy Minister and the four provincial Administrators left for the bushveld where the traditional thinktank is to be held yesterday afternoon following a special meeting in Pretoria.

Discussions regarding the Convention for a New South Africa - otherwise known as the Mandela Commission - were taken at preparatory talks held in the bushveld expected to feature high on the agenda.

The meetings tomorrow and on Friday will be for the Government to formulate a strategy for the negotiations in general.

## Increases

The policemen said they found it strange that although salary increases for policemen, soldiers, other civil servants and the building of schools and other projects in the bantustan had been stopped, ostensibly because of lack of money, "there is apparently enough to give increases to the new leaders".

Senior bureaucrats such as directors-general, their deputies and assistants, as well as the commissioners of police and prisons, also got hefty raises backdated to July.

The arrears for these officials alone will cost the government R193 354. A director general's salary increases from R129 513 to R135 378 a year, according to a letter from the Commission for Administration seeking treasury approval for the increases.

## Salary

Chief government spokesman Colonel Brian du Toit said there were increases for councillors that had not been implemented earlier this year. The present increments were to normalise that situation.

He said although Ramushwana was also chief of defence and councillor for finance, he did not draw a salary for those portfolios.

## Arrests held murder

Arrested

a man previously held on with the death of Warren Hartze at the

alleged accomplices court shortly on a

arrest in the early morning at the Civic Centre

arrest was a man out on bail

arrested before. The man was armed

Hartze

arrested on charges

**Gloom over the Sun empire**

*WIMail  
10/11-16/11/92*

■ It's a little gloomy at the Ciskei Sun where the 700-strong workforce has been locked out after going on strike. And management has issued a directive that workers will be dismissed if they do not return to work by the end of the month.

According to the South African Commercial Catering and Allied Workers' Union, management has refused to re-open negotiations. They

believe that their offer is "fair and market-related". The company is offering R810 a month, an increase of R110. ~~114~~ 114

At the Riviera Sun, the parties are still in deadlock over disciplinary procedures. And at the Wild Coast Sun, a conciliation board meeting this week tried to solve a deadlock which arose after the company refused to backdate the wage agreement to July 1.

Only the Venda Sun has had some success at effective labour relations. A

wage agreement of R150 a month was successfully concluded and will be backdated to July 1.

# Venda rulers pay less than Pretoria

114

*Sowetan 16/11/92*  
CASUAL labourers employed by the Venda government earn R12 a day or R372 a month.

By MATHATHA TSEDU

This is less than half what labourers employed by the central Government earn - R25 a day - the deputy director-general of the Venda Public Service Commission, Mr Willie Nmakonde, confirmed yesterday.

decision to fire people".

The anomaly in remuneration is despite public assertions by the homeland's military ruler, Brigadier Gabriel Ramushwana, that all government employees were paid the same wages as central government workers:

Nmakonde also confirmed that a directive to pay drivers with Code 11 R900 a month in 1987 had been ignored because drivers were usually changed from vehicle to vehicle.

The Venda labourers, some of whom have been "temporary" for more than five years, may soon face the chop as the VPSC is investigating how to do away with this large section of employees, Nmakonde said.

## Cumbersome

"We found that it would be cumbersome to manage if a person was paid according to his licence and the vehicle he drove because, when a driver was given a lighter vehicle, it would necessitate that his pay go down and that is illegal.

Nmakonde denied media reports that more than 3 000 drought relief workers were to be fired immediately.

"Drivers who use the code 11 vehicles work very little hours; sometimes only two days in a week. We would be forced to pay a man lots of money for two days' work."

He said their wages were not part of the "general revenue of the government. And while their position is also under investigation, there is so far no

The discrepancy in wages is particularly important because the coup that brought Ramushwana into power followed demands for parity by civil servants.

# Employer won't be prosecuted

Sowetan 10/2/92

(114)

**A WHITE manager who allegedly assaulted a female worker in Sibasa, Venda, and told her the government could do nothing has had charges against him withdrawn by the attorney-general.**

Mrs Mutshinya Mufamadi laid charges against the manager of Shoprite in Sibasa, where she was employed as a cleaner.

She alleges that the manager, Mr Johannes van den Bergh, assaulted her on December 24 after she refused to wear traditional attire.

Mufamadi said Van den Bergh punched and kicked her before firing her.

She said he told her that he was not afraid of military council chairman Brigadier Gabriel Ramushwana because if Mufamadi went to him, he (Van den Bergh) would go to a Brigadier du Plessis and the case would go nowhere.

She laid charges against Van den Bergh and was summonsed to give evidence on January 15 but the case was never called in

By MATHATHA TSEDU

court. Van den Bergh was not in court.

The prosecutor told her and her attorney, Mr R Ramagwedzha, to inquire from the investigating officer, who told them the docket was with his seniors.

Police spokesman Lieutenant B de Klerk said the attorney-general had declined to prosecute.

He confirmed there had been a Brigadier du Plessis in the Venda police at the time Van den Bergh allegedly mentioned him as his protector.

Du Plessis left the Venda police at the end of December. De Klerk denied that the case had been dropped because of his alleged influence.

He said police investigated each case without fear or favour. Another white man who had assaulted a worker would appear in court soon after the attorney-general had ordered a prosecution he said.

B/pay 6/3/92

### Venda stays away

ONLY senior Venda government officials reported for work yesterday at the start of a two-day stayaway to demand the dismissal of councillor Gilbert Ligege.

Nineteen organisations, including the ANC, SACP, Sabta and Nafto, arranged the stayaway, saying Ligege was undemocratic and arrogant. (114)

In the capital Thohoyandou, only a handful of businesses were opened yesterday and a few taxis, which Sabta said were "radicals", operated until noon.



# Many in Venda heed work stayaway call

By Willy Mashau

STAR  
6/3/92

THOHOYANDOU — Hundreds of people, including Venda civil servants, stayed away from work in the capital yesterday after a call by 19 organisations for the dismissal of Councillor for Agriculture and Forestry, Headman Gilbert Ligege.

Mr Ligege has been accused by the 19, which include the ANC, SACP and Southern African Black Taxi Association, of

being undemocratic and arrogant.

One of the organisers of the stayaway, the Rev O T Malindi, said yesterday he was satisfied with the strength of the stayaway, which is due to end today.

Only a small bus company in which Venda military leader Brigadier Gabriel Ramushwana allegedly has shares was operating.

In the capital Thohoyandou, only a handful of businesses were opened and a few taxis, which Sabta said were "radicals", operated until noon when people who had come to work left for home, leaving the town centre deserted.

Heavily armed security forces who had been deployed at all major centres since early morning patrolled shopping centres in Thohoyandou.

A few pensioners, some in

wheelchairs, gathered to collect their pensions at a pay point in the town, until someone informed them that civil servants were on strike and they would be informed of an alternative collection day.

Many civil servants The Star spoke to were angry at a statement by government spokesman Lieutenant Brian du Toit that they would lose pay from yesterday to Sunday if they did not go to work.

## Mass action call in Venda (114)

MASS action is looming in Venda following this week's stayaway call to pressurise the homeland administration to dismiss a senior official.

The ruling Council of National Unity's GM Ligege, also an agricultural councillor, stands accused of disrespect, arrogance and of being "terribly undemocratic". The battle for his political life intensified at the beginning of February when political, labour and religious organisations resolved that he should be removed from the council. *CIPRES 8/3/92*

### Teacher pay - R1.67 or R26 000

SCHOOLING in Venda will come to a halt this week when thousands of teachers flock to Makwarela Stadium to discuss "salary irregularities".

Some teachers reportedly received salaries of as little as R1.67 last month, while others got as much as R26 000. ~~2325~~ (114)

Homeland education Director-General AK Madzaga said he could not comment on the huge discrepancy as cheques were printed by the finance department. CIPren 15/3/92

# Writer 'threatened by Venda leader'

By Dirk Nel  
N Transvaal Bureau

A freelance journalist who contributes to The Star, Willie Mashau, was allegedly threatened by Venda leader Brigadier Gabriel Ramushwana and his personal secretary, Captain Tuwan Mukhuba, after a report about a two-day stay-away in the territory.

The report, published in The Star on March 6, said the stayaway was supported by 19 organisations, including the ANC.

Mashau said his house was searched by four soldiers last Monday and his telephone was allegedly tampered with on Tuesday.

The Star is to take up the matter with the Venda authorities.

Last Wednesday, Mashau was questioned by the police.

Venda press liaison of-

ficer Lieutenant-Colonel Brian du Toit said he was unable to discuss the matter with The Star but would later talk about "certain problems which have emerged" in connection with Mashau.

A statement issued by the Media Workers Association of South Africa objected strongly to the manner in which Mashau had allegedly been treated, saying it regarded this as a violation of press freedom.

Meanwhile, Brigadier Ramushwana's office has denied that the journalist was threatened in any way.

Mashau said he had experienced difficulties over a period of time with the Venda leader's office — which had repeatedly refused to give him press releases — and in obtaining comments from Brigadier Ramushwana on important issues.

# Pupils suffer in pensions fight

Sowetan 23/3/92



**WHEN two elephants fight, so the saying goes, it is the grass that suffers.**

This expression seems to epitomise the clash between teachers and the education department in Venda, where innocent schoolchildren have been caught in between a fight over pensions.

And as the grass of this equation, schoolchildren, who were recently bombarded from all sides to be serious about their schooling and to stop unnecessary boycotts, find themselves alone at schools as teachers attend one meeting or another over the pension issue.

The spark in the controversy was provided by a decision of the ruling military council to privatise the civil service pension scheme. All monies were invested into four insurance companies without consulting the contributors.

## Rumours

Rumours started flying around that the military council had withdrawn the pension money and was to use it to finance white companies friendly to military leader Brigadier Gabriel Ramushwana.

More rumours followed that other juntas in the Transkei and Ciskei had abused the pension fund in those quasi-states and depleted them. The concern in this was not only restricted to teachers but to all civil servants.

The South African Democratic Teachers Union (SADTU) called a



By MATHATHA TSEDU

meeting on Tuesday at the Makwarela Stadium which was attended by about 3 000 teachers.

While other issues such as recognition and nepotism and related issues were also tackled, it was the pension issue that drew a lot of comment.

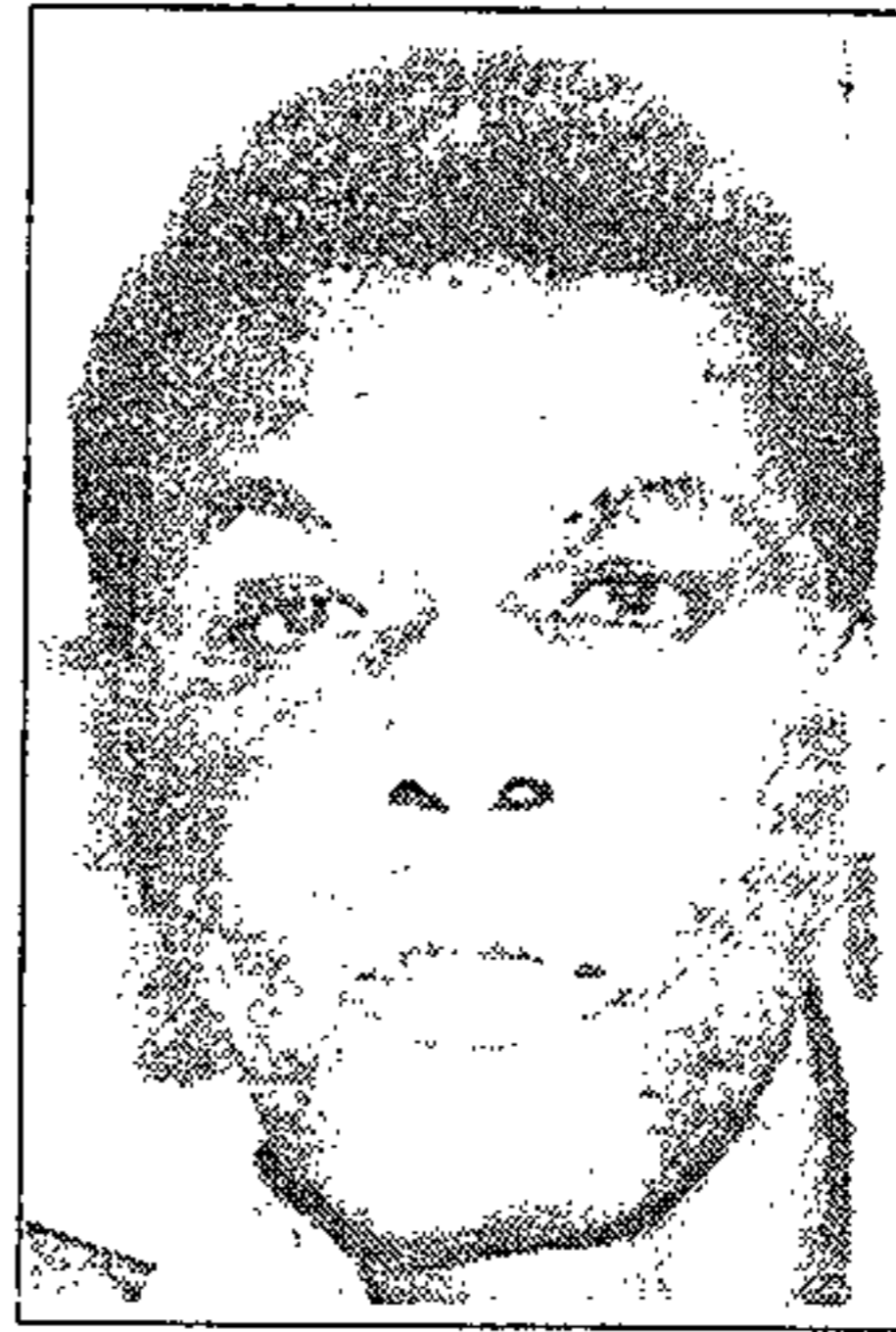
## Invest

The teachers resolved that because they could not trust the junta any more with their hard earned savings, all their pension money should be paid out by April 30 and given to each teacher who would then decide what to do or where to invest the money.

Education department director-general Mr AK Madzaga said on inquiry that he was not fully briefed about the pension issue. He was aware that it was being privatised but had no details.

"Some officials of our department attended a seminar on the matter early this month and they are going to go out this week and next week to explain to teachers what is afoot.

"When you talk about pension you are talking about a man's soul and each one has to be explained to



**BRIGADIER GABRIEL RAMUSHWANA**

and be given a chance to ask question and decide for himself," he said, confirming that these meetings with his officials would disrupt schooling.

Asked how the department, that had always accused teachers of disrupting schooling by calling meetings during school hours, could explain its activities, Madzaga said some teachers have to travel long distances to the meetings and if the meetings were after school, they would reach home very late at night.

"We have to sacrifice," he said. Chief government spokesman Colonel du Toit said the decision to privatise pensions was to safeguard the fund as it was a strong fund.

He refused to be drawn on the allegations of bankruptcy in Transkei and Ciskei, but denied emphatically that his council had

already misused the money. Du Toit said the scheme was good in that every civil servant has the right to choose which institution his/her money should be invested in.

He said own contributions plus employer contributions as well as accrued interest would be paid out to an institution of the contributor's choice and invested for at least ten years.

Further contributions from now onwards would go into a provident fund. However any civil servant who wants to proceed with the present scheme would still be allowed to do so, he said.

## Retirement

Du Toit ruled out payments to teachers directly and said the money would have to be paid into a fund where the contributor would not have access for at least 10 years, save for those who would reach retirement before that 10 years.

And as the battle over pensions rages, school children are left to themselves in schools. Come year end, low pass rates and the outcry about lack of facilities, breakdown in learning culture and so on and so on.

While these accusations may be valid in this particular instance, the disruption of schooling by both teachers and the department was due to a bungling by the military council, which tampered with people's savings without consulting them.

And this in a time of negotiations and consultations. Will people ever learn?

# Up pens down chalk

By MOSS MAMAILA

A RELAY-RACE boycott of lectures was in progress at the University of Venda this week when lecturers embarked on a boycott barely hours after the students had suspended their week-long boycott.

While students downed pens demanding the dismissal of Professor SP Olivier, who they accuse of racism, the staff vowed not to teach until the campus was free of student intimidation.

The staff association stated that they had noted with horror and disgust the use of violence against academics, and had resolved to boycott lectures.

The university's public relations director, Rufus Kharidza, confirmed that classes had been brought to a halt.

Approached for comment, Dan Leshaba of the SRC said the student body had called off the boycott because the 34 students – whose admission problems also fuelled the strife – were finally registered.

Asked why the students insisted Olivier should go, Leshaba said the professor had a negative attitude towards the SRC, and his influence at four decision-making committees at the university was to the disadvantage of the students.

# Schools halt as tutors meet

*Sowetan 2/4/92*  
SCHOOLING was disrupted at Thohoyandou in Venda yesterday when teachers left their posts to attend a meeting called by the local branch of the SA Democratic Teacher's Union (Sadtu).

Sadtu spokesman Mr Clive Dyer said the meeting focussed on the teachers' pension fund.

Teachers were demand-

*114*  
ing that their pensions be paid out following the decision by the Venda government to privatise the civil servants' pension fund.

By noon yesterday schools at Thohoyandou were deserted with hundreds of people lingering in the streets.

Condemning the action, an Azanian Student Movement spokesman, Tendani

Muridili, said his organisation deplored the disruption of classes.

"Teachers as responsible people should have realised that the continuous protest against the authorities during school hours only impacted negatively on our final examination results. They should avoid at all costs the breeding of illiteracy." - *Sapa*.





new heights when  
the show at Zinzi's  
at the Mandelas  
est list read like a  
Pic: FANIE JASON

## 'Colour blind' principal ousted

By MOSS MAMAILA

CP/11/514/92

THE white principal of the Dimane Agricultural High School in Venda has lost his post because he was "colour blind", City Press was told this week.

HK Theron's sudden withdrawal from the school has angered pupils who boycotted classes on Tuesday, demanding his immediate reinstatement.

A source, who requested not to be named, said trouble started a while ago when some white teachers complained to the SA Embassy in Sibasa that whites were not accorded special privileges.

One teacher said: "The main problem here is that these whites want separate toilets and a whites-only staffroom to keep racial barriers between the staff."

Theron, a seconded official, was recalled to Pretoria where he was told that the Venda Education Department had requested his withdrawal from Dimane.

The principal checked with the homeland authorities and found no such request was ever made.

Describing Theron as a good administrator, vice principal Moses Monyai said pupils and teachers had now lodged a complaint at the Thohoyandou Circuit office. Venda's Director General for Education, AK Madzaga, said the grievances would be referred to the relevant SA authorities. He expressed the possibility that Theron would be reinstated.

Attempts to reach a spokesman for the SA Embassy proved fruitless.

make it as !



# Eight get 'raw deal in Venda'

By MOSS MAMAILA 114

EIGHT social workers who were appointed at the beginning of the year by the Venda department of Health and Welfare were not paid for three months, it was claimed.

When the social workers inquired why they had not been paid, the authority said they had not been formally appointed.

Admitting the social workers had not been paid since assuming their duties on January 2, chief government spokesman Lt Col Brian du Toit said: "I will bring this to the attention of the Brigadier (Gabriel Ramushwana)."

The social workers, who were government bursary holders, said they had been dealt a raw deal. They had turned down other employment opportunities because their bursary contracts stipulated that they should work as civil servants for at least two years. The government had broken their part of the contract.

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# Venda frees public servants' pensions

114  
S/Times (BASS) 21/6/92

THE Venda government has issued a proclamation to allow its 24 000 public servants to remove their pensions from Venda's estimated R1-billion state pension fund.

Hundreds of insurance salesman are said to have converged like vultures on Venda to grab a share of what is called the portable pension business.

The legal changes allow Venda's public servants to convert their pensions into tax-free growth investments. Some of these investments allow immediate access of up to 90% of the investment.

Observers say the move is ahead of the reincorporation of Venda back into SA.

It is mind-boggling that

By CIARAN RYAN

someone could recommend this course of action given the current situation in southern Africa," says Old Mutual assistant GM pensions, Louis Holtzhausen.

In terms of a proclamation issued in Venda on February 14, public servants have the choice of remaining within the Venda state pension fund or investing accrued benefits in a fund of their choice, provided it is another retirement investment.

The scheme has a July 31 cut-off date for converting the state pension into a portable pension.

"Between 300 and 500 insurance agents are scouting Venda for this business," one insurance broker said.

A second proclamation in Venda on May 8 stated that those taking advantage of the new scheme have to immediately rejoin the state pension fund once the accrued benefits had been removed.

But insurance experts have predicted disaster for the Venda state pension fund. The scheme is seen by some as simply a method of allowing employees to cash in their pensions — although this is specifically precluded in the proclamation. But the system is said to be riddled with loopholes.

Those taking their pensions out of the fund will be able to avoid incorporation with SA state pension funds which are heavily underfunded. One Cape Town insurance company says Venda's pension fund is fully funded.

"Employees will be able to access their pension funds well before retirement age," says an insurance manager. "There is the danger of mismanagement by the individual. Then they are required to rejoin the state pension fund, which will be under-funded."

An insurance broker in Venda says most public servants are opting for growth plans, which allow a pension to be cashed in tax-free after 10 years.

Venda state pensions, like those of SA, are not subject to the Pensions Fund Act, and all lump sum payments are tax free. Therefore, there is little tax benefit to the scheme. But it puts much of Venda pension fund money beyond the reach of a future government.

Tshilidzi Madima, head of the homeland's pension funds, confirmed that changes had been made to the law governing pension funds, but was reluctant to comment further.

**NEWS** Back-pay for workers • Mercy

# Pay fixed to prevent protests

Sowetan 9/7/92.

■ **EDUCATION UPDATE** Teachers

salaries backdated after strike threat.

By Don Seokane

**V**ENDA MILITARY leader Brigadier Gabriel Ramushwana yesterday announced salary increases for teachers and other government employees in a bid to avert impending strikes by civil servants in the homeland.

The salary increases follow mounting protests by civil servants over a row involving pension funds. They had threatened to start a general strike and sit-ins at government offices.

Percentages of increases had not yet been released by yesterday. But the homeland's Radio Thohoyandou said they would be in keeping with those of public servants employed by the central government.

The report said salaries of general assistants would also be adjusted, but that the pay of directors and directors-general had still to match those of their counterparts employed by South Africa.

Venda government spokesman Colonel B du Toit said teachers' pay hikes would be backdated to July 1 while other adjustments would be from August 1.

Meanwhile, a delegation representing five trade unions in the homeland was yesterday locked in a meeting with Ramushwana discussing demands presented to the government last Thursday.

The demands include that pension funds be accessible only to contributors and the issuing of leave days and salary advices.

The demands were a part of resolutions adopted by about 15 000 government employees who threatened to go on a general strike.

## Police warning on Sebokeng

STRANGERS of all races are warned to stay away from the violence-torn township of Sebokeng near Vereeniging. *Sowetan 10/7/92* (248)

Witwatersrand police spokesman Captain Eugene Opperman said yesterday that violence in the township had escalated to such an extent that it had become a danger area. - Sapa.

## Clegg home for concert

AN exhausted Jonathan Clegg, leader of the band Savuka, arrived yesterday from the United States to prepare for the group's four appearances at the Sun City Superbowl.

They are due to perform at the Bophuthatswana venue on July 18 and 19 and on July 24 and 25.

"It is really hard to feel ready to go up and about after a 22-hour flight," he said after walking through the customs enclosure at Jan Smuts Airport.

- *Sowetan Reporter*

## Cops bicker over fees

ABOUT 230 black policemen at Vosloorus barracks have threatened to go on strike if huge deductions from their pay for food are not stopped. *Sowetan 10/7/92*

The policemen said they were told that they "eat too much" when they complained about the deductions to a senior officer at the barracks.

## Mandela 'no' to talks

AFRICAN National Congress president Mr Nelson Mandela yesterday rejected President FW de Klerk's call for urgent face-to-face talks about the crisis in the country. *Sowetan 10/7/92*

"We would sit down to do no more than haggle about what should constitute the agenda of such talks, rather than the serious business of taking our country to a democracy and developing firm foundations for curbing and eliminating violence," Mandela told a packed international news conference in Johannesburg.

## Appeal to civil servants

Following mounting tensions involving pension funds, Venda's military leader Brigadier Gabriel Ramushwana has appealed to embittered civil servants to act rationally. *Sowetan 10/7/92* (114)

During a meeting with a delegation of trade union leaders this week, Ramushwana agreed to a demand that pension funds should be made available to contributors only.

## Venda at standstill in pension protest

VENDA was brought to a standstill this week when public servants went on strike to protest against changes to the homeland's pension scheme.

The Venda Government changed the law to allow 24 000 public servants to convert their pensions into other retirement forms. Insurance sources say senior public servants are trying to cash in their pension funds ahead of the homeland's reincorporation with SA. (114)

The strike was started by public servants aggrieved at the way in which the pensions benefits were being paid out. Older employees are receiving higher payouts than younger employees with the same length of service and contributions. (114) (BUS) 19/7/92

The government halted transfers from the State pension funds this week to resolve the dispute. Up to 500 insurance agents are scouting for business and millions have been funnelled out of the funds.

The two Venda pension funds are worth R780-million and are fully funded, and there are fears that pensions will be amalgamated with underfunded SA state pension funds.

## Civil servants protest 114

Civil servants took to the streets of Thohoyandou yesterday in protest against the recently announced privatisation of pensions in Venda. About 15 000 workers attended a mass meeting organised by a united front of the Venda Public Servants Union, SA Democratic Teachers' Union, Post and Telecommunications Workers' Association and the Black Teachers Convention.

STAR 3/7/92

**Principal joins the march** *clip 9/18/92*

IN an unusual protest march, University of Venda principal Prof PW du Plessis led the university community to the government buildings with SRC president Jason Ngobeni where they petitioned the authorities to dissolve the "undemocratic" council.

The university community charged that the university council should be dissolved peacefully before it permanently ruined the institution. (114)

# Row looms over Venda pensions

Sowetan 14/12/92

(114)

**Crisis committee's report during workers meeting foiled by police:**

**Sowetan Reporter and Sapa**

CONFRONTATION looms in Venda today as about 20 000 civil servants converge on the main government buildings to hear a report-back about the pension scandal. A similar attempt on Friday was foiled by police who disrupted the meeting.

At today's proposed meeting a crisis committee set up to investigate a pension scheme proposed by the homeland government is scheduled to report its findings.

Venda Workers Coalition Committee spokesman Mr Sam Muvhango warned yesterday that if police disrupted today's meeting or prevented the report from being delivered, civil servants would embark on a sit-in in the government buildings.

In April Venda leader Brig Gabriel Ramushwana's privatisation of the pension funds scheme was rejected after civil servants discovered maladministration and discrepancies, and that the military ruler and six of his top officials had become instant millionaires.

"Ramushwana is making a mockery of the pension fund contributors and that in itself is unacceptable," Muvhango warned.

Venda is abuzz after Friday's disruption and allegations are rife that Ramushwana stopped the meeting because he is scared of what the report may reveal.

But sources close to the committee said the report would contain nothing much.

"We have appointed several sub-committees and these have not yet completed their investigations. The interim report is simply to keep people informed," the source said.

It is believed the need for a meeting stems from the discernible disgruntlement of workers, who see their representatives driving in luxury government vehicles, while they do not get any feedback on the investigation.



# Cops fire teargas at civil servants

Sowetan 15/12/92

(114)

VENDA police fired teargas at thousands of civil servants who had gathered outside the government buildings yesterday morning to protest against the privatisation of their pension fund scheme.

At least three people were injured during the incident, according to Mr Joseph Silinda, a spokesman for the Public Workers Coalition Committee (PWC).

Pandemonium broke out after 500 heavily armed police officers fired teargas into the crowd.

Police also teargassed a nearby shopping centre where many protesters had

## ■ Protest against privatisation of pension scheme by Venda:

taken refuge. A police source said security force contingents had been deployed at the Shayandima, Sibasa, Makhado and Mutala centres to prevent more gatherings. A curfew may also be imposed.

PWC chairman Mr Sam Muvhango said teargas canisters were fired into the crowd before negotiations with the police could take place.

Police spokesman Captain Benno de Klerk said they were forced to use teargas because the meeting was illegal. He said the civil servants refused to

heed several requests to disperse.

De Klerk denied that police used dogs to disperse the crowd.

Yesterday's gathering was a follow-up to last Friday's mass meeting which was called off after police gave the crowd five minutes to disperse. The PWC was to report on its investigation into the privatised scheme which was introduced by Venda's military ruler, Brigadier Gabriel Ramushwana, in April.

Silinda condemned the police action and said: "When the people demanded to go into the government building yard,

**NEWS** Venda leader's bonanza • PAC to meet Government

# Venda's public servants become instant millionaires

*Sowetan 10/8/92*

(114)

By Mathatha Tsedu

**■ PENSION WINDFALL** Ramushwana, top

officials pockets R15-m from pension scheme:

**A** SCHEME TO PRIVATISE the Venda Civil Service Pension has resulted in at least seven public servants, including the military leader, Brigadier Gabriel Ramushwana, becoming millionaires overnight.

A Sowetan investigation has also revealed that foreign teachers, councillors in the military junta and other non-contributors to the fund were also allocated nearly R15 million.

The enrichment comes after the Venda government revised its formula for calculating pension benefits.

Widespread resentment by civil servants and teachers to what is seen as a self-enrichment scheme by leaders led to a two-day work stayaway last month.

This ended with an undertaking to review the calculations.

Ramushwana allegedly denied to worker representatives that he had received more than R1 million.

He said he had only received R10 000. But *Sowetan* has documentary proof that he got R1,2 million.

**Got millions**

In an exclusive interview with *Sowetan* last week, Ramushwana confirmed the figure and said he was satisfied that those who got millions, including two policemen, were entitled to the money in terms of the formula used to calculate the benefits.

The calculations do not take into account the person's own contributions and that of employers, but only the latest salary notch, the age of the contributor and the years of service.

Thus Ramushwana, who was until two years ago a mere senior soldier, but who today earns about R185 000 a year, ends up a millionaire because of his pension benefits.

Civil servants have formed a coalition of unions and staff associations which has briefed an attorney to look into the validity and legal standing of the method used to calculate the benefits, according to the chairman of the coalition, Mr Alidzulwi Muvhango.

**To report back**

These experts are to report back within the next two weeks, after which proposals will be made to the government of how the pension benefits should be calculated.

In terms of the present figures, Ramushwana received R1,24 million and deputy commissioner of police, Major General PJ Nembambula, R1,18 million.

Former chief of the security police and now councillor for law and order, Major General Gerson Tshamano Ramabulana, got R1,15 million.

Some of the 75 foreign teachers received R82



TG Rambulana



PJ Nembambula

**‘ Ramushwana, who was until two years ago a mere senior soldier, but who today earns about R185 000 a year, ends up a millionaire because of his pension benefits ’**

000 each even though they did not contribute to the fund.

The total amount paid to these teachers is R2,37 million.

A councillor who retired years ago from the civil service and returned after the coup was said to have received more than R800 000 but *Sowetan* could not verify this.

Explaining the matter, Ramushwana said those who received more than R1 million, like himself, were entitled to the amounts in terms of the formula used.

He said allocations done to non-contributors

were errors that had been detected before the money was given out, but clerks dealing with the transfers said this was not so.

The clerks said the transfers had already been done but *Sowetan* has been unable to verify this one way or the other.

Ramushwana said the privatisation of the pension was designed to safeguard contributions in view of the impending reincorporation of the bantustan into South Africa.

He said the formula was designed by a firm of actuaries to calculate the benefits.

In terms of this formula, people of differing ages who started working together and earned the same amount and contributed equally end up with the older person getting more money.

However large scale discrepancies even in terms of this formula have been found to exist.

● See page 11

**Tomorrow**

● The full list and some pictures of the new millionaires and all those who received over R500 000.

# Millionaire pensioners

Sowetan 10/8/92

114

■ **HUGE PAYOUTS** Venda ruler instant millionaire after privatisation of homeland's pension scheme:

HOMELAND leader Brigadier Gabriel Ramushwana and six other Venda government employees are today millionaires after the privatisation of the pension scheme in the homeland, a *Sowetan* probe has revealed.

Foreign teachers and members of the military council who did not contribute to the fund have received nearly R15 million.

Some of the "millionaire" beneficiaries include the councillor for law and order, Major-General Gerson T. Ramabulana, and the deputy commissioner of police, Major-General PJ Nembambula.

Thousands of labourers who did not contribute to the fund have also benefited.

**See story page**

**2**

# Venda's instant pension millionaires

STAR 10/8/97

114

Homeland leader Brigadier Gabriel Ramushwana and six other government employees became millionaires overnight after the privatisation of the Venda Civil Service Pension scheme, the Sowetan reports today.

Foreign teachers and members of the military council who did not contribute to the fund have received nearly R15 million. Beneficiaries include the councillor

for law and order, Major-General Gerson T Ramabulana, and the deputy commissioner of police, Major-General P J Nembambula, according to the report.

The report says thousands of labourers who did not contribute also benefited.

Brigadier Ramushwana says he received only R10 000. The Sowetan says it has proof he got R1,2 million.

— Staff Reporter.

# Pension squabble

Sowetan 11/8/92

■ **LUCKY SEVEN** Opposition grows among

members of the Venda civil service:

114

FIERCE opposition is growing among Venda's junior civil servants to the "pension rip-off" in which the homeland's leaders have become overnight millionaires.

Among the main beneficiaries of the privatisation of Venda's state pension fund are the "Lucky Seven" who include the head of the homeland's military junta,

Brigadier Gabriel Ramushwana. Teachers, clerks and postal workers have formed a coalition of unions to fight the implementation of the programme.

A war has also erupted between insurance companies which are battling for business arising from the privatisation of the pension fund.

**See story page**

7

# Venda defends its pension scheme

B/PAY 11/8/92

TIM COHEN

PRETORIA — The Venda government yesterday defended itself against charges that the privatisation of its pension scheme would result in the top seven civil servants becoming instant millionaires.

The privatisation scheme was a completely above-board and professionally designed exercise which would not result in any civil servants getting cash payouts, government spokesman Col Brian du Toit said yesterday.

He was reacting to a report in the Sowetan newspaper which stated that seven civil servants would receive payouts of more than R1m as a result of the privatisation process.

The fund has 24 000 contributors and a total value of R780m. The highest beneficiary will be the territory's military leader, Brig Gabriel Ramushwana, whose share of the scheme amounts to more than R1,2m.

The government's decision to privatise the scheme was sparked by fears about the consequences of reincorporation into SA as well as a desire to make it more flexible.

It is believed that senior civil servants feared they might lose their fund contributions on reincorpora-

tion, or that Venda's financially sound fund might be merged with others in the region whose financial status was in doubt.

Du Toit said civil servants were given the choice of remaining with the fund, converting their share of the fund into retirement annuities or converting their shares into investment packages. The formula for calculating what share of the fund each civil servant would be entitled to was devised by a reputable firm of brokers, mainly in terms of current salaries.

There was therefore nothing underhand about the scheme, Du Toit said, pointing out that the fund consisted primarily of contributions made by civil servants.

The Sowetan's report that non-contributors to the fund also would benefit from the scheme was incorrect, he said. The error arose because a list of salaried state employees had been used for the initial calculations, whereas not all employees were contributors. The error had been rectified, he said.

The scheme was announced about three months ago and most civil servants had already chosen which option they intended to follow.

# Insurance companies meet Venda unions

By Thabo Leshilo  
Labour Reporter

STAR  
12/8/92

114

Several insurance companies named in the battle for the privatised multimillion-rand Venda government insurance fund met the coalition of unions representing government employees disaffected by the scheme yesterday.

Coalition chairman Alidzulwi Movhangu said he had asked the companies not to get involved in the scheme or side with the Venda government.

The Venda government promised the companies a stake in the scheme provided they made policy-holders sign declarations not to take part in strikes.

The companies had agreed to do so to get a share in the scheme, estimated to be worth between R400 million and

R780 million and said to be administered by Sanlam.

The coalition, comprised of organisations aligned to the ANC and Azapo, have forced the military government to postpone the implementation of the new scheme, which allegedly turned seven top officials, including military ruler Brigadier Gabriel Ramushwana, into instant millionaires.

Sanlam spokesman Kallie Erasmus denied that the privatised scheme had been suspended pending investigations into irregularities.

The Sanlam head office in Cape Town said it would release a statement today.

Venda government spokesman Colonel Brian du Toit had not responded to an inquiry by The Star at the time of going to press.

## NEWS IN BRIEF

### Row over pension fund

FINANCE companies jostling for a share of the newly privatised Venda government pension scheme have been called to a meeting by dissatisfied public servants and trade unions. (114)

The assurance company controlling the R400m pension scheme confirmed yesterday that the scheme had been suspended pending investigations into data on scheme members.

Military ruler Gabriel Ramushwane — whose own pension benefits exceed R1m — said he was prepared to appoint an independent investigation.

### Kaunda detained

POLICE detained Zambia's former president Kenneth Kaunda for several hours on Monday in Chadiza, allegedly for holding an illegal meeting. He was campaigning for his son Panji in a parliamentary by-election.

### Victim of recession

A JOHANNESBURG panelbeating firm which fell victim to the recession was placed under final liquidation in the Rand Supreme Court yesterday with debts of R2,6m.

Auto Tecnica Panelbeaters and Spray Painters CC member Manuel Pereira Henriques said the business had been undercapitalised from the start in 1987 and that it had been severely affected by the recession.

# Motor assemblers, union strike deal

B/DAY 12/18/92.  
THE motor assembly industry would be returning to full production today after an agreement between employers and National Union of Metalworkers of SA (Numsa) negotiators, it was announced yesterday.

Motor industry national bargaining forum chairman Fred Ferreira said while some minor issues had yet to be resolved, employers and trade unions had reached an agreement in principle on Monday night.

As a consequence, striking workers would return to their jobs today. He added that full details of the agreement would be released on Friday.

Production at most motor assembly plants had been severely disrupted since Numsa's estimated 15 000 members walked out on Monday last week. Of the five major car companies, only Toyota managed any production last week, after a separate agreement with Numsa.

Mercedes-Benz's 2 700 workers had returned to work on Monday this week, a spokesman said.

Meanwhile, Sapa reports that Seifsa director Brian Angus estimated yesterday that 80 000 workers had downed tools in the engineering industry. Major engineering companies said the impact of the strike, begun by Numsa on Monday last

week, had varied from plant to plant.

Isacor and Highveld Steel & Vanadium reported full production schedules after separate in-house agreements with Numsa. But Siemens and Altech experienced disruption and closed some factories.

Police arrested 104 protesting metalworkers in Middelburg on Monday. Alpha Metals employees were protesting against dismissals at the plant and were arrested for hindering traffic and failing to disperse.

Numsa negotiators and Seifsa met last night and the union had modified its pay increase demands from 20% to 16%, Seifsa spokesman Brian Angus said.

Numsa national organising secretary Bernie Fanaroff refused to comment on the meeting last night.

He was earlier quoted by our Durban correspondent as saying the meeting was crucial because it would act as an indicator, whether the strike was resolved or not.

The union's engineering sector members were demanding a R2 across-the-board or 25% an hour increase, whichever was greater. The employers' counter offer was an 8,6% pay increase. Fanaroff said the union wanted employers to implement a moratorium on retrenchments.

ADRIAN HADLAND



# Venda leader <sup>(114)</sup> defends fund

ST 19/2 13/8/92

By Thabo Leshilo  
Labour Reporter

The Venda military government yesterday denied allegations of corruption in the privatisation of Venda's civil service pension fund.

Military ruler Brigadier Gabriel Ramushwana is prepared to appoint a commission to investigate the matter.

He said the changes in the Venda Civil Service Pension Fund were done "to the benefit of all civil servants".

Its implementation was recently postponed following fierce opposition after it was reported that it had turned Brigadier Ramushwana and six other top officials into "instant millionaires".

Brigadier Ramushwana said the calculations used by the independent firm of actuaries was the same used in the existing fund.

He said that, in the past, certain high-ranking Venda civil servants who had retired had received pension benefits in excess of R1 million.

Brigadier Ramushwana denied that government workers who did not contribute to the fund would also benefit from the new scheme.

# Resign, officials told

Sowetan 17/8/92

By Abbey Makoe

■ MASS MEETING Venda public

1/4

**P**UBLIC servants in Venda are to march on Wednesday as part of a campaign to oust government officials who are implicated in a controversial pension fund scheme.

The decision was taken at a mass meeting held at the Univen Stadium at Thohoyandou on Friday.

Mr Ike Mudau, a spokesman for the Venda Public Servants' Union (Vepsu), said the move to get officials to resign follows the government's failure to immediately stop all current and previous transfers of pension funds to "dubious

servants march over transfer of pensions:

beneficiaries".

Among the demands made to the homeland's strong man, Brigadier Gabriel Ramushwana, were:

- That the Finance Department and Civil Pensions Department retrieve all pensions already transferred and relocate them for a fair and equitable distribution.

- That the Finance Department stop coercing people to transfer wrongly calculated pensions and;

- That the department refrain from bashing the union.

Following on *Sowetan's* recent disclosures that government officials, including Ramushwana, had become instant millionaires as a result of the privatisation of the public service pension fund, public workers have added some of their old grievances to the latest demands.

Vepsu said it had given the government until tomorrow to register so-

# Venda recognises Sadtu

Pupils Forum [in New Nelson]

114

☆ Vanda education planner signs recognition documents

218-271817  
THE Vanda Education Department (VED) granted official recognition to the South African Democratic Teachers Union (Sadtu) last week.

Sadtu representatives were informed about this decision during a meeting which was held at the head office of the VED this month. Vanda's chief education planner, R Mathivha pointed out that the union would have to register in terms of the Labour Relations Proclamation 1991. It was also agreed that the Dispute and Grievance procedure would be worked out as part of the final agreement. But the union remains banned in Lebowa, where Sadtu represents over 5,000 teachers. The union's banning was proposed by Sheshago member of parliament I Moloko. He said that the union was recruiting members throughout the country and that it should not be given recognition in terms of the Lebowa Public Service Act No 2 of 1978.



Meetings: Sadtu members at a congress held in Johannesburg last year

W/Mand 2/18 - 2/18/92  
**EDUCATION**  
**'Historic milestone'**

■ THE Venda government has recognised the South African Democratic Teachers' Union (Sadtu) as the collective bargaining representative of its members in the homeland. In a joint statement, the parties described the agreement, concluded on August 13, as an "historic milestone".

Sadtu has said a national teachers' strike seems "inevitable" if other education departments do not accord the union recognition and refrain from harassing its members. Sadtu alleges that its leadership in Gazankulu, the western Transvaal, Free State, Soweto, Ciskei and Dordrecht have been expelled or suspended for participating in union activities, and that the kwaZulu education department refuses to meet to iron out teacher demands.

# Fury over Venda pension scam

By MOSES MAMAILA

114

"THIS is the road that separates paradise from hell," said a protester as thousands of Venda civil servants marched on the government buildings in Thohoyandou demanding the halting of the privatisation of the pension fund.

The protester was referring to the main road which divides the luxurious official houses of top government officials - including that of the head of State - from the huts of the poverty-stricken Miluwani village.

"The future looks bleak for this village as well as most of the other rural locations," he said, adding that he was a qualified teacher but was unemployed.

"Imagine, I cannot get work

even though I have a profession. What about these villagers who are unskilled?"

The march was one of the many endeavours by civil servants to pressure the government into meeting their demands.

The newly implemented scheme, which resulted in seven senior government employees becoming millionaires overnight has fuelled a widely held belief that the military government was no better than the previous regime in enriching its leaders.

Among the instant millionaires are the military supremo Brig Gabriel Ramushwana and the Deputy Police Commissioner Maj Gen PJ Nembambula who earned R1 249 790 and R1 182 264 respectively.

C/Prem 23/8/92

Following revelations that the privatisation of the pension fund favoured mainly top government officials, and that some beneficiaries did not contribute to the fund, civil servants have intensified their campaign to reverse the plan.

On Thursday this week civil servants vowed to stage an indefinite sit-in until Ramushwana halted the privatisation plan. They also urged him to reverse the fund that has already been privatised.

The homeland government has repeatedly said the privatisation was done in good faith, and that no outsider benefited from the fund as reported in the media.

Responding to the demand to halt the privatisation plan, Ra-

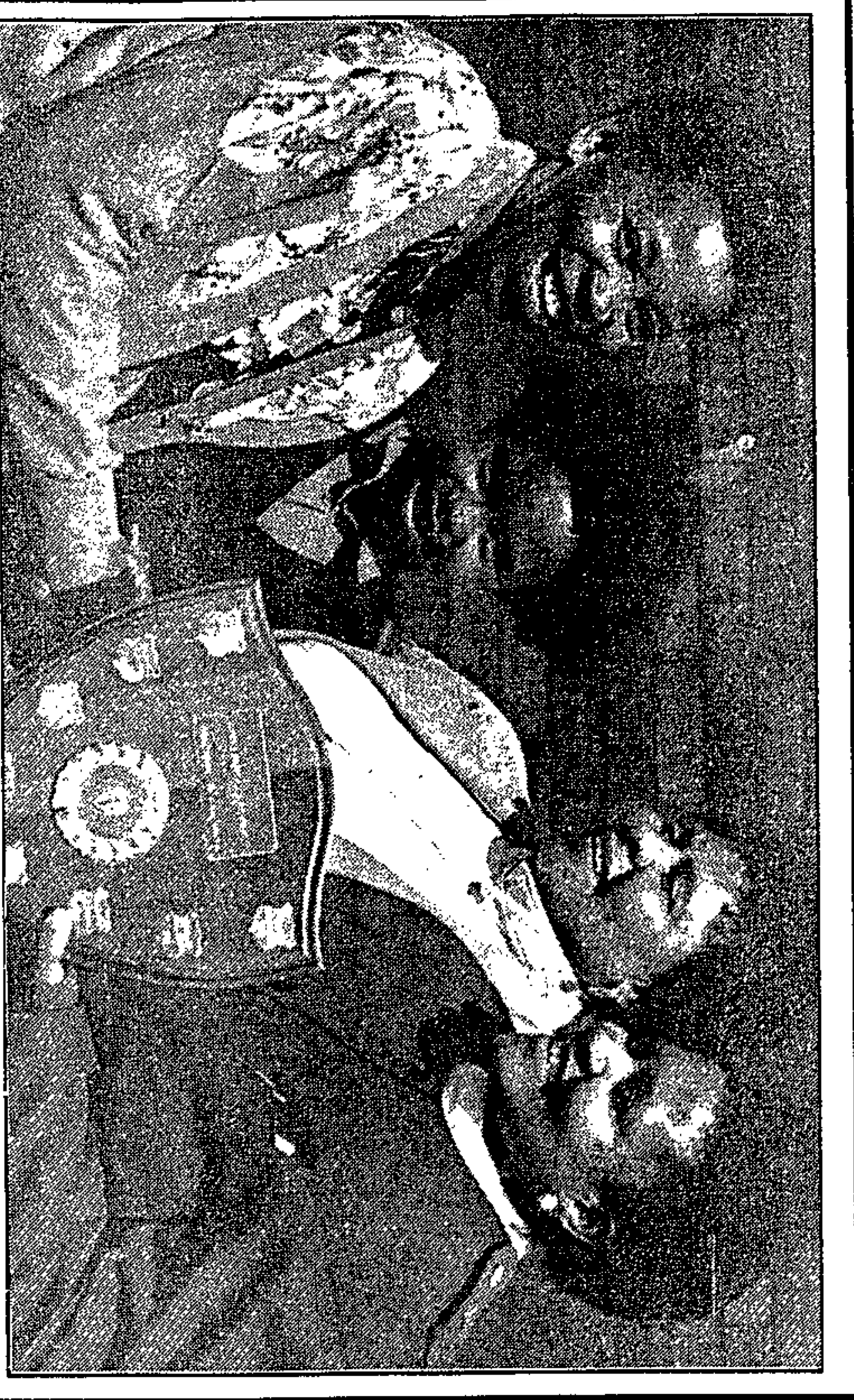
mushwana reportedly said that it was impossible to reverse the already privatised fund, saying that would mean breaking a contract with an insurance company.

But he gave an undertaking that he would halt those cases which were still being processed.

However, this response was strongly rejected by the workers who vowed to embark on a sit-in until their demand was adequately addressed.

Chanting "pension, pension, tshandani" (pension should be delivered to our hands) and "mayibuye, ipension, mayibuye", the crowd who had besieged the government buildings marched to the South African embassy seeking the central government's intervention.

# NEWS Workers, homeland leaders reach agreement ● 'Dead' nurse alive after shooting



The principal of Ekujulen Lower Primary School, Mrs Selinah Nondovu, pupil Thabile Radebe, educationist Mrs Yvonne Ralitsela and Sister Malesala Phahla of Santa celebrate after the school pipped nine others in Sebokeng by collecting R1 888 for the South African Tuberculosis Association. Pic: LEN KUMALO

## Man kills family and himself

By Russel Molefe

A PENDING divorce case led a man to gas his three children to death before he hanged himself at Mahwelereng township near Polgietersrus. Lebowa police spokesman Major ML Tlornatsana said yesterday that Mr John

■ **Father gasses three daughters because of a pending divorce case:**

Al Marie Trust, Simon Mntsi (52) died instantly after being shot by unknown people at his home. Mntsi is the latest victim of the increasing crimes

of the guns were stolen or unlicensed. Meanwhile, a nursing sister, Mrs Caroline Mogale, who was reportedly shot dead by three youths demanding

## Venda's civil servants call off three-day strike

*Sowetan 26/8/92 114*

■ **Dispute ends as authorities agree to pensions' probe:**

By Don Seokane

THE three-day general strike by civil servants in Venda ended yesterday following a meeting of a workers' delegation with homeland leaders.

The meeting held yesterday discussed the furore over the transfer and calculations of pension funds that resulted in some cabinet ministers becoming instant millionaires.

The delegation, consisting of representatives of five trade unions in the homeland, agreed with the homeland administration that a commission of inquiry be established to probe all discrepancies existing in the civil service.

Delegation spokesman Mr Alidzunlwi Muvhango said the commission was empowered to be a custodian of workers' pension funds since part of the agreement with the administration was that the transfer of the funds to private companies be halted.

Muvhango said the process of redistributing the pensions would only begin after the commission had made its find-

ings. Chief government spokesman Colonel B du Toit confirmed in a statement that an agreement had been reached with union representatives.

Du Toit said the homeland's leader, Brigadier Gabriel Ramushwana, had agreed to the setting up of a commission of inquiry to investigate all allegations pertaining to the pension funds.

According to Du Toit, workers were expected to resume their duties yesterday. However, teachers are expected to be at work today.

The general strike, which started last Friday, had according to sources brought essential services and schooling in the homeland to a virtual standstill as workers demanded that their demands be met before they could return to work.

Discontent about the pension funds increased after *Sowetan* revealed that seven members of the ruling military junta became overnight millionaires after the transfer of pensions from the government to private pension companies.



## Pension fund strike ends

THOHOYANDOU — The leader Brig Gabriel Ramushwana agreed to a list of demands by striking public workers. (114)  
The week-long protest was temporarily resolved after Vanda's military

ended yesterday.

This was disclosed at a meeting attended by more than 20 000 Vanda government employees in Thohoyandou by Public Workers' Union chairman Sam Muvhango. 8/10/92

Ramushwana had undertaken to suspend immediately all pension transfers from the government pension fund to contributors.

He had agreed also that control and custody of all transfers already made and invested would revert to government until the problem was resolved. 26/8/92

Muvhango said all striking workers were expected to return to their posts today. However, if a permanent settlement was not reached by September 4, they would down tools again. — Sapa.

## PENSIONS

# Beware the Venda option!

FM 28/8/92

114

**Parliamentarians**, unlike civil servants, do not have a pension fund — only a pension scheme which is funded on a pay-as-you-go basis. Understandably, some of those who have the required years of service want their futures secured against the possibility that a future government will put a cap on their rights. It is to be hoped they will, in any scheme that may be adopted, avoid the type of fiasco that has taken place in Venda.

The Venda government this year decided to end its civil service pension scheme, which is fully funded, in anticipation of being drawn back into a greater SA, where the civil servants' scheme is only 40% funded. In doing so, government officials created a model for how not to wind up a scheme and allowed loopholes which would put large sums of cash — not genuine retirement benefits — in the hands of members.

Sanlam, which is one of three managers of Venda's fund, has been accused by competitors of provoking the wind-up of the Venda scheme, from which the military ruler Brigadier Gabriel Ramushwana would stand to get more than R1,2m. Sanlam's Transvaal GM Johann Treurnicht rejects this: "If it were shown that any Sanlam agent instigated the affair, his services would be terminated." Treurnicht adds that he personally disapproves of any winding-up scheme which does not see members' funds re-invested in suitable retirement instruments. He also re-

jects suggestions that Sanlam life sales agents have made a killing from advising Venda civil servants on how to re-invest their portions of the R600m fund.

"We have 16 agents working that territory and none has earned more than R300 000 in commissions. And in that case, it was an employee who is always a top earner." Sanlam, he adds, did not have the field to itself — "our people were competing with dozens of agents from other companies and other intermediaries and I'm confident more money flowed to them than to us."

Sanlam was also involved in the wind-up of the Namibian government pension fund when that country became independent. The motivation then — as in Venda's case and in the suggestions circulating in parliament — was fear that future pension rights would be at risk. But in the Namibian case, members' funds had to be re-invested in single premium retirement annuities and the life salesman's commission was pegged at 1,5%.

It is now speculated that other government schemes, particularly those that are fully or near-fully funded, could be dissolved.

George Marx, professor of insurance at Pretoria University, says as a rule of thumb, if all the funds of the Venda scheme are transferred to other life office retirement instruments, the commission payable to salespeople will be equal to one year's total contributions in the fund. Treurnicht doubts

that: "If the payouts are re-invested in 10-year certain term annuities, they bear full commission but, if they are invested in retirement annuities, the commission is 2,5% and in unit trusts the commission is 3%."

Among life offices in Cape Town there is discussion about the fate of the retirement benefits of the members of the three houses of parliament. They are protected by a scheme, not a fund, and parliament annually votes an amount sufficient to provide pensions for those who have sufficient years of parliamentary service. Since the scheme is not funded, if MPs decided to top it up in anticipation of becoming jobless, it would involve a one-off vote. The figure, one actuary calculates, would be at least R500m.

## NP scheme

National Party chief whip Johannes Niemann, in a proposal circulated in parliament last month, put the figure at R840m. The outcry, if MPs were to cover their interests while millions of government employees are without adequate cover, could be fatal to the NP's future. In any case, the payout to MPs would be only the start — there are thousands in local government whose pensions are not funded.

In the Venda issue, most media attention has focused on the "payouts" to a handful of top civil servants, headed by Ramushwana. He and six others are getting R1m-plus payouts from the fund.

It was never intended that there should be cash payments, since the Venda *Government Gazette* stated the lump sum would "be transferred for his (the member's) benefit and in his name to an investment plan providing retirement benefits."

But this announcement seems to have been interpreted liberally — Treurnicht is aware of cases where the retirement pool was partially invested in unit trusts, which makes the money liquid and potentially destroys the retirement saving.

While the size of the payout — R1,2m — has drawn comment, such a share in a pension fund is not unusual. Most people do not realise how much their retirement benefits can be worth, because trustees have a lamentable record of communication with their memberships. An actuary explains: "Assume a civil servant is aged 60, is in the Venda scheme and earns R100 000 a year. He has 25 years of service.

"Assume also that Venda's scheme is approximately fully funded and that Venda has eliminated its share of the SA government fund's deficit — using SA taxpayers' money — which it inherited when Venda became nominally independent. If it's a typical scheme offering 2% of final salary for each

So, unless the new data provided to the actuaries is significantly different from the original, it would seem that nothing irregular has occurred within the Venda retirement pension scheme.

The motivation for securing a share of a fully funded pension is also clear: Venda stands a good chance of being re-incorporated into SA's under-funded pension fund. While it is unlikely any future SA government would directly interfere with entrenched pension rights — to do so would be to prejudice any association with both the International Monetary Fund and the World Bank — there are still causes for concern. There are unfortunate precedents for action which do not directly cross IMF and World Bank directives. These could include capping the fund itself, capping benefits and refusing to pay inflation increases.

If black civil servants are worried, little wonder that white and brown parliamentarians are also brooding over their pensions. ■

## ECONOMY & FINANCE

FM 28/8/92 114  
year of service, the official's pension entitlement is R50 000 a year. Capitalise that at R13 for every R1 of pension and you get R650 000. That is the member's share of the pool."

Ramushwana originally entered government service in 1966 and his current salary is R135 000 a year. On the actuarial calculation, the R1,25m attributed to the brigadier may not be unrealistic, though Venda is riven by rumours of malpractice. These are not eased by the fact that Ramushwana is also chairman of the board of trustees of the fund. Following labour unrest, the winding-up of the fund has been put on hold and the consulting actuaries have been asked to rework the payout tranches, using "new data."

Venda's pension fund investments have been split between three fund managers — a common practice — and Sanlam has administered a major share. A reputable life office is, in this case, in association with a reputable firm of consulting actuaries, Alexander Forbes. It was Alexander Forbes which calculated the shares to be allocated to members, according to the rules of the fund and in line with actuarial practice. The calculations, in the event of a fund winding up, can be made with absolute precision, actuaries agree.



# Now Ramushwana acts on pensions

By Russel Molefe

**T**HE EMBATTLED VENDA ruler, Brigadier Gabriel Ramushwana, has temporarily suspended all transactions of the pension scheme.

In an agreement signed with representatives of civil servants, Ramushwana agreed to recall all transferred monies back to the government.

The agreement, which effectively cancels all transactions so far until a new system is agreed upon, will sow confusion among those whose pensions have already been processed.

Some of these people have invested their money in share options that are already paying interest.

A commission of inquiry to look into ways of resolving the matter has been

*Sowetan* 1/9/92 (114)  
■ **BACKDOWN** Venda leader signs

agreement to halt pension pay-outs:

appointed and is to work with selected experts.

Ramushwana's back-tracking followed a three-day strike and sit-in by government workers, who are opposed to the new scheme whereby pensions were privatised and resulted in Ramushwana and six other civil servants becoming millionaires overnight.

A spokesman for the union coalition told *Sowetan* that workers demanded that the method of calculation of pensions be scrapped.

The coalition of unions, comprising the Venda Public Servants Union, Post and Telecommunications Workers

Union, Allied Workers Union, SA Democratic Teachers Union and Black Educationists Convention, declared the sit-in after a revelations by *Sowetan* that Ramushwana and other people had received millions in payouts.

"We are demanding that each person get his own contribution, interest and R1,98 for each contributed rand. Anything else will be unfair and unacceptable as it produces the kind of results that make millionaires out of civil servants," the spokesman said.

Ramushwana said funds would be returned until the alleged fraud was resolved to the satisfaction of all.

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cial fracas ● Undertaker did not keep corpse in fridge

# Homeless dentist dismissed from job

*Sowetan 17/9/92*

*114*

**By Mathatha Tsedu**  
Investigations Editor

## ■ MEDICAL PROBLEMS Venda's

a population of 500 000 is serviced by only three dentists:

**S**ILOAM HOSPITAL IN Venda, scene of the race bickering that led to the exodus of white doctors a year ago, is facing a new racial row.

A 28-year-old dentist from Maungani village, Mr Simon Mbulaheni Nmutandani, has been dismissed from his job after demanding to be housed in one of three empty houses at the hospital.

He told *Sowetan* that the superintendent at the hospital, Dr J Spivack, told him the houses were reserved for foreign doctors.

Three months ago, a black Zimbabwean doctor who was staying in one of the houses was allegedly hounded out by Spivack, leading to the doctor's transfer to Tshilidzini hospital.

The Director General of the Venda department of Health, Dr GJG McCutcheon, denied that racism was the basis of Nmutandani's summary departure from Siloam.

But Nmutandani, who qualified at the University of Western Cape this year after a six-year stint, said he was convinced that the house was being denied him because he was black.

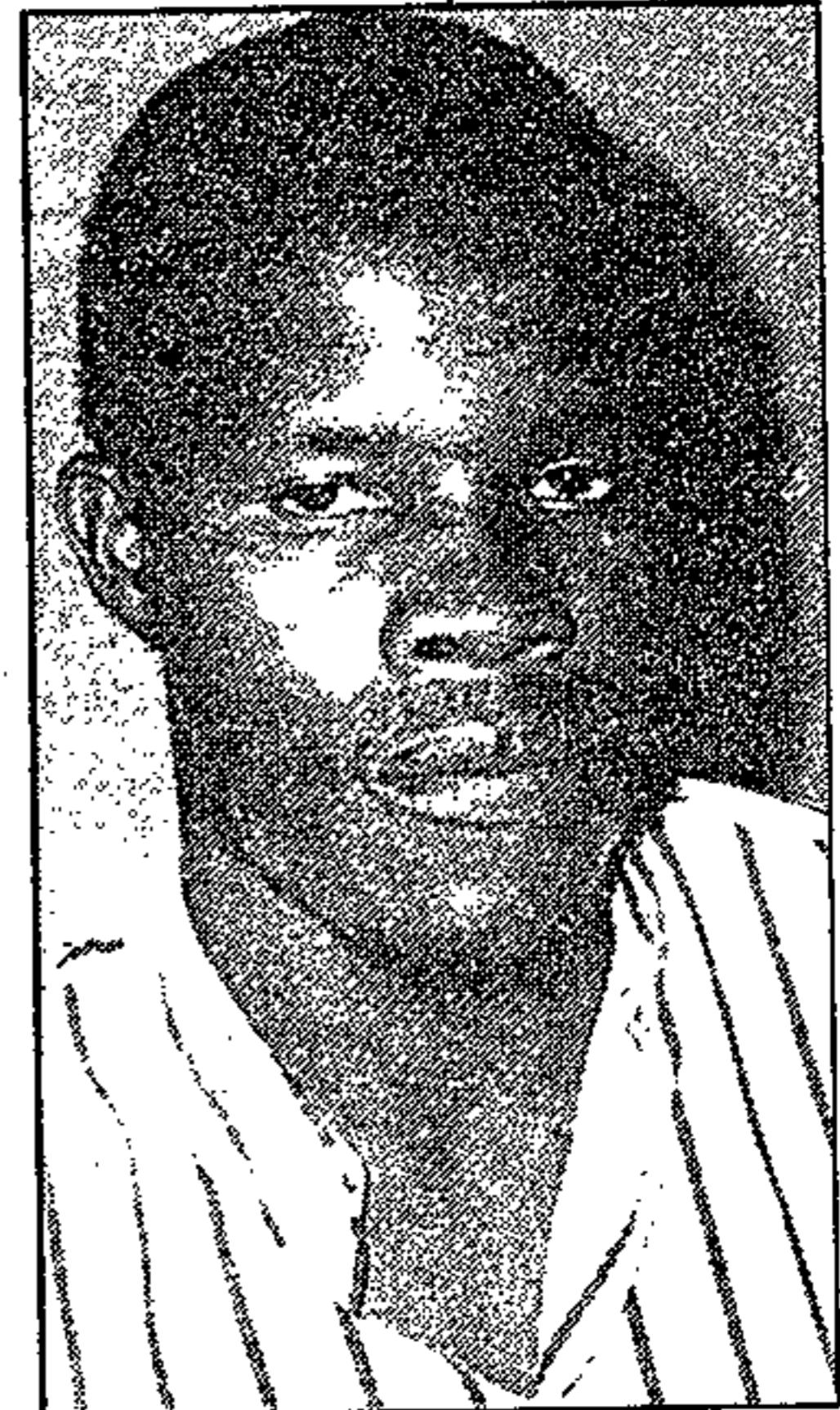
"I was told I could travel from home which is over 30 kilometres. Later I was given a rondavel with no ventilation which I refused. There are three houses standing empty but somehow I was found to be unfit to stay in any of those.

"When I finished studying, I told myself that I wanted to serve in a rural setting where the need for dentists is much higher. But I do not think so anymore," Nmutandani said.

McCutcheon pointed out that dentists were not normally housed, although exceptions were made when houses were available. He said the only house available at Siloam had already been allocated to a doctor who was on study leave.

Venda presently has three dentists serving over 500 000 people in the bantustan.

McCutcheon said the case involving the Zimbabwean doctor was still a subject of an internal hearing.



Mr Simon Nmutandani

C

## Workers reinstated

EIGHTY-FIVE employees of the Venda Agricultural Corporation's Ploughing Unit who were dismissed after demanding permanent employment and wage increases have been reinstated. Sowetan 23/9/92

Their reinstatement followed a march to the corporation's headquarters in Thohoyandou last week by the retrenched and dismissed workers. (114)

About 300 workers have been retrenched after three Agriven's enterprises, Venda Farmers' Secondary

Co-operative, Tswinga Dairy and Masakona Sisal Project, were closed down. Sowetan 23/9/92

Although Agriven chief executive officer, Mr KP Landman attributed the closure to the continuing drought, the workers accused the corporation of racism since only enterprises headed by blacks were being closed while those managed by whites still operated. (114)

The reinstatement of the 85 workers was decided at the corporation's board meeting at the weekend.

**Radio strike ends** <sup>(114)</sup>  
CT 26/9/92

THOHYANDOU. — Announcers at Venda's Radio Thohoyandou have ended a two-day strike.

**Venda varsity  
principal axed**

(114)  
J 7472 2519/92  
THOHOYANDOU —  
Venda University principal and vice-chancellor Professor P W du Plessis was dismissed on Friday by the university council after months of quarrels between himself, the council and the homeland government, a council spokesman confirmed yesterday.

He said Professor du Plessis was dismissed for refusing to co-operate with a commission of inquiry into alleged mismanagement (113) (114)

# Sad chapter of Univenda is over

By Mathatha Tsedu  
Investigations Editor

**T**HE FURORE which has engulfed the University of Venda led to the sacking at the weekend of the principal, Professor PW du Plessis, and the closure of the institution.

And the man at the centre of it all, Du Plessis, has so far been unavailable for comment on allegations against him and on general conditions at the university.

*Sowetan* has been investigating the affairs of the university for nearly a month. During this period, over 10 attempts were made to have an interview with Du Plessis to no avail.

Several phone calls have gone unanswered and an attempt to stake out his office also failed. We met up with him at the Supreme Court of Venda where one of his underlings had brought a case against the university.

## Mind preoccupied

Du Plessis said his mind was preoccupied with the court case and he could not give "a useful interview". But he did deny involvement in the embassy intervention in the dispute.

He said once the case was over, he would be able to talk to us. This has not happened. Subsequent calls also went unanswered.

Then last Friday he was summarily dismissed after storming out of a council meeting, allegedly saying a forum of students and staffers had decided that the council no longer held sway at Univen.

Now he is no longer principal. We wanted to find out from him why he participated in the march against the council, why he refused to testify before a commission appointed by the council to look into problems on campus.

We also wanted to know how he felt about the trimming of his fringe benefits, about the alleged blocking of an insurance company which wanted to build hostels, in favour of another which had more stringent conditions.

We have in our possession a confidential report relating to an inquiry done by the Government in Pretoria,

## FLAMING FURORE *Once proud*

*learning institution bows its head:*

**Students are co-governing the university. Anyone who thinks he can run it without their support is just dreaming**

*Sowetan 29/9/92*

which resulted in Du Plessis being summoned in 1988 to explain his role.

He has not been available to speak to us.

In the absence of Du Plessis, we spoke to Mr Rufus Kharidzha, the public relations director, about the state of affairs at the university.

## Council members

Kharidzha, who was accused of instigating council members to resign, has been suspended.

Kharidzha said the furore over the council was that while students had participated in its appointment, they now felt the rules were promulgated without their consent.

Kharidzha said Du Plessis' participation in the march against the council was the decision of a consultative forum formed by students and staffers.

He said students were a powerful force on campus because they sit on the council and also had mass support in terms of student numbers.

"They are co-governing the university. And anyone who thinks he can run this university without their support is just dreaming," he added.

Kharidzha said the university management was part of the consultative forum and went along with the decision. It was this meeting that chose Du Plessis to lead the march.

Turning to the commission of inquiry, Kharidzha confirmed that Du

Plessis had refused to testify but said he did not know why.

"I know that instead he had lunch with the commission chairman to apparently explain his position. He said the student battle with the council had intensified after the council refused to sanction the expulsion of Professor SP Olivier, who was accused of racism."

Asked about his own role in getting council members to resign, Kharidzha said he had only phoned one business person, who represented the University Foundation, of which he is the executive director.

"The consultative forum had said if council members refused to resign, students would embark on mass action against the businesses of these people. I did not want to see this happening and that is why I contacted this man.

"As executive director of the foundation I knew that we (the foundation) would be able to send him back again as our representative to the council. This is what I told him.

## Drafted letter

The man said he would resign and asked me to draft a letter to that effect for him and I did," he said.

Kharidzha said this was not done to undermine the council but to save a man who, he felt, was offering the university many things, including a R5 000 prize for the best commerce student.

He said as far as he was concerned, council was not functional anymore. Several subcommittee meetings had not taken place and this showed that the council was ineffective.

Kharidzha must be remembering these words now. For on Friday, the council sat and decided, among other dramatic decisions, to suspend him for involving himself in the council debacle.

Today, the university is closed, Du Plessis fired, the alleged racist Olivier due back. What happens now? Only time will tell.

CITIZEN

# Hotel workers strike out

By MOSES MAMAILA

ABOUT 200 workers at Venda Sun went on strike this week following allegations of victimisation of union members by the management.

Union officials said that management gave bonus and salary increases to non-union members, but refused to give union members increases until they negotiated successfully.

Workers have defied threats of mass dismissals and have vowed to start working after their demands have been met, which also include the lifting of the suspension of an employee and the reinstatement of a dismissed shop steward.

The shop steward allegedly assaulted the general manager after a quarrel.

This week Venda Sun, Thohoyandou's only hotel, operated on a skeleton staff — with most of the duties performed by whites, allegedly rightwingers from the conservative town of Louis Trichardt.

Attempts to get management comment failed.

# 140 dismissed by hotel

*Gouwen 20/1/93*

**PICKET LINES** Workers strike over

~~114~~ (114)

By Don Seokane

**A**bout 140 workers have been dismissed by the Venda Sun following a strike which started at the hotel last Monday, a spokesman representing the workers said yesterday.

An appeal for solidarity with the fired workers has been made by the local region of the Congress of South African Trade unions (Cosatu). According to Cosatu spokesman Mr Isaac Mudau, the strike was a protest against working conditions at the hotel and the alleged use of racist names for black employees.

The hotel has a total of 270 workers.

On Monday about 6 000 people affiliated to Potwa, Nehawu, Fawu and Saccawu - all trade

“conditions and use of racist names”:

unions - took part in a lunch-hour picket near the hotel to put pressure on management to resolve the dispute.

Mudau said the solidarity call to the community had been positive and the hotel had been almost empty since the strike began.

Mudau said since the hotel management deadlocked the negotiations, workers from all trade unions in the homeland had been picketing and demonstrating outside the Venda Sun almost daily.

A petition signed by Cosatu and other trade union officials was handed to the hotel manager

during the lunch-hour picket on Monday.

The petition called on management to reinstate all the dismissed workers, withdraw all charges against the workers and to remove “anonymous armed bandits” from the hotel.

According to the petition, the demands should be met by Friday.

Efforts to contact Venda Sun management were fruitless as calls to the hotel went unanswered. Sun International management at their Johannesburg head office were also not available for comment at the time of going to press.



### Town clerk backs civics

SOWETO Council town clerk Elizabeth Sithole yesterday came out in support of the Soweto Civic Association's call for an independent investigation into allegations of corruption in the council.

"As a public institution, the council has always conducted its operations openly, in the best interests of Soweto residents and has nothing to hide," she said. The administrator has given his support to the council's decision.

*Sowetan 29/1/93.*

### School delegation trapped

MEMBERS of the Parents, Teachers and Students Association of Kulani High School at Langa were trapped for more than an hour in a lift at the Department of Education and Training offices in Cape Town yesterday. They were on their way to the department to demand a high school building. The school was started in 1990 but they have never had a building in which to conduct classes.

*Sowetan 29/1/93.*

### Welfare employee charged

A 33-YEAR-OLD Department of Pensions and Welfare employee in Venda has been charged on 50 counts of fraud involving R20 000. Mr Muvhi Phungo allegedly defrauded the department and pensioners while employed as an issuing clerk.

*Sowetan 29/1/93.*

### Con-artist on the loose

THE Johannesburg municipality has warned residents to demand identity cards from all municipal personnel.

The warning follows a report that a con-artist masquerading as a municipal employee had duped a Berea man of R1 400, claiming it was to pay an electricity account. The man had excellent information about the man and knew exactly how much money he was owing. A municipal spokesman said accounts were never collected from homes and residents should only pay tellers at the rates hall.

### Hostel arms haul

SECURITY forces recovered 14 firearms from hostels in Meadowlands in Soweto during routine operations on Wednesday night. Soweto police spokesman Captain Joseph Ngobeni said yesterday 15 people had been arrested and would appear in court soon. - *Sowetan Reporters and Sapa.*

*Sowetan 29/1/93.*

# focus on Venda pensions

**T**HE privatisation of pensions in Venda has become a headache for both the government and workers' leaders serving on a joint committee to correct imbalances.

While the government wants the matter settled immediately with only the identified inaccuracies corrected, the worker representatives' mandate is to check whether the formula used was correct and to revise figures where these are wrong.

The workers' delegation, representing the Post and Telecommunication Workers Association, Black Educationists' Convention, South African Democratic Teachers' Union and the Venda Public Service Union, promised, at the height of last year's protests, to unravel the mess in seven days.

This was later explained to mean seven working meeting days of the crisis committee which also includes government representatives.

But months have now gone by and for many civil servants who have not transferred their monies, there are disturbing trends that have developed within the workers' delegation.

Chief among these are:

- The accusation that representatives are now living it up in expensive Johannesburg hotels each time there is a meeting.

- That luxurious government vehicles, the use of which by the military junta had been criticised by the unions as expensive tastes, have become the unionists' standard mode of travel.

- That expensive auditors, actuaries and lawyers have been hired and that the cost of the exercise so far has been over R100 000, according to workers' coalition vice-secretary Mr Isaac Kutama.

This money is to come out of the pension fund and with more sittings expected, the total costs of the exercise may top R300 000.

And as this happens, those workers who transferred their money to insurance groups before the moratorium on transfers was declared in July last year, continue to reap the interests, despite repeated pleas by the coalition to have this stopped. Kutama said the crisis committee would not exist beyond the "end of the first week of March. We are as keen as everyone else to have the matter solved once and for all.

"But people have to understand that the auditors are still busy and we expect their report within the next two weeks.

"We have stipulated specific things that should be done immediately by the auditors and it is these things that will open the way to a resolution of the problem."

These items are to verify the assets and liabilities of the fund as at March 31 last year, redraw the financial statement of the fund until the same date, calculate monies owing to the fund through the buy-back scheme for senior civil servants

Sowetan 8/2/93

The union inquiry into the Venda government pension scheme has slowed down and some workers have embarked on work stoppages, writes **Mathatha**

**Tsedu**, Investigations Editor:

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**Gabriel Ramushwana**

(some of whom were paid large sums while still owing), check fees paid to professional advisors hired by the government to deal with the pensions, check shares allegedly bought by the government in Iscor and the R4,9 million paid to a Mr FB Mudzili.

For many of the senior officials who received whopping sums and transferred them immediately, it is a question of the longer the delay the better, as they reap the profits of interest.

For them a resolution of the problem may mean revised and perhaps smaller figures and therefore less interest and, in some cases, even refunds.

For now the pension issue remains a thorny one in Venda, with teachers boycotting school last Friday and attending a meeting at Thohoyandou to hear a report-back on progress.

The reasoning behind the privatisation move, according to military leader Brigadier Gabriel Ramushwana, was to safeguard the fund for



**Isaac Kutama**

each contributor in view of the pending reincorporation of all the bantustans into mainline South Africa.

Ramushwana, who received R1,24 million from the scheme, has shrugged off criticism that it was a self-enrichment exercise and said he was entitled to the money in terms of the formula used.

The formula, according to which age, years of service and current salary is used to work out the amount one is entitled to, has been heavily criticised by workers who have pointed out that only senior government officials and policemen have benefited.

The debate rages on but until a new system is developed and mistakes rectified, those who have invested their millions into schemes, such as Ramushwana, continue to get richer by the day while the faithful civil servants, who are waiting for the right formula to be found, sit on the side and wonder how long they have to wait.

# Civil servant receives R5-m in Venda scam

Sowetan 8/2/93

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**By Mathatha Tsedu**

A VENDA civil servant has received R4,9 million in the latest episode of the pension scandal.

But the man, Mr FB Mudzili, allegedly of the department of education, could not be traced in any government files, leading to fears that he may be a phantom creation of corrupt officials who are benefiting from the money.

A *Sowetan* investigation has found that Mudzili, whose pension number is 91004241, allegedly joined the government service on January 18 1972.

His date of birth is September 9 1947 and his identity number is

4948120, according to documentation in our possession.

When the pension fund was privatised early last year, he was given R4 948 120 and our information is that the money has already been transferred to an insurance scheme.

This means that the person is drawing interest on the money, the amount of which depends on the type of scheme the money was invested in.

But a search through the files of the department of education revealed no such official existed in the administration of the department.

A scan through the teachers' files also failed to locate the now very rich

## ■ Windfall man not in department's records:

official.

The Venda civil service pension was privatised last April, resulting in seven senior officials, including military ruler Brigadier Gabriel Ramushwana, becoming instant millionaires.

The amounts have been queried by workers who accused the military junta of "cooking the figures" to enrich themselves.

Efforts to reach finance and pension department officials were fruitless.

● See page 6.

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Employment

# Plight of workers in homelands

*Sowetan 24/2/93*

■ **Strike in Venda highlights situation:**

**By Don Seokane**

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THE strike at the Venda Sun Hotel, which led to the dismissal of 140 workers, has focused attention on labour practices in the homeland.

The workers were fired during the first two weeks of January after they complained about poor working conditions, alleged racist attitudes and an unfulfilled promise of a pay rise.

Sun International management has denied that workers at the hotel were being called racist names. Managing director Mr Garth Collins said even during the meeting with the workers the issue of racism was never discussed.

However, a Thohoyandou magistrate this month convicted Venda Sun employee Mr Petrus Johannes van Wyk for calling hotel driver Collins Mutangwa a "kaffir" when he was allegedly reluctant to transport him home.

Cosatu spokesman Mr Isaac Mudau said that the union had found that there were no dispute referral procedures in the homeland.

When negotiations with the Venda Sun management deadlocked, Mudau said, the union had no option but to appeal to the community for support.

A solidarity call was made urging people not to support the hotel until the demands of the workers had been met.

Union officials say the call has been successful but Collins has denied that business has been affected.

Mudau said the lack of proper labour laws in the homeland exposed workers to exploitation.

Although a Labour Relations Act had been passed by the Venda government, there was at present no registrar of an industrial court and therefore no cases could be referred to it for settlement.

Mudau said it appeared that management was adopting a divide and rule strategy in order to weaken and destroy workers' morale.

The hotel has been left with about 150 workers who did not go on the "illegal" strike, according to Collins. But union officials said a number of scab labourers were hired to supplement the depleted workforce.

# 12 000 caught up in Venda poverty trap

By MOSES MAMAILA

28/2/93

MORE than 12 000 people, including qualified teachers and matriculants, are being employed by the Venda government under its "drought relief scheme" for a paltry sum of R7 a day.

Teachers are earning R154 a month for working as clerks in the Education Department - ironically dealing with teachers' salaries.

Homeland director-general for Health and Social Welfare, Dr JP McCutcheon, defended the move saying it provided over 12 000 jobs.

City Press this week visited "relief" workers in the Department of Education in Sibasa.

A worker from Ngwenani said he passed his matric with exemption but was unable to go to university.

"I am from a poor family and failed to get a bursary."

He looked for work for two years then joined the scheme.

The breadwinner for an entire family, he said: "It has become increasingly impossible to cope with the stress of working for almost nothing."

"What angers me most is that my friends who do the same job as me get better salaries because they are paid as clerks and not through the scheme."

Gardeners around Sibasa earn much more than I do."

A teacher in the scheme said: "The money is too little, but what is the choice? You rather obey the master of the universe - hunger, or you die."

Nehawu, spokesman in the area, said: "Mudau, said the scheme was totally unjustifiable."

Acting director general for Internal Affairs and Manpower, Francis Mbulungeni, said the rate would not be changed and that the scheme could be terminated at any time.

**REPUBLICAN**  
CIPRESS 28/2/93  
1114

8000 Venda <sup>(114)</sup>

## teachers strike

*Sowetan* 10/3/93

**By Sonti Maseko, Ismail  
Lagardien and Sapa**

ABOUT 8 000 teachers went on strike in Venda yesterday to back demands for better pay and an end to alleged corruption in the military-ruled homeland, according to the South African Democratic Teachers' Union.

And State President Mr FW de Klerk has agreed to meet teachers' organisations to discuss recurring problems in education.

The strike in Venda comes only days after the director-general of Venda's Department of Education, Khwara Madzaga, refused to accept a petition containing demands.

Thousands of teachers marched to the Venda education department headquarters in Sibasa on Friday.

The teachers want equal pay for equal work, salary parity with their white counterparts, an end to alleged nepotism and corruption and jobs for all unemployed teachers.

Critics of the homeland accuse the military leadership of Brigadier Gabriel Ramushwana of ~~the~~ state coffers since coming to power

De Klerk's office ~~commented~~  
Sadu, the National Professional Teachers' Organisation of SA (Naptosa) and the Federal Teachers' Council soon to discuss "problems in education, the process of restructuring and rationalisation".

In QwaQwa a demonstration by 2 000 teachers took a violent turn when teachers attacked an education official in Setunya near Phuthaditjaba.

# Pupils attack teachers

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Soweto

12/3/93

## ■ Stoned after refusing to give pupils lessons:

ANGRY pupils at Khomela Secondary School in Venda yesterday attacked teachers who refused to give lessons.

The pupils first attempted to force the teachers, who ended a two-day strike, into classes and stoned them when they resisted. The teachers "fled for their lives", according to a witness.

Angry villagers headed them off at the school's gates, giving them an ultimatum "to face the situation" or teach their children. - Sapa

in deserted cities

# Stayaway hits North

Done Jan 20/4/93.

■ Hani's funeral affects  
many areas:

By Don Seokane

NORTHERN Transvaal towns and townships experienced an eerie silence with virtually no black faces in towns as workers observed the call for a stayaway.

Lebowa schools were deserted even though they were supposed to have reopened yesterday.

## Normal schooling

It is expected that normal schooling will resume in the area today.

The University of the North, where a march to a local police station ended in chaos because of incidents of stone throwing and the burning of at least five delivery trucks on Friday, was closed for the day.

According to student sources, normal academic programmes were unlikely to continue this week despite the fact that students missed a full two weeks of lectures when the university reopened in February due to boycotts.

## Extension

At University of Venda students have been given an extension of holidays up to May 3.

Despite the memorial service yesterday, acting rector Professor MP Moila said the decision was taken to allow authorities to clear up the problem of the suspension of two unnamed staff members.

## Dignified funeral

Lebowa police spokesman Colonel LM Tlomatsana said the homeland was extremely quiet yesterday and added that people were respecting the day in the true spirit of a dignified funeral.

South African Police spokesman Major Arno Vogel said no incidents were reported and that generally it was quiet and peaceful.



# Venda thousands will demand jobs

Sowetan 11/10/93

By Mathatha Tsedu  
Investigations Editor

■ **LONG TREK** Their voices are heard  
in bantustan's corridors of power:

**T**HOUSANDS OF UNEMPLOYED people are to march on the offices of the head of Venda's military government at Thohoyandou today, demanding jobs.

The march is part of a campaign by unemployed people, through the Unemployed People's Development Forum, launched last month.

It is a march of the hungry and angry.

A march by men and women who have tried all avenues for jobs and failed. They have been sorely tried and have run out of patience.

Now they, in their thousands, are making their voices heard in the bantustan's corridors of power, literally voting with their feet in demand of jobs.

## Relief scheme

"The point is that the military government has not provided people with jobs," UPDF co-ordinator Mr Thivhilaeli Mutobvu told *Sowetan* this week. "When we first met with them on September 14, they told us of the drought relief scheme, funded through an R8-million grant that employs 11 450 people earning R140 a month and which is to be closed next March.

"We told them we are not interested

**114**  
in relief schemes like drought relief as they are just disguised exploitation. We want permanent jobs that pay people well, or funding for development programmes in the villages where people can bring about their own self-help and self-sustaining projects."

## Camping

Many of the people registered with the UPDF have spent months camping daily outside government offices, hoping for jobs that never materialise.

They travel from all corners of the Northern Transvaal bantustan, converging on the capital of the authority that collects their tax, hoping and hoping for jobs — but finding none.

The UPDF was born out of approaches that people made to Mutobvu, a former trade unionist.

"I felt that unity of those experiencing the same problems was paramount and made a call for a meeting of all unemployed. Over 3 000 people arrived for the meeting. Many of them had travelled over 70km to attend the meeting," he said.

They have also met with councillors in the military junta and are set to meet

again today.

"The regime argues that they have no money and that it is not only in Venda that there is unemployment. This is little comfort for people who are hungry and who have to face their families daily with empty hands and empty stomachs.

"While this happens, officials of the regime continue to give themselves huge increases. It is scandalous as far as we are concerned, that people who earn R14 000 a month can get even more increases while there are thousands who are going hungry.

## Obligation

"What we are saying is that the regime as the tax collector has an obligation to create jobs. If they cannot, development money should be channelled through the UPDF and its committees in the villages to create projects that will provide jobs for people," Mutobvu said.

When the delegations meet today, the UPDF is to table proposals for projects which could be started soon. But the UPDF also wants interim measures to bring immediate relief. These demands are difficult for Ramushwana's government to meet. But they are also demands that if not met, could result in action taken by the hundreds of thousands of unemployed people in the area that would affect his administration.

# Venda strike goes on

By Don Seokane

Sowetan 15/11/78

THE week-old strike by civil servants in Venda is set to continue today.

A spokesman for the National Education, Health and Allied Workers Union, Mr Kennedy Phalandwa, said yesterday that hospitals, schools and the police were not affected as nurses and teachers had been exempted from the strike while the police were not Nehawu members. (14)

Phalandwa said the union would only meet government officials if the resolution of demands was on the agenda.

He said workers' demands include an increased housing subsidy and the reinstatement of six Siloam hospital nurses.

# Nehawu cries foul over Venda retrenchments

GIVING in to union demands to reinstate thousands of retrenched drought relief workers in Venda would set a dangerous precedent for other unemployed workers in the province, the Northern Transvaal premier's office said yesterday.

The National Education, Health and Allied Workers' Union (Nehawu) yesterday accused the provincial government of negotiating in bad faith by retrenching workers while negotiations were going on.

Nehawu said 14 000 workers had been dismissed so far, while the provincial government said it had laid off about 10 000 temporary workers on the drought relief projects because funding had been exhausted.

**NOMAVENDA MATHIANE**

The premier's office said it was under no obligation to negotiate with Nehawu on the plight of temporary workers.

Pietersburg Nehawu organiser Emmanuel Mohale said a regional meeting was planned for tomorrow to address the problem and to look into issues such as promotions, pay parity and Nehawu stop orders that were not being processed by the government. (114)

Mohale said a joint Nehawu-government commission set up to investigate the region's financial standing found a sum of R14m in one of the former government's accounts.

"This money could be used to keep these

workers in employment instead of laying them off, and using the army to put up water boreholes and supply water to the villages," he said.

"The government's argument that the workers who have been laid off are temporary workers does not make sense because the majority of those people have been temporarily employed by the former government for over 18 years," he said.

□ Sapa reports that police reopened the Bisho/King William's Town road yesterday which had been blockaded earlier in the day by public servants and general workers from the former Ciskei administration.

The workers are complaining about wage discrepancies.

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## Public service unions to go ahead with strike ballot

CAPE TOWN — Public service unions will continue with a strike ballot following Public Service Bargaining Council chairman Hannes du Preez's decision not to rule on whether a deadlock had been reached in negotiations, sources said yesterday.

If Du Preez had ruled against the unions, and judged that there was no deadlock, the ballot would have fallen away.

Instead, Du Preez informed government and the 18 public service unions that they would have to decide themselves on their next move, the sources said. 18/11/94

The sources said government could eventually be forced to go to the Supreme Court to prevent the unions going ahead with SA's first public service strike.

Two weeks ago Du Preez turned down a request by the unions, after four days of inconclusive talks, to declare a deadlock, as he had done in earlier talks. He said he wanted to seek legal advice.

Government negotiators, who at the time appeared to have outsmarted the unions, argued that technically the deadlock was broken because both sides had shifted from their original positions.

Unions vowed yesterday to continue with strike balloting of their members.

Public Servants' Association (PSA) GM Casper van Rensburg said ballot papers were posted to union members in non-essential services on Tuesday.

Van Rensburg said the union hoped to

**DAVID GREYBE**

have the ballot results by December 5.

He confirmed the PSA had requested Du Preez to go ahead with arbitration between government and the unions involved in essential services, because they were prohibited from striking.

Van Rensburg was at pains to stress that the 106 000-strong PSA would go to almost any length to have wage talks resumed.

A Public Service Bargaining Council source said Du Preez was busy trying to arrange a special meeting of the council, within the next few weeks, to discuss the PSA request. (114)

A Public Service League official said ballot papers would be posted to members on Monday. He said the league, together with at least four other public service unions, planned to hold a single day for balloting on December 12.

A government source said government had not yet formulated its response to the latest developments.

After the last round of talks failed, the unions reverted to their original demand of a 15% across-the-board wage increase and a minimum monthly wage of R1 500, from December 1. Government improved its pay offer twice during the talks, to end up with a minimum wage offer of R1 075 a month from April 1, and R1 250 a month from April 1 1996.

**W**HEN THE majority of the 11 000 drought relief workers in the former Venda homeland waited patiently in long and winding queues to cast their votes, they had hopes that their living conditions would improve.

That, it now appears to them, is not to be.

The failure to meet their expectations and the demands of parity and promotions advocated by the public servants in the Northern Transvaal, appears to be the main ingredient for the developing labour crisis in the civil service of the province.

While the strike by thousands of public workers in the former bantustan has been going on for more than a week, Nehawu, which engineered the strike, has now called on workers in the former Gazankulu and Lebowa homelands to join in the strike.

Nehawu had said all work would stop yesterday except for essential services.

But early yesterday, indications were that most civil servants had not heeded the call, with workers turning up for work in the various centres.

The drought relief workers, who were employed on a temporary basis, did not only hope that they would get much more than the meagre wage of R140 a month, but also believed that they would be registered and given full employment status.

The majority of these workers supported the ANC, as was proved by the outcome of the elections with the organisation getting 92 percent of the votes in the Northern Transvaal. This was because the ANC was extremely vocal on creating jobs for the jobless.

"Peace, jobs and freedom," was the ANC's popular slogan during the electioneering.

More than five months after the installation of the ANC-led government, the administrators in Venda issued a circular terminating the employment of the drought relief workers.

The administrators argued that the funds allocated for the payment of the workers, amounting to R1,4 million a month, had been exhausted.

The funds for the project dried up last year, but the workers were allowed to continue working as it was perceived to be politically incorrect to dismiss them.

Shortly after the circular was issued, the political heads of the provincial government issued another circular reversing the decision by the local administrators, which meant that the drought relief workers should be allowed to continue working.

"We had to withdraw the circular because it was done without the knowledge of the provincial government," said government spokesman Mr Jack Mokobi.

While the workers celebrated the withdrawal of the circular, little did they know that it was only a political statement. The government did not make money available for their wages.

Consequently, the workers continued to demand their jobs from the local administrators as they believed that money was available.

Sowetan 15/11/94  
Efforts to intensify the labour crisis in Venda seem to have failed — but the situation remains as critical as ever.

**Khathu Mamaila** takes stock of the situation:



**Northern Transvaal premier Ngoako Ramatlhodi**

As pressure from the workers mounted, the provincial government withdrew its own circular and supported the administrators.

In brief interviews with Sowetan, the workers who have been gathering in and around government buildings in Thohoyandou and Makwarela, chanting "ro neta kha vha ri thole" (we are tired, employ us), had bitter tales to tell.

Said one worker: "They tell us there is no money now because we have voted them into power and they can afford to dump us and let us starve."

"How on earth can a legitimate government which claims to represent the aspirations of the victims of the ruthless system of apartheid deny more than 15 000 families food by just issuing a circular?"

"They used us to get into power and I would not be surprised if other projects to employ people are launched a few months just before the 1999 general elections."

One worker says while they were not demanding to remain as drought relief workers, earning a slave wage, he still needed the R140 a month because that was all his entire family relied on.

Nehawu Far North branch executive member

Mr Tshililo Netshikulwe is acutely critical of the provincial government. He said that the government was not addressing the demands of the workers.

He said the union has called for the immediate resignation of MEC for agriculture and forestry Dr Tienie Burgers as he had terminated the employment of the drought relief workers.

Mokobi, however, echoed premier Mr Ngoako Ramatlhodi's words that the principle of no work, no pay would be applied.

Regarding the demands that Burgers and Mufamadi should resign, Mokobi said: "There is no justification for this call whatsoever. There is no indication of direct and individual responsibility for the retrenchment of the drought relief workers. The cabinet, and not individual MECs, took a collective decision to terminate the project because we cannot afford to pay them anymore."

Mokobi said the striking workers would dismiss themselves after a specific number of days as specified by their contracts and staff codes. There would be no compromise on the matter, Mokobi warned.



□ Mamphela Ramphele

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## Job equity 'key to success'

DI CAELERS  
Weekend Argus Reporter

EMPLOYERS should see employment equity not as "succumbing to blacks and women" but as an exercise in strategic choices that will see them properly positioned for the changing South Africa.

And the government should reward companies which have vigorous staff development programmes by granting them tax breaks.

That's the opinion of the University of Cape Town's deputy vice-chancellor, Mamphela Ramphele, who said at the launch of ground-breaking data on equal opportunity research that the need for employment equity was definitely not just moral but also strategic.

Dr Ramphele and the staff of UCT's equal opportunity research project developed a video and accompanying booklet, intended for use in government, business, trade unions, non-government organisations and other educational institutions, after a no-holds-barred look at their own campus.

It offers a chance to implement an employment equity framework rather than simple affirmative action where "only Africans benefit and the rest have to find some other place to get jobs".

The moral imperative, said Dr Ramphele, was that the inequities visited on the majority of South Africans needed to be redressed through a deliberate effort.

But strategically, employment equity meant a turnabout from the old situation where the tiniest minority supplied the majority of skills to drive the South African economy, which wasn't feasible in the long term.

"Employment equity is the only way to maximise human potential in this country."

And the question was also obviously part of the broader debate which would end with employment equity legislation "so we can make peace with the past and make plans for a future that takes advantage of the talents of all its people".

Questioned on what approach the government should take to enforcing affirmative action, Dr Ramphele said if the state used the stick rather than the carrot, firms would simply find ways to avoid detection and not be encouraged to display what they were achieving.

She would like to see tax breaks for companies with vigorous development programmes and said those that encouraged "job hopping" by offering big money to inexperienced blacks should be ignored.

"If you employ people above their level of competence, you cause extreme damage."