

# INDUSTRIAL RELATIONS - STRIKES

1995

SEPT. - OCT.

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**Social** (152) (21)  
**services**  
ARL 11/9/93  
**disrupted**

**Staff Reporter**

WORK has ground to a halt at the Bellville offices of the Social Services Department where 15 workers staged a sit-in through the night and were joined by the rest of their colleagues this morning.

They are members of the National Education Health and Allied Workers' Union (Nehawu), and they are aggrieved at the provincial administration's continuing refusal to reconsider the retrenchment of about 85 contract workers.

Work at social services offices throughout the Western and Southern Cape has been disrupted sporadically since the workers were retrenched on August 1.

The matter is due for the Industrial Court soon

AL

# Health workers protest

By Glenn McKenzie and Mokgadi Pela

Disenchanted health workers threaten a fullblown national strike

**T**HE THREAT of crippling nationwide hospital strikes loomed large yesterday as health workers embarked on angry demonstrations throughout Gauteng.

Hundreds of nurses, cleaning staff and other health workers took part in unrelated protests at Johannesburg Hospital, Boksburg-Benoni Hospital, Tembisa Hospital and South Rand Hospital yesterday.

The demonstrations, which were organised by various unions and employee organisations, seemed to confirm rumours of growing discontent in the public health sector. Outside Johannesburg Hospital, about 200 nurses picketed, calling for a

between two rival unions entered its second day and several departments at Boksburg-Benoni Hospital were forced to close.

National Education, Health and Allied Workers' Union members appealed to Gauteng MEC for Health Mr Amos Masondo to help resolve a

clash with the Hospital Personnel Trade Union (Hospersa). The union claimed that 10 of its members had been held hostage by armed Nehawu workers on Wednesday. Nehawu has denied the claims. According to Hospersa spokesman Mr Mike Ryan, demonstrations were like-

ly to be extended to hospitals around Gauteng and possibly countrywide. He called on the provincial government to address wage issues and the alleged "gross mismanagement" of health institutions.

"There is chaos in all of our hospitals. And it appears as if our managers do not have the teeth to do anything about it," he said.

Ryan said Hospersa members at Tembisa and South Rand hospitals were also involved in local protests yesterday. He warned that demonstration campaigns could soon spread to institutions around Gauteng, and possibly countrywide.

Gauteng health spokesman Mr Popo Maya said the government had "listened closely" to the Johannesburg nurses demands.

Sowetan 11/9/95

(152)

*[Handwritten scribbles]*

# Nurses embark on disciplined strike

BY JANINE SIMON  
MEDICAL CORRESPONDENT

Frustrated nurses at the Johannesburg Hospital embarked on disciplined strike action yesterday to demand a 25% to 30% pay rise, yet another signal that conditions in state hospitals have reached breaking point.

Patient care was not compromised by the action, hospital administrators said.

In a statement, Johannesburg Hospital superintendent Dr Warwick Sive said the frustration expression of the nurses were experiencing with their salaries and extreme de-

mands of increasing patient loads and decreasing nursing appointments.

Sive said the organisation of the picket was responsible, and nurses had taken all reasonable measures to ensure patient care was maintained as best as possible.

Only those nurses not crucial to patient care had been asked to attend the picket, while those in wards wore stickers showing their support for the action, he said. A national moratorium had been imposed on nursing appointments a year ago.

And, although Gauteng's head of health Dr Ralph Mqijima now

has the authority to make further appointments, bureaucratic delays in approving applicants, and the fact that the provincial health budget had been cut by more than R500-million, prevented new posts being filled.

Gauteng has filled 84% of staff posts, but had a budget for only 74%, he said.

The demand for more money has been supported in principle by national health authorities, who are in the process of consolidating public comment on the National Health Insurance proposals released in June.

Director-General for Health Dr  
~~(S2)~~ (S2)

Olive Shusana said yesterday that a final report would be complete by mid-October.

She and Health Minister Dr Nkosazana Zuma were committed to the principles of increased salaries for health workers and managerial autonomy for hospitals. However this still had to be approved by Parliament, Shusana said.

Gauteng deputy director-general for health Dr Eric Buch said after a meeting with the nurses' representatives yesterday that the ministry had responded to their demands as best they could and would be giving them a detailed response next week.

ARG 1/19/95

Large police presence after race clash leaves one dead, 12 injured

# Kuruman still

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**CONFLICT erupts as whites attack striking workers who littered streets and damaged vehicles**

■ BY ADAM COOKE

Kuruman — Police armoured vehicles are standing guard in the tense town of Kuruman where most businesses have closed today after a bloody racial clash left a prison warder dead and 12 people injured.

Seven cars were set alight in clashes in the Northern Cape town and also the nearby township Mathubestad. Police say the clash erupted yesterday when about 200 striking municipal workers marched from Mathubestad into Kuruman and along the way expressed their protests by emptying rubbish bins.

They also damaged a number of vehicles and broke a shop window, the police said. The strikers were then confronted by about 150 armed white residents of Kuruman.

"They (white residents) attacked the workers with rubber batons, whips and clubs."

"Despite police intervention, groups of black workers were assaulted and forced out of the town," said police spokesman Colonel Johan Hickman.

After the clash, protesters returned to Mathubestad and began stoning and setting alight vehicles with white drivers coming from Kuruman, Hickman said.

A Prisons Department vehicle was also targeted, and prison warder Andre Claasens (24) was burnt to death.

Black and white residents were seen in town this morning, but few shops were open. Municipal workers, who were at the centre of the conflict yesterday, are still on strike. And a consumer boycott is also continuing.

Kuruman police station commander Major Thys van Rooyen said the group of whites had vowed not to allow any further marches through the town. He described yesterday's clashes as "very distressing".

Kuruman town clerk van Tonder, said the town had come to a standstill over the past two weeks following a strike by Samwu workers over wage increases and a consumer boycott by black residents.

Stimmeters  
Sep 11/9/95

## Sit-in disrupts social services

WORK was disrupted at the social services department offices in Bellville when workers staged a sit-in. (207) (152)

The workers, all members of the National Education, Health and Allied Workers' Union, were protesting yesterday against the termination of services of 85 temporary workers employed by the Western Cape government since January 1.

— Sapa.

ARC 2/9/95

# Union threat to block city

CT 4/9/95  
STAFF REPORTER

(20)(152)

THE union that organized last year's truck blockades of major freeways in the P. 1000 and at Moon River — the Turning Wheel Worker Union — is flexing its muscles again.

At a meeting of over 100 drivers in Beaufort Wednesday, some of its members called for renewed blockades, both of the country's major roads and of some roadways in cities — including Cape Town.

They met to consider what to do in response to management rejection of their demands.

A union spokesman who asked not to be named, said most of the 100 drivers at the depot in still stand of Maritime Carriers had gone on strike at the weekend.

Many of them had stopped at Beaufort West.

There are 65 trucks outside here, he said.

Meanwhile, they had apparently received a threat to dismiss the strikers should they fail to restart work by 6pm yesterday, he said.

Drivers did not intend meeting that deadline, the spokesman said.

He said a call could be made on local drivers, who do not do long-distance driving, to come out today.

Maritime Carriers declined to comment.

# Massive strike

# Cripples Bara

By Glenn McKenzie  
and Noxolo Kweza

A MASSIVE strike at Soweto's Baragwanath Hospital forced the closure of several wards and resulted in scores of critically ill patients being sent home yesterday.

About 1 700 nurses left work yesterday morning in what some doctors were calling "the largest work stoppage" in the institution's 53-year history.

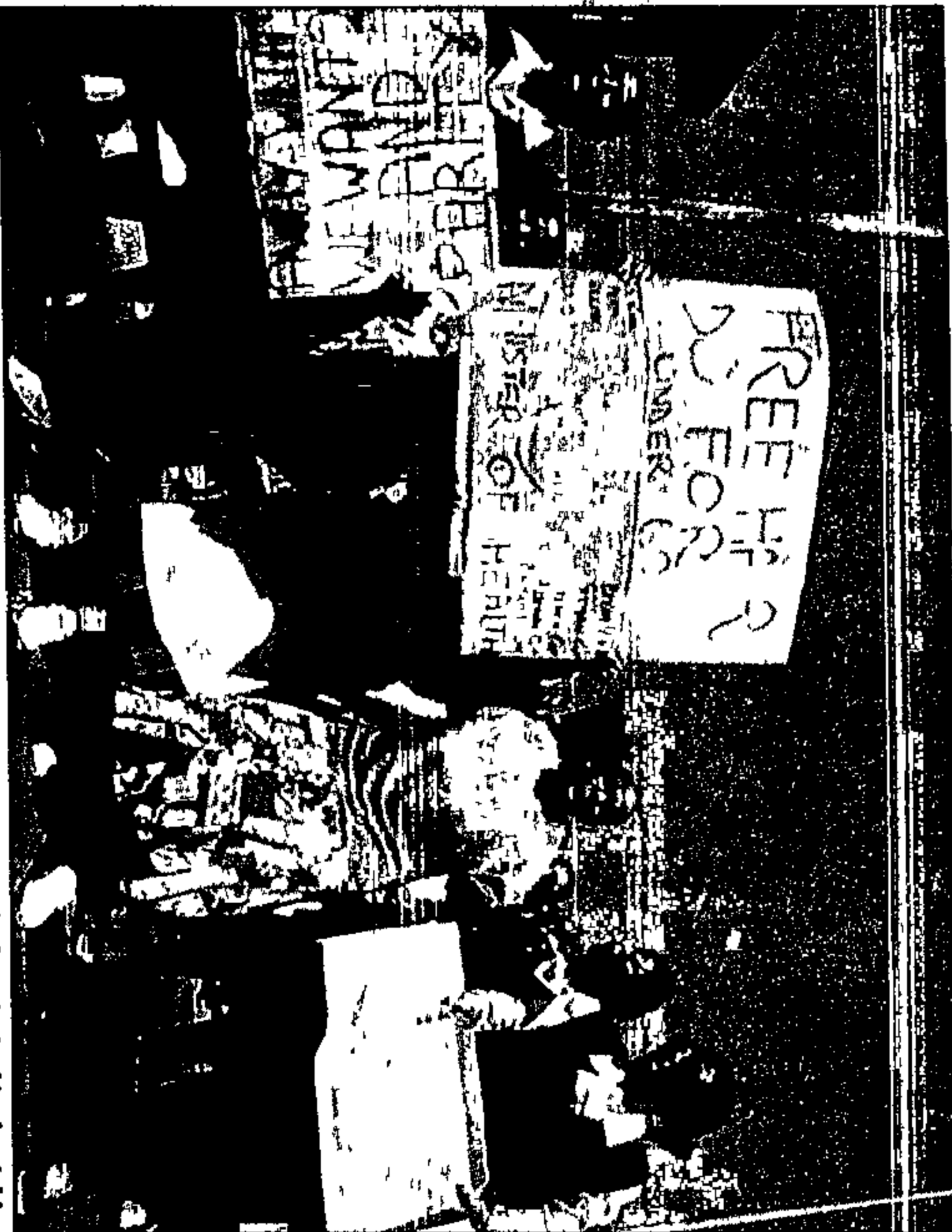
Nurses and administrators yesterday worried openly that the lives of many patients were in danger. A skeleton staff of 107 matrons, student nurses and ward assistants were left to care for more than 2 000 bedridden patients.

Baragwanath superintendent Dr Chas van den Heever said the hospital's intensive care units, paediatric (children's) wards, maternity and casualty wards were areas where patients were in "critical danger".

Between 80 to 100 army operation medics were expected to arrive at the hospital from other institutions in Johannesburg, Tembisa and Edenvale, he added.

When Soweran visited the hospital's children's wards at noon yesterday, many children had not been fed or given their medication. In one paediatric ward Joseph Dhlamini, a 17-year-old patient with rickets, was charged with giving other children their medication.

Intensive care patients on artificial respirators had been left without adequate supervision and were in serious danger, according to staff members. One senior paediatrician said that



Hospital protest ... Nurses and other health workers at Baragwanath Hospital in Soweto toytoy! outside the institution. Nurses went on strike yesterday, forcing hospital administrators to discharge many bedridden patients. The workers are demanding an across-the-board salary increase of 25 percent and better tax benefits.

PIC WILLIAM MALOPE

health conditions at the hospital had deteriorated to the point that yesterday was the "most tragic day" in the hospital's history.

"I support the nurses' demands," he

said. "The government and community have to begin supporting Baragwanath. Nurses and doctors are overworked and underfunded. At the end of the day, we are left carrying the can."

According to a statement issued by hospital administrators, striking nurses were demanding an across-the-board salary increase of 25 percent as well as a revised tax system.

(52) Soweran 5/9/95

Nurses picketed outside the hospital for several hours yesterday, demanding to see Gauteng MEC for health Mr Amos Masondo.

Like a recent work stoppage in Soweto's 13 community health centres, yesterday's strike was not organised by known labour unions.

Representatives from both the National Education, Health and Allied Workers Union and the Hospital Personnel Trade Union (Hospersa) had apparently been turned away by angry nurses.

Yesterday Gauteng Democratic Party MP Mr Jack Bloom expressed alarm at the strike and called it "highly irresponsible". He urged the Gauteng health department to take firm steps against the work stoppages and address what he said were "in many cases, valid grievances".

"The Gauteng health department has been negligent in this matter as the warning signs have been looming for some time," he said.

Dr Kgosi Letlape, head of the South African Medical and Dental Practitioners Association, called on the provincial government to listen to the legitimate grievances of the nurses and respond "quickly and effectively".

Meanwhile, Gauteng health spokesman Mr Popo Maya said the government was prepared to listen to workers' demands. But nurses must be made aware that the health department had "rights too".

"People must realise that (Gauteng health MEC) Mr Masondo is working within constraints. He is doing everything he can to provide for the nurses' demands," said Maya.



*Army medics called in to help treat intensive-care patients*

# Barra in strike crisis

Star 5/9/95

(22)

(152)

**WORKERS** are demanding a 25% pay increase and a revision of their tax system

■ BY LEE-ANN ALFREDS AND SHIRLEY WOODGATE

Nursing staff at 11 clinics in Soweto were this morning threatening to strike in sympathy with the stoppage by about 1 700 nurses which started yesterday and has plunged Baragwanath Hospital into crisis.

Thousands of patients were left unattended and the strike forcing the postponement of examinations and even vital examinations.

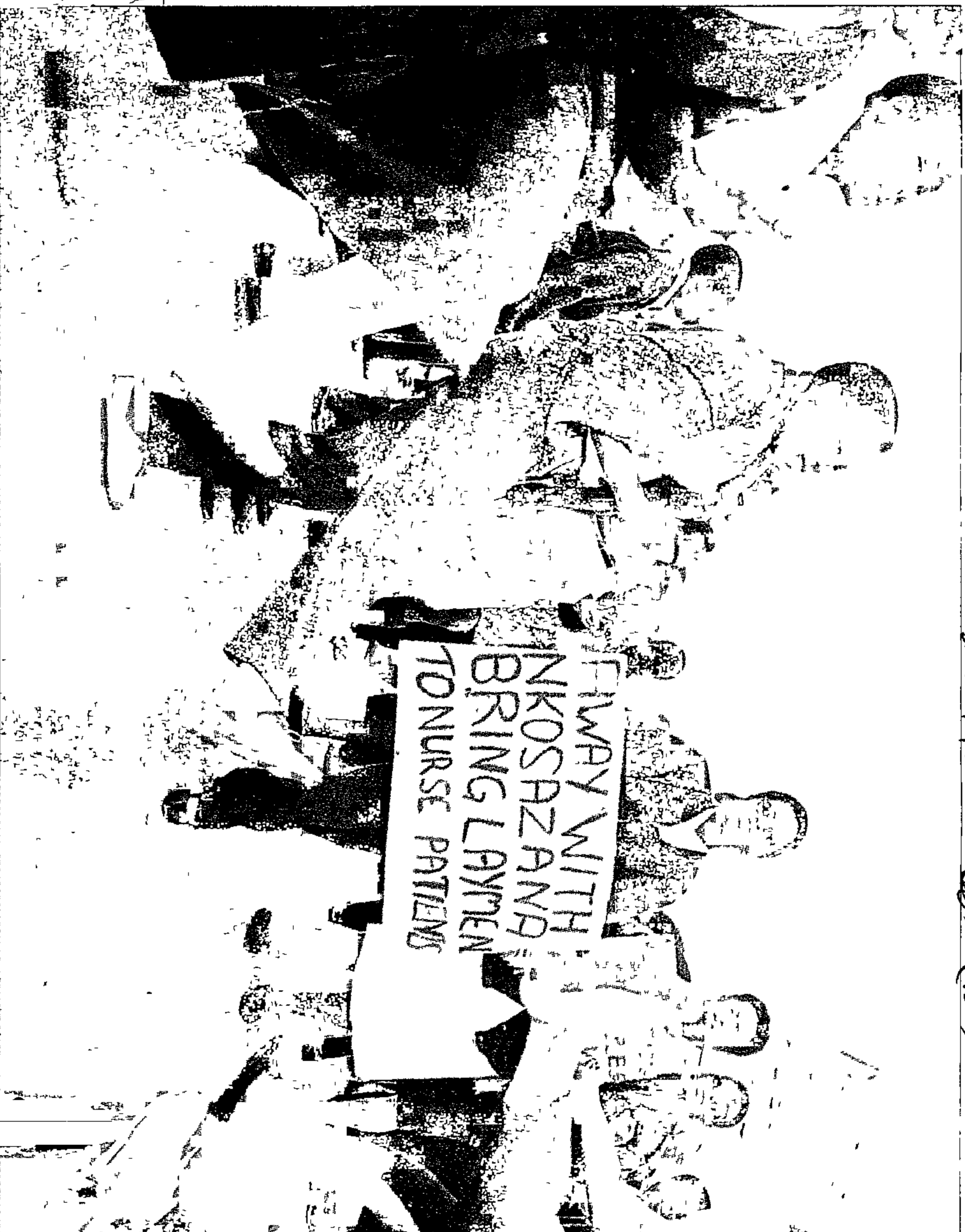
Last night the Gauteng health authorities negotiated with the SA Medical Services to send in 35 medics to work in the highest risk areas, including the intensive care and neuro-surgery units, said hospital spokesman Hester Vorster.

"Yesterday we were forced to close down the out-patients' department and 700 of the 2 000 patients were discharged, leaving 1 333 patients who were in dire need of nursing by a skeleton staff consisting of matrons and ward attendants," she said.

The strike will continue today, after discussions with Health MEC Amos Masondo failed yesterday.

The work stoppage followed repeated warnings by nurses last week that they would go on strike unless demands for better wages were met.

The nurses, under the auspices of the Nurses Crisis Committee, are demanding a pay increase of 25%, and a revision



Sing and strike ... nurses at the country's largest hospital have started a work stoppage to back their demand for better

PICTURE

VLACHAKIS

## Mother's vigil at bedside

■ BY LEE-ANN ALFREDS

Victoria Khoza sits unmoving in a hard chair, eyes fixed on her ill three-month-old son Enoch in the hospital bed against the wall. She stirs only when he does.

The rest of the time, she prays and wonders how it came about that she has to take it upon herself to watch her child in hospital, hoping he will survive the strike which nurses at Baragwanath Hospital have embarked upon.

"I don't really know what's going on. I had heard rumours that they were going on strike, but I did not expect to come to hospital this morning and be told that I had to look after my baby myself because the nurses are on strike," she said.

Enoch had been admitted to Baragwanath in August with chest problems. "Unlike the other children, he is not well enough to be discharged, so we have to remain here. But I'm really scared that his condition will deteriorate and that there will be no qualified nurses on hand to help like today. No nurses have attended to him at all, so I'll just have to do as I was told and look after him myself," Khoza said.

But she understood why the nurses were on strike, she said. "They work hard and should be compensated for it. The Government should just give them the money so that they can return to work."

As hundreds staged a sit-in outside the administration building yesterday, administration staff, matrons, student nurses and ward attendants worked furiously. Only 107 health workers were on hand to deal with the 2 039 patients booked into the hospital. This had forced the hospital to cancel all routine outpatient consultations and to discharge all but the most critical patients.

Vorster said the situation was critical in the intensive care unit where the 14 patients were being cared for by four or five student nurses.

"We cannot cope at the moment, especially in ICU where we really need one nurse for every patient. We are hoping for some agreement that will allow us a skeleton staff. Otherwise we'll have to get in substitutes."

She said only emergency cases would be handled until the situation was resolved.

Meanwhile, a spokesman for the nurses, Colin Rivombo, said that while they felt bad about the patients, they would not end the strike until their demands had been met. He said the nurses had been forced to accept a 5% increase this year.

He said the nurses would be holding talks with the student nurses to join them. This would effectively bring Baragwanath and other hospitals and clinics in the province to a standstill.

Masondo was however confident the situation would be resolved. He expected Baragwanath to institute emergency proceedings today.

In spite of the chaos, patients told The Star they fully supported the nurses' cause.

679

TUESDAY, 5 SEPTEMBER 1995

680

*Hansard*

QUESTIONS

Indicates translated version

For written reply

Employees' UIF cards: employers prosecuted/  
warned

111 Sen J SELFFE asked the Minister of Labour

Whether any employers were (a) prosecuted and/or (b) warned in 1994 for failing to keep their employees' unemployment insurance cards up to date, if not, what is the position in this regard, if so, how many?

S211E

The MINISTER OF LABOUR

(152)

- (a) Number of prosecutions—53
- (b) Number of warnings—9 983

Strike action: man-days lost

125 Sen Dr G W KOORNHOF asked the Minister of Labour

How many man-days were lost as a result of (a) legal and (b) illegal strike action at (i) private, (ii) State and (iii) parastatal enterprises during the period 1 October 1994 to 30 April 1995?

S246E

The MINISTER OF LABOUR

During the period 1 October 1994 to 30 April 1995 private enterprises lost 398 324 man-days as a result of strike action (preliminary figure) (a) and (b) Strikes are not categorised as legal/illegal for statistical purposes

Office space for provincial legislature/  
administration in Nelspruit

145 Sen D M MALATSI asked the Minister of Public Works †

(1) Whether, in pursuance of the decision to declare Nelspruit the capital of the Province of Eastern Transvaal, office space has been rented with a view to accommodating the provincial (a) legislature and (b) administration. If so, (i) how much office space has already been rented and (ii) how much does the rent involved amount to,

(2) whether further office space will have to be rented, if so, how much,

(3) what total amount has been or will be voted for the (a) 1995-96 and (b) 1996-97 financial years with a view to providing or acquiring the necessary accommodation for the provincial legislature and administration,

(4) whether there is any unutilised office space available in the offices of the government of the former national states in that province, if so, (a) where and (b) how big is the space available?

S283E

The MINISTER OF PUBLIC WORKS

As this matter falls under the control of the Eastern Transvaal Province, the MEC for Works, Roads and Transport has provided the necessary information

- (1) (a) and (b) Yes, (i) 22 600 m<sup>2</sup> (ii) R655 184 per month
- (2) Yes, as Departmental structures grow into maturity and more functions are devolved from Central Government level, additional accommodation will be needed. The exact figure is not available yet, but it is foreseen that it will not be more than a 15% increase of the current rented space
- (3) (a) R2,8 million (b) R10 million
- (4) Yes

(a) In the former KaNgwane office complex in Loureville and the former KwaNdebele government complex in KwaMhlanga

(b) There is still a constant movement of officials between Loureville and Nelspruit as absorption of officials into the new structures has not been completed

In the former KwaNdebele government complex in KwaMhlanga, most of the office accommodation is still utilised by government officials

# Thor workers down tools

(127) (183) (52)

MARITZBURG Thor Chemicals workers, suspicious of a company doctor who was involved in the mercury poisoning trial last year, downed tools yesterday demanding his replacement

The labour action came after four workers refused to submit to a medical check-up by Dr Bruce Alexander

CT 5/9/95

# Patients left stranded as strike spreads

(152)

BD 6/9/95

**Kathryn Strachan**

THOUSANDS of patients were left without health care yesterday as a strike by nurses at Baragwanath Hospital spread to Soweto community clinics and Hillbrow Hospital.

Nurses at GaRankuwa Hospital indicated they would go on strike today.

"Baragwanath has come to a standstill," said a doctor in intensive care. The unit was trying to transfer patients in a critical condition to other hospitals, but there were problems finding places for them. Transporting them was a risk as most were on ventilators and there were not enough ambulances. An SA Air Force spokesman said some patients had been airlifted from Baragwanath to other hospitals.

About 1 700 Baragwanath nurses went on strike on Monday to demand a 25% pay increase, leaving 2 000 patients without care. About 700 patients were discharged yesterday, and there were still 1 300 seriously ill patients left. About 35 defence force medics are helping in intensive neurosurgery and paediatric wards.

Nurses at Johannesburg Hospital also threatened to go on strike yesterday, but their action was averted in the afternoon. At the Boksburg-Benoni Hospital, the clash between rival unions that crippled services for a week was resolved, with both sides agreeing to work together to improve health services in the area.

Baragwanath PRO Hester Vorster said seven patients had died on Monday night, but the hospital was investigating whether this was a result of the strike.

A doctor in maternity said matrons had worked all day on Monday, through the night, and all day yesterday to try and keep things going in the section.

The National Education, Health and Allied Workers' Union (Nehawu) yesterday dissociated itself from the strike.

Nehawu's Gauteng regional secretary Oupa Makhura said Nehawu members were not taking part in the strike but were staying away from work because of intimidation. Nurses had adopted the wrong approach as grievances should be addressed through the central bargaining chamber.

Nehawu regional chairman Siphwe Mazibuko said. "We call on all our members not to engage in such reactionary actions that are aimed at destabilising the transformation process."

Meanwhile the Gauteng health department said yesterday it was prepared to loan Baragwanath Hospital money to save the lives of patients affected by the strike. At meetings between Gauteng health MEC Amos Masondo and hospital administrators, it was decided the first step was to appeal to the nurses' consciences. "The workers' demands cannot be met immedi-

Continued on Page 2

## Strike

(152)

BD 6/9/95  
Continued from Page 1

ately but lives must be saved," department spokesman Popo Maja said. "Patients could begin dying by the hour."

Gauteng premier Tokyo Sexwale blamed the strike on severe cuts in the provincial health budget. The budget had suffered a "very heavy shortfall of R600m" and this had affected salaries.

Gauteng hospitals were treating patients from other provinces which lacked

advanced medical facilities, and this had added to the financial burden. He said the nurses' demands were reasonable and understandable. Gauteng would "have to find the money from central government."

GaRankuwa superintendent Imelda Mpikashe said nurses at her hospital would go on strike today in support of Baragwanath strikers. It was decided that GaRankuwa patients would be discharged.

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While striking nurses protest outside Baragwanath Hospital, bottom right, a baby lies unattended in the hospital's intensive care unit, top, and Baba Mokwane, bottom left, shows his distress  
Picture NICKY DE BLOIS

# A day at Bara as nurses toyi-toyi

Nomavenda Mathiane

A BABY lies in an empty intensive care unit, connected to machines, a mother holds a drip for her sick son and a young boy cries, while outside striking nurses voice their protest.

This was the scene at Baragwanath Hospital yesterday on the second day of a nurses' strike

While the nurses toyi-toyed, doctors, matrons, workers and paramedics helped patients and strove to restore a semblance of order to the chaos brought about in wards by the strike.

The casualty wards resembled a military hospital. Soldiers pushed loaded stretchers to ambulances and evacuated critically ill patients to other hospitals.

Security guards ran between the wards and the superintendent's office, checking which patients were to be taken where

Mothers in the children's casualty ward waited anxiously for word from

doctors about their children

Doctors, their faces lined with fatigue, said wearily that they understood the nurses' struggle but wanted it over so that there could be normality at the hospital

Older children who had been in the hospital for a long time were helping with odd jobs, while other patients, "refugees" from township clinics run by the provincial administration, poured in

And outside the nurses toyi-toyed Trying to get an interview with any of the nurses was a futile exercise. They have no spokesman willing to talk to the Press

Their most important grievance apparently, is low salaries They say they take home R1 500 after deductions And they received a 5% increase They want 25% and a revision of the taxation process, and service equality with nurses employed by local authorities.

The strikers are openly hostile towards Health Minister Nkosazana

Zuma, who is alleged to have said even laymen could be trained as nurses The mention of Zuma sets them screaming They take her comment as an affront after the years of training they have undergone.

If the nurses have an ally it is superintendent Dr Chris van der Heever He understands their problems but he says he is not the man to solve them "The dispute is between the professionals and the employing body," Van der Heever says

He admits he foresaw the problem with the transformation of the health services and was in constant contact with Gauteng health MEC Amos Masondo, who assured him the problem would be solved

Van der Heever, who has been at the hospital for 30 years, said he was sad to see the community subjected to poor care and health facilities

"You will not die for being away from school for a day, but you might die for missing one day's nursing care," he said

R1 3m spent

# ICU closed after Baragwanath nurses walk out

The Argus Correspondent

JOHANNESBURG — Baragwanath Hospital's intensive care unit has been temporarily closed and 43 critically ill patients transferred to private and government hospitals.

ICU head Jeff Lipman said it was the first time in his life he had been ashamed to be associated with the hospital

When nurses walked out of the ICU, Professor Lipman was left with a staff of untrained nurses to operate highly sophisticated equipment and to care for very ill patients, a Baragwanath spokesman said today

Two babies were taken by ambulance free of charge to Park Lane Clinic last night, said matron Lisa Penhall.

A five-month-old girl suffering from ACTH-deficiency and

ANU 6/9/95  
pneumonia was put into an oxygen headbox A nine-month-old boy with intractable pneumonia was put on a ventilator Both were stable.

Three other children were airlifted to Unitas Hospital in Pretoria Unitas matron Retha Cronje said they were being cared for in the paediatric ICU

The air force was also called in last night and several patients were admitted to One Military Hospital in Pretoria

Several other hospitals in Gauteng have also been asked to take in critical patients

Park Lane deputy matron Tim Groom said the hospital would charge at cost and a paediatrician would treat the children free of charge Either Baragwanath Hospital or the Gauteng government would have to foot the bill

The strike — which has

(152)  
brought health care to a virtual standstill in the province and led to calls for the resignation of Health MEC Amos Masondo — was expected to spread today

The work stoppage, under the auspices of an organisation called the Nurses' Crisis Committee, has forced the affected institutions to discharge all but the most critical of patients with only emergency cases being admitted

Hundreds of nurses at other medical institutions, including Leratong Hospital on the West Rand and Garankuwa outside Pretoria, were expected to join the strike today

Johannesburg Hospital's acting superintendent Warrick Sive said yesterday they were "sitting on a knife-edge" "We expect a crisis should the nurses demands not be looked into"



**OUT TO GRASS:** Patients lie on the lawns at Baragwanath Hospital while nurses turn their backs, engrossed in their strike action which has hit Reef hospitals.

# Nurses at end of tether

(152) Sowetan 6/9/95

By Glenn McKenzie

MS Rose Jacobs is angry. And embarrassed.

A professional nurse for the past 15 years, she is angry because the meagre salary she earns, after taxes, is R1,168 every month.

This is despite the fact that she holds three degrees from the University of South Africa as well as nursing diplomas in mammography, psychiatry and general nursing.

She is also embarrassed because nurses have stayed silent about their plight for so long.

"We should have protested years ago. We have been manipulated for too long," she says.

Jacobs is one of several thousand nurses from Gauteng hospitals and

clinics who embarked on a strike this week to demand 25 percent salary increases and better working conditions.

Yesterday at Baragwanath, Coronation, Hillbrow and Lenasia hospitals angry nurses toy-toyed and carried placards denouncing Minister of Health Dr Nkosasana Zuma.

## Anyone off the street

According to Jacobs, who supervises student nurses around Gauteng, members of the profession are angry at Zuma because of comments she reportedly made about them on a television programme several weeks ago.

"Zuma thinks she can get anyone off the street to be a nurse. She does not see us as professionals. That's why nurses are striking. It's about respect

and earning a living wage.

"I cannot even afford to have a family. But many of our nurses are supporting entire families on the pennies that they earn," she says.

Most weeks Jacobs works at least 50 hours. In addition, she attends regular meetings (for which she is not reimbursed) and she is sometimes called upon to attend to a hospital emergency in the middle of the night.

"I wonder how many people could do what we are doing. And I wonder who appreciates us?"

Jacobs believes nurses have a duty to their patients and should not allow lives to be jeopardised by a labour dispute. "But we must strike," she adds. "This is not about politics. Whether it is apartheid or democracy, the government must listen to us."



Hundreds of patients were left stranded at Baragwanath Hospital yesterday as workers continued their strike. This patient had only empty wheelchairs to keep him company. Sick babies were transferred to Park Lane Clinic in Johannesburg last night as the situation at Baragwanath worsened.

PIC JOE MOLEFE



# Patients help each other

(25) (152)  
Sowetan 6/9/95

By Glenn McKenzie  
and Abdul Milazi

ABRAHAM Rapulama is a 13-year-old boy disabled by rickets, a disease caused by a lack of nutritious food

For a month he has been a patient at Baragwanath Hospital, where he says things have been "good"

But lately he has been hungry again. On Monday 1 700 nurses at Baragwanath Hospital, near Soweto, embarked on a stoppage and for long periods there has been no one to deliver food and medicines to patients.

"We don't have food today," Rapulama told *Sowetan*.

Since the strike began, Rapulama and other children have begun taking care of each other. They call doctors. They help feed infants. And in some cases, they help deliver medication.

"I am a small doctor," Rapulama joked.

Joseph Dhlamini, another teenaged patient with rickets, has been "a big help to doctors", according to one paediatrician. But allowing him to deliver medication to children is a very "unsafe" situation, the doctor admits.

By yesterday afternoon Baragwanath staff had discharged 700 bed-ridden patients. But approximately 1 300 "very ill" patients remained. Some were in very serious condition.

Yesterday a *Sowetan* reporter witnessed adult patients sleeping in their own faeces in ward 4 of the hospital. In ward 3, sick children screamed and complained that they had not been fed.

Doctors say the situation has been compounded by the fact that some patients come from farflung areas like the Eastern Cape and Northern Transvaal. They cannot be easily discharged.

"I recently had a woman all the way from Umtata with her sick child. I cannot turn them away," said one senior paediatrician.

Another senior doctor expressed sympathy for the nurses' demands, and suggested the government should offer more funding to underprivileged hospitals like Bara.

"In my opinion, it is no longer safe to admit children here," she said.

1754 Hansard

WEDNESDAY, 6 SEPTEMBER 1995

1754

Strikes/postal delays/closure of post offices:

152 solution

\*23 Dr P WELGEMOED asked the Minister for Posts, Telecommunications and Broadcasting:

- (1) Whether he and/or the directorate and management of the Post Office have a contingency plan to solve the question of continuous strikes that lead to serious postal delays, if not, what is being planned to solve this problem, if so, (a) what is the plan and (b) what is the handling of post expected to return to normal,
- (2) whether any post offices have been closed during the period of striking, if so, (a) how many and (b) what has been done to render services to persons who have been inconvenienced due to these closures?

N1164F

THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office Limited has informed me as follows:

- (1) Yes
  - (a) The contingency plan is a comprehensive document which does not lend itself to oral reply
  - (b) 11 September 1995
- (2) Yes
  - (a) 46
  - (b) Clients were not unduly inconvenienced as no post office was closed for a period of more than one day. Where necessary, clients were referred to other post offices for service.

National Public Works Programme Task Team expenditure/functions

\*24 Mrs E J CHAIT asked the Minister of Public Works

- (a) What amount was spent in respect of the National Public Works Programme Task Team from the date of its formation to the date on which the head of the task team became Director-General, (b) what amount of money is allocated per month for the Task Team and (c) how long will it take for the Task Team to fulfil its functions?

N1165E

1755

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tan Council (TMC), if so, (a) what charges and (b) what amount of money was involved.

- (2) whether any other persons are under investigation for fraud in payments for the processing of voter registration forms by the Johannesburg TMC, if so, how many?

N1168E

THE MINISTER FOR PROVINCIAL AFFAIRS AND CONSTITUTIONAL DEVELOPMENT

- (1) Yes
  - (a) Fraud
  - (b) The amount of money involved is not yet known as the case is still under investigation and therefore *sub judice*
- (2) No

Printing works owned by Post Office

\*28 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting:

- (1) Whether the Post Office owns any printing works, if not, what is the position in this regard, if so (a) where are they situated and (b) what is their combined annual (i) running cost and (ii) income,
- (2) whether any consideration has been given to privatising these printing works, if not, why not, if so, what are the relevant details?

N1169E

THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office has informed me as follows:

- (1) The Post Office has only one printing works
  - (a) Pretoria
  - (b) (i) Running cost for 1994/95 amounts to R3,127 million
  - (ii) Income for 1994/95 amounts to R2,091 million
- (2) Yes
  - (i) Upon request of the Post Office management the National Productivity Institute conducted a feasibility study of the Printing Works which showed that some adjustments were required to make it a more efficient and economical operation.
  - (ii) With this in mind and considering that the Printing Works does not constitute core business of the Post Office, a strategic business decision was made during 1994 to consider the sale of the Printing Works.

The Post Office appointed Standard Merchant Bank as its agent and followed a select tender process during which some 10 major players in the printing environment were asked to indicate whether they would be interested in purchasing the Printing Works.

After a process of elimination based on either unacceptably low indicative offers or clear indications of non-interest only two parties, namely Ince Printers and a joint venture between Perskor and Thebe Investments, remained in the running to make an offer to purchase the Printing Works.

As it transpired, their offers were also unacceptably low and it was consequently decided not to sell the Printing Works, but rather rationalise its activities and make it a more commercially viable proposition. This exercise has been going on since April 1995 and has resulted in a reduction of the required manpower by some 45%.

New postal code system

\*29 Mr J A JORDAAN asked the Minister for Posts, Telecommunications and Broadcasting: Whether any consideration is being given to introducing a new postal code system, if not, why not, if so, why?

N1170E

THE MINISTER FOR POSTS, TELECOMMUNICATIONS AND BROADCASTING

The Chief Executive of the South African Post Office Limited has informed me as follows:

- (1) Yes
  - (ii) The existing postal code system was introduced in South Africa during October 1973 and was primarily designed to support the mechanised sorting of postal articles. It is solely an outward code which routes mail from one office to another only.

*Patients died because nurses would not administer drains - doctor*

# Death-strike anguishes

(197) Saw 6/9/95

**SHOCKED doctor tells of hopelessness and trauma after running from bed to bed for 60 hours**

■ BY ADAM COOKE

Three people with terrible ailments died in the surgical ward of Baragwanath Hospital this week - probably because of the strike there, a doctor claims.

Her revelations follow the spreading of the strike to several other Gauteng hospitals where rebellious nurses are refusing to attend to patients until their demands are met.

A Baragwanath Hospital spokesman said although there were seven deaths on Monday night it was impossible to confirm whether they were all strike-related.

A picture of hopelessness and heroism unfolded last night as the doctor at Baragwanath told The Star that a 17-year-old boy had died after choking.

"It was month-end over the weekend (The hospital experiences its busiest times when salaried people are paid at the same time as weekly wage-earners).

"We are being swamped with serious trauma cases - people with stabbed necks and chests - dying of asphyxiation. It is a hopeless situation."

Shattered and close-teared, the doctor said a tear-er needed ventilation after respiratory failure on Monday night.

"It would have been a routine procedure if nurses had been on site to monitor serious patients."

Two other patients died at

legally after being unable to swallow.

They choked because striking nurses were unwilling to supply the necessary drains.

Interviewed at her Johannesburg home the shocked and exhausted doctor spoke after she had worked 60 hours running from bed to bed.

She was the only doctor on call for 15 wards, each with 68 patients.

More despondent than rate, the doctor (advised by The Star not to name herself) stayed up through the night "begging patients not to stop breathing until the morning when backup would hopefully arrive."

All were trauma cases. Those recovering from major surgery needed to be monitored closely.

In the labour ward, women were delivering their own babies, sometimes with the aid of patients themselves in labour.

## Locked away

Those post-operative patients lucky enough to get any treatment were being given over-the-counter painkillers instead of morphine.

"Analgesics were locked in cupboards and the nurses have the keys."

"There was no pain relief for those in serious condition - they just had to hold on through the night."

"Walking wounded", themselves critical, stayed up all night displaying a "spurt and camaraderie" the doctor had never seen before.

"The patients being held hostage until nurses' demands are met," she said.

"They are compromising with human lives. I feel nothing but despair and guilt."



Exhausted, a Baragwanath Hospital doctor sits alone and dejected, recovering from the trauma of witnessing three of her patients with reversible conditions die without medical support.

PICTURE: JODI BIBBER

*Bara's ICU unit is forced to close*

■ BY TARYN LAMBERTI

Baragwanath Hospital's intensive care unit has been temporarily closed down and all 43 critically ill patients have been transferred to private and Government hospitals.

Baragwanath spokesman Hester Vorster said that when nurses had abandoned their posts in the ICU, the unit's head, Professor Jeff Lapman had been left with a staff of untrained nurses to manage sophisticated equipment and to care for very ill patients.

Two babies were taken free of charge by Criticare to the Parklane Clinic last night. They are in a stable condition. A 5-month-old girl suffering from ACTH-deficiency and pneumonia was put into an oxygen headbox and a 9-month-old boy with intracerebral pneumonia was put on to a ventilator.

Three other children were airlifted by Europ Assist to Universitas Hospital in Pretoria. Unifas Matron Reitha Gronje said all three were being cared for in the paediatric ICU ward.

The airforce was also called in last night and several patients were admitted to Mil-Harry Hospital in Pretoria.

Several of Dr Gauteng's hospitals have been asked to take in critical patients.

# Health services threaten to collapse as action spreads

## ■ STAFF REPORTERS

A wildcat strike by thousands of nurses at several hospitals and clinics around Gauteng is expected to spread today

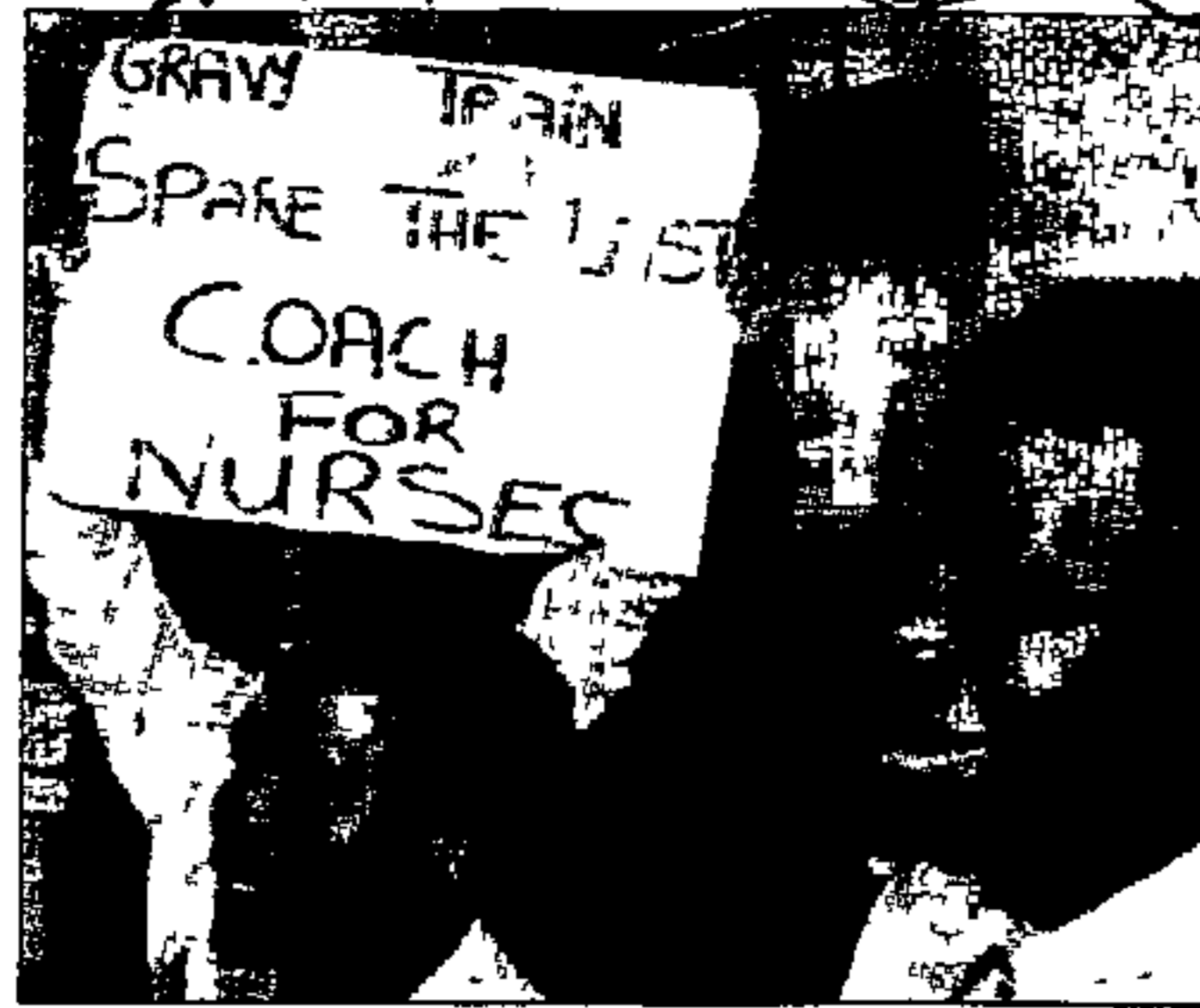
The strike has already affected a number of provincial hospitals, including Coronationville and Hillbrow – and 13 provincial clinics in Soweto. While Baragwanath has been virtually brought to a standstill, action at other hospitals has so far been sporadic.

Health care is in crisis in the province, and the Democratic Party has called for the resignation of Health MEC Amos Masondo.

While several parties moved to condemn the strike action yesterday, hundreds of nurses at other medical institutions, including Leratong Hospital on the West Rand and Garankuwa outside Pretoria, were expected to join the strike today in solidarity with the nurses at Baragwanath.

There was a brief stoppage at Boksburg-Benoni yesterday after rival unions clashed over what action to take to highlight their grievances.

The work stoppage, under the auspices of an organisation called the Nurses' Crisis Committee, has forced the affected



Out on strike ... nurses protest at Coronationville Hospital hours after embarking on a strike in solidarity with staff at Baragwanath  
PICTURE  
THEMBA HADEBE

medical institutions to discharge all but the most critical of patients and cancel all routine outpatient consultations with only emergency cases being admitted.

Last night, critically ill patients from Baragwanath were transferred to several Gauteng hospitals and clinics.

Local health authorities at other hospitals hit by industrial action were also considering transferring seriously ill patients to functioning hospitals at the expense of the Gauteng health department if no agreement could be reached with the nurses.

Garankuwa superintendent Imelda Mpikashe said nurses had demanded a 25% pay

increase, parity and a revision of the tax system yesterday morning.

Johannesburg Hospital nurses also staged demonstrations yesterday and there were work stoppages.

A Johannesburg Hospital strike had only been averted yesterday after the workers were addressed by Professional Services director Mary-Grace Msimango.

"Management is in full sympathy with nurses' concerns on working conditions and salary structures," he said.

While the CP and NP merely condemned the strike, DP Gauteng health spokesman Jack Bloom called for the dismissal of Health MEC Mason-

do. Meanwhile, the National Department of Health issued a statement late yesterday that said a task team was busy investigating the improvement of conditions for nurses.

This would form the basis of negotiations for salary improvements in the next financial year.

The department urged the nurses to return to work, saying they should "rethink their professional calling to put human lives above all else."

Most of the nursing staff at Coronationville Hospital, south of Johannesburg, went on strike in support of the nurses at Baragwanath.

Chaos continued to reign at Baragwanath as around 100 staff and 80 army medics battled to look after the 1 333 "desperately ill" patients at the hospital.

Nurses at Hillbrow Hospital, Johannesburg, also downed tools despite being addressed by Masondo.

A spokesman said the nurses had drafted a list of proposals listing their grievances, chief among them being a 30% pay increment.

"We can sort out the rest of their problems, but a pay rise is completely out of our hands," the spokesman said.

# Police disperse strikers at market



Let's talk ... Saccawu regional leaders address a crowd of workers who blockaded the entrance of the fresh produce market in City Deep yesterday.

■ BY LORNA ZOKUFA  
CITY REPORTER

Twenty-nine people were arrested and police were forced to use rubber bullets and tear gas when more than 400 workers blockaded the entrance of the fresh produce market at City Deep, Johannesburg, yesterday

The workers, who are employed by market agents, prevented trucks from leaving or entering the market from 4am yesterday morning

"How can we feed our families with a wage of R80 or R90 a week? We are here to demand a living wage," said the workers' spokesman Promise Sithole.

*Star 6/9/95 (152)*  
The director of the market, Daan Spengler, said he had called police to disperse the strikers because no produce could be delivered and no trading could take place.

The Greater Johannesburg Transitional Metropolitan Council has applied for an urgent interdict against the workers to

prevent interference with traffic in and out of the market, damage to property, or any action that could jeopardise public safety

Police spokesman Lieutenant-Colonel Eugene Opperman said police were forced to use tear gas and rubber bullets when protesters stoned police and resisted arrest - Staff Reporter.

PICTURE: MOTLHALEFI MAHLABE

# Mandela tells striking nurses to work or leave

(152) APR 7/9/95  
GABORONE. — President Mandela today advised striking nurses to either return to their jobs or leave the nursing profession.

The government did not have the resources to meet their demands, he told journalists at a briefing before returning to South Africa from a state visit to Botswana.

He said the government had an obligation to improve the lives of South Africa's five-million unemployed people and the seven-million squatters.

Although he understood the nurses' grievances, they were at least employed and able to take something home to their families, he said.

His remarks came after nearly eight hours of talks in Johannesburg between acting Health Minister Tito Mboweni and nurses' representatives from nine hospitals — four of them already on full-scale strike — have failed to resolve the crisis gripping Gauteng hospitals.

Nurses vowed after the meeting, which ended early today, that they would not return to work today as demanded by government officials and would continue with the illegal strikes, which they said would spread.

Mr Mboweni, who is also Minister of Labour, told reporters that nurses had to return to work by noon, failing which legal steps would be taken.

Dismissals are likely to follow. Earlier, Gauteng's MEC for health, Amos Masondo, said a no work, no pay policy would be enforced if nurses did not return.

Hospital Personnel Trade Unions of South Africa (Hospersa) secretary Mike Ryan said members of the organisation and the National Educa-

tion, Health and Allied Workers' Union, the South African Nursing Association, the Soweto Civic Association and management of Baragwanath Hospital were involved in discussions.

Earlier Gauteng superintendent-general Ralph Mgujima said that neither side had budged from its position.

Mr Mboweni said: "Normalcy must return to the hospitals. We have a responsibility to give people the health care they need and the situation cannot be allowed to continue as it is."

But more than 200 nurses who had assembled outside the hall where the meeting was held at Baragwanath Hospital until 2.30am rejected the government delegation's explanations.

"From here on its a full-scale strike and mass action throughout the country. We are sure that our campaign will succeed," said Baragwanath strike leader Belinda Kgogo.

Critically ill patients continued to be transferred to private hospitals from the affected hospitals yesterday.

Sources said strikes could begin in the Western Cape townships of Guguletu and Khayelitsha today.

The nurses are demanding pay increases of between 25 percent and 33 percent, parity in salaries between those employed by local government structures and reduced working hours.

Mr Mboweni said the government had undertaken to facilitate a process to have the nurses take their pay grievances to the National Bargaining Chamber where civil servants' salaries were negotiated. Negotiations for this year have already been concluded, with unions taking a five percent increase.

# 'Stop hospitals'



Children from the surgical wards at Baragwanath Hospital in Soweto sit unsupervised in a passage of the paediatric section yesterday. Many of the surgical wards have been closed and the most seriously ill patients moved to central wards.

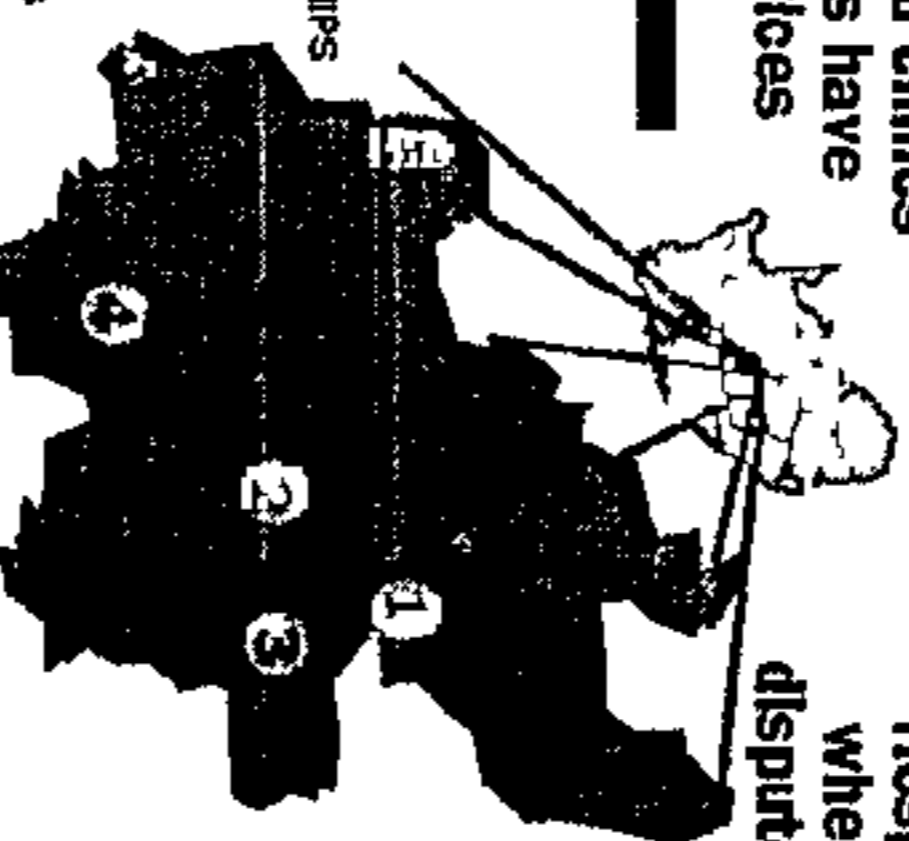
# anarchy?

Sowetan 7/9/95  
(152)

## Gauteng Hospital Crisis

Hospitals and clinics where strikes have crippled services

1. PRETORIA REGION  
Garekhama Hospital
2. JOHANNESBURG  
Hillbrow Hospital
3. WESTERN TOWNSHIPS  
Coronation Hospital
4. SOWETO  
Baragwanath Hospital
5. LENASIA  
Two community clinics



Hospitals and clinics where labour related disputes could flare up in near future

1. NEWTON PARK  
Tentasia Hospital
2. JOHANNESBURG  
Johannesburg Hospital
3. EAST RAND  
Boksburg Benoni Hospital
4. SOWETO  
13 community clinics

### Sowetan Reporters

**W**IDESPREAD condemnation of the work stoppage by thousands of Gauteng nurses poured in yesterday as the action snowballed to include at least four hospitals and 15 clinics.

Gauteng MEC for Health Mr Amos Masondo warned that nurses must return to work by 8am today or an ultimatum would be issued. He would not give further details.

And Labour Minister Tito Mboweni last night threatened legal action against striking nurses at Baragwanath Hospital.

Mboweni, acting Minister of Health in place of Dr Nkosazana Zuma who is attending the United Nations Women's Conference in China, told a news briefing during a visit to the hospital that if the nurses

did not return to work by today, an ultimatum would be issued and the legal process would begin.

About 1 700 nurses at Baragwanath are striking.

Mboweni said he was confident the strikers would heed the call to return to work. "The time has come for them to go back to work. The country as a whole expects the nurses to go back to work."

Political parties blamed the Government and nurses for a breakdown in the health system in the province.

### Community clinics

Both Baragwanath and Hillbrow hospitals had been forced to a standstill by yesterday. The strike had also affected services at Coronation and GaRankwa hospitals as well as Soweto's 13 community clinics. Nurses at Johannesburg Hospital have also threatened to join the strike.

Soweto ANC Alliance spokesman Mr Cupa Mpepha labelled the strike a "programme of destabilisation and anarchy aimed at undermining the community".

The Alliance was disturbed by the fact that "thousands of patients were left unattended in a state of pain and trauma", Mpepha said.

The National Progressive Primary Health Care Network appealed to nurses to put their patients first and return to work.

"For nurses to strike without making prior alternative arrangements for (their treatment) is unethical," the NPPHC said.

Both the Democratic Party and National Party demanded the immediate return of Health Minister Nkosazana Zuma from China.

The Pan Africanist Congress threw its support behind the strikers. PAC general-secretary Mr

Maxwell Nematshvanani blamed the deaths of patients on the "sloppy and inept manner in which the union (National Education, Health and Allied Workers' Union) and the Government have treated the grievances of the health workers".

Yesterday, the strike spread to GaRankwa Hospital, north of Pretoria. Nurses there are demanding 33 percent "non-taxable" salary increases. In other hospitals and clinics, nurses are demanding between 10 and 30 percent increases.

### Downed tools

At Hillbrow Hospital, the entire nursing staff had downed tools yesterday. Many patients had not been fed, bathed or had their bandages changed.

Hillbrow Hospital superintendent Dr Emma Bondarenko said the situation was "chaotic". She hoped to

transfer about 10 critically ill patients to private hospitals. Baragwanath Hospital in Soweto has been brought to a standstill.

Thirty-three wards have closed and about half of the hospital's 2 000-odd patients were discharged by yesterday.

Despite massive problems at the hospital, emergency services were continuing, a spokeswoman said.

Forty-three critically ill adults and five children were transferred to private clinics in Sandringham and Parktown on Tuesday night.

Only 85 matrons, ward assistants and students were still on duty yesterday. Soweto's 13 community clinics as well as two clinics in Lenasia have also been shut down following the strike. At Coronation Hospital, a small complement of nurses remained on duty yesterday while others picked up outside.

Mboweni gives strikers extended deadline over pay demands

# Nurses to defy back to work Order

SAW 7/19/95

BY JUSTICE MALALA JANINE SIMON, LEE ANN ALFREDS, TAMSEN DE BEER and PATRICK PHOSA

Nearly eight hours of talks which ended at dawn today between acting Health Minister Tito Mboweni and 12 representatives from nine hospitals - four of them already on full-scale strike - have failed to resolve the crisis gripping Gauteng hospitals. Nurses vowed after the

(152)

meeting that they would not return to work at noon today as demanded by Government officials. They would continue with the illegal strikes which they warned would spread to other hospitals in the country. Mboweni, who is also Minister of Labour, told reporters that nurses had to return to work by noon, failing which, legal steps would be taken. Dismissals are likely to follow but so far Government representatives have not spelt out when nurses would be fired. Earlier,



Showing strain - at Hillbrow Hospital, a weary doctor wipes his brow. The hospital has been brought to a virtual standstill by the nurses' strike.

## NO PROGRESS in critical talks between Labour Minister and health workers

Gauteng's MEC for Health Anus Maseondo, said "at a no work, no pay policy would be enforced if the nurses did not return to their posts. Hospital Personnel Trade Unions of South Africa secre-

tary Mike Ryan said members of HOSPERSA, the National Education, Health and Allied Workers' Union, the South African Nursing Association, the Soweto Civic Association and management of Baragwanath Hospital were involved in discussions at the hospital. Earlier Gauteng superintendent-general Ralph Mphahlela told reporters neither side had budged from their positions. Mboweni said "Normally we have a responsibility to give

people the health care they need and the situation cannot be allowed to continue as it is. But the more than 200 nurses who had assembled outside the hall where the meeting was held at Baragwanath Hospital until 2.30am - singing and dancing - rejected the Government delegation's attempts at explaining the situation, saying they were vague and were not prepared to move on the main issue of salary increases

▶ To Page 3

## Twins dead at birth

A young mother's twin babies died on the second day of the strike at the Johannesburg Hospital to which she had been transferred, after she pleaded with Baragwanath Hospital staff to call a doctor to perform a caesarean section that morning. In extreme pain, unable to deliver her twins without surgery. The strike meant there was no staff to handle the case. "She begged Baragwanath Hospital to give her a caesarean but they couldn't. When she arrived here on Tuesday afternoon both the babies were dead," said a midwife. "They were the most beautiful baby girls - just perfect." - Staff Reporters.

PICTURE: WIKEL NICOLAOU

## Nurses' strike: showdown at noon

SAW 7/19/95

(152)

"From here on it's a full-scale strike and mass action throughout the country. We are sure of the support of nurses and that our campaign will succeed," said Baragwanath strike leader Belinda kgogo.

Health Minister Dr Mkoasezana Zuma would not be in Beijing if the nurses' strike in Gauteng was really critical, Sister Belinda Segopole of the Soweto Health Forum told Sage. She said it was very unfair to criticise the nurses for leaving patients to die. "We had people dying all the time. Bodies were being taken to government mortuaries because Baragwanath mortuaries could not cope. "Now people are saying that because of this strike the patients are dying." If the situation really was as critical as some claimed, "Zuma would be here to solve it and not staying in comfortable hotels in Beijing."

Zuma is attending the UN woman's conference in China. The South African Health and Public Service Workers' Union said it supported the strike and would demonstrate its support by turning away patients from One Military Hospital in Pretoria.

The nurses are demanding salary increases ranging between 25% and 33%, partly in salaries between those employed by local government structures and a reduction in working hours. Mboweni said Government had undertaken to facilitate a process to have the nurses take their pay grievances to the National Bargaining Chamber where civil servants' salaries were negotiated.

Negotiations for this year have already been concluded, with unions taking a 5% increase. He said Government had also promised that there would be no victimisation of those who had taken part in the strikes.



# Selfless few try to stem tide of agony

Star 7/9/95

■ BY LEE-ANN ALFREDS

For once, the hustle-and-bustle, and pain and suffering that is Hillbrow Hospital, was missing

In its place yesterday was silence and emptiness, and fear and selflessness as a total nurses' strike entered its second day, retaining its vice-like grip

Only 15-plus matrons and doctors were on duty to care for the 400 patients who lay seriously ill, and possibly dying, in the unusually empty wards, Superintendent Dr Emma Bondarenko said.

The situation could not continue and would not be alleviated even by the assigning of army medics to the hospital.

"Although we have not had a death yet, the situation is very critical and, if it continues, patients will die," Bondarenko said.

These dire predictions were borne out by the situation in the hospital where the work done by doctors and nurses appeared to be a drop in the ocean in the face of the sheer scale of need

There, despite the devotion of the matrons and doctors on duty, regular outpatients were being turned away, left to fend for themselves as best they could

Patients in the wards had to change their own bandages and others were given medicine only once a day because of the lack of staff

A patient suffering from hyperglycaemia, high blood sugar levels, lay dying because she had been unattended for 24 hours

People in need of treatment for kidney and liver failure were turned away and told to drink only minute quantities of water because it was uncertain of when their next treatment would be

Dirty needles, discarded IV tubes and other litter lay around despite efforts by cleaning staff, matrons and doctors to keep the hospital clean

It was just one horror story after another, with no end in sight.



Helping hand ... a baby at the virtually deserted Baragwanath Hospital cries out in vain for the human touch.

PICTURE THYS DULLAART

# We warned of walkout before, say staff

Star 7/19/95 (152)

■ BY JANINE SIMON

Nurses at Baragwanath Hospital say they were forced into strike action because weeks of negotiating with Gauteng Health MEC Amos Masondo had proved fruitless

Negotiations headed by the Bara Nurses Crisis Committee started at the beginning of August, with nurses demanding a 25% pay increase, parity with salaries of nurses who worked for local authorities and re-

structuring of their tax obligations

Negotiations continued during the strike at Soweto's 13 community health clinics, and last week, nurses twice faxed a memorandum to the offices of Health Minister Dr Nkosazana Zuma, Gauteng Premier Tokyo Sexwale, and Masondo

The decision to leave the wards came on Monday, after Masondo met nurses and again said he had no power to re-open the negotiating chamber

of the Public Service Commission

The crisis committee members defended the decision to leave the hospital without a skeleton staff, saying that Bara's existing nurses were skeleton staff

"We are aware of our responsibility to patients, and we apologise to those who feel we have failed the nation," said Sister Belinda Kgogo

We'll take the blame if any deaths occurred because of this,

but we have been pushed beyond the limit"

"Where is the Government's conscience?"

Crisis committee members had successfully negotiated for Bara nurses over various issues since 1991, and were not an "unrecognised group"

The nurses main demands are that salaries should be market-related, and that there be compensation for working on Sundays, public-holidays and on night-shift

FURIOUS STAFF SET TO DEFY WARNINGS

# Nurses' strike may spread to W Cape

7/19/95  
(152) (AP)

**JOHANNESBURG:** Defiant nurses vowed to continue their strike yesterday despite a warning that they could face stern disciplinary measures.

**T**HE three-day nurses' strike which has crippled four of Gauteng's major hospitals could spread to clinics in the Western Cape today, furious representatives of the nurses said last night.

They had just emerged from a top-level meeting with acting Health Minister Mr Tito Mboweni and other top national and provincial health officials.

Spokespeople said they believed the ministry had acted rashly in their dealings with the nurses and it was possible the strike could encompass hospitals across the country.

Gauteng Health Minister Mr Amos Masondo yesterday issued his strongest warning yet to the nurses, telling them to return to work by 8am or the "no work, no pay" principle would be applied while other measures, including dismissal, would be investigated. "We have a responsibility to

ensure that the sick are cared for. The nurses are not alone in their perception that they deserve a better deal and their grievances will be pursued through formal channels. But their patients also deserve a better deal than being left, helpless, to their fate," he said.

The call, coming amid continued chaos in Baragwanath, Hillbrow, GaRankuwa and Lenasia hospitals, was met with defiance by nurses, who said they would continue the action if no concrete move was made on their demands. Yesterday, they tore up the notices issued by the ministry for them to return to work.

Gauteng health spokesman Mr Popo Maya said late yesterday Coronationville Hospital, which had earlier been affected by the strike, had gone back to work. But nurses there have vowed to embark on a go-slow from today to back their action.

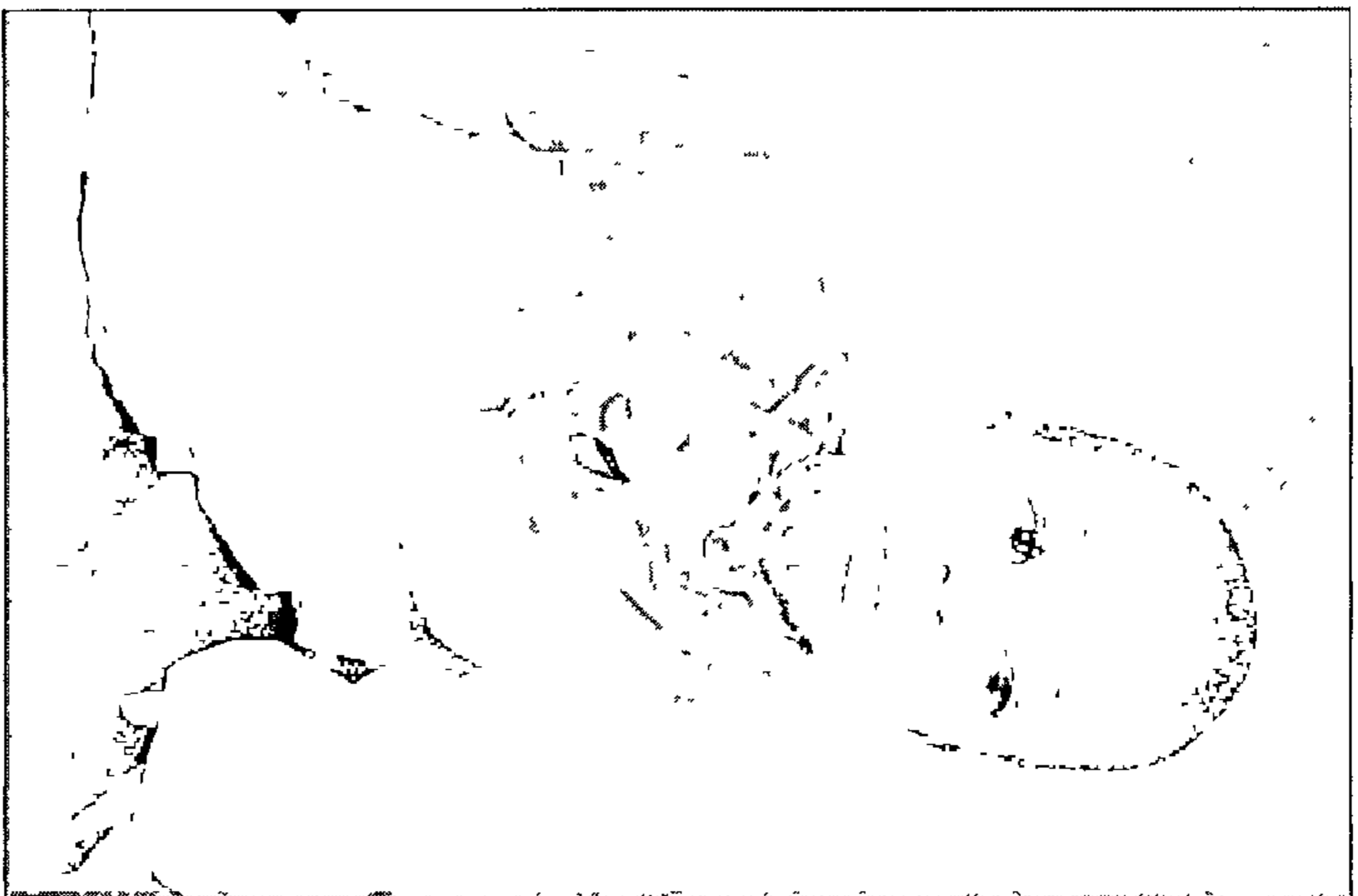
In Baragwanath, all 1 700 nursing staff were out on strike and were later joined by radiographers GaRankuwa, Lenasia and Hillbrow. Hospitals recorded a 75% nurse absenteeism.

Critically-ill patients continued to be transferred to private hospitals yesterday from the affected hospitals. The transfers, taking place in emergency situations, were done without consulting parents or relatives.

Stories of horror and suffering continued to come out of the hospitals yesterday as weary staffers, overwhelmed by the sheer numbers of sick people, tried to render what little service they could.

At Baragwanath, there were 53 SA Medical Services members still working last night, aided by about 40 staffers and doctors. They were looking after about 1 000 patients. Forty-three patients had been transferred to private hospitals.

At Hillbrow Hospital about 30 staffers looked after 400 patients while nurses toy-toyed outside. — Special Correspondent



**ABANDONED:** A baby from the surgical wards at Baragwanath Hospital sits unsupervised in the passage of the paediatric ward yesterday. Many of the surgical wards have been closed and the most seriously sick patients moved to central wards as hospital officials attempt to cope with a wildcat strike by nursing staff. **PICTURE: AP**

## Striking nurses 'will be fired'

(152)  
JOHANNESBURG· Labour Minister Mr Tito Mboweni last night threatened to dismiss striking nurses at Soweto's Baragwanath Hospital

ET 7/9/95  
Mr Mboweni is acting Minister of Health in place of Dr Nkosazana Zuma who is attending the UN Women's Conference in China.

He told a news briefing during a visit to the hospital that if the nurses did not return to work by 7 30am today, the legal process would begin

This was a reiteration of an earlier warning by Gauteng Health Minister Mr Amos Masondo.

About 1 700 nurses at Baragwanath are striking

Mr Mboweni was confident the strikers would heed a call to return to their posts.

"The time has come for them to go back to work. The country as a whole expects the nurses to go back to work," Mr Mboweni said

He held discussions with nurses' representatives. — Sapa

● See Page 4

## Crack of Dawn



# Work or quit, Mandela tells striking nurses as protest action spreads

Kathryn Strachan

NURSES at Johannesburg General Hospital yesterday joined a nurses strike crippling Gauteng hospitals, while President Nelson Mandela issued a tough ultimatum. Kevin O'Grady reports from Gaborone, Botswana, that Mandela said, "Go back to work or leave the nursing profession. We are not in a position to increase salaries." If nurses left the profession, "we will decide what emergency measures to take". Gauteng health MEC Amos Masondo said striking nurses who ignored an ultimatum to return to work yesterday had

until 3pm today to explain why they were not at their posts. If they did not respond to this ultimatum legal action, which could include dismissal, would be taken.

Protest action has left Baragwanath, GaRankuwa and Hillbrow hospitals at a standstill. It spread to Johannesburg General Hospital yesterday, where nurses look turns to rotate between picketing and going back to their posts. Only emergency cases were being admitted. There were reports of striking nurses at GaRankuwa chasing away the few nurses trying to keep

the intensive-care unit running

Gauteng health deputy director-general Eric Buch said provincial and national health authorities in principle backed the nurses' basic demands that their conditions and salaries be improved, and they had set in place a range of mechanisms to achieve this. One was the establishment of a national health consultative forum, announced by the national health department yesterday, which would discuss salaries and conditions of service for health workers. The forum was planned for later in the year but had been brought forward to deal

with the crisis

The forum would also investigate mechanisms for integrating local authority and provincial authority nurses, including the question of parity in conditions of service — an issue which has largely fuelled the strike. "Now nurses need to actively participate and drive the process forward," said Buch. "If they go back to work now they will get long-term gains." Masondo also took the unprecedented step of asking the Public Service Commission to reopen negotiations for this year, and officials at national level promised to

## Hospital strike

Continued from Page 1

do so because there were no nurses to care for them. The hospital intended to bring the babies back in once the strike was over. Without nurses to back them up, doctors could do no more than give basic care.

A spokesman for Park Lane Clinic, where a lot of cases were transferred earlier in the week, said it was clear from the appalling conditions of these patients that they had been neglected for a long time — from before the strike started — which was an indication of how the tension at Baragwanath had been growing. Two critically ill babies who had been transferred had not been bathed "for weeks", and an 11-year-old who was trans-

ferred for a throat operation arrived at the clinic covered in faeces and bed sores. "She had clearly not been moved for a long time." The clinic was still trying to trace the parents of one five-month old baby.

Nomavenda Mathiane reports that members of the Gauteng legislature asked Masondo not to issue ultimatums, but to rather open negotiating forums. Ben van der Walt (FF) said dismissing the nurses was not a solution. Instead, Masondo should persuade the nurses to affiliate to existing forums so the issues could be addressed there. Meanwhile, Health Minister Nkosazana Zuma said Mandela had asked her to stay in Beijing despite the strike. She is leading SA's delegation to the UN women's conference.

BD 8/9/95

facilitate that the nurses' demands be heard by the commission. But the commission said all funds which had been made available for the improvement of conditions, the next financial year had been used, and it was therefore not possible to reopen salary negotiations in the public service, arguing council at central level for 1995/96. A doctor in the Baragwanath paediatric intensive-care unit said premature babies were being sent home before it was safe to

Continued on Page 2

# Striking nurses start returning to work, say officials

ARG 8/9/95

(152)

The Argus Correspondent and Sapa

JOHANNESBURG. — Nurses at Garankuwa hospital, north of Pretoria, and at Baragwanath hospital, Soweto, have begun returning to work after being on strike since Monday, officials said.

Anthony Adendorff of the defence force's Witwatersrand Medical Command said the South African Medical Services had moved out of Garankuwa hospital and were on standby.

"Not all the nurses have returned to

work but there are sufficient at the wards to allow them to function," said Captain Adendorff.

Gauteng Health Department spokesman Popo Maja said some nurses were returning to work at Baragwanath.

He said he had received reports of nurses belonging to the National Education, Health and Allied Workers' Union reporting for duty.

● Nurses at Mowbray Maternity Home and Khayelitsha Day Hospital today held placard demonstrations and toyi-toyed in support of their colleagues in Gauteng.

But no strike action was planned at the hospitals, a spokeswoman for the nurses said.

About 150 nurses at Khayelitsha Day Hospital staged a three-hour work stoppage and toyi-toyed in protest against President Mandela's warning that nurses should return to work or leave the profession.

At noon they planned to attend a meeting of nurses, from all the day hospitals, at Lentegour Hospital.

● See Page 21

# Showdown

□ *Defiant nurses say they will not heed Mandela's 'b'*

Sapa reports  
from Johannesburg

**T**HE country's leaders say funds are not available to meet striking Gauteng nurses' pay demands, and the nurses indicate they will not heed a third ultimatum to return to work today

"Return to your jobs or leave nursing altogether," was President Mandela's message to nurses striking for a 25 percent pay increase

He told reporters in Gaborone yesterday the government could not afford to increase nurses' salaries as resources were primarily devoted towards creating jobs for the country's five million unemployed people and building houses

"The nurses have to take a decision sooner or later either to go back to work or to leave nursing altogether. The choice is theirs," Mr Mandela said at the end of a three-day visit to Botswana

Deputy President Thabo Mbeki urged nurses to return to work today and to prepare their representatives to take part in the consultative forum set up by the Ministry of Health. The forum is due to meet on September 18

He expressed his full support for the ultimatum issued by Gauteng superintendent general Dr Ralph Mgiijima yesterday afternoon demanding that striking day shift workers return to work by 3pm and night shift workers by 7pm today. If they failed to heed the ultimatum, they would be disciplined or fired, Dr Mgiijima said. It was the third deadline set by authorities in two days. The previous two — 8am and midday yesterday — were ignored by the nurses

Deputy President FW de Klerk said while nurses had a responsibility to return to their patients, the government had to "walk the extra mile" to address their justifiable grievances within the framework of certain realities, like the shortage of funds

Dr Mgiijima's memorandum warned striking nurses that their action "constitutes an illegal strike which is also a material breach of your contract of service"

He also warned that their participation in the strike amounted to a criminal offence which could result in a fine or imprisonment

However, nurses at Baragwanath rejected the document and said they would continue striking. They said Dr Mgiijima was threatening them instead of addressing their grievances

Baragwanath Health Forum spokeswoman Sister Belinda Kgogo said she believed nurses would continue the strike until their demands were met, in spite of the ultimatum

They want a salary bargaining chamber to be established immediately



Sister Kgogo said the nurses only wanted a positive answer and they would be back at work

Meanwhile, the situation at Baragwanath was quiet last night with national health director-general Olive Shisana visiting wards and the emergency unit to show support for the few staff members on duty

Baragwanath spokeswoman Hester Voster said there were more than 900 seriously ill patients in the hospital

Of the 80 units, 32 had been closed because of lack of staff. There were a number of children who had not been transferred to other hospitals in the province. "We would like to keep them together," Mrs Voster said

Emergency operations were being performed at the Lesedi clinic, she added

The South African Medical Service has sent 29 medical workers to Baragwanath, 24 to Hillbrow Hospital and 29 to the Garankuwa Hospital near Pretoria — all brought to a near standstill by the strike

Nurses and SAMS workers were supplying essential services, Garankuwa's chief superintendent Dr Reg Broekman said last night. However, not all the nurses on duty were working, he said

Of the hospital's 1 600 nurses, all except the nursing managers were on strike. He said none of the 600 patients in the hospital was in danger

Sixteen Garankuwa patients were to be airlifted to Pietersburg in an army Dakota

Dr Broekman denied allegations of intimidation at the hospital, saying there had been "no ugly incidents". He said hospital management would meet nurses today

"We have heard that Baragwanath will lead the way to return to work," he added

Nurses from Shoshanguve clinics attached to Garankuwa had decided to join the strike from today

By last night, almost all services at Hillbrow Hospital had collapsed, superintendent Dr Emma Bondarenko said

A few matrons, nurses and doctors, assisted by SAMS workers, were taking care of 235 patients

All patients had been moved into 13 wards to simplify matters, she added

About 95 percent of the hospital's 800 nurses were on strike



They need not have  
— a doctor in de

**THE HIGH COST:** A Baragwanath Hospital doctor sits alone, emerging from the trauma of seeing three of her patients die without medical support.

# vdown day

## will not heed Mandela's 'back to work' ultimatum

(152) ARG 8/9/95



### 'We are not coping very well'

CHARLES PHAHLANE  
of Reuter  
reports from Johannesburg

**A** MAN sits in the road leading from deserted Baragwanath Hospital, a picture of dejection

Mnyamane Mofokeng cannot walk. He presses his hands against the rough tarmac, lifts his weight, laboriously drags his legs forward, then repeats the process.

His left ankle has an open sore, about eight centimetres by five, and the foot is bandaged.

In his mid-40s, Mr Mofokeng says he is on his way home — about four kilometres away — after being discharged from the strike-hit hospital.

"Doctors discharged me yesterday and I am on my way to Pimville." He says he will use public transport but has no money for a taxi.

How long has he been in hospital? "A very long time," he says, as he fumbles in his groin and urinates on the ground.

Another patient who identified himself as Victor said he had seen other patients discharged on Wednesday who could hardly walk.

Hospital spokeswoman Hester Vorster said "We are not coping very well. The hospital is in a critical condition."

She said that since the nursing strike began on Sunday, about 1 100 of the original 2 039 patients had been transferred or discharged.

"We transferred as many patients as possible to other hospitals," she said. "If patients are discharged then the doctor is fully responsible. We discharge patients who can still come back."

Although they have been accused of leaving their patients in the lurch, the nurses say their strike is partly aimed at improving conditions for the sick.

A spokeswoman for the striking nurses, Belinda Kgogo, said "We miss our patients. We love our patients. It is the government who do not have the interests of the community at heart."

She said that after 10 years of service she had a gross monthly income of R3 200. After deductions and bond payment she ended up with R1 700, she said.

Nurse Keitumetse Mbengo said the strikers had been negotiating with the government for a long time. "They have treated us unfairly."

## They need not have died — a doctor in despair

**THE HIGH COST:** A Baragwanath Hospital doctor sits alone and dejected, recovering from the trauma of seeing three of her patients with reversible conditions die without medical support.



# Nurses' anger fully justified

(152) (82)  
sowetan 8/9/95

By Abdul Millazi  
Labour Reporter

**N**OTHING HAS highlighted the urgent need to overhaul industrial relations in the public sector as much as the current nurses' strike in Gauteng hospitals.

The anger that exploded at Soweto's Baragwanath Hospital on Monday into a snowballing strike is the result of years of discontent among public sector workers.

Many claim that for years they have had to contend with meagre wages, poor working conditions and a temporary working status.

The National Education Health and Allied Workers Union has distanced itself from the strike and called on its members not to take part.

However the South African Health and Public Sector Workers Union blames Nehawu and the Hospital Personnel Trade Union of South Africa for selling out health workers when they signed the May 23 wage agreement at the Central Chamber of the Public Service Bargaining Council.

After 10 months of negotiations the Government offered a 22 percent general wage increase for the lowest-paid workers, who include labourers and assistant nurses.

Professional workers, who include nurses, received a five percent wage increase.

The general increase applied to

people earning from R13 200 a year. This was scaled down to a five percent for workers earning R24 630 to R107 019 a year and to four percent for those earning R126 411 a year.

At the time Nehawu president Mr Vusi Nhlapho said the union was not happy with the increases. But it wanted to get the wage issue out of the way so that the fundamental issue of restructuring the public sector could be addressed.

Nhlapho argued that workers at the middle levels of the sector, who were awarded a five percent increase, fared worst under the new agreement.

## Low salaries

Fifty percent of all public sector workers, including nurses, are in this band. Many qualified nurses still earn only R2 000 to R2 500 a month.

The health unions claim that general nurses earned as little as R900 a month before the May agreement, which pushed up their wages to only R1 100 a month.

In 1993 the Government offered workers a tiny percent increase, and last year they were offered 4,77 percent.

For years industrial relations was kept out of the public sector because it was regarded as "an essential service".

Public service workers were regarded as servants of the community. They were not allowed to form unions to strike or to take part in collective bargaining.

*Sowetan 8/19/95*

# Nurses defy Government

By Glenn McKenzie and Sapa

President Nelson Mandela says nurses should be grateful for the job

**T**HOUSANDS OF STRIKING nurses dug in their heels yesterday despite Government warnings that they will lose their jobs if they do not return to work today

Gauteng health spokesman Mr Popo Maya said the Government will be forced to dismiss the nurses if they do not return to work by 8am today

The Government was prepared to go into debt to save the lives of patients but not to give the nurses more money, he added

"We are still optimistic that the community will convince our nurses to do the right thing," he said

Meanwhile at a Press briefing in Gaborone, Botswana, President Nelson Mandela advised the striking nurses that they should end their strike or

resign

"We are not in a position to increase their salaries at all," he said "That they must understand"

He said the Government had an obligation to improve the lives of South Africa's 5 million unemployed people and 7 million squatters

Although he understood the nurses' grievances, at least they were employed and had something to take home to their families, Mandela said

### Threats and intimidation

Meanwhile, yesterday saw the first signs that the four-day-old strike could get ugly Gauteng officials reported cases of threats and intimidation

against nurses at Garankuwa Hospital

At Baragwanath Hospital, a doctor told *Sowetan* that nursing students had been "subtly intimidated to refrain from working"

Another Baragwanath official suggested that the striking nurses had begun polarising into two camps - those who wanted to go back to work, and those who wanted to stand firm

Despite this, hundreds of Bara nurses toyed-yielded yesterday afternoon in defiance of the Government's first deadline to return to work

The nurses waved placards condemning Government officials such as Health Minister Nkosazana Zuma, Labour Minister Tito Mboweni and

Gauteng health MEC Mr Amos Masondo  
Outside the hospital's main gates, a small group of Soweto Civic Association members and National Education, Health and Allied Workers Union workers demonstrated against the strikers.

A placard on a police Casspir summed up the feelings of many Soweto residents who wanted health services to resume. It read "Why many people must die before nurses go back to work?"

The Pan Africanist Congress is one of very few organisations to support the strikers yesterday. In a Press release, the PAC attacked the Government for issuing an ultimatum to the nurses. The ultimatum "symbolised a reincarnation of the old apartheid political order," said PAC general-secretary Mr Maxwell Nemadzivhanani

# No money available to increase nurses' salaries, says Mandela

(152) ~~153~~  
star 8/9/95

■ STAFF REPORTERS  
and SAPA

A crucial test of continuing Government pressure on striking nurses in at least four Gauteng hospitals comes this afternoon when the 3pm deadline for them to return to work or be dismissed with loss of benefits expires.

The Gauteng Premier, Tokyo Sexwale, is due to visit Baragwanath for a personal assessment after his cabinet meets to chart a way ahead for the embattled hospitals. At least two are at a complete standstill while nurses in Soshanguve clinics, north of

Pretoria, are reported to be preparing to strike today.

Deputy President Thabo Mbeki last night reiterated President Mandela's ultimatum that the nurses must return to work or face dismissal.

"We are extremely concerned about the suffering caused to patients as a result of the strike. It must be stressed to nurses that their actions are unprocedural and endanger the lives of patients in their care," Mbeki said.

Another patient died at Baragwanath yesterday, the eighth since the strike started on Monday and spread to several hospitals and clinics

throughout Gauteng.

The tough stance by the Government coincided with the joining of the strike action by thousands of nurses at Johannesburg Hospital in Parktown.

Gauteng health spokesman Popo Maja said the disciplinary measures would begin on Monday if nurses were not back at their posts.

"We hope that things will not reach that stage," he said.

Speaking at a media briefing yesterday Mandela warned "We are not in a position to increase their salaries at all."

Government's resources were primarily devoted towards creating jobs and

building houses.

"Those already employed, however low their salaries - and we recognise that - can at least take something to their homes to feed their families. The nurses have to take a decision sooner or later either to go back to work or to leave nursing altogether. The choice is theirs," Mandela said.

Baragwanath's spokeswoman Hester Vorster said there were more than 900 seriously ill patients in the hospital. Of the 80 units, 32 had been closed.

► More reports  
- Pages 8 and 13

**T**here is a history to the nurses' s. seem, it could not have been entirely  
Correspondent Jan

# 'Slaves' at end

(152) Star 8/9/95



Caring for her own ... a concerned mother has to nurse her own baby in a ward with other sick infants at Baragwanath Hospital during the nurses' strike.

**T**here was little public sympathy for Bara nurses as they toy-toyed in their sensible shoes and smart navy-blue and white uniforms in the main road into the world-famous 3 200-bed hospital this week.

Hardly surprising, given that the sight was juxtaposed with reports of deaths in the wards, aching ill-people, exhausted doctors and military helpers, and the private sector swooping in to help mop up the damage.

But, much as the action took other hospital staff by surprise, and left them shocked and battling to cope with more than 1 000 patients, it could not have been totally unexpected.

Nurses have, in fact, forced the showdown that has been looming over the crisis in State health for years. A crisis exacerbated by the admirably-motivated, but logistical nightmare of free health care for pregnant

women and children, which was announced last year without any planning, or additional support for the people who have to provide it.

Whether it entitles them to leave their patients is debatable, but nurses, like doctors, slave in public hospitals.

At Bara, there are four sisters (with other lower ranked assistants) for wards of up to 70 patients, a senior doctor said this week. "They perform all kinds of non-nursing duties, like making beds, cleaning and serving food," he added.

The workload has ballooned, over the last five years as staff was whittled away through retirement, resignation and death, while the hospital expanded with a new burns unit, and eight new wards, nurses' delegates said this week.

There has been no pay rise in real terms for at least two years. And the R600-million deficit on

the year prior.

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## NURSES' MONTHLY PAY AFTER LATEST

GRADE	TOP OF SCALE
<b>Professional nurse</b> 4 year diploma/degree Stays at this level for at least 3 years	<b>R3 143</b>
<b>Senior professional nurse</b> Many stay at this level because of limited posts	<b>R4 073</b>
<b>Chief professional nurse</b> 4 Specialist (eg intensive care)	<b>R4 565</b>
<b>Nursing service manager</b>	

SOURCE: PUBLIC SERVICE STAFF GUIDE

ses' strike and, shocking as it may  
tirely unexpected, reports Medical  
Janine Simon.

# of their tether

s the Gauteng health budget this  
year has speeded the steady dete-  
rioration of conditions

A patient coming to Bara  
casualty, where foreign doctors  
still clamour to train, lies on a  
rickety trolley with no mattress  
or blankets, says the formidably  
articulate delegate Sister Belinda  
Kgogo "It's the 'biggest hospital  
in the Southern Hemisphere'  
Must nurses bring blankets,  
sheets and medication from  
home?"

Neither doctors nor nurses  
believe they were adequately rep-  
resented in the process that  
began before the election, and  
saw the Public Service Central  
Bargaining Chamber settle on a  
five percent across-the-board  
increase during negotiations in  
June

Doctors, through the efforts of  
the Medical Association of South  
Africa (Masa), have won the ear  
of Health Minister Dr Nkosozama  
Zuma, and Deputy President

Thabo Mbeki But, Masa says,  
nothing has been resolved and  
morale is at an all-time low

Spurred by overloading, the  
hospital's inability to provide  
quality care for its patients, and  
lack of reward for years of ser-  
vice, additional qualifications,  
Sunday, public holiday and night-  
shift work, nurses have now  
abandoned their traditional rep-  
resentatives, the South African  
Nursing Association (Sana)

So, too, have they moved away  
from the National Education,  
Health and Allied Workers  
Union (Nehawu) and the Hospital  
Personnel Trade Union (Hosper-  
sa), which have represented them  
in negotiations with Government

The reason unions represent  
cleaners, general assistants and  
other workers, whose needs are  
valid, but are not the same as  
those of nurses

The to-ing and fro-ing over the  
last month is relevant, the nurses  
say, because it shows how they  
have been pushed into the strike

It took place between Gaut-  
eng's MEC for health, Amos  
Masondo, and the Soweto Com-  
munity Health Forum, the newly-  
named group of nurses who have  
been recognised, Kgogo says, for  
negotiating in-house problems  
with the hospital since 1991

It began in early August, with  
nurses at the Soweto Community  
Health Centres, the 13 primary  
health care clinics Bara runs in  
Soweto and Vaal Triangle town-  
ships, presenting their case for  
higher salaries to Masondo His  
steady reply was that salaries  
could only be negotiated through  
the Public Service Commission,  
and that he would take the  
unprecedented step of requesting  
it to re-open negotiations

The mid-August strike at the  
clinics, as they are known, came  
because the Bargaining Cham-  
ber's answer was a frustrating

"in due course", it ended because  
province committed itself to fruit-  
ful and tangible negotiations

But matters heated up again  
within two weeks Feeling that  
the province was withdrawing  
from its commitment to weekly  
meetings, the forum asked Bara  
superintendent Chris van den  
Heever if they could use his ninth  
floor fax to send an urgent mem-  
orandum to Gauteng premier  
Tokoyo Sexwale, Minister Zuma,  
and Masondo

(The superintendent, incident-  
ly, says that made him aware of a  
problem, but not of the possibility  
of mass action)

By Friday, there was no reply,  
and a second fax was sent

Masondo arrived at Barag-  
wanath at lunchtime on Monday,  
only to reiterate that he did not  
have the power to open the bar-  
gaining chamber, and that the  
kitty was dry

The nurses left the wards, and  
made Masondo and Zuma the  
butt of their placards and songs  
Within days, colleagues at four  
other hospitals and 14 clinics had  
thrown their weight behind what  
Gauteng's Head of Health, Dr  
Ralph Mngjuma, reminded them  
was an illegal strike

It is difficult to know how  
many deaths, if any, were caused  
by the walkout It has to be  
proved that those in the hospital  
would not have died anyway  
before blame can be attributed,  
even more worrying, as two  
young Bara doctors spelled out  
yesterday, is the deaths that will  
never be known because people  
stayed away

"We're very sorry if we caused  
any deaths, and we'll take the  
blame," replied Kgogo But, she  
points out, people die in Bara  
every day, so many that the hos-  
pital uses both its own and the  
Government mortuaries

Nurses didn't act because they

liked toy-toying, Kgogo said.  
They had been pushed beyond  
the limits by a Government which  
had publicly set its priorities as  
health and education

"They ask us about our con-  
science, what about the con-  
science of people in Government,  
who allow these conditions?"

The decision not to leave a  
skeleton staff in the wards, prob-  
ably the most controversial edge  
of the strike, was taken by the  
masses, she said, not delegates

Nursing college tutors, who  
met the delegates frequently on  
Wednesday, proposed that skele-  
ton staff be deployed, and at least  
one striking nurse said she was  
sad and disappointed that it had  
been decided not to

But others were roundly  
opposed to the idea, because,  
they said, the Government had  
successfully ignored the fact that  
Bara runs on "continuous skeleton  
staffing"

Ironically, conditions at State  
hospitals and better pay for nurs-  
es and doctors are on the list to  
"fast track" the implementation  
of the proposed National Health  
Insurance Proposals These were  
drawn up over a period of long  
consultation earlier this year, and  
a final report presented in June.

Director-General of Health, Dr  
Olve Shisana, who co-chaired the  
commission, said she and Zuma  
were committed to getting more  
money for state doctors and nurs-  
es

Public comment on the  
National Health Insurance pro-  
posals will be consolidated by  
mid-October

Only then will a full report be  
submitted to Parliament, and  
only then is there a possibility  
that the R1,36-billion of new  
funds requested for 1997 will be  
considered

Whether nurses accept that,  
remains to be seen



*'They're unconcerned about SA's 5-million jobless'*

# Mandela criticises 'selfish' strikers

(152) Star 8/9/95

Gaborone - The South African Government took a poor view of current strikes in South Africa, President Mandela told businessmen in Gaborone yesterday.

He warned that industrial action would result in businesses reducing their labour forces

"They will be forced to introduce sophisticated equipment from overseas to get rid of their workers, keeping only a minimum number"

Speaking at a breakfast on the last day of his state visit to Botswana, Mandela criticised workers who had only their own interests at heart

"They are unconcerned about the five million unemployed in the country," he said.

He paid tribute to South African business for supporting last year's advent of democracy. He said he had approached several businesses for help before last year's general election and they had responded very well, agreeing to help him in his effort to transform the country

"If we had not received the support of business, it is very likely we would not have been in power today," Mandela said.

Business had given excellent support in reviving clinics and schools in specific areas

Mandela said business was important for creating jobs for the masses who voted for the African National Congress

"That is why we have a poor

view of the strikes that are taking place in the country"

The Government was doing its utmost to stamp out crime, Mandela added

It would remain difficult for South Africa to attract foreign investment as long as it had the image of a crime-ridden country

Mandela reiterated his view that apartheid was partly to blame for current labour unrest and crime.

The police had for many years been focusing on maintaining apartheid instead of fighting crime. There had been several influential policemen behind the violence in the country.

"Now we are getting rid of them," he said - Sapa.

# Florence Nightingale turns in her

(152) WWM 8-14/9/95

An inability to communicate their grievances lies behind the nurses' strike, reports Pat Sidley

**F**LORENCE NIGHTINGALE died at Baragwanath Hospital this week, after a long struggle against apartheid medicine and wages, and a terminal dose of broken promises

A striking nurse shovelled soil onto the coffin when she told a radio interviewer that Nightingale "had long since been buried"

She had been asked if she still believed in her oath binding her to the ethical principles enshrined in the memory of the pioneer caring nurse. Her answer was to describe the hardship she and her family were facing on her low salary.

A sole nurse was working among the critically ill babies in the neo-natal intensive care unit this week because, she explained, although she supported the strike, she couldn't live with herself if a baby died

Meanwhile, striking nurses taunted and toyed, and senior govern-

ment officials ordered them lamely to return to work. The ultimatum and vague threat of legal action issued by the acting health minister, Labour Minister The Mbweni, and Gauteng's MEC for health, Anos Mazono, after a meeting on Wednesday night at the hospital rang hollow to the nurses, who have vowed to continue.

The deadlock comes against a background of intractable problems in the health sector, too little money to restructure it at present, and a bargaining structure designed in such a way that the disaffected can only be heard if they're yelling through a loud-hailer on the picket lines.

Nurses are, of course, not alone in this. Doctors in the public sector have been trying with less success to register their extreme discontent at their pay. They have not yet resorted to industrial action. Their representative in the Public Service Bargaining Council, Peter

Brewer of the Medical Association of South Africa (Masa), believes that forum is part of the problem.

The strikers have been exhorted by all and sundry, including Masa, to show more respect for the dispute-resolution mechanisms available to them, but Brewer says these have fatal flaws.

If a category of workers negotiating at the council is defined as an "essential service", those workers cannot strike — but must go for compulsory arbitration. Brewer says 9/95

To do this, all the parties at the table — unions representing the entire range of public servants, from nurses to information technologists — have to agree to the arbitration, which they seldom do. It's not in their interests. The employer (the government) arrives at the table with a fixed amount allotted in the Budget, which has to be divided up and fought for among the several unions ranged around the table. For one party to gain, through arbitration or any other means, other parties must suffer.

And besides that major disincentive, remarks South African Nursing Association (Sana) representative Eileen Brammigan, the government is not bound by the findings of such compulsory arbitration.

Brewer says the government is maintaining its commitment to strict fiscal discipline

This means that although Minister of Public Administration Zola Skweyiya may want to put more money into restructuring the public service, there is none for him to do so — and no more will be forthcoming

Most of the nurses belong to unions whose representatives (the National Education, Health and Allied Workers Union (Nehawu) and Sana), struck a binding deal at the Public Service Bargaining Council earlier this year

This has been pointed out by almost every stakeholder in the present dispute, but goes no way towards establishing why the nurses would then renege on an apparently binding agreement negotiated on their behalf. The deal promised a 22 percent increase to the lowest paid workers, most of them Nehawu members, and five percent to those who were better off (earning around R2 000 a month or more). Doctors and other civil servants regarded as earning a good salary were given a detersory four percent.

The striking professional nurses not only got very little in the deal, but faced the added indignity of seeing their colleagues, often across a corridor, employed by local authorities instead of the state and thus not part of the bargaining council, earning a higher basic salary — and awarded a larger percentage increase

This is what caused problems at Soweto's clinics last month and, while nurses and other health workers eventually returned to work after a few days of striking, nobody but their employers believed the problem would stay

There wasn't any more money in the public service's kitty to paper over the cracks and the nurses' patience just wore out

Issues that affect nurses in particular could not be properly addressed in

# GRAVE

the bargaining forum this year. Branigan said that around R1.1-billion is needed to give female state employees the same housing rights as men. Only R400-million was allocated for this, and the amount was finite. Around 94 percent of nurses are women — and this added another ingredient to the already boiling pot.

**W**hile many sympathise with the plight of the striking nurses, few admire the methods. If anything, it appears their store of goodwill in the community is on the wane.

The African National Congress, civics, the nurses' unions Nehawu and Sana, and others have visibly distanced themselves from the strike. The placatory tone usually present when ANC Cabinet ministers face similar issues has been noticeably absent. Instead, the nurses have been ordered back to work, with threats of legal action if they stay out.

Newly appointed Health Department Director General Dr Olive Shusana told the *Mail & Guardian* that

the issues over which the nurses were striking required discussion, and that this could take place outside the public service council. She believes the long-term solutions to the problem are to be found in proposals made by her committee, which looked into the funding of a national health system.

This system would rely heavily on nurses, and the proposed rates of pay used in calculations in the committee's report should adequately address the present problems.

She noted that the current impasse in the health sector was mirrored in every other sector in the country and, if this one can't be solved, "then we are all in trouble. It's the problem of the whole country".

The normally politically correct National Progressive Primary Health Care Network has appealed to nurses to return to work in a statement headed: "Nurses' strike: Patients also have rights".

The mothers gathered outside the ICU waiting to feed, clean and help care for their tiny, frail infants in incubators have seen underpaid and overworked doctors rallying round to save the tiny lives, while hundreds of nurses toy-ttoy on the grave of Florence Nightingale noisily chant, with posters reading "Keep the last carriage on the gravy train for us".



Waiting for the gravy train and missing the boat: The nurses' strike has very little community support

PHOTOGRAPH HENNER FRANKENFELD



# 'Emergency laws for nurse strike'

(152) (43)  
**SPECIAL CORRESPONDENT**

**JOHANNESBURG** The Democratic Party in the Gauteng provincial parliament has called for a medical state of emergency to be declared

In a snap debate on the crisis at Gauteng hospitals following strikes by nurses this week, Mr Jack Bloom said a medical state of emergency had to be declared to lift "the morass of restrictive regulations stifling hospital management in their ability to adapt to this crisis"

● See Page 5

CT 8/9/95

## Fivaz announces 8 000 police promotions

NATIONAL police chief Commissioner George Fivaz yesterday announced the promotion of about 8 000 police members, who had passed examinations, to non-commissioned officer ranks

Mr Fivaz said it gave him "great pleasure to reward the hard work and commitment of thousands of police officials"

But he said that he was unable to announce the promotions to commissioned ranks yet, as they had to be approved by President Nelson Mandela

He stressed that those whose promotions would be backdated "will not lose anything financially" — Staff Reporter

## Truckers prohibited from harassing staff

TRANSPORT company Manning Carriers was granted an interdict in the Cape Supreme Court yesterday to prevent truck drivers from demonstrating and intimidating staff at the company's premises near Bellville

The drivers are not allowed within 200m of any of the company's depots in the Western Cape

Manning Carriers managing director Mr Chris Laddley and police had to be called to the company's premises twice yesterday — Sapa

## 'Consultation needed in implementing Labour Bill'

JOHANNESBURG. More consultation was needed to ensure the implementation of the Labour Relations Bill once it was passed by Parliament

National Economic Development and Labour Council executive director Mr Jayendra Naidoo told a labour conference here: "Though we might have the Labour Relations Bill we have little agreement on how we will achieve these goals (It) needs to be more concrete for us to have a genuine crack at transformation"

"We need to set a common starting point which outlines what is required of each constituency to help us get beyond the three percent growth mark."

The Labour Bill should not be judged before it was implemented

"We are not looking forward to a strike-free environment, but it rewards those using good procedure and intervenes if partners can't agree," he said

A Parliamentary committee has started assessing the bill

● Weak trade unions and strong business conglomerates would not create economic stability, Cosatu general-secretary Mr Sam Shilowa said yesterday

Addressing Parliament's Labour Committee, he said it was important that labour have a regulatory framework — Sapa-Reuter

FRIDAY  
SEPTEMBER 8, 1995 ★

DISMISSAL NOTICES SERVED

# 'Go back to work' Mandela tells nurses

ET 8/9/95

**JOHANNESBURG:** The health department here has begun to serve dismissal notices on defiant striking nurses who yesterday refused to go back to work.

The Gauteng Health Department at noon yesterday began serving notices of dismissal to striking nurses in at least four hospitals as their defiance of the order to return to work by midday increased — and reports of intimidation of non-strikers surfaced.

Nurses at Baragwanath, Hillbrow, GaRankuwa and Lenasia hospitals defied the order — after marathon eight-hour talks through the night to end the crippling four-day strike ended in failure.

President Nelson Mandela yesterday advised striking nurses to either return to their jobs or leave the nursing profession.

The government did not have the resources to meet their demands, he told journalists at a briefing before returning to South Africa from a state visit to Botswana.

"We are not in a position to increase salaries at all," Mr Mandela said.

He said the government had an obligation to improve the lives of South Africa's five-million unemployed people and the seven-million living in squatter camps.

Although he understood the nurses' grievances, they were at least employed and able to earn something.

Gauteng Health Ministry spokesman Mr Popo Maja reported that Baragwanath Hospital was still experiencing a 100% stayaway, Hillbrow Hospital reported a 90% absenteeism while at GaRankuwa Hospital only 10% of the nurses were working.

"We have received several reports of intimidation of nurses at GaRankuwa, where many nurses want to return to work but are being warned not to," he said.

However, five of the 13 Soweto clinics hit by the strikes were re-opened this morning and were using skeleton staff.

Labour Minister, Mr Tito Mboweni, earlier said that nurses had to return to work by noon, failing which, legal steps would be taken.

But, following a meeting, the nurses said that "From here on it's a full-scale strike and mass action throughout the country" — Special Correspondent

# Strikers' blockade halts the BP tankers

WILLEM STEENKAMP (152) (B)

Staff Reporter

ARG 9/9/95

PENINSULA BP petrol stations may run dry if the company cannot evict strikers at the depot in Milnerton

Chemical Workers' Union strikers have been at the gates of the Montague Gardens depot since early yesterday, preventing tankers from entering or leaving

Late yesterday BP garages were low on fuel.

Company director Stephen Beeley said if the blockade continued, petrol stations would run dry.

He said workers were striking because of a dispute over wages, but negotiations were continuing

The company had applied and succeeded in getting a court order to evict the workers. The police were called but the eviction was not wholly successful. Late yesterday BP decided to apply for a more comprehensive eviction order.

Mr. Beeley was unable to supply specific details of the wage dispute.

## Striking nurses fired

(152) ARG 9/19/95  
THE Gauteng government started issuing dismissal notices to striking nurses yesterday after they failed to meet a 3pm deadline to return to work.

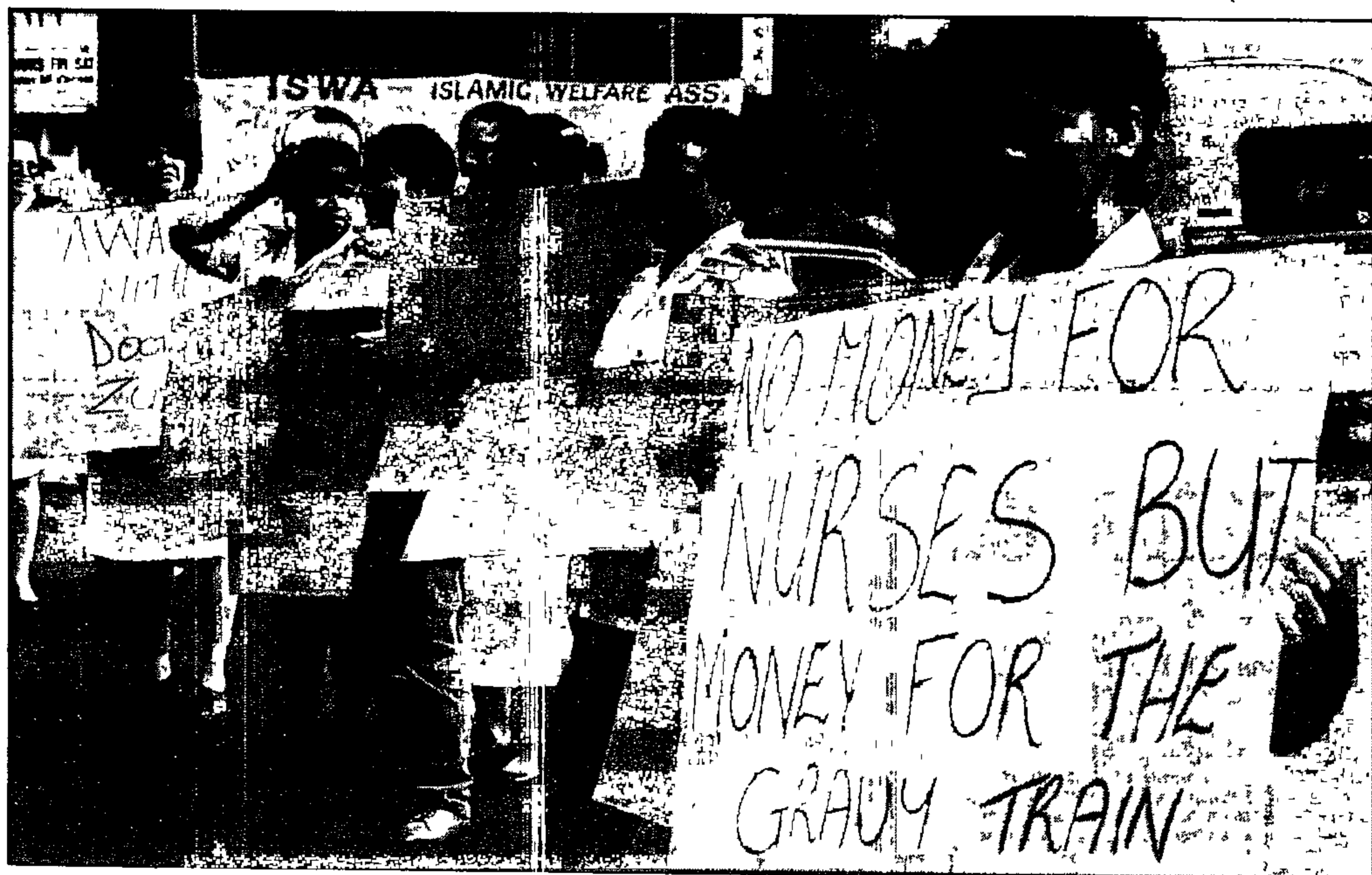
However, uncertainty over the outcome of a five-day strike prevailed last night as strikers and local government officials continued to battle to resolve the impasse.

Representatives from Baragwanath, Coronation and Johannesburg General hospitals met Gauteng government officials for seven hours yesterday.

Initial signs after the meeting that the deadlock may have been broken were placed in doubt when the parties could not agree on a joint statement.

Notices of dismissal were distributed to the 3 000 striking nurses yesterday afternoon, before the conclusion of the meeting.

■ See page 3



□ **STRIKE SUPPORT:** Nursing staff at Mowbray Maternity Hospital show their support for the nurses on strike in Gauteng during their lunch hour yesterday

Picture: ANDREW INGRAM, Staff Photographer

# Striking nurses fired

Own Correspondent

**JOHANNESBURG.** — The Gauteng government started issuing dismissal notices to striking nurses after they failed to meet a 3pm deadline to return to work

However, uncertainty over the outcome of a five-day strike prevailed last night as strikers and local government officials continued to battle to resolve the impasse that has crippled the province's three main hospitals and 14 clinics

Representatives from Baragwanath, Coronation and Johannesburg General hospitals met Gauteng government officials for seven hours yesterday. Initial signs after the meeting that the deadlock may have been broken were placed in doubt when the parties could not agree on a joint statement

Notices of dismissal were distributed to the 3 000 striking nurses yesterday, before the conclusion of the meeting, because they had failed to

return to work by the 3pm deadline set in the final ultimatum

At the time of going to Press, it seemed uncertain whether the outcome of the meeting would overtake the terms of the ultimatum. Popo Maja, public relations officer for the MEC for Health, told Saturday Argus of divisions within the workers' ranks as some of the nurses had indicated a willingness to go back to work.

"In fact some of them have told us they were tired of the strike and were willing to start working again," he said

At a news conference, Gauteng premier Tokyo Sexwale and MEC for Health Amos Masondo said the government was aware of the low salaries and poor working conditions of the nurses, but stuck to its guns as far as the illegal strike is concerned

Mr Sexwale, who described the strike as "insensitive", said "Let me ask you: What do you think we as government should do now? We would rather be taken to task for taking action

than to be sitting back."

Although the government was still willing to talk to the striking nurses, it was not willing to give in to the nurses' demands, particularly since, during previous wage negotiations the main nurses unions had signed an agreement for a five percent wage increase

The striking nurses, who are not supported by the main nursing unions and have formed ad-hoc strike committees, demanded increases of between 25 and 33 percent (depending on the hospital), tax exemption or restructuring, as well as parity with local authority workers "If the government backs down after an agreement has been reached in the bargaining chamber, then that sends a message," Jabu Moloketi, MEC for finance and economic affairs, said at the conference

"We want to send a message that wildcat strikes are not allowed. If we give in here, then Natal or the Western Cape are next. We are stopping the domino here"

# Nursing grievances can only further cripple the new order

Star 9/9/95

Instead of distancing themselves, unions should appeal to the strikers to come to their better senses

one delegate from Botswana - a man *ngazal* - told me authoritatively that some women delegates from his country had told him most unambiguously: "We women are not prepared to take it lying down anymore. We must now stand up."

The serious matter at hand, of course is the wave of nurses' strikes which this week crippled some of the biggest hospitals in this country.

Even more serious I think, was the government's silly response to issue ultimatums and threats when the pot was truly on the boil. The situation called for more carrots and less sticks, and not the provocative response in an already inflamed climate.

The strike has revealed several shortcomings which the government must address speedily if it hopes to retain the confidence of the broad public.

First, the government has been shown to be ill-prepared, and certainly unable to manage the crisis.

Having first made unconvincing (to the strikers) noises about having no money to meet the pay demands, it followed with a blanket dismissal of all the strikers.

The strategy of mass summarily dismissals may have worked once - when President Mandela fired more than 2 000 MK members who wore AWOL from army bases and refused to heed calls to return.

But, with respect to regional health MEC Amos Masondo, he is no Mandela and the crisis in the sick wards can by no means be comparable to army bases

Had it not been for the painful strikes by nurses, all over Gauteng, I would have preferred to write today's column on the huge women's conference which is being held in Beijing.

I am not a fly on the wall, and neither am I privy to the deliberations in China, but my instincts tell me that the women are talking mostly about one subject - Men.

Which, in a mischievous way, recalls the last such conference which was held in Nairobi where

where there was no emergency at all. The second point highlighted

by the strike is a practical demonstration of Abraham Lincoln's observation that "you can fool all the people some of the time and some of the people all the time, but you cannot fool all of the people all the time."

It seems that everyone with perhaps the possible exception of the government, has got over the honeymoon of the elections and the inauguration. The government must come down to earth from Cloud Nine and begin to lead, for what we are experiencing right now is a certain dearth in leadership.

The third point is practically what some of us have persistently said and been thoroughly rubbished for it: the government is spending far too much time - at the expense of its own immediate constituency - convincing

whites that we are not about to throw them into the cooling pot. And the fourth is that the majority party in the new government has not yet fully realised that the elections and presidential inauguration did not sweep away sinister forces hellbent on derailing the new order.

Lions are showing their ineptitude by distancing themselves from the strike, condemning it, and letting the rot continue. In my opinion the recognised unions, having shown they are not behind the wildest actions, should now seize the initiative by appealing to the strikers' better senses. In other words the unions must lead from the front, and wipe away whatever mutual gains the faceless organisers of the strike may have made.



**JON Qwelane**

I have total sympathy for the underpaid nurses, just as I feel very sorry for the suffering patients. I feel almost certain there is a hidden hand manipulating the genuine economic grievances of the nurses for sinister political ends.

Why have nurses suddenly turned so militant when, during the apartheid years, they always cited their oath of duty and devotion to their patients?

The oath is still as sacred and as binding as it always has been and, to my knowledge, the standards of patient-care have not been officially lowered.

While South Africa is also playing the sort of part even the devil would never have attempted even if he were offered an advocate's fee.

In the past, the whites of this country always condemned protests by blacks, dismissing them as the work of "communist agitators".

Curiously, nowadays the same white people endorse fully the strikes but conveniently omit to say who is fanning the flames.

Evidently the strikes are helping to rubbush the black-led government and endorse the stereotypical attitude that wherever blacks are in charge the country rapidly goes down the tubes "as happens everywhere north of the Limpopo".

There are those whites who wish for a return to the "traditional South African way of life" - read apartheid - and the government had better heed the warning bells. And act.

Jon Qwelane is editorial director of Penta Publications

# At Bara, there's no one there to hold your hand when you die

Star 9/9/95

(152)

**Gauteng hospitals plunged into crisis this week as more than 4 000 nurses went on strike. After spending a night at Baragwanath Hospital, JUSTICE MALALA looks at the issues**

It is 10.55pm on Tuesday night and there is no one to hold your hand when you die.

Bleeding profusely from the mouth and with gaping bullet wounds on his back and arms, the man on the stretcher babbles incoherently, trying to articulate his pain.

He is wheeled into an unusually quiet casualty department, pushed by two harassed young doctors who try to stem the flow of blood as best they can with mounds of cloth. Ultimately the blood is stopped and his wounds are tended to.

Unconscious, he joins two other critically injured patients and is transported by an army helicopter to a private Johannesburg clinic, closing yet another chapter in the life of a Gauteng hospital this week.

It is 1am on Wednesday morning and matron Mary Hongwane is dying on her feet. The minutes-old baby she clutches in her arms cries and cries as she expertly wraps it in a towel and then hands it to the mother.

After a few minutes she takes the baby and hands it to the paediatrics section, where it is checked by a young Wits medical student. It is Hongwane's 20th hour on the job and young Alpha is the 17th baby she has delivered tonight.

"It was a night for those kinds of names like Hope, Perseverance and Mpho (gift), and Olenise (victory)," she says.

On Monday night Hongwane and three of her colleagues delivered 33 babies in 12 hours. They arrived at the hospital at 7 in the morning, only to find that the nurses had decided to go on strike. From then on I was on my feet, just going and going," she says. She left for home at 7 the next morning, after 24 hours on duty.

On Tuesday night she returned for yet another 24-hour shift. "What can you do? Many of the mothers are just kids, they don't know a thing about giving birth. I cannot leave them to such a terrible fate, I have to be here as much as I can," she says.

Hongwane is one of the senior nurses at Baragwanath Hospital who are not participating in the strike which crippled at least four Gauteng hospitals this week. Her story, and that of the injured man, mirror the pain, suffering, anguish and heroism which has arisen from the strike by more than 4 000 nurses.

On a normal day, the biggest hospital in the southern hemisphere is a horror story. Understaffed, underfunded and notoriously uncared for, the hospital that serves the populous network of dwellings called Soweto, with a population of more than 3 million, suffers under the weight of human suffering and disease. The statistics that come out of its corridors every day and night tell a dark, stark tale that could in itself be a catalogue of the occupational hazards of life in Soweto and South Africa.

Built as a military hospital in 1941, the hospital reverted to government control in 1948, with a complement of 480 beds, and was designated as the black section of Johannesburg General Hospital, which was then being made exclusively white. Bara, as it is called, has come a long way since then. It now has 3 200 beds



**LIFE OR DEATH:** A patient is rushed from Hillbrow Hospital's intensive care unit to an ambulance before being transferred to Milpark Hospital. PICTURE: MWKEL NICOLAOU

and serves as a referral hospital for a large part of the country and surrounding African states.

Baragwanath is a microcosm of what is happening in South Africa. Soweto is a community in flux, neither First nor Third World. The stresses of the broad social, economic and political changes in South Africa are reflected here. Just like the phobias on the hospital's coast of arms, the hospital also faces out of its own battles every time.

Bara chief superintendent Charles Yvan den Heever says: "It may still have to do so after this week's chaos. By yesterday, Bara had only about 500 patients left and the doctors were continuing to discharge as many of

them as possible. "The possibility that the hospital may have to close down is a real one as the strike continues. We are not coping very well and are not taking any more patients, except the really critically ill," Baragwanath spokesman Heiner Voster said yesterday.

This week, its week of shame, Bara was a nightmare. In the corridors of the dark, austere wards, harassed young doctors of their own battles every time.

Bara chief superintendent Charles Yvan den Heever says: "It may still have to do so after this week's chaos. By yesterday, Bara had only about 500 patients left and the doctors were continuing to discharge as many of

"Go and show them how you are suffering! Show Mboweni what he has done to you!" the nurses egged Zuma on.

As the strike continued to bite doctors overwhelmed by the huge number of suffering people could be seen desperately wheeling patients through corridors, moving them from one deserted ward to another. By yesterday, eight people had died and speculation over who was responsible for their deaths was being bandied about. "Two young doctors alleged that if nurses had been on duty, the lives of at least three could have been saved. But only an investigation will be able to tell," say the authorities.

By Thursday night, Belinda Kgofo had not slept for two days. The leader of the Baragwanath Nurses Forum, which seems to hold the sway in the national strike and to direct other strikers by example, the Protea nurse takes a comb and runs it through her hair before giving a press conference.

"I have been a nurse for 10 years and, believe me, going on strike is not my choice. It pains me when people say we are uncaring and do not have our patients well-being at heart." The decision to strike was necessitated by the Government's lack of caring and disregard for the nurses' demands, she says.

Their plight was communitated to the authorities on several occasions and time after time they were met with silence or a promise to "come back to you as soon as we can."

"We are prepared to compromise. But what we want is a firm date for the implementation of attempts to redress the appalling salary structures for nurses. People cannot live with what they are getting now, and the Government must realise now," she says.



**SUFFERING:** The children in Baragwanath are hardest hit

Kgofo is no stranger to a fight with the Government. In 1992 she was one of the nurses who demanded, and received, a R500 bonus from the Government for work done while general workers were on strike. Several workers died during that strike.

"The people who are in power today, including Tito Mboweni, lobbied for the past government to listen to us. But today why are they not doing the same?" she asks.

A chain is only as strong as its weakest link. The South African health system, undergoing painful changes to bring it into line with the new Government's policy to bring about free and accessible health care for all, is

on a knife edge. Its contradictions are manifest. The remuneration of medical workers is one of the present system's most serious problems. At the moment doctors who work for up to 20 hours a day are paid as little as R4 500 a month. Nurses on the lowest scale that of nursing assistants, earn R1 300 a month. After four years training, a professional nurse receives a gross income of R3 143 and a senior professional nurse gets R4 073.

And these nurses, tired of the money they earn, have proved to be one of our health system's weakest links. Their plight, they say, is compounded by long working hours.

As the strike threatened to spread this week, the reality of this fact faced the Government starkly. In the chaotic office of Gauteng Health MEC Amos Masondo, the helplessness which gripped the Government was evident everywhere.

"I cannot do anything about their plight because the issue of salaries can only be handled in the Central Bargaining Chamber where their union representatives sit. It has already been agreed upon that they should get a 5% increase and there is no money now, that can be made available to them," Masondo said on Thursday.

He, like other provincial MECs, is a man caught between a rock and a hard place. His portfolio does not allow him to deal with matters including this one, and the central Government has no money to meet the nurses' demands.

Calls for Masondo's resignation have been made and public pressure to resolve the issue is mounting. But he, and his cabinet, have decided to stick it out. "The nurses must go back to work," cabinet members said



# Nurses' strike: now province draws the line

By TEFU MOTHIBELI  
and CHRISTINA STJUCKY

The Gauteng government started issuing dismissal notices to striking nurses yesterday after the nurses failed to meet a 3pm deadline to return to work.

However, uncertainty over the outcome of a five-day strike prevailed last night as strikers and local government officials battled to resolve the impasse that has crippled three main hospitals and 14 clinics.

Representatives from Baragwanath, Coronation and Johannesburg hospitals met Gauteng government officials for seven hours yesterday. Initial signs that the deadlock may have been broken were in doubt when the parties could not agree on a joint statement.

Notices of dismissal were distributed to the 3 000 striking nurses yesterday afternoon, before the conclusion of the meeting, because they had failed to return to work by the 3pm deadline set in the final ultimatum issued on Thursday.

At the time of going to press, it seemed uncertain whether the meeting would overtake the terms of the ultimatum.

Pope Maja, public relations officer for the MEC for health, told the *Saturday Star* of divisions among workers as some of the nurses had indicated a willingness to go back to work.

"In fact some of them have told us they were tired of the strike and were willing to start working again," he said.

At a news conference yesterday morning, Gauteng Premier Tokyo Sexwale and MEC for Health Amos Masondo said the government was aware of the low salaries and poor working conditions of the nurses, but

stuck to its guns as far as the illegal strike is concerned.

Sexwale, who described the strike as "insensitive", said: "Let me ask you what do you think we as government should do now? We would rather be taken to task for taking action than to be sitting back."

Although the government was still willing to sit down and talk to the striking nurses, it was not willing to give in to the nurses' demands, particularly since, during previous wage negotiations, the main nurses' unions had signed an agreement for a 5% wage increase.

The striking nurses, who are not supported by the main nursing unions and have formed ad hoc strike committees, demand between increases of between 25 and 35% (depending on the hospital), tax exemption or restructuring, as well as parity with local authority workers.

"If the government backs down after an agreement has been reached in the bargaining chamber, then that sends a message," MEC for Finance and Economic Affairs Jabu Moleketi said at the conference.

"We want to send a message that wildcat strikes are not allowed. If we give in here, then KwaZulu-Natal or the Western Cape are next - we are stopping the domino here."

A hospital in Khayelitsha, near Cape Town, and three clinics outside Pretoria joined the strike yesterday, Sapa reported.

Maja said: "The country can't be held to ransom. There is no way government can meet their demands. We don't want to lie to them. That is why we say, go back to work and we will look at ways to satisfy some demands."

TO PAGE 2



**MERCY DASH:** Baby Monnana undergoes emergency surgery at Park Lane Clinic yesterday after being rushed from strike-hit Johannesburg Hospital

PHOTOGRAPH: ANTON HAMMERT

FROM PAGE 1

## Province gets tough

Nurses spent the day yesterday sitting in the shade in front of the administration block of Baragwanath, or sunning and marching up and down a short stretch of road.

Meanwhile, emergency cases were accepted at the casualty unit. Some doctors, underworked since the transfer of patients, spoke out in support of the nurses.

"Most doctors support the nurses' cause because they know what it is like to get screwed by the authorities," said one doctor.

"We don't think they should back down," Roslin Jacobs, a representative of Coronation Hospital's 550 nurses who are on a go-slow, told the *Saturday Star* before going into the meeting that they had been forced into the role of "deviant nurse" by a government that was not taking their demands at all seriously.

"We hate doing this, absolutely hate it. But what must we do? They are not listening to us. They are forcing us to beg for the bread on our table."

See Page 6 *Star 9/19/95*

# 'Hospitals in crisis while Zuma fiddles'

(152)

By RAFIQ ROHAN

HEALTH Minister Nkosazana Zuma has been scathingly rebuked for not cutting short her stay at an international conference and returning to South Africa to deal with the nursing crisis which is her responsibility.

Despite the nurses strike at Baragwanath going completely out of control Zuma did not cut short her stay in China as leader of the South African government delegation of women to the Beijing Conference on Women.

She has been absent at a time when her country needed her most, the Democratic Party complained.

"People have died as a result of the strike by hospital staff and services at the biggest hospital in Southern Africa have come to a halt - but she is nowhere to be seen," Mike Ellis, DP spokesperson on Health, said.

Ellis accused Zuma of not even indicating her willingness to return "to deal with the crisis. Her first duty is to her job, not to her role as a conference delegate. What are her priorities?"

Labour Minister Tito



**UNDER FIRE... The DP has strongly criticised Minister Zuma for ignoring her duties.**

Mboweni had to fill in for her during her absence at a time when he was also focussing on the all-important Labour Relations Bill.

Following on President Nelson Mandela's hard-hitting message to striking nurses to "go back to work" the Department of Health has proposed, as an impasse-breaking mechanism, the setting up of a National Health Consultative Forum.

The Forum will investigate "the appropriate basis" to determine nurses' salaries and put into place mechanisms that

will accord nurses the "proper professional status". In addition, it will look at patient/nurse ratios and the training and education of nurses.

Importantly, it will explore ways of rewarding those nurses working under difficult circumstances and develop a fair and equitable system of paying nurses allowances.

The first meeting of the Forum will be held in two weeks time at the Gauteng Provincial Legislature.

The proposal goes against the grain of the sentiments expressed by President Mandela. His instruction was firm and uncompromising this week. Nurses must return to their jobs or they should quit the nursing profession, he said.

He poured cold water over the demand for better salaries. The government's first obligation was to the five million unemployed and the seven million living in squatter camps, Mandela argued.

Deputy President F.W. de Klerk echoed the President's view, pointing out that better salaries could be paid to the nurses if the country experienced better economic growth.

# Nurses' strike spreads

ST 10/9/95

(152) (15)

By CAS St LEGER

**STRIKE** action by nurses spread to Bloemfontein yesterday, with a wildcat strike at the Pelonomi Hospital.

Services have been "severely affected" by the action which began on Friday, according to the Office of the Free State Premier

Pay demands made by nurses are identical to those made in Gauteng

The Bloemfontein

nurses have also demanded an apology from President Nelson Mandela for his statement on nursing staff

They have also called for the abolition of the SA Nursing Council, the SA Medical and Dental Council and the abolition of registration fees for nurses.

The provincial health department issued an ultimatum to strikers to return to work by 10pm yesterday for those on night duty and 7am today for the day shift.

● See page 6

# Health truce on knife edge

CP 10/9/95

(152)

(152)

**By PEARL RANTSEKENG**

**AN UNEASY truce** has been struck between striking nurses and the government with thousands of striking nurses promising to return to work tomorrow - but the dispute is far from over.

The Health Workers Forum - which spearheaded the wildcat strike that threatened to plunge the country into chaos - yesterday made it clear that the strike would be resumed if talks with the government later this month did not satisfy it.

The strike, which started at Johannesburg's Baragwanath Hospital on Monday, spread to other hospitals such as Ga-Rankuwa and Coronation and sympathy protests in Zwelitsha, Cape Town and Pelonomi in Bloemfontein.

The strikers are demanding a 25 percent pay hike - a demand thrown out by the government, which said it did not have the money needed.

Army personnel and paramedics were called in to help at hospitals, and several casualty departments had to shut down as the strike turned ugly. In some instances, not-



**WAITING FOR HELP... A seriously injured patient with gun shot wounds awaits help from staff. ■ PEARL RANTSEKENG**

so-sick patients had to look after severely ill patients in the wards.

The suspension of the strike follows talks between the Gauteng Health Department and the Health Workers Forum on Friday evening at which the government

recognised the Forum and agreed to re-open wage negotiations.

The strike drew angry reaction from government and even Cosatu, the general public and trade union federation Forum chairman Jacob Lethlake said that

if the negotiations were not fruitful they would have no choice but to embark on a national strike.

"The government is aware that if the negotiations fail, they would be drawing the whole process back to square one," Lethlake said.

The strike was sparked off by demands for party in salaries for local and provincial employees.

By Wednesday afternoon other hospitals and clinics in the region had joined in the strike. Government pleas that there was no money to pay the

25 percent salary increases demanded were pooh-poohed by the strikers.

They also ignored President Nelson Mandela's threat to return to work - or be fired. Lethlake said the government had reiterated its

view that nurses' salaries and conditions of services were not satisfactory and needed to be urgently addressed.

He said the government had indicated that nurses who returned to work would be rewarded not just in advance but written explanations of the reasons for their absence as required by law.

"There will be no victimisation of staff involved in the strike," Lethlake said.

A national consultative forum for health workers with a special consultative sub-committee on nursing would be established by the end of the month, he said.

Lethlake said the question of nurses' salaries would be referred to the consultative forum to consider and make recommendations.

A provincial forum would be established to deal with specific provincial matters.

In a statement yesterday President Mandela welcomed the agreement reached between striking nurses in Gauteng and the provincial health department.

Mandela said he hoped this agreement would see the nurses returning to their places of work tomorrow, so that they could fulfil their obligations to patients and the society as a whole.

See Page 14.



SINGING SISTERS Bellinda Kogogo (left) tells striking nurses to represent themselves when negotiating Picture JON HRUSA

By CAROL PATON 152

THE woman who led this week's 'wildcat nurses' strike is an unlikely revolutionary. Sister Bellinda Kogogo is a devout Christian and respected figure in the Soweto communities of Mofolo and Protea.

She has never been a politician and has no interest in politics.

Sister Kogogo appears to be an ordinary figure among the singing nurses. But, megaphone in hand, she was a popular leader of 1 700 Baragwanath nurses on strike.

Through the long nights and early mornings, Sister Kogogo, who was chosen by nurses to represent them, has carefully explained developments, roused them with slogans and appealed to them to remain united.

"Promise me that when this is over you will get out of all those unions," she said to nurses on Wednesday night. "We must represent ourselves when negotiating in the future."

Nurses are angry that their unions — among them the South African Nurses' Association — accepted a five percent wage increase on their behalf.

Sister Kogogo, a qualified

# The theatre sister who turned into a nursing activist

ST 10/9/95

theatre sister with 10 years experience, believes the nurses chose her as their representative because "I'm fair, I'm open and I'm known to take a stand".

She earns R3 600 a month and takes home R1 800 "I don't want to blow my own trumpet, but I'm well-liked to this profession — I think I'm a good theatre nurse."

Mingling with the crowds and speaking to the media, she looks like a seasoned activist. But as a nurse she has always been more concerned with upgrading her skills than with politics.

"But when people say you shouldn't voice your grievances

leaders have not exercised the caution or control common to most trade unions. They have been naïvely unaware of the legal implications of their actions and statements and have not taken any legal advice. "We don't want to get involved in all these fancy things — we're not anticipating bad things, only good things," she said on Wednesday.

Yet Sister Kogogo is keenly aware of the political dimension of the strike. She is contemptuous of the claim — made by placard-bearing demonstrators at the hospital gates — that the nurses are the spoilers in the democratic South Africa.

"I endured to get where I am. In 1976, I was in Sid 7 at Orlando West — we dodged the bullets and we were there when the hostel dwellers attacked the community I sat in a broken classroom at a burnt desk while the ANC was in exile. They got bursaries and they studied to get degrees with long names.

"But we are the people who put them in power, we are the people who brought them back home. They have forgotten that it is strikes like these which put them where they are."

# 'To hell with Florence Nightingale

(95) (152) ST 10/9/95

## THE HOSPITALS CRISIS



### Are nurses paid too little?

NURSES employed in provincial hospitals and clinics earn gross salaries of between R3 000 and R4 000 a month.

Salaries increase with experience and any additional qualifications after four years of training.

However, take home pay is often low. For instance, a specialised theatre nurse with 10 years of experience told the Sunday Times she received a gross salary of R3 600, but took home only R1 800. Her deductions, however, included a housing subsidy and her own bond repayments which were made directly to the bank.

Nurses working for the province do not earn much less than nurses at private clinics, where nurses without experience start on a salary of R2 500 and quickly

reach a ceiling of R5 000.

The salaries of nurses at provincial hospitals compare poorly with those of teachers, who, after four years of tertiary training start on a salary of R3 250. Teachers with 10 years of experience earn at least R5 000. Department heads earn about R6 000 a month.

Nurses are better off than the bottom ranks of policemen who start at R900 but their educational qualifications are much higher.

However, a policeman such as a warrant officer has a higher top salary than a nurse with a scale from R2 800 to R4 200.

A police sergeant earns between R2 366 and R3 253.

By CAS ST LEGER and CAROL PATON

WHEN nurses at Baragwanath Hospital opened their pay packets last month they did so with a little more enthusiasm than usual — their annual increase, backdated from July, had come into effect.

But the pay rise for most, with tax and other deductions, came to little more than R80 a month.

Over tea and in the corridors, they spoke of little else.

Their trade unions, the South African Nursing Association, the National Health and Allied Workers Union and the Hospital Personnel Trade Union — which had agreed to the five percent increase — had let them down.

On Tuesday August 29 — two days after payday — the Baragwanath nurses, led by Sister Belinda Kgogo, called a meeting where they drew up demands including a 25 percent wage increase. A letter was faxed to the Gauteng government asking for a response by the end of the week.

A letter on Friday from the Gauteng Premier Tokyo Sexwale, promised to look into their problems in due course.

The nurses, who had expected a more serious consideration, demanded a proper response by Monday, threatening to go on strike.

When no response was received 1 700 Baragwanath nurses stopped working.

The strike spread immediately to the Soweto clinics whose nurses had been at Baragwanath that day to find out what the government's response would be.

"To hell with Nightingale," said one striker, referring to Florence Nightingale, as her sisters chanted in Zulu. "Zuma is a devil."

Residents of Soweto had their own placards. "Go back to work. You're killing our babies."

By the end of the week the strike had spread to the Hillbrow and Garankuwa hospitals and 15 Gauteng clinics.

Doctors supported the nurses' pay demands, but many were angry about the way they had walked out.

An East European doctor at Baragwanath was so exhausted after 22 hours on duty that he stuck a needle into his finger.

Lancing the prick with a blade to make it bleed and reduce the risk of AIDS, the doctor, who asked not to be named, said angrily "Conditions here are a hundred times better than they are in Russia where the pay would be \$3 (about R11) a month."

Here I am paid R3 200 — less than many of the nurses get and less than half a matron's pay. We are the ones who should be striking.

Paediatrician Dr Hans Vanunen said the strike had come as a surprise. "To just leave like that is wrong," he said.

Despite reports of up to 10 deaths at Baragwanath, hospital authorities denied any deaths were attributable to the strike.

The hospital, located at the entrance to sprawling Soweto handles more than 44 000 operations a year. It serves 15 000 meals and washes 50 tons of laundry a day and has a staff of 10 000.

The casualty and out-

## THE SICK HEALTH RAND

COMPARISON BETWEEN HEALTH EXPENDITURE AND HEALTH STATUS OF COUNTRIES AT A SIMILAR LEVEL OF ECONOMIC DEVELOPMENT

COUNTRY	Health expenditure as a percentage of GDP	Infant mortality rate (per 1000)	Life expectancy at birth (years)	Incidence of tuberculosis (per 100 000)
South Africa	8.5	49	63	250
Botswana	3.3	36	68	-
Hungary	6.0	16	70	38
Malaysia	3.0	15	71	67
Venezuela	3.6	34	70	44
Chile	4.7	17	72	67

Note: South Africa 1992 infant mortality rates and 1992/3 estimate of health expenditure as % of GDP. All other countries 1991 infant mortality rates and 1990 estimates of health expenditure as % of GDP. 1991 Life expectancy figures. 1990 Statistics for tuberculosis.

Source: World Bank Development Report 1993

## A mother's dedicated vigil

A YOUNG shack-dweller is among the unpaid heroines of the Baragwanath hospital strike.

Julia Mphuthi has spent the week helping to bath, feed and care for dozens of babies and toddlers in the children's wards.

She is one of a number of mothers who, under the direction of doctors, matrons and army medics took over from the striking nursing staff and watched over babies in oxygen tents, called for help if drips stopped working and cuddled the tearful.

Miss Mphuthi lives in the Protea South squatter settlement at Klipfontein, Soweto, with her month old son, James.

Last Sunday James started to cough and gasp for breath.

"I brought him to Bara because treatment is free. He has a lung disease," said Miss Mphuthi.

She stayed with her son the first night — and then to her hurt and bewilderment, saw the nurses walk away from caring for her baby on Monday. She was forced to stay to

nurse him herself and to help with those children whose mothers were not with them.

Miss Mphuthi has spent her nights snatching sleep sitting upright in a wooden chair.

"Food? We eat if we have money," she said.

As she has not been able to contact her employer, she has lost her job, collecting plastic for a recycling business.

"My heart is so sore. How can the nurses leave these babies?" she asked.

"They must come to work. They deserve more money because they work so hard." Dr Zuma (the Health

Minister) must listen. I would pay them myself if I had the money."

By midweek, the children's wards had been emptied of all but 31 more seriously ill patients, aged from three months to 13 years.

Army nursing sister Captain Corrie Auret said that most of the remaining patients were suffering from lung diseases.

She said no children in her ward had died because of the strike.

The medics had been ordered not to comment on the strike. But as one went to comfort a crying child, she said angrily "Nurses should have ethics."

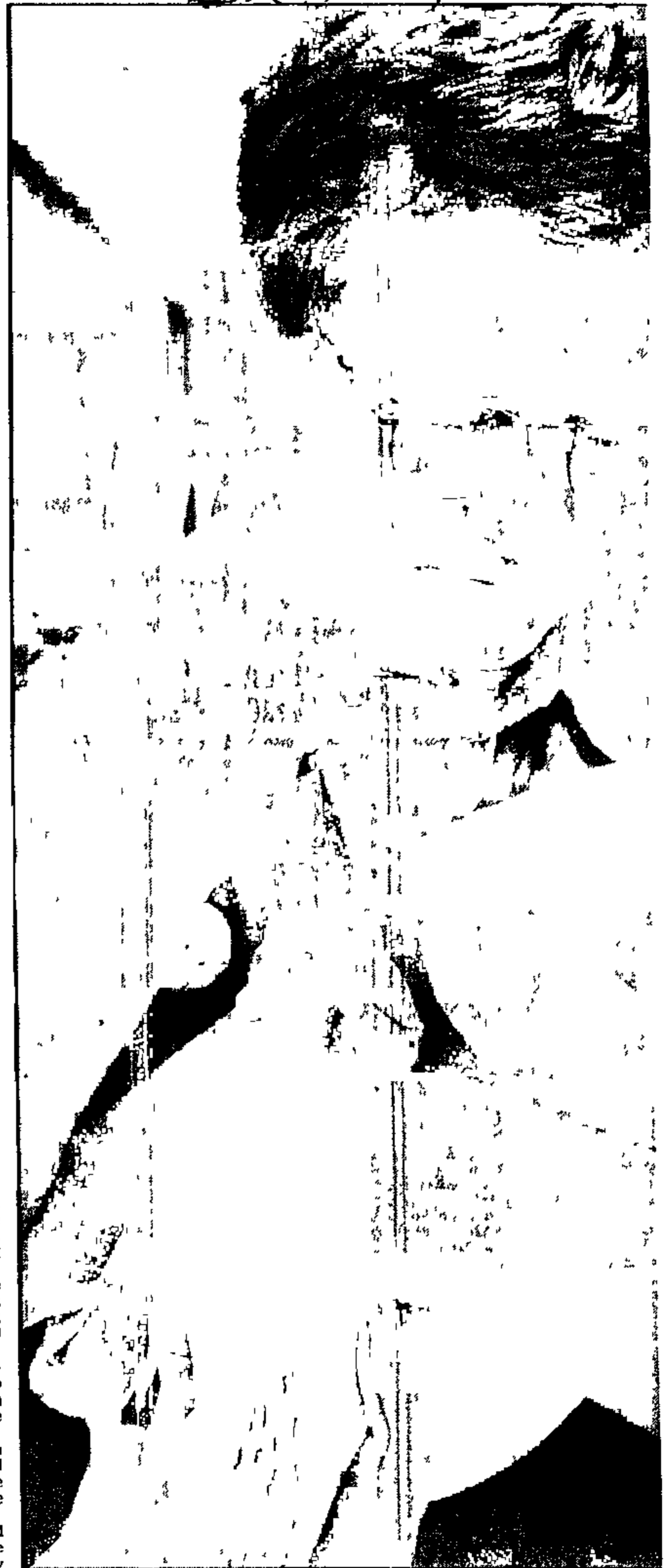
## Military to the rescue

MORE THAN 400 military medics will stay on duty this weekend at strike-hit Gauteng hospitals until nurses return to their posts.

Captain Anthony Adendorff, a spokesman for Wits Medical Command, said 414 medics from his unit and Northern Command had been on duty since Monday.

The medics had treated 4 750 patients at Baragwanath, 1 012 patients at Garankuwa and 678 patients at Hillbrow. Captain Adendorff said medics were working 12 hour shifts and would stay on as long as they were needed.

He said there had been an "excellent" reaction to the military presence from both patients and matrons.



PITCHING IN Dr Hans Vanunen feeds a premature baby, one of the jobs normally

patients section handled more than four million people last year.

But the hospital is also hugely inefficient. Recorded thefts over the past three years total R14 million and according to information obtained by the Democratic Party's health spokesman, Jack Bloom, drugs and linen worth R500 000 are stolen every month.

Like other Gauteng teaching hospitals, Baragwanath's budget this year was cut by 20 percent or R600 million, as central government redirected the health budget towards primary care in an attempt to get a better return from spending.

Figures in the World Bank and Health Systems Trust Health Expenditure Review, released earlier this year, graphically illustrate the poor return the country is getting for its health rand.

While 8.5 percent of its gross domestic product goes on health, compared with only 3.3 percent in Botswana, South Africa's infant mortality rate is 49 babies per 1 000 people — compared with Botswana's 36 infant deaths.

South Africans have a life expectancy of only 63 years. Chileans, who spend 4.7 percent of their GDP on health, can expect to live to 72.

"There is little doubt

that South Africa spends a very high percentage of its gross domestic product on health care — and that the returns are not as good as they could be," the report said.

It said the problem could be solved by improving access to basic health care, but warned that resources should not be shifted too quickly at the expense of major hospitals.

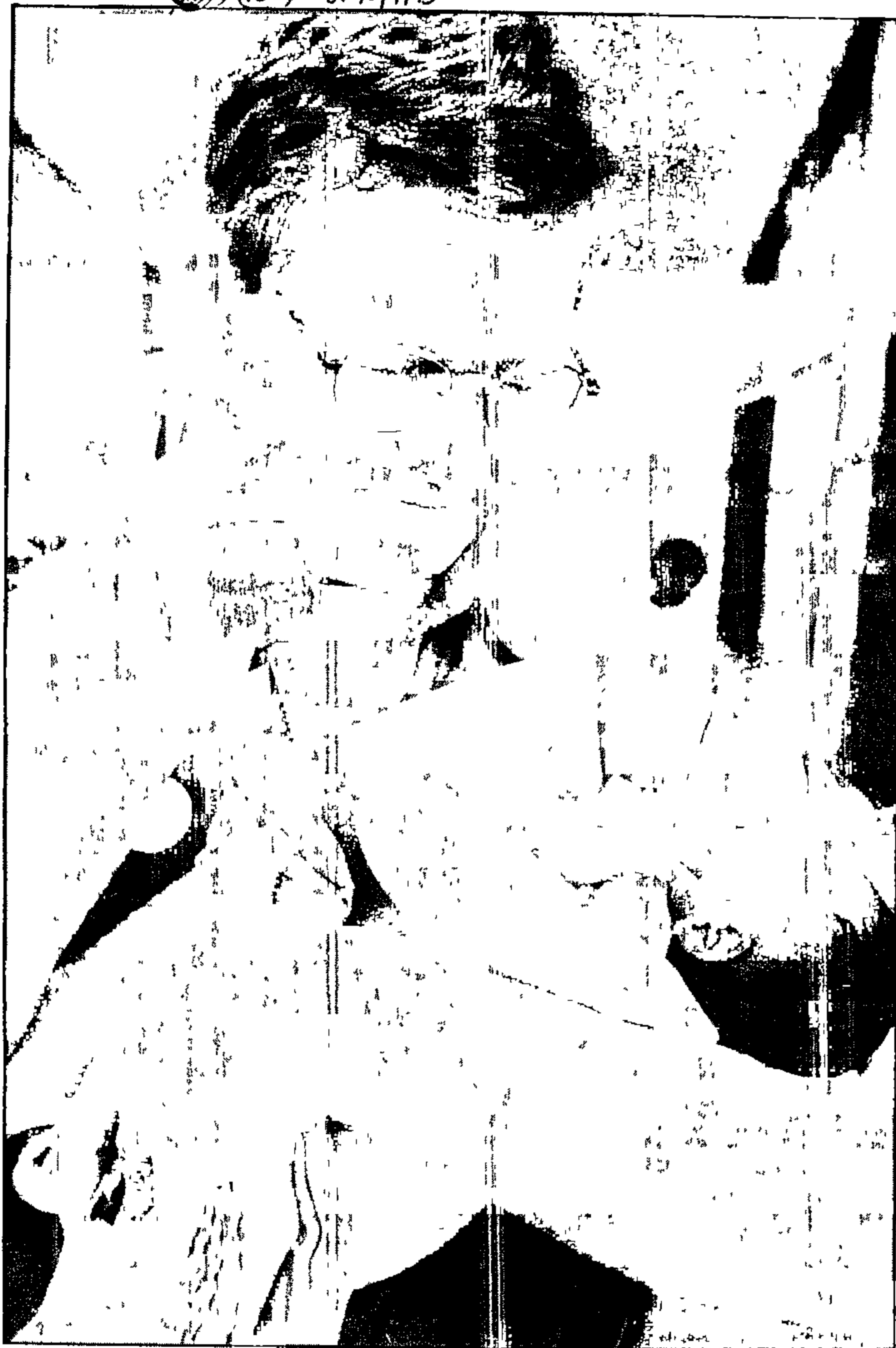
Health Minister Dr Nkosasana Zuma's inquiry into a national health insurance system recommended in creases in spending on primary care of R300-million a year over five years, to reach R1.5-billion a year by the year 2 000.

Under the national

# Florence Nightingale'

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**PITCHING IN** Dr Hans Vanunen feeds a premature baby, one of the jobs normally done by the nurses Picture JON HRUSA

patients section handled more than four million people last year. But the hospital is also hugely inefficient. Recorded thefts over the past three years total R14 million and according to information obtained by the Democratic Party's health spokesman, Jack Bloom, drugs and linen worth R500 000 are stolen every month. Like other Gauteng teaching hospitals, Baragwanath's budget this year was cut by 20 percent, or R600-million as central government redirected the health budget towards primary care in an attempt to get a better return from spending.

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There is little doubt that South Africa spends a very high percentage of its gross domestic product on health care — and that the returns are not as good as they could be, the report said. It said the problem could be solved by improving access to basic health care, but warned that resources should not be shifted too quickly at the expense of major hospitals. Health Minister Dr Nkosasana Zuma's inquiry into a national health insurance system recommended increases in spending on primary care of R300-million a year over five years, to reach R1,5-billion a year by the year 2 000. Under the national

health insurance plan, primary health care nurses are seen as "front-line providers". Increased responsibilities for nurses are still to be worked out at district and hospital level. Payments to nurses and other health workers will at first be based on "salary systems and frameworks currently in practice", the report says. However, it is intended that conditions of service should be substantially improved. Part of these improvements might involve a shift towards some combination of salary and capped fee for service-type payment or other reimbursement arrangements designed to

maximise incentives for efficiency," it says. But this week the nurses were not concerned with the government's long term plan. For too long, they said, they had had to make do with low wages and long hours. "Since 1972 I have held some bitterness in my heart against the government," said one greying sister. And this year their expectations had been raised. "We expected something better," said Sister Kgogo. Nurses were aware that unskilled staff, who clean the wards had received a 22 percent pay hike. This is in line with government policy of moving towards a

minimum public sector wage of R1 500 a month. "By giving us five percent they were saying we are worthless," said one nurse. It was a slap in the face. When Gauteng's health minister, Ambrose Masondo, arrived at Baragwanath on Monday, it seems that he had underestimated the nurses' anger and resolve. "As a former unionist, I've always seen the strike as a last resort — something you do only after you've used all the available channels," he said. He told the nurses that wage negotiations had been signed and sealed and that he therefore could not discuss their demands. When the nurses did not return to work the next day he issued an ultimatum return to work by Thursday or face legal action. He admitted he had been surprised when nurses decided to continue their strike. For two days after their meeting with Mr Masondo, the nurses continued to toy toy in the hospital grounds most of them optimistic that something was being done to solve their problems. They did not believe for a moment that the threat of dismissal was serious. On Wednesday night Tito Mboweni the Labour Minister and acting Minister of Health, visited the hospital with a large delegation including Mr Masondo. He, too, appeared overconfident that the problem could be easily solved. We think they will see our point of view, he said before the meeting. But, by 3 30am on Thursday morning, the nurses had still not seen his point of view. While expressing his sympathy Mr Mboweni reiterated Mr Masondo's position wage bargaining has taken place so return to work or be fired. Drawn together by the conviction that their unions had failed them it was not surprising the nurses disagreed with his point that the collective bargaining process is sacrosanct. It was collective bargaining that the nurses believed had failed them and they stuck to their strike unfazed by ultimatums stuck up on hospital doors and noticeboards. Underlying the hard line taken by the government was a fear that conceding to the nurses' demands would spark unrest in the rest of the public sector. We make a concession to the nurses in Gauteng and from there the police and the teachers will follow," said Gauteng's finance minister, Jabu Moleketi. Agreeing to the nurses' demands alone would cost the country R2-billion, he said. Despite their determined stand, it took the national and Gauteng governments five days to set in motion legal steps to take action against the nurses. After shifting their dead line twice, the government issued a notice on Friday dismissing workers who could not provide written explanations within the next 72 hours for their absence from work. Another meeting was called the same day, and a deal of sorts was finally struck. The government offered to set up a forum to discuss salaries and agreed that nurses would not be victimised or lose their pay and the nurses pledged to return to work tomorrow.

# Gauteng nurses agree to return to work today

Deborah Fine

WHILE nurses at Baragwanath Hospital and other Gauteng hospitals seem set to return to work today, nursing staff at Bloemfontein's Pelonomi Hospital have threatened an indefinite strike unless President Nelson Mandela apologises for his "work or quit" ultimatum.

Baragwanath nurses' spokesman Cindy Simka said nurses intended honouring the agreement reached late on Friday night by a health workers' forum, covering hospitals and clinics throughout the province,

and Gauteng's provincial legislature.

In terms of the agreement, all Gauteng nurses will return to work today. In exchange, the Gauteng government will waive its threat to dismiss the nurses.

The government also agreed to meet nurses on September 18 to discuss wages and working conditions.

Simka said Baragwanath nurses had decided to return to work because government had finally realised nursing was an essential service and had granted the profession "a listening ear". The dispute could have been resolved sooner if govern-

ment had agreed earlier to set a date for talks. She warned of a national strike should the talks prove unsatisfactory.

Meanwhile, Free State government spokesman Elke Grobler said Pelonomi nurses had defied an ultimatum to return to work at the weekend. They had demanded 25% increases, an apology from the President and abolition of the SA Nursing Council, the SA Medical and Dental Council, and nurses' registration fees.

Pelonomi, severely affected by the

Continued on Page 2

## Nurses (152) BD 11/9/95

Continued from Page 1

strike, had had to discharge patients or transfer them to other hospitals. Talks between nursing staff, Free State MECs and health, welfare and population development deputy director Craig Househam were continuing.

Simka said she believed Mandela's "derogatory" comments had sparked the Free State strike. Nurses' League members were planning to form a human chain outside the Johannesburg City Hall today in protest against his criticism, she said.

While Baragwanath Hospital spokesman Hester Vorster said management had not yet been informed officially of the nurses' return today, health ministry spokesman Vincent Hlongwane said he was confident

the Gauteng strike was over. Although government had agreed not to dock nurses' salaries, they would have to work extra hours to make up for time lost during the strike. Hospitals were trying to determine the number of deaths caused by the strike. Legal action could be taken where it was established that patients had died because of neglect. Government would institute disciplinary measures, including dismissal, if nurses did not return to work today.

Mandela welcomed the agreement, saying he hoped nurses would return today to fulfill their obligation to society. While he appreciated the "terrible conditions" they endured, attempts to undermine government's attempts to transform the health sector were not acceptable.

Picture: Page 5



~~152~~ (152)  
**BP workers strike**

ABOUT 40 employees at British Petroleum SA's Cape Town terminal went on strike on Friday demanding better wages and employment conditions, but had since resumed duties, the company said.

REPORTS Business Day Reporters,  
Own Correspondent.

BO 11/9/95

# Baragwanath nurses return, others may follow

ARG 11/9/95 (95) (152)

The Argus Correspondent

JOHANNESBURG — Baragwanath Hospital nurses in Soweto were back at work today and nurses at Coronationville Hospital in Johannesburg's western suburbs were expected to be on duty later.

But other strike-hit hospitals and Baragwanath's 13 community clinics did not know if their nurses would heed Friday's agreement with Gauteng health officials and return to work today.

Gauteng Health Minister

Ralph Mgiyima said if nurses returned today, the province would waive the requirement that they explain their absence in writing or be fired.

At Hillbrow Hospital, nurses were at a meeting, superintendent Jack Norman-Smith said.

The situation was similar at GaRankuwa Hospital near Pretoria. The hospital had a skeleton staff of nurses at the weekend, and between 300 and 400 patients, said medical superintendent Petunia Shembe.

Bloemfontein's Pelonomi Hospital had a skeleton staff of

58 nurses last night, and expected more to be on duty today.

Chief medical superintendent Neels Conradie said he was optimistic that the strike would be resolved.

The cost of the Gauteng strike could not yet be calculated, but some costs, like what happened to critically ill babies who did not get to the hospital for care, would never be known, Dr Mgiyima said.

Gauteng Premier Tokyo Sexwale and MEC for Health Amos Masondo toured Barag-

wanath Hospital wards yesterday, offering support to patients, staff and community helpers who had assisted patients there.

Doctors and a staff of only 40 helpers, including military medics, were tending to the 400 patients left in Baragwanath Hospital yesterday.

Nurses are expected to send representatives to a Consultative Forum on September 18. The forum is a national initiative to discuss problems like overcrowding and low pay in the health services.

# Tokyo gives talk to the sick at Bara

*Sowetan 11/9/15*

**By Glenn McKenzie and Russel Molefe**

NURSES at Baragwanath Hospital in Soweto who have been holding out when their strike ended at the weekend are expected to return to work today. But doubts still surround strikes at Garankuwa and Hillbrow hospitals.

Health Workers Forum spokeswoman Ms Pumla Sosibo told *Sowetan* yesterday that Baragwanath nurses would return to duty today after having "positive discussions" with government representatives on Friday.

Meanwhile, a Gauteng government spokesman expressed concern yesterday that nurses at Hillbrow had not indicated whether they would return to work. It was also reported that nurses at Garankuwa have denied claims that they have abandoned the strike.

Nurses at the hospital will meet today to decide "the way forward", a spokesperson said. Nurses at Coronation Hospital in Johannesburg returned to work on Friday.

A product of last week's strike will be a major new labour union which could be named the "National Consultative Health Forum", according to the Health Workers Forum. Sosibo said

"Nurses are all very unhappy about the way in which the unions have represented us. There will be a new union to unite nurses," she said.

Last week, both the National Education, Health and Allied Workers' Union and the Hospital Personnel Trade Union (Hospersa) distanced themselves from the hospital strike.

The unions had negotiated a five percent pay increase for nurses earlier this year although many nurses had been unhappy with the deal.

"Even Labour Minister Mr Tiro, Mboweni and (Gauteng Health MEC Mr Amos) Masondo have agreed that we should form a new organisation to represent nurses," said Sosibo.

Yesterday, Gauteng premier Tokyo Sexwale gave seriously ill patients at Baragwanath Hospital in Soweto a morale boosting visit where he expressed confidence that striking nurses would return to work today.

Sexwale agreed that nurses' salaries were very low and they "deserve the more than 25 percent salary increase which they are demanding".

He also thanked student nurses, matrons and members of the SA Medical Service for working around the clock during the nurses strike.



Gauteng premier Mr Tokyo Sexwale comforts patients and mothers of terminally ill babies during his visit to the strike-hit Baragwanath Hospital in Soweto yesterday. Most of the striking nurses are expected to resume work today. PIC VELL NHI LAPO

## Biko family's visit to death cell

### TOBACCO IS ADDICTIVE

16 mg tar, 1.3 mg nicotine av. per cigarette by FTC method.



# Kidney patients are hard hit by the strike

■ BY PRISCILLA SINGH

The crippling Baragwanath Hospital nurses' strike has hit kidney patients very hard, with the renal unit regulars having to go without having their required three times weekly dialysis treatment.

Clinic Holdings, a private company, stepped in last week and arranged for the haemodialysis patients to receive treatment at its renal units in various areas free of charge.

Patients from as far as Brakpan, Benoni, Germiston and Tembisa were transported from Bara on Friday to receive dialysis.

Lesley Nosworthy, who is coordinating the patients schedules, said she was extremely worried about the renal patients, all of whom have no kidney function. She said on Friday that the patients from Bara had not been on the kidney machines for one week and were showing visible signs of their bodies swelling.

"If the patients are not put on the kidney machines three times a week, they are like fish out of



**Concerned ... Gauteng premier Tokyo Sexwale with a child at Bara yesterday.**

The dialysis is a life-long treatment unless the patient receives a transplant," she said.

Because their kidneys don't work at all, no fluid leaves their bodies. During dialysis a patient's blood is taken out and purified of toxins, then returned into the system via a coil of tubes.

Clinic Holdings also gave renal treatment to the ailing

patients at the Hillbrow Hospital where striking nurses neglected their duties to join the strike.

"When we went to the Hillbrow Hospital at about 10am on Thursday we found about 19 patients who had been sitting in the renal unit awaiting treatment since 7am. We took them to the Rand Clinic and they were very grateful for the dialysis," Nosworthy said.

She said some renal patients from Bara were also sent to the Mmabatho Hospital and those who had travelled to the Garden City Clinic on Friday went back for dialysis yesterday because of the gap in treatment at Bara.

Patient Petros Mshengu said the nurses must stop toy-toying and take care of the dying patients. He said of the dialysis treatment at Garden City Clinic that he was so happy that he was not going to die. "If the strike does not end soon we're all going to die," he said.

Peter Moleleki of Sharpeville near Vereeniging echoed Mshengu's feelings.



**Happy to be alive ... renal patients Peter Marugraaff, a regular patient at Garden City Clinic, and Bara patient Herbert Ngcaku receive dialysis treatment.**

PICTURE ANDREA VLACHAKIS

Star 11/9/95

(152)

*Situation unclear in other hospitals and clinics*

# Barra back in business

(25) (152) ~~988~~ Stan 11/9/95

■ BY JANINE SIMON  
MEDICAL REPORTER

Baragwanath Hospital nurses were back at work this morning, and all Coronationville Hospital nurses were expected to be on duty by 10am.

**PROVINCES agree to waive the legal requirements that the nurses explain their absence in writing**

It was difficult to know if all would comply Health Department spokesman Popo Maya said yesterday it was reluctant to fire nurses as this would further disrupt the health services, but the community had grown impatient with strikers.

At Hillbrow Hospital, nurses were locked in an early morning meeting, said superintendent Dr Jack Norman-Smith.

The situation was similar at GaRankuwa Hospital near Pretoria. The hospital had a skeleton staff of nurses over the weekend, and between 300 and 400 patients, added medical superintendent Dr Petunia Sheenbe.

Pelononi Hospital had a skeleton staff of 58 nurses last night, and expected more to be on duty today.

About 300 nurses had gathered outside the hospital administration block this morning, Chief Medical Superintendent Dr Neels Conradie said he was optimistic that the strike would be resolved.

Bara spokesman Hester Vorster said this morning that the hospital was not yet fully operational, as many wards had been closed and hospital management was still working on a plan of action.

Yesterday, the situation at strike-hit Gauteng hospitals remained largely unchanged, with skeleton staffs taking care of the few patients who could not be transferred or needed emergency treatment.

The cost of the Gauteng strike could not yet be calculated, but some costs, like what happened to critically ill babies who never came to the hospital for care would never be known, Mgijima said.

Fremer Tokyo Gauteng MEC for Health Sexwale and MEC for Health Amos Masondo toured Baragwanath Hospital wards early yesterday, offering support to patients, staff and community helpers who had assisted patients there.

**Military**

Doctors and a staff of only 40 helpers, including military medics, were tending to the 400 patients left in Baragwanath hospital yesterday.

There were no protesting nurses on the premises.

Chief superintendent Dr Chris van den Heever said hospital staff had used the lull in activities caused by the strike to do maintenance and cleaning in areas like the intensive care unit.

Nurses are expected to send representatives to a Consultative Forum meeting on September 18. The forum is a national initiative to discuss problems like overcrowding and low pay in the health services.

► **Kidney patients hard hit by strike** - Page 2

# Strike closes Free State clinic

CT 11/9/95

**BLOEMFONTEIN** All out-patient clinics at Pelonomi Hospital are to close until further notice due to the nurses strike in the Free State, Premier Mr Patrick Lekota's office said yesterday.

The out-patient departments of Universitas and National hospitals would, however, continue to function normally.

The Free State health department said nurses at the hospital had until Wednesday to return to work or face disciplinary action.

It said the more than 100 nurses who went on strike on Friday, demanding a 25% wage increase, had been issued with an ultimatum in terms of the Public Service Labour Relations Act to return to work by 10am on Wednesday.

"All striking nursing staff at Pelonomi received notices of the ultimatum to resume their duties or face disciplinary action," the department's spokeswoman Ms

Elke Grobler said.

She said no patients were being admitted to the hospital. This included the casualty and maternity sections.

Meanwhile, more than 2 000 striking Gauteng nurses are expected to return to work today, ending a week-long strike at 14 clinics, and the Baragwanath, GaRankuwa, Hillbrow and Coronationville hospitals.

Gauteng's head of health Dr Ralph Mngijima said yesterday the agreement to return to work was struck late on Friday.

Nurses' delegates had reported back to their followers over the weekend, he said.

But, as nurses at each hospital had their own committee of representatives, it was difficult to know whether all would comply. If they do, the province would waive the condition that nurses explain their absence or be dismissed, he said.

# Baragwanath patients outnumbered by nurses

Ingrid Salgado

BARAGWANATH Hospital workers outnumbered patients yesterday when nurses returned to work following last week's wildcat strike

The Gauteng health department said nurses at all Gauteng hospitals reported for morning duty

But strike action at Bloemfontein's Pelonomi Hospital continued

Baragwanath spokesman Hester Vorster said more than 1 700 nurses

BD 12/9/95  
were caring for 512 patients. The hospital discharged thousands of patients and transferred nearly 50 intensive care patients in the midst of the crisis

It could take up to two weeks for the hospital to return to capacity, said Vorster. The strike began last Monday with nurses at Baragwanath demanding a 25% pay increase, and spread to other hospitals and clinics

Sapa reports that Pelonomi Hospital superintendent Dr Neels Conradie said no disciplinary action would be

(25) (152)  
taken against striking nurses until tomorrow morning

Meanwhile, the Gauteng health department called a threat to resume the strike if talks with government failed "irresponsible". Nurse representatives and government began talks on Monday at a national health consultative forum agreed to by all parties. There would be no salary deductions, but nurses would make up for time lost

Picture: Page 4

4 BUSINESS DAY, Tuesday,

# Strike cripples leather firms

(152) (780)  
Renee Grawitzky  
6012/9/95

CAPE TOWN — During the past month production of handbags and related goods has come to a standstill at 16 manufacturers in the Western Cape affected by a wage strike by members of the independent National Union of Leather Workers (NULW).

National wage negotiations between the employer body — the Association of SA Manufacturers of Luggage, Handbags and General Goods — and the SA Clothing and Textile Workers' Union were concluded in August with a settlement for an 11% wage increase. The NULW continued to demand 15%.

NULW spokesman William Desai said the demand was "not unrealistic" but a spokesman for the employer association said manufacturers were "horrified" by the strike as they were struggling to survive the onslaught of cheaper imports. The parties are set to meet this week.

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# Deadly

# strike

# is over

By Glenn McKenzie

**Q** UETLY AND WITHOUT fanfare, several thousand nurses at Gauteng's hospitals and clinics put aside their deadly week-long strike and went back to work yesterday.

The nurses, who embarked on a wildcat work stoppage last week to demand 25 percent wage increases, returned to Baragwanath, Hillbrow and Garamkwa Hospitals as well as Soweto's community clinics after agreeing to meet with government officials on September 18.

Gauteng minister of health spokesman Mr Popo Maja said that conditions at all hospitals and clinics were back to normal.

He didn't expect the strike to resume but could not "predict the future". Minister of Health Dr Nkosazana Zuma welcomed the news that nurses had ended their protest. In a Press release from Beijing, China, where she is attending the United Nations Women's Conference, Zuma said it had been "unacceptable (for nurses) to compromise patient care."

Zuma has been criticised by nurses, as well as the Pan Africanist Congress, the Democratic Party and the National Party for not returning to South Africa to deal with the nurses' crisis.

The minister has reportedly been instructed by President Nelson Mandela to stay in Beijing until the end of the conference later this week.

Yesterday Baragwanath Hospital began admitting patients again. The hospital's renal (kidney) unit

would be opened as soon as possible, a spokesperson said.

Still, Bara administrators were not planning to open its intensive care unit and other wards "until further notice", the spokeswoman added.

Bara's cleaning staff were reportedly making use of the lag in services to spring clean as many of the closed units as they could before patients started pouring in again.

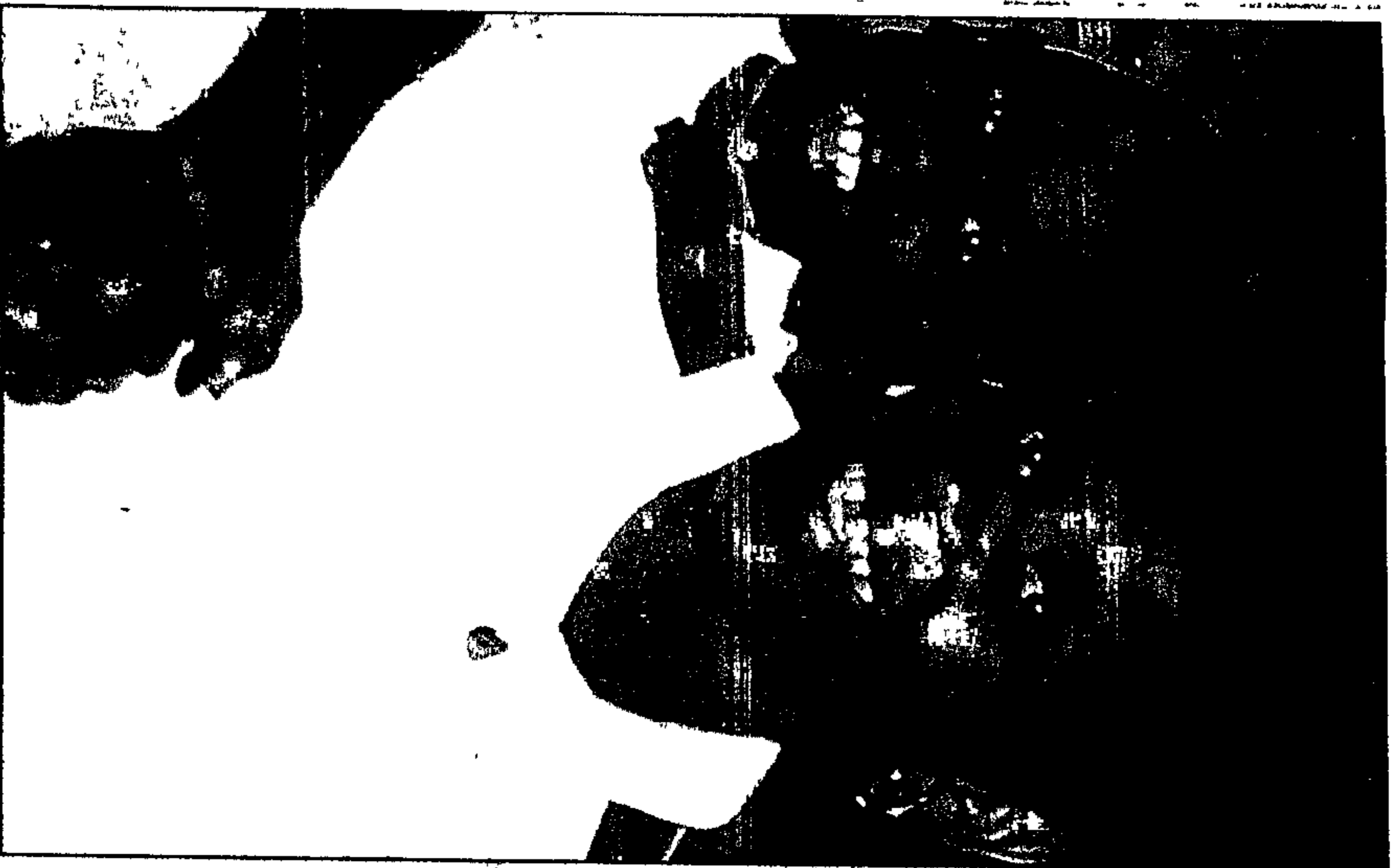
A spokesman for Hillbrow Hospital said all units had reported for duty and all wards were operating normally.

Garamkwa Hospital also opened its doors to the public again but a spokesperson said the hospital would probably admit only a few "emergency" patients until it became clear that the strike would not resurface again.

Said Garamkwa superintendent Dr Petunia Shembe: "We will probably wait to see what will happen on September 18. We have to exercise caution so that we do not admit too many patients and then be forced to discharge them if the strike starts again."

All 13 of Soweto's provincially run clinics were open yesterday. A spokeswoman said the clinics were offering services "that were not completely normal" but a patient who telephoned Sowetan from Zola Clinic complained that clients were not serving patients.

Nurses at Bloemfontein's Pelonomi Hospital have not returned to work. Discussions were still going on, according to a spokesperson.



# Nice to see you!

Welcome back! Gauteng nurses returned to work yesterday after a week long strike at four hospitals and a number of clinics. In Soweto, Baragwanath Hospital senior nurse Ms Rakgadi Mence and seven-year-old Sibusiso Mshela were among the many celebrants.

PIG VELL/NHLAPHO

# New forum for nurses' grievances

(152) Star/12/9/95

**A FORMAT to address demands has been welcomed, but nurses warn they will not be appeased**

BY JANINE SIMON  
MEDICAL CORRESPONDENT

Most striking nurses in Gauteng went back to work yesterday, but warned they had only suspended, not abandoned, their strike

Nurses expect their complaints to be addressed in the newly formed National Consultative Health Forum, which meets for the first time on September 18

But Coronationville Nursing College delegate Rosaline Jacobs warned yesterday that if the forum was created just to passify the demands of nurses, they would reconsider mass action, probably in the form of a "go-slow"

Garrankuwa nurses have told hospital management not to normalise admissions until after the forum meeting, to avoid the hospital being filled with patients with no nurses to take care of them, chief superintendent Dr Reg Broekman said yesterday

The lengthy agenda for the September 18 meeting includes issues such as appropriate salary scales and an appropriate reward system for commitment and work under difficult circumstances



Back on the beat ... nurses attend to a patient at Baragwanath Hospital yesterday after ending their week-long strike over salaries and service conditions.

However, the Gauteng health department, which is facing a R600-million shortfall in its budget this year, is unlikely to be able to pull a salary increase out of the hat

Putting nurses on a salary par with local authority employees in Gauteng would cost R1,5-billion, National Health Department Director-General Dr Olive Shisana said

Shisana co-chaired a commission of enquiry into a national health insurance system, and will present a feedback report of public comment on proposed system next month

Improving working conditions had been on the list to "fast-track" the implementation of the new system, but the nurses were not aware of this because they were not organised, she

ANC deputy secretary-general Cheryl Carolus, added her voice yesterday to welcoming the new health consultative forum - Political Reporter

said. Services had returned to normal at Baragwanath, Coronationville, Hillbrow, Johannesburg, and Garrankuwa hospitals, after the week-long illegal strike crippled hospitals and clinics. But nurses in Bloemfontein's Pelonomi Hospital had not returned to work by late yesterday, and indications are the nurses in KwaZulu-Natal may down tools tomorrow in support of the Gauteng strike. Health Minister Dr Nkosazana Zuma welcomed the return to work.

In a statement relayed from Beijing, China, where she is leading the Government delegation to the UN Women's Conference, Zuma reiterated her concern that whatever the demands of nurses and health workers, it was unacceptable to compromise patient care. Such actions brought disrepute to the health profession, she said.

She urged nurses to strive for meaningful representation in the National Health Consultative forum. An ANC/Cosatu/SACP Alliance is to meet Zuma and Public Service and Administration Minister Zola Skweyiya to discuss the grievances which led to the strike.

ANC deputy secretary-general Cheryl Carolus, added her voice yesterday to welcoming the new health consultative forum - Political Reporter

# Strike hits kwazulu hospital

CT 12/9/95

DURBAN. About 400 nurses at a hospital in northern kwazulu-Natal went on strike yesterday to press demands for a 30% pay increase and the removal of Health Minister Dr Nkosazana Zuma.

The 600-bed Benedictine Hospital serves Nongoma and the neighbouring vast rural areas, but is handling only emergency cases. "We have only a skeleton staff and we are looking into discharging those who are not seriously ill," hospital administrator Mr

George Nxele said.

As he spoke, the strikers were singing and dancing outside the hospital's main building.

Nurses also remained on strike at Bloemfontein's Pelonomi Hospital, superintendent Dr Neels Conradie, said. They have been given until 10am tomorrow to give written reasons for their absence. No disciplinary action would be taken against them until then, Dr Conradie said.

All scheduled medical proce-

(152)

dures have been cancelled and emergency operations are being referred to Bloemfontein's Universitas Hospital.

Striking nurses in Gauteng returned to work yesterday morning and the four major hospitals affected — Baragwanath, Johannesburg, Hillbrow and Ga-Rankuwa — were running normally by the afternoon.

Dr Zuma, speaking from Beijing, welcomed the return to work. — Reuter, Sapa

## Transformation alternatives sought

WESTERN Cape colleges of education agreed at a meeting that any decision now about their future would be premature and that they should not be closed next year.

The meeting brought together college staff and student representatives, the teaching profession and officials from the Western Cape Education Department.

They said current discussions on the transformation of the colleges should continue, while alternatives to transformation should be sought next year. — Sapa

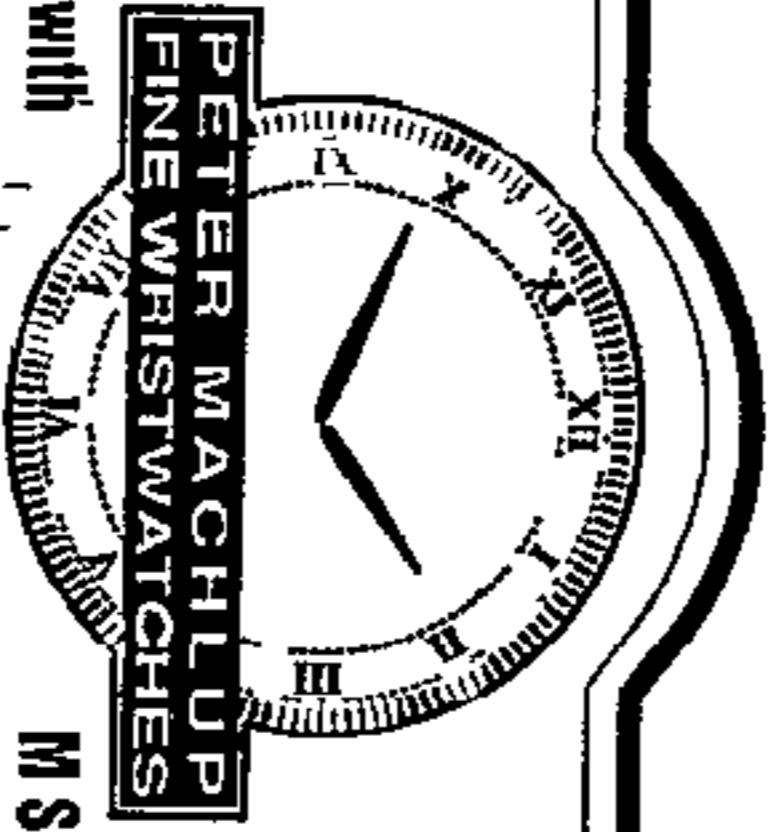
## Good Hope College opens

CT 12/9/95

THE Good Hope College of Education in Khayelitsha will be officially opened by Education Minister Dr Sibusiso Bengu today, despite recent threats that teacher training facilities in the Western Cape would be closed because of financial constraints.

The college has been running since 1987 when students were housed in the Fluxolweni Primary School, but in 1992 they were forced out by pupils who re-occupied the school.

At least 700 trainee teachers moved to the Cape Corps base at Faure to write their final exams after they spent several weeks being taught in the streets of Khayelitsha. The government was lobbied to provide a new building, which was completed last year. — Staff Reporter



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## IFP negotiator defies hard-liners

Farouk Chothia

DURBAN — IFP provincial negotiator Mike Tarr yesterday stepped up his defiance of national hard-liners by agreeing to a second workshop to hammer out differences with opposition parties on a constitution for KwaZulu-Natal.

This was despite IFP hard-liner Walter Felgate's attempt to scupper an earlier workshop, and IFP national deputy chairman Sipo Mzimela torpedoed the agreement reached there by saying it would not "receive the attention" of IFP policy making structures until the IFP's original 12 constitutional principles were voted on in the KwaZulu-Natal legislature.

Minority Front leader Amichand Rajbansi suggested at a constitution-

al affairs standing committee meeting that a second workshop be held as "excellent progress" had been made at the first.

Tarr said he supported the proposal and the IFP would continue negotiating in good faith.

ANC negotiator Mike Sutcliffe accused Mzimela and IFP constitutional advisor Mario Ambrosini of being bent on imposing a fascist dictatorship in KwaZulu-Natal.

DP KwaZulu-Natal leader Roger Burrows said IFP hard-liners could be stopped if opposition parties voted against any motion to dissolve the legislature when it sits next month. This would cause a tie, and the IFP speaker would have to side with the opposition as he is compelled to vote in favour of retaining the status quo.

## Cape nurses demand 50% increase in salary

Kathryn Strachan

ABOUT 300 nurses from Western Cape hospitals marched on Parliament yesterday to demand a 50% salary increase and an apology from President Nelson Mandela for "insults" to nurses.

Sapa reports national health director-general Olive Shisana gave them a written response from Health Minister Nkosazana Zuma, who asked that they send "mandated representatives" to a meeting of the National Health Consultative Forum in Gauteng on September 18.

Sister Monica Siyolo from Khayelitsha, who read out the memorandum, was greeted with shouts of "viva" when she described the 5% increase offered to nurses as an insult. Their demands included a 50% increase and apologies from Mandela and Zuma for "insults directed at the nursing profession".

They also demanded public holiday and weekend overtime allowances and that there be no victimisation of nurses on strike in other provinces. Nurses rejected proposals from Western Cape Health MEC Ebrahim Rassool, who had referred them to the Central Bargaining Council.

"We are not fully represented by anybody, therefore the existing bodies cannot contend that they represent us," said nursing spokesman Raymond Jaftha. He said the demonstration was

not a strike, but a protest march, and that nurses would return to work when the memorandum was handed over.

The consultative forum was set up by the health ministry last week to seek solutions for nurses' low pay and bad working conditions.

Nurses at the GaRankuwa Hospital, north of Pretoria, were on a go-slow yesterday. They returned to work on Monday after a week-long strike which affected several Gauteng hospitals. The nurses and management had agreed to treat emergency cases only until Monday's meeting, when the problems would be discussed.

Meanwhile, the nurses' strike in the Free State spread from Pelonomi Hospital in Bloemfontein to Oranje Hospital yesterday.

Pelonomi spokesman Elke Grobler said Free State premier Patrick Lekota and MEC for Health Senorita Nhlabati addressed a huge congregation of nurses yesterday, appealing to them to return to work.

Hospital management and nurses representatives spent most of the afternoon in negotiations.

Nurses were given until 10am today to return to work, after which they would have to submit written reasons for their absence.

In KwaZulu-Natal striking nurses at the Benedictine Hospital are demanding a 33% salary increase.

# Bloem *Sawetan 13/9/95* nurses on wildcat strike

(152) (23)

By Glenn McKenzie

NURSES in Bloemfontein intensified a wildcat strike at two hospitals yesterday just as Gauteng began recovering from last week's crippling work stoppages

Most of the 150 nurses at Oranje Hospital in Bloemfontein had left their posts by yesterday, abandoning 560 psychiatric patients, according to hospital spokespersons. Paramedics and non-medical volunteers were reportedly coping with the extra burden.

At nearby Pelonomi Hospital a skeleton staff of 350 nurses remained on duty while the majority demonstrated outside for a second day.

Pelonomi Hospital spokesperson Ms Stephanie Pretorius said nurses had been given a deadline until 10am today to submit written reasons for their absence. The Free State government would decide whether to dismiss the nurses after the deadline.

She said all wards at Pelonomi Hospital were functioning, although some intensive care units as well as the hospital's casualty department had been forced to close. No deaths had been attributed to the strike.

"Patient care has been affected, but we are coping with the skeleton staff," said Pretorius.

As with the work stoppage in Gauteng, the striking Bloemfontein nurses are demanding 25 percent salary increases.

In Gauteng, Baragwanath Hospital experienced a massive influx of patients after its week-long strike. Spokesperson Mrs Esther Hlongwane said the hospital had admitted more than 400 new patients on Monday alone.

"At this rate, the hospital will be full again by the end of the week," she said.

Garankuwa Hospital reported that all nurses were back on duty. The hospital was admitting only a few patients yesterday at the request of the nurses.

# Tuks campus reopens after clashes injure 6

BY NORMAN CHANDLER  
PRETORIA BUREAU

The campus of the University of Pretoria reopened today following sharp clashes yesterday between students and striking workers which left six people injured.

University spokesman Mike Smuts said university officials visited hostels last night to explain to students why members of the National Education, Health and Allied Workers Union (Nehawu) had undertaken strike action and to request them to avoid further confrontation.

"Nehawu called a strike of its workers after deadlock was reached in negotiations with university authorities regarding increased wages. Nehawu has demanded an increase of 18 1/2% but the university offered 10.5%," Smuts said.

It was a legal strike, he added.

Yesterday, students confronted the strikers in isolated incidents throughout the day after strikers held sit-ins in some buildings, including the



Let's rumble... militant students take on the workers.



(SAP) (152) STW 13/9/78

## Stoking the fires of anger... protesting workers toy-toy after confronting Tukkies students.

prestigious Merensky Library Staff in the university's main administration building were evacuated from their offices at the height of the unrest.

"Students who could not use the library and were inconvenienced in other ways became disgruntled. The incidents led to a group of about 150 students moving towards a group of about 500 workers but police intervened and kept the two groups apart," Smuts said.

Workers overturned rubbish bins and littered the campus during the demonstration. Students and workers were poised to clash when police intervened, preventing widespread violence. Isolated scuffles left at least six people injured including a security guard who was stabbed.

The university is to continue negotiations and had "high hopes the situation will be resolved," Smuts said.

GOVT WAGE OFFER 'AN INSULT'

# Nurses march on Parliament

**NURSES DEMANDED** a 50% wage hike yesterday in a petition presented to Minister of Health Dr Nkosazana Zuma, writes **CHRISTINA BEATTY.**

**O**VER 3 000 Western Cape nurses marched on Parliament yesterday to show solidarity with their striking colleagues in Gauteng — but the possibility of a strike in this province was ruled out by nurses' representatives last night.

In a petition addressed to Minister of Health Dr Nkosazana Zuma and President Nelson Mandela, the nurses said they were "insulted" by the recent wage offer by the government of 5% and the continuing disparity in pay between staff employed by local authorities and those in the public service.

And, in an unexpected move by doctors at the Red Cross Children's Hospital, medical superintendent Dr M Hassim and paediatricians Dr D J Power and Dr A J W Millar gave their full support to the protesting nurses. The nurses

were commended for the responsible way they had expressed their grievances.

Red Cross senior nursing manager Miss Daphne Hoogenhote stressed that no children at the hospital were left unattended.

Among demands made by the nurses were that salaries be increased by 50% by November and that they receive a public apology from the President and Dr Zuma for "demeaning" the nursing profession through thoughtless statements in the media.

## Gauteng forum

Miss Hoogenhote said that six Western Cape nurse representatives would fly to Gauteng on Monday to attend the National Health Consultative Forum to address problems in the nursing profession.

● Free State Premier Mr Patrick Lekota yesterday urged striking nurses at Bloemfontein's Pelonomi Hospital to return to work.

Meanwhile, nurses at Garankuwa Hospital north of Pretoria ended their go-slow yesterday afternoon.



CT 13/9/95

(152)

**WHITE-HOT ANGER:** Thousands of nurses yesterday marched on Parliament in support of pay demands days after nurses in Gauteng, Bloemfontein, kwazulu/Natal and elsewhere went on strike. Internal stability unit members, armed with batons and anti-riot shields, keep watch

PICTURE: DIE BURGER

Students, (152)  
strikers clash  
CT 13/9/95

PRETORIA: Fights broke out between students and strikers at the University of Pretoria yesterday and at least two people were taken to hospital, a university spokesman said.

At least four other people were injured.

The trouble started when National Education, Health and Allied Workers Union strikers overturned rubbish bins and littered the campus. They were protesting against the university's refusal to give them an 18% pay rise.

The spokesman said about 1,500 students and 500 strikers with sticks were poised to clash when police arrived. The police kept them apart but there were isolated scuffles. Sept 13



# 8 Popcru members arrested

ARG 14/9/95  
JOHANNESBURG — Eight policemen were arrested during a sit-in by members of the Police and Prisons Civil Rights Union (Popcru) at the area police commissioner's offices in Johannesburg

Police spokesman Jan Combrinck said about 130 Popcru members, mainly from prisons, marched to the area commissioner's office on Tuesday

"They delivered a memorandum containing grievances about the area commissioner for Johannesburg to an official of the South African Police Service," he said

Eight policemen heading the Popcru delegation then staged a sit-in

"The march was followed by a protest sit-in in the office of the area commissioner and where a representative of the office attempted unsuccessfully to negotiate a settlement with the protesters," he said

"The Popcru delegation of eight members refused all offers of a meeting. When all negotiations failed the police were obliged to arrest the delegation for unlawful trespassing and refusing to furnish their personal particulars"

He said the men were released the same day after being warned

"There will be a criminal and departmental investigation," Lieutenant Combrinck said — Reuter

# Strikers at BP return to work

(152) ARG 14/9/95

□ *Wage deal being finalised after disruptions*

**Staff Reporter and Sapa**

**STRIKING** Chemical and Industrial Workers' Union members at BP oil company have returned to work

BP distribution manager Peter Theron said today that management and union officials were finalising a wage deal following days of disruptions

The union was demanding a 13 percent increase, and the company was offering between 11 and 12 percent, when talks broke down

The contents of the final deal are not known

● The South African Petroleum Industry Association yesterday called for the government to immediately stop all

subsidies to the "highly profitable" Sasol

Association director Colin McClelland said Sasol, with its huge assets built on taxpayers' money, had a major role to play in the fuel industry

"But it must compete fairly," the added

Favouritism to Sasol could affect motorists and the industry, and create concern among potential foreign investors

"There is no place for state subsidies to highly profitable companies"

Sasol had recorded R2,83 billion in profit in the past year, Mr McClelland said In addition

to its R1 billion state subsidy, Sasol had other hidden subsidies Overall, it was being subsidised in excess of 20 cents for every litre of petrol it produced

A government policy that encouraged a regulated but competitive liquid fuels sector needed to be urgently implemented, Mr McClelland said

The normalisation of South Africa's petroleum industry was impossible while Sasol continued to be guaranteed a privileged position by the government

Government subsidies for Sasol last year exceeded the combined profits of all other participants in the petroleum industry, Mr McClelland said

# Security cops face the sack

(237) (152) Sowetan 14/9/95

By Khangale Makhado

ABOUT 54 security personnel at Hillbrow Hospital in Johannesburg face possible expulsion after failing to heed an ultimatum to return to work by yesterday afternoon.

The workers, all members of the Transport and General Workers' Union, embarked on a sit-in yesterday morning following a breakdown in talks between them and their

employer, Pro-Active Security Force

An ultimatum earlier yesterday threatened that unless the workers went back to their posts by 4 30pm yesterday they would be suspended.

They were told the suspensions could lead to their dismissals. Senior shopsteward Mr Nicodemus Makofane said yesterday that the company had refused over a period to listen to their grievances.



## Municipal workers likely to strike from Monday

(152) (152) Stav 14/9/95

■ BY JUSTICE MALALA  
LABOUR REPORTER

Thousands of municipal workers in seven provinces have decided to go ahead with strike action from Monday if annual wage negotiations are not concluded to their satisfaction by tomorrow.

SA Municipal Workers' Union (Samwu) general secretary Roger Ronnie said yesterday the strike action would go ahead in parts of Gauteng, Mpumalanga, Northern Province, North West, Northern Cape, Eastern Cape and Western Cape.

Ronnie said there was a strong possibility that the union's members in areas where negotiations were concluded, like

Johannesburg, would join the strike in solidarity with other members.

The union has been engaged in an ongoing mass action campaign to force municipalities to accept its demand for a R1 500 minimum wage for workers in major cities and R1 200 for those in towns.

The union has already settled with the Johannesburg administration but talks in the Transvaal Industrial Council, which negotiates for other municipalities in Gauteng, are still deadlocked.

If the strike goes ahead, refuse collection, water and electricity maintenance, street cleaning, municipal transport and administration could be affected.

*Uneasy truce between students and strikers*

# Avoid confrontation plea at Tuks

Star 14/9/95

(152)

■ PRETORIA CORRESPONDENT

University of Pretoria students and workers have been urged to exercise restraint when they come into contact with each other today following violent clashes between the groups earlier this week.

Tuks rector Professor Flip Smit is hoping his appeals to both students and workers to avoid confrontation and keep calm will be heeded today. He spoke to both groups personally on Tuesday evening, visiting the students' residences to ask students to stay away from the workers, whose strike is legal.

Students will be returning to classes today after being off the main campus yesterday as they celebrated Spring Day with festivities at the university's sports centre.

Striking workers, all members of the National Education, Health and Allied Workers Union (Nehawu) have vowed to continue their legal strike today and would trash the campus for the third day in a row, toyi-toying and marching in a bid to force the university authorities to meet their demands for an 18% wage increase.

About 150 students clashed violently with about 500 striking workers on Tuesday with both groups resorting to sticks, pipes, bottles and other weapons to assault each other.

At least six people - predominantly striking workers but including a university security guard - were treated at the H F Verwoerd Hospital after the clashes.



**Demonstration ... striking Tuks workers yesterday continued their protests in demand of higher wages. The workers toyi-toyed and trashed the campus for a second day but police kept students and strikers apart.**

While thousands of predominantly white students were out at the university's sports centre yesterday, relaxing with braais, beers and the music of Radio Tuks, hundreds of workers again gathered on the main campus.

The strikers continued toyi-toying and littering the campus in

the morning but dispersed at about noon yesterday, vowing to continue and intensify their protests until their demand was met.

Campus security officials and police kept a watchful eye on both the protesters and the students' activities.

Nehawu shop steward Robbin-

son Mosehl said his union regretted the workers' absence from the day's celebrations.

"We're very sorry we couldn't be part of the celebrations but our problems are more important than a day which we could celebrate next year", he said.

A university spokesman said

although the strike was legal Smit and senior management members regretted the manner in which the strike was being conducted.

He said lectures would proceed as usual and campus security would be in control of the situation.

# Natal nurses' strike spreads

(152)  
CT14/9/95

DURBAN: A strike by nurses in northern kwaZulu/Natal spread to a second hospital yesterday despite warnings by the authorities of tough action against strikers

Provincial health spokesman Mr Dave McGlew said about 400 nurses were still on strike at Non-goma's Benedictine hospital

Sixty nurses had stopped working at the smaller Nkandla hospital about 100km away

"Ten nurses are still on duty at Nkandla," he said

A striking nurse at Benedictine, Ms Thenjiwe Majola, said they were demanding a 33% wage hike and not 30% as earlier reported by hospital officials. They also demanded that national Health Minister Dr Nkosazana Zuma be replaced.

"We want Zuma to be replaced with someone who has experience in nursing. She has not shown any concern for the nurses," she said

Ms Majola said most of the striking nurses were members of the Democratic Nursing Organisation of SA, formed earlier this year

Mr McGlew said a skeleton staff was working at Benedictine and Nkandla hospital was discharging patients who were not seriously ill.

## 'Condemned'

He said the managements of both hospitals had held talks with the striking nurses

"The province has indicated a tough stand will be taken against striking workers. All unions and nursing associations have condemned the strike," he said.

Ms Majola said nurses were also protesting against recent comments by President Nelson Mandela that nurses would not receive the increases they were demanding and should go back to work or give up their jobs. — Reuter

# Petrol outlets dry up as strikers stop deliveries

Renee Grawitzky and Edward West

CAPE TOWN — Striking workers at two major petroleum companies — Engen and BP — blockaded depots yesterday preventing the distribution of petrol to retail outlets with some of Engen's Gauteng service stations and a number of BP retail outlets not receiving deliveries.

BP spokesman Simon Drysdale said last night that a number of retail outlets had gone dry after drivers who wanted to work were prevented from going on deliveries by striking workers who refused to comply with the Supreme Court interdict not to obstruct the entrance and allow customers access.

An Engen spokesman said attempts to resolve the dispute with the Chemical Workers' Industrial Union yesterday were made by offering 11% for one year to February 28 next year, but with a performance increase linked to the profitability of the company, measured over the first six months of the Engen fiscal year to end-March next year.

The dispute had resulted in an "illegal strike" at Engen depots since Monday, but neither the company nor the union could confirm how many workers were on strike.

Union president Abraham Agulhas said the demand was a 13% wage increase from Engen. The union's demand for a 12-month moratorium on job losses had been resolved with an agreement for high level discussions on job security in the context of overall industry restructuring.

The Engen spokesman said the company had adhered to grievance procedures, but the union withdrew from the process and had engaged in illegal strike action. The union had also resorted to using coercion and death threats, Engen claimed.

# Survey shows respect for police is up

Business Day Reporter (152) 00 14/9/95

BLACK people have more respect for the police now than at this time last year, according to a survey conducted by Market Research Africa (MRA) for Business Day

The survey, conducted in June, was based on a scientific sample of 2 500 urban adults, aged 16 years and over, representing more than 13-million people.

Respondents were asked in personal interviews in their homes if they had more respect for the police now than last year and how they would rate the SA Police Service's overall performance.

A greater proportion of urban adults (36%) had more respect for the police than those where respect had declined (23%)

There were marked differences in the opinions by population group, with 42% of blacks, 19% of coloureds, 22% of Indians and 29% of whites having more respect for the police. The situation also varied by province. Those living in the Free State had more respect for police (55%), compared to 26% in the Western Cape, 28% in KwaZulu-Natal and 32% in Gauteng.

Respect for the police was directly related to income. In the D income group, where average household incomes were less than R500 a month, 43% had more respect for the police than previously. In the A group however, where incomes were R5 000 or more, only 26% had an improved opinion.

More people considered the performance of the police to be

very good or good (47%) than poor or very poor (23%). Performance was rated highest by whites (58%) and blacks (45%), followed by Indians (32%) and coloureds (31%).

On a provincial basis the greatest appreciation was in the Northern Province/Eastern Transvaal (60%) and North West/Northern Cape (59%). KwaZulu-Natal had the lowest approval rate of 32%.

MRA chairman emeritus Prof Clive Corder said it appeared that the "general opinion of the performance of the police is positive".

He said the survey "highlighted problems faced by those living in KwaZulu-Natal, Gauteng and Western Cape, and in particular, those in higher income categories who are more likely to be the victims of criminal activity".





# University workers insist on 18% pay hike

Mduduzi ka Harvey

(152)  
BD 14/9/95

NATIONAL Health and Allied Workers' Union (Nehawu) members at Pretoria University have threatened to continue their strike action until management agrees to an 18% wage hike. The university has offered workers a 10% increase.

On Tuesday striking workers held a protest on campus which left four people injured after violence broke out between workers and students.

Yesterday more than 400 workers ransacked the campus.

Pretoria University spokesman Mike Smuts said legal action could follow if troublemakers were identified in video recordings of the clashes.

Any students and workers found to have been involved in the violence will also be subject to campus disciplinary proceedings. Smuts was optimistic that negotiations would bear fruit, but a union official said no meetings had been scheduled.

# More petrol firms may join strike

The Argus Correspondent  
JOHANNESBURG. — The illegal strike by about 700 workers in 20 Engen depots this week — which has led to about 120 service stations in Gauteng and parts of the Free State running out of petrol — could spread to other stations if a settlement is not reached by this afternoon.

Chemical Workers Industrial Union (CWIU) negotiator Meshack Ravuku said that if informal talks to end the week-old strike were not concluded, the union would call a meeting of union leaders in the petroleum sector to discuss solidarity action.

This would mean that petrol

(152) ARG 15 19/95  
stations serviced by other companies could be affected if they joined the strike

The union is demanding a 13 percent across-the-board increase. The company has improved its offer to 11 percent for one year, with a performance increase linked to the profitability of the company measured over the first six months of its fiscal year.

The company said the 11 percent increase equated to a minimum of R2 243 a month plus other benefits including a home loan and tertiary education allowance.

Engen said drivers were yesterday still preventing tankers

from leaving the depots, thereby ensuring that no petrol reached petrol stations.

It is believed Engen will apply for a court interdict tomorrow to prevent the workers from continuing with their action.

Meanwhile, blockades at BP fuel depots across the country have ended and the strike in the Western Cape is over.

Workers in the Western Cape accepted BP's 12 percent salary increase on Wednesday night.

CWIU president Abraham Agulhas said the union was consulting members in other provinces to see if they would accept the offer and end the strike.

# Petrol pumps run dry as dispute intensifies

*Sowetan 15/9/95*

By Abdul Milazi (152) (152)  
Labour Reporter

THE strike by members of the Chemical Workers Industrial Union at Engen depots countrywide is set to intensify as management and the union fail to resolve their wage dispute.

The strike, which began on Tuesday, disrupted deliveries in Gauteng when workers blockaded some depots, leaving many service stations without petrol

### Poles apart

Yesterday the company and the union were holding informal talks in a bid to resolve the dispute. However, CWIU negotiator Mr Meshack Ravuku said the situation was hopeless because the two parties were "poles apart"

The union is demanding a 13 percent across-the-board wage increase backdated to March 1

Engen is offering 11 percent backdated to March but with a performance increase linked to the company's profitability over the next six months

An Engen spokesman said the company found the union's actions strange because its members were involved in the restructuring of the company and were aware of its financial position. Engen could not afford to pay more than 11 percent

### Difficult to justify

"At all times, the union has been involved in the restructuring programme which Engen has been implementing for the last six months. Therefore they fully understand our current financial position, economic forecasts and the impact a low Gross Domestic Product will have on fuel sales

"The industry simply cannot afford to meet the union's demands. In fact it is difficult to justify any increase given industry circumstances"

# Strike threat to municipalities

Renee Grawitzky

(152) (200)

BD 15/9/95

THE services of hundreds of small to medium-sized local authorities in the Cape and Gauteng region could be disrupted as the SA Municipal Workers' Union threatens strike action from Monday in support of wage demands with various employer organisations.

Samwu general secretary Roger Ronnie said the strike could affect up to 60 000 workers. Workers employed in the Greater Johannesburg Transitional Metropolitan Council could join the strike in sympathy, he said.

He said negotiations with the Municipal Employers' Organisation representing local authorities in the Gauteng region, and with the Cape Local Authorities Employers' Organisations had not been resolved, with employers remaining intransigent.

Ronnie said in the Gauteng region the union was demanding a minimum wage of R850 from July 1 and an across-the-board increase of R295 or 7,8%, whichever was the greater. He said employers were offering R846 from February 1 next year and R130

across the board, or 7,5%.

The union has rejected the offer of referring the wage dispute to arbitration.

Andre Swart of the Cape employers' body said the union had walked out of negotiations after employers refused to agree to its ultimatum to grant increases to workers in job categories where agreement had been reached with other unions.

Swart said employers were prepared to consider "granting more" in job categories where the union was the majority union but not where agreement had been reached with the majority unions in other categories were Samwu only had a few members.

Ronnie said employers were "refusing to settle at higher levels with Samwu for certain categories than was settled with other unions."

Samwu represents a large body of workers in these categories and as each union is recognised to bargain on behalf of all its members, our legitimate right is being denied. This confirmed that "apartheid is alive in local government".

# Govt hopes plan will improve nurses' lot

Kathryn Strachan  
2015/9/19

NURSES are sceptical but government believes the proposed National Health Insurance (NHI) plan will bring about a dramatic improvement in their working conditions.

"We are listening to the grievances of nurses and helping them place their issues on the agenda," says director-general of health Olive Shisana.

The department has appealed to nurses to wait until the NHI plan is accepted in a month's time. In the NHI report are all the plans which will improve working conditions of nurses — and possibly salaries.

Nurses are awaiting the outcome of a meeting on Monday between nursing representatives and health authorities before deciding on their next plan of action.

The NHI report proposes a mandatory package for hospital care, whereby all in formal employment and their dependants will be provided for by a hospital cover plan. This will mean 5- to 6-million more people than now covered will have health insurance, and this will generate an additional R1,32bn a year in hospital user charges.

The architects of the plan are proposing that these funds should be retained at hospital level and redistributed between hospitals throughout the country to achieve

equity. These additional funds will allow hospital managers to improve conditions of service and care.

The NHI plan also allows hospital managements more autonomy and space to make changes which will lead to more cost-effective practices. It will enable them to bypass the bureaucratic tangle which obstructs them from introducing initiatives, such as attracting private medical aid patients, which could generate more revenue.

Shisana says hospital managements could use the funds to increase nurses salaries — but she is quick to point out that these increases should be linked to improved performance.

The new health plan is also based on District Health Authorities which would even out service conditions of nurses employed by the various health authorities.

Striking nurses cited the disparity between the salaries of nurses employed by the local authorities, who earned far higher salaries, and those employed by the provincial authorities as one of the reasons for their protest earlier this month.

By bringing various health authorities — local, provincial and former homeland — into a single district health authority, the new plan will ensure that nurses in that unit have the same service conditions. A focus of the NHI plan is

strengthening the primary health care sector. Shisana says a stronger primary health care sector will be able to treat more patients, and fewer patients will be referred to hospitals. This will relieve the overcrowding which is one of the main burdens on nurses.

But Marie Muller, vice-chairman of the newly formed Democratic Nursing Organisation of SA, says it will take many decades before the strengthening of the primary health care sector will translate into benefits for the hospital sector.

A stronger primary health care sector will detect more complaints, and this will mean more cases are picked up and referred to the hospital sector.

As the NHI plan places nurses at the centre of the health system, a far greater role is being required of them, and questions have been raised about whether nurses are prepared for added responsibility.

Thembeke Gwagwa, a nurse involved in research at the University of Natal's industrial health unit, believes they can take on this role as long as additional training is provided, and that the plan is introduced in consultation with nurses.

"Nurses have not previously organised themselves in a way which enables them to make a meaningful contribution to the process," says Shisana. "There are a lot of issues

we need to talk about together."

These are issues such as training, developing career paths, better staff distribution and incentives to attract nurses to areas where there are personnel shortages.

The unions which have spearheaded previous nursing demonstrations have stood on the sidelines, emphatically disassociating themselves from the strike. But nurses dismissed their appeals.

Labour analysts explain this is not because unions such as the National Education, Health and Allied Workers' Union (Nehawu) have turned their backs on nurses, but because of patterns of union organisation in the public sector. With Nehawu, the SA Nurses' Association and the Hospital Personnel Association of SA joining forces at the last Public Service Bargaining Council, workers in various categories were dealt with under a single banner.

In negotiations, which were finalised in early August after a record 10 months of bargaining, unions put forward two demands: a R1 500 minimum wage demand and a 16% across-the-board increase. Accepting that the state could not go further on its offer of R3,4bn for salary improvements, unions compromised on their double demand and prioritised the demand for a minimum wage over the de-

mand for a 15% across-the-board salary increase.

Unions settled for a R1 100 minimum wage and a 5% sliding scale salary increase.

By doing this, unions effectively prioritised the needs of general assistants (such as hospital cleaners) who were earning the lowest wages, over the demand of nurses, who would have benefited from a higher across-the-board salary increase.

So nurses have become disaffected by their unions representing them, and the strike signalled a defiant message that nurses would have to go it alone.

A reason for the strike, says a labour analyst, is the poor channels of communication between nurses and unions. Nurses have not been properly integrated into the bargaining process.

"Another problem is that unions have been thrown into the deep end," he says.

"They've been involved in a process that requires far more capacity than any of the public sector unions have."

Through their years of difficult struggle, unions in the private sector have evolved to a level where they are able to fight for complex demands such as working conditions and affirmative action.

But public sector unions still have a long way to go, he says.

## 20 nurses arrested

(152) (S) STAV 15/9/95  
Durban - Twenty nurses at the Kingsway hospital in Amanzimtoti, near Durban, were arrested yesterday after fouling the hospital and intimidating refuse collectors trying to remove the rubbish. SAPS Captain Anton Booysen, who was at the scene when the nurses went on the rampage at about 9 35am, said the group had blocked the ambulance emergency entrance with rubbish and tree branches.

When a refuse collector tried to clear the rubbish, the nurses threatened to kill him and to set his vehicle alight.

Booyesen said the nurses then went into the hospital and tore open bags containing contaminated material discarded after surgery.

He said they had emptied the bags on to the floor of the entrance hall, covering it in blood, empty syringes and other discarded material.

The nurses were charged with intimidation and assault at the Amanzimtoti police station, and police were guarding the premises yesterday.

It was not clear what the nurses' grievances were and hospital management was not available to comment - Sapa.



Nowhere to run ... workers at Pretoria University toyi-toyi, watched by security guards and police.

*span 15/9/98*

PICTURE: THYS DULLAART  
*(152)*

■ EDUCATION REPORTER

# Confrontation averted at Tukkies

Confrontation was narrowly averted at Pretoria University yesterday when the university's administration withdrew white students they had deployed as security guards after complaints from striking workers.

The situation on the embattled campus was back to normal by early afternoon. Tukkies has been in the headlines since Tuesday when clashes between striking National Education Health and Allied Workers

Union (Nehawu) members and white students left six people injured and tensions boiling over.

But in sharp contrast to Tuesday's ugly confrontation, yesterday's looming violence was averted after a stand-off lasting about an hour.

Trouble started early in the morning when groups of disgruntled and angry workers armed with iron bars, sticks and other makeshift weapons were shaded

by policemen and campus security guards as they marched around campus, upending rubbish bins and trampling litter into the ground.

The situation appeared ready to explode about an hour later when the workers started bailing several white students - kitted out in new campus security overalls - challenging them to respond.

The increased tension and

potential for confrontation caused Nehawu shop stewards to try to convene an immediate meeting of the university's administration to avoid any further violence.

When the administration was made aware of the problem, they immediately pulled the students back, allowing the tensions to cool, marketing director Dr Johan Hendrikz said.

He added that although it was normal policy to use students as

back-up when there was a shortage of security staff, the university would not do so again in the future.

Hendrikz said although a meeting between Nehawu and the administration had taken place to discuss the way the strike was to be conducted, the deadlock around wages had still not been resolved.

The university had not moved on their final offer of a 10,5% wage increase, while Nehawu was demanding 18%.

The strike is expected to continue today

# Illegal strikers threaten more action

4-20 15/9/95

(152)

The illegal strike by about 700 workers at 20 Engen depots this week - which has led to about 120 service stations in Gauteng and parts of the Free State running out of petrol - could spread to other stations if a settlement is not reached by this afternoon

Chemical Workers' Industrial Union negotiator Meshack Ravuku said yesterday that if infor-

mal talks to bring the week-old strike to an end are not concluded, the union would call a meeting of union leaders in the general petroleum sector to discuss solidarity action

The union is demanding a 13% across-the-board increase. The company yesterday improved its offer to 11% for one year, with a performance increase linked to

profitability of the company measured over the first six months of its fiscal year. The 11% increase translates into a R2 243 minimum wage plus benefits

■ Meanwhile, blockades at BP fuel depots across the country have ended, and the strike in the Western Cape is over after workers accepted BP's 12% salary increase on Wednesday night



cuts in the health budget over the past 18 months

Bypassing their unions, Nehawu and Hospersa, and the SA Nursing Association (Sana) — which all opposed the strike — nurses initiated the action, demanding a 25% wage increase

In June, they were awarded a 5% increase by the Public Sector Bargaining Council, which also increased the minimum wage by 22% to R1 143 a month (see chart)

The overload is a result partly of the opening of hospitals to all races since 1990, partly due to government's ill-prepared decision to provide free medicine to pregnant women and children under six and its switch in funding from tertiary to primary health care.

However, the emphasis on primary care seems to have resulted in more patient referrals from primary clinics to the big hos-

pic sector. Though the other 11 500 nurses "received the same disappointment" over the 5% increase, says Brannigan, "we are grateful they stayed on." Sana, a voluntary association, has 92 000 members.

Commenting on the strikes, Brannigan says "We support the demands made by the nurses but not the manner in which they are trying to achieve their goals. We should hang our heads in shame — people died. The strike was not worth it." She appealed to nurses to use negotiating structures instead.

Because it is difficult to prove that any deaths resulted directly from the strike, Sana is calling for "formal inquests" into deaths during the strike.

President Nelson Mandela took a surprisingly hard line against the striking nurses (and strikes in general), saying government is not in a position to increase their salaries at all. They should "either go back to work or leave the profession." Mandela pointed to the 5m unemployed and 7m squatters — implying that the nurses at least had jobs, however poorly paid.

The PAC was quick to take the gap by supporting the striking nurses, eyes clearly on the local government elections. PAC secretary-general Maxwell Nemasizwehanani rejects government's claim of a shortage of funds and says Health Minister Nkosazana Zuma (who was in Beijing during the strike) "must understand that the days of Florence Nightingale are over."

When acting Health Minister Tito Mboweni issued an ultimatum to the nurses last week, Nemasizwehanani said it "symbol-

ised the reincarnation of the old apartheid order," adding: "More lives will be saved in the short and long terms if the popularly elected government of Mandela starts putting its money and priorities in line with its promises."

Mandela, he went on, "is a co-signatory to the sunset clause which preserved certain categories of jobs and high wages to white public servants to the disadvantage of the larger African masses, yet he cries foul when the masses ask him to save the last coach on the gravy train for the nurses."

Government has set up a new body — the national consultative health forum — due to meet for the first time next Monday. While it is unlikely to result in more pay for nurses this year, the forum may be able to suggest short-term palliatives to the health crisis — such as redirecting funds earmarked for primary care to the tertiary sector.

The forum could also ensure that nurses are treated as a priority occupation class — there are 340 — by the Public Sector Bargaining Council in government's new financial year.

After striking nurses at Bara and elsewhere in Gauteng returned to work — evading dismissal in terms of the Public Sector Labour Relations Act and ignoring at least one government ultimatum — their sister nurses at Bloemfontein's Pelonome Hospital were still out. And there were rumblings elsewhere, notably at Garankua, Philadelphia in Demilton, Groote Schuur in Cape Town and the King Edward and Benedictine hospitals in KwaZulu-Natal.

In Gauteng, nurses at Coronation and Hillbrow hospitals briefly joined the strike. At the Johannesburg Hospital they demonstrated on a rotating basis. They managed to keep ward operational — though the hospital was put on "red alert" for the first time.

According to Sana acting executive director Eileen Brannigan, fewer than 10 hospitals and clinics had been affected by strikes by Monday — involving about 5 000 nurses out of a total of 116 500 in the pub-



HEALTH CRISIS (152)  
 FM 15/9/95  
**Nursing old wounds**

The recent illegal two-week wildcat strike by nurses — notably at Baragwanath Hospital — was a spontaneous response to a massive patient overload and swinging

# Nurses' conduct is unacceptable

ANC MP Phillip Dexter used to lead health workers' strikes. Now he is sharply critical of the conduct of nurses

WME 15-21/9/95

(152)

THE strike action by nurses in the Gauteng area has thrown to the fore the issue of the public service in the new democratic dispensation. It is not the first such action. There have been threats from the police and the computer operators, as well as "wild-cat" actions by various other public servants.

There has been a tendency to put this action down to the perceived failure of the African National Congress-led Government of National Unity to deal with public servants' grievances. The situation is much more complicated than this. To be fair to the GNU, it has hardly had time to begin to deal with the enormous structural problems that exist within the public service. The problem is a legacy of past practices of the National Party, the failure of workers to organise and the serious economic problems that face the country. A solution can only be found if a strategy is devised to deal with all

these problems simultaneously.

As a former trade unionist who has led strikes in the health sector, I have observed these actions and find them to be unacceptable. Previous industrial action in the public sector, including the health sector, took place in the context of apartheid. An illegitimate government that would not recognise representative worker organisations and sought to crush these by force also would not provide a framework for negotiating issues.

Furthermore, such a government was openly hostile to black workers and their aspirations. The ANC is the complete opposite of this. What is more, mechanisms and structures are in place to negotiate conditions of service, even if these are imperfect. The new Labour Relations Act represents the unique opportunity to ensure these are improved. Finally, the majority of these nurses failed to

take action against the NP regime for any reasons in the past when Nehawu (the National Education, Health and Allied Workers' Union) and other unions called for action. During all the industrial action of the past, unions such as Nehawu offered to tender emergency services to ensure the lives of patients were not put at risk. These workers have not done that.

But public service workers do have legitimate grievances. The cause of these is to be found in the poor governance practised by the NP apartheid regime. Successive pay increases that favoured the higher-paid public servants were pushed through by Sana (South African Nursing Association), the Public Servants' Association and other such sweetheart organisations. The current disparity between the highest-paid and the lowest-paid public servants is 25 to 1.

Black people were only offered positions as nurses, social workers, police and teachers in the public service. The policy of promoting white people in particular to managerial positions has created a "bottleneck", where a black

nurse cannot advance above a certain position. The ANC recognises the need to transform the public service. But the very fact that this process requires consultation and participation is itself slowing down the transformation that is needed. There is nothing to be done about that.

The Draft White Paper on the Public Service details the creation of a transformation forum for the entire public sector. The Health Department has already indicated its desire to set up such a forum and the agreement struck with the workers has detailed this for the nurses. Such a move, which would seem to separate out the nurses, would undermine the strategy that the Draft White Paper hints at. In fact, it is a recipe for disaster, as each group of public servants that wants something or other will now seek to hold the government to ransom in a similar fashion.

The Public Sector Forum is needed to ensure all the relevant parties can begin to negotiate the entire package that is needed to transform the public service. Only such a strategy of co-determination between the government as employer and representative of the will of the people and the public service workers, together with other directly affected interest groups, will ensure that the public service can be transformed.

Blockades, strike at  
BP fuel depots end

(152) (15) CT 15/9/95

A STRIKE since last Thursday at BP's Cape Town terminal and blockades at BP fuel depots countrywide have ended, company spokesmen said yesterday

Sapa, Staff Reporter

**BRIEFS**

**Nurses held after  
hospital fouled**

152

*CT 15/9/95*  
DURBAN: Twenty nurses at Kingsway Hospital in Amanzimtoti were arrested yesterday after they fouled the hospital and intimidated refuse collectors

## Strikers agree to talks

(152) APR 16/9/95  
PRETORIA. — Strikers and administrators at Pretoria University have agreed to resume pay talks next week, said a university spokesman

The two parties also had agreed on a code of conduct for any demonstrations on campus  
Clashes broke out on Tuesday between strikers and students intent on stopping strikers littering their campus — Sapa.



*am*  
**UPDATE**

## Police arrest Popcru strikers in Kimberley

KIMBERLEY. — Police arrested about 50 Police and Prisons Civil Rights Union (Popcru) members at Kimberley prison after the strikers ignored a court interdict demanding they remove a blockade in front of the prison and return to work. ~~(254)~~ ~~(253)~~ (152)

A spokesman said police earlier successfully negotiated with the strikers to remove some of the vehicles blocking the road in front of the prison

ARG 16/9/95  
About 4pm, the strikers were served with an interdict which demanded they remove the blockade and return to work.

Wardens earlier in the day went on strike, demanding affirmative action in the prisons service — Sapa

# Majority of white miners, artisans threaten strike action

Renee Grawitzky

MORE than 80% of white miners and artisans voted in favour of strike action in the mining industry, to force the Chamber of Mines to improve its wage offer and to show opposition to the introduction of full calendar operations.

Fred Bond of the white Mineworkers' Union (MWU) said more than 20 000 Council of Mining Unions members voted for

BD 18/9/95  
strike action, and against a seven-day working week.

Bond said that following the collapse of the Council of Mining Unions, the MWU would proceed with further talks with the Chamber of Mines this week to try to reach an agreement.

The Council of Mining Unions, which included the MWU and the Federation of Mining Unions (FMU) collapsed when the MWU withdrew from the coalition.

(152)  
Within the FMU a new union — the National Engineering Trade Union — was formed after the merger between the SA Boilermakers' Society and the Amalgamated Engineering Unions of SA. It is unclear whether this union has broken away from the FMU.

The Chamber of Mines confirmed it is currently meeting separately with the MWU and the FMU, to try to resolve the continuing wage dispute.

*Threat of disciplinary action*

# Municipal workers begin strike

Star 18/9/95 (152) (250)

## ■ STAFF REPORTERS

Gauteng municipal workers started a strike today over wage demands in spite of a warning from authorities that their action was "illegal" and could result in disciplinary measures.

The strike did not immediately affect Greater Johannesburg, where staff reported for duty as normal this morning.

However, services in Johannesburg could also suffer disruption later today when municipal workers in the city attend a participation rally at 12 noon in the Rand Stadium.

At the rally, workers will decide whether to support colleagues elsewhere in the province from next Tuesday.

Weizman Hamilton, branch secretary of the SA Municipal Workers' Union (Samwu) Greater Johannesburg Metro branch, said wage demands in Johannesburg had been settled, but the mobilisation rally was aimed at showing solidarity with other branches in Gauteng.

"Municipal services will be maintained at a minimum during the rally when it will be decided if and when we will go out in support of our colleagues," he said.

Thousands of municipal workers nationwide are set to strike today over wage demands despite a warning from authorities of disciplinary measures because their action was "illegal".

More than 50 000 union members are expected to take part in strikes today in towns and cities in parts of Gauteng, Mpumalanga, Northern Province, North West, Northern Cape, Eastern Cape and the Western Cape.

Samwu general secretary Roger Ronnie said yesterday that workers in many towns and cities that had reached a settlement with the union would also participate as a gesture of solidarity.

But he said several municipal authorities in the Eastern Cape which had indicated over the weekend that talks could be concluded by today or tomorrow would not be affected.

If the strike goes ahead, municipal services such as refuse collection and street cleaning could suffer. Emergency services like the fire and ambulance departments would be affected, as would all services by workers employed by local authorities.

The union has been engaged in a mass action campaign to force municipalities to accept its demand for a R1 500 increase for workers in major cities and R1 200 for those in towns.

Talks to end the deadlock between the union and the Greater Pretoria Metropolitan Sub-Structure failed at the weekend despite a 12,5% pay increase offer by the sub-structure and an undertaking to implement the union's demand for a R1 500 per month minimum wage.



50 000 TO DOWN TOOLS COUNTRY-WIDE

# Municipal strike today

**EMERGENCY** services, including fire and ambulance services, are likely to be affected today if SA Municipal Workers' Union members heed its wage strike call.

**JOHANNESBURG** Thousands of municipal workers country-wide are set to strike today over wage demands, despite warnings that their strike is "illegal".

Towns and cities in parts of Gauteng, Mpumalanga, Northern Province, North-West, Northern Cape, Eastern Cape and the Western Cape, are likely to be affected by the strike of 50 000 SA Municipal Workers' Union (Samwu) members

Johannesburg will be affected

although wage talks between the Johannesburg administration and the union have been concluded successfully

Samwu general-secretary Mr Roger Ronnie said yesterday that workers in many towns and cities that had reached a settlement with the union would participate in solidarity with the strikers

If the strike goes ahead, refuse collection, water and electricity maintenance, street cleaning,

ET 18/9/95  
municipal transport and administration could be affected

Emergency services like the fire and ambulance departments would be affected

Health services could also be affected, because workers at clinics and hospitals are employed by local authorities

## 'Illegal'

The union is trying to force municipalities to accept its demand for R1 500 monthly minimum in major cities and R1 200 in towns

The Employers' Organisation for Local Authorities (Eola),

(152) ~~(152)~~  
which represents 41 town councils in the provinces making up the former Transvaal, says the strike is illegal because local government is an essential service

Eola said it had offered the union increases on minimum wages of up to 50% in most instances to be implemented from July, but Samwu had rejected these

The organisation accused Samwu of failing to negotiate in good faith and of planning to use "political power-play and other measures to try and force the employer into an unrealistic situation" — Special Correspondent



TOLD TO STAY IN BEIJING:

Dr Nkosazana Zuma

~~AF~~ (152)  
Zuma

reassures

nurses

CT 18/9/95

DURBAN: Health Minister Dr Nkosazana Zuma yesterday said the government had successfully handled last week's nurses' strikes while she was attending the United Nations women's conference in Beijing

Dr Zuma said her absence during the two-week-long nurses' uproar should not be construed as disinterest in nurses' grievances.

She was widely-criticised during the strikes for appearing to ignore her domestic responsibilities. Some striking nurses demanded her resignation

Dr Zuma said her ministry was particularly concerned with nurses' grievances concerning salaries and working conditions. Strikes in essential services, however, were a problem

"Although I sympathise with the nurses' grievances, I go along with those who say there should be no strikes in essential services"

The government had told her to remain in Beijing despite the strikes "to complete the task that I'd been instructed to do"

"I have a responsibility as part of the cabinet; going to Beijing was part of my responsibility" — Sapa

# Striking out over rubbish bill

CT 18/9/95 (152) (258)

## MUNICIPAL REPORTER

SOME Goodwood residents are complaining that they have to pay the council £23 a month in refuse removal charges, even though their rubbish was not removed for three weeks during last month's strike.

Refuse charges are not included in the rubbish bill.

One angry woman — who

asked not to be named — said £23 a month was not a lot of money but a principle was involved. Money was being demanded for a service that had not been delivered.

Town clerk Mr Dave Wilken said if refuse charges for the month were to be written off, the budget would be in deficit. Higher tariffs would have to be charged to make up for this.

# Nurses give Cabinet 10 days to respond to their demands

(152) Star 19/9/95

Government had 10 days to respond to nurses' demands, which include a national 33% across-the-board increase, National Health and Nurses Forum spokesman Sister Belinda Kgogo said yesterday

She was speaking outside the Gauteng legislature after talks involving Health Minister Nkosazana Zuma, Gauteng health MEC Amos Masondo, provincial health officials and nurses' representatives

Nurses' representatives gave Zuma a 10-day ultimatum to take their demands to the Cabinet

During a wildcat strike earlier this month, about 1 700 nurses at Soweto's

Baragwanath hospital demanded a 25% wage increase. Nurses at hospitals in Gauteng and other provinces joined the strike.

National Health Ministry spokesman Vincent Hlongwane said Zuma had again told nurses' representatives that the Government did not have money for increases this year

Zuma also told the nurses the talks were not the right occasion for discussing wage increases and suggested they form a committee to deal exclusively with salary demands. This would strengthen the nurses' unions in the bargaining chamber, which will sit again on October 3. - Sapa

# Court sees video of Spar strike action

(152)

■ BY DAISY JONES

Twenty Spar supermarket workers appeared in the Johannesburg Regional Court yesterday on charges of contempt of court and intimidation.

A video recording screened in court yesterday showed a group of workers entering the Fairlands Spar holding a large steel drum and unmarked cartons during a strike in November.

The store assistant manager at the time, and the man who made the video recording, George Nicolaou, testified that the cartons had contained a bleaching fluid, which was allegedly thrown over cashiers at work.

The incident allegedly followed a meeting two days before, at which workers were served with a court papers barring them from striking within 200m of the Spar.

The recording of the incident showed the manager of the store serving the papers and threatening to fire the workers if they did not return to work within 48 hours.

The manager said if they did not return to work, they had permission to collect what money was owed to them from the supermarket's offices the following week.

When they arrived, the workers allegedly "interrupted business", and were arrested.

Star 19/9/95

■ BY JUSTICE MALALA  
and NORMAN CHANDLER

The strike by thousands of municipal workers across the country, which led to clashes with police in at least one town in Gauteng yesterday, could be resolved when workers and municipal representatives meet in talks tomorrow.

The SA Municipal Workers' Union (Samwu) yesterday claimed that more than 30 000 of its members participated in the strike in Gauteng, Mpumalanga, Northern Province, North West, Northern and Eastern Cape.

But Employers' Organisation for Local Authorities spokesman Marius Scheepers said workers in only about 10 of the 41 towns represented by the organisation in the four northern provinces were striking.

He said various municipalities across the country were holding informal talks with the union to reach wage deals

# Municipal strike optimism

satisfactory to workers in those towns. Workers in those towns had meanwhile continued working.

At a rally attended by about 2 000 workers at the Rand Stadium yesterday, the Johannesburg branch of Samwu decided they would join the strikers next Tuesday if the wage issue was not settled.

Yesterday, police opened fire on strikers in front of the Alberton municipal offices after they refused to keep within police-demarcated areas to prevent

(152)

damage to private property, East Rand police spokesman Warrant-Officer Hampie de Kock said.

The strikers damaged a car, tore branches from trees and toyi-toyed in front of the Alberton post office, he said. No one was injured.

In Boksburg, at least 700 strikers marched on the local municipal offices and overturned bins. About 550 strikers marched to the municipal offices in Germiston and overturned refuse bins and damaged trees, De Kock said.

In Pretoria, Centurion and Akasia there was no clarity yesterday as to whether the Samwu strike was as widespread as reported.

Workers staged marches in various towns across Gauteng.

Samwu general secretary Roger Ronnie said the strike would continue until a wage settlement was reached.

The strike action has mainly affected refuse collection, water and electricity maintenance, street cleaning, municipal

Star 19/9/95

# Municipal workers pay strike

(152) (200)  
MUNICIPAL workers went on strike in several towns and cities yesterday to back demands for higher pay.

Hundreds of members of the South African Municipal Workers Union took to the streets in Pretoria, Boksburg, Germiston, Alberton and Benoni.

Samwu general secretary Mr Roger Ronnie said about 30,000 workers downed tools and that the strike had affected about 130 local authorities.

"The strike is set to continue tomorrow until we have a meeting with the municipal employers' organisation on Wednesday," he said.

Police fired teargas and rubber bullets at strikers in Alberton to quell a violent demonstration, police spokesman Warrant-Officer Hampie de Kock said. Several strikers were slightly injured.

He said about 300 strikers marching to the municipal offices littered the streets and attacked a private vehicle.

The Alberton police station commander had ordered that the demonstrators be confined within a cordon, but some broke through it and police were compelled to take action, De Kock said.

There was no immediate information on the number injured. No reports of trouble had been received in other areas.

Ronnie said the union had received reports of police being called in in Germiston and Alberton on the East Rand, and at Naboomspruit in the Northern Province.

The strike follows a deadlock in pay talks in several municipalities.

The greater Johannesburg transitional metropolitan council was exempt as it had reached agreement with the union.

Provincial Samwu leader Nad Murugan said negotiations with most local authorities there had been successfully concluded earlier this month.

Ronnie said the union had agreed to talks with employers to try to break the deadlock in negotiations.

# Angry nurses boo Zuma

*Sowetan 19/9/95*

*(152)*

By Glenn McKenzie

Threat of more strikes as ministers try to explain their position

**H**UNDREDS OF ANGRY nurses from around South Africa threatened further hospital strikes and booed Minister of Health Dr Nkosazana Zuma in a Government health "forum" at the Gauteng legislature in Johannesburg yesterday.

The meeting, organised by the Ministry of Health to deal with nurses' labour grievances, was the first time Zuma had faced the health workers since crippling hospital strikes began earlier this month in Gauteng and the Free State.

Nurses who came from several provinces including Gauteng, Kwa-Zulu-Natal, the Free State and the Eastern and Western Cape, angrily booed Zuma when she stated that the Government "does not have a man-



Minister of Health Dr Nkosazana Zuma...booed by nurses

date to renegotiate nurses salaries"

Minister of Labour Mr Tito Mboweni was also booed when he made a similar announcement

### Journalists expelled

Journalists were permitted by Ministry of Health officials to witness nurses airing their grievances for several hours yesterday morning, but were promptly expelled from the meeting before Government members began to speak in afternoon session

For much of the morning, nurses railed at Government members, with some making vicious personal attacks on the politicians

Outside the legislature about 100 nurses toyi-toyed and demonstrated. Placards railed against Zuma and Gauteng MEC for health Mr Amos Masondo

"Masondo must be first in line for a brain scan," said one sign

A Johannesburg Hospital nursing spokesman suggested that one result of yesterday's meeting would be a new national union to represent nurses

"This is a unique opportunity. We have nurses from all around the country here and we all want a new organisation to represent us," he said

The Government has steadfastly refused to negotiate with nurses, saying that wage talks can only take place with recognised unions in a National Central Bargaining Chamber



# Municipal strike fizzles in W Cape

## MUNICIPAL REPORTER

DESPITE a nationwide call by the SA Municipal Workers' Union (Samwu) for strikes to be resumed from yesterday, the only work disruptions reported in the Western Cape were in De Doorns and Mossel Bay.

But more than 30 000 Samwu members went out on strike in Gauteng, Mpumalanga, Northern Province, North-West, Northern Cape and Eastern Cape, and clashes between police and Samwu members

er 19/9/95  
were reported at several municipal offices in Gauteng, North-West and Mpumalanga provinces

Police fired teargas and rubber bullets at about 300 Samwu members who damaged property at the Alberton municipal offices yesterday, police spokesman Warrant Officer Hampie de Kock said.

He said police opened fire after strikers refused to keep within demarcated areas. At least 700 strikers had also marched on the Boksburg municipal offices and overturned bins

before dispersing about 2pm.

Another 550 strikers marched to Germiston municipal offices and overturned refuse bins.

Explaining the absence of strike action in some parts of the country, Samwu national general-secretary Mr Roger Ronnie said the union had been approached by individual councils in the Eastern Cape, southern Cape and Northern Cape to initiate local level negotiations.

The union is demanding a minimum wage of R1 350 a month.

# Nurses give Zuma an ultimatum

21/9/95 (S) (152)

**JOHANNESBURG**· The government had been given 10 days in which to respond to nurses' demands, among them that they be awarded a national 33% pay increase across the board, National Health and Nurses Forum spokeswoman Sister Belinda Kgogo said yesterday

Sister Kgogo could not say what action nurses would take if the ultimatum was not heeded

She was speaking after talks involving national Minister of Health Dr Nkosazana Zuma, Gauteng Minister of Health Mr Amos Masondo, provincial health officials and nurses' representatives

"It's clear nurses are not happy with today's outcome," Sister Kgogo said as she and about 250 protesting nurses stood outside the Gauteng legislature

Nurses would continue organ-

ising themselves, she said

During a wildcat strike earlier this month, about 1 700 nurses at Baragwanath Hospital in Soweto demanded a 25% wage increase. Nurses at hospitals in Gauteng and other provinces joined the strike

National Health Ministry spokesman Mr Vincent Hlongwane said Dr Zuma had again informed nurses' representatives that the government did not have

money for salary increases this year

Dr Zuma had also told nurses the talks were not the right place to discuss wage increases and suggested they form a committee to deal with salary demands

This would strengthen the position of unions representing nurses in the bargaining chamber, which would sit again on October 3, Mr Hlongwane said — Sapa

Arrests, injuries as workers get ultimatum

# Municipal strike disrupts five regions

(152)

~~(250)~~

BD 19/9/95

Renee Grawitzky

THOUSANDS of striking municipal workers disrupted water supplies, refuse removal and sewerage maintenance services of local authorities in five provinces yesterday, while some strikers were injured and arrested.

The illegal strike by close to 40 000 SA Municipal Workers' Union members has affected small to medium-sized local authorities in Gauteng, Mpumalanga, Northwest and Northern Province. Only five local authorities in the Cape have been affected.

However, the Free State, KwaZulu-Natal and bigger metropolitan areas such as Johannesburg have not been affected. Settlements were reached in these areas earlier this year.

The wage strike is set to continue today although a meeting is planned for tomorrow. Some local authorities have issued ultimatums for workers to return by today.

Solidarity action by workers in the Greater Johannesburg Transitional Metropolitan Council did not materialise, while 1 500 workers from the Greater Pretoria Metropolitan Sub-structure joined the strike in support of their own specific demands. Local authorities have warned that services not rendered for more than five days could result in severe health problems.

An Employers' Organisation for Lo-

cal Authorities spokesman said work by employees in higher job categories — who were not members of the SA Municipal Workers' Union (Samwu) — had continued. These included ambulance, traffic and fire services.

The strike was marred by violence in Alberton. Police said teargas and rubber bullets were fired at workers who broke through a cordon set up to confine the strikers who had allegedly damaged private property and littered the municipal offices. Municipal offices in Benoni, Germiston and Boksburg were also littered.

Samwu general secretary Roger Ronnie said six workers were arrested in Rustenburg and allegedly assaulted by police, while workers in Nelspruit and Leandra were issued with ultimatums to return to work by today or face disciplinary action.

Ronnie said contrary to reports, the union was not demanding a minimum wage of R1 500. In an attempt to set minimum wages in small to medium local authorities, three minimum levels had been identified. A minimum of R850 was sought, where workers earned less than R650 a month; R985 where workers earned more than R650 and R1 145 for workers earning more than R700. Workers not affected by these minimums were demanding an across-the-board increase of R295 or 7,8%, whichever was the greater.

# Nurses' grievances remain unresolved

Kathryn Strachan

(152) BD 19/9/95

A FORUM of about 200 nurses from across the country, Health Minister Nkosazana Zuma and provincial health MECs failed yesterday to come any closer to resolving nurses' grievances.

Following the meeting in Johannesburg, Nurses' Forum spokesman Belinda Kgogo said government had 10 days to respond to the nurses' demand for a 33% increase — up from their initial demand of 25% "It's clear nurses

are not happy with today's outcome," Kgogo told about 250 protesting nurses at the Gauteng legislature.

Nurses' representatives told Zuma to take their demands to the Cabinet, but Kgogo could not disclose what action they would take if the ultimatum was not met. The forum was set up last week in a bid to end the nurses' strike which crippled hospitals in Gauteng, Free State and KwaZulu-Natal.

Health ministry spokesman Vin-

Continued on Page 2

## Nurses

BD 19/9/95

(152)  
Continued from Page 1

cent Hlongwane said nursing representatives came to the meeting with the intention of discussing only salaries, and were not interested in looking at other conditions of service

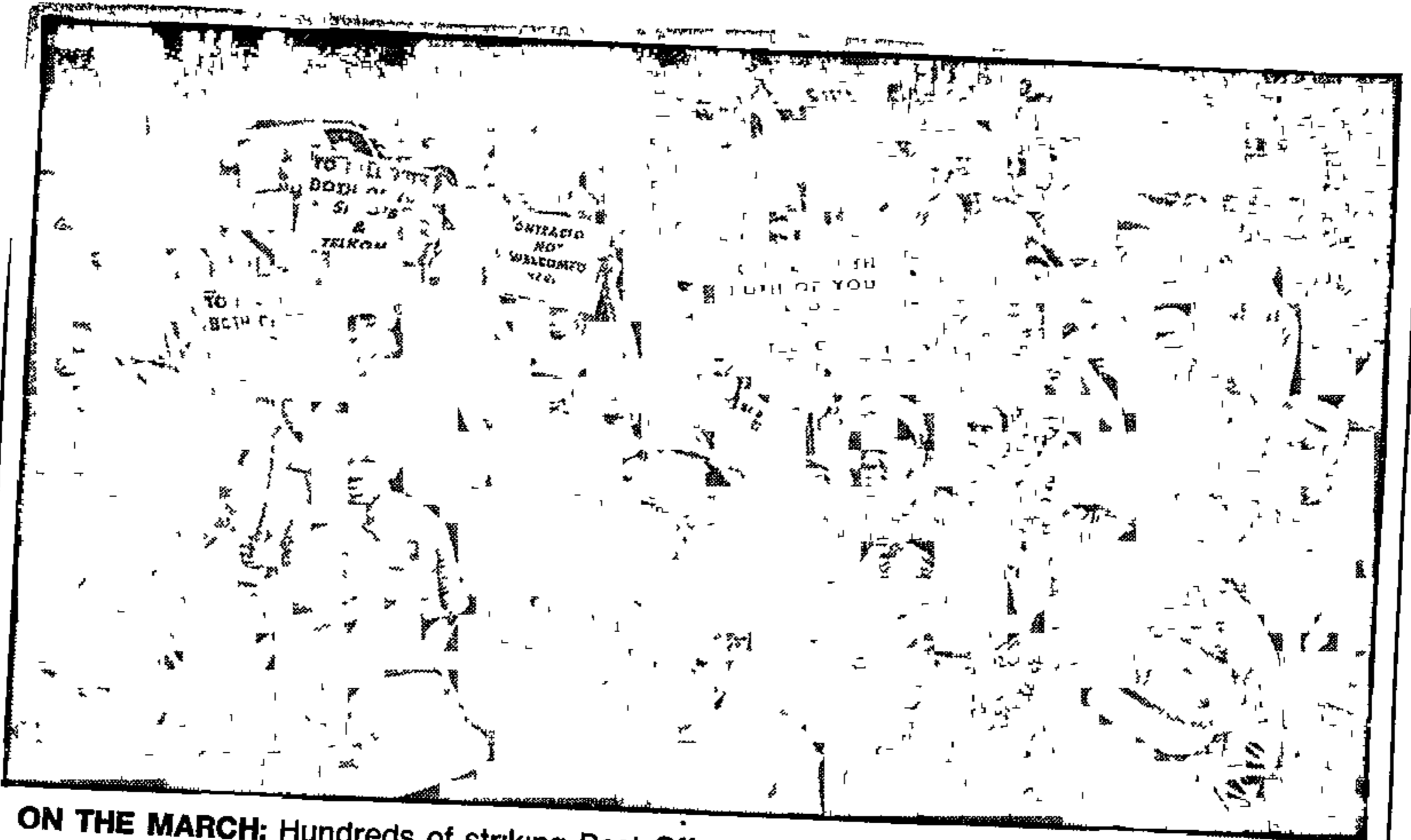
According to Hlongwane, Zuma said she did not have a mandate to discuss salaries and government did not have funds to increase salaries this year.

The salary issue will be discussed again at the next scheduled meeting of the public service bargaining council

on October 3.

Hlongwane said government proposed that a task group of a few nursing representatives and government officials be set up to discuss service conditions and a way forward — but nurses rejected this proposal, and instead tabled their ultimatum

Nomavenda Mathiane reports that nurses told Zuma they were not consulted when government introduced new plans. The plan for free health services for pregnant women and children under six was introduced without consulting nurses, yet nurses were left to cope with the overwhelming workload this plan had generated



**ON THE MARCH:** Hundreds of striking Post Office and Telkom workers take to the streets in protests against plans to sell off part of Telkom's operations to private companies

ARG 20/9/95

## Cape postal service 'back to normal'

### Staff Reporter

POSTAL services in the Western Cape should be back to normal today after widespread disruption from industrial action.

But a spokesman for one of the unions involved said yesterday more action would come if the post office did not accede to workers' demands

Yesterday's action was a combined venture by the Postal and Telecommunications Workers' Association (Potwa) and the smaller Post Office Employees' Association of South Africa (Peasa). The unions are in the process of merging

According to the post office, it was forced to close 21 branches yesterday — most in township

areas — while dozens of other branches were affected

Action took the form of memorandums handed in at Capemail in Goodwood and at Telkom headquarters in Cape Town

General secretary of Peasa, Andrew Arendse, said workers were dissatisfied with the "workplace re-engineering" underway at Telkom and the post office

"They are moving people from one place to another and attempting to downsize the companies' retrenchments will be the consequence," he said

Other worker demands included a "visible" affirmative action policy and the integration of workers from the former "homelands"

"This is the beginning of rolling mass action," Mr Arendse said

A post office spokesman said yesterday "Operational procedures will be back to normal tomorrow"

Among depots affected were Rondebosch, Salt River, Brackenfell, Bellville, Plumstead, Lansdowne, Goodwood, Parow, Langa and Guguletu

Post offices which closed included Crawford, Crossroads, Gatesville, Grassy Park, Guguletu, Khayelitsha, Langa, Mitchell's Plain, Nyanga, Strandfontein and Westridge

The Zweletemba (Somerset West), Nieuveld (George) and Diazville (Vredendal) post offices were also affected

# Zuma says nurses will have to wait

(95) (152) ARG 20/9/95  
JOHANNESBURG. — Health Minister Nkosazana Zuma says there is nothing she can do about pay rises for nurses

She said she would take nurses' demands to the cabinet, but the government had no more money for increases in this financial year, having already allocated R2,5 billion.

Nurses are demanding a 33 percent increase and better working conditions. On Monday they gave the government 10 days to respond.

Dr Zuma said there was a backlog of problems that had accumulated over decades. Even if the cabinet did allocate more money for increases, the health workers' share would be decided in the central bargaining chamber

This was unsatisfactory and alternatives were being looked at

Dr Zuma said she did have influence in the cabinet and would voice health workers' concerns.

She said it was not true that the reconstruction and development programme had billions in the bank which could be used by her department.

She described as unfair criticism of her attending a United Nation's women's conference in Beijing while nurses were striking.

"It was not my decision to go. It was decided in cabinet," Dr Zuma said.

She had consulted President Mandela and other ministers on whether she should return.

"After consultation, a decision was taken that I should stay," she said

Responding to a suggestion that the national lottery be used for the benefit of health services, Dr Zuma said any decision would be taken by central government.

"I would be delighted if (the money) came to health," she said, but there were a number of other basic services requiring funding. — Sapa.

# Penninsula train chaos

ESANN de KOCK  
and TASLIMA VILJOEN  
Staff Reporters

THERE was chaos at railway stations again today as thousands of rush-hour commuters were stranded when a strike by train drivers entered its second day.

About half the scheduled trains were running today

The strike began yesterday in support of a sacked driver who was involved in a derailment at the Paarden Eiland railway, a Metro spokesman said.

Many commuters got home late as most of Cape Metro's 187 drivers went on strike yesterday in support of their colleague.

Today, only 60 were still on strike, a spokesman for Cape Metro said. They had not acted through their union, the South African Footplate Union.

The strikers met local Metro manager Andre Harrison this morning. The outcome was not immediately known.

Train tickets were accepted as valid on Golden Arrow buses today

The Metro spokesman said there was a 50 percent train service today

Frustrated commuters stood on platforms as trains, packed to capacity, sped past stations where they usually stopped.

In some cases where trains could not stop because there were too many commuters on platforms, they halted between stations, where passengers jumped off.

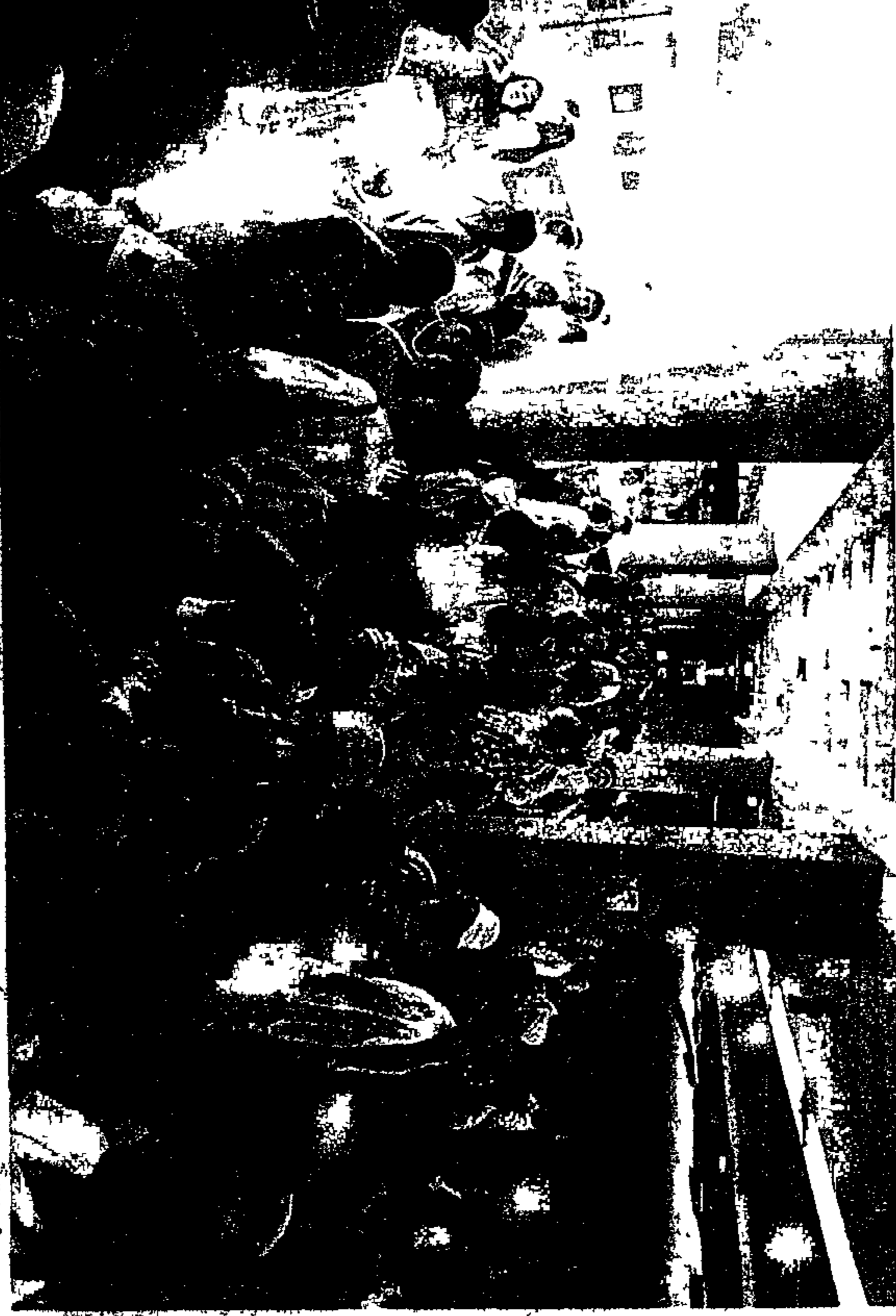
This happened between Heidelberg and Bonteheuwel this morning, said Majorie van Rooyen, whose husband climbed on to the railway line.

Mrs Van Rooyen said she and her husband had boarded an "incredibly full" train at Mitchell's Plain station at 6.40am.

"It was chaotic. The train couldn't stop at stations because they were packed.

"When it stopped between Heidelberg and Bonteheuwel, people just poured out of the windows and doors to get off as close to their workplaces as possible."

People and things were packed like



**PANDEMONIUM:** Thousands of confused commuters, above, scurried for a place on the platform as the strike crippled the suburban train service. Frustrated people stood on platforms as trains, packed to capacity, sped past stations where they usually stopped. In some cases where trains couldn't stop at stations because too many commuters were walking on the platform, they halted between stations to allow passengers to jump out on to the



(152) (225) AR 20/9/95

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Mrs Van Rooyen said she and her husband had boarded an "incredibly full" train at Mitchell's Plain station at 6.40am.

"It was chaotic. The train couldn't stop at stations because they were packed."

"When it stopped between Heideveld and Bonteheuwel, people just poured out of the windows and doors to get off as close to their workplaces as possible."

Taxis and buses were packed this morning as many people used alternative transport.

Golden Arrow buses on the Wynberg Retreat-Claremont line were substantially fuller this morning, bus company spokeswoman Jeanne Welsh said.

"There was a much bigger demand on that bus line, especially between 6.30am and 8am."

"We had to put on an additional four or five buses to cope."

Other buses were very full, she said, but the existing service coped well.

Cape Town traffic chief Wouter Smut said his department had noticed an increase in the volume of cars on the road this morning, but no problems were experienced.

Trains on the Cape Flats, Simon's Town, Wellington and Bellville lines were affected by the strike.

Cape Town station was much quieter than usual today with only a trickle of hurried, irritable commuters.

At the start of the strike yesterday afternoon, there was chaos at the station as people ran up and down platforms to find a train to catch.

No announcements were made to tell commuters what was happening. Many drivers who had completed their shifts were also unaware of the strike.

Commuters were puzzled, then angry. Maureen De Toit said, "I have been waiting for over an hour and not heard anything. It really inconveniences me because my husband is waiting for me and does not know about the situation."

Sonya Lotter said, "I don't know what's happening. I've been running from platform to platform to get a train but none of them are moving."

At 5.30pm platforms for the Cape Flats lines were jam-packed. A woman said she was upset because she would be late fetching her children from nursery school. Many commuters said they would have to take a taxi or else they wouldn't get home at all.

scrambled for a place on the platform, as the strike crippled the suburban train service. Frustrated people stood on platforms as trains, packed to capacity, sped past stations where they usually stopped. In some cases where trains couldn't stop at stations because too many commuters were waiting on the platform, they halted between stations to allow passengers to jump out on to the rails.

**TAXI ALTERNATIVE:** Long queues, right, formed at the Cape Town taxi rank after commuters gave up on train transport

Pictures: DOUG FITHEY, The Argus.



# Mob with det talk

Partly cloudy and mild.



## Workers on hunger strike

NORMAN JOSEPH, Staff Reporter ~~287~~ (152)

SIXTY social welfare department workers and members of the Belhar Civic Organisation are on a five-day hunger strike at the Bellville regional office, demanding that 85 retrenched temporary workers be reinstated immediately.

*ARG 20/9/95*  
The workers, all members of the National Education, Health and Allied Workers' Union (Nehawu) began the hunger strike on Monday.

A court interdict brought by Nehawu against the regional social welfare department to have the contract workers reinstated is to be heard in the industrial court on Friday.

The provincial administration of the Western Cape countered the court action with an interdict against the temporary workers protesting in front of its Bellville office.

# Ultimatums for strikers

(152) (150) Sowetan 20/9/95  
Samwu strikers in five provinces told  
to return to work or face dismissal

## Sowetan Correspondent

**T**HOUSANDS OF STRIKING municipal workers in towns in the five provinces affected by the strike by SA Municipal Workers' Union members have been given until today to return to work or face dismissal

Samwu general-secretary Mr Roger Ronnie said yesterday the number of ultimatums issued by various towns in Mpumalanga, Northern Province, Gauteng, North West and the Northern Cape had increased substantially, but vowed that the strike would continue if there was no settlement in the wage dispute

The union and representatives of local authorities are set to meet in Germiston today to try and resolve the dispute

The issuing of the ultimatums came as the strike, which started on Monday, spread to virtually all the towns which have not yet settled with the union in the four provinces making up the former Transvaal. Ronnie said about 130 municipalities were on strike

Employers' Organisation for Local Authorities secretary Mr Johan Jonker said almost all 41 towns represented by the organisation had reported that strikes were taking place and appealed to workers to return to work while talks continued

"Some of the local authorities have decided to fire workers if they do not return to work, but as an organisation we do not accept that," he said

Yesterday, Samwu members staged marches in various parts of the country and sat in front of municipal buildings until late in the afternoon. Many towns reported that garbage cans were overturned and the garbage strewn in the streets

Services which have been disrupted include water supplies, refuse removal, sewerage maintenance and to a limited extent emergency services like fire, ambulance and traffic departments

In Pretoria, the council was granted an interdict ordering the workers to stop disrupting services. The workers had spent the day toyi-toying in front of the Munitoria building in the heart of the city. Rubbish was strewn on street corners and rubbish bins lay on their sides in some streets

A man was arrested and teargas fired at strikers in Heidelberg on the East Rand yesterday after an alleged assault of an elderly woman, police spokesman Warrant-Officer Hampie de Kock said

Police also fired teargas at about 200 strikers in Nigel, De Kock said

Samwu is demanding a minimum wage of R850 per month for workers who earn less than R650 a month

## Blockading truckers face 'firm action'

ARL 13/9/95  
Staff Reporter and Sapa

NATIONAL Transport Minister Mac Maharaj and the nine provincial transport ministers have resolved to take firm action against truckers who set up road blockades.

In future there will be no negotiations while roads are blockaded. Police will be asked to immediately remove any obstructions, the Ministerial Conference of Ministers of Transport decided yesterday.

The conference said it supported the right to collective bargaining, but blockades were an abuse of the right to protest.

Meanwhile, the Turning Wheels Workers Union — responsible for major freeway blockades, has condemned the joint police-army breakup of a road blockade on the N2 outside Colesberg this week. (225)

The union's national organiser, Ben Petersen, slammed Mr Maharaj for refusing to meet workers for discussions.

"We call on the Road Freight Association and Mr Maharaj to meet us as a matter of national urgency," he said. (152) (225)

# Truck drivers still defiant

Staff Reporter

ARG 14/9/95 (52)

THE Turning Wheel Workers' Union today vowed it would not be "sidetracked by enemy agents or the authorities"

This was seen as a thinly veiled threat that the union would not adhere to transport minister Mac Maharaj's appeal for no more freeway blockades.

The union is in a wage dispute with Mainline Carriers which has led to the dismissal of about 100 workers.

"There is a groundswell of anger among the workers," said national organiser Ben Petersen.

"What form it will take I don't know, but the workers are determined to do anything in their power."

Mr Maharaj and the nine provincial transport ministers warned the union this week that police had been instructed to use as much force as necessary to prevent road blockades.

Mr Petersen said this was tantamount to a denial of freedom of expression.

# Maharaj slams truck drivers' road blockade

Star 6/9/95

Traffic on the N3 highway near Harrismith in the Free State was moving freely by late yesterday afternoon after 14 lorries blocking the road were towed away

More than 300 drivers from the Turning Wheels Workers' Union blockaded the highway with their lorries for most of the day, but drove off when police started removing their vehicles. There were no arrests.

Ninety lorries were still to be removed, police spokesman Johlene van der Merwe said.

The situation was calm, but she warned that police would again remove lorries if drivers resorted to similar action today.

(152) (~~153~~) (~~170~~)

The blockade started at about 5.30am, making it impossible for traffic to pass. The drivers are demanding higher pay and the reinstatement of 75 Mainline Carriers drivers fired on Monday for striking in protest against the firm's offer to increase salaries by between 10 and 13%.

Transport Minister Mac Maharaj supported the police action and said the workers were abusing their right to protest. "Instead of engaging with their employers and protesting in a peaceful manner at their places of employment, these blockades are directed against the State and the public who use the roads." - Sapa.

## Train services hit by strike

*Star 26/10/95*

Commuter train services around Gauteng were disrupted by a strike by train conductors yesterday, but special arrangements had been made to transport passengers during the afternoon rush hour, rail officials said.

Metro spokesman Annemarie Strydom said trains would run every 10 minutes from 3:30pm between Johannesburg, Soweto and Vereeniging, and a shuttle service would operate between Johannesburg and Pretoria.

The conductors and management were in talks on "sensitive issues", she said.

Services were badly affected between Johannesburg and Naledi, Vereeniging and Pretoria early yesterday - Reuter.

~~(250)~~ (152)

# Health care workers who strike may be fired - Rasool

CT 31/10/95

(152)

**STAFF REPORTER**

HEALTH care workers who go on strike could be fired, local Minister of Health Mr Ebrahim Rasool has warned.

"It has come to my attention that a possibility exists that some health care workers may want to recommence with strike action in solidarity with nurses dismissed in the Transkei," he said.

According to reports, about 8 000 nurses were dismissed in Transkei after a recent strike. Mr Rasool said a workable solution was being arrived at with the dismissed nurses, leading to re-

employment.

"It would be regrettable if we in the Western Cape were left with no alternative but to implement the national decision to dismiss with immediate effect any participant in such a strike."

The Provincial Administration put up notices yesterday at all its health institutions in the Western Cape, warning that anyone who takes part in a strike will face immediate dismissal.

Provincial health spokesman, Mr Mark Hill said there had been rumours of a possible strike at Groote Schuur and Tygerberg hospitals, where some individuals had been very angry. Nobody has gone on strike yet.

# Strand weekly earners strike

~~152~~ (152)  
PETER DENNEHY

CT. 25/10/95

THREE QUARTERS of the Strand municipality's weekly wage earners have been on strike since Friday to protest against having to work longer hours than their salaried colleagues.

This was claimed by Mr Bennett September, chairman of the Strand branch of the SA Municipal Workers' Union

He said he could not condone the workers' action in "rushing at" Strand mayor Mr Chris Hattinigh on Friday. The mayor and the council have since then refused to speak to the workers

Mr September said the union had been negotiating over working hours for the past two weeks, and that the strike was legal.



# Angry crowd has mayor on the run

(162) (223)  
□ Talks with strikers fail

ARC 24/10/95  
NORMAN JOSEPH, Staff Reporter

STRAND mayor Chris Hattingh was chased by an angry mob when he tried to address a crowd of striking municipal workers outside the council offices.

Mr Hattingh was forced to retreat into the building yesterday and take refuge there until he left later under armed escort.

Two members of the SA Municipal Workers Union (Samwu) confirmed the incident, but Strand police station commander Mike Reitz said it had not been reported to the police.

"If it happened, we don't know about it," Major Reitz said.

Major Reitz could also not confirm allegations that a protester had attempted to stab Mr Hattingh.

Samwu chairperson Bennett September said while Mr Hattingh was talking to the striking workers over a megaphone, a Xhosa interpreter indicated that he needed a chance to interpret the speech after each sentence.

Mr Hattingh allegedly refused and a scuffle ensued between him and the interpreter.

Mr September said: "Then all hell broke loose. The crowd started chasing him while an unidentified video cameraman filmed the chaos."

Repeated efforts to contact Mr Hattingh and town clerk Bert Boschoff failed.

Negotiations also started between a Strand council delegation and the Samwu over municipal workers' hours of work.

More than 330 protesting Strand municipal workers have vowed to continue strike action this week until their hours of work are equal to those of office staff at the municipality.

While the talks were in progress this week, all services ground to a halt and the municipality was closed to the public.

Last week the council twice rejected recommendations by a sub-committee that all weekly-paid workers should work 41,5 hours instead of 44 hours a week.

Municipal office staff start work at 8am until 4 30pm with a 40-minute lunch-break — a total of 39 hours 10 minutes a week.

The sub-committee, consisting of four Samwu officials and four municipal department heads, proposed workers should start work at 7.30am and finish at 4.30pm with a lunch break of 30 minutes.

Mr September said the workers had started at 7am in summer and 7.30am in winter, but claimed the council now refused to adhere to these starting times.

BD 18/10/95

**Nurses' case postponed**

(152)

ABOUT 6 000 dismissed nurses will have to wait until next month to see if the Umtata Supreme Court will order the provincial government to reinstate them unconditionally

Nurses' representatives launched an urgent application yesterday to force the Eastern Cape government to reinstate them after they were dismissed for failing to end a strike. The application was postponed until November 9 — the return date of an interim interdict granted to the provincial government preventing striking staff from coming within 200m of government hospitals

## Boland chemical workers on strike

Staff Reporter

(152) (152)

ARG 18/10/95

EMPLOYEES of two Boland chemical plants which form part of the Denel Group are on strike after wage negotiations deadlocked last week

The workers, members of the South African Chemical Workers' Union, are demanding either a 12 percent across-the-board wage increase or a R250 a month increase, whichever is greater

Management has offered a five percent across-the-board increase

Union organiser Sizakele Mahlutshana said a total of about 350 workers at Somchem's Somerset West plant and the Kranskop plant in Wellington downed tools yesterday

The workers reported to their work stations today but did not plan to do any work

Mr Mahlutshana said management and the union were now discussing referring the matter to mediation

Star 18/10/95  
**Dismissed  
nurses wait  
for decision**

(152)

About 6 000 nurses in the Eastern Cape will have to wait until next month to see whether the Umtata Supreme Court will order the provincial government to reinstate them

Nurses' representatives filed an urgent application yesterday to force the government to unconditionally reinstate the nurses, who were dismissed on October 6 after failing to call off a strike which began on September 28.

The application was postponed until November 9 - the return date of an interim interdict granted to the provincial government, preventing striking staff from coming within 200m of government hospitals. - Sapa.

## Nurses held hostage for hours

*APR 16 10 19*  
EAST LONDON. —  
About 500 residents of  
Needs Camp informal  
settlement here held  
three nurses they ac-  
cused of corruption hos-  
tage for several hours.

Police were called to  
Phumlani clinic when  
protesters demanded  
that Health and Welfare  
MEC Trudie Thomas ad-  
dress them.

They claimed the  
nurses worked for only  
four hours a day and  
turned away patients,  
who were compelled to  
travel further afield for  
treatment. — Sapa.

# Interdict stops nurses from returning to work

Business Day Reporter

BD 16/10/95

(152)

ARMY troops and police will be on duty at several Eastern Cape hospitals today to enforce a court order interdicting about 6 000 striking nurses from coming within 200m of the hospitals' premises

Sapa reports that Eastern Cape health and welfare MEC Dr Trudie Thomas said earlier dismissals of nurses who had failed to return to work would not be set aside and the nurses would have to reapply for their jobs. The nurses unanimously decided on

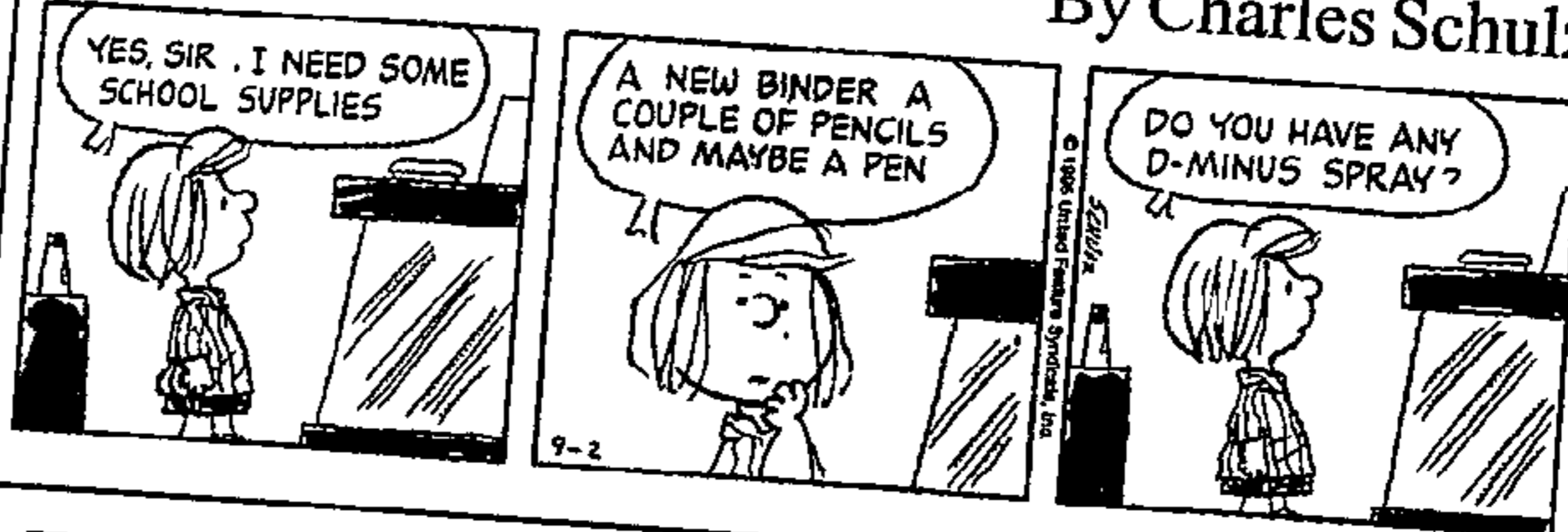
Friday not to reapply for their positions but to return to work unconditionally today

Eastern Cape health authorities are struggling to keep hospitals hard hit by the two-week strike operational because of widespread intimidation

A crisis management committee paid an unannounced visit to the Umtata General Hospital on Saturday, and found police protection for nurses lacking. Intimidation at work and at home had caused a decline in the number of nurses reporting for duty, committee spokesman Nat Serache said.

## PEANUTS

By Charles Schulz



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## Dismissed nurses welcome chance to discuss grievances

152  
Own Correspondent

ARLT 14/10/95

**PORT ELIZABETH** — Dismissed hospital nurses in the former Transkei have welcomed an invitation by the Eastern Cape government for a meeting to discuss some of their grievances.

In what has been described as the first serious effort by the government to resolve the two-week health crisis, the nurses' legal representative and Lawyers for Human Rights chairman in Transkei Raja Naidoo said the nurses had already contacted Health and Welfare MEC Trudie Thomas to set a date for the meeting.

He said their reaction followed Dr Thomas's statement in which she said the government was willing to meet a delegation of nurses to thrash out some of their grievances.

"It's the first tentative step taken by both parties in attempts to resolve the present crisis, and one is hopeful that it will set the ground for fruitful discussions," Mr Naidoo said.

In her first conciliatory statement since 7 000 nurses from about 32 Transkei hospitals went on strike on September 28 — and their subsequent dismissal on October 6 — Dr Thomas stressed the government's commitment to "fighting for and with nurses for better working conditions and remuneration on a par with the rest of the country".

Although she set certain conditions for the proposed meeting, she said the government would talk to the nurses regardless of the fact that they were now no longer employees of the Health Department.

The conditions Dr Thomas set were that only matters related to health and welfare services could be discussed, and not salary adjustments and promotions-related issues, as these were already being dealt with by provincial and national government.

Mr Naidoo said that unless the two parties used the opportunity effectively, the crisis could be prolonged for weeks.

Meanwhile, about 300 psychiatric patients are being evacuated from hospitals in the former Transkei and transferred to several hospitals in other parts of the province.

It is reported that wards at PE's Provincial Hospital have been cleared and state hospitals in East London, Queenstown and Port Alfred have been put on stand-by for an influx of patients from the former homeland.

vince  
good

# Shooting has town in turmoil

Staff Reporters  
DE DOORNS residents and town council workers occupied municipal offices in the town following the alleged shooting of two council workers and a local community leader.  
(152) ARG 14/10/95

This was the latest drama in a three-week dispute between members of the SA Municipal Workers Union (Samwu) and the council over reinstatement of about 61 workers and the reinstatement of about 61 workers fired for going on strike. Western Cape police spokesman Wicus Holtzhausen said one demonstrator had been shot in the leg, but was not seriously hurt.

Captain Holtzhausen said the situation was calm, although the offices were still being occupied last night. According to Samwu, the workers had called off their strike last week in the hope of getting their promised increases.

But, when they got their wages last week, the increase was not reflected and instead the workers were also being evicted from their council houses.

The situation worsened when the council employed temporary labour to replace the dismissed workers and to clean areas occupied by white residents.

Anele Nyembe, chairman of the African National Congress branch in De Doorns, said the transitional local council had held a meeting the previous night in which it voted 6-5 in favour of the workers' reinstatement.

De Doorns mayor Henne Beukes, who was not in favour of the decision, tried to force the meeting to vote again, but this time against the workers' reinstatement.

"We who had voted for the workers' reinstatement decided we were not going to be party to an undemocratic procedure and we left the meeting."

"After we had left, our decision was reversed and this angered the residents who came back today."

He said some council workers went into the municipal offices to demand their wages, and at that point someone drew a gun and fired a shot, hitting a worker in the leg.

When the rest of the workers and residents surged into the building, police also fired at them and shot two in the crowd. A member of the community, Surita Brown, said the involvement of the community in what was initially a labour dispute was because of the council's racism.

"The coloured community also pays rates and taxes, but they are not receiving any services which have for the past two weeks only been received by the white residents," she said.

"We want the workers to be reinstated." Mayor Beukes said workers had brought their dismissal on themselves by not returning to work. The residents are calling for the establishment of an independent body to probe the shootings.



## **PAC stands accused of fomenting two-week nurses' strike in E Cape**

(88) (152) Star 14/10/95

Port Elizabeth - The PAC has been accused of "hijacking" the nurses' strike in former Transkei and of waging a campaign of intimidation against nurses wanting to return to work.

Mounting evidence suggests that a top party official in the former homeland, in alliance with a key Congress of Traditional Leaders of SA official, is playing a direct role in driving the two-week strike by about 6 000 nurses at 32 hospitals

"They are busy hijacking the strike," said an ANC official.

Contralesa's Chief Dumisana Gwadiso and the PAC's Gilbert Sineke proposed and seconded a motion of no-confidence in Health and Welfare MEC Dr Trudie Thomas at a nurses' meeting two weeks ago. Yesterday both men were reportedly present at a nurses' meeting in Umtata and, according to sources, have been at all the nurses' meetings - Eena

# 'Points scoring' is hitting health care

BD 13/10/95 (152) (1995)

**Ingrid Salgado**

THE health system was being paralysed while striking nurses in the former Transkei and the Eastern Cape government continued to score points off each other, Lawyers for Human Rights (LHR) Transkei director Rajah Naidoo said yesterday.

About 7 000 nurses were set to continue the strike which has affected more than 30 hospitals in the former homeland for two weeks.

Letters effecting their dismissal were signed this week.

The province has obtained an interdict preventing the strikers entering hospital grounds.

Naidoo said that although the nurses' pay grievances were being addressed in the Central Bargaining Chamber, the strikers claimed to have further grievances which were specific to the province.

Eastern Cape health and welfare MEC Dr Trudie Thomas refused to consider an LHR proposal this week that the matter be taken to mediation or arbitration. She said it was not at all clear what needed mediation, since there was no deadlock.

The nurses had agreed to return to work on Wednesday if the matter was referred to mediation.

National Health Minister Nkosazana Zuma's spokesman Vincent Hlongwane criticised the strikers yesterday, saying they had received assurances that their grievances were being addressed in the chamber.

Government had undertaken to increase nurses' salaries "dramatically" in the next financial year.

"What point is being made by striking? To punish the sick, to ensure that conditions deteriorate, or that more lives are lost?" Hlongwane said.

He denied the strike had caused a crisis in health service delivery, but said contingency measures could not run health services for a sustained period. Although nurses in the Free State had threatened strike action in sympathy with their Transkei colleagues, no activity was reported yesterday, he said. Any such strike would be illegal.

Naidoo said fewer than 20% of nurses in the former Transkei had reported for work earlier this week, but the number had dropped because of alleged intimidation by striking nurses. Although the interdict was in place, not all hospitals had a police or security guard presence preventing nurses from entering hospital grounds.

Hlongwane said nurses who were dismissed would not be reinstated but could be re-employed.

However, this meant they would lose their pension benefits.

Sapa reports that Thomas said 16 patients had died during the strike. Many of the deaths had been expected, but the affected patients had not got the care they needed in their dying hour, she said.

She accused the strikers of intimidating doctors, nurses and volunteers and chasing away patients from clinics. Because of this, the military remained on standby.

Thomas said nurses' grievances about promotions fell outside the ambit of her department, while other issues, such as pay parity and allowances, had already been addressed.

# Evicted workers in fight for jobs

Staff Reporters

FIRED municipal workers at De Doorns are to meet members of the town's transitional local council today in a desperate attempt to win back their jobs

The workers — members of the SA Municipal Workers' Union — have been dismissed and evicted from council houses by the De Doorns municipality after three weeks of industrial action.

ARG 12/10/95  
The workers, who were demanding a wage increase, called off their strike last week after the municipality allegedly promised them an increase.

But when they received their wages last week, the increase was not reflected and they were told their services had been terminated

Meanwhile, the municipality has employed part-time workers.

Municipal spokesman Stephanus Rossouw said today about 45 workers had been dismissed and were now being regarded as ordinary members of the community

The workers were welcome to reapply for jobs, and their applications would be handled in exactly the same manner as the municipality intended handling other applications.

Anele Nyembe, a member of the non-statutory body of the council, said township residents were upset because they paid for services and the municipality provided services only in the town itself.

The townships were in a filthy state, with drains overflowing and rubbish piling up, and could soon become a health hazard, he said.

## NEWS IN BRIEF

### Watchdog for small business

<sup>BD 12/10/95</sup>  
KWAZULU-Natal had established a provincial small business council affiliated to the national body as a watchdog for small, medium- and micro-sized enterprise interests, economic affairs and tourism MEC Jacob Zuma said yesterday.

Opening a provincial workshop on small enterprise, Zuma said the new structure would form a critical link between small business and government, developing institutions within the province's small and informal business sector, while stimulating the creation of occupational and professional sectoral associations.

### Post in hands of business

<sup>BD 12/10/95</sup>  
BUSINESS had the ability to remove more than 40% of the problems experienced by the postal service, the Johannesburg Chamber of Commerce and Industry said yesterday.

While business was justified in its criticism of postal delays, it should be aware that the solution of much of the problems lay in its own hands. Two-fifths of postal workers' time was taken up by correcting postal codes and sorting items which could not be read by automatic handling equipment.

### Telkom workers end strike

<sup>152</sup>  
STRIKING Telkom employees returned to work in Johannesburg by midday yesterday following disputes over the company's affirmative action policy and "political" posters at depots, Telkom spokesman Gert Schoeman said. <sup>BD 12/10/95</sup>

### De Beers strike continues

<sup>BD 12/10/95</sup>  
THE strike at all De Beers mines continued yesterday amid the occupation of offices at a number of mines and several marches, De Beers said yesterday. The company, which will meet National Union of Mineworkers representatives today in a further attempt to resolve the strike, said the dispute, involving a cut in annual leave, affected 600 out of a total union membership of 4 700, who were being compensated for the loss of leave.

### Call to end farm evictions

<sup>BD 12/10/95</sup>  
MPUMALANGA premier Matthews Phosa yesterday called for an immediate end to the eviction of farm labourers and tenants, saying racial tension was building in the province's rural areas. Farmers were writing eviction notices "as if they are magistrates, and then are moving whole families far away from their farms to prevent them from returning" the premier said.

REPORTS Business Day Reporters, Sapa, Reuters

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## Telkom strike may continue

JOHANNESBURG. The outcome of a meeting with Telkom management yesterday would determine whether a strike by 200 white union members would continue today, Mineworkers' Union spokesman Mr Ferdi Hartzenberg said.

The union — representing about 5 500 white Telkom workers — said on Monday its Witwatersrand members would disrupt Telkom services in the region yesterday in protest against the company's affirmative action policies.

It said Telkom intended applying affirmative action to 6 649 posts in the next four years.

## Work resumes at VW plant

UITENHAGE: Full production resumed at the Volkswagen plant here yesterday after a strike which paralysed the vehicle manufacturer for three days. (152) (152)

Several hundred National Union of Metal Workers of South Africa members went on strike to support demands for the reinstatement of a colleague fired for hitting a supervisor on the production line. ET 11/10/95

to  
Sapa

## Racist poster sparks strike

Mduduzi ka Harvey

BD 11/10/95 (152)  
WHITE Telkom employees yesterday threatened further strike action unless the company ensured that racist posters reading "Kill the farmer, kill the Boer" were removed from company premises and the merit system of promotion implemented.

The Mineworkers' Union, which represents 5 500 Telkom workers, embarked on a "grasshopper" strike action countrywide yesterday. They also met Telkom officials to highlight worker grievances.

Union spokesman AC van Wyk said if Telkom did not remove the racist posters, the union would remove them.

Van Wyk said thousands of white employees felt ignored by the company, which had trained them but had instead employed black unqualified people as part of Telkom's affirmative action programme.

White workers were against Telkom's unilateral scrapping of the merit system.

Telkom spokesman Gert Schoeman said Telkom officials would accompany union members to remove the racist posters today.

**BRIEFS**

**6 000 nurses  
to be dismissed**

CT11/10/95 (152)

UMTATA: Tensions ran high here yesterday while a meeting of about 7 000 nurses, who failed to heed last week's deadline to end their strike, proceeded at the Independence Stadium.

Eastern Cape health and welfare minister Dr Trudie Thomas said the department was issuing notices of dismissal to about 6 000 nurses

Police and soldiers had been called in to provide support at 32 hospitals as there had been numerous reports of intimidation, Dr Thomas said



# 7 000 striking nurses are fired in Transkei

PORT ELIZABETH — Seven thousand Transkei nurses had been fired after an 11-day strike and would have to reapply for their posts, provincial health and welfare spokesman Khululekile Bata said yesterday.

He said only 10% of 7 905 nurses heeded the government's warning last week to return to work or be fired.

Bata said discussions on how to handle the administration of mass dismissals and rehiring were under way.

Nurses from 32 Transkei hospitals went on strike on September 28 demanding salary adjustments for promoted nurses and the formal employment of about 700 student nurses.

They claimed their grievances dated back to 1992 and had been ignored by the provincial government.

The provincial health and welfare department said all the nurses' grievances were being attended to at regional and national levels.

On Friday provincial health and welfare MEC Trudie Thomas announced that those who failed to heed the warning could "now consider themselves dismissed" and that fresh recruitment of nurses would begin soon.

A crisis management committee set up shortly after the strike started was

BD 10/10/95 (152)

arranging for the transfer of critically ill patients to hospitals elsewhere in the province. The committee said 16 patients had died during the strike.

Committee chairman and former Transkei ANC executive member Nat Serache said the patients were from Umtata General Hospital, All Saints at Engcobo and Madwaleni Hospital.

He said the situation was still critical yesterday although nurses had started trickling back.

Many of the 200 nurses who reported for duty at the Umtata General Hospital on Sunday were in civilian clothes as they were afraid of being intimidated and harassed by strikers.

Bata confirmed that additional police had been called in to guard hospitals and prevent looting.

Transkei police at the weekend confirmed the arrest of three labourers on charges of theft.

Capt Monde Nqadini said police were investigating arson at Madwaleni Hospital in Elliotdale after a storeroom was engulfed by fire at the weekend.

In Port Elizabeth, the Port Elizabeth regional chamber of commerce and industry joined several organisations in support of the government's action in dealing with the strike. — Sapa.

NEWS

130 10/10/95  
**Eastern Cape**

**fires 7 000**  
**striking nurses**

SEVEN thousand Transkei nurses had been fired and would have to reapply for their posts after an 11-day strike, provincial health and welfare spokesman Khululekile Bata said yesterday.

Eastern Cape premier Raymond Mhlaba said police officers and troops would today serve the nurses with notices of self-dismissal.

Only 10% of striking nurses heeded a warning to return to work or be fired. Discussions on how to handle the mass dismissals and rehiring were under way. **Page 3**

## 7 000 striking nurses fired

EAST LONDON: Police and troops will serve about 7 000 striking nurses in Transkei with self-dismissal notices today, Eastern Cape premier Mr Raymond Mhlaba said yesterday, following an ultimatum to stop striking. — Sapa

● See Page 5

(95) (152)

CT 10/10/95

# 7 000 <sup>(152)</sup> striking nurses ET 10/10/95 dismissed

EAST LONDON: Police and troops will serve about 7 000 striking nurses at hospitals in the former homeland Transkei with notices of self-dismissal today, Eastern Cape premier Mr Raymond Mhlaba said yesterday.

The 10-day-old strike has affected 32 hospitals.

Mr Mhlaba said the provincial health department had been instructed to start an urgent recruitment campaign to fill all vacant posts as soon as possible.

Of 7 900 nurses employed at hospitals in former Transkei, only 600 were at their posts yesterday.

Mr Mhlaba said his government would not back down nor bow to the demands of nurses who did not heed a government ultimatum to return to work.

## 'Zero'

Former employees would be allowed to re-apply for their posts, provided they understood they would be "starting from zero".

The nurses' demands, which date back to 1992, relate to salaries, promotions, merit awards and working conditions.

Mr Mhlaba said the situation in hospitals remained serious, but the government was doing all it could to normalise nursing services.

The government would also apply to extend to other hospitals an interdict barring striking nurses from Umtata general hospital. He said he had received reports of intimidation of nurses — Sapa

# Striking VW workers return to work

PORT ELIZABETH

Workers and management at Volkswagen South Africa's Uitenhage plant have agreed that work will resume today after a wild-cat strike which began last Wednesday, company and union officials said

The workers, members of the National Union of Metalworkers of South Africa (NUMSA), downed tools after the dismissal of a colleague who allegedly assaulted a supervisor

"The company and the union have requested all employees to report for duty at the start

of their respective shifts and to continue to work normally," Volkswagen SA spokesman, Raymond Hartle said

"NUMSA's undertaking to return to work and to follow the established procedures ends the three-day closure of VWSA's Uitenhage plant, following an illegal strike," he said

The union's Eastern Cape regional secretary, Bimba Mangqabashana, earlier said that workers would go back to their jobs and talks would continue.

"We have managed to persuade workers to go back to

work while negotiations continue with management that both the dismissed employee and the supervisor be suspended with full pay," he said

VWSA, a subsidiary of Volkswagen AG, produces 300 cars a day

The striking workers met yesterday to decide whether to comply with a Supreme Court order, obtained by the company on Friday, compelling them to resume work.

At the weekend VWSA ran radio and newspaper advertisements explaining why it was important for workers to re-

sume work (152) (152)  
Every day the strike continued, workers were losing R750 000 in wages and the company between R13 and R18 million in lost turnover

The regional economy would be negatively affected, suppliers, dealers and their workers could be adversely affected, and the relationship between VWSA and its workers could suffer

During the strike workers lost a total of R2 million in wages and the company R54 million in turnover — Own Correspondent and Reuter

# 7 000 Transkei nurses dismissed

□ Strikers 'will have to re-apply for jobs'

The Argus Correspondent

PORT ELIZABETH. — More than 7 000 Transkei nurses have been fired and will have to re-apply for their posts after they went on strike 11 days ago.

Provincial health department spokesman Khululekile Bata said yesterday only 10 percent — or 790 of the staff complement of 7 905 nurses — heeded the government's warning last week to return to work.

He said although actual figures would only be available later, "our monitoring team has confirmed that only 10 percent of the nurses beat the Friday deadline and, as things stand, those are the figures we will work on".

Mr Bata said discussions were being held on the best way to handle the administrative side of the mass dismissal.

The nurses were demanding salary adjustments for promoted nurses and the formal employment of about 700 students.

They claimed that their grievances, dating back to 1992, had been ignored by Bisho.

But this was disputed by the provincial health department, which said all the nurses' grievances were being attended to at regional and national level.

On Friday, provincial Health and Welfare MEC Trudie Thomas announced that those who failed to heed the warning

could "now consider themselves dismissed" and that fresh recruitment of nurses would begin soon.

A crisis management committee, set up shortly after the strike started, arranged for the transfer of critically ill patients to hospitals elsewhere in the province.

The committee said 16 patients had died since the strike started. They were from the Umtata General Hospital, All Saints at Engcobo, and the Madwaleni Hospital.

He said the situation was still critical although nurses had started trickling back.

However, a report in Umtata yesterday said that none of the hospitals contacted reported 100 percent attendance.

According to an attendance register, 200 nurses reported for work at Umtata general hospital on Sunday.

Many were in civilian clothing as they were afraid of growing intimidation and harassment by other strikers who were alleged to have threatened them even at their own homes.

Mr Bata confirmed the intimidation and the call for more policemen to man the hospitals from early last week.

The strengthened security was also meant to prevent looting which was reported to have taken place after the nurses went on strike.

Transkei police confirmed at

the weekend the arrest of three labourers on charges of theft.

Captain Monde Nqadini said police were also investigating arson at the Madwaleni hospital in Elliotdale after a store-room was gutted by fire at the weekend.

Earlier, police in Umtata had arrested two nurses at the Umtata General Hospital on charges of intimidation.

The nurses were later released after questioning and their case was still being investigated, police said.

In Port Elizabeth, the Port Elizabeth Regional Chamber of Commerce and Industry (Percci) joined several other organisations in support of the government's decisive action in dealing with the Transkei nurses' strike.

Percci corporate executive director Kevin Wakeford said yesterday that while the business organisation acknowledged the nurses' grievances as genuine and historical, strike action had a detrimental effect on the province's economy and had to be dealt with accordingly.

He said Percci was pleased that the Bisho administration took a decisive stand on the matter as this would serve as a warning to others contemplating similar action.

The Transkei Nurses' Ad-hoc Committee, representing the striking nurses, could not be reached for comment.

(152)  
ARG 10/10/95

Star 10/10/95

# Pretoria strikers due back today

(152)

Pretoria's municipal services should return to normal today as striking workers go back to work after an arbitrated agreement between the strikers and the city council

The two-week municipal strike is officially over after agreement was reached yesterday SA Municipal Workers Union (Samwu) members said they would start work today

The agreement was facilitated by Charles Nupen of the Independent Mediation Council

Samwu agreed to the proposals after consulting its members at the weekend

The council and the union agreed that the wages of all employees with long service records at the council would be increased from the R1 500 entry level wage scale to R1 541 from October 1 this year. - Staff Reporter

► Union agitates - Page 2

Star 10/10/95  
**VW strike  
ends with  
court order**

(152) (R2)  
Port Elizabeth - Volkswagen workers return to work today, having lost more than R2,2-million in wages and their employer at least R39-million in lost turnover since an unprocedural strike at the Uitenhage plant began last Wednesday.

The National Union of Metalworkers of South Africa (Numsa) convinced its VWSA membership at a mass meeting at the plant yesterday to return to work, after the company was granted a Supreme Court interdict against the workers on Friday.

Numsa regional secretary Bimba Mangqabashana said workers had initially wanted to defy the "apartheid" interdict, but agreed that it was equally vital to consider the consequences of their action.

Mangqabashana said interdicts to which a union could not immediately respond unnecessarily "soured relations" between the company and workforce.

The strike began after the company dismissed a black worker for assaulting a coloured supervisor.

Numsa claims the worker hit the supervisor after being hit himself - Own Correspondent



*Only 10% listened to ultimatum*

# Nurses fired for ongoing strike action

(152) (78) Star 10/10/95

## ■ OWN CORRESPONDENT

Port Elizabeth – Seven thousand Transkei nurses have been fired and will have to reapply for their posts after they went on strike 11 days ago.

Provincial Health and Welfare Department spokesman Khululekile Bata said yesterday only 10% – or 790 of the total staff complement of 7 905 nurses – heeded the government's warning last week to return to work.

He said although actual figures would be available only later, "our monitoring team has confirmed that only 10% of the nurses beat the Friday deadline and, as things stand, those are figures we will work on," he said.

Bata said discussions on the best way to handle the administrative side of the dismissals were being held.

The 7 905 nurses from 32 Transkei hospitals went on strike on September 28 demanding salary adjustments for promoted nurses and the formal employment of about 700 student nurses.

They claimed their grievances dated back to 1992 and had been ignored by Bisho.

But this was disputed by the provincial Health and Welfare Department. It said all the grievances were being attended to both at regional and national level and ordered the nurses to return to work or face dismissal.

The first 72-hour warning was issued on Saturday October 30, and the deadline had been set for Wednesday.

The nurses ignored the ultimatum

Premier Raymond Mhlaba, who visited some of the hospitals Tuesday, extended the deadline from Wednesday to Thursday, and later to Friday noon

Many of the nurses ignored his warnings again.

On Friday, provincial Health and Welfare MEC Trudie Thomas announced that those who failed to heed the warning could "now consider themselves dismissed" and that fresh recruitment of nurses would begin soon.

A crisis management committee set up shortly after the strike started arranged for the transfer of critically ill patients to hospitals elsewhere in the province

The committee said 16 patients had died since the strike started.

Committee chairman and former Transkei ANC executive member Nat Serache said the patients were from Umtata General Hospital, All Saints at Engcobo and Madwaleni Hospital.

He said the situation was still critical although nurses had started trickling back.

However, a report in Umtata today said that none of the hospitals contacted yesterday reported 100% attendance.

According to an attendance register, 200 nurses reported for work at Umtata General Hospital yesterday.

Many were in civilian clothes as they were afraid of growing intimidation and harassment by other strikers.

# Volkswagen strikers' position 'unclear'

BD 9/10/95 (152) (198)

**Renee Grawitzky**

IT IS unclear whether Volkswagen workers would return to work today as an urgent interdict granted to the company ordering the illegal strikers back to work has not yet been served.

Shop steward Colin Hardt said it was not clear whether the com-

pany would serve the interdict today.

The plant has been closed since October 4 when workers embarked on an unprocedural strike after a colleague was dismissed for assaulting a foreman. The company said it had no choice in applying for the interdict as workers' continued with unprocedural action.

# Board backs compulsory environment evaluations

BD 9/10/95 (5)

Edward West

CAPE TOWN — The Steyn board of inquiry has suggested that Environmental Conservation Act provisions should be invoked to make environmental assessments compulsory for all major development proposals.

The board was set up to investigate the proposed siting of the R4,7bn Saldanha Steel plant after the initial development plans, which have since been scuttled, drew sharp fire from a variety of environmental interest groups.

Its written summary and conclusions were handed to Environment and Tourism Affairs Minister Dawie de Vilhiers on Friday.

The report's main recommendation was that the plant be situated further inland to reduce perceptions of a polluted environment and to reduce the risk to the mariculture industry as a result of potential dust fallout over Saldanha Bay.

"The present situation in which developers can choose whether or not to undertake formal environmental impact assessments appears to us to be undesirable," the board said.

Major projects did not, under SA

legislation, require formal environmental impact assessments

The proposal for a permanent representative tribunal to oversee future major developments should be considered, the board said.

Board chairman Judge Jan Steyn said the pendulum had swung too far in the direction of creating public forums with their inherent capacity for delay and opportunity for grandstanding by those with parochial agendas.

He said that the board had encountered a confrontational situation between the various parties over the Saldanha Steel controversy which had also involved incidents of "harassment and filibustering".

"If we have that in future we will discourage development," he said.

Saldanha Steel had failed to comply with a government directive that alternative sites be investigated for development and the board concluded it was unreasonable for Iscor not to have seriously considered any other site in the vicinity of the preferred site.

De Vilhiers said the board's inquiry represented the first attempt in SA's history to give the environment "proper weight" in the consideration of an industrial development project.

## Cosatu offended by 'sabotage' claim

Renee Grawitzky

COSATU unionists have criticised the Gauteng ANC for lack of consultation, following the latter's claims that a "hidden hand" was stoking labour unrest in the province.

Cosatu's Wits region was reacting to recent ANC statements that "certain forces" had used the municipal strike to "undermine the democratic process".

Cosatu's regional secretary Dan Mohapi said yesterday that the statements could undermine the alliance, in that they implied that elements in Cosatu were trying to sabotage the local government elections.

He said that in subsequent discussions, ANC provincial secretary Paul Mashatile had assured him that his reference to a "hidden hand" had not been intended to implicate Cosatu.

Mohapi said the issue would be discussed with the ANC Referring to

Mashatile's call for a summit between the two regional organisations on the strike wave, he said Cosatu had received no notification of this.

On Friday the Wits region extended its support to the SA Municipal Workers' Union's demand for the repeal of Annexure J of Local Government Proclamation 42, which Cosatu said should be repealed before the election.

Annexure J seeks to devolve certain powers from metropolitan councils to their substructures.

Mohapi said Cosatu and its affiliates supported the repeal of Annexure J. He said local government MEC Dan Mofokeng's office believed that this would not happen before the election, despite a decision of the ANC provincial executive council.

Cosatu's Wits region also supported the view that Johannesburg municipal workers should not be disciplined for their actions during the strike.

BD 9/10/95

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**VW asks  
court to  
end strike**  
ST 8/10/95

By RYAN CRESSWELL

**THE** Grahamstown Supreme Court ordered Volkswagen workers to return to work after the motor manufacturer's Uitenhage plant lost R40-million in an illegal strike this week.

The strike, by members of the National Union of Metalworkers of South Africa, started on Wednesday in support of a worker who had been dismissed for striking a foreman. Union members said the foreman had assaulted the worker first.

Negotiations between management and the union deadlocked and Volkswagen SA successfully applied for an interdict to compel striking workers to return to work. The stoppage was in breach of the recognition agreement, the negotiating committee agreement and the national bargaining forum signed last year.

Volkswagen's public affairs officer, Raymond Hartle, said only about a fifth of the 5 000 workers at the plant had joined the strike and the rest had had to stop work because production could not continue without a full workforce.

He said workers had already lost R2-million in wages.

# Court upholds sacking of striking cops

By DESMOND BLOW

GENERAL GEORGE FIVAZ's vow not to tolerate mutiny from policemen was upheld this week in the Pretoria Supreme Court when Judge Mynhard ruled in favour of the dismissal of 250 strikers.

Police management had fired the strikers who came out in support of 23 fellow assistant constables who had twice failed examinations to become full-time policemen

The 23 ... who scored between 0 percent and 36 percent after rewriting their exams ... had been asked to go back to their stations as assistant constables.

However, 250 of their colleagues who had passed their examinations came out in support of the 23, demanding that they be accepted as regular policemen.

Some of the dismissed strikers have been assistant constables for as long as nine years.

Police management maintained that the SAPS Labour Relations Regulations did not allow police

EP8/10/95

1523

members to strike, that the strike was illegal and that the department had the right to fire them

The police union Popernu brought an urgent application before the Pretoria Supreme Court against Fivaz, alleging that the dismissal of the strikers was unlawful and that they should be reinstated.

The judge ruled in favour of Fivaz and ordered Popernu to pay the costs of the application.

Police management has requested a special meeting of the National Negotiating Forum tomorrow.

# Government ignor

152

7/10/95 STAR



The nation is still aghast that South Africa's Florence Nightingales could have turned their backs on the weak and ailing. Maybe the striking nurses should have overturned rubbish bins or marched through the CBD to be taken seriously from the start writes **CHRISTINA STUCKY**

**A**fter a series of strikes Gauteng's nurses have moved into the bargaining chamber. But questions remain about the way the nurses' grievances were handled by the authorities. There is little doubt that the strike escalated to the point that it did because the strikers were women working in a profession whose main attributes are compassion and servility. No one thought that women were capable of turning their backs on crying babies and suffering patients - that they did, demonstrates how far the nurses had been pushed.

"Nurses are supposed to be caring and kind people," said one representative of the striking nurses. "But, how far do they want us to go on our kindness? They are forcing us to be deviant nurses. We hate doing this."

It never was a state secret that morale at hospitals around the country has been low for a very long time. To the new government's credit, it is aware of the problem and has taken steps to improve working conditions and salaries of nurses and doctors in the public sector - slow steps, admittedly, but then, most governments around the world move at glacial speed.

Yet it is rather unnerving that the Gauteng MEC for Health Amos Masondo admitted after the week-long strike last month that the strike took him "by surprise". In mid-August, when Soweto clinic nurses went on strike, the action "revealed to me that there were problems", he said.

Given this constellation of low morale and one strike already underway, why, then, did provincial government officials not sit



**STRIKING SISTERS:** Nurses abandoned their patients recently to take to the streets in protest. The government has taken note of their grievances but says there is not enough money in State coffers

down with nurses and explain their position, let them know that they accept their grievances but are unable to increase their salaries at the moment, before the nurses' frustrations reached boiling point and industrial action was taken?

During the strike, nurses repeatedly expressed their anger over government's apparent unwillingness to listen to them. They wanted to be taken seriously and, at least until images of neglected patients filled the media, the government simply did not.

To be fair to the provincial government,

the nurses did themselves a disservice by not being organised from the start (three ad hoc committees with three different agendas were formed during the initial strike). They also did not use available forums to make their claims known. Masondo said the government was willing to provide the nurses with information on how to get organised. The nurses could have helped their cause by presenting one united front.

However, much could have been done to avert the strike - or lessen its magnitude - had the authorities shown more understand-

# ored the symptoms

(152) Star 7/10/95



ts in protest against their meagre salaries and atrocious working conditions. Most are forced to work long hours with no overtime pay. The gov-  
state coffers to settle their demands.

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ing months ago. Instead, they were labelled "bad" nurses, completely lacking in compassion. There clearly was a communication breakdown before the strike even began - which grew worse in the early days of the strike.

Had the strikers been men working in an industry sensitive to the finances of the country, there is no doubt the government would have acted swiftly and decisively - and taken the strikers' grievances seriously from the start. Alternately, had the nurses taken to throwing over dustbins or marching

through the CBD, blocking midday traffic, they might have captured the attention of those in charge from the start.

Women, in particular nurses, are not supposed to toy-toy when sick patients need to be attended to.

The images of ailing and dying babies that came out of the hospitals during the week-long strike were exploited for the purpose of painting an unfavourable picture of the nurses.

None of the nurses enjoyed renegeing on their duty to tend to their patients. And,

while the doctors were saddled with added duties and harrowing hours during the strikes, most of them stood behind the nurses' cause.

As one doctor at Jagwanath said: "We support their cause, though not necessarily the method. But, if we were allowed to go on strike, we would have struck long ago."

Their responsibility as nurses is unquestioned, but the majority of nurses have never taken their duties lightly in the past and are not likely to do so in the future. They certainly did not become nurses for the money.

PHOTOGRAPH BY LEMON

# Work stoppage hits Volkswagen

Renee Grawitzky

(152) ~~152~~  
BD 6/10/95

VOLKSWAGEN workers who embarked on a work stoppage this week after the dismissal of a worker were in breach of the industry-wide agreement reached at the National Bargaining Forum in July, the company said in Uitenhage yesterday. It said they were also in breach of an agreement reached at plant level last year.

Volkswagen's Uitenhage plant employing more than 5 000 people has been closed since Wednesday when workers downed tools after a worker was fired for assaulting a foreman.

The company said workers were expected to return to the plant today for a report-back meeting by the National Union of Metalworkers of SA and would assess whether they would return to work today.

The company said lengthy discussions had taken place yesterday with the union to find ways of resolving the dispute.

Company spokesman Raymond

Continued on Page 2

# Volkswagen

Continued from Page 1

Hartle said the union had been informed that the stoppage was in breach of two agreements.

Workers were in breach of a company level agreement signed in November last year which stipulated that jobs would be guaranteed until the end of this year in the absence of any unprocedural action.

BD 6/10/95

The "ground-breaking" motor industry-wide agreement signed this year provides procedures for resolving grievances and disputes.

Company MD Heinrich Holtmann said the stoppage was "totally unnecessary" as there were well-established procedures which had not been used by the union to resolve the dispute.

The union was not available for comment and would respond today.

Reuter reports that during last year's strike Volkswagen suffered production losses of R13m a day.



# Meeting 'could expose strains'

PDB/10/95



Renee Grawitzky

A MEETING between the Gauteng ANC leadership and Cosatu, called by the ANC in the wake of the recent municipal and other strikes, could expose strains within the alliance, Cosatu sources said yesterday.

This meeting comes after claims by the ANC's Gauteng leadership that a "hidden hand" and other forces were involved in efforts "against the democratic process" in the recent spate of strikes.

ANC provincial secretary Paul Mashatile said a meeting would be held on Tuesday with Cosatu and other allies to discuss the disruptive activities "which do not serve the benefits of the country". He said both parties needed to develop a common understanding of where they were taking the country and what was necessary to maintain a balance between entrenching worker rights and ensuring growth and stability.

He said "what is happening can only serve the interests of people who are bent on undermining the ANC government." Mash-

atile questioned the reason for Johannesburg transitional metropolitan council workers going on strike after they had already settled on wages. He said the demand for the repeal of Annexure J of Local Government Proclamation 42, which potentially would take power away from the metropolitan councils and give the structures more power, was used as a "smokescreen".

Cosatu general secretary Sam Shilowa said it was unfortunate the ANC Gauteng region took a position on this issue without discussing it with the allies. He said workers in Johannesburg embarked on solidarity action and it was incorrect to assume that the motive of workers was to ensure "no effective governance at a regional level".

Shilowa questioned how Mashatile could support the TMC's decision to lay charges against SA Municipal Workers' Union members when the ANC within the TMC had abstained from voting on this issue.

Samwu organiser in the Greater Johannesburg region Weizmann Hamilton reject-

ed the allegations that a "hidden hand was behind the strikes" and that the repeal of Annexure J was used as a "smokescreen".

He said this was in direct contradiction with what the ANC said recently that annexure J sought to weaken the powers of the TMCs. Hamilton said the union was not prepared to accept the assurances from the ANC that the annexure would be repealed after the elections. He said that throughout the dispute, the ANC leadership was more concerned with the concerns of the white middle-class at the expense of union members who came from hostels and townships.

He said the ANC represented conflicting class interests and recent development would seem to confirm statements made by Thabo Mbeki that the ANC will split into two — one group representing the interests of workers and another the interests of the bosses. He said these sinister statements would indicate the preparation of a witch-hunt within the ANC and it would appear that the ruling party has quickly acquired the habits of the old regime.

(152)  
FM 6/10/95  
**STRIKES**  
**Promoting dialogue**

**Statutory mediation** imposed by Labour Minister Tito Mboweni failed to bring an immediate end to the illegal strike by 40 000 municipal workers earlier this week — but it has forced labour and government back to the table after voluntary mediation collapsed.

Government is also going out of its way to promote dialogue with striking nurses and on Tuesday Public Service and Administration Minister Zola Skweyiya pledged "to do everything in my power" to enable nurses to present their grievances in the Public Service Bargaining Chamber which began sitting in Durban this week.

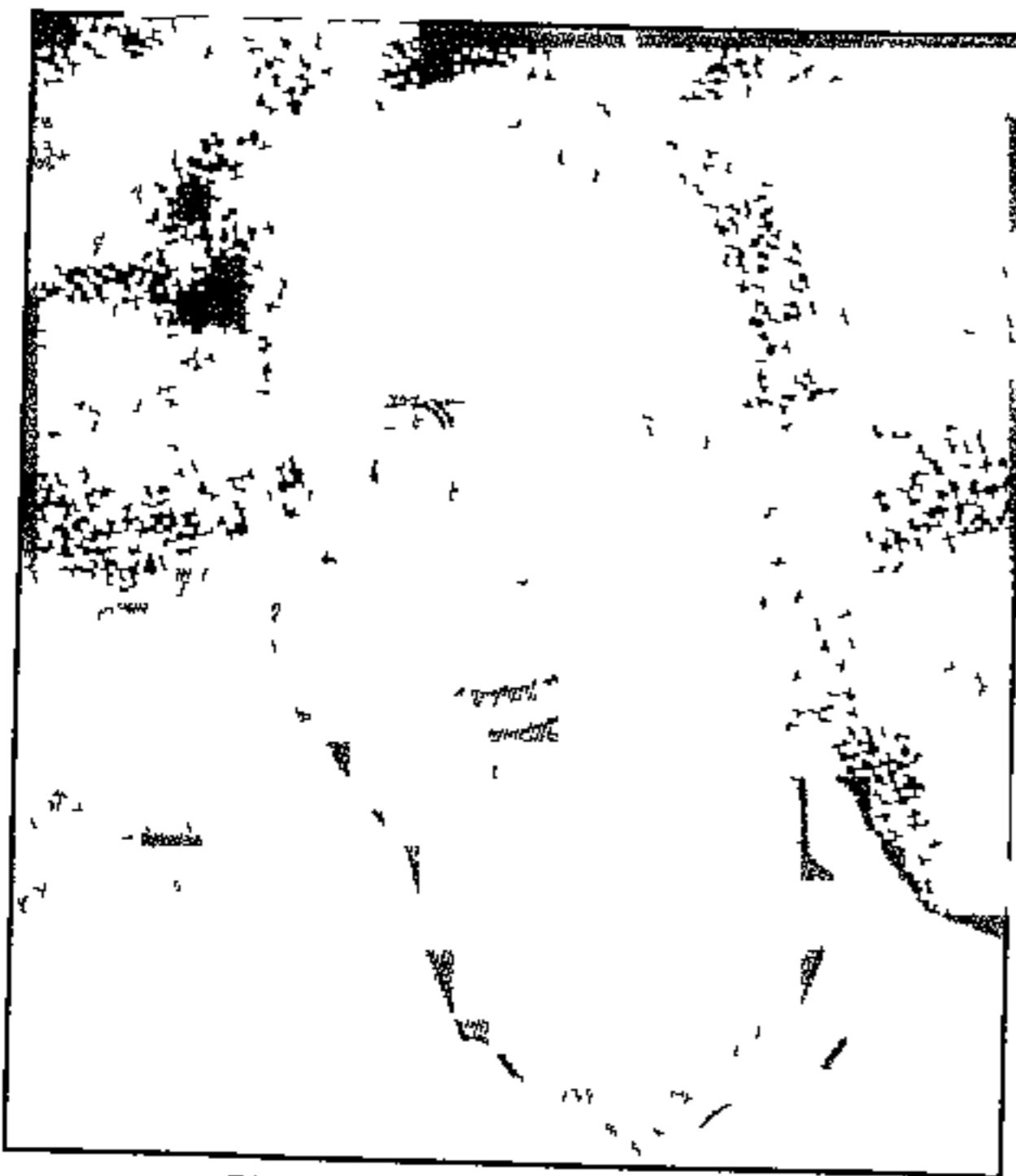
Less than 10% of striking nurses have not returned to work according to a Health Department spokesman who says the situation is back to normal in the Western Cape, Northern Cape, North-West and KwaZulu-Natal, with only a few disruptions in Gauteng and Mpumalanga.

But nearly a third of the South African Municipal Workers' Union (Samwu)'s 110 000 members are still on strike for higher wages.

Minimum wages vary widely between

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**CURRENT AFFAIRS**



**Skweyiya** pledged to help nurses

different municipalities depending on their size and economic status. On wages above the minimum, Samwu wants a monthly increase of R280 or 7,8%, whichever is greater.

The strike has affected about 250 municipalities across Gauteng, Northern Province, North-West and Mpumalanga, and raised concerns about the viability of local elections in some areas.

It was the first large-scale protest action

by municipal workers in small towns and in several areas demonstrators clashed with rightwing residents.

Central Pretoria and Johannesburg were strewn with rotting garbage as thousands of striking workers ran amok.

The dispute excludes the Free State where a five-day strike was settled in August when workers received an immediate R200 increase and promises of further increases next year.

The strike is part of a nationwide campaign to bridge the so-called apartheid wage gap — the wage disparities between mainly black unskilled and semiskilled workers and their white colleagues further up the pay ladder.

Samwu members constitute more than 70% of the local authorities' workforce but make up only 30% of the wage bill.

Part of the strategy is to ensure wage parity across local authorities. In small municipalities the minimum wage is about R550 per month compared to R1 500 in greater Johannesburg.

Workers are also angry that they are expected to do the same work as provincial workers for less remuneration.

Samwu is pushing for a complete revision of the grading system which determines councils' economic status and hence their ability to remunerate workers.

Labour expert Karl von Holdt, consulting editor of the *SA Labour Bulletin*, says the

perception that politicians and the new black elite — politicians, businessmen and consultants — are showing no restraint in their salaries and perks, is fuelling workers' discontent.

"The kind of pay structures and management relations that have been inherited from apartheid are perceived as unfair and racist. Workers feel strongly that in a new, democratic SA it must change. The strike is about the way to end it."

While accepting that health and municipal workers have grievances, workers seem loath to accept that government does not have limitless funds and that wholesale disruption in these essential spheres creates an international perception of a society falling into decay. ■

# Municipal workers end strike

JOHANNESBURG: A wage agreement between employers' organisations and the South African Municipal Workers' Union was signed last night, mediator Mr Charles Nupen said.

The agreement — reached after two days of statutory mediation on Tuesday and Wednesday — heralded the end of the municipal strike by about 50 000 workers in Gauteng, Mpumalanga, Northern Province and North-West. But municipal workers in Pretoria were not party to the agreement, and are continuing industrial action.

The signing of the agreement was scheduled to take place in Ver-

woerdberg near Pretoria yesterday morning, but was delayed by further negotiation.

Samwu president Mr Petros Mashishi said the talks failed to eliminate disagreement over the "no-work-no-pay" principle adopted by employers and on the extension of wage increases to non-Samwu members. These issues could be challenged through the Industrial Council.

"The strike is definitely settled," he added.

Workers in Mpumalanga, Northern Province and North-West are expected to go back to work on Monday

(152) AP CT 6/10/95  
In Johannesburg, workers yesterday began cleaning the city's streets, which were strewn with rubbish as a result of weeks of neglect and demonstrations by Samwu members.

Mediation — again under Mr Nupen's direction — begins today in an attempt to end the strike in Pretoria.

Pretoria metropolitan sub-structure spokesman Mr Tommy Thompson said strikers were ignoring an Industrial Court interdict declaring their action illegal. Despite this, the sub-structure would only dismiss workers "as a last resort". — Sapa

# 16 patients die in E Cape nurses' strike

BARRY STREEK

CT 6/10/95

THE situation which gave rise to 16 people dying so far in hospitals in the former Transkei due to the nurses' strike is a "national emergency". National Assembly Health Committee chairman Dr Manto Tshabalala said yesterday

During a fact-finding visit to the Eastern Cape, he said the strike was causing "a profound crisis which has implications for the whole country".

"At a time when the government is working overtime to address the demands of nurses, the disorder in the former Transkei is unacceptable."

An Eastern Cape health and welfare spokesman said six more patients died at two hospitals in the region this week, bringing the toll to 16 since the strike began 10 days ago.

JCT.

Volkswagen <sup>(152)</sup>  
~~(122)~~  
workers strike

UITENHAGE Thousands of employees at Volkswagen's plant here went on strike yesterday.

The strike was called when a union member was dismissed on Wednesday after being found guilty of assaulting his foreman.

The National Union of Metalworkers said talks were under way.

Volkswagen managing director Mr Heinrich Holtmann said the strike was extremely disturbing.

CT 6/10/95

ARG 6/10/95

Strike hits VW

(152)

The Argus  
Correspondent

PORT ELIZABETH. —  
Thousands of workers  
went on strike at the  
VW plant here to protest  
the dismissal on  
Wednesday of a worker

The strike by mem-  
bers of the National  
Union of Metalworkers  
of South Africa (Numsa)  
started after a worker  
was dismissed for being  
found guilty of allegedly  
assaulting his foreman.

AL

# Wage dispute resolved

By Khangale Makhado

Settlement in wage talks comes in the wake of dismissals of 650 workers

*(152) Sowetan 5/10/95*

**A** BREAKTHROUGH was made last night in negotiations between striking municipal workers and employers following an agreement which resolved the wage dispute between the parties.

The announcement was made at an impromptu Press conference at the SABC headquarters in Johannesburg attended by Labour Minister Tito Mboweni, mediator Mr Charles Nupen, the representatives of the SA Municipal Workers' Union and of employers.

Last night's agreement will affect 140 local authorities throughout the country whose employees went on strike two weeks ago following a deadlock in wage negotiations. Addressing the media Nupen said

the most significant increases agreed upon would affect mainly those workers in lower levels who would get a wage increase of about 20 percent.

He said it was agreed that those in the middle level would get an increase of between 11 and 13 percent, while those at higher levels would receive 7,5 percent increase.

Yesterday's agreement comes in the wake of dismissals of about 650 striking workers employed by the Pieterburg Municipality. The workers had failed to heed a warning to return to work by yesterday morning.

However, Nupen said it was agreed during mediation that in the spirit of

reconciliation all cases of dismissed workers would be looked at with sympathy.

Minister Mboweni said yesterday's breakthrough was the result of intense negotiations and he was thrilled that the parties had come to an agreement.

"Lots of rubbish in the streets will now be collected and the public must now realise that without those rubbish collectors our cities would be in a bad shape and that is why those people have to be respected," he said.

Mboweni said he hoped dismissed municipal workers would be reinstated. Samwu president Mr Petrus Mashishi said his only regret was that

had the employers acted from the beginning of the strike, the union would not have lost some of its members. He said most workers would be back at work from tomorrow and Monday.

Chairman of the Employers Organisation of Local Authorities (EOLA) Mr Koos Opperman said a special committee had been established to look at cases of dismissed workers.

Meanwhile, Public Service and Administration Minister Zola Skweyiya yesterday congratulated the Public Service Bargaining Chamber for reaching agreement on the projected implementation of the new grading system.

"Not only will the grading system improve their salaries but will also ensure that inequities are removed to provide better career paths and improved mobility of our public servants," Skweyiya said.

# IFP moves to grab committee majority

BD 5/10/95 (152)

Farouk Chothia

MARITZBURG — The IFP signalled yesterday that it intended to bolster its representation on the KwaZulu-Natal legislature's constitutional affairs standing committee and strip two minority parties of voting powers on the committee.

This was followed by opposition parties launching a vicious attack on premier Frank Mdlalose, describing him as a puppet, and repeating threats to introduce a motion of no-confidence against him.

IFP chief whip Mike Tarr tabled a motion calling for the IFP's representation on the 20-member committee to increase from nine to 10 and for the ANC's from five to six. The NP representation should remain at two.

Tarr said that while one MP each from the DP, PAC, Minority Front and African Christian Democratic Party should be allowed to continue serving on the committee, none of them should any longer have voting powers. Two votes should be allocated to the four parties and they would have to decide

who exercised these votes.

If the motion is passed by the legislature, it would pave the way for an IFP majority on the committee.

The committee was instructed earlier this week by the legislature to draft a constitution based on the IFP's 12 constitutional principles.

Minority Front leader Amichand Rajbansi said "some people in the IFP have taken leave of their senses" and that it was illogical to expect four parties to share two votes on constitutional issues.

Rajbansi said the 50% committee majority the IFP sought would be meaningless, as a two-thirds majority was needed for the final constitution voted on in the legislature. The IFP would then find it needed the four minority parties.

Leading a blistering attack on Mdlalose, NP MP Con Botha said the premier was being treated as a puppet by IFP hardliners. He had to break out of this "vice grip" to take his place as premier of all the people of the province.

ANC provincial chairman Jacob Zuma warned of a no-confidence motion.

# Nurses back, but face sacking

BD 5/10/95 (152)

Kathryn Strachan

STRIKING nurses were returning to work yesterday in most provinces, but according to health authorities, nurses who had defied ultimatums to return to work earlier still faced dismissal.

Eastern Cape head of health Dr Mvuyo Tom said yesterday that the nurses on strike in the former Transkei were trickling back. However, even if they returned yesterday they had still missed the deadline to return to their posts. Once the 10 000 striking nurses had been given a chance to give reasons as to why they were not at work, the dismissals process would begin.

National health system chief director Ray Mabope went to Umtata yesterday to try to resolve the strike.

The health department said strik-

ing nurses were returning to work yesterday in six provinces affected by stoppages over pay and other grievances. Aside from the former Transkei, only some nurses at three hospitals in Mpumalanga and at two hospitals in the Free State were still on strike.

Health director-general Olive Shisana told Sapa that striking nurses in the former Transkei, Free State and Mpumalanga had automatically dismissed themselves by ignoring the 24-hour ultimatum to return to work.

Meanwhile, Nicola Jenvey reports that nursing representatives yesterday demanded that government confirm its proposed salary regrading scheme for the 1996/97 financial year before October 27, and appealed for a temporary appeasement to the strikers until...

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# Municipal workers, employers reach settlement in wage talks

Ingrid Salgado

**STRIKING** municipal workers in Mpumalanga, Northern Province, Northwest and parts of Gauteng were due to return to work today after union representatives and employers reached a settlement during wage negotiations last night.

This follows Labour Minister Tito Mboveni's intervention to appoint mediator Charles Nupen to break the deadlock. Details of the settlement would be available only this morning.

Meanwhile, more than 650 municipal workers in the Pietersburg/Polokwane local council have been dismissed after failing to return to work yesterday. Municipal Employers' Organisation acting director Peet Roodt said there was no agreement to reinstate the workers.

However, an SA Municipal Workers' Union (Samwu) spokesman said the parties had agreed that the dismissed workers would be reinstated. Both parties were understood to have moved from their original posi-

tions "to some extent". Employers had originally offered an increase of R150 across the board while the union was demanding R280 or 7,8%.

Roodt said the mediation process had brought the parties closer. Several key areas would have to be addressed to prevent similar strike action from occurring in next year's wage negotiations. "We will have to revisit systems currently in operation, especially with regard to wage and salary structures, which are outdated," he said. Thousands of Johannesburg work-

ers returned to work yesterday after nearly 10 days of strike action.

Samwu spokesman Weizmann Hamilton said the transitional metropolitan council would decide whether to dismiss striking workers within a week. The union has vowed to resume the strike if this happens.

Johannesburg workers were striking in protest against annexure of Local Government Proclamation 42, which provides for separate wage negotiations and tax bases within greater Johannesburg.

Local government authorities have agreed to scrap the annexure.

Transitional metropolitan council chairman Gdlin Mahjula welcomed the return to work which was "crucial to restore normality to the city". It had been agreed that the strikers would put in extra hours to clear the backlog, he said.

Cosatu yesterday condemned dismissal threats by some local authorities. Police intervention during the strike and the arrest of union members had exacerbated the situation, it said.

# ANC blames 'hidden hand' for labour unrest

Nomavenda Mathiane

THE Gauteng ANC has blamed "a hidden hand" for the recent labour unrest that has held the province to ransom, and has called for an urgent summit with Cosatu and its other allies to find a solution to the crisis.

ANC provincial secretary Paul Mashatile said yesterday that although his party believed the grievances of the striking workers and nurses were legitimate and needed to be addressed, there seemed to be a hidden hand that was exploiting these grievances to undermine and weaken the ANC-led government.

The ANC executive, which met earlier, called on the provincial government to act swiftly and firmly against disruptive activities in the province, but stopped short of condoning the rumoured retrenchment of large numbers of nurses.

Mashatile said the Gauteng government must take whatever measures it deemed necessary to bring about stability and a work-friendly atmosphere which would ensure continued investment in Gauteng.

(152) 205/10/95  
He said there were pointers that there were elements within the ANC who might want to "spoil matters now that elections are around the corner". He was confident that in spite of the hidden hand, the ANC would win the coming local government elections.

Deputy provincial secretary Obed Bapela said the ANC had observed that there was a great deal of ignorance on the ground about what the government was doing. This ignorance could easily result in ANC members being hoodwinked by "elements who want to undermine government".

Obed dismissed claims that the summit was being called to put the ANC leadership in touch with ground structures and so bridge the gap that many people said had been widening since last year's elections.

On the question of the chaos and vandalism brought to Johannesburg streets during the municipal workers' strike, Mashatile said the ANC respected the decision of the Transitional Metropolitan Council to make the SA Municipal Workers' Union accountable for the damage caused by their members while on strike.

## Defied deadline: 10 000 nurses will be sacked, says minister

Argus Correspondent

PORT ELIZABETH. — About 10 000 Transkei hospital nurses who went on strike last week have defied an ultimatum to return to work.

Premier of the Eastern Cape Raymond Mhlaba said yesterday they would be fired.

This decision was taken after the provincial Health and Welfare Ministry confirmed that striking nurses had defied an ultimatum to return to work yesterday.

In reaction, Mr Mhlaba — who visited hospitals in Libode on Tuesday — said the government would carry out its threat and fire the nurses.

He said: "The government's standpoint is that any government employee who absents himself or herself from work without a valid reason can be fired. The same applies to those who engage in unlawful strikes.

"In the case of these nurses on strike, now that they have not heeded our call to return to work, I expect the Health and Welfare Ministry to follow the correct procedure and fire them.

"I now expect those nurses to return to work as new employees," he said.

Mr Mhlaba's tough stance was echoed

by Health and Welfare spokesman Khululekile Bata who said the "process will follow its logical conclusion".

He said the government would not back down on its demand that the nurses return to work "especially in view of the fact that their main grievances are in the process of being addressed".

The nurses' demands included the formal employment of about 700 student nurses, the adjustments of salaries of promoted nurses including merit awards, and recognition of nurses who had improved their qualifications since 1992.

Mr Bata said: "Already we have the assistance of volunteer and retired nurses, and we intend calling on more of them to come forward.

Butterworth Hospital superintendent Dr K Osei confirmed reports that some nurses had returned to the Butterworth Hospital on Tuesday and early yesterday, but described it as a handful.

Meanwhile, Mr Mhlaba took an uncompromising stance against the police and Prisons Civil Rights Union (Popcru) in Transkei for its support of the striking nurses.

(152) ARG 5/10/95

*Municipal workers return, but ...*

# Cleanup in Jo'burg is delayed

(152)  
Stow 5/10/95

## ■ STAFF REPORTERS

Municipal workers in Gauteng and three other provinces returned to work this morning following a late-night breakthrough in negotiations, but Johannesburg residents should not expect an immediate cleanup of city streets and their suburbs. SA Municipal Workers Union (Samwu) and employer organisations last night struck a deal that officially ended the three-week strike that gripped the country.

At a press conference attended by Labour Minister Tito Mboweni, Samwu president Petrus Mashishi, mediator Charles Nupen, and employer and local authorities representatives, parties agreed on wage increases and that workers would resume their duties this week.

Mboweni warned citizens to treat municipal workers with respect and said "Through mediation, the bulk of problems were solved."

Mashishi said workers who have been dismissed would be reinstated. "We are satisfied with the settlement, but are not happy with the process that led to the strike."

"Some of our members have died, some were injured and others jailed. The Government should have put their cards on the table, we would not have what we've experienced for the past three weeks," he added.

However, Aanand Van Zyl, the chairperson of Municipal Employers Organisation (MEO), said the reinstatement of other workers would depend on the circum-

## BREAKTHROUGH means lowest-paid workers will get increase from R594 to R847 a month

stances of their dismissals.

Refuse has been piling up in city streets, but Mashishi assured that workers would be back at work, on Monday at the latest.

The parties had shifted from percentages to figures.

He said workers at lower level, who earned R594, would get R847 in terms of the agreement.

But, while plans to spruce up the CBD were running smoothly this morning, residents, particularly in the north-western suburbs, can expect to see rubbish bags on pavements for at least another day.

Cleansing services are still sporadic and irregular, and a plea went out this morning to city dwellers to be patient as after-strike problems experienced at some depots are being ironed out.

The Waterval depot servicing north-western suburbs was still suffering lags in labour. Leon van Tonder, the cleansing department's human resources manager, said workers at the depot were involved in a dispute with colleagues who had turned up for work during the strike. He appealed for patience.

One worker said he was glad the strike was over. "I can work happily now that I know we will get our increase next month."



**PROTEST:** About 200 nurses gathered outside the provincial administration building yesterday to express their grievances over poor salaries and working conditions

PICTURE: CLIVE SMITH

## Nurses strike: Ops cancelled

STAFF REPORTER

CT 4/10/95

NON-emergency operations were suspended for the second day at major Peninsula hospitals yesterday as protests by nursing staff continued

Out-patient services also remained closed yesterday at Tygerberg and Groote Schuur hospitals

About 200 nurses marched to the provincial administration buildings in Wale Street yesterday to hand over a memorandum to Western Cape Minister of Health Mr Ebrahim Rasool

The nurses demanded immediate talks with the government

Mr Rasool said the nurses' grievance would be discussed in a meeting with Minister of Health Dr Nkosazana Zuma tomorrow

"We are sympathetic to the working conditions and salary problems of nurses and will be addressing the problem within the next few days," he said. But he cautioned nurses that patients should be their "first priority"

# Joburg municipal workers to end strike

(152) ~~CT 4/10/95~~ CT 4/10/95  
SPECIAL CORRESPONDENT

JOHANNESBURG: The strike by about 20,000 Greater Johannesburg municipal workers has been suspended — but the three-week strike in other towns and cities is to continue as talks to end the wage dispute drag on.

Sanjay Hamilton, Greater Johannesburg spokesman, said Mr Weizmann yesterday the union's members would return to work today.

He said local government authorities had agreed to the union demand that Annexure J of the local government proclamation be scrapped.

Talks to end the strike by more than 20,000 other workers in Mpumalanga, all Gauteng towns outside Greater Johannesburg, Northern Province and North West continued late yesterday under the mediation of Mr Charles Nupien, who was called in by Labour Minister Mr Tito Mboweni in an attempt to break the deadlock.

The union is demanding a wage increase of 7,8% for P230 a month for workers on the lowest scales. Municipalities have offered a 7,5% increase.



**NURSES ON THE MARCH:** Angry nurses march through Cape Town in support of their demands for higher salaries. Pictures: BRENTON GEACH.

## Marchers won't face action, nurses told

JENNY VIALL  
Health Reporter

NO disciplinary action will be taken against marching nurses, said Western Cape Health Minister Ebrahim Rasool. *ARG 4/10/95*

He was speaking to about 700 nurses of the Western Cape Nurses' Forum who marched to the city centre during their lunch hour yesterday to present the provincial government with a list of demands. The chanting nurses brandished placards demanding better salaries and working conditions.

Spokesman Raymond Jafta said nurses had been sent intimidating faxes from the Department of Health threatening them with disciplinary action if the march over-ran the hour lunch break.

"The government is playing us off against the community," said Mr Jafta. "But we are the community. We also want to be part of the redistribution of wealth. We are professionals but we are not paid as professionals."

Nurses had returned to work within the prescribed 24 hours at the weekend and were now working to rule.

Nurses had said they would not do any non-nursing duties.

The Nurses' Forum, a national body, wanted direct representation at the Central Bargaining Chamber and immediate negotiations with the government on salaries.

Mr Jafta said patients had not been neglected during the nurses' action.

Mr Rasool said he understood and sympathised with the nurses' plight, and would meet Health Minister Nkosazana Zuma tomorrow. He thanked the nurses for not disrupting services.

Head of health services for the Western Cape Tom Sutcliffe said hospitals were coping well. Patients had been asked to stay away from hospitals unless they needed essential care.

Meanwhile the South African National Civics Association (Sanco) in Guguletu has said it would like to discuss nurses' grievances with them. Guguletu Day Hospital nurses alleged that Sanco had tried to prevent them from striking on Friday.

Spokesman Wilson Sidina said Sanco wanted to encourage nurses to negotiate rather than strike.

## Dismissal of police upheld

(152)  
Star 4/10/95

An SAPS decision to dismiss 304 assistant constables for illegally striking was last night upheld by a Pretoria Supreme Court.

The court dismissed with costs the urgent application for the reinstatement of the 304 assistant constables brought by the Police and Civil Rights Union (Poperu) last night.

But the police union has vowed to fight on.

Poperu spokesman Captain Roy Govender said a submission asking for the reinstatement of the constables - who embarked on the illegal strike in support of 23 colleagues who failed a constables' course - would be prepared today and handed to Safety and Security Minister Sydney Mufamadi as soon as possible.

The 23 men who failed the promotion course - with scores ranging from 0% to less than 40% - were ordered to return to their stations but refused to go, demanding a second chance.

"We accept the court's ruling in favour of SAPS management, but we are not going to let the matter finish here," Captain Govender said.



## Strikes, crime stunting growth, says Meyer

(34) (152) Star 4/10/95  
 ■ BY ANNA COX

Recent events in the country were stunting economic growth and discouraging international investment, Constitutional Affairs Minister Roelf Meyer said this week.

Speaking at an election meeting in Parkhurst on Monday night, Meyer said the Government, labour and business had to get together to find ways of preventing strikes if the economic growth rate was to increase from its current 3% to at least 6% to provide sufficient jobs for the population.

"Economic investment means jobs. The basis of the current crime and violence is an unstable community because there are not enough jobs. An effort must be made as soon as possible to get the various sectors to co-operate in resolving the strikes," he said.

Meyer said that despite a common misconception, South

Africa was not a rich country, and that only one of its nine provinces - Gauteng - was able independently to take care of its people.

The fact that 75% of voters in the country had registered was encouraging. This statistic was high, he said, even in terms of international figures.

The November 1 elections would be the first "real" elections the country would experience because a proper voters roll was being used. Last year's election was merely "opinion polls", he said.

The NP supported federalism, which meant the devolution of powers from central government to provincial and local government, which in effect meant a government closer to the people.

He said the devolution could differ from province to province because some were better equipped than others to take up the powers.

# Jo'burg municipal staff back to work

Star 4/10/95 (250) (152)

■ BY JUSTICE MALALA  
LABOUR REPORTER

The strike by about 20 000 Greater Johannesburg municipal workers has been suspended but the three-week strike in other towns and cities will continue after talks to end the wage strike failed last night.

SA Municipal Workers' Union spokesman Weizmann Hamilton said the union's Johannesburg members would be back at work today.

Refuse has been piling up in city streets for nine days, but a municipal spokesman said yesterday everything would be done to bring the situation back to normal in the shortest time possible.

Hamilton said the union's demand that an annexure of the local government proclamation be scrapped had been agreed to by local government authorities.

But talks to end the strike by more than 20 000 other workers

in Mpumalanga, all Gauteng towns outside Greater Johannesburg, Northern Province and North West, under mediator Charles Nupen who was brought in to break the deadlock, failed to produce a solution last night.

"Both parties are committed to continuing their talks, but there is still a fairly long road to travel," Nupen told Sapa.

In a joint statement, Nupen and Independent Mediation Services of South Africa director Thandi Orleyn said: "There has been some movement."

This was significant because negotiations between the parties had been in a state of deadlock until yesterday, Nupen said.

"Various proposals have been made on the money issue," he said, adding that mediation would continue today at 10am.

If any worker was punished for last week's strike action, the union would strike again, Hamilton said.

# Fresh bid to end municipal strike

*(152) Sowetan 3/10/95*

## Sowetan Correspondent and Saps

ABOUR MINISTER Mr Tlo Mbowen appointed a mediator to help end the municipal strike. Municipal workers are striking for more pay in Gauteng, Mpumalanga, North West and Northern Province.

Meanwhile, 15 municipal strikers were injured and 10 arrested in a clash with police in Pretoria yesterday. Police opened fire with rubber bullets on demonstrating strikers after they refused to disperse from outside the municipal head office, spokesman Captain Dave Harrington said.

The strikers ran through streets surrounding the building overturning rubbish bins and damaging cars. Harrington said the central Pretoria metropolitan substructure was applying an Industrial Court interdict prohibiting strikers from gathering within 100m of the building.

Mbowen on Friday said mediator Mr Charles Nupen, a former Independent Electoral Commission member, would conduct statutory mediation to end the strike. He said he was confident mediation would succeed and be followed by an agreement this week. Mediation due to start today.

The South African Municipal Workers' Union said it would enter mediation with every intention of finding a settlement. Secretary-general Mr Roger Rommie said the union was prepared to shift its position if employers also made concessions.

He said 52 000 workers were on strike in Gauteng, Mpumalanga, North West and Northern Province yesterday.

In KwaZulu-Natal, Samwu had decided to hold back industrial action until today to allow the dispute to be amicably resolved, regional secretary Nad Marugan said.

However, municipal workers in the province would embark on a sympathy strike if no solution was found, he said.

In Gauteng, Alberton Town Council yesterday threatened to fire strikers who were not back at work by 7am today.

In Johannesburg, more than 5 000 strikers gathered at the Liberty Gardens under the watchful eye of the police. They dispersed after three hours with a vow to continue their strike until their demands were met.

Samwu organiser Mr Veli Ngatane said his office had been flooded with calls from residents urging strikers to return to work and collect their refuse. The union has demanded an across-the-board increase of R280 or 7.8 percent, whichever is greater. Samwu expressed concern about the number of court orders being sought against the union and its members.

The latest cases were brought in Pietersburg and Tzaneen in Northern Province, he said. Rommie said the union was also concerned about reports that the Alberton transitional local council intended dismissing strikers not reporting for duty today.

## Could hinder progress

Although he wanted that the intended dismissals could hinder progress in resolving the dispute, he said the union was heartened to hear that the employer organisations had agreed to accept the wage dispute in Gauteng, Mpumalanga, North West and Northern Province through statutory mediation.

Mediation is expected to begin today. Thirteen municipal workers have appeared in the Pietersburg Magistrate's Court following last Thursday's riot in which one man died and a policeman was seriously injured.

Six of the accused faced charges of intimidation and public violence, while the remainder were charged with assaulting police officers.

They were released on bail of R300 each and the case was postponed to October 26.

The accused were among a group of about 300 men who allegedly attacked three municipal gardeners working on the city fish pond, leading to a clash with riot police.

A police constable was struck on the head with an iron bar, while a municipal firefighter, named as Josias Mogaalla (56), was fatally wounded when police opened fire on the mob with birdshot.



Police chase strikers who had apparently refused to disperse from outside the Pretoria municipal headquarters yesterday.

## Firing of municipal workers averted

Renee Grawitzky

BD 3/10/95 (152)  
STRIKING municipal workers have been granted a stay of execution after employers — who had threatened mass dismissals — agreed to the statutory mediation proposed by Labour Minister Tito Mboweni.

Mboweni appointed independent mediator Charles Nupen from today after an approach by the SA Municipal Workers' Union. Attempts at voluntary mediation failed last week.

Despite this, further outbreaks of violence occurred when strikers clashed with police in Pretoria yesterday. The union said 26 workers had been injured and 18 arrested. It alleged police used teargas, shamboks and fired rubber bullets on workers demonstrating outside the municipal head office. Sapa reports police opened fire after workers refused to disperse and strikers ran through the streets overturning rubbish bins and damaging cars. The Pretoria metropolitan substructure had applied for an interdict preventing workers demonstrating near the building.

# Police fire on strikers: 15 injured

~~1972~~ (1972)  
PRETORIA Fifteen municipal  
strikers were injured yesterday  
when police fired rubber bul-  
lets after they refused to dis-  
perse. CT 3/10/45

Police gave the 1 000-odd  
strikers an ultimatum to dis-  
perse or face removal from the  
city municipal head office.

The strikers ran through  
the streets overturned rubbish  
bins and damaged cars.

Ten strikers were arrested, a  
municipal spokesman said.

The strike entered its sec-  
ond week in greater Johannes-  
burg. Also affected were  
Mpumalanga, Southern  
Province and North West.

Workers are demanding a  
R280 a month pay rise but  
employers have offered R170.

Meanwhile top mediator  
Mr Charles Nupen was  
appointed by Labour Minister  
Mr Tito Mboya yesterday to  
broker a settlement to the  
strike by over 10 000 munici-  
pal workers. — Sapa Penter

# Cape hospitals in crisis

(152) ~~9/10/95~~ et 3/10/95

**THE** Dean of the UCT medical faculty has accused nurses of endangering the lives of patients.

**S**EVERAL hospitals in the Western Cape experienced a total breakdown of essential services yesterday, with some places in crisis and patients who had travelled long distances having to be turned away, the Dean of the Faculty of Medicine at the University of Cape Town said

Professor J P van Niekerk said there were particular difficulties at the obstetrics department and tasks normally performed by nurses had to be done by doctors

Patients who had travelled from upcountry for an operation to remove cataract growths had to be sent home and told to return in a year's time, he said

The faculty supported an improvement in the salaries, working conditions and status of nurses, he said "However we wish to express our strongest censure when members of a health care profession endanger the health and lives of patients through their actions."

Meanwhile disgruntled Gauteng nurses said they would return to their jobs at state hospitals, but would work to rule.



**PROTEST:** Nurses from Groote Schuur and the Woodstock Maternity Hospital staged a placard demonstration in Main Road yesterday. **PICTURE: CLIVE SMITH**

Mr Stephen Matlaila of the National Nurses Forum, who handed a memorandum to a representative from President Nelson Mandela's office, said nurses would be unable to provide adequate patient care if their demands were not addressed

"The government is treating nurses like factory workers. They are creating nurses who are resentful and discouraged. They

say there is no money but there is enough money for warships and new police uniforms," he said

Hundreds of nurses marched to the Union Buildings to protest against Health Minister Dr Nkosazana Zuma's statement last week that there was no money to meet nurses' demands for an immediate pay increase of 33% — Sapa, Staff Reporter

*Fairly smooth running*

# Nurses in Gauteng go back to work

Star 3/10/95

(152)

## ■ STAFF REPORTERS

Feverish efforts were being made today to end industrial action by nurses, which has crippled health care in the Eastern Cape and is threatening to spread to other parts of the country.

Gauteng hospitals were running fairly smoothly today. Nurses in the province are not on strike, but have threatened to "work to rule" indefinitely to back up their demand for a 33% wage increase.

In an attempt to "resolve the present crisis affecting nurses", the Government yesterday promised to give nurses' representatives observer status in the Public Service bargaining chamber.

In a statement issued last night, Public Service and Administration Minister Zola Skweyiya said he would do "everything in his power" to persuade unions in the chamber to give nurses' representatives the opportunity to present their grievances to the chamber during its sitting in Durban today.

Skweyiya's promise came as

doctors, health administrators and other concerned parties started meeting at the Umtata General Hospital today in an effort to end a strike by about 10 000 nurses in the Eastern Cape.

Health officials said they had to rely on the help of the Red Cross, the Defence Force and volunteers as patients streamed into hospitals facing critical staff shortages.

An investigation was under way into whether the death of nine patients in the province since Friday were the result of strike action.

Nurses in other parts of the country also appeared intent on continuing protest action today despite warnings.

Half the nursing staff at Bortumelo Hospital in Kroonstad embarked on a legal strike yesterday.

Spokesman Elke Grobler said the provincial government had issued the strikers an ultimatum ordering them to return to work or face dismissal. — Reuter

► See Page 7

# Top mediator to tackle deadlock

Star 3/10/95

(152) (250)

■ BY STAFF REPORTERS

A top industrial relations mediator has been called in to try to end the national wage deadlock between 40 000 municipal workers and employers as several local authorities began moves to dismiss the strikers

Mediator Charles Nupen, was brought in as more violence hit Pretoria yesterday

Nupen has mediated in some of the most famous disputes in the country in his capacity as head of the Independent Mediation Services of SA. He will begin meetings with representatives of the two parties in Centurion this morning.

He was brought in by Labour Minister Tito Mboweni yesterday after mediation between the



Mediator ... Charles Nupen.

two parties failed on Friday

The strike has affected cities and towns in Gauteng, Mpumalanga, North West and Northern Province

The meeting takes place as authorities brought more court orders to prevent the SA Municipal Workers' Union (Samwu) and its members from trashing towns and damaging property. In most towns, services continued to suffer as the strike entered its third week, and its second in Johannesburg

In at least one town, Alberton, workers were told to return to work by 7am today or face dismissal. Samwu secretary-general Roger Ronnie said the latest court orders were brought in Pietersburg and Tzaneen

The union is demanding a wage increase of 7,8% or R280 a month for workers on the lowest scales. Municipalities have offered a 7,5% increase

In Pretoria, where thou-

sands of Samwu members re-joined the strike in sympathy with their colleagues in other towns yesterday, at least 14 strikers were injured and 15 arrested when police fired rubber bullets at them

The incident occurred after the strikers refused to heed an order to disperse from outside the city's municipal head office, police said. After they were dispersed, the strikers ran through the city's streets, overturning refuse bins and damaging cars

Acting Johannesburg town clerk Mel Watson said yesterday a limited refuse removal service was operating in the city and it was expected to continue today. But he advised residents not to put their refuse bags on the pavement for collection until further notice



# Municipal workers face dismissal as mediation ends in deadlock

By Peter Grawitzky

SAAS dismissals of municipal workers in towns and cities could begin today after mediation between the SA Municipal Workers' Union and employer organisations deadlocked on Friday, Municipal Employers' Organisation spokesman Piet Roodt said yesterday.

He could not specify where this should take place as it was up to individual local authorities to decide what action to take.

After the deadlock in mediation to

resolve the wage dispute and strike in various provinces, the union lasted out at employer intransigence.

Union spokesman W. W. W. Hamilton said the union had requested a meeting with Labour Minister Tito Mbovane to discuss the strike.

He said the two employer organisations had entered into mediation without an approved mandate and labelled their action a publicity stunt.

The employers said they had tabled a number of proposals which were rejected out of hand. The proposals did

not relate to increases in wages but restated previous offers with an undertaking to re-enter discussions on wages after the strike had ended.

The union said that employers argued affordability for their inability to grant the increases, but at no stage did they make any financial disclosures.

An Employers Organisation for Local Authorities spokesman said discussions had taken place with provincial governments to appeal for funding and we were advised that central government cannot grant us additional funds.

for higher wage increases." Hamilton accused employers of attempting to disrupt the local government elections "and this puts us in a position where we have to take the blame for it".

Roodt denied this, saying the union was making allegations to ensure "they are not seen as the bad guys".

Roodt said the intention of a number of local authorities to start dismissing from today would result in some level of resistance and "we could anticipate violence".

At a rally in Johannesburg on Friday, the union attacked the "one-sided" criticism of strikers' littering of Johannesburg streets during a protest march, and said public attention was not being focused on the real issues.

Meanwhile, Deborah Fine reports the Eastern Vaal Metropolitan Council on Friday secured a Rand Supreme Court order interdicting striking municipal workers from dumping hospital waste and rubbish outside the Vereeniging Civic Centre, as well as dumping rubbish around the town.

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Health Minister Nkosazana Zuma at a news conference on Friday she gave details of the Cabinet's new deal to improve the position of nurses. Picture ROBERT BOTHA

## Nurses to march on Union Buildings

Kathryn Strachan (192)  
BD 2/10/95

NURSES in Gauteng are to march on the Union Buildings today in protest against their low pay, but they have vowed their action will not lead to further service disruptions.

Nursing Forum representative Belinda Kgogo said yesterday that only nurses who were off duty would join the march. All Gauteng hospitals returned to normal over the weekend, following a nurses' strike on Friday.

The march precedes tomorrow's opening of the annual negotiations over public sector salaries. However, nurses, who have been attempting to set up a new union which specifically represents their profession, have not been able to get their union established in time to participate in the Central Bargaining Chamber.

Nurses will therefore be represent-

ed by unions such as the National Education, Health and Allied Workers' Union and the Hospital Personnel Association of SA, which nurses believe failed to represent their interests at last year's talks.

As these unions represented all categories of health workers, nurses and labour analysts said they prioritised the lowest-paid workers category — the general assistants — and placed nurses' demands lower on their list.

Kgogo said the Nursing Forum had not fulfilled all the legal steps to establish a union in time for the bargaining chamber, but they would continue with this process. Their future action would also depend on the outcome of negotiations this year, she said.

The negotiations should, however, be more fruitful for nurses if the Cabinet's promise holds true. For the first time it has pledged to back nurses.

## LIST OF GRIEVANCES FOR MANDELA, ZUMA

# Nurses plan to march

ET 2/10/95 (152)

**JOHANNESBURG:** In the wake of their wildcat strike last week, nurses are planning other strategies to press home their demands for better pay and working conditions.

**O**FF-DUTY nurses plan to march on the Union Buildings in Pretoria today to present a list of their grievances to President Nelson Mandela and Health Minister Dr Nkosazana Zuma, reliable sources said yesterday.

And locally, a Western Cape Nurses' Forum spokeswoman said yesterday further strike action would depend on the response of the government.

She said nurses would picket outside local hospitals during their lunch-hour between 12 and 2pm, but medical services would not be disrupted.

These latest moves follow the nationwide day-long wildcat strike late last week by nurses to demand

better wages and working conditions

Gauteng provincial government spokesman Mr Popo Maja has warned, however, that nurses who stay away from work to join today's march in Pretoria will be considered to be striking illegally

Meanwhile, a Grootte Schuur Hospital spokesman said at the weekend "the Grootte Schuur Hospital region was severely affected by the nurses' (wildcat) strike

"Out-patient services were stopped as far as possible, non-emergency surgery was discontinued and obstetric, trauma and emergency services were put under serious threat," he said

Yesterday, Grootte Schuur spokesman Dr Deneys Reitz said

services had been "fine" at the weekend as the intended "go-slow" had not really been put into effect. Also, the trauma unit had not been affected as medical students had helped out.

"The strike was aimed more at community health centres and the mobile midwives' obstetric units than at the main hospitals"

### Bargaining

He estimated the nursing staff at the hospital had been depleted by only 100 to 150 nurses

The nurses' grievances are due to be addressed by a central bargaining chamber tomorrow

News of the planned march surfaced yesterday after a quiet weekend when staff returned to Gauteng hospitals, some of which have been hit by three strikes in quick succession

The only significant disruption was at Leratong Hospital where nurses went on strike for two or three hours on Saturday and yesterday morning, Mr Maja said

The nurses' strike was condemned at the weekend by the Professional Health Organisation of SA (Phosa) which labelled the action "destructive, futile and compromising of patient care"

Phosa also called on the government to stop "hiding behind its empty coffers and shirking its duty of addressing the causes of dissatisfaction among health professional workers"

Community representatives at the launch of the National Progressive Primary Health Care Network's Health Rights campaign called at the weekend for more accountability by health workers — Staff Reporter, Special Correspondent

# Mboweni intervenes in municipal workers' strike

(152) (25) CT 2/10/95

JOHANNESBURG Labour Minister Mr Tito Mboweni yesterday stepped up efforts to end a wage strike by over 40 000 municipal workers by offering to introduce statutory mediation.

Private mediation to encourage consensus between municipal employers and the South African Municipal Workers Union (Samwu) failed last week. Workers are demanding a R280 across-the-board increase, and the employers have offered R130.

Union officials said yesterday the strike, already a week old, would continue until settlement was reached.

Mr Mboweni, who met Samwu leaders at the ANC headquarters for talks yesterday, said he had been briefed on disputes in the Northern Province, the North-West and Mpumalanga as well as in Gauteng where workers were on a solidarity strike.

"We are agreed that with private mediation having failed, I should use my powers to trigger statutory measures to resolve the dispute," Mr Mboweni said.

"We have appointed a working group which will contact employer associations and municipal associations to canvass the agreement on statutory mediation."



TALKS: Mr Tito Mboweni

The Labour Relations Act allows Mr Mboweni to appoint a mediator after consultation with both parties in a dispute.

Mr Mboweni said it was important that settlement was obtained as soon as possible.

"It's important that the employers organisations and municipal associations approach mediation very, very seriously."

"They (Samwu) have not committed themselves to dropping any further action, but I have indicated to them that all of us would like to see normality returned to our streets and our suburbs, and that

services should be resumed as quickly as possible."

Mr Mboweni said he would consider using his powers to enforce compulsory arbitration if statutory mediation failed to end the municipal dispute.

Samwu general-secretary Mr Roger Ronnie said union negotiators were willing to pursue all options towards settlement — but would not call off their strike pending statutory mediation.

"We are willing to pursue any option that can bring about a resolution to the wage dispute and we therefore welcome today's proposal by the minister."

"We are hopeful that the employer component shares our view, and that we can get mediation off the ground as a matter of urgency."

The issues leading to the strike and a return to work would have to be resolved through mediation, Mr Ronnie said. "It would be pre-emptive of the mediation process for us to try to get our members back to work now."

"But we are committed to the process. Our position is not one that is cast in concrete and we believe it is within the ability of the parties to find an amicable solution" — Reuter

# After 15 years, sister takes home R1 500

(152) (95) CT 2/10/95  
**PETER DENNEHY**

SISTER Lena McKenzie, who works in the intensive care unit at Grootte Schuur Hospital, has been a nurse for 15 years — but she has a take-home pay of only R1 500 a month

She is a 35-year-old divorcee with two children and works twelve-hour shifts, roughly half of which are on night-duty

Sister McKenzie felt it was necessary to strike mainly because of the low salary she earns and because of the poor working conditions. But she loves her work and is proud of the hospital

"I don't think there is anybody more dedicated to the hospital than those now standing outside," she said, indicating her colleagues

"This is my profession. I need to stand up for my rights. I do care about my patients. But it is time I must be cared for as well, as a



**WARNING:** Dr Nkosazana Zuma

human being with needs, with children. I have to look after myself and my children. There are a lot of nurses in this hospital who are single parents."

The authorities "must stop playing on nurses' emotions. They have been doing that for years"

Some general workers with very little education or training now earn up to R2 000 a month, partly because they had gone on strike

She was aware that possibly over half the nurses at the hospital's main building were not on strike. At the Grootte Schuur hospital complex, 54% of nurses were on strike on Friday, hospital spokeswoman Mrs Una Bloch said

Sister McKenzie said many nurses must have been dissuaded from striking by warnings that they could lose their jobs if they are not back at work after one day, by the "no-work-no-pay" rule and by warnings that they could face legal action from a patient or a patient's relatives

Health Minister Dr Nkosazana Zuma warned at the weekend go-slows, work-to-rules and protest meetings by nurses on duty would be construed as strike action

Mboweni to use legal muscle

# Tough new bid to end city strike

(152) Star 2/10/95

■ STAFF REPORTER

Labour Minister Tito Mboweni yesterday stepped up efforts to end a pay strike by more than 40 000 municipal workers by offering to introduce statutory mediation.

Private mediation to encourage consensus between municipal employers and the South African Municipal Workers Union on a demand for a R280 across-the-board increase and the employer offer of R130 failed last week.

Union officials said yesterday the strike, already a week-old, would go on until settlement was reached.

Mboweni, who met union leaders at the ANC's headquarters for talks yesterday, said he had been briefed on the union's disputes in the Northern Province, the North-West and Mpumalanga as well as in Gauteng where workers were on a solidarity strike.

"We are agreed that with private mediation having failed, I should now use my statutory powers to trigger statutory measures to resolve the dispute," Mboweni said.

Meanwhile, acting chief executive officer for the Greater Johannesburg Transitional Metropolitan Council Nicky Padayachee announced that disciplinary action would be taken against the strikers.

The SA Municipal Workers' Union would be cited as responsible and held liable for the costs of damages and the clean-up of the central business district.

A council spokesman said "essential services" were operating as usual and only garbage removal services had been affected by the strike. She said decisions on how to start clean-up procedures would be made once the council knew how many employees arrived for work today.

The Labour Relations Act allows Mboweni to appoint a mediator after consultation with both parties in a dispute.

Mboweni said he saw it as

important that settlement be obtained as soon as possible.

"It's very important that the employer organisations and municipal associations approach the proposed mediation very, very seriously,

"They (the union) have not committed themselves to dropping any further action but I have indicated to them that all of us would like to see normality return as quickly as possible."

Mboweni said he would consider using his powers to enforce compulsory arbitration if statutory mediation was implemented yet failed to end the municipal dispute.

"If the statutory mediation doesn't succeed, then I may have to consider Section 46 of the LRA, which makes provision for compulsory arbitration - but I'm convinced that they would be able to find a solution through the mediation process," he said.

## Options

Union general secretary Roger Ronnie said after yesterday's meeting that union negotiators were willing to pursue all options towards settlement - but would not call off their strike pending statutory mediation.

"We are willing to pursue any option that can bring about a resolution to the wage dispute and we therefore welcome today's proposal by the minister," Ronnie said.

"We are hopeful that the employer component shares our view in this matter and that we can get mediation off the ground as a matter of urgency."

The issues leading to the strike and a return to work would have to be resolved through mediation, Ronnie said.

"It would be preemptive of the mediation process for us to try to get our members back to work now.

"But we are committed to the process.

"Our position is not one that is cast in concrete, and we believe it is within the ability of the parties to find an amicable solution," he said.

*Wildcat strikers threatened with loss of pensions*

# Nurses target Union Buildings

(152) Star 2/10/95

■ BY SHIRLEY WOODGATE

Off-duty nurses and their colleagues on leave are expected to march on the Union Buildings today and present a list of their grievances to President Nelson Mandela and Health Minister Nkosazana Zuma.

But nursing staff who stay away from work to join the march have been warned their action will be regarded as an illegal strike.

The warning was made by Gauteng provincial government spokesman Popo Maja at the weekend. It follows increasing pressure on the nurses from several quarters to re-turn to work and settle their grievances by legitimate means which will not affect their patients.

The province later issued a statement which said steps taken against striking nurses could include instant dismissal and even arrest. It warned it would use legal sanctions to their "fullest extent".

Maja said although it was a democratic right to protest, depending on individual circumstances, penalties for participating in a wildcat strike could range from fines to firing in which case the affected staff members risked losing their pensions.

Unconfirmed rumours of the planned march surfaced yester-

**PRESSURE** mounts on nurses to stop wildcat strikes as ANC and DP join the chorus of outrage

day after a quiet weekend when staff returned to the wards at all Gauteng hospitals.

The only significant disruption was at Leratong Hospital in Kagiso where nurses went on strike for two or three hours on Saturday and yesterday morning.

Reuter reports that nurses at Leratong Hospital and Goldfields Hospital in the Free State were back at work yesterday after receiving government warnings to end their strikes or face dismissal. They were issued with written warnings after striking on Friday and Saturday.

The nursing strike which affected 13 major Gauteng hospitals and three of the 34 State hospitals in North West Province, was condemned at the weekend by the Professional Health Organisation of SA (PHOSA) which labelled the action "destructive, futile and compromising of patient care".

PHOSA also called on the Government to stop "hiding behind its empty coffers and shirking its duty of addressing the root causes

of dissatisfaction among health professional workers". These included the lack of professional recognition, reprehensible working conditions, chaotic overtime policy and dead-end careers.

The ANC and the DP swelled the growing pressure on nurses to return to work, with the former stressing that their "legitimate grievances should not be exploited by those whose intentions have absolutely nothing to do with the delivery of affordable and accessible health care to the great majority of our people".

DP health spokesman Jack Bloom also called for "real disciplinary measures, not merely threats and ultimatums", against the strikers, while urging a clear-cut "back-to-basics" plan which he described as a "clear commitment to addressing the needs of existing health care institutions rather than grandiose plans for primary health care".

Community representatives at the launch of the National Progressive Primary Health Care Network's Health Rights campaign called for more accountability by health workers.

Spokesman Judi Fortum said that while the nurses' demands were understandable, the actions of the striking nurses was "very sad".

No comment was available from the NP or the PAC.

# Nurses defiant in face of minister's call to order

By ABBEY MAKOE and CHRISTINA STUCKY

Nurses appear set to extend their strike today in spite of signals that the government's patience is wearing thin.

Health Minister Nkosazana Zuma yesterday slammed the strike as "illegal" and "not justified". She warned of "grave consequences" should the nurses not return to work today.

The nurses would "achieve nothing" by embarking on a strike as the government was unable to come up with an immediate 33% salary increase for the more than 100 000 nurses in the industry, she said.

Nurses at several hospitals in the Eastern Cape, Free State and Gauteng relaunched what

was initially said to be a 24-hour strike yesterday after a cabinet decision this week that there would be no immediate salary increases in the sector.

Zuma said the government had taken the nurses' grievances into consideration before the one-week strike earlier this month.

It had drafted an offer which would be presented to the nurses representatives at the next round in the bargaining chamber, scheduled to start on October 3.

Nurses at Baragwanath Hospital - where the strike started earlier this month - vowed to continue the industrial action "come what may".

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## ◆ Nurses tear up letters

hospitals in the Western Cape and KwaZulu-Natal remained largely unaffected but Gauteng was hardest hit, with 1 700 nurses striking at Baragwanath alone.

A matron with 34 years' experience, three diplomas, a degree and a monthly before-tax salary of R5 000 said: "I am prepared to support this strike, come hell or high water."

The striking nurses were told to return to work or face "grave consequences", including dismissal, loss of pension benefits and, should patients die as a consequence of the strike, up to two years' imprisonment.

"Go-slows, revolving pickets, rotating skeleton crews and work to rule are also considered as strikes according to the law," Zuma said, quoting the letter.

Angry nurses at Baragwanath tore up their letters and held up placards. One read: "From nursing to prison, yet from the bush to Parliament in a gravy train or plane."

It was unclear last night whether Baragwanath nurses would end their strike today, as planned.

While Zuma could not disclose details of the Government's offer until it had been discussed in the bargaining chamber, she gave assurances that the nurses would see an increase in their salaries in April.

Sapa reports ANC secretary-general Cyril Ramaphosa urged nurses to return to work immediately. The party's national executive committee recognised nurses' grievances and the Cabinet had set up a process to deal with these early next year, he said.

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**GRAVE SITUATION:** Soweto families were forced to dig graves for dead relatives themselves this week because the city's gravediggers, members of the SA Municipal Workers Union, were on strike. The *Saturday Star* found several family members equipped with spades and picks digging graves. PHOTOGRAPH TJ LEMON

## Municipal strike set to spread to Pretoria

Municipal employees in the Greater Johannesburg area will be joined on strike by their Pretoria counterparts on Monday, South African Municipal Workers' Union (Samwu) branch chairman Christopher Mabaso said yesterday.

KwaZulu-Natal union members said they would also join the strike if wage negotiations with employer organisations failed, reports Sapa.

Johannesburg's city centre was reduced to a rubbish dump during the week when strikers went on the rampage, while in Pietersburg a striker was killed in clashes with police. Potgietersrus, Tzaneen, Messina and Louis Trichardt were also affected by municipal strikes.

Samwu secretary Roger Ronnie said in Cape Town the strike would continue despite mediation.

Meanwhile, Susan Miller reports that the Eastern Vaal Metropolitan Council was granted an urgent interdict yesterday restraining striking Samwu members from dumping refuse outside the Vereeniging Civic Centre.

The interdict also ordered strikers to return to depots municipal trucks they had been using to transport the rubbish.

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Picture ANDREW INGRAM, Staff Photographer

□ **NURSE FURY:** Angry nurses demonstrate outside Cape Town's Red Cross Hospital for a better pay deal. Hospitals throughout the country were affected by the stayaway.

## Strike forces mourners to dig graves for relatives

Own Correspondent

**JOHANNESBURG** — Soweto families have been forced to dig graves for dead relatives because of the gravediggers' strike.

The SA Municipal Workers' Union is engaged in a wage dispute with various municipalities across Gauteng.

Thabiso Kettlele, standing inside a two-metre deep grave he had dug with relatives, said "It's a grave situation."

The funeral of his mother-in-law was postponed because of the strike "It was very disturbing, especially because we didn't know when the strike was going to end," he said

"So we decided to dig the grave our-

selves. It hasn't been easy — but I'm glad that we have it ready for the funeral."

The chairman of the Soweto Funeral Undertakers' Association, Kay-Vee Sihlahi, said it had been difficult to conduct burials without the gravediggers.

"However, we are optimistic that after negotiating with a private company to dig the graves things will return to normal — hopefully by this weekend"

# Nurses strike threat

(152)  
Sowetan  
29/9/95

By Glenn McKenzie

**S**outh Africa is today bracing itself for another round of nationwide nursing strikes which are set to cripple hospitals and clinics around the country.

Various nursing groups, who had given the Government a 10-day ultimatum on September 18 to respond to their demand for 33 percent wage increases, said they would strike today because the authorities had not offered them better salaries.

Provincial governments in Gauteng, the Western Cape, KwaZulu-Natal and Free State yesterday said they were prepared for the worst. But it was not known exactly how extensive the strike could become.

In Gauteng province, numerous hospitals and clinics were preparing to discharge non-critical patients. Likely strike flashpoints included Baragwanath, Leratong, Johannesburg, Tembisa, JG Strydom, Coronation and Pholosong Hospitals, sources said. Soweto community clinics are also expected to strike.

In the Western Cape, community clinics and hospitals were expected to be hardest-hit, according to Health Director General Dr Tom Sutcliffe. Military Two Hospital was prepared to take 100 patients from other hospitals if necessary, he said.

"We are hoping for the best but preparing for a worst-case scenario," he said.

In the Free State, Goldfields Hospital was reported to have been affected by a strike which began yesterday.

In Mpumalanga, government sources said

they expected Philadelphia Hospital in Dennilton to be affected by the strike.

Health services in some parts of Gauteng were crippled earlier this month during a wildcat nurses strike.

Dr Olive Shisana, South Africa's director-general of health, warned yesterday that nurses could face criminal charges if patients died as a result of the strike.

Shisana said the Government would act "swiftly and decisively" against participants in any illegal work stoppages. Nurses would be given 24 hours to return to work and thereafter an ultimatum would be issued. If they were fired, they would lose their pensions, leave and years of service, she added.

Shisana criticised the media for "failing to report" that the Government had made nurses a good offer that could give them better salaries in 1996.

Salary grades of nurses would be restructured to allow better mobility and earnings, she added.

"It is true that nurses have been left behind other professions. Nurses must take some of the blame for that. They must elect effective representatives to take part in the Central Bargaining Chamber," she said.

Meanwhile, Mr Jacob Letlake, a Health Forum spokesman from Soweto's Community Clinics said nurses would not settle for "promises and lies" from the Government.

Letlake further accused the authorities of manipulating public opinion against the nurses.

"We are not organised by any party. There is no one behind us, only nurses. We have waited too long for a fair wage," he said.

based on a R1 500 a month minimum. Municipal services, such as garbage collection, electricity and sewage maintenance, are likely to be hit as a result. On Tuesday, garbage bins and litter were gratuitously strewn across the streets in downtown Johannesburg.

In Natal, settlement was reached two weeks ago in talks with the provincial division of the municipal industrial council. Wages, of course, vary between the different transitional local councils. However, the average minimum wage in Natal will now be R1 200 a month, up from between R600 and R800, according to Ronnie, who says increases varied between 40% and 70% "but off a very low base."

Free State has an interim agreement in place while talks continue on further adjustments to the minimum wage there. Negotiations in Western Cape are in progress, and Ronnie is hopeful of an amicable settlement based on substantial progress achieved in the Eastern Cape after pressure on the authorities.

Ronnie says a basis for a settlement on minimum pay has been reached. In smaller local authorities (those graded 1 to 4 in a league table, with a top level of 15) the minimum has been raised from R520 a month to R837, backdated to July. A worker who was earning R869 will now get R1 204.

On wages above the minimum, the union is pressing for a R280 a month cash increase or 7,8% — whichever is greater. Employers have offered percentage increases ranging from 7,8% to 14%.

But, says the Samwu, these amount to cash increases of between R86 and R130. So its focus is on "semiskilled" and "skilled" worker increases.

Interestingly, while municipal workers in Alberton last week reached agreement with the local council, Samwu will not recognise it until the national body is satisfied.

The grading of municipalities, which affects their ability to pay, does not have much meaning, since town councils and municipalities have been amalgamated ahead of nonracial council elections in November, says Ronnie.

The union is therefore pushing to have the council grading system radically revised in order to determine the economic status of each, which in turn affects the level of funding they get from central government.

"Our demand is essentially aimed at ensuring similar wage rates in all local authorities," says Ronnie, adding that the public service in general has a common wage grade rate (with allowances for the bigger cities). The problem, as the nurses were told, is that the national government does not have the cash to award bigger increases.

And with millions unemployed, Samwu is pushing its luck. Government needs to spell this out to them unequivocally. ■

## MUNICIPAL STRIKES Pushing their luck

FM 29/9/95

Strikes in the public sector this year were widely predicted. The only surprise is that they have come so late. Nurses, ignoring their unions, recently struck two months after their wage rise (5%) was settled via the Public Sector Bargaining Council.

Now it's the turn of municipal workers, though in this case the union — the SA Municipal Workers' Union (Samwu) — is firmly in the driving seat.

The strike is part of a national campaign to improve both minimum wages and pay above the minimum, says Samwu general secretary Roger Ronnie.

On the fifth day of the technically illegal strike, 40 000 of Samwu's 110 000 members had joined the action affecting local authorities in Northern Province, North-West, Mpumalanga and Gauteng.

Workers under the Greater Johannesburg Transitional Metropolitan Council joined the strike in sympathy this week. According to Ronnie, 10 000 Johannesburg municipal workers did not report for duty on Tuesday. This is despite the fact that Greater Johannesburg settled its wage talks back in July,

# Strike may affect burial services

*Soweto 29/9/95*

**By Joshua Raboroko**

SCORES of bereaved families in Greater Johannesburg may not bury their dead at the weekend because of a strike by grave diggers, sources said yesterday

The families have to dig the graves themselves or hire scab labourers to do the job as the strike by the grave diggers – who belong to the South African Municipal Workers' Union – is not likely to end before the weekend

Cemeteries that will be hard hit are Avalon and Dobsonville in Soweto, and Westpark and Croesus in other parts of Johannesburg

According to statistics released by the Greater Johannesburg Transitional Metropolitan Council more than 500 people are buried at these cemeteries every week

#### **Bereaved families**

Managing director of Khutsong Undertakers Mr Sam Mofhe said the situation was "grave" as bereaved families were uncertain whether they would bury their dead. However, undertakers and council employees were trying to solve the crisis

"Blacks take death very seriously and want to bury their dead with respect. I'm afraid inexperienced people will dig shallow graves, otherwise we'll be forced to postpone funerals"

Doves Undertakers' marketing manager Mr Fanus Kloppers said the situation was "very grave"

"The council promised to hire casual labourers to do the work, but we are uncertain whether they will do a perfect job"

A spokesman for the Greater Soweto Funeral Undertakers Association said steps were being taken yesterday to dig graves in the townships for weekend burials

# 'Keep garbage away from dogs'

By Abdul Mlazi  
Labour Reporter

THE GREATER JOHANNESBURG Metropolitan Council yesterday appealed to residents to keep their refuse on their premises to prevent it being spilled by dogs.

In a statement the GTMTC said attempts would be made to normalise the refuse collection service. Refuse collection services in residential areas and towns countrywide came to an abrupt halt when municipal workers went on strike last week to demand a wage increase.

The Johannesburg Council will try to normalise refuse collection service. The Johannesburg Council will try to normalise refuse collection service. The Johannesburg Council will try to normalise refuse collection service.

Johannesburg workers joined the strike this week in solidarity. They trashed the city after demanding to be addressed by MEC for local government and housing Mr Dan Mofokeng.

Mofokeng was said to be at a meeting in Pretoria at the time. The strikers then emptied rubbish bins at the entrance of the Gauteng Legislature.

The GTMTC held a meeting with the South African Municipal Workers' Union on Wednesday to attempt to find a solution to the dispute.

Johannesburg's acting town clerk Mr Mel Watson has been instructed to assess the damage caused by rampaging strikers.

In a statement the GTMTC said it would decide what action would be taken against the perpetrators.

Chief executive officer of the metropolitan structure Professor Nicky Padayachee said they were still determining the number of workers who were on strike.

He said services such as refuse collection were affected in most areas of Greater Johannesburg.

Health clinics operated on skeletal staff while bus services were not affected at all, except in Roodepoort.

(152) Souweter 29/9/95

*This time, Gauteng hospitals are ready with contingency plans*

# Nurses in 24-hour strike

(152)

Star 29/9/95

**URGENT TALKS  
ahead of week- and  
month-ends, when  
strains on casualty  
wards rocket**

■ BY STAFF REPORTERS

At least four major city and seven provincial hospitals in Gauteng have been hit by the 24-hour nurses strike and by eight this morning national health officials were struggling to find out how many other hospitals were affected.

At least 500 nurses are on strike at Paragwanath Hospital, and Johannesburg, Hillbrow and J G Strijdom also reported nurses on strike. Other hospitals affected include Sterkfontein in Krugersdorp, Natalspruit, Boksburg-Benoni, and Pholo-song on the East Rand, H F Verwoerd in Pretoria, Ga-Rankuwa, and Kalafong outside Pretoria.

Many nurses said they were waiting for directives from their leaders to an ultimatum from the Department of Health, issued five minutes after the strike began and threatening dismissal if they were not at their posts within 24 hours.

Nursing leaders were meeting at most hospitals early this morning.

In most hospitals, grim officials were locked in emergency meetings. Fears are that the patient load will soar later today and tonight as it is both week- and month-end, a traditionally frantic time for State hospitals.

The strike is expected to be national, but the Crisis Centre set up by the Department of National Health is still trying to establish which other provincial hospitals had been hit.

The department has swept into action against the illegal strike, with an ultimatum and a blunt warning that nurses will face possible civil and criminal charges should any deaths result from their actions.

The ultimatums have been prepared and would be issued to striking nurses five minutes after they embarked on their action, Director-General of Health Dr Olive Shisana said this morning.

Nurses had decided on the strike even before hearing of the Cabinet offer to overhaul the salary packages and career paths of nurses as from April 1 1996, she said.

"The Government has made a good offer and it addresses their fundamental concerns," she said. "All they have to do now is present themselves in the Public Service Commission's Bargaining Chamber on Tuesday morning."

Stephen Matlaila, vice-chairman of the National Consultative Health Workers Forum said yesterday the nurses had decided on a 24-hour strike today, and would be back on duty tomorrow morning.

They would be back at their posts then but would "work to rule", and perform no non-nursing duties.

The consequences of dismissal were very severe, she said. The nurses who were re-employed would lose their accumulated leave, State pension contributions and start again at the lowest rung on the nursing ladder.

Pietersburg striker dies from wounds after clash

# Samwu defiant despite criticism

Mar 29/9/95 (152)

■ BY JUSTICE MALALA

The South African Municipal Workers' Union and its employers are meeting independent mediators today in a fresh bid to end the continuing strike.

However, Samwu said it would continue with its industrial action today in spite of widespread public condemnation and authorities' vows to prosecute those responsible for acts of vandalism.

The union's defiance came as fresh outbreaks of violence were reported in Pietersburg in the Northern Province, and refuse, bus and maintenance services in most towns remained paralysed.

Samwu general secretary Roger Ronnie said yesterday the estimated 50 000 workers in Gauteng, Mpumalanga, the North West and Northern Province would continue with the strike. He slammed those who condemned the union's action.

The union is demanding an increase of R280 a month, or a 7,8% across-the-board increase, for workers on the lowest scales. Local authorities have offered a 7,5% increase.

In Johannesburg, the union is also demanding the removal of an annexure to the local government

**THE ANC wants to gain popularity and votes by not holding Samwu responsible, says councillor**

proclamation which it believes will lead to Samwu losing its centralised bargaining power.

The Greater Johannesburg Transitional Metropolitan Council yesterday took a landmark decision to hold the union directly responsible for the cost of damages and repairs, and the cleaning up of the city centre.

A motion brought to the council by the National Party proposed that "appropriate disciplinary action be taken against all employees who participated in this illegal industrial action and that a policy of no work, no pay be maintained".

The motion was adopted after several hours of tense argument among councillors.

NP councillors repeatedly accused ANC members - who eventually withheld their vote - of refusing to hold the union responsible because it was an affiliate of the ANC-aligned Cosatu.

"They want to retain their popularity and gain votes, but to govern, you sometimes have to make the right decisions, even if they are unpopular," a councillor said.

But chairman of the council's executive committee, Colin Matjila, said the ANC could not agree with the motion's labelling of the strike as illegal and did not believe that holding the union responsible would serve any purpose other than to alienate workers further.

The council has decided to prosecute those responsible for the damage as soon as investigations into the protest have been completed.

Labour Minister Tito Mboweni yesterday said the parties should take today's meeting to resolve the matter seriously.

■ One of four strikers hit by police fire during a clash in Pietersburg yesterday afternoon died from his wounds.

Four other strikers, all members of the South African Municipal Workers' Union, were wounded and were being treated in hospital.

It was the second clash between strikers and police in Pietersburg yesterday, which police dispersed with rubber bullets.



# Strikes down despite public sector turmoil

Star 29/0

(152)

South African strike action picked up substantially in the third quarter of 1995, but remained well down on previous years for the year to date, according to a leading labour consultancy

Andrew Levy and Associates said in its third quarter strike report that the public sector and parastatals were the worst affected

But it said only 870 000 man-days had been lost in the first nine months of this year, compared with 2,5-million for the same period last year and 2,4-

million for the first nine months of 1993

"Together, the public sector and parastatals account for around three quarters of all man-days lost," it said

Increased strike action in the third quarter was based on seasonal factors, it said, as wage negotiations were timed for implementation at the beginning of July

"Thus, when the bargaining process breaks down, the power struggle takes effect during the third quarter of the year"

Wage disputes had ac-

counted for 93% of strike action so far this year, with disputes from general grievances accounting for 4%

It said the high percentage of strikes related to wages suggested that employers had got issues such as grievance handling and retrenchment procedures right

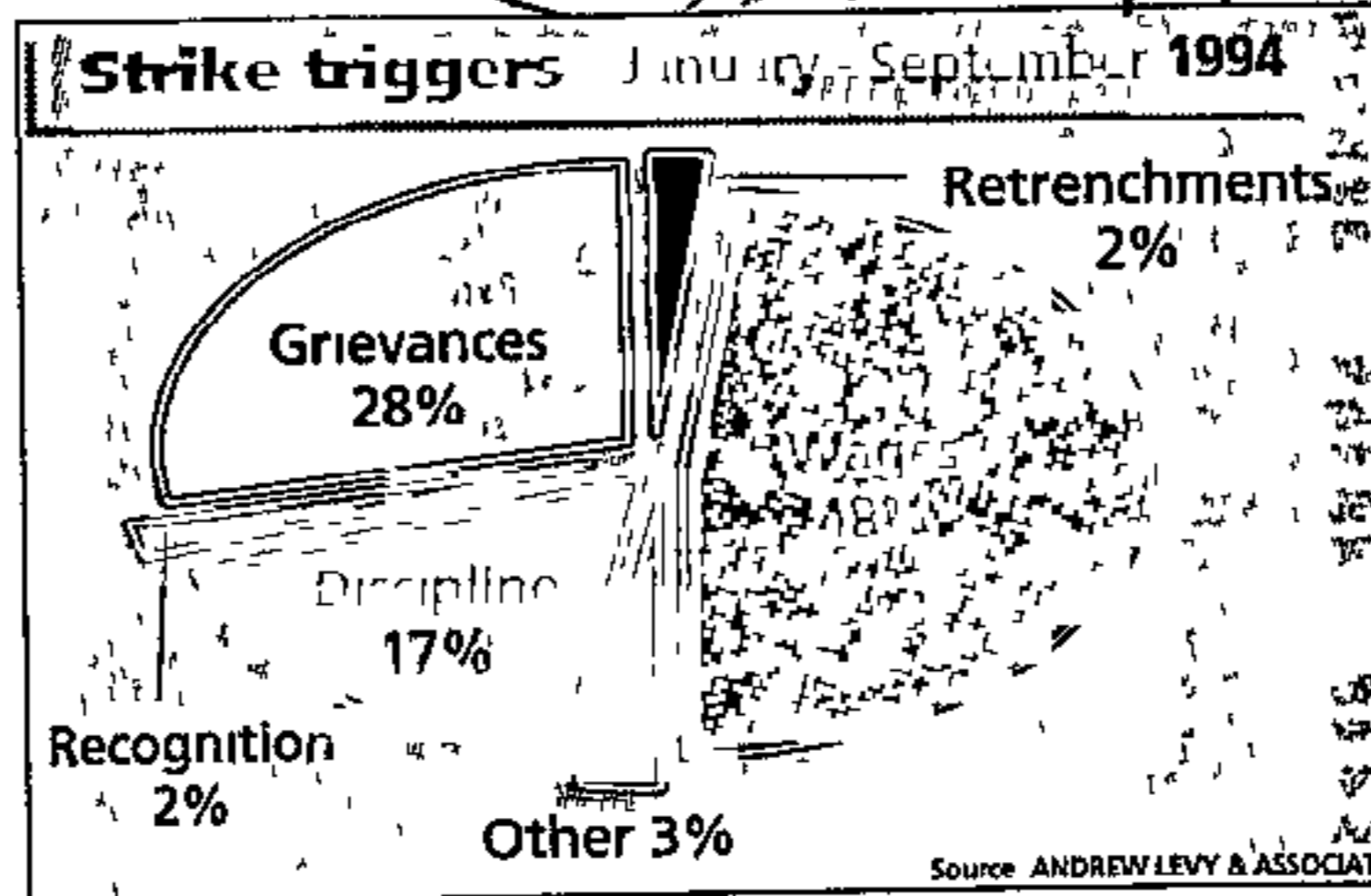
It said the new Labour Relations Act (LRA) may have kept a lid on strike action "With unions now being in alliance with the Government, it appears that they might have been waiting for the new LRA

to give them the powers within companies they have previously gone on strike to try and win by force"

Wages were likely to remain the key trigger of strikes although it remained to be seen if there would be an increase in strikes in the next few months, with the new Act existing in spirit but not yet in effect "There is also likely to be some testing of the boundaries conferred by the new Act, which will probably raise the level of strike activity," the report said - Reuter

# SA's labour strikes drop dramatically

(152) Star 29/9/95



■ BY THABO LESHILO

South Africa saw a dramatic drop in the number of labour strikes during the first nine months of this year, compared with the preceding five years, according to labour consultancy Andrew Levy.

Figures released by the firm show that 870 000 man-days were lost as a result of strikes during the first nine months of the year, compared with 2,5 million in the same period last year.

The number of man-days lost during the corresponding period in 1993 were 2,4 million, 3,1 million in 1992, 2 million in 1991 and 2,2 million in 1990.

The consultancy dispelled the impression that there had been massive chaos in the labour market over the past three months.

Comparing the third quarter of this year to previous years, however, shows that 775 000 man-days were lost in the three months from July to September this year, 400 000 man-days during the same period last year and 1,7 million man-days during 1993.

Figures for 1992 were 2,5 million and 1,6 million for 1991, said a spokesman for the firm.

The figures show that more man-days tend to be lost during the third quarter as many wage negotiations begin at the end of July. "Thus, when the bargaining breaks down, the power struggles take effect during the third quarter of the year," said Levy labour consultancy.

The researchers said the unusually quiet period in the public sector during the first half of the year had changed, as shown by the large-scale industrial actions taking place in this sector.

"The public sector and parastatals account for around three quarters of all man-days lost, with the most strike-prone industry in the private sector being food, making up 7 percent," the researchers said.

# Hospitals prepare for nurses' forum strike

BD 29/9/95 (152)

Kathryn Strachan

STATE hospitals countrywide are bracing themselves for strike action after the Nursing Forum gave them official notice yesterday that their strike would begin from 7am today.

"But the great unknown is how much support the forum has," Western Cape hospital services chief director Alan MacMahon said yesterday.

As the 10-day ultimatum — which nurses gave government to respond to their demand for increased pay — expired yesterday, hospitals took steps yesterday to prepare for the strike.

The decision to strike was spurred by the Cabinet's decision on Wednesday that nurses' demands could not be met in this financial year.

Gauteng deputy director of health Eric Buch said that a meeting of provincial hospital superintendents showed most hospitals would be affected by the nurses' action, which would include a one-day strike, a march next week and pickets.

Johannesburg Hospital yesterday started discharging patients, and stopped taking transfers from other hospitals. Baragwanath Hospital was making arrangements for patients to be transferred to other hospitals.

MacMahon said it was difficult to say what impact the strike would have on the Western Cape, but all outpatient services, and non-emergency op-

erations and admissions in the province will be stopped from today. Hospitals have also started discharging patients fit enough to be sent home.

Free State has been notified that nurses in five of the province's biggest hospitals will embark on a one-day strike tomorrow, but nurses have said that a skeleton staff will remain to keep critical services running.

Health Ministry spokesman Vincent Hlongwane said yesterday that there were "rumblings" of a strike in all the provinces.

Health Minister Nkosazana Zuma yesterday sent a circular to all nurses, explaining that the Cabinet proposed an overhaul of the salary structure, which would significantly improve public sector workers' pay — especially nurses'.

Nursing forum representatives could not be reached yesterday.

Renee Grawitzky reports Cosatu general secretary Sam Shilowa said yesterday a group of nurses had contacted the federation to discuss their "effective participation in the bargaining chamber which meets next week to commence negotiations for 1997 wage increases." Shilowa said that "their acceptance into the Chamber will help alleviate the threatened strike".

Shilowa said Cosatu supported their demands, and the current government had inherited the conditions from the previous government.

# Fraud office hamstrung by lack of jurisdiction in TBVC states

BD 29/9/95 (153)

Kevin O'Grady

PRETORIA — Investigations by the Office for Serious Economic Offences were being hamstrung because its jurisdiction had not been extended to the former TBVC states, director Jan Swanepoel said yesterday.

Testifying before a joint parliamentary justice committee hearing, Swanepoel also made an urgent appeal for his office to be given prosecutorial powers to avoid delays in prosecutions by attorneys-general.

He said corruption and fraud in state departments was also "a serious problem for us".

A recent investigation requested by Judge Johan Kriegler into a R3m fraud within the Independent Electoral Commission came to an abrupt halt when files containing evidence were stolen from a "locked filing cabinet in the locked office of a prosecutor".

Luckily, about 90% of the evidence had been reconstructed and prosecutions would continue, he said.

A "great number" of offences were in need of investigation in the former homelands states, but the office did not have the power to subpoena witnesses.

"In the Escoffery matter (in which

businessman Norman Escoffery allegedly irregularly obtained an R18m loan from the Bophuthatswana Agricultural Bank) we needed to subpoena people from Northwest but could not do so. We had to rely on the goodwill of potential witnesses," Swanepoel said.

A shortage of manpower in the Transvaal attorney-general's office meant that the case, when handed over for prosecution, would receive only the attention of a junior counsel "when it deserves much more".

Cases handed to the attorney-general also received "a lesser priority and are placed in strongrooms, where they lie for a very long time". Conditions hampering investigations were "undermining the credibility of our leaders", particularly President Nelson Mandela, who had promised a crack-down on commercial crime.

The justice committee pledged to try to include an extension of the Investigation of Serious Economic Offences Act to the TBVC states in the Justice Laws Rationalisation Bill, which is expected to come before Parliament next year. It would also seek to gain prosecutorial powers and wider powers of investigation for the office, chairman Johnny de Lange said.



Hundreds of SA Municipal Workers' Union members march through the centre of Johannesburg yesterday following a reportback meeting by the union leadership at Library Gardens. Picture: ROBERT BOTHA

## Mabuza heads parks board

Michael Moon

*BD 29/9/95*  
**BUSINESSMAN** Enos Mabuza has been appointed chairman of the National Parks Board.

The Cabinet this week also approved the names of the 17 other new board members, who will serve for three years.

Nine members were nominated by the provincial premiers and nine were selected by central government from public nominations.

Provincial members are: Jacklyn Cock (Gauteng), Roger Collinson (Northwest), David Cruse (Mpumalanga), Niel MacGregor (Northern Cape), Rufus Maruma (Northern Province), Maria Mbengashe (Eastern Cape), Phomolo Modise (Free State), Ian Player (KwaZulu-Natal) and Ton Vosloo (Western Cape).

The other eight members are: Group for Environmental Monitoring director David Fig, Ecolink's Sue Hart, Pretoria University academic Theuns Erasmus, Wildlife Society president David Hatton, University of Cape Town academic Farieda Khan, Thebe Investment Corporation MD Vusi Khanyile, ecotourism entrepreneur Mike Rattray and Genfood chairman Johan Roode.

Mabuza is a former NPB member and former chief minister of KaNgwane homeland.

## Municipal union held liable for city chaos

*BD 29/9/95 (152)*  
**Renee Grawitzky and Mduzuzi ka Harvey**

THE Greater Johannesburg transitional metropolitan council decided yesterday that striking workers who caused chaos in the city centre this week should be disciplined and that the union should be liable for costs.

Earlier, in Pietersburg, a striker died after a clash with police.

Mediation between the SA Municipal Workers' Union (Samwu) and local authority employer organisations was due to start today in a bid to resolve the 10-day-old strike in small to medium-sized local authorities after the deadlock of negotiations at industrial council level.

Amid the move to mediation, the union reported that its members were attacked by SA Police Services members in Pietersburg, with five workers being injured — one man dying of his wounds later — and 100 workers arrested.

Samwu general secretary Roger Ronnie said workers were injured after a police attack.

A police spokesman said, however, that police opened fire with live ammunition after a policeman was attacked by a striking worker.

Labour Minister Tito Mboweni

last night urged the parties to take the mediation seriously. Mahmood Fedal of the Mediation and Conciliation Centre has been appointed as mediator.

An unconfirmed number of local authorities have already dismissed illegally striking workers, while some local authorities have been negotiating at a local level in a bid to resolve the strike. An Employers' Organisation for Local Authorities spokesman said the parties should continue to reach consensus at a local level to resolve the strike.

Samwu said that the strike in Gauteng, Mpumalanga, Northwest and Northern Province would continue.

Meanwhile, at a meeting yesterday, all parties in the Greater Johannesburg TMC condemned the strike action in the strongest terms and called for the "no work, no pay" policy to be maintained.

Councillors also resolved that a survey be made of all direct and indirect damage caused by strikers, and that culpable strikers be identified.

The council apologised to the business community and Johannesburg's residents for the disruption, damage and non-delivery of services.

# Big drop in man days lost to strikes

Renee Grawitzky

AD 29/9/95 (152)

STRIKE figures for the year so far declined despite public perceptions of a massive increase in the number of man days lost.

A strike report released by Andrew Levy & Associates yesterday estimated that 870 000 man days were lost as a result of strike action during the first nine months of the year, compared with 2,5-million during the corresponding period last year, 2,4-million in 1993 and 3,1-million in 1992.

The report has been released against the backdrop of strikes by municipal workers and the threat by nurses to resume strike action today in support of higher wages.

In comparing man days lost during the period July to September this year, the report indicates that then, too, man days lost this year were much lower than in previous years. From July to September this year 775 000 man days were lost compared with 1,3-million in the corresponding period last year, 1,7-million in 1993 and 2,4-million in 1992.

During this period the report has taken into account the Transnet wage strike by members

of the SA Railway and Harbour Workers' Union, the nurses' strike and the current strike in local authorities — this last, alone, accounts for 438 000 lost man days.

Andrew Levy & Associates researcher Andrew Sparks said "the public sector and parastatals have been responsible for the huge majority of man days lost so far this year" Figures showed they had accounted for three quarters of all man days lost.

He said in the private sector the food sector proved to be the most prone to strikes.

The report found that 93% of strikes were linked to wages — and this year to a greater extent than in previous years. Other strikes were linked to grievances (4%) and recognition and retrenchment (1%). Sparks said wages would remain the dominant trigger issue and "it remains to be seen whether there will be an increase in strike action during the next few months, with the new Labour Relations Act existing in spirit but not yet in effect. There is also likely to be some testing of the boundaries conferred by the new Act, which will probably raise the level of strike activity."

# Striker dies as police use live bullets

CT 29/7/95

(152)

PHILIPSBURG Police opened fire with live ammunition on striking municipal workers here yesterday, killing one and wounding four.

The shooting occurred after a police man's attack by the strikers.

It was the second clash between strikers and police here yesterday. A man was stabbed earlier when about 200 strikers tried to occupy municipal shops at Fairbank.

Police fired bird shot and rubber bullets when a police man, a municipal official and two temporary workers were wounding one attached.

Striking miners gathered outside Johnson's bar in town yesterday but dispersed after being fired at about a meeting between provincial government and them under a spokesman said.

— Sept

# Doctors become nurses as strike bites

(152)

ARL 29/9/95

## Staff Reporters

**HARRIED** doctors are performing nursing functions at day hospitals on the Cape Flats as the national one-day nurses' strike makes its effects felt in the Western Cape.

At Guguletu Day Hospital a nurses' representative said no nurses were working and doctors had to take urine samples, weigh patients, stitch them up and dress their wounds.

At Heideveld Day Hospital, nurses drank tea and prepared placards before taking to the street to picket. There too, doctors were performing all duties usually done by nurses.

But a spokeswoman said one nurse was on standby in case of emergencies.

A placard summed up grievances.

"I'm a doctor, I'm a physio, I'm a social worker, I'm a counsellor, I'm a clerk, I'm a pharmacist, I'm everything but called a mere nurse and only given a five percent increase" it read.

At Langa Day Hospital it was a similar story with nurses sitting in their team room while busy doctors rushed about.

The strike has also affected Red Cross, Grootte Schuur and Conradie.

At Grootte Schuur, nurses in the trauma and emergency units walked out today to back their bid for higher wages and better working conditions.

And about 30 percent of nurses at Red Cross Children's Hospital were not at their posts.

But it was community health centres that were worst hit, said the head of the health department in the Western Cape, Tom Sutcliffe.

National Health Minister Nkosazana

Zuma has appealed to nurses not to strike and put patients' lives at risk.

Tygerberg Hospital had not been affected, a spokesman said.

About 75 percent of nurses at Conradie Hospital were on strike, said Raymond Jafta, spokesman for the Western Cape Nurses Forum.

At Langa Day Hospital all nursing staff had stopped work. All three doctors were on duty.

A sister said there was a good rapport between doctors and nurses, with doctors sympathetic to the nurses' plight.

The Western Cape Nurses Forum said it was taking strike action because grievances had not been met.

Nurses planned to return to work tomorrow, but would work to rule, doing only basic nursing jobs.

Mr Jafta said the situation would be evaluated after a meeting next week.

"We are seen as professionals providing an essential service, but they insult our integrity by not addressing any of our concerns. Unions, as well as the South African Nursing Association and the Democratic Nurses Organisation of South Africa, do not represent our specific interests as nurses, and we reject them."

Mr Jafta said the decision to strike had not been easy.

"It is not a comfortable one. We have pledged to look after our patients, but no one is looking after us. We have to draw the line somewhere. We are concerned that the community will misinterpret our actions. Please try to understand."

A cabinet offer to increase nurses' salaries from next year would be put to their central bargaining chamber in Durban on Tuesday, Dr Zuma said yesterday.

## ULTIMATUM ON PLANNED STRIKE

# Govt's threat to rebel nurses

et 29/9/95 (152) (EPB)

**NURSES WHO GO** on strike today face dismissal and the loss of all their privileges, the government said yesterday.

**CAPE TIMES REPORTERS:**

CHRISTINA BEATTY

and THANDEKA GOUBULE

**T**HE ministry and national department of health are set to crack the whip in an attempt to crush today's planned nationwide nurses strike which could cripple the health system

Health department director-general Dr Olive Chissano said in an exclusive interview with the Cape Times yesterday: "We will issue an ultimatum to nurses who wish to embark on an illegal strike.

"If they do not return to work within twenty-four hours, without explanation, they should consider themselves dismissed. Should the nurses be re-employed they would lose all their pension, accumulative leave and start at the lowest rung of the nursing structure.

They would also, according to Dr Chissano, face the wrath of the public should there be any loss of life. People may institute civil claims against nurses, she warned. An inquest could lead to criminal charges being pressed.

"There comes a time when the state has to protect the public, and we are committed, we shall enforce the law to the letter.

She said the ministry understood the plight of nurses and had "bent over backwards" to make accommodations.

An emergency tele-link conference was held between the provincial health ministers and the cabinet yesterday, chaired by Health Minister Dr Nkosazana Zuma.

The cabinet agreed to propose the re-assessment of nurses' salary structures to the central bargaining chamber. But they stressed that no changes could be

made this year

Mr L Ramatlakane, acting Health Minister for the Western Cape, said if the cabinet's proposals were accepted nurses would receive better salaries by April 1, their career pathways would be improved, and they would be rewarded for their professional status

Meanwhile the ministry has set up national and provincial crisis centres to keep the public informed of developments in the strike and provide information on alternative health centres if some hospitals become over-burdened.

In response to the impending strike and in line with other health institutions, Groote Schuur chief medical superintendent Dr P Mitchell said the hospital would scale down activities as far as possible in an attempt to prevent any major disruptions

### Restrict patients

He said the situation would be reassessed after four days.

The focus of the scaling down would be to restrict the inflow of patients rather than to reduce numbers through discharges, he said.

This would include closing the outpatient department as far as possible, cancelling elective surgery, stopping non-emergency surgery, medical admissions, and discharging patients who could be sent home safely.

He said that while he sympathised with the nurses, his primary concern was for the patients.

Dr Tom Sutcliffe, head of the Western Cape Health Department, said that the scope of the strike was still uncer-

tain, but that it was likely to effect community health centres more than the larger hospitals

He said that the meeting with cabinet had been encouraging.

"The cabinet has shown a determination to address the problem," he said

"For that reason I do not support the strike, although I have great sympathy for the nurses. It is time they stood back," he added.

A spokeswoman for the Western Cape Nurses Forum said the strike would go ahead as planned despite the meeting with cabinet.

She said that the nurses' march had met with no response, and that their demand for a 33,5% increase stood firm

Asked if she was hopeful about the outcome of the central bargaining chamber, she replied. "If it gave us hope, we wouldn't strike."

Meanwhile a patient at Groote Schuur Hospital claimed last night that he had been "thrown out" of the ward he was in, along with nine other patients.

The man, who did not wish to be named, said only two gravely ill patients were allowed to stay at the hospital. He said the staff had acted as if the patients were not their responsibility and had shown no sympathy to their charges

ANC Western Cape leader Mr Chris Nissen yesterday appealed to the Nurses Forum not to take thousands of members out on strike today.

● The Nursing Forum announced yesterday it will picket Rhodes University at lunchtime on Monday, march to the Western Cape parliament on Tuesday and work a 40-hour week from Monday to Thursday



## BRIEFS

### Harbour, depots back to normal

OPERATIONS at Saldanha harbour and Transnet depots on the West Coast returned to normal yesterday morning after they were brought to a virtual standstill earlier this week. ~~220~~ (152)

Workers decided on Wednesday to return to work yesterday after about 200 strikers marched to Parliament to present a memorandum to Public Enterprises Minister Ms Stella Sigau.

CT 29/9/95

# Mofokeng blamed for trashing of city

Some ran 28/9/95

(152)

By Abdul Mlazi

## Samwu strikers trashed city after Mofokeng broke promise to them

**W**HEN GAUTENG MEC for local government and housing, Mr Dan Mofokeng failed to honour a promise to address municipal workers on Tuesday, they trashed the city. And yesterday when he finally addressed them, they booed him.

Streets in central Johannesburg yesterday resembled those of a city hit by a tornado following Tuesday's running clashes when angry members of the South African Municipal Workers Union went on the rampage, spilling garbage bins and destroying fruit and vegetables sold by pavement hawkers.

According to Samwu Johannesburg branch chairman Mr Mbongeni Maba-so this happened because Mofokeng refused to leave his meeting in Pretoria

to address the strikers.

Mabaso said workers waited from 8am to 3pm in the scorching sun, which was why they were infuriated.

Scores of hawkers became unwilling victims when their wares were trampled, damaged and scattered all over the streets during a stampede during clashes between the police and strikers.

Yesterday, the trail of garbage snaked through Market, Commissioner, President and Rissik streets into the stormwater drains.

Mofokeng told the strikers yesterday. "Since your negotiations with employers have deadlocked, we as ministers of Mpumalanga, Northern

Province and Gauteng will hold an urgent meeting this evening to look into the problems.

He further promised that the MECs of these provinces would also hold talks with employers and union leadership in an effort to find a solution to the municipal crisis.

The Gauteng cabinet condemned the strikers' action as an act of "concerted vandalism".

In a statement the cabinet said while it recognised the right to peaceful protest and the right for labour to strike, Tuesday's action transgressed all acceptable bounds of protest. It urged legal action against the strikers for damaging State property.

*Union demands still not met*

# Talks held but strike to continue

Star 28/9/95 (152)

## ■ STAFF REPORTERS

A meeting between union representatives and local government MECs from three provinces late last night failed to end the strike by municipal workers, but secured an undertaking that illegal forms of protests, such as the trashing of central Johannesburg on Tuesday, would not be repeated.

Leaders of the SA Municipal Workers Union (Samwu) met with MECs from Gauteng, Mpumalanga and the North West in Johannesburg, according to the Gauteng Local Government and Housing MEC Dan Mofokeng.

He said the MECs and the union have "showed willingness to expedite the situation" and committed themselves working towards a speedy resolution of the dispute which led to the strike.

A follow-up meeting has been scheduled for Monday.

While this and other meetings were being held last night to end the crippling strike, which has also affected Northern Province, Samwu spokesman Weizmann Hamilton told The Star the strike would continue because no resolution had been found yet to the

union's demands on wages and the removal of a provision in the Greater Johannesburg local government proclamation.

The efforts to end the strike came as condemnation of the union's action on Tuesday continued to pour in, and while refuse and water maintenance services continued to suffer.

Greater Johannesburg metropolitan council spokesman Patrick Flusk said acting Johannesburg town clerk Mel Watson had been instructed to investigate the damage in the CBD.

The Gauteng cabinet yesterday urged local authorities in the province, including Greater Johannesburg, to consider legal action against union members for damage.

Refuse was not collected in most parts of Johannesburg and health clinics operated on skeleton staff. Buses were operating in the city centre. He said the recent spate of strikes in South Africa - following the strike by nurses earlier this month - was part of a worldwide increase in strike action.

"But as long as there is not war, foreign investors will be interested. They just want political stability," he said.

# Cabinet 'no' to nurses' pay plea

Star 28/9/95

(152)

■ BY PATRICK BULGER  
and JANINE SIMON

The Cabinet has rejected nurses' demands for immediate pay rises and they are threatening another strike - national this time - from tomorrow

After yesterday's Cabinet meeting in Pretoria, where the decision was taken, Public Service and Administration Minister Zola Skweyiya appealed to the nurses not to strike. He said the Cabinet had "reinforced President Nelson Mandela's statement that funds were not available in this financial year"

The minister said at a media briefing "Accordingly all groups are encouraged to enter the bargaining process and contribute to a solution for the next financial year."

The nurses' resolution for a national strike was adopted on Tuesday by representatives of all provinces at Tembisa Hospital, their spokesman Sister Belinda Kgogo said

The meeting also resolved to ask the community to intervene in the dispute between nurses

and Government

Widespread intimidation of nurses was occurring, particularly in Hillbrow Hospital, she added

Nurses set a 10-day ultimatum when they presented their demands at the first meeting of the National Health Worker's Forum on September 18.

These included a 33% across-the-board national pay increase, parity with salaries of local authority nurses, and improved equipment and patient care at State hospitals

Skweyiya said nurses grievances - such as parity in the nursing sector - would be supported, but salaries would have to be dealt with for 1996

A piecemeal approach to the problem would not suffice, because coherent change in the three-year bargaining system was needed.

Nurses are busy organising themselves to participate in the chamber, but, says Kgogo, still expect the Health Department to come up with, for example, improved allowances or tax concessions, to avert a strike.

49 (152)

**Jo'burg strike:  
Cosatu blamed**

*Star 28/9/95*

DP leader Tony Leon has called on Cosatu to take the responsibility for the mayhem caused by striking members of its affiliated South African Municipal Workers' Union in the Johannesburg city centre on Tuesday

He said Parliament was recently informed and assured after the passing of the labour Bill into law that Cosatu would not engage in illegal and violent strikes

He said it would be impossible to expect all municipalities in the province or nationally to participate in the central bargaining system. Not all of them had equal budgets. -  
City Reporter

# Striking municipal workers shout down Mofokeng

350  
(152)

BD 28/9/95

Renee Grawitzky

GAUTENG local government and housing MEC Dan Mofokeng left a Johannesburg municipal workers' rally under police protection yesterday after the strikers jeered him for saying their littering and disruption of the city centre had "achieved nothing" for them.

While the workers shouted *Awakhu* (your power) in response to Mofokeng's call for *Amandla* (power to the people), the Gauteng legislature condemned the action of SA Municipal Workers' Union (Samwu) members as an act of concerted vandalism.

Samwu's leadership, however, reassured the strikers that their actions had not been in vain. Samwu general secretary Roger Ronnie said it was important the alliance partners publicly took positions on issues affecting the well being of its constituency.

Workers in the Greater Johannesburg transitional metropolitan council and in several local authorities in KwaZulu-Natal have joined the strike in solidarity with municipal workers who have been on strike since September 18. These workers are also demanding the repeal of annexure J in Local Government Proclamation 42, which potentially will take power away

from the metropolitan councils and give the substructures more power.

The union said this provision would not contribute to establishing "a strong metropolitan government with the power to determine metropolitan budgets to pull together all resources for redistribution and raising quality service delivery in underdeveloped black local authorities in line with developed white authorities".

Local authority employers have warned that illegally striking workers could face dismissal over the next few days especially in local authorities where employees were being barred from entering or leaving the premises.

Services in Greater Johannesburg had been affected, including refuse collection, transport in certain areas, health clinics operating on skeleton staff while local authorities in the outlying regions have employed temporary workers.

Representatives of Mofokeng met the union and employer organisations with options for a settlement being discussed.

Last night a legal technical task team considered the legal implications of the repeal of annexure J but did not adopt a conclusive legal opinion which would be formulated today.

# Fear of escapes as prison

## staff go ~~(152)~~ on strike

ARG 28/9/95  
JACQUELYN SWARTZ  
Crime Staff

OFFICE staff are being used to guard inmates at most of the Western Cape's 20 prisons — and Correctional Services officials fear slackened security could lead to prisoners escaping.

This follows an announcement by the Police and Prisons Civil Rights Union (Popcru) yesterday that staff working the midnight to 8 am shift at Pollsmoor Prison would not report for duty.

Similar action is being taken at about 18 other prisons in the region because of a dispute about affirmative action.

Popcru spokesman Randolph Fortuin said staff on today's 4 pm to midnight shift would also not report for duty.

"This improves the chances of prisoners escaping," said Mike Green, Western Cape spokesman for Correctional Services

"Security is not as good as it should be because of the number of personnel on strike"

He said 300 guards were on strike at Pollsmoor yesterday — a large number considering most of the 1 200 employees there were office staff

Captain Green said Correctional Services' main priority was "to keep prisoners behind bars"

"We will carry on trying to keep the community safe from prisoners," he said

The judicial system is also being affected because protesting union members are refusing to take prisoners to court

Courts around the Peninsula were noticeably quiet yesterday as no prisoners were transported for appearances the brown and green uniforms of warders and prisoners were nowhere to be seen and the clanking of prisoners' chains were unheard Courts finished early as the number of people appearing was considerably shortened

About 300 Popcru members held a lunch-hour demonstration outside the prison yesterday

Placards bore slogans such as "Affirmative action now" and "Away with racist management"

"We need affirmative action now and also the reconstruction of the department," Sergeant Fortuin said

"We must have forums to participate in the reconstruction

"We are prepared to continue with this action until management comes to us to find a solution"

Captain Green said protesting Popcru members were unhappy about a departmental announcement that it would take up to the year 2000 to fully introduce affirmative action with a 70-30 black-white ratio

"There have been on-going negotiations and the department has been working towards this, but Popcru is not happy," he said

"Our department has a set policy What can we do about it but carry on negotiating?"

He said Correctional Services were coping with the problem at the moment by employing office staff

THE NATION

# Councils urged to go to law over strike damage

ARG 28/9/95

(152)

JOHANNESBURG. — The Gauteng cabinet has urged local authorities in the province to consider legal action against South African Municipal Workers' Union (SAMWU) members for damage caused during their strike over wages.

A provincial government statement said the cabinet had discussed the SAMWU strike at a meeting yesterday and condemned members' actions in Johannesburg city centre on Tuesday when strikers overturned bins and uprooted trees.

Strikers at councils around Johannesburg damaged private vehicles and municipal property during their protests last week.

"Cabinet believes that it cannot stand by passively in the face of this senseless destruction of property and disruption," the statement said.

"We therefore urge local authorities in Gauteng, including the Greater Johannesburg Transitional Metropolitan Council (GJTMC), to consider bringing legal action for damages and loss of property by the protest action."

It said cabinet members supported police action against the strikers.

Police fired 15 stun grenades and tear gas at SAMWU strikers on Tuesday after they rampaged through the city.

The statement said: "While cabinet recognises the right to peaceful protest of all citizens and the right of organised labour to strike, yesterday's actions by some municipal workers transgressed all acceptable bounds of protest."

Thousands of SAMWU members gathered for a second day in Johannesburg centre city yesterday, demanding that wage demands by colleagues in four provinces be met. They also want changes by the Gauteng provincial government to a municipal law affecting the functions of metropolitan structures to be reversed.

The strikers, watched closely by police, dispersed peacefully after they were addressed by Housing Minister Dan Mofokeng, who reassured them that the matter was receiving attention.

"To us changes to the proclamation means that we will now be faced with four different employers to bargain with," SAMWU spokesman Veli Gantane said.

"This protest is not against the TMC, the ANC or against Dan Mofokeng, who signed the proclamation. It is only directed at the proclamation" — Reuter



# Nurses' strike threat: Patients sent home

*Appeal to public not to go to hospitals tomorrow, 'unless absolutely necessary' (152) ARG 28/9/95*

JENNY VIALL  
Health Reporter

HUNDREDS of patients at state hospitals are being discharged today as health authorities gear up for the national nurses' strike tomorrow.

Outpatient departments at provincial health centres will be closed tomorrow and on Monday and all elective surgery has been cancelled. Emergency services will stay open, although these may be closed for short periods if there are insufficient staff. Between 10 and 20 percent of patients will be discharged today.

Nurses belonging to the newly formed Nurses Forum, a nationwide body, will go on strike tomorrow.

It is not known how many of the Western Province's 18 000 nurses belong to the Western Cape Nurses Forum and to what extent hospitals and health services will be affected.

Support for the forum in the community health centres is thought to be between 50 and 60 percent and in the larger hospitals between 20 and 35 percent.

Tom Sutcliffe, head of the Western Cape Health Department, has appealed to patients not to go to hospitals and community health centres unless absolutely necessary.

Nurses are striking for higher wages and parity in salaries. Local authority nurses earn up to 40 percent more than their state-paid counterparts.

Nurses have agreed to work this weekend, but will work to rule and not perform any non-nursing functions, such as putting up drips, stitching wounds and dispensing medicine.

Dr Sutcliffe said his department sympathised with nurses' poor conditions of service and pay disparities, but added that his department strongly condemned their decision to take strike action which might put patients' lives at risk.

The nurses' action would be treated strictly in accordance with rules and regulations that applied in terms of the constitution and the Labour Relations Act. The no-work-no-pay principle applied and disciplinary action would be taken if necessary.

He appealed to the Nurses Forum at least to ensure that essential services were maintained.

A comprehensive contingency plan for provincial health services and each institution has been drawn up. Doctors and other health professionals in the private sector have been asked to offer their services at hospitals.

ANC leader in the Western Cape Chris Nissen said the ANC viewed the impending strike action with concern, warning that it was detrimental to the province.

He said an assurance had been given by the national Minister of Health Nkomo Zuma that a better remuneration package would be worked out.

He urged the Nurses Forum and other health workers to heed the government's call not to strike, but rather "walk the path of negotiation and reconciliation".

The Western Cape Nurses Forum said today it would picket at lunchtime on Monday, march to the provincial parliament on Tuesday, and, from Wednesday, work a 40-hour-week — from 7am to 4 30pm from Mondays to Thursdays and from 7am to 1pm on Fridays. They would not work weekends or nightshifts.

# Deal on wages (152) averts strike

ARLT 28/9/95

Staff Reporter

WAGE disputes need not always lead to intimidation or violence-marred industrial action — as the recent settlement between APL Cartons and the South African Typographical Union (Satu) proves.

APL Cartons — last year's Afrikaanse Handelsinstituut Old Mutual/Rapport Business of the Year — stared industrial action in the face last week, but emerged from final wage negotiations with a signed and sealed win-win agreement.

The company is based in Worcester and the workers were fed up with the lack of parity between wages earned in rural and urban centres.

So the company agreed to increase everyone's salary by R25 a week, as a "corrective" measure to achieve parity. Additional wage increases of more than 11 percent for all grades of workers also formed part of the agreement.

Managing director Ethan McPherson said yesterday that he was trying to keep his company abreast of developments in the labour field.

Rather than wait until the company was forced into upping wages in terms of centralised bargaining, it had been decided to act pro-actively.

"Our thinking was that it was better to get closer to, or reach parity, now than later when we could be forced into one major wage hike," said Mr McPherson.

His company now paid similar wages to the major urban-based companies. Some grades were still slightly below those in urban areas, but others were higher.

Satu spokesman Derick Fredericks said the union was "on the verge of industrial action" when the parity agreement was signed.

He said APL Cartons was "progressive, especially for a rural company".

In fact, he said, the company had "taken the lead in minimum wages in Worcester".

# Action against strikers urged

ET 28/9/95

JOHANNESBURG: The Gauteng cabinet urged local authorities in the province yesterday to consider legal action against South African Municipal Workers' Union members for damage caused during their strike over wages.

The cabinet said it discussed yesterday the Samwu strike and condemns the actions by strikers on Tuesday when they overturned bins and uprooted trees.

Strikers at councils around Johannesburg damaged private vehicles and municipal property during their protests last week.

"We cannot stand by passively in the face of this senseless destruction of property and disruption and urge local authorities in Gauteng, including the Greater Johannesburg Transitional Metropolitan Council, to consider bringing legal action for damages and loss of

property," the cabinet said.

It said its members supported police action to discipline strikers.

Police fired 15 stun grenades and teargas at strikers on Tuesday after they went on the rampage.

"Although the cabinet recognises the right of organised labour to strike, Tuesday's actions transgressed acceptable bounds of protest," it said.

Thousands of Samwu members gathered again in this city centre yesterday, demanding that wage demands by colleagues in four provinces be met. They also want changes by the Gauteng provincial government to a municipal law affecting the functions of metropolitan structures be reversed.

The strikers dispersed peacefully after Housing Minister Mr Dan Mofokeng assured them the issue was being attended to — Reuter

# Samwu strikers go on rampage

POLICE and municipal strikers clashed in Johannesburg yesterday afternoon as strikers went on the rampage all over the city centre

Late-afternoon shoppers scattered when police fired about 20 stun grenades and tear-gas in Commissioner Street. A policeman on the scene said they fired stun grenades after four live rounds were fired by one of the strikers. Policemen put on bullet-proof vests and drew their weapons in response.

There were no reported injuries. Streets all over the city centre were strewn with rubbish and overturned dustbins. Hawkers had their tables overturned and the goods scattered over the pavements and road. Fresh fruit, trinkets and clothing were trampled underfoot.

Shopkeepers hastily shut up shop as the violence broke out. Police fired teargas after they saw a striker assault a hawker in Commissioner Street. Startled bystanders were knocked off their feet in the confusion as police chased strikers.

Earlier, about 3 000 South African Municipal Workers' Union members, demanding to be addressed by Gauteng

MEC for housing Mr Dan Mofokeng, wrecked city streets on a march from the Library Gardens to the MECs' offices in Simmonds Street.

Strikers, who said they were dissatisfied with Mofokeng's failure to address them, overturned rubbish bins as they went.

Traffic was disrupted as strikers spread rubbish in the streets and blocked streets with broken concrete bins. Several buses were halted by broken rubbish bins and debris.

Men wearing shirts and caps emblazoned with the union's logo were seen breaking water pipes with picks. After wrecking the streets and smearing the MECs' office doors with filth, the strikers returned to the Library Gardens where Samwu Greater Johannesburg branch chairman Mr Christopher Maba-so asked them to return today.

"We are not threatening, but if it comes to the push we will bring this city to a standstill," Gauteng Samwu organiser Mr Veli Gantane told strikers shortly before the march. Later, he told reporters he meant that strikers who failed to turn up for work, causing the disruption of services, would bring the city to a standstill. — Sapa

152 Sawetan 27/9/95

Strikes disrupt road, rail and flight traffic

# The trashing of Joburg

Nov 27/9/95 (152)

BY JUSTICE MALALA, RAMSEN DE BEER AND JANINE SIMON

Johannesburg was this morning bracing itself for more protests following yesterday's mayhem when striking municipal workers went on the rampage through the city centre trashing rubbish bins and blockading the streets - which led to clashes with police.

The men striking for more pay threatened to continue their violent protests today unless their demands were met.

A group of about 40 chanting members of the South African Municipal Workers Union (Samwu) had gathered in the litter-strewn Library Gardens early today awaiting the arrival of their union representatives. About 100 more were waiting quietly in the shade.

Workers said they were expecting to hold a union meeting and speak with local government and housing MEC Dan Molekeng later this morning.

Police yesterday used stun grenades and teargas to disperse thousands of the strikers as they rampaged through the city centre overturning refuse bins and blockading streets.

The chaos came on a day when two other, non-related strikes caused further disruptions on the Reef. Many rail commuters were stranded in the morning when rail traffic controllers stopped work, and at Johannesburg International airport, 16 domestic flights were delayed by striking baggage handlers.

The rail traffic controllers returned to their posts today and trains were running on schedule, a spokesman for the SA Rail Corporation said.

## STREETS in CBD chaotic as workers clash with police and promise more action if demands not met

They forced open underground water pipes with pickaxes and stoned at least one bus.

The action was condemned by political parties including the ANC and the Democratic Party.

The ANC unequivocally condemns actions by some members of Samwu during strike action in Johannesburg, ANC spokesman Ronnie Mamoepa said.

"The disruption of traffic, littering and deliberate sabotage of water pipes can only undermine efforts to find an amicable solution to the grievances of the workers. Such deplorable actions must be condemned by all."

Mamoepa said the ANC remained convinced that the workers' grievances for the improvement of working conditions and conditions of service are legitimate and urged employers to come to an agreement with the union.

The DP called for tough action against the strikers, including charges of malicious damage to property and strict disciplinary action.

The trouble started after the strikers had gathered at the Library Gardens waiting for either Premier Tokyo Sexwale or Molekeng to address them.

At Spaza Samwu Johannesburg branch chairman Abongani Mabegego told the strikers they would go to "Comrade

to Page 2



Chaos in the city... striking municipal workers on the rampage in Johannesburg yesterday.

## Protest delays 16 flights

Flights from Johannesburg International Airport were delayed yesterday when members of Apron Services, responsible for loading and offloading baggage and cargo, occupied the taxiway Apron Services

spokesman Phillip Viljoen said the situation was resolved by 4.45pm.

Earlier, an Apron employee was accused of theft by a member of Prisma security firm. The

man ran by an employees' rest room, where miscellaneous prevented members of the security

P.T.O

## Offer made to striking harbour workers

BD 27/9/95 (152) ~~270~~

CAPE TOWN — Talks between strikers and management at Saldanha harbour continued late yesterday after the port was earlier brought to a virtual standstill

Manager Dane Barnardo said certain offers had been made to the union involved to put to its members. He did not elaborate

Members of the SA Transnet Workers' Union (Sactwu) were demanding general recognition and

the permanent employment of temporary workers

Security guards were forced to fire warning shots when strikers stormed the gates early yesterday. Shots were again fired when strikers assaulted a guard. There were no injuries.

Barnardo said strikers, making up less than a quarter of the 1 107 staff, had prevented people from getting to work — Sapa

# Striking municipal workers rampage through Johannesburg centre

Ingrid Salgado

(152)

CHAOS erupted in Johannesburg's CBD yesterday as striking municipal workers took to the streets, overturning bins and damaging property.

At least two workers were injured when police used teargas and stun grenades to disperse the crowd, an SA Municipal Workers' Union (Samwu) spokesman said.

Wage talks with employer organisations deadlocked last night. Gauteng local government and housing MEC

Dan Mofokeng had also failed to respond to union demands to repeal a provision in Local Government Proclamation 42, the spokesman said.

Workers allegedly damaged a bus and hawkers' goods were thrown into the streets. Nearby shop owners closed up after police and workers clashed.

The Johannesburg workers are striking to back wage demands by municipal workers in Mpumalanga, Northwest, Northern Province and smaller Gauteng towns. Their own negotiations have been concluded. They

have also objected to the proclamation which stipulates there be separate wage negotiations and a separate tax base in greater Johannesburg's four metropolitan substructures.

Samwu general secretary Rager Romme said mass action would hit KwaZulu-Natal today but Free State, Eastern, Western and Northern Cape workers would not strike.

Romme said although there was close agreement with employers on the issue of minimum wages, there was still a dispute about across-the-board

increases above the minimum wage.

The Gauteng government condemned yesterday's action. It had undertaken on Monday to look into Samwu's concerns about the proclamation Mofokeng said it was "regrettable that the union chose to respond to my unavailability for the rally by turning parts of the city upside down." They had refused to listen to his replacement, leader of the house Paul Mashatile. He would meet Samwu leaders if members acted responsibly.

Romme said Samwu did not condone

criminal activities but the action had to be seen in the context of members' frustration at the pace of wage negotiations and Mofokeng's failure to address the crowd. The union had appealed for restraint. Four workers have been charged with public violence.

Samwu said the local government proclamation made centralised bargaining impossible. It could lead to centralised negotiations in greater Johannesburg being dishonoured.

Picture: Page 2

# Municipal demos (152)

## trash streets

ET 27/9/95

**SPECIAL CORRESPONDENT**

**JOHANNESBURG:** It took 45 minutes for municipal strikers to turn the central business district streets into rubbish-strewn and blockaded paths yesterday afternoon.

The chaos started at 3pm on the lawns of the Library gardens and ended there 45 minutes later amid overturned rubbish bins and mounds of paper and food.

After waiting more than five hours for regional Minister of Local Government and Housing Mr Dan Mofokeng to arrive, the chairman of the Johannesburg branch of the SA Municipal Workers' Union, Mr Mbongeni Mabaso, told strikers they would go to see Mr Mofokeng at his office.

"But as we are on strike it is strange why the city is so clean. So on our way to see Comrade Dan we will clean up a bit," he said.

The crowd moved through the city centre, overturning rubbish bins. A police Casspir and armed police on foot followed.

A water pipe was broken on the corner of Commissioner and Von Wielligh, spraying a fountain of water into the air and prompting the police to fire two warning stun grenades.

At 3:45pm, back at the Library gardens, the workers dispersed.



# Strike spreads to Joburg

(152) CT 27/9/95  
MUNICIPAL REPORTER

TEN THOUSAND municipal workers in Johannesburg embarked on a solidarity strike yesterday, but those in the Western Cape municipal reported for work.

About 30 000 municipal workers in Gauteng have been on a wage-related strike since last Monday.

The action by the Johannesburg workers, whose wages are negotiated separately, is a gesture of support.

The only strike in the Western Cape province is in Mossel Bay,

according to employers' organisation industrial relations officer Mr Jasper van der Westhuizen.

Mr Stanley Yisaka, regional secretary of the SA Municipal Workers' Union (Samwu), said Western Cape workers were awaiting this weekend's regional executive committee at which it would be decided whether to resume the strike or settle.

He said Cape Town municipal workers, who had their own negotiating forum and had settled their wage claims, could be called on to strike in solidarity with Samwu workers elsewhere.

# Shots fired, tyres burn in harbour

Staff Reporter

(276) (192)

TRANSNET security staff twice fired warning shots into the air as more than 200 dock workers at Saldanha Bay downed tools and blocked the entrance to the harbour, bringing it to a virtual standstill. *AR 27/9/95*

Members of the South African Transnet Workers' Union are demanding union recognition and improvements to the working conditions of temporary staff.

Portnet's Saldanha Bay regional manager Dame Barnardo said after talks failed to resolve demands, the workers set up barricades at the harbour gates.

"On two occasions our security staff fired warning shots — when workers tried to storm the gates and when they assaulted other workers who tried to go to work.

"The situation is very tense Tyres are burning at the gates and with at least one train delivering goods has been sabotaged."

# ANC slates

## 'trashing' of

# Johannesburg

# by workers

(152)

AAg 27/9/95

### The Argus Correspondent

**JOHANNESBURG** — The African National Congress has joined the chorus of condemnation of striking municipal workers, but has called on local authorities and workers to find an amicable solution to their dispute.

Police used stun grenades and tear-gas to disperse thousands of strikers who rampaged through the city centre yesterday, overturning rubbish bins and blocking streets.

The SA Municipal Workers' Union (Samwu) members uprooted trees, forcefully opened underground water pipes and stoned at least one bus.

"The ANC unequivocally condemns actions by some members of Samwu," said spokesman Ronne Mamoepa.

"The disruption of traffic, littering and deliberate sabotage of water pipes can only undermine efforts to find an amicable solution to the grievances of the workers. Such deplorable actions must be condemned by all."

While the ANC was convinced workers' grievances for the improvement of working conditions were legitimate, it called on Samwu and local authorities to commit themselves to negotiations and "cease hostilities", Mr Mamoepa said.

The strikers, who gathered at the Johannesburg Library gardens, vowed after the skirmishes that there would

be a repeat performance today if their demands were not met.

The violence came as services in the centre began to feel the grip of the one-day strike. Commuters reported that buses in most areas were running infrequently and the long weekend's refuse remained uncollected for the third day running.

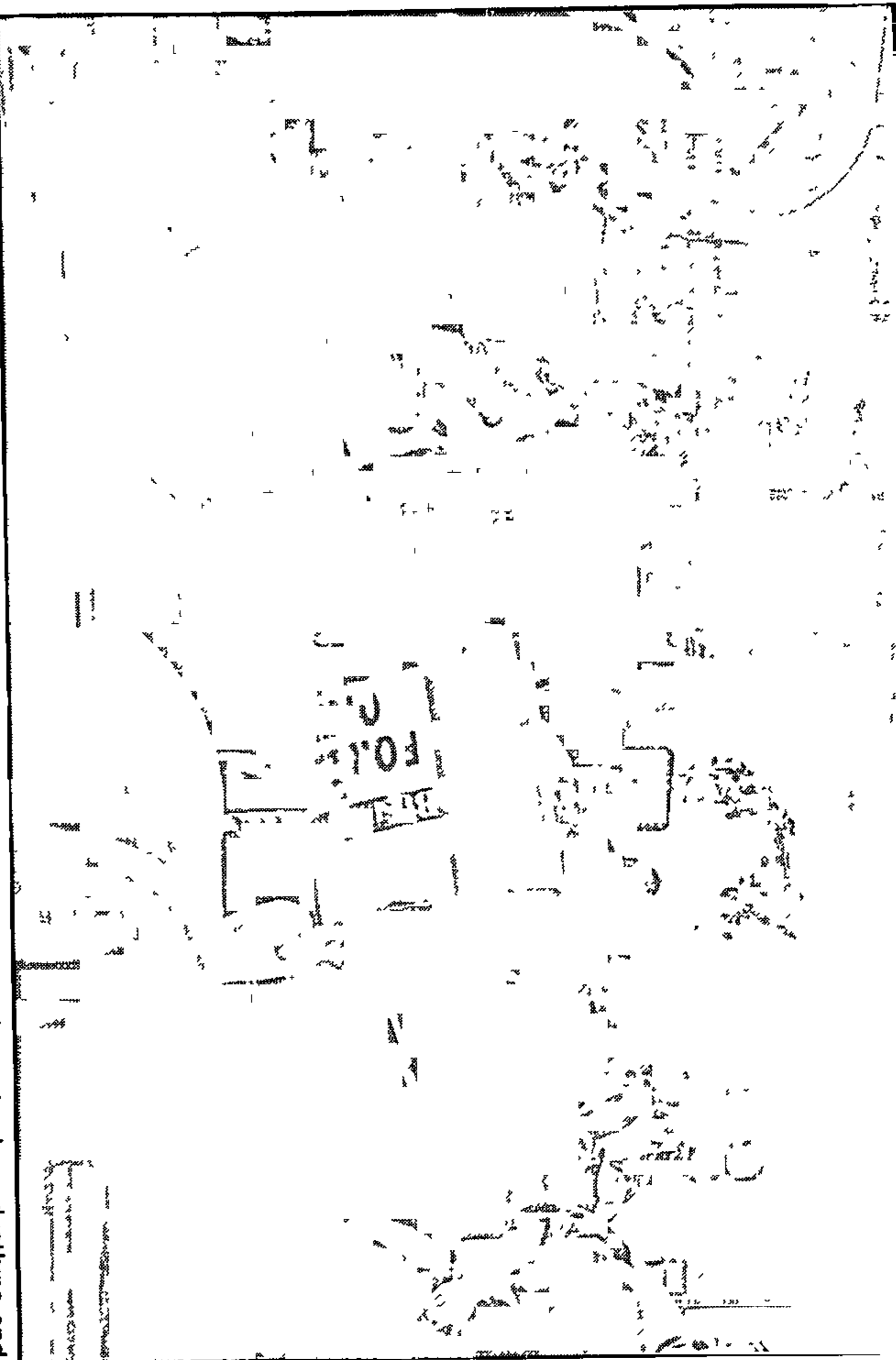
But many essential services continued and contingency plans would be put in place today to ensure emergency services were rendered, said a spokesman for the Greater Johannesburg Transitional Metropolitan Chamber.

The trashing of Johannesburg came as talks aimed at ending the strike — which has gripped towns in Gauteng, Mpumalanga, Northern Province and the North West Province for the past nine days — dragged on.

More than 40 towns are affected, with an estimated 40 000 workers on strike.

The KwaZulu-Natal region of the union, which has already reached a settlement on wages, said yesterday if wage talks failed it would consider a sympathy strike.

The workers are demanding a minimum wage of R280 a month or a 7,8 percent increase for the lowest-paid workers, while employers are offering 7,5 percent — Sapa.



**TRASHED:** Striking municipal workers rampage through the streets of Johannesburg, trashing dustbins and vendor stalls

# City refuse piles up as municipal workers strike

Star 26/9/95 (152)

## ■ CITY REPORTER

Refuse removal in Greater Johannesburg has come to a dead stop as city council workers went on strike today in support of wage demands in other towns in Gauteng

Co-convenor of cleansing in the Metropolitan Centre Christa Venter said the whole of Greater Johannesburg has been badly affected by the strike and that no refuse had been collected for the last two days

She said an emergency team would be established to handle refuse collection until the strike ends.

"We will see how far this emergency team can go, but it will be impossible for them to collect all of the rubbish," Venter added

Other council services appeared not to be severely affected. Most buses would be running normally today, a council spokesman said

THIS IS FROM PREVIOUS EDITION, PLEASE BLEND IN The crippling five-day strike by municipal workers in small

towns in Gauteng and three other provinces last week is set to spread to Greater Johannesburg today after talks to end the wage dispute failed last week

About 20 000 SA Municipal Workers' Union (Samwu) members in the Greater Johannesburg area will join thousands of strikers in other towns in Gauteng, Mpumalanga, Northern Province and the North West Province today in sympathy with their wage demands

The strike today is likely to affect most municipal services such as buses, refuse removal, electricity and sewerage maintenance and, to a lesser extent, emergency services like the traffic, ambulance and fire departments. Administrative departments might also be affected.

The strike will affect the area bounded by Sandton in the north, Lombro Park in the east, Soweto in the south and Roodepoort in the west

The union's Johannesburg branch spokesman Weizmann Hamilton said yesterday Samwu had already settled on

wages with the council

He said the main reason for the strike in Johannesburg was in support of demands for the scrapping of a provision in the Local Government Proclamation 42 of August 22.

He said Annexure J of the proclamation empowered the four metropolitan substructures in the area to act as autonomous employers and enter into wage and other negotiations with unions separately from November 1

"This arrangement will threaten the implementation of this year's wage agreements in the area and will lead to separate wage negotiations from next year," he said.

He said the provision would also make impossible the implementation of a programme to raise the quality of service delivery in the former black authorities; "thus perpetuating the social and economic apartheid that we have inherited".

Council chairman Isaac Mogaase said yesterday the council would seek an urgent meeting with the union to try and resolve the issue.

# Crippling strike set to spread <sup>(2000)</sup> <sub>(152)</sub>

JOHANNESBURG The crippling five-day strike by municipal workers in small towns in Gauteng and three other provinces last week is set to spread today after talks to end the wage dispute last week failed

CT 26/9/95

About 20 000 SA Municipal Workers' Union (Samwu) members in the greater Johannesburg area will join the thousands of strikers in other towns in sympathy with their wage demands

# Mandela assures nurses of support

(192) Sowetan 25/9/95

**P**RESIDENT NELSON MANDELA assured nurses at the weekend of his support for their pay demands but said the Government had no more money.

The Government is in difficulty with not enough resources. There is no money at all to increase salaries," he said during a surprise visit to King William's Town's Grey Hospital on Saturday.

Working conditions for health workers were not satisfactory after years of neglect and discrimination under apartheid. "Sometimes I get really distressed to see the difficult conditions you are working under," Mandela told the nurses, who went on strike last week over demands for overtime pay.

There was a shortage of doctors, nurses, hospitals and drugs, he said, but this could not be addressed overnight.

He appealed for patience and a suspension of all labour action by health workers while the Government and workers' representatives addressed their grievances.

## The President says Govt has no money but grievances are legitimate

"Your grievances are legitimate and have the full understanding of the Government of National Unity. Regrettably, the government cannot at this time meet all the demands," Mandela said during another surprise visit to nearby Bisho Hospital.

The hospital visits had been kept under wraps until the last moment in order to keep them informal and avoid a fanfare, according to acting Eastern Cape premier Professor Shepherd Mayathula.

Mandela said good progress had been made in talks this week between health workers and Health Minister Nkosazana Zuma. He said he would be taking a personal interest in improving health workers' working conditions and was confident an amicable solution would be found.

Mandela delighted children and bed-ridden patients as he walked around Grey Hospital, chatting and

asking them about their needs and condition.

Picking up a blind three-year-old, he was told a sad story of how the child's parents do not visit him and how his progress was being delayed by his prolonged stay in hospital.

Asking senior nursing staff what the area's most common illnesses are, Mandela was told of the prevalence of tuberculosis, asthma, bronchitis and pneumonia.

He showed a keen interest in hospital food, asking nurses to recite the day's menu, and checked that the children were bathed daily and had enough toys to play with.

"These people are national assets. There may be among them MPs, ambassadors, Cabinet Ministers and even presidents," Mandela said.

He praised the nurses' work, saying he hoped conditions and salaries could soon be improved. *Sapa*

## Council strikes wage deal with strikers

(152)

A wage settlement had been struck between the Alberton council and the Alberton branch of the SA Municipal Workers' Union, council spokesman John Welman said yesterday. The deal ended a five-day strike.

The council offered a minimum monthly wage of R1 204 to lower-wage earners and promised a 7,7 and 10,4% increase to two other categories. Welman said salaries would be adjusted immediately and employees would get back-pay from July 1.

The settlement met Samwu's demand for a minimum monthly wage of R1 200. However, general secretary Roger Ronnie said the 7,7 and 10,4% rises fell short of the union's demand that salaries be raised across the board by R280.

He said a settlement with the Krugersdorp municipality was imminent - Sapa

Star 23/9/95



Pictures: ANDREW INGRAM, Staff Photographer

□ **STRIKERS:** Sea Harvest strikers in Saldanha toyi-toyi outside the company's factory.

ARL 23/9/95

(152)

# Strikers simmer in pay stand-off

**COLIN DOUGLAS**  
Staff Reporter

THE sun was out, the sky cloudless and the blue water of the lagoon lapped gently on the beach. It was a perfect day for a fight.

The usually tranquil town of Saldanha turned ugly yesterday as hundreds of striking factory workers confronted their employer, fishing giant Sea Harvest.

Scores of heavily armed policemen staked out the Sea Harvest shoreside factory after the company obtained a court interdict restraining the Food and Allied Workers' Union (Fawu) and its members from coming within 500 metres of its premises.

This followed uproar the previous night, when strikers were said to have trashed the company's administration block.

The interdict also prohibited unionists from intimidating

■ Peace was restored as strikers and non-strikers alike queued for their pay in the wake of violent clashes between with police.



□ **POLICE ESCORT:** Heavily armed police escort the Sea Harvest payroll to the company's Saldanha factory after clashes between strikers and security guards.

co-employees who wished to continue working.

Soon after the interdict was served, two strikers were in-

jured — although not seriously — when security guards in the factory fired at them.

While fears that the scene

would erupt into further violence proved unfounded, the police soon switched their role from law-enforcing to money-protecting.

Being a Friday, it was payday and thousands of rands were on their way into the factory.

Police escorted the funds safely into the factory and strikers and non-strikers alike joined the pay queues, bringing a more relaxed atmosphere to the scene.

Meanwhile, on a hill overlooking the factory, Sea Harvest managing director Louis Penzhorn chatted with advisers and fretted about a strike that he said could have been avoided and which had shut down operations.

The strike, over wage increases, erupted after management made an offer of a 10,1 percent, well short of the 28 percent demanded by the union. Negotiations are continuing.



## Minimum wage deal ends five-day strike

ARG 23/9/95

JOHANNESBURG — A wage settlement had been struck between the Alberton City Council and the Alberton branch of the South African Municipal Workers' Union, council spokesman John Welman said here.

The agreement ended a five-day strike that put the city in disarray

The council offered a minimum monthly wage of R1 204 to lower-

wage earners and promised a 7,7 percent and 10,4 percent raise to two other categories (21%) (27,25%)

Mr Welman said salaries would be adjusted immediately and employees would get backpay from July 1 (15%)

The settlement met Samwu's demand for a minimum monthly wage of R1 200 — Sapa.

## NUM wins Appeal Court protest ruling

~~(S)~~  
BLOEMFONTEIN — All the participants in the September 5-6 1989 stayaway at three Free State mines should have been dealt with on the same basis, the Bloemfontein Appeal Court has ruled

It upheld yesterday the appeals of the National Union of Mneworkers (NUM) and of dismissed employees of the President Brand, President Steyn and Fred-dies mines. *BD 22/9/95*

It had been argued for the ap-pelants that participation in the stayaway was collective action in pursuit of "a legitimate socio-economic interest" (to protest against the general election and the introduction of the 1988 amendments to the Labour Relations Act)

Judge Nestadt said the need for management to enforce discipline could not be underestimated.

But on the basis of cumulative factors, dismissal was "excessive and therefore inappropriate"

It was not in dispute that if the dismissals were set aside, the reinstatement of the individual ap-pellants should follow, he noted

The court ordered that if the parties themselves could not re-solve the outstanding matters, they should be decided by the In-dustrial Court — Sapa

# Firm ordered to reinstate fired 69

~~(S)~~  
*BD 22/9/95 (S)*  
Renee Grawitzky

BOART MSA (Pty) has been or-dered by the Labour Appeal Court to reinstate 69 National Union of Metalworkers of SA (Numsa) members with 10 months' back-pay, after it found their dismissal during a strike in August 1992 to be unfair. The decision was hand-ed down on Wednesday.

Pam Stein of Cheadle Thomp-son & Haysom, acting on behalf of the union, said the cost to the com-pany for back payment in wages — based on salaries paid in 1992 — was about R900 000

Boart said it was considering applying for leave to appeal to the Appellate Division

The dismissals arose out of the nationwide metal industry strike which began on August 3 1992. On the morning of August 25, Boart dismissed 84 workers but subse-quently reinstated 15. On the af-ternoon of August 25, the Supreme Court granted the Steel and Engineering Federation of SA (Seifsa) an interdict on the grounds the strike was illegal be-

cause the union had not complied with the balloting provisions.

The Industrial Court dismissed the union's application for rein-statement and found that the com-pany, which "dismissed the strik-ing workers for operational rea-sons", had not committed an unfair labour practice.

The company argued that be-fore and during the strike workers were briefed on the financial po-sition of the company and that "the ultimate consequence of the strike would be that jobs of all em-ployees would be endangered". On August 21 the company issued an ultimatum for strikers to return to work and it was alleged that the company was suffering irrepara-ble damage which would affect the job security of all employees.

The Labour Appeal Court said where an employer dismissed workers for economic reasons, it wa the duty of the court to assess those and all other relevant facts. The court found the company failed to show that if it had not dis-missed the workers it would have risked "irreparable harm".

# Wages hike agreed but strike continues

BO 22/9/95

(152) 229

CAPE TOWN — Local authority and SA Municipal Workers' Union (Samwu) negotiators had agreed on a hike in the minimum wage of between 50% and 60%, but a strike by 30 000 members would continue until other wage demands had been settled, union general secretary Roger Ronnie said yesterday.

About 250 local authorities — excluding greater Johannesburg and greater Pretoria which belong to a separate bargaining forum — in the industrial council's Transvaal division that covers Gauteng, Mpumalanga, Northwest and Northern Province are involved in the wage dispute.

Samwu also condemned the ever-increasing involvement of the South African Police Service in the strike. Ronnie said about 130 local authorities were affected by the strike.

**Bonile Ngqiyaza** reports employers have made a R150 offer to the R280 demanded by organised labour. Minimum wages vary between R594 and R869 a month. The union demanded that these be increased to between R850 and R1 204 depending on the size of the local authority.

Employers' Organisation for Local Authorities chairman Koos Opperman said yesterday the different parties had decided to return to their respective constituencies for fresh mandates.

Ronnie said a basis for agreement had been reached on the minimum wage issue, but the two

parties were still "miles apart" regarding across-the-board increase demands.

After the stalemate in the Industrial Council, the union had undertaken to report the outcome back to their members who would decide the union's response.

Sporadic strikes, he said, had broken out in eight different places in the Eastern Cape and Oudtshoorn. "These strikes could spread to other areas next week. The only reason this has not happened is that negotiations were being conducted."

Ronnie accused the SA Police Services of using excessive force against workers in Alberton, Witbank, Nigel, Pietersburg and Messina.

Many union members had been arrested, he said.

"The police bias is placing a strain on the settlement of wages."

According to a Sapa report W/O Hampie de Kock denied that police had used excessive force against the strikers, but acknowledged water had been poured on the municipal workers.

Pretoria municipal workers, meanwhile, were back at work yesterday after an agreement was reached between the Pretoria central metropolitan substructure and the union. Pay talks were set to have resume later in the day.

In terms of the agreement, the substructure undertook not to enforce an Industrial Court interdict obtained on Tuesday, declaring the strike illegal.

# No end in sight for the Samwu strike

(152)  
By Abdul Milazi  
Labour Reporter

**S**OUTH AFRICANS SHOULD brace themselves for heaps and heaps of litter after striking municipal workers and employers failed to reach agreement during wage negotiations in Germiston on Wednesday

The four-day-old strike by about 30 000 workers has already affected refuse collection in many areas

South African Municipal Workers Union (Samwu) general secretary Mr Roger Ronnie said although a few municipalities agreed to meet the union's minimum wage demand, there were still differences on the across-the-board increase.

Out of the 130 municipalities only four have indicated a willingness to meet the union's minimum wage demand.

Ronnie explained that although the union was negotiating with the Municipal Employers' Organisation at a national level, some municipalities were negotiating with the union individually

In Krugersdorp, Modderfontein, Ger-

(238) Sametan 22/9/95  
Only four out of 130 municipalities are willing to meet wage demands

miston, Alberton, Edenvale and Brakpan, workers are demanding a R1 200 minimum wage and a 15 percent across-the-board increase

Nationally the union is demanding a three pronged minimum wage, divided into R850 for the bottom end of the salary scale, and R985 and R1 145 for the following two categories of semi-skilled workers

They are demanding a R295 or 7,8 percent across-the-board wage increase, backdated to July 1

Ronnie said the situation was hopeless as the employers were not prepared to meet the across-the-board demand. He said unless "something dramatic happens, South Africa is in for a long-drawn strike"

He argued that workers had given municipalities enough time to address the wage issue over the years and it was now "a do-or-die situation", where workers were not prepared to compromise

their position Ronnie said the union did not want a prolonged strike but it had no choice

About 100 workers in the Western Cape had already been dismissed for taking part in the strike Several other municipalities have threatened to dismiss their employees if they do not return to work by today

Municipal Employers Organisation general secretary Mr Peet Roodt said, Germiston, Edenvale, Modderfontein and Brakpan had settled.

Roodt confirmed that the employers and the union were still deadlocked on the across-the-board increase

Ronnie refuted Roodt's claims and said the four municipalities had not settled, but merely agreed to meet the minimum wage requirement.

The Germiston Transitional Local Council (TLC) said it would announce its settlement with the union this afternoon

# Strike looks set to spread

(152) (150) Stan 22/9/95

■ BY JUSTICE MALALA  
LABOUR REPORTER

While some municipalities reached agreement with their striking workers yesterday, the SA Municipal Workers' Union vowed that the four-day strike in towns in four provinces would deepen next week.

Hundreds of Samwu's members in Krugersdorp cleaned up the civic centre yesterday after their representatives reached an agreement with the transitional local council.

ANC council member Serge Mokonyane said the agreement acceded to the union's demand for a R1 200-a-month minimum wage, and that debate would be opened on the 11% increase the union is demanding. The union will pay for all damage caused during the strike.

The strike in Pretoria was resolved on Wednesday and workers are back on duty.

But Samwu secretary-general Roger Ronnie said the strike was likely to spread to other cities

and towns, although they had settled on wages. If no agreement were reached by Tuesday, towns in Eastern, Northern and Western Cape might also embark on a strike.

Ronnie condemned police involvement in the strikes, saying the union had received reports that police had broken a Samwu member's arms and arrested others. In Alberton, council employees had poured boiling water on protesters.

Police confirmed that municipal workers had poured water on strikers, but said there had been no incident of police breaking a worker's arms.

The Democratic Party said the strike was a matter of grave concern, and that voters should reject the Government's "ineffectiveness and silence" in handling the crisis.

The strike has mostly hit small towns in Gauteng, Mpumalanga, North West and Northern Province, affecting services like refuse removal and sewerage maintenance.

# Cape fishing giant crippled as factory workers strike

ARG 21/9/95  
152  
152  
152

Staff Reporter

GIANT West Coast fish processing plant Sea Harvest has been crippled by a second strike in two months.

About 1 800 factory workers — members of the Food and Allied Workers' Union and the West Coast Workers' Union — downed tools yesterday, demanding they be given the same wage increase granted to the company's fishermen a month ago.

The 500 fishermen — members of the Trawlers and Liners' Union — did not go to sea for 18 days, forcing the closure of the Saldanha factory eventually settling for a 28 percent salary rise.

Sea Harvest, said to be the largest fish processor in the southern hemisphere, has offered factory workers a 10,1 percent increase.

This is after the company opened wage negotiations with an offer of a 2,5 percent in-

crease. The union's opening position was for a 250 percent increase.

The union's Saldanha Bay branch secretary, Gert Koenana, said the workers intended squeezing the company by refusing to offload three fully laden trawlers which returned to port yesterday.

The company's entire 18-vessel fleet was at sea when the strike began. According to Sea Harvest, three more trawlers are due back in port today.

Mr Koenana said the company had put the remainder of the fleet on "standby", meaning they should stop fishing and await further instructions. But late last night the company denied taking this step, saying the last instruction that had gone out to trawler captains was to keep fishing.

Mr Koenana emphasised that nobody would unload the fish, warning that the workers would not tolerate scab labour.

Mr Koenana and a Sea Harvest spokesman accused each other of negotiating in bad faith.

Workers had been prepared to go on strike on Monday after the company ended Friday's wage negotiations with the 2,5 percent offer. But they had been persuaded to continue working, said Mr Koenana.

The company had taken the whole of Monday and most of Tuesday to up its offer to a 59c-an-hour increase (10,1 percent).

By that stage, "the workers were out of control", he said.

The Sea Harvest spokesman said this was not so. The company had consistently told the unions it was willing to negotiate.

The union had reduced its offer from a "ridiculous" 250 percent to 28 percent and expected the company to make a similar, substantive move. In any case, the parties had until October 1 to settle.

# 2 strikers shot by guards at fish process factory

ARG 22/9/95

Staff Reporter

~~STRIKING~~ (152)  
SALDANHA. — Two striking workers were shot by security guards today during a confrontation at the Sea Harvest fish processing factory.

The workers were taken to hospital with gunshot wounds, said Gert Koenana, spokesman for the Food and Allied Workers' Union (Fawu).

The incident came as hundreds of workers, striking over wage increases, waited outside the factory to be paid wages owed from before the strike.

The strike began on Wednesday after workers rejected an offer of 10 percent, holding out for 28 percent.

Mr Koenana said Sea Harvest had got a court interdict against Fawu today, restraining strikers from coming within 500 metres of the factory.

At noon the situation outside the factory was tense, with 50 heavily armed policemen looking on as workers waited to meet Sea Harvest managing director Louis Pentzorn.

# Municipal union— wants strike to end

BO 21/9/95

(152) (288)

Renee Grawitzky

THE strike by municipal workers continues today despite initiatives by the SA Municipal Workers' Union and the Municipal Employers' Organisation to find ways of resolving the wage dispute at a meeting yesterday.

The union and the employer organisation representing local authorities in Gauteng, Mpumalanga, Northwest and Northern Province have expressed their concern over the continuing strike and have agreed to report back to their respective constituencies.

The parties have been able to reach agreement on an acceptable minimum wage ranging from R847 in the small local authorities to R1 204 in the larger local authorities. However, there is still dispute about the across-the-board increase, with employers offering R150 and organised labour demanding R280.

Employers' organisation spokesman Piet Roodt said a meeting would be held today with a representative of the department of provincial affairs and constitutional development to discuss the strike and the financial posi-

tion of local authorities, and explore the possibility of financial assistance from government.

Roodt said one of the problems was that with the amalgamation of the traditional black and white local authorities, there was very little income from the old black local authorities.

The union's regional organiser for Gauteng Tom Ngubeni said report-back meetings would be held today and attempts would be made to ensure that the strike did not extend to next week. He said the union wanted to ensure the strike did not negatively affect the local elections where people would be voting for better services provided by the union's members.

Municipal workers within the central Pretoria metropolitan substructure are expected to return to work today after the parties agreed to reopen wage negotiations and to meet today.

According to the SA Police Service a number of peaceful demonstrations took place in Nigel, Brakpan and Heidelberg while in Alberton striking workers "became violent" and two SAPS members were slightly injured and a number of workers arrested.



## Mboweni warns on danger of unacceptable protest actions

Renee Grawitzky

(152)

BD 21/9/95

LITTERING, highway blockades and the taking of hostages during disputes were not acceptable protest actions and were not reflections of democratic rights, said Labour Minister Tito Mboweni.

Speaking this week on democracy and the workplace at a Centre for Policy Studies seminar, Mboweni said democracy required obligations from SA citizens and current evidence showed that if democratic forces did not strongly assert themselves the country would degenerate into anarchy.

He said lack of delivery in the workplace and outside could undermine democracy and allow for certain social forces to gain the upper hand and ensure the democratic experience ground to a halt.

He said the "revolution of the angry could be upon us if the fundamental problems are not addressed".

The slide towards authoritarianism could become an option when "things are going tough". The workplace was a long way from transformation, he added.

Numsa general secretary Enoch Godongwana, speaking on behalf of Cosatu, said the proposed workplace forums would have to be credible — "if not, they will not deliver". The credibility of workplace structures would only be achieved if it was accepted that labour was a stakeholder in the workplace. He said the "law may be good" but it would not deliver unless parties changed their "mindset".

Adriaan du Plessis of Business SA told the seminar: "You cannot sustain democracy without economic growth, and economic growth without democracy is not sustainable either."

He said the challenge was to ensure that the system of labour rights encouraged the flexibility necessary for perpetual change in the workplace.

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Postal services  
(27/01/95)  
'now normal'  
27 (152)

POSTAL services have returned to normal and the backlog of post at Capemail will be sorted out with extra shifts, the SA Post Office said yesterday (152)

The industrial action ended when agreement was reached between the post office and the unions over the rationalisation of services — Staff Reporter

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**THURSDAY**  
**SEPTEMBER 21, 1995 ★**

**BRIEFS**

**Hunger strike to  
end tomorrow**

~~(24)~~ (152)  
FIFTEEN union members will end their week-long hunger strike tomorrow when the Industrial Court will decide whether or not to grant an urgent interdict against the Western Cape Provincial Administration.

The National Health, Education and Allied Workers' Union (Nehawu) embarked on the strike last week in support of 85 contract workers whose services were ended last month.

They have applied for the court interdict to reinstate the workers.

In January, the administration employed 215 workers on a temporary basis. Last month, 130 of the workers were given a six-month contract.

The remaining workers were asked to leave.

CT 21/9/95

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# Municipal strike to go on after talks fail

(152) (250) CT21/9/95

JOHANNESBURG - The SA Municipal Workers' Union (SAMWU) said a strike by about 30 000 members in four provinces would continue after a deadlock with employer organisations over wage demands yesterday

SAMWU secretary-general Mr Roger Ronnie said negotiations with the Municipal Employer Organisation and the Employer Organisation for Local Authorities in Johannesburg over salaries for about 50 000 municipal workers in Gauteng, Mpumalanga, North-West and Northern provinces had ended without success

"Negotiations ended in a deadlock. There was progress made in some areas and on others no agreement could be reached," Mr Ronnie said

He said the main stumbling block was across-the-board increases

The union is demanding an across-the-board minimum wage increase of R280 a month or 7,8%, whichever is the higher, and employer organisations are offering a minimum R130

"The strike continues and is likely to increase considering other workers will join in solidarity on Monday unless agreement is reached," Mr Ronnie said "We could not decide on another meeting but the union's doors remain open."

Police used rubber bullets to disperse about 400 striking municipal workers in Alberton yesterday after they pelted policemen with stones

East Rand police spokesman Warrant Officer Hampie de Kock said the workers gathered outside Alberton council offices and broke two stop signs and damaged two municipal vehicles and a state vehicle

# COMBINATION'S FERTILISERS GET

By Abdul Milazi  
Labour Reporter

**C**OUNCILS got tough with striking workers with at least 100 being dismissed in Western Cape's Albertina town for taking part in the current national municipal strike which has disrupted services in several municipalities countrywide.

South African Municipal Workers Union (Samwu) Western Cape spokesman Mr Trevor Serfontein also reported that 50 striking workers in Joubertina were threatened with dismissal if they did not return to work by today.

In the East Rand town of Alberton police fired rubber bullets and teargas into a crowd of striking municipal workers yesterday.

A police spokesman said two police officers were injured when they were hit by objects thrown from the crowd.

There was near chaotic confrontation in Krugersdorp on Tuesday when a policeman fired his pistol in the direction of the strikers. A policeman on the scene said his colleague was "defending himself".

Workers in the Pretoria area are expected to return to work today after Samwu and the Metropolitan Council agreed to negotiate further.

Samwu Gauteng secretary Mr Tom Ngobeni said he was positive that the parties would reach an agreement soon.

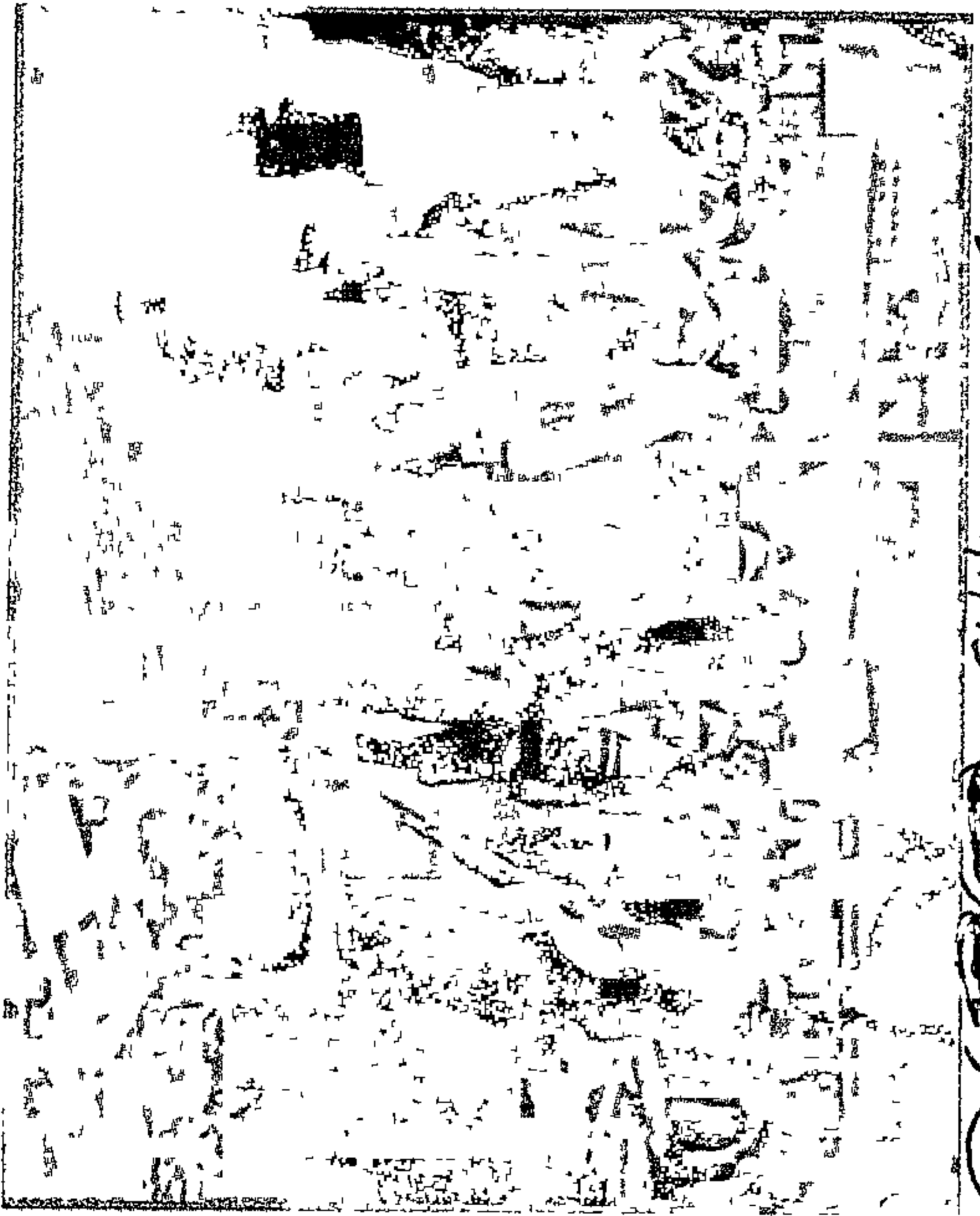
Pretoria Metropolitan labour relations director Dean Bronkhorst said he welcomed the decision by the 2 000 strikers to return to work.

Workers in Oudshoorn in the Western Cape have suspended their strike after the union and the local Transitional Local Council (TLC) reached an agreement.

More than 300 workers in the Small Karoo began their strike yesterday, while Riversdale workers returned to work after negotiations

*Sowetan 2/9/95*

*(152)*



**Police escort members of Samwu out of Pretoria city centre to Belle Ombre Railway Station in Marabastad yesterday. Thousands of municipal workers have been on strike since the beginning of the week.**

PIC VELLI NHLAPO

Serfontein said the Samwu Western Cape regional branch were to meet today to decide on further plans for the province's nearly 30 TLCs.

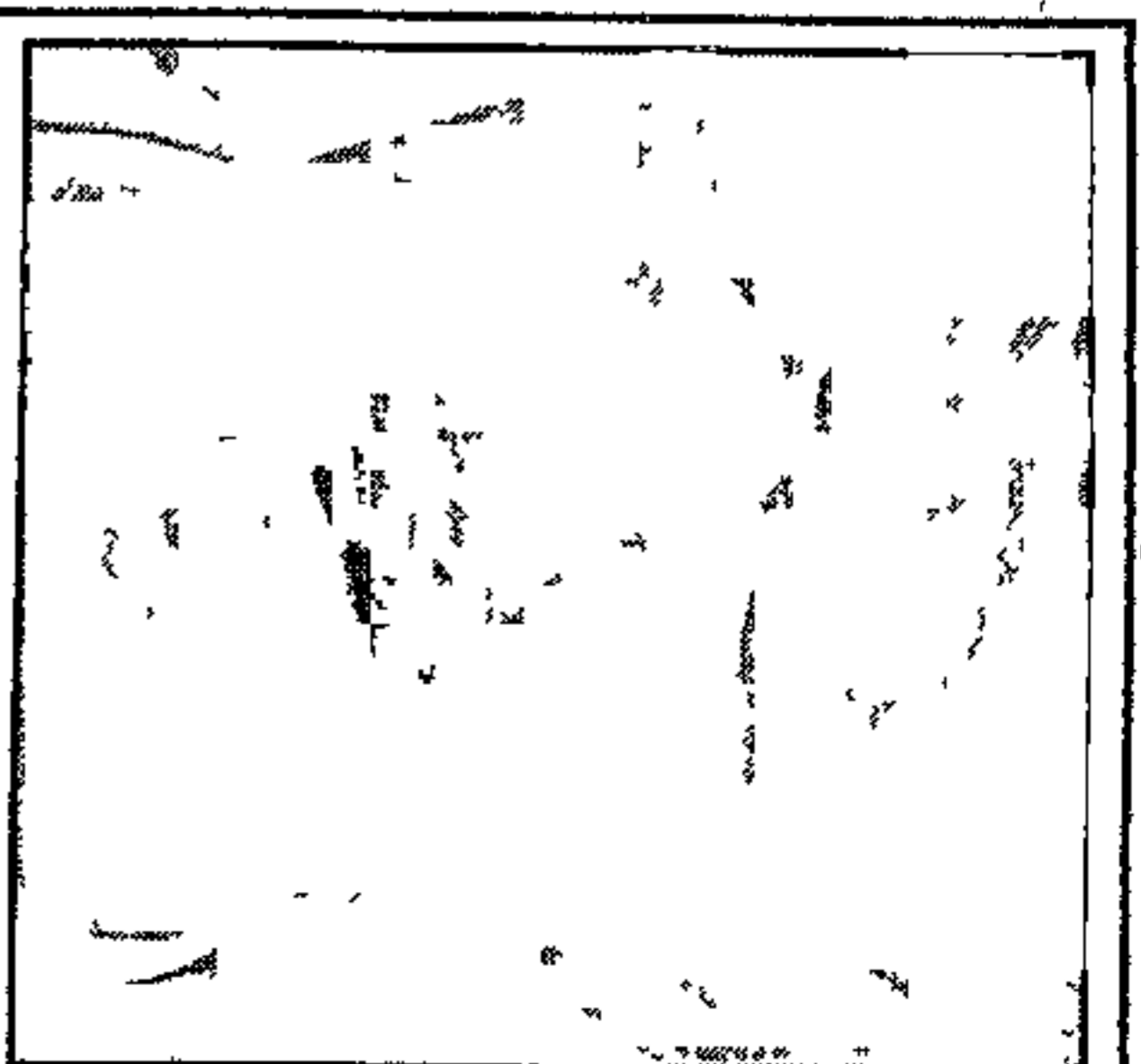
He said workers who had already settled with their employers might go on a solidarity strike on Monday.

A staffer at the office of the Municipal Employers Organisations said there was no one 'to talk to the media'.

State Health and Allied Workers Union (Meshawu) has accused Samwu of intimidating its members.

Meshawu spokesman Frans Sebane said their members were not on strike and had a right to go to work without fear of intimidation.

Efforts to get comment from Samwu failed after the regional office referred Sowetan to their national spokesman Mr Ro...



## Too little to live on

By Abdul Milazi  
Labour Reporter

MR SIMON Tshoane (above) has worked for the Krugersdorp Town Council for 22 years. He still earns R1 010 a month.

The 61-year-old Tshoane has never had enough money to bank in his entire life and the only clothing he has is the blue work overalls issued by the municipality.

"I just cannot afford anything. I spend all my money on my three children and extended family," says Tshoane.

Tshoane is one of the about 30 000 municipal workers in 130 town councils nationwide, who downed tools on Monday in support of their demand for better wages.

South African Municipal Workers Union (Samwu) general secretary Mr Roger Romme says the decision to strike follows a deadlock in negotiations for a minimum wage last week.

The union is demanding three minimum wage increases for the three lowest-paid bands of workers, ranging from R850 to R1 145 a month.

Romme says the union has proposed a R850 minimum wage for the lowest-paid workers, R985 and R1 145 for the other two bands - all to be backdated to July 1.

The union is also demanding a R295 or 7.8 percent across-the-board increase.

Municipalities are offering a minimum wage of R805 a month backdated to July 1 and a further increase of R45 to reach the union's R850 for the lowest-paid workers to be effective only from February next year.

## Tukkies strike ends in accord

(152) (220)  
 University of Pretoria workers yesterday agreed to end their week-long strike after accepting the university's original pay offer, according to the rector, Professor Flip Smit.

He said increases for the group of workers, represented by the National Education, Health and Allied Workers' Union, would be effective from July 1.

Since other university staff had been receiving a pay rise from April 1, a bonus would be paid to the Nehawu members at the end of the year.

A university spokesman could not give details on increases, explaining that the percentages varied from individual to individual.

The workers have been demonstrating on campus for the past week to press for an 18% pay rise.

On Tuesday last week fights broke out between the strikers and students intent on stopping the workers from littering the campus - Sapa

# Municipal strike goes on as pay talks falter

(152) (152) Star 21/9/95

■ BY JUSTICE MALALA  
LABOUR REPORTER

The three-day strike by thousands of municipal workers in towns and cities in five provinces is set to continue after talks to end the wage dispute, held in Germiston yesterday, failed to reach agreement.

Members of the SA Municipal Workers' Union (Samwu) clashed with police in some towns and brought services to a halt in Gauteng, Mpumalanga, Northern Province, North West and Northern Cape municipalities.

But in Pretoria, where more than 2 000 municipal workers have been on strike since Tuesday and have overturned rubbish bins in the city centre, the council and the union agreed that work-

ers would return to work today and resume pay talks.

Employer Organisation for Local Authorities spokesman Marius Scheepers said yesterday the union had turned down the municipalities' final wage offer, saying the proposed increases were not satisfactory.

## Solidarity

Samwu secretary-general Roger Ronnie said yesterday the strike was likely to be intensified next week if no agreement was reached.

He confirmed that union members in cities where wage settlements had been reached would embark on solidarity action from next week.

He said Johannesburg workers had agreed at a rally on Monday that they would go

on strike next Tuesday if the wage dispute was not resolved.

Ronnie said the negotiators had failed to agree on across-the-board increases for the workers. Samwu is demanding a R295 or 7,8% increase, whichever is the greater, while employer organisations are offering a minimum R130 or 7,8%.

■ East Rand police yesterday used rubber bullets to disperse about 400 strikers in Alberton, a council spokesman said.

He said two stop signs, two municipal vehicles and a government vehicle were damaged. Stones were also thrown at police.

In most towns, workers gathered at municipal offices and toy-toyed throughout the day.

# Campaigning nurses pledge to form own national union

(152) (152)

Kathryn Strachan  
BD 20/9/95

NURSES countrywide met at hospitals yesterday to set up a new union to represent them in negotiations with hospital and clinic managements

The union is being formed urgently to represent nurses as a separate entity at the next public services bargaining council meeting on October 3

At a heated meeting at Baragwanath Hospital, nurses said the established unions — representing all health sector workers — had failed to represent nurses' interests. They believed the unions placed the interests of other workers, such as cleaners, before those of nurses. Speakers said the existing system, which involved four organisations speaking for nurses, had created divisions in the profession and it was necessary to form a single body.

Nurses at Hillbrow Hospital, Boksburg-Benoni Hospital and various clinics had already started registering with the new union — which is still un-

named. Representatives from all hospitals would meet next Tuesday at Tembisa Hospital to launch the union.

At yesterday's Baragwanath meeting, nurses withdrew the threat they made to the health ministry earlier this week that they would disrupt health services if government did not respond to their ultimatum for a 33% pay increase in 10 days. Instead, they proposed waiting until the outcome of the next round of the public services bargaining council.

A report-back to the Baragwanath nurses about Monday's talks between nurses' representatives, the national health ministry and provincial health MECs showed the forum had served to widen the gulf between the two sides.

Baragwanath nurses' representative Belinda Kgogo told the gathering that officials at the national consultative forum — which was closed to the media — had to protect KwaZulu-Na-

Continued on Page 2

## Nurses

(95) (95)  
BD 20/9/95

Continued from Page 1

tal health MEC Zweni Mkhize from being thrown out by nurses. From her report-back it was clear that nurses and the ministry were talking at cross purposes. While health director-general Olive Shisana mooted decentralisation and reorganising the health system along primary health care lines to improve nurses working conditions,

Kgogo said nurses rejected her ideas.

Decentralisation was put forward only to make it harder for nurses to reach the top, Kgogo said. She claimed that nurses had been practising primary health care for decades, so this concept offered no new solutions.

Meanwhile, nurses in Baragwanath's renal unit said yesterday kidney patients whose condition had been chronic, but stable, before the strike were now in a critical condition because they had missed out on their dialysis treatment during the protest.



**Post disrupted** (152)  
ILLEGAL industrial action by  
about 670 post office  
employees in the Western  
Cape resulted in 21 post  
offices in the region being  
closed yesterday and no mail  
being delivered in most areas  
on the Cape Peninsula.  
20 20 19 95

# Municipal strike affects more towns

(250) (152)  
Renee Grawitsky  
BD 20/9/95

SEVERAL local authorities threatened to dismiss striking municipal workers today, as industrial action intensified and spread to new areas, including Springs and Witbank.

The Industrial Court yesterday granted an application by the central Pretoria metropolitan substructure to declare the strike illegal, prohibiting workers from demonstrating within 100m of council premises and restraining them from assaulting or intimidating colleagues. The council had argued that workers performed an essential service and that continued industrial action could become life-threatening for the Pretoria community.

The Employers' Organisation for Local Authorities said some local authorities intended to dismiss illegally striking workers, contrary to advice that they should await the outcome of a meeting between employers and the SA Municipal Workers' Union today.

Union general secretary Roger Ronnie said "a potentially explosive situation could develop in Mpumalanga, where one transitional local authority has employed scab labour". Workers had marched on the Highveld Reach local authority demanding that replacement workers be dismissed.

Cosatu assistant general secretary Zwelenzima Vavi said dismissing workers on strike over wages would only prolong the dispute.

Cosatu supported the struggle of municipal workers in the small local authorities which paid starvation wages and where conservative structures were still in place, he said.

Samwu Gauteng organiser Tom Ngubeni said four more strikers had been arrested in Rustenburg. In Nigel, police had intervened after workers had been locked out.

# 200 000 held up by strikers

STAFF REPORTER

CT20/9/96

A WILD cat strike by city train drivers during rush hour yesterday afternoon delayed some 200 000 commuters — who were forced to wait for over an hour for their trains

The strikers were demanding the re-instatement of a driver who was fired after a disciplinary inquiry yesterday afternoon, Metro operating manager Mr Louis Holtzhausen said last night

All lines out of the Cape Town station were affected

A striking driver said the man had been dismissed after a derauling in a yard in Paarden Eiland. He said the drivers felt this was unfair "We are humans, not machines"

Metro manager Mr André Harrison said he hoped trains would be running today, but could not guarantee they would be on time

● Golden Arrow buses will recognise Metro tickets today, should train services continue to be affected.



**LONG DELAYS:** Some 200 000 commuters were forced to wait for hours for their trains yesterday, after train drivers went on a wild cat strike at rush hour, to demand the reinstatement of a driver who was dismissed. At 8pm school children and business people were still waiting to go home

PICTURE: NIC BOTHMA

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## Pay strike ends

(152) (64) CT 20/9/95

PRETORIA: University of Pretoria workers yesterday agreed to end their week-long strike after accepting the university's original pay offer, rector Prof Flip Smit said.

He said increases would be effective from July 1

## Tuks offer accepted

Star 20/9/95

University of Pretoria  
workers agreed yesterday  
to end their week-long  
strike and return to work  
today after accepting the  
university's pay offer, rec-  
tor Professor Flip Smit  
said yesterday.

He said increases for  
workers represented by  
the National Education,  
Health and Allied Work-  
ers' Union would be effec-  
tive from July 1.

Details of the increase  
were not given.

Strikers have been  
demanding an 18% rise -

Sapa.

(152) (S)

# Zuma pleads poverty, but nurses adamant

(152) Stan 20/9/95

■ BY JANINE SIMON  
MEDICAL CORRESPONDENT

The kitty is dry, says Health Minister Dr Nkosazana Zuma. Then use your influence in Cabinet to secure us other forms of instant financial relief by September 28, reply her nurses

This was the state of play after the first meeting between discontented nurses and health authorities since the week-long wildcat nurses' strike ended last Monday.



Dr Nkosazana Zuma

Nurses suspended the strike, which crippled five hospitals and 16 clinics, because a National Health

Workers Forum was set up for nurses and health workers to discuss grievances with provincial and national health authorities.

That forum met for the first time in Johannesburg on Monday, and nurses presented to it a demand for a national 33% across-the-board increase and an answer by September 28

Zuma said at the forum meeting, and again in a radio interview yesterday, that the Govern-

ment had no funds for increases during this financial year

However, Zuma said she did have influence in Cabinet and would raise nurses' concerns there

Media spokesman for the nurses, Baragwanath Hospital's Sister Belinda Kgogo, said yesterday nurses expected Government to consider any kind of financial relief, except overtime pay because "we are already overworked"

Government policy is that public sector wages

should be negotiated in the central bargaining chamber of the public service commission

Zuma has suggested nurses form a committee to deal with the salary issue and to strengthen their unions for bargaining chamber negotiations due to begin on October 3

So far, the nurses have resisted that pressure. Nurses were "mal-represented" by unions, and had "no language" for the bargaining chamber, said Kgogo

# INDUSTRIAL RELATIONS - STRIKES

1995

NOV. \_\_\_\_\_ DEC,

## Strike threat over Telkom restructuring

Mungo Soggot

DD 2/11/95  
THE dispute over Telkom's restructuring plans intensified this week after the group's largest union threatened its top management with strike action

It emerged yesterday that the Post and Telecommunications Workers Association (Potwa) — which represents roughly 17 000 Telkom staff — has already told its members to prepare themselves for action

Potwa is also planning to meet Public Enterprises Minister Stella Sigcau tomorrow to repeat its calls

(152)  
for the restructuring to be kept in line with government's overall policy on parastatal shake-ups.

Potwa president Ramateu Monyokolo said Potwa and the other Telkom unions had told chairman Dikgang Moseneke and MD Brian Clark at a meeting last week that the parastatal had failed to consult the unions fully on its transformation plans, in which operations employing 14 000 staff would be spun off

Clark was unavailable yesterday, Moseneke was overseas and Telkom's communications department was unable to comment.



# Fruit-drinks workers go on strike over wages

Staff Reporter

HALF the workers at Appletiser Manufacturing in Grabouw have begun a legal strike over wages in only the second work stoppage in 10 years.

The 116 striking workers are members of the Food and Allied Workers' Union (Fawu), which has organised at the factory since 1986

Appletiser Manufacturing spokeswoman Jean Rowe said

(152) ARG 3/11/93  
the company would take "whatever legal action is necessary to stop unlawful and disruptive action"

Admission to the factory was restricted yesterday because striking workers were demonstrating at its gates

Fawu spokesman Shawn Phillips said the dispute had arisen because management was offering an annual wage increase of 10,9 percent, while workers were demanding

15 percent across the board.

The workers' demand would mean an increase of R48 on the present lowest wage of R322 a week, while on the highest wage of R401 the increase would be R60,17

The union also wants the increases to be backdated to September 1, while management wants them to be effective from the date on which agreement is reached

Company and union negotiations ended in deadlock in August. Attempts to resolve the dispute included mediation by the Independent Mediation Services of South Africa

The Grabouw plant is the only manufacturer of several particular fruit drinks

Appletiser Manufacturing is a division of Appletiser South Africa (Pty) Ltd, in which South African Breweries has interests

(48) (152)

# Hospital staff face violence charges

ST 5/11/95

By ANDRÉ JURGENS

**TWENTY** hospital workers will face charges of public violence and infringing patients' rights after allegedly unleashing a "biological time bomb" in Newcastle's Madadeni hospital.

Dozens of patients had to be evacuated when striking workers threw samples of blood, urine and faeces taken from a hospital laboratory into the maternity ward on March 31.

Doctors said the samples were infected with tuberculosis, HIV and hepatitis B.

The workers were protesting against salary deductions made after the provincial government discovered they were overpaid for the month of October last year.

A team of Criminal Investigation Division policemen have identified the 20 employees as allegedly being part of a group which went on the rampage in the hospital.

Nine employees have been subpoenaed. A Newcastle police spokesman, Warrant Officer Glenda Holder, said another 11 subpoenas would be issued this week.

The 20 will appear in the Newcastle magistrate's court on November 27.

## Spoornet strike threat

ARG 7/11/95

JOHANNESBURG. — Spoornet staff including train drivers have threatened to strike following a Transnet management decision to take disciplinary action against the driver and others involved in the Mariannhill train disaster in KwaZulu-Natal last year

— Sapa (152) (33)

# Commuter chaos in rail strike

(152) (E) Stav 8/11/95

Wildcat action by white train drivers leaves a million passengers stranded in Gauteng and KwaZulu Natal

By NICKI WHITFIELD  
AND JANINE SIMON

Chaos hit commuter railway stations this morning when a wildcat strike by white train drivers left an estimated one million commuters stranded in Gauteng and KwaZulu Natal.

Angry and confused passengers waited in vain on Gauteng platforms as frantic Metro Rail officials, caught off-guard by the strike, racked their brains to come up with a solution to the problem.

While a handful of defiant drivers turned up for work in KwaZulu Natal this morning, a solitary train running from Randfontein to Pretoria was the only one operating in Gauteng. "As far as we can tell, the strike is almost 100% - hardly any people are getting to work," Metro Rail executive manager Zukle Nomvete said.

Those responsible for the bedlam are members of the mostly white SA Footplate Staff Association (Safsa), who are protesting against Spoornet's decision to proceed with a disciplinary hearing against two Safsa members involved in last year's

Marianhill train disaster

A total of 67 people died in the smash near Durban. The driver and the conductor involved in the derailment at Marianhill, in eastern KwaZulu Natal, were acquitted of negligence by a court earlier this year but still face an internal probe by the corporation, Nomvete said.

Safsa claims a nationwide membership of 8 000, of which 3 500 are train drivers.

Nomvete said the strike was illegal and irresponsible and came with no warning. "It was all just rumour until midnight last night." He said a "full appraisal" of the situation would be made this morning and he expected to make an announcement later in the day.

Safsa's deputy general secretary, LF Brockett, said last night that members were "very upset" with Spoornet and might have to display their solidarity. He threatened: "If we march it means trains will not run."

Services are apparently unaffected in the rest of the country.

Johannesburg's Park Station was almost deserted this morning, except for small groups of confused passengers on the platforms.

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# Protest at train inquiry

ET 8/11/95 (20) (152)

JOHANNESBURG: The South African Footplate Staff Association has threatened to take industrial action today over Spoornet's intention to proceed with a disciplinary hearing into last year's train disaster at Mariannhill, near Durban, in which 67 people died.

Safsa's deputy general secretary, Mr L F Brockett, said its members were "upset" with Spoornet.

"If we march it means trains

will not run on Wednesday," he said, refusing to elaborate.

The train driver and controller were cleared by a Department of Manpower investigation and of culpable homicide charges in court.

Safsa believe that in the light of this, the Spoornet inquiry, due to begin today, is an unfair labour practice. Spoornet wants to determine if any operating instructions were transgressed — Safsa



AL

# Hospital guards on strike

Altercation about appointment of a private security company

**A** STUN GRENADE WAS fired by members of the internal stability unit to disperse striking security guards at the Prince Mshiyem Hospital in Umlazi, south of Durban, yesterday morning

Security guards locked the gates to the premises and barred staff and patients from entering. Members of the Durban-based reaction unit fired a grenade which dis-

persed the workers. Police then cut locks to open the gates.

The guards, who are members of the Public Servants Movement, were protesting against the employment of a private company to beef up security at the hospital.

*Sowetan 8/11/95*

Mr Muzuyahuthuka Mkehlh said they had not been informed of the decision to employ additional security guards. Mkehlh said Umlazi residents, many of whom were unemployed, should have been employed instead.

A number of security guards were posted outside the hospital entrance to protect both members of staff and patients.

Chief medical superintendent at the hospital Dr Abul Rahman said the disruption outside the premises had not affected services and staff had reported for work.

Rahman said the incident would be dealt with by the health department - *Sapa*

(152)

# Union pickets Durban's Playhouse

Farouk Chothia

DURBAN — The SA Commercial Catering and Allied Workers' Union (Saccawu) was at "war" with The Playhouse Company and urged the public to stay away, Saccawu organiser Khulekani Ngubane said yesterday.

Ngubane said wage negotiations with Playhouse management had deadlocked. Union demands were a minimum wage of R1 500 a month and an across-the-board increase of R450.

About 50 Saccawu members held a picket demonstration out-

side the Playhouse yesterday. Ngubane said the demonstration was part of an industrial action campaign that would "mature" into further action.

Playhouse CEO Johann Zietsman said management could not meet Saccawu's demands due to budget constraints. It had offered a R70 a month across-the-board increase, and an annual bonus of between R300 and R400.

Zietsman said that the Playhouse would continue pursuing negotiations in the hope of finding common ground.

□ Meanwhile, police fired a stun

grenade at demonstrators stopping patients from entering the Prince Mshiyem Hospital in Durban's Umlazi township yesterday.

Internal stability division spokesman W/O Trevor Reddy said hospital management had employed an outside security company as part of restructuring of security arrangements.

This had angered hospital-employed security guards who, Reddy said, blocked the entrance to the hospital yesterday morning.

Police had to fire a stun grenade to disperse the demonstrators, who numbered about 50.

608/11/95

(152)



# Mariannahill hearings trigger strike

Renee Grawitzky

MORE than 3 000 train drivers countrywide were to embark on a one-day strike from midnight last night in response to Spoornet's decision to hold disciplinary hearings today against three employees linked to the Mariannahill train disaster last year, the SA Footplate Staff Association said.

In March last year, 68 people were killed when a commuter train derailed near Pinetown in KwaZulu-Natal. The driver, conductor and controller of the train were acquitted of all charges in the Durban Magistrate's Court in September this year.

The union said the three employees

had been acquitted in court: "What more does management want; do they not accept the decision of the court? Are they now taking workers to be tried in a bush court?"

Spoornet said the union indicated that strike action could result following a deadlock being reached in a dispute resolution committee over the decision by the company to continue with disciplinary procedures against employees involved in the disaster. The union said the company had refused to refer this issue to mediation.

Spoornet said the strike would be unlawful if it proceeded, and condemned "irresponsible labour actions of this nature".

BD 8/11/95

## Oil warning by

### Health Minister

*Star 9/11/95*

**Cape Town** - Much of the cooking oil used at fast-food outlets, corner stores and restaurants is "unacceptable for human consumption, or even poisonous", research shows.

Health Minister Nkosazana Zuma said the problem was "serious and widespread" and warned that outlets would be closely monitored under new, tougher health regulations aimed at curbing the risk of serious diseases caused by eating food cooked in over-used oil.

The ministry said over-used oils could cause a build-up of chemical impurities "which may contribute to hardening of arteries, and lead to liver and kidney damage or even cancer". - Political Staff

## Engleesh as she wrote - matric style

**OWN CORRESPONDENT**  
**Pretoria**

Matric pupils who sat down to write their English exams yesterday were amazed by poorly typed question papers containing spelling mistakes and omissions.

Principals and invigilators at city schools were shocked at the exam papers for the two English Senior Certificate examinations.

In addition to the spelling mistakes contained in the Higher Grade and Standard Grade language papers, pupils were expected to work from poorly reproduced papers.

A principal at one city school said this was the second time the Gauteng Department of Education

had sent out poor-quality papers if the department continually sends us this kind of question paper in poor quality of English, the standard and quality of education is questionable," the principal said.

He said the department sent the papers to schools wrapped in sealed plastic bags which were not opened prior to the examinations.

Invigilators were instructed to unwrap them in front of the students in the examination hall and spend 10 minutes giving instructions to the students before they wrote the paper, the principal said.

He said invigilators who opened yesterday's exam papers found a sheet of paper listing all the mistakes in the English Second-Language

Higher Grade paper. A complete sentence was missing from the question paper and invigilators were asked either to read the sentences to students or to chalk it on a blackboard where pupils could read it.

There were errors such as "Krugers National Park" instead of "Krugers National Park," "efficiency" instead of "efficiency" and "form" instead of "form".

Students said they would blame the Gauteng Department of Education if they failed the subject.

A spokesman for Pretoria N3 district director Andrew Penzance said students would not be penalised if unclear pictures or wrongly spelled words influenced them to answer questions incorrectly.

## Rail services back to normal

*Star 9/11/95*

The 24-hour Metro Rail strike which stranded more than a million commuters yesterday in Gauteng and KwaZulu Natal, was called off at midnight and all services were back to normal today.

The wildest strike by the South African Footplate Staff Association (Safsa) was called to protest against three members facing an internal inquiry into last year's Mariannhill train accident near Durban.

A Metro Rail spokesman said the inquiry was continuing in Durban today. The three men were acquitted on culpable homicide charges on September 19 but Metro is insisting on an internal disciplinary hearing. - Staff Reporters.

*Star 9/11/95*

**Discipline**

CT 9/11/95

(152)

The strike affected about 700 000 rail commuters

No other regions were affected

Metro Rail spokesman Mr Zukle Nomvete said disciplinary steps would be considered against the drivers who participated in the strike

The no work, no pay principle would apply and each case would be examined to see why the train driver concerned had not arrived for work.

The internal inquiry would continue and the outcome was expected this week, he said. — Sapa

# Hospital strike spreads to Medi-Clinics

EMPLOYEES of the Louis  
Leipoldt Hospital in Bellville  
who went on strike yesterday  
have been joined by Medi-Clinics  
Holdings workers. A National  
Education, Health and Allied  
Workers' Union spokesman  
said yesterday (152)

He said Medi-Clinics work-  
ers in Stellenbosch and Paarl  
had joined the strike in solidari-  
ty with their colleagues.

The workers are striking  
against a hospital ruling that  
union members may not be  
shop stewards. Management  
reportedly told workers to  
resign from the union before  
taking on shop steward duties.

Nichau said this was uncon-  
stitutional and contradicted the  
Labour Relations Act — Sapa

CT 9/11/95

# No work, *power an 9/11/95* no pay (152) for train drivers

DISCIPLINARY steps will be considered against train drivers who yesterday embarked on a wildcat strike that crippled commuter rail services in Johannesburg, Pretoria and Durban.

Metro Rail spokesman Zukile Nomvete said the no work, no pay principle would apply and each individual case would be examined to see why the train driver concerned had not pitched up for work.

Nomvete told a media briefing in Johannesburg that there were indications the strike would end at midnight yesterday. Should it continue, Metro Rail would apply for a court interdict as the strike was illegal.

The strike affected about 700 000 rail commuters and was 100 percent effective in Johannesburg, 90 percent effective in Durban and 85 percent in Pretoria. No other regions were affected.

The strike was called by the South African Footplate Staff Association in solidarity with three members facing an internal Metro Rail inquiry in Durban.

The inquiry is investigating the Mariannhill, KwaZulu-Natal, train accident last year in which 67 people died.

The union claimed the inquiry was an unfair labour practice as the train driver and conductor were acquitted in court of culpable homicide charges.

Nomvete said one trade union would not hold to ransom a company of 11 000 employees transporting almost one million passengers daily. The company would not be intimidated by threats.

The internal inquiry would continue and the outcome was expected this week, he said. Meanwhile, Metro Rail had made contingency plans to transport rail commuters to their homes.

Limited rail services would be run from Johannesburg, Pretoria and Durban, using management who were experienced train drivers.

Eleven buses would also be used to transport commuters from Johannesburg station. — Sapa

● See page 6

POLITICS

# Million stranded in rail strike

By Abdul Milazi  
Labour Reporter

**M**ORE THAN one million commuters were left stranded yesterday in Gauteng and Natal when train drivers went on strike to protest against Spoor-net's decision to conduct an internal inquiry into last year's train disaster which killed 67 people in Kwazulu-Natal.

The train driver and his two assistants were acquitted earlier this year by a Durban magistrate after a trial lasting 18-months.

## Spornet's decision to conduct an inquiry into disaster opens wounds

Spornet Metro Rail Service executive marketing and communication manager Mr Zukile Nomvete said the company decided to hold an internal inquiry into the accident in line with company policy.

The drivers, who are all members of the South Africa Footplate Association (Safa), are objecting to the inquiry which began yesterday.

Safa general secretary Louis Brockett said the drivers decided to go on strike in sympathy with their three colleagues whom they felt went through a lot of trauma during the trial.

"We have continually requested Spornet not to conduct the inquiry because of the experience that these people went through. It was an emotional and traumatic experience, we feel they do not have to be subjected to yet another trauma," said Brockett.

He said his union sympathised with the families of the victims but there was no need to open old wounds.

"Accidents occur in all workplaces and no responsible person will derailed a train purposely," Brockett said.

Nomvete, however, said "It is company policy to conduct internal inquiries, to look into the safety of commuters and thereby prevent further accidents."

He said Safa's action to "hold us to ransom" was irresponsible and was damaging to the country's economy.

Nomvete said no trains were running in the West Rand, East Rand and Naledi in Soweto. In Natal the company operated a skeletal service as a few drivers turned up for work.

However, striking drivers were reported to have intimidated those who went to work at Durban's major stations.

Nomvete said Spornet would make alternative arrangements to bus commuters home after work.

He said the internal inquiry would continue as planned and apologised to commuters for any inconvenience caused by the strike.

Currently Spornet is receiving R1.3 billion in subsidies a year from the Government, while its revenue is R150 million a year.

(152) source: sam 9/11/95



Metro Rail human resources senior manager Zandile Jakavula, flanked by logistics executive manager Tom Boshoff and strategic marketing executive manager Zukile Nomvete, makes a point during a news conference on the train strike in Johannesburg yesterday.

Picture SALLY SHORKEND

## Asmal focuses on Sabie River

STEPS were being taken to solve a critical water shortage in the Sabie River area, Water Affairs and Forestry Minister Kader Asmal said yesterday.

A recent study found the flow of the river in the Kruger National Park to be 15 litres a second, less than 2% of its normal flow.

There was virtually no water getting through to Mozambique, the study showed.

Asmal said a programme to eradicate alien plants growing in the catchment area would be extended.

Water law was being reviewed to address the issues of water rights and the ownership of ground water.

"A full environmental impact assessment will be required for all major project proposals affecting the water affairs and forestry department," Asmal said.

Land use in the catchment area needed to be reviewed and water audits undertaken, Asmal said.

"The water affairs and forestry department will extend its efforts to ensure a greater degree of equity and efficiency is attained in the management of water demand in the area."

People engaged in illegal and socially unjust water use needed to be prosecuted, he said. — Sapa.

## Rail strike ends with grievance unresolved

152 BD 9/11/95  
Theo Rawana and Renee Grawitzky

A ONE-day train drivers' strike by members of the predominantly white Footplate Staff Association, which crippled railways and affected 700 000 commuters in Durban, Johannesburg and Pretoria, ended at midnight last night.

The decision to end the strike was taken by the union despite Spoornet's decision to continue with the internal disciplinary hearing against employees linked to the Mariannhill train disaster near Durban last year, which claimed the lives of 68 people.

Spoornet senior human resources manager Japie Benade said the internal hearings were to ascertain whether those acquitted in court had transgressed internal company rules and regulations. Sapa quoted union spokesman Louis Brockett saying the inquiry was unfair labour practice as the train driver and conductor had been acquitted of culpable homicide charges in a court of law.

The union, with a membership of 3 500, says the inquiry was the last straw in a list of grievances.

Metro Rail human resources manager Zandile Jakvula said the

company was committed to training members of all race groups to become drivers.

The company wanted Safsa's co-operation in this, but it was not forthcoming.

Brockett denied the union was opposed to the appointment of black train drivers. "We have quite a lot of black members and have told Metro Rail we are not opposed to black train drivers provided they have the qualifications and experience," he said.

Metro Rail strategic marketing executive manager Zukile Nomvete said the strike, intended to be nationwide, had taken management by surprise but had not affected services in Port Elizabeth, East London or Cape Town.

Nomvete said disciplinary action would be considered against the strikers. The company would not be held to ransom by one union when it employed 11 000 people and transported almost 1-million passengers a day.

Brockett said: "It all depends on what action they decide to take against our members."

Tense scenes developed at some stations when trains failed to arrive yesterday and angry commuters were left stranded.

# Grabouw strike in second week

ARL 10/11/95

(152) (48)

**ESTELLE RANDALL**  
Labour Reporter

A LEGAL wage strike by members of the Food and Allied Workers' Union (Fawu) at the Appletiser plant in Grabouw has entered its second week

Shaun Phillips, a shop steward at the factory and chairman of Fawu's Grabouw branch, said the company had met the executive committee of the Grabouw African National Congress in an attempt to prevent the strike becoming a community issue. He said workers would do everything to ensure there was a settlement.

The strike is only the second to hit the factory since the union began organising there in 1986. Non-union monthly-paid staff are said to have begun pressur-

ing management to settle the dispute

Mr Phillips said about 30 monthly-paid staff had stopped work on Wednesday in support of the union's wage demand and had sent a letter of concern to Appletiser South Africa calling for a meeting to look at settling the dispute

The union is demanding a 12 percent increase backdated to September 1, and that no disciplinary action be taken against workers engaged in the strike. The company is offering a 10,9 percent increase effective from the date of settlement.

The dispute arose at the end of August and was referred to mediation and a conciliation board without success

Meanwhile, union members

have picketed the factory, under the watchful eye of the police who were asked to monitor the situation by Appletiser management.

A Fawu spokesperson at the factory said the company had started to bring in alternative labour on Wednesday

Appletiser is a division of South African Breweries (SAB). Members of the union at SAB in Newlands have refused to bottle or handle Appletiser goods. However, management at SAB ruled out the possibility of SAB assisting Appletiser with bottling as the Newlands plant had reached its peak production period

Appletiser management confirmed they were continuing negotiations with the union and that they had met the ANC to share information



# Hospital staff return to work

Labour Reporter

(152) (43) ARG 10/11/95

WORKERS at the Lours Leipoldt Hospital in Bellville, who stopped work in support of a colleague who was told to choose between promotion and continuing to be a union shopsteward, have returned to work after agreement was reached to refer the matter to arbitration next month.

The arbitration will decide whether or not M Petersen should be allowed to continue to be a trade union shopsteward while assuming the position of supervisor at the hospital.

Willie van Aardt, hospital manager at Louis Leipoldt, said the dispute had arisen when Mrs Petersen, a shopsteward of the National Education, Health and Allied Workers' Union (Nehawu), was promoted to supervisor in August. A condition of her promotion was that she resign as a shopsteward.

Mr Van Aardt said that hospital management had at that time suggested the matter be referred to arbitration but that this had been rejected by Nehawu.

# Strike was a warning for Metro Rail

~~152~~ (152) Sawetani

By Abdul Millazi  
Labour Reporter

10/11/95

ALTHOUGH the rail strike by white tram drivers lasted only a day, it served as a wake-up call to Metro Rail and highlighted the need for the restructuring of that department to reflect South Africa's demographics.

Metro Rail marketing and communications executive manager Mr Zukile Nomvete said while other departments had been integrated, white tram drivers resisted the introduction of black drivers. He said this meant the drivers could hold the company to ransom at any time.

Tuesday's strike was sparked off by Metro Rail's decision to continue with disciplinary hearings against two white workers involved in the Marianhill train disaster in which 67 commuters were killed last year.

The driver and his conductor were acquitted by a Durban magistrate of charges of negligence and manslaughter.

Nomvete said the internal inquiry was to ascertain whether the two had transgressed company regulations.

The South African Footplate Staff Association argued that there was no need to subject the workers to another inquiry as they had already been acquitted by a court.

Nomvete said the company was in the process of training black drivers, but was meeting strong resistance from the white drivers.

Although Safsa's general secretary Mr Louis Brockett denied this, he admitted that they were not opposed to black train drivers provided they had the qualifications "and experience".

# Row between Metro Rail and train drivers grows

Renee Grawitzky

THE SA Footplate Staff Association (Safsa) last night lashed out at Metro Rail, calling the organisation irresponsible for saying it would not be held to ransom by the union and would begin employing 300 black train drivers

Safsa spokesman Chris de Vos said if Metro wanted to declare war, "we will be ready".

Contact had been made with a number of Transnet unions to join in the war against Metro, and if another strike was planned, the union would not be alone

Metro spokesman Zukle Nomvete said the recruitment of black train drivers was part of the company's long-term strategy to ensure it reflected the broader demographics of the country.

He denied the union's assertion that this process would begin immediately.

The company had been unable to fill 55 vacancies because of union problems

De Vos rejected allegations that the union's recent action was

an attempt to reassert its power base in the event of the mass employment of black drivers. He said it was incorrect to portray the union as predominantly white as it had a number of black members

The union initially said the one-day strike was in response to Spoornet's decision to continue with internal disciplinary hearings against employees linked to the Mariannhill train disaster last year which claimed the lives of 68 people

However, recent statements from the union and management have concentrated on the company's move towards implementing its affirmative action programme.

The disciplinary hearings continue today.

Sapa reported that the SA Railway and Harbours Workers' Union had said that the internal hearings against those involved in the train disaster should continue unhindered.

Safsa indicated it was not opposed to the recruitment of black drivers provided they had the nec-

essary qualifications and skills

However, De Vos said "You cannot train a driver overnight and this initiative by Metro indicates its preparedness to throw safety standards aside"

Nomvete said the company would look at the requirements for the employment and training of black drivers.

Meanwhile, Labour Minister Tito Mboweni has intervened in the row between the union and Metro Rail.

De Vos said Mboweni had contacted him to express his disappointment with the disruption to commuter train services that left workers stranded.

Mboweni had indicated that he would try to facilitate a meeting between the union and management to try to rebuild their relationship, De Vos said.

Metro has indicated that drivers involved in the one-day strike will be disciplined in accordance with the company's internal disciplinary procedure

Spoornet has not taken a final decision on the matter.

## Harsher Vaal water cuts loom

Kathryn Strachan

MORE severe water curbs loomed for all Vaal River system areas unless people co-operated in saving water, or unless there was a sharp increase in rainfall, Water Affairs and Forestry Minister Kader Asmal said yesterday.

The targets set for water consumption for the Vaal River system had not been achieved and rainfall was well below average for this time of year. The rainfall thus far had had no significant effect on the levels of storage dams.

"The water situation is serious and may well become critical next year," said Asmal.

The water levels of the major dams in the Vaal River system are abnormally low. The Bloemhof and the Vaal Dams are at their minimum operating levels. The Sterkfontein Dam — the last resort for system water users — has been carrying the full burden of water supply for a while. Its level of

storage has fallen by an average of 1,25% a week since mid September (from 56% to less than 45% at present)

Far more than average rainfall and runoff will have to occur in the rainy season to alleviate the situation

All users that draw water from the main stream of the Vaal River and its tributaries, or from the dams in those rivers, as far upstream as Standerton and as far downstream as Kimberley, including the Free State Goldfields, are affected by the restrictions. They also apply to users from pipelines that serve Eskom power stations in the Highveld region of Mpumalanga

Restrictions imposed earlier this year were: 40% of use for agricultural irrigation; 20% for urban purposes (30% on household use and 10% on use for industrial and mining purposes), 10% of use for intensive livestock feeding schemes; and 5% of use by Eskom.

The situation is being monitored and a decision will be made in January

## Loophole for killers

Susan Russell

THE DP's spokesman for justice, Douglas Gibson, has expressed concern about an apparent loophole in the Criminal Procedure Act, created by the scrapping of the death penalty, wherein the state forfeits the right to prosecute serious crimes after 20 years.

Gibson was referring to a letter from Wits University law lecturer Mervin Dendy published in the latest SA Law Journal

Dendy said the state's right to prosecute a crime lapsed after 20 years, except for a crime where the death penalty could be imposed.

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# Bus services brought to halt by strike over stabbing of driver

(152)

## Crime Reporter

STRIKING bus drivers at Golden Arrow's Philippi depot today halted commuter services in Mitchell's Plain after the stabbing of a driver by a fishmonger

Other areas affected include Wynberg, Mowbray and Cape Town

Buses are being re-routed from other areas to relieve the problem

A spokesman for Golden Arrow said the driver was stabbed in the hand during an altercation with the fishmonger in Mitchell's Plain town centre on Saturday *ARG 13/11/95*

The spokesman said hawkers were encroaching on demarcated passenger-loading areas and made it difficult for drivers to manoeuvre their buses

Commuters were also finding it troublesome to squeeze past the hawkers during peak hours, the spokesman said

A large section of the workforce at the Philippi depot stopped working today to air their grievances, which centred on what they claimed was a lack of support from company management

A driver told The Argus that their lives were being put in danger while they worked, yet they were getting no backing from management.

The spokesman said senior company officials were addressing the issue and talking to the striking workers to defuse the problem. They hoped to restore the service before today's rush hour

# Train drivers threaten a new protest strike

(152)

Star 14/11/95

Court clears driver of culpable homicide after Mariannhill accident, but he is fired after disciplinary hearing

By TAMSEN DE BEER

Commuters could be facing another rail strike following renewed tension between authorities and the train drivers' union over the dismissal of the driver of the train which derailed at Mariannhill in KwaZulu Natal last year, killing 67 people

After the announcement yesterday of 36-year-old Johannes Meyer's dismissal, South African Footplate Staff Association spokesman Chris de Vos said. "Safsa will not take this lying down.

"We first want to go the route of arbitration - and I am 100% confident Meyer will be reinstated," said De Vos.

But, he added, the dismissal of Meyer was the last straw, and strike action would be used as another tool to resolve the power play between them and Metro Rail.

De Vos said the dismissal was the culmination of a series of actions by Metro Rail, including the announcement last week of the appointment of 300 new train drivers in the midst of retrenchment, that had provoked the union's ire. "That was putting oil on the fire."

He said the possibility of a legal strike involving 8 000 Spoornet employees, most of them train drivers, would be decided on next week.

"If there is any strike it will be legal - a full-scale strike like the country has not yet seen," said De Vos.

But Spoornet spokesman Vincent de Beer said talk of a full-scale strike was premature and was like putting a gun to the arbitrator's head.

He added that negotiations were underway regarding the appoint-

ment of 300 new drivers.

Meyer was dismissed yesterday after a joint Spoornet-Metro Rail disciplinary hearing.

A Durban magistrate earlier acquitted Meyer and conductor Juri van Aswegen of culpable homicide.

Following the court appearance, Meyer, Van Aswegen and another Metro employee, Jan Wester, were called to appear before the three-day company hearing.

The company yesterday found Meyer and Wester guilty of contravening company regulations - Meyer was fired, and Wester received a serious warning. Van Aswegen was cleared of breaking company regulations.

Last week Safsa train drivers paralysed commuter services in Gauteng and KwaZulu Natal in strike action to protest against the disciplinary hearing.

Metro Rail spokesman Zukile Nomvete would not give details of the hearing, but said Meyer had been fired since "in terms of the disciplinary hearing there were transgressions of duty on train 1003 on March 8 last year."

Nomvete said it would not be fair to divulge further details since Meyer had declared a dispute and would be appearing before the industrial council.

He denied the company had acted unfairly in dismissing Meyer, emphasising that a disciplinary hearing was a natural internal process.

Of possible strike action, he said "I think we need to be rational and let the internal processes we have put in place take their course before we embark on any emotional action."

# Management, drivers agree

~~(S)~~ (S2)  
STAFF REPORTER

CT 14/11/95

GOLDEN ARROW bus drivers and members of the company's management have formed an action committee to address the grievances of drivers at Mitchells Plain Town Centre terminus.

The move follows a weekend incident in which a driver was stabbed in the hand after he damaged a hawker's stall.

A group of drivers blockaded the Philippi bus terminus yesterday morning to demonstrate their dissatisfaction with conditions there. They claimed it was becoming "overcrowded with hawkers" and they were concerned about their safety, Golden Arrow spokeswoman Ms Jeanne Welsh said.

Drivers ended the blockade after talks with management.

# Order against old-age home staff extended

**STAFF REPORTER**

CT 15/11/95 (152)

THERE had been a "climate of fear and anxiety" among administrative staff when strikers took over offices at Rusthof, a Paarl old-age home, the Cape Supreme Court heard yesterday.

This emerged when Mr Acting Justice G Josman extended an interim interdict against the National Education Health and Allied Workers Union (Nehawu) and 14 of its members.

In terms of the temporary order the workers may not enter Rusthof for any purpose other than to attend disciplinary hearings between November 16 and 18. They also may not interfere with operations or harass staff.

Mr Hilmer Davids, treasurer of the Paarl Welfare Organisation for the Aged, said in papers that the 14 strikers were general assistants, nurses or nursing assistants.

A new recognition agreement with the union was reached in April, but no agreement was

reached on strike procedures. On October 12, the union asked to meet Paarl Welfare Organisation for the Aged about working conditions. When the organisation wrote back seeking clarity, there was no response.

Seven days later it received a letter from Nehawu demanding that a meeting be held immediately, failing which industrial action would follow.

The next morning, Mr Davids was told that seven workers were on strike. They occupied the building and left the next day.

On November 6, strikers prevented Rusthof's manager, Mrs Leonora Abrahams, the social worker and the switchboard operator from entering the home.

The strikers had insisted on being in the administrative offices at all times, searched vehicles for documents, blocked telephones, and accompanied the social worker during her lunch break to ensure she did not contact committee members, Mr Davids said.

## Woman injured by Citrusdal police -

CT 16/11/95  
AT least one woman was injured by a rubber bullet fired by police in Citrusdal when about 130 strikers outside the Citrus Association erected burning barricades and began stoning vehicles, a police spokesman said yesterday

Captain John Sterrenberg said she was injured in the left buttock when police fired six rubber bullets after the crowd stoned a vehicle. They had been warned to "desist"

ANC regional spokesman Mr Brent Simons said the woman was only freed by police after two ANC organisers intervened and took her to hospital — Political Staff

~~SECRET~~ (152) (19)



## Wage strike turns ugly

Labour Reporter

~~ARG 16/11/95~~ (152)  
ARG 16/11/95

A WAGE strike by 260 permanent workers at the Goede Hoop Sitruskooperasie in Citrusdal turned ugly when workers blocked traffic in a main road and police fired on them with rubber bullets.

The workers, dismissed on Monday when they failed to heed management warnings to return to work, were reinstated after discussions between the company and the Food and Allied Workers' Union (Fawu) yesterday.

Management said this had been done because the situation was sensitive and many workers had been intimidated into joining the strike. They said the workers were being reinstated under "certain conditions" being negotiated with the union which would be made known to workers today.

Frans Damon, deputy chairperson of the Fawu branch in the area said workers stopped work after wage negotiations deadlocked last week.

The company was offering R209 a week and workers were demanding a R250 increase. The average wage is R195 a week.

# Prison warders strike to have a say in recreational funds

~~Star~~

Star 16/11/95

(152)

By LARA SMITH

Striking warders at Modderbee Prison on the East Rand say they will only return to work if their demands to have joint control of the prison's new recreational committee funds are met.

Acting prison commander Col Nollies Nolte said tension between warders and inmates arose when

warders that are members of the Police and Prisons Civil Rights Union (Popcru) demanded an input into the financial status of the recreational committee's funds, run by the inmates

About 100 Popcru members have refused to work in certain sections of the prison since Monday, claiming their lives are in danger

Nolte said last night the warders involved were calling for his immediate transfer from Modderbee and for the democratic re-election of a new recreational committee

Only one prison official, public relations officer, Capt George Enslin, sits on the committee. The rest are inmates who organise collec-

tion of funds for recreational facilities such as a gym, volleyball courts, basketball, softball and soccer fields

The majority of the 3 000 inmates were against the union's involvement and Popcru members then refused to work in any section of the prison except one, where 600 prisoners sided with them.

Department applies for interdict ordering striking Modderbee prison warders back to work

Star 17/1/95

(152)

The Department of Correctional Services yesterday applied to the Rand Supreme Court for an urgent interdict ordering striking Modderbee prison warders on the East Rand to return to work.

Warders belonging to the Police and Prisons Civil Rights Union (Popcru) have been on strike since Monday, department spokesman Brig Chris Olickers said. The decision to take the dispute to court was made when negotiations deadlocked yesterday, with Popcru members still refusing to work

in some sections of the prison, he said. About 100 warders walked out when prisoners handed a memorandum to acting prison commander Nollies Nolte, requesting that Popcru members not take part in union activities in working hours. The warders

also refused to work alongside white warders, said Olickers. The union yesterday handed a list of demands to Correctional Services Commissioner Henk Bruyn and these were still being discussed, he said - Sapa

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Star 17/11/95

(152)

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The union yesterday handed a list of demands to Correctional Services Commissioner Henk Bryjn and these were still being discussed, he said. - Sapa

# Jail warders decide to carry on strike action

Apr 18/11/95  
(162) (162)  
Shortly after indicating yesterday that they would return to work, warders at the East Rand's Modderbee prison - who have been on strike since Monday - turned back at the gates, said Department of Correctional Services spokesman Brig Chris Olckers.

The warders, members of the Police and Prisons Civil Rights Union, defied a court interdict ordering them back to work. A charge of trespassing had been laid against them and they would be arrested.

Popcru Gauteng chairman Monwabisi Motto said the 180 warders had never been on strike "They refused to work because their lives were threatened" Motto alleged that prisoners were angered when told by acting prison commander Col Nollies Nolte that warders were demanding to see the financial records of the prisoners' recreation committee.

He alleged that warders actually wanted a financial statement of their members' club and Nolte had intentionally misinformed prisoners. The union has, among other demands, called for Nolte's transfer - Sapa

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18/11/95

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# Warders' strike ends peacefully

(152) (253)  
By JUSTICE MALALA

Labour Reporter

Nov 20/11/95

The week-long work stoppage by about 180 warders at the Modderbee Prison on the East Rand ended at the weekend and the prison was back to normal last night, acting prison commander Colonel Nollie Nolte said.

The stoppage by Police and Prisons Civil Rights Union (Popcru) members ended on Saturday after prison authorities had agreed to appoint a committee to resolve the grievances that led to acrimony between warders and prisoners.

The warders' return to work ends a week of tension at the prison, during which the union claimed its members' lives were endangered as a result of false information imparted to prisoners by authorities.

The warders went on strike after prisoners handed a memorandum to prison authorities demanding that Popcru members stop conducting union activities during working hours.

Popcru Witwatersrand chairperson Monwabisi Moto said last week that prisoners had believed that the union wanted a financial statement of the inmates' recreation committee, whereas the union actually wanted the prison officials club's financial statement. He claimed Nolte had not been truthful when relaying this information to prisoners, and that prisoners had as a result rebelled against the union's members.

Nolte, however, stood by his initial statement that it was the issue of recreation committee funds that was at the root of the conflict.

On Friday, the warders turned back at the gates of the prison after they had earlier indicated they would return to work in accordance with a court interdict granted to the prison on Thursday. The return to work on Saturday follows an additional interdict granted to prison authorities on Friday.

# Rain foils strike

(152) (152) Sowetan 20/11/95

By Mongadi Mafata

INCESSANT rains which fell over most parts of Gauteng at the weekend somehow put the brakes on a taxi drivers' strike which would have left most commuters stranded today.

A meeting of the National Taxi Drivers Organisation which was due to be held at the Joubert Park taxi rank yesterday was called off when a few members turned up at the park.

National chairman of the organisation Gadi Sibanyoni said the meeting

had been postponed to a later date because of the weather.

Sibanyoni said the campaign was aimed at forcing the Government to formalise the taxi industry.

Some of their gripes include alleged harassment by traffic officers, unfair judicial treatment and bad working conditions.

Had the campaign got off the ground today, most commuters in Johannesburg, Pretoria, Vaal and the East Rand would have been affected, Sibanyoni said.



# Petrol depot workers start go-slow over wages

*Star 21/11/95 (152) (483) (226)*

Oil giant Shell, already under international pressure over its involvement in Nigeria, faces further headaches after workers at some of its Gauteng petrol depots staged go-slows to press home wage demands. Petrol dealers claimed yesterday deliveries to garages had been delayed over the past four days after

workers at Shell's Alberton depot had gone on a go-slow. Other depots had been hit by sporadic go-slows.

Chemical Workers' Industrial Union spokesman Meshack Ravuku said yesterday he was not aware of any go-slows, but added workers were angry over drawn-out wage negotiations.

Shell spokesman Koosum Kalyan said yesterday she was not aware of any go-slows at the company's depots.

The union is demanding a 13% pay hike while the company has offered 10%. The parties will hold a conciliation board meeting on December 1. —Labour Reporter.

*A*

# Former Mercedes workers arrested

ARG 22/11/95 (152)

JOHANNESBURG — About 140 former employees of Mercedes-Benz South Africa including their families were arrested by police after a two-hour sit-in at the company's East London plant

The former employees were part of a group of 500 workers dismissed by Mercedes-Benz in 1990 after a nine-week strike at its manufacturing plant in East London and were demanding re-employment, company spokeswoman Dalene Stroh said today

"About 140 people were arrested last night after a short sit-in at our administrative office in East London in terms of a court order we obtained from the Supreme Court," she said.

Mercedes-Benz said in a statement: "The conduct of the occupants was every aggressive and it was made clear that their primary purpose was to hold a management board member, Mr Ian Russel, hostage until their demand for reinstatement was met" It said it was the fourth time that the same group had occupied the building — Reuter.

## Sacked workers arrested at sit-in

~~140~~ (152) About 140 former employees of Mercedes-Benz South Africa and their families were arrested by police late on Tuesday after a two-hour sit-in at the company's East London plant, an official said yesterday.

The former employees were part of a group of 500 workers dismissed by Mercedes-Benz (MBSA), a subsidiary of Germany's Daimler-Benz AG in 1990, after a nine-week strike at its manufacturing plant in East London. They were demanding re-employment, company spokesman Dalene Stroh said.

Mercedes-Benz said in a statement the former workers, together with some women and children, occupied the premises at 5pm and threatened to take staff hostage.

"The conduct of the occupants was very aggressive and it was made clear that their primary purpose was to hold Mr (Ian) Russel (a management board member) hostage until their demand for reinstatement was met," the statement said.

This was the fourth time the group had occupied the building, despite a Supreme Court order restraining them, the statement said.

The protesters were arrested and removed peacefully from the MBSA premises at 7pm. - Reuters

Star 23/11/95

# Employees

blockade

(15.2) (25.2)

prison

ARG 23/11/95

MARITZBURG. — Thirty Department of Correctional Services employees have blockaded the entrance to the Maritzburg prison to protest against an "abusive" department official

The protest followed complaints from Police and Prisons Civil Rights Union members, who claimed they had been manhandled by the official

The officer concerned was subsequently transferred to the provincial commissioner's office, pending the outcome of an investigation into the complaints, the department said in a statement.

# Workers back on the job after illegal VW strike

ARG 23/11/95

152

Argus Correspondent

PORT ELIZABETH. — Production is back to normal at Volkswagen of South Africa after workers embarked on an illegal strike over a medical aid payment issue.

VWSA spokesman Raymond Hartle said the Uitenhage plant was operating normally yesterday after Tuesday's "illegal and unprocedural stoppage over employee demands that the co-payments made to the Sizwe Medical Aid be stopped immediately".

Mr Hartle said the co-payment meant that when an employee visited a service provider the account was forwarded to Sizwe which settled the full amount, and 20 percent of this was then deducted from the workers' pay by the company and paid over to the medical aid.

He said that in March this

year, based on the financial performance of VW's Sizwe account, the medical aid requested a 31 percent contribution increase.

After consulting with Sizwe and Numsa it was agreed to rather introduce the co-payment system effective from April 1, 1995.

VWSA human resource director Brian Smith said: "The stopping of the co-payment is a very serious issue with huge financial, legal and personal implications for the company and its employees.

"One potential consequence is that employees may find themselves without medical cover and VW could be liable for costs totalling millions of rands. Management and the union are exploring a range of options in an effort to resolve the problem.

WAGE DISPUTE WITH APPLÉTISER

# Row over mayor's support for workers

**GRABOUW MAYOR** Mr Fanie Booysen has entered the fray on the side of workers who are considering a consumer boycott of the town, in reaction to a wage dispute with Appletiser. **PETER DENNEHY** reports

**A** ROW has blown up in Grabouw over the new mayor's outspoken support for striking Appletiser workers

They are considering at least a consumer boycott in the town and there has also been talk of a general stayaway. But mayor Mr Fanie Booysen denied yesterday he had publicly supported either a stay-away or a consumer boycott

Mr Booysen told a crowd of workers in the town on Friday that he had sympathy for their cause

He declined to say yesterday whether he personally supported a boycott of Appletiser products

Deputy mayor Mr Charles November, who like the mayor has an ANC background, had come out explicitly in favour of a consumer boycott, Mr Booysen said

Over 100 of the workers who demonstrated on Friday are in the fourth week of a wage-related strike at Appletiser, which Mr Booysen believes is the largest business in the town

The workers had demanded a 15% increase this year, while management had given them 10,9%, Mr Booysen said. Negotiations followed, and management had indicated its willingness to raise this to 12%, but not to backdate it

Mr Booysen, who has been an ANC activist for several years, lives in a shack in the shanty settlement of Roordakke, an ANC stronghold in Grabouw

He said in an interview yesterday he had been unemployed for some years, as "nobody will ever employ Fanie Booysen in Grabouw" because of his role as an activist

His rival in the Grabouw council, NP leader Mr Chris Petzer, spoke out sharply yesterday against the mayor's statements

"The mayor supports a stay-away," said an outraged Mr Petzer. "We will take this up seriously. The dispute at Appletiser has nothing to do with the council. Everybody will think the mayor is expressing

(152) ~~CT~~ 27/11/95  
the council's feeling, but we are in favour of work, of job creation

"I wonder if he has thought what will happen if Appletiser closes down or moves away, what the employees will do then?"

"I have an assurance from the authorities no roadblocks will be allowed. If any call to action is made, those who make it must not be allowed to intimidate anyone," Mr Petzer said

Mr Booysen said he too was opposed to intimidation. He knew of no call for a work stayaway, he said, although the workers would have another meeting and he did not know what they might call for

## 'No intimidation'

"Nobody must stop anybody from going to work, no matter what the workers decide at their meeting," Mr Booysen said

He did not want Appletiser to shut down or move away because "Grabouw needs them"

Mr Booysen also said he wanted the fruit juice industry to put more back into the community and he felt there was not enough competition

# Strike-hit airline (152) (203) passengers ARG 28/11/95 fly out

The Argus  
Correspondent

**JOHANNESBURG.** — About 700 SA Airways passengers, whose flights were delayed last night when cabin crew members went on strike, were flying to Europe today following an early-morning settlement of the staff dispute.

SAA spokesman Anelda Duvenage said the passengers, who were put up in hotels at SAA's expense, were leaving today for Paris at 10.45am, Munich at 11.45am and London at 1.30pm. The Dubai flight, which was delayed for technical reasons and then hit by the work stoppage, will take off at 3pm.

No details of the settlement, which was reached at 3am today, were available.

The cabin crew members embarked on a solidarity strike yesterday over the suspension of a shop steward.

About 200 SA Railway and Harbour Workers' Union members downed trays at 5pm when they heard that their colleague Sarel van Wyk had been suspended for "questioning a captain", said the union's onboard chairman Lynette Hugo.

Sarhwi president Nelson Ndnisa arrived at the airport last night to speak to management, said SAA executive operations manager Johan Kuit.

Mr Van Wyk apparently was suspended yesterday morning after he questioned a captain in Rome. The crew had been working for more than 17 hours when the captain told them they were departing for Germany, said Ms Hugo. When the shop steward questioned him, the captain became angry.

She said the captain suspended him once they had arrived in Dusseldorf. He was not allowed to return to South Africa with his crew and was made to wait for four days until he flies back as a passenger.

The strikers handed their demands for his reinstatement over to management yesterday.

Three international flights due to take off last night — the 8.05pm to Munich, the 9.10pm to Paris and the 9.30pm to London — were delayed.

been agreed that promoters would liaise with police station commanders well in advance of boxing matches to arrange security. Police had been notified only four hours before Sunday's event.

National Police Commissioner George Fivaz has ordered a full report on the shooting.

Sunday's tournament commissioner, Mr Joe Guwa, confirmed yesterday that he had told police

been gravely damaged by the fatal shooting at the Guguletu sports centre, according to Mr Ngconde Balfour, a senior member of the bid committee.

"Cape Town has taken quite a knock," he told sports management students last night. "If we don't move quickly and take concerted action, we're dead." — Staff Reporters, Sapa

# Waterfront cabs fear

## minibus competition

ET 28/11/95

**DAN SIMON**

SEDAN taxi drivers at the V & A Waterfront say a new minibus shuttle service launched there last week is taking away business.

The Waterfront Minibus Shuttle Service cc was launched last Thursday to transport tourists from four Waterfront hotels to the lower cableway station and Cape Town International Airport at R5 and R45, respectively, per person per trip, shuttle service co-ordinator Mr Issa Jacoob said yesterday.

However, because the service had proved so popular over the past four days, it was decided to

extend the service to transport tourist groups from the Waterfront to city hotels and other city destinations.

Waterfront sedan taxi driver Mr Eric Jansen said it had come to the attention of sedan taxi drivers at the Waterfront that the shuttle service was charging R20 a person for a trip from the Waterfront to the Cape Sun Hotel and a ride to the Cape Swiss Hotel cost R25.

Mr Jacoob said, "We only cater for groups of five or more and we are charging R20 for a trip to the Cape Sun, which works out to about R4 per person. This is cheaper than a sedan taxi."

# SAA crew stops

## flights taking off

(152) ET 28/11/95

**SPECIAL CORRESPONDENT**

**JOHANNESBURG:** SAA cabin crew members prevented domestic and international flights from taking off at the airport here last night when they embarked on a solidarity strike after a shop steward was suspended.

About 200 South African Workers Union (Sawu) members refused to board flights at 5pm when they heard their colleague Mr Sarel van Wyk had been suspended for "questioning a captain", said the union's on-board chairman, Ms Lynette Hugo.

Mr Van Wyk was allegedly suspended yesterday morning after he questioned a captain in Rome, Italy. The crew had been working for over 17 hours when the captain told them they would depart for Germany, Ms Hugo said.

When the shop steward questioned him, the captain became irate and started shouting and screaming, Mr Van Wyk told Ms

She added that the captain suspended him once they had arrived in Dusseldorf. He was not allowed to return to South Africa with his crew and has been made to wait for four days until he flies back as a passenger.

The strikers handed their demands for his reinstatement to management yesterday afternoon.

### Contingency

ET 28/11/95

Two international flights and at least two domestic flights had been cancelled at the time of going to press.

● No Cape Town flights were affected last night, SAA ground staff said. To keep flights going, SAA relied on contingency plans by calling in other SAA employees to work as stewards and air-hostesses.

An SAA employee said the reserve cabin crew were not properly trained for the task, but were used to keep flights going.



## SAA cabin crew strike over but some flights delayed

STAFF REPORTERS

About 700 SA Airways passengers whose flights were delayed last night when cabin crew members went on strike are due to fly out to Europe today following an early-morning settlement of the staff dispute

(152) ~~(152)~~ Star 28/11/95  
SAA spokesman Anelda Duvenage said the commuters, who were put up in hotels at SAA expense, would leave today for Paris at 10.45am, Munich at 11.45am and London at 1.30pm. The Dubai flight, delayed for technical reasons and then hit by the work stoppage, will take off at 3pm.

No details of the settlement, which was reached at 3am today, were available.

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► .. To Page 2

## (152) ~~(152)~~ SAA cabin crew strike resolved

Star 28/11/95  
► From Page 1

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The strikers handed their demands for his reinstatement over to management yesterday afternoon.

Three international flights due to take off last night - the 8.05pm to Munich, the 9.10pm to Paris and the 9.30pm to London - were delayed.

Passengers on an SAA flight to Dubai had a double blow: their flight was delayed in the morning due to problems in Tel Aviv and by the Johannesburg strike in the evening.

After his 18-hour wait, irate businessman Roopam Sodha said: "This is not what you would expect of an airways which claims to be First World and offers first-class international flights."

## Cabin crew strike delays SAA flights

Ingrid Salgado

*(152) (233)*  
*BO 29/11/95*  
SAA flights carrying nearly 1 000 passengers from Dubai, Bombay, London, Munich and Paris were delayed by a cabin crew strike at Johannesburg International Airport on Monday night

SAA spokesman Anelda Duvenage said this brought to nearly 2 000 the number of passengers affected by the strike. About 930 passengers leaving SA had their flights delayed.

They had all left SA by yesterday afternoon but the delays had a ripple effect on return flights, she said.

Duvenage said the strike by about 200 SA Railway and Harbours Workers' Union members had been resolved yesterday morning. She refused to divulge its cause but said it was not wage-related. It was the first strike which deliberately delayed flights.

Passengers waiting for flights were accommodated in hotels. SAA flight 9265 from Munich was expected in SA at 10 30am today and flight 273 from Paris at 12 15pm. Flight 152 from Dubai-Bombay and flight 233 from London were expected to depart today.

## Dock stoppage continues: Worker complains of abuse

ESTELLE RANDALL

Labour Reporter

ARG 2/12/95

WORKERS at Cape Town's docks continued their stoppage for the second day, but Portnet said that it had not caused any major disruption.

The break bulk terminals were 55 percent operational and the container terminal, marine service and cartage service were fully operational. Four vessels would be delayed.

Members of the South African Railways and Harbours Workers' Union (Sarhwu) stopped work on Thursday to protest against Portnet's alleged insensitive handling of a worker's complaint of physical and mental abuse by three of her colleagues.

Sarhwu is demanding that a joint union/management inquiry, as initially agreed, continue and that three managers involved in instituting a disciplinary hearing be removed from their posts.

The union's Western Cape regional organiser, Johan Beaurain, said the case involved four union members, the alleged complainant, Bonny Tafeni, and three colleagues against whom Portnet management had instituted disciplinary procedures.

Ms Tafeni had experienced health problems and turned to a social worker, a colleague in the training department and one who was training as a traditional healer.

During the consultations with her colleagues she injured herself.

An investigation into the matter had been unilaterally ended by management and instead a disciplinary hearing was held.

The inquiry was to have produced recommendations on Portnet's approach to the use of traditional healers.

Talks between the union and management are continuing.

# 400 angry workers besiege

(152)  
~~154~~

## hosiery mill

ARC 11/12/95

**NORMAN JOSEPH**  
Staff Reporter

THE manager and staff of an Elsie's River clothing company were holed up behind locked doors today to avoid more than 400 angry workers, who fear they have lost their holiday pay and savings.

The company, Knitmaster Hosiery Mills in Consani Road, was recently put under provisional liquidation.

The workers claimed their weekly wages were not paid on Friday and that today they arrived at work to find all the gates closed.

Chaos erupted in front of the main entrance when workers realised that the manager, Hippocrates Zafiropoulos, had locked himself and other office staff in the building.

Elsie's River police, backed by the Internal Stability Division, restored order after employees tried to break down the gates.

Detective-sergeant Eddie Edwards and the workers' attorney Rushdene Rudolph tried unsuccessfully on their cell phones to persuade Mr Zafiropoulos to open the gates so that negotiations could begin.

A delegation of the South African Clothing Textile Workers' Union (Sactwu), Bishop Lavis ANC chairman Abdul Abrahams, Communist Party negotiator Lesley Fiek and Mr Rudolph tried unsuccessfully several times to speak to members of the company's management on cellphones.

# Agreement on disciplinary hearing clears postal backlog

By Justice MALALA

A backlog of thousands of letters and parcels at the Pietersburg post office last week, following a strike by nearly 100 workers, was cleared at the weekend and consumers can expect their Christmas mail to arrive on time.

The two-day strike, which started after Post and Telecommunication Workers' Association (Potwa) members at the post of-

fice protested over the continued employment of two white workers who had allegedly assaulted a black man and called him a kaffir, ended on Friday afternoon.

SA Post Office spokesman Juliana Nel said yesterday that workers at Thohoyandou, Giyani and Acornhoek who went on strike in sympathy with their Pietersburg colleagues had also returned to work. Potwa and management had agreed to refer the matter to a

disciplinary hearing for the two men on Thursday, Nel said

Mail processing at the post office was back to normal after workers put in time over the weekend to clear the backlog. The union had undertaken not to strike again until the hearing.

The union's regional deputy chairman Chokes Manale said yesterday the union's next move would be determined by the outcome of Thursday's hearing.

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# Major SA airports crippled by strike

ROGER FRIEDMAN, Staff Reporter  
and Sapa

SOUTH African Airways flights in Johannesburg, Durban and Cape Town were crippled today in a wildcat strike by members of the South African Railways and Harbours Workers' Union (Sahrwu)

SAA spokesman Leon Els said all domestic flights were affected by striking unions members who were flight attendants

Some flights were departing Johannesburg and a few from Cape Town as enough flight attendants reported for duty. No flights had departed Durban

So far Port Elizabeth and East London were not affected

Mr Els said SAA off-duty staff and staff on holiday were being recalled to assist in the crisis.

He alleged there was intimidation of staff wishing to work despite SAA having obtained a late-night court interdict to prevent striking workers from intimidating or interfering with those reporting for duty

Ground staff union members were also

ARG 13/12/95  
on strike, although alternative labour had been obtained to load and off-load aircraft

No overseas flights were affected.

The industrial action hit Cape Town's airport and harbour as trade union opposition to government proposals to restructure state assets stepped up a gear.

Several hundred Sahrwu members downed tools at the Cape Town International Airport, occupying the international departures hall and causing havoc with flight schedules, union administrator Nomvuyo Mtyekisane said.

Earlier, South African Airways' information desk at the airport said Durban flights were running more than half an hour late, but most others' were taking off on time.

Details of action at the harbour were sketchy. A spokesman for Portnet's human resources department confirmed work was affected.

Official spokesmen for South African Airways and the Airport Company were unavailable for comment

● See page 5.

# Strike strands thousands at airports

BY ERIC JANSSEN  
AND SHIRLEY WOODCATE

Several thousand passengers were left stranded at South African airports today as union members went on a protest against the Government's privatisation proposals.

While domestic flights at Johannesburg International Airport and Cape Town were plagued by delays, Durban's airports ground to a standstill. Preliminary reports indicated workers were also protesting at

airports in Port Elizabeth, East London and George

The disruptions are due to the SA Railways and Harbours Workers Union (Sahwu) staying away from work today to protest against the Government's proposal to privatise state assets

Cosatu secretary-general Sam Shilowa was due to address the strikers at the World Trade Centre in Kempton Park later today

While the strike is only scheduled to last one day, aviation sources said it could have serious effects on outgoing international

flights. This, they added, could again lead to a "domino effect", resulting in it taking several days to wipe out the backlog in delays

While several organisations were affected, South African Airways was the hardest hit.

An 80% Sahwu stayaway on the Reef delayed trains on two lines this morning, the Johannesburg/Vereeniging and Johannesburg/Midway/Naledi routes, but all other rail services were running normally, said Wits Metro acting manager Frikkie Gouws.

(152) (270) Star 13/12/95

# Labour told to like or lump privatisation

CT(B2) 14/12/95

(152)

By THABO LESHLO

Johannesburg — As labour continues to flex its muscles, economists have issued a blunt warning that privatisation of state enterprises is inevitable and the labour movement had better accept it.

They were speaking against the background of a widespread strike by the South African Railways and Harbours Workers' Union, which hit domestic flights and slowed down operations at ports and railways yesterday.

Transnet spokesman Con Jooste said an early estimate was that 12 000 out of a workforce of 115 000 were away from work and 21 domestic flights were delayed, affecting 3 000 passengers at Johannesburg, Durban and Cape Town airports.

Portnet said about half its workers at Durban harbour joined the strike while Cape Town harbour's container terminal operated at about 75 percent. Trains were delayed after Spoornet workers joined the strike.

Tony Twine, the director of Econometrix, said there was no way the government could give in to threats by labour to stop privatisation because of the need for long-term economic growth.

Yesterday, Cosatu's executive held a special meeting to consider ways to counter government plans to sell Sun Air, Transkei Airways, Autonet and Mossgas, find private partners for Telkom and SAA, and restructure Spoornet and other public enterprises.

Twine estimated that the proposed sale of assets would save the government R16 billion on interest payments alone, helping to reduce the massive R273 billion national debt and fund the RDP.

He said instead of trying to stop the process, the unions should press for guarantees on the training of their members to make them more productive and prepare them for other roles.

Twine said privatisation was necessary to enable the economy to grow at between 4 and 5 percent to stop the further erosion of jobs, and between 5 and 7 percent to reduce the country's high unemployment.

To achieve this more emphasis should be put on export promotion rather than import substitution as was done during apartheid.

Cunningham Ngcukana, the general secretary of the National Council of Trade Unions, said privatisation was unacceptable because of the potential job losses.

## Options

"There are better options, including commercialisation, whereby the state keeps 100 (percent) ownership of the enterprises. Parastatals were set up to create jobs and to provide services at lower cost," said Ngcukana.

The unions' fears were amplified by Soekor's decision at the weekend to cut 100 of its 260 jobs by early next year in preparation for privatisation.

Jobs continue to be lost in other public enterprises.

Telkom employs 58 000 people, having shed 1 000 jobs since last year, SAA has cut its staff complement by 17 percent to less than 10 000, and the commercialised Eskom employs 40 000 people compared with 66 000 a decade ago.

Sacob economist Bill Lacey said although privatisation would initially lead to some job cuts, it could create more jobs in the medium to long term.



# Pact on municipal disputes

CT 14/12/95 (152)

## MUNICIPAL REPORTER

A GROUND-BREAKING labour agreement — which should avert municipal strikes in the Cape Town metropolitan area in the foreseeable future — was signed by employer and employee organisations in the Cape Town Civic Centre yesterday.

The agreement has been two years in the making, said city councillor Mr Neil Ross, who played a central role in securing the agreement to set up a new 13-a-side bargaining forum for municipal labour on the one side and employers on the other side.

The parties to the agreement are the Cape Town City Council, the Cape Metropolitan Council, the Cape Local Authorities Employers' Organisation, SA Municipal Workers' Union, SA Association of Municipal Employees, Cape Town's municipal Professional Staff Association and the SA Local Authorities and Allied



**SIGNING UP:** Mr Neil Ross gives a "thumbs up" as Cosatu's Mr Xolile Nxu signs the bargaining forum agreement. Looking on (right) are Ms Judy Sibisi and Mr Hennie van Wyk.

PICTURE: PETER DENNEHY

Workers' Union.

Should these groups reach deadlock in wage negotiations, the agreement provides that the dispute must be referred to mediation.

If mediation fails after five days — or up to 21 days if both sides agree to the extension — then it

goes on to arbitration. The arbitrator's decision "shall be final and binding upon all parties".

The parties must agree to a panel of at least six arbitrators, acceptable to all of them. In any specific dispute, one arbitrator will be selected on a rotational basis.

## Strike strands thousands

THE government intervened yesterday to end the wildcat strike by about 10 000 SA Railways and Harbours Workers' Union (Sarhwu) members that left thousands of passengers stranded at airports around the country and threatened to ground at least four international flights

Sarhwu president Mr Nelson Ndinisa said he had been asked by Public Enterprises Minister Ms Stella Sigcau to call off the one-day strike to allow SA Airways' international flights to Europe and Australia to take off as scheduled

SAA spokeswoman Ms Anelda Duvenage said the strike had affected 21 domestic flights and about 3 000 passengers. Cabin crews had taken part in a protest march in Durban

"Durban airport was the worst hit, as no flights left until mid-morning," she said.

Transnet spokesman Mr Con Jooste said the strike had involved about 10 000 employees nationwide, — about nine percent of Transnet's workforce.

At Table Bay harbour 228 of 2 300 staff went on strike — Staff Reporters and Sapa

CT 14/12/95

# Sigcau to meet unions over privatisation fury

□ *Further strike action threatened by Sarhwu*

ARG 14/12/95

(152)

**CLIVE SAWYER**  
Political Correspondent

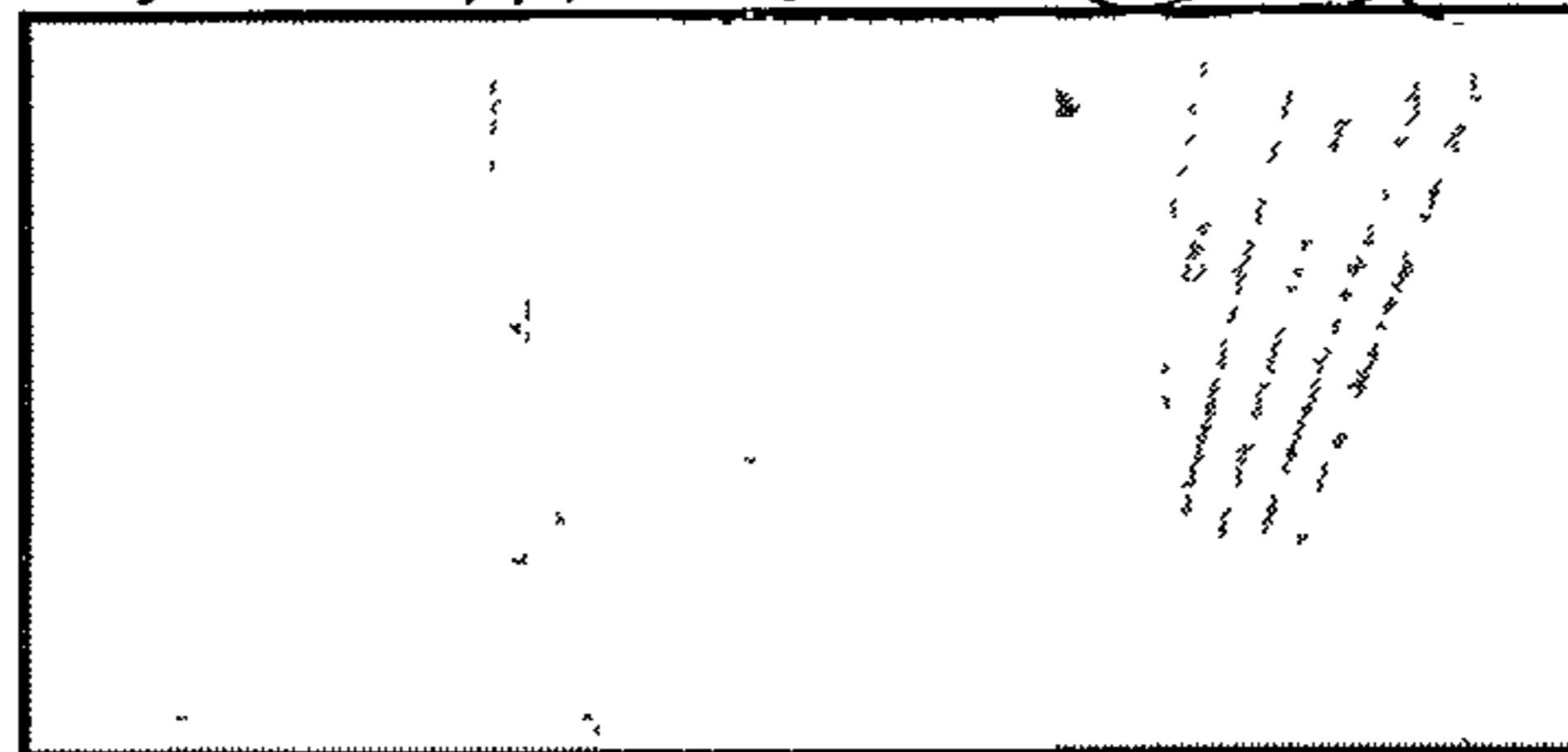
STELLA Sigcau, Minister for Public Enterprises, will meet the country's two biggest trade unions tomorrow over the deepening crisis about government privatisation plans

The Congress of South African Trade Unions and National Council of Trade Unions will attend the meeting

Cosatu's national executive is meeting today to discuss a national strategy against privatisation

Its allies, including the South Africa National Civic Organisation, are likely to be drawn into the campaign

Yesterday's wildcat strike, which reduced airports countrywide to chaos, was called off after Ms Sigcau asked the South African Railways and



Minister for Public Enterprises Stella Sigcau.

Harbour Workers Union (Sarhwu) to tell its members to go back to work. Workers agreed after Ms Sigcau promised to look into their demands

Sarhwu president Nelson Ndimisa said strike action could resume next year if the privatisation proposals were implemented

Mr Ndimisa said yesterday that no one, including the government, would be allowed to embark on privatisation

Cosatu general secretary Sam Shilowa called on the federation's 1,6 million members to remain ready to fight the proposals

Ms Sigcau said today the

government remained committed to its agreement with labour to negotiate a national agreement on state assets

"A number of the concerns expressed by labour concerning participation in the restructuring and transformation committees at enterprise level have already been agreed upon and this was conveyed at the meeting with representatives of labour on Monday

"Agreement has been reached on the disclosure of information concerning restructuring and the appointment of advisers to labour"

The government repeated its commitment to "transparent" consultation with unions, said Ms Sigcau

The government expressed its regret about the inconvenience caused by the strike

# Sarhwu strike against Govt

*Sowetan 14/12/95*

~~152~~ (152)

**Sowetan Reporters and Sapa**

VISITORS to Cape Town were afforded a welcome with a difference yesterday as they stepped off their aircraft into a sea of flag-waving, chanting, striking airport workers

Several hundred South African Railways and Harbours Workers Union (Sarhwu) members and some Cosatu supporters converged on the airport from 7am to protest against the Government's plan to privatise some of its key assets

A large police and army contingent stood by with armoured vehicles and razor wire at the ready

South African Airways' Western Cape spokesman Mr Bruce Lutman said three incoming flights from Durban had been delayed

Hundreds of passengers were stranded at the Durban International Airport yesterday following the stoppage

Flights to Cape Town and Johannesburg were cancelled in the morning as Sarhwu members left their work stations to attend a rally at Curries Fountain stadium in the city

Metro Rail spokeswoman Mrs Binto Petsane said disruptions to their services were minimal

Some planes from Johannesburg International Airport to Cape Town and Durban were delayed as workers converged outside the SAA administration building near the World Trade Centre in Kempton Park

Sarhwu president Mr Nelson Ndimiso warned that the Government could face a national strike if it did not adhere to agreements reached at the National Economic Development and Labour Council (Nedlac)

Ndimiso was addressing rallies outside the Johannesburg International Airport and Johannesburg Station, where the union was protesting against the Government's plans to privatise state assets.

"We will not allow anybody, not even our government to privatise," said Ndimiso

Sarhwu Gauteng organiser Tshidiso Moshao said the union would mobilise all unions at Transnet to take part in the action

No incidents of violence were reported nationally

## Church reinstated suspects

(152) CT 15/12/95

THREE staff members of the Western Cape Provincial Council of Churches, suspended on full pay because of possible financial irregularities, had been reinstated in November, it was reported yesterday.

The WCPCC said in Cape Town the officials had been suspended for a month in October and November because of the possible irregularities.

The WCPCC said yesterday that although investigations were continuing with its full co-opera-

tion and assistance, the irregularities related to monies paid to staff for work done on specific projects outside normal working hours during 1993-1995.

At a meeting on Tuesday, Cape Town church leaders and representatives of the SACC agreed the investigation of possible financial irregularities should be completed as soon as possible.

It was also agreed that present evidence indicated there had been immoral augmentation of salaries" — Sapa

## No messy sex for SA soldiers

IT'S official. Bad language, heavy drinking and sex in messes is not allowed in the SANDF and — just to be sure — these and other military misdemeanours have now been "formalised" in an SANDF Code of Personal Conduct (CoPC).

The recently released code covers a wide range of standard military values, such as patriotism, dis-

cipline and loyalty, and includes newer guidelines on race and gender discrimination.

One section stresses the "maintenance of high moral standards", and warns against adultery, indiscreet relationships with subordinates, and "sexual activities among single members of the mess" — Staff Reporter

## Telkom workers threaten to strike

(152) CT 15/12/95

SPECIAL CORRESPONDENT

PRETORIA Telkom workers, unhappy about plans to privatise the telecommunications giant, are threatening to go on strike over the Christmas period.

About 500 Post and Telecommunication Workers Association (Potwa) members stormed into the Telkom headquarters building here yesterday. About 150 workers staged a sit-in at managing director Mr Brian Clark's office, demanding his immediate resignation.

Police were called in to defuse the situation.

Mr Makgoba Mothaki, Potwa's regional secretary in the Northern Transvaal, said hundreds of workers, mainly from Pretoria branches, had stopped work in protest at plans to restructure Telkom.

The work stoppages could lead to a national strike if a moratorium

was not placed on Telkom's restructuring until government and labour committees finished negotiations, he said.

Deputy President Thabo Mbeki announced this week that the government was planning to privatise a number of state-owned companies, including Telkom.

### Retrenchments

"Privatisation of any company comes with retrenchments. We want to avoid retrenchments," Mr Mothaki said.

A spokesman for Telkom said there was some restructuring taking place but denied that workers were not informed about the process.

He said Telkom was faced with stiff competition from international companies wanting a slice of business in South Africa.

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# Police ready at hospital

*ARG 15/12/95*  
UMTATA. — Police in the Eastern Cape were placed on standby at the Umtata General Hospital after working nurses had been threatened with violence following yesterday's court case, in which fired nurses' applications for reinstatement after they had been dismissed for illegally striking were refused — Sapa

(152) (S)

# Cosatu to stick with stoppages plans

ADRIAN HADLAND

Political Staff

ARG 16/12/95

(152)

WORK stoppages for two hours on Tuesday next week and a full-day general strike in January would go ahead as scheduled to protest against government privatisation plans, the Congress of South African Trade Unions said yesterday.

The confirmation followed the first meeting in Pretoria yesterday morning of a committee of union and government representatives established to examine plans to restructure state assets.

The decision to continue with the industrial action is part of a growing body of evidence suggesting a widening gulf of disagreement between the two parties.

The official comment on yesterday's brief round of talks, which were held in Public Enterprises Minister Stella Sigcau's office, was that

the discussions had been "constructive".

But union leaders vowed that the work stoppage next week and the general strike on January 16 would go ahead.

Accusing government of failing to honour its agreements with organised labour and of unilateral attempts at implementing privatisation plans, Cosatu general secretary Sam Shilowa told a news conference on Thursday that the state "must feel the pain and anger of workers".

The slayaway would be organised to take place during the most awkward two-hour period possible to ensure production was effectively disrupted, Mr Shilowa said.

Yesterday morning, however, Deputy President Thabo Mbeki and ANC deputy secretary general Cheryl Carolus told guests at an ANC breakfast function at Johannesburg's Carlton Hotel that they doubted the January

16 industrial action would take place.

"I don't think there will be (a general strike)," Mr Mbeki responded to a question.

Ms Carolus and Mr Mbeki argued that constructive negotiations with the unions and their inclusion in the restructuring process would cause further protests to be called off.

They said the insufficient inclusion of Cosatu and other unions in the restructuring process was the only major point of contention.

But union representatives demonstrated a profound uneasiness this week with government's intention to restructure its assets to boost the Reconstruction and Development Programme.

"We reject privatisation and don't believe it has ever benefited any other country," said Shilowa.

They argued that problems with the process were only a part of the labour movement's grievances over

the initiative.

Any restructuring taking place would have not only to prevent job losses but would have to create employment while ensuring the continued delivery of effective and affordable services, Mr Shilowa said.

Cosatu also disputed the likelihood of restructuring leading to black economic empowerment.

Members of the 12-person committee which met yesterday included Ms Sigcau, Deputy Finance Minister Alec Erwin, Minister of Posts, Telecommunications and Broadcasting Pallo Jordan, Mr Shilowa, National Union of Mineworkers assistant general secretary Gwede Mantashe and Cosatu assistant general secretary Zwelinzima Vavi.

Both ANC and Cosatu representatives denied during the week that the current disagreements would have any impact on the ANC-Cosatu-SA Communist Party alliance.

# Strike threat to air, rail service

The Argus Correspondent  
and Staff Reporter

MAJOR delays in air, rail and road transport services are expected today as the Congress of SA Trade Unions (Cosatu) begins the first leg of its anti-privatisation programme with a call to its 1,6 million members to stop work for two hours.

The work stoppages, which will take place at different hours throughout the day countrywide, are expected to spill over into other forms of action, with the Post and Telecommunications Workers' Association (Potwa) threatening sit-ins at post offices and Telkom plants.

And although many companies have closed for the holiday season, Cosatu spokesman Nowetu Mpati said yesterday the action would have a huge impact on the economy and would be a "wake up call" to the government.

The strikes are aimed at getting the government to review its proposals, announced two weeks ago, to sell off part of Telkom and SAA, sell some "non-strategic" assets outright, and re-organise wasteful and inefficient state enterprises two.

Unions are concerned many jobs will be lost by privatisation.

Business bodies, which have largely welcomed government's proposals on privatisation, have condemned the strikes as being detrimental to the economy

Afrikaanse Handelsinstituut communications director Emmanuel da Silva said the body was "concerned" at the action and called on the government and labour to resolve the differences on the issue without delay.

The second biggest union federation in the country, the Federation of SA Labour Unions (Fedsal), will not take part in today's action. Fedsal assistant general-secretary James Abraham said the union was "not rigid" on privatisation and would await the report of a task team set up with other stakeholders to investigate the issue

● The National Education Health and Allied Workers' Union (Nehawu) called on its 14 000 members including hospital workers in the Western Cape to stop work from 11am to 1pm today.

The call is in support of the union's anti-privatisation campaign and in protest at what it regards as the Western Cape Provincial Administration's failure to try to resolve a dispute over dismissed social workers before Christmas

AR 5 19/12/95

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# Transport delays loom as Cosatu takes action

By JUSTICE MALALA  
Labour Reporter

It was business as usual in Johannesburg early today, but the Congress of SA Trade Unions warned of major delays in air, rail and road transport later as a two-hour work stoppage, the first leg of the union's anti-privatisation programme, takes effect.

Transnet said transport services in Johannesburg were not disrupted early today, while businesses which did not close for the festive season were also unaffected by the work stoppage at the time of going to press.

A Cosatu spokesman said the stoppages would take effect from 10am.

The work stoppages are expected to spill over into other forms of action, with the Post and Telecommunications Workers' Association (Potwa) threatening sit-ins at post offices and Telkom plants.

And although many companies have closed for the holiday season, Cosatu spokesman Nowetu Mpati said yesterday the action would have a huge impact on the economy and would be a "wake-up call" to the Government.

The strikes are aimed at getting the Government to review its proposals, announced two weeks ago, to sell off part of Telkom and SAA, sell some "non-strategic" assets outright, and reorganise wasteful and inefficient state enterprises. Unions are concerned that many jobs will be lost through privatisation.

Business organisations, which have largely welcomed the Government's proposals on privatisation, have condemned the strikes as detrimental to the economy.

Afrikaanse Handelsinstituut communications director Emmanuel da Silva said his organisation was "concerned" about the action and called on the Government and labour to resolve their

differences on the issue without delay.

"It has been proved worldwide that private enterprise is enormously better than state enterprise. In this way we can ensure job creation, but for this we need the co-operation of all parties," he said.

The second biggest union federation in the country, the Federation of SA Labour Unions, will not take part in today's action. Fedal assistant general secretary

“  
**The ANC will  
not dictate  
to Cosatu.  
Our strikes  
will continue**  
”

James Abraham said it was "not rigid" on privatisation and would await the report of a task team.

Potwa spokesman Mavi Panyane said two hours would not be enough to show the union's anger at the proposals, and that its members would strike for a longer period today.

Mpati said Cosatu would go ahead with its programme to oppose the proposals despite Deputy President Thabo Mbeki's claims at the weekend that the unions would not do so.

"The ANC will not dictate Cosatu's action. Strikes will continue as long as this issue is not resolved."

Mpati said Cosatu and Government representatives had agreed on Friday on a process to resolve the deadlock on Government proposals for restructuring state assets, but had not discussed the content of the proposals.

□ Holidays put damper on protest

# Cosatu's strike 'damp squib'

ARG 20/12/95 (152)

**Labour Reporter**  
COSATU'S call to members to stage two-hour protests against government plans to privatise and restructure public enterprises and parastatals had little effect on commerce and industry in the Western Cape

A spokesperson for the Cape Chamber of Commerce and Industry, Katherine Martin, said the chamber had had no queries from employers, unlike on previous protest action days.

Cape Metro Rail said services had been normal

And Telkom spokesperson Erica Venter said there had been a slight backlog with fault repairs, but that this had been minimal

She said 63 workers at Telkom's Mitchell's Plain depot and another 20 at Montague Gardens were engaged in a demonstration. These were the only instances of protest action of which Telkom was aware

She said Telkom and Potwa had agreed on a policy of no work, no pay for any work stoppages and that disciplinary action would be taken against workers who used Telkom vehicles as part of their protest action.

The Post and Telecommunications Workers' Association (Potwa) disputed Telkom's assessment of protest action by its members.

Potwa Western Cape regional chairman Arthur Frans said about 140 members had taken part in a demonstration at Mitchell's Plain Town Square and other members were "indoors, but were not being productive"

The union said reports had indicated about 1 500 of its members were sitting-in at various Telkom offices

Potwa has about 2 500 members in the Western Cape

Potwa had targeted Telkom because the company was proceeding with plans to restructure

Elsewhere, the protest call also proceeded with apparent little impact

Major employer organisations could not assess the impact of Cosatu's two-hour work stoppage yesterday as most companies already had closed for the Christmas holiday

SA Chamber of Business senior economist Bill Lacey said most manufacturing-sector industries had closed, with only retailers still operating

A similar view was expressed by the Johannesburg Chamber of Commerce and Industry, Business South Africa and the Afrikaanse Handelsinstituut.

JCCI chief executive Marius de Jager said. "So far, we've not heard from a single member about the impact of the two-hour work stoppage. Most industries already have closed for December. We see the strike as being merely symbolic"

A group of Potwa members briefly staged a protest outside Telkom headquarters in Pretoria, said company spokesman Ronelle Myburg

Spoornet spokesman Johan Hugo said it was very quiet.

Meanwhile, Cosatu spokesman Nowethu Mpathi described response to the call as "positive"

# Cosatu strike attracts Potwa members only

By Abdul Milazi and Mphikeleni Duma and Sapa

THE Congress of South African Trade Unions' call for a two-hour strike yesterday seemed to have been heeded by post and telecommunications workers only as other businesses operated as normal.

Cosatu called for the strike to protest against the Government's planned privatisation of some public assets including Telkom, Transnet and South African Airways

152  
Sowetan 20/12/95  
About 40 Potwa members staged a sit-in at Telkom offices in Pretoria while more than 200 others marched on Telkom offices in Bloemfontein, Free State

Potwa regional secretary Mr Makgoba Mthlaka said members demonstrated nationwide against the proposed privatisation.

Telkom spokesperson Ms Ronelle Myburgh said services were not disrupted during the stoppage. Post Office workers throughout the country stopped work early in the morning in

sympathy with Telkom workers, but most were back at work by 11 am

Post Office spokeswoman Ms Juliana Nel said centres affected by temporary strikes were the main sorting centre in Church Square, Pretoria, the Kromdraai parcel depot, the Verwoerdburg depot and post office, and all Pietersburg post offices

In the West Rand, about 600 workers downed tools to picket Telkom's Factoria offices. Other demonstrations were at Lewisham, Horizon Yard and Telkom Terrace.

# Most workers ignore call by Cosatu for random strikes

(152) ~~(152)~~

Government tries to soothe labour fears of job losses under privatisation, but general strike will go ahead

*Star 20/12/95*

**BY JUSTICE MALALA**  
Labour Reporter

**T**he Congress of SA Trade Unions' two-hour random strikes failed to bite in most industries around the country yesterday and the Government tried to soothe the labour federation's anger and fears about privatisation costing jobs.

But the 1,6 million-member federation claims it is resolute that its programme of action against government proposals to restructure and sell off some state assets will continue despite the disappointing turnout for yesterday's nationwide action.

Cosatu spokesman Nowetu Mpati said plans for a national strike on January 16 were going ahead, adding that this was not in conflict with a current agreement between labour and the Government to jointly explore the privatisation proposals disclosed two weeks ago to sell off parts of such public companies as Telkom and SAA.

The Minister of Public Enterprises, Stella Sigcau, who is in charge of the restructuring, said yesterday the Government was committed to the "agreed development of the National Framework Agreement which will sufficiently accommodate the concerns of the labour movement in respect of the restructuring of state assets".

"The Government is resolute in ensuring that the process of re-

structuring will be pursued in a manner that is incontestably transparent and participative in nature, while underpinned by the broadest possible national consensus," Sigcau said.

But she warned "It should be emphasised that the Government is in no way deviating from the process it has already outlined".

And in a move that is likely to put further pressure on the Government's ability to keep the proposals intact, the third partner in the long-standing alliance between the ANC and Cosatu, the SA Communist Party, has thrown its weight behind Cosatu's action.

The party said it "associates itself with the deep concern of workers that the management of the public sector companies, egged on often by the media, is pursuing unilateral restructuring of these companies".

It said yesterday's strikes and the proposed national strike were "essential" to show that workers could not simply be marginalised in the restructuring of state assets.

Yesterday's nationwide action, frustrated in many cases by the fact that companies have closed for the holiday, brought post offices and Telkom offices in many parts of the country to a standstill.

Business organisations said it was difficult to judge the impact of the action as it had occurred at different times during the day.

The next round of talks between the Government and labour is on January 10 and 12.

# Trying times for Zuma

The gravest test for the minister were the strikes

(152) *Sowetan* 21/12/95

# 1999



On the boil ... Coronation Hospital nurses in Johannesburg went on strike in September in support of their wage demands.

By Glenn McKenzie

**T**HIS YEAR WAS a new beginning for South Africa's new Health Ministry and also signalled an end to the 'honeymoon' period that followed the country's first elections in 1994.

For Health Minister Dr Nkosazana Zuma, it was a trying period.

At the beginning of January the media began speculating that Zuma would support a "Deeble" health system, which some critics said was too expensive and impractical for a country with South Africa's income and health problems.

In this first "crisis", Zuma remained calm under pressure and appointed a committee of inquiry to look into various options that could form South Africa's new health system.

## Radical changes

The committee presented a report in June that offered a series of radical changes, without forcing the private sector to make major sacrifices. It is not known whether these recommendations will be implemented.

A few months later, the health system was again confronted with problems. *Sowetan* published a series of articles detailing shortages and theft of medicines in Soweto clinics and various hospitals around Gauteng.

By June, the shortage of some types of children's medicines resulted in a catastrophe, according to many doctors, at Ntshuruti Hospital on the East Rand and at various Soweto clinics.

Doctors in these areas were, in some cases, forced to turn away 'flu-stricken children. In other cases, they could not give the children the most effective medications.

Meanwhile, significant changes to the health system were being talked of, but not yet seen.

Dr Olive Shusana, Zuma's former special adviser, was appointed director-general of health. In the provinces,

other new leaders with visions of change were also appointed.

Shusana said she hoped that an essential medicines list, which would include all drugs used in treating 90 percent of South Africa's medical problems, would be implemented by the beginning of 1996.

Hopefully, for most South Africans, this will mean that shortages of common antibiotics can be averted in the future, and the price of common medicines will drop sharply (possibly in the new year).

Meanwhile rumblings of discontent in the public health sector reached a head in September.

Beginning in Soweto's 13 provincially run community clinics thousands of nurses embarked on wildcat strikes to protest against the five percent wage increases that had been negotiated by the major trade unions and the Government.

A number of patients died during the strikes and military personnel were called on to provide emergency services.

In this, the biggest health crisis of the year Zuma was absent. She was heading a delegation to a United

Nations Women's Conference in Beijing, China.

Shusana, Labour Minister Tito Mboweni, Gauteng health MEC Amos Masondo and others seemed at a loss to handle the nurses' strikes.

In the end, the nurses went back to work only because their jobs were threatened (in the Eastern Cape, even this was not enough of a threat to make them return).

Now several months later the quality of services in some hospitals still suffers. Morale among nurses has been low, and a new labour movement is promising another round of strikes if negotiations with the Government are not profitable in the new year.

Government leaders are speaking the truth when they say their hands have been tied by a budget that has not increased significantly from previous years.

But nurses also have legitimate grievances and have made it known that if the Government does not make salaries a priority, it will only mean chaos.

# Telkom mass action will be repeated

BD 22/12/95 (152)

Kevin O'Grady

MASS action similar to that which paralysed post offices and Telkom on Tuesday would be repeated by members of the Post and Telecommunications Workers' Association (Potwa) over the next few weeks, president Ramateu Monyokolo said yesterday

Almost all aspects of Telkom and the SA Post Office's work, including mail processing and the installation and repair of telephones, were likely to be affected

by the strikes, he said. The organisations' administrative functions would be unaffected

The work stoppages were in opposition to government's proposals to privatise state assets and to Telkom's unilateral plans for restructuring, a move which was expected to result in massive job losses, Monyokolo said

Government recently announced its intention to seek private sector partners in SAA and Telkom, and planned to sell some "non-strategic" assets outright

# Dramatic decline in strike action

(152)  
Renee Grawitzky

BD 28/12/95

A PREDICTED surge in industrial action this year failed to materialise, with man-days lost during industrial action declining to their lowest level in eight years, strike statistics show.

The figures, released by Andrew Levy & Associates yesterday, showed an estimated 1,6-million man-days were lost this year, against 3,9-million last year, 3,6-million during 1993, 4,2-million in 1992 and 3,8-million in 1991.

The municipal and nurses' strikes accounted for most man-days lost. Strikes in the public sector accounted for 71% of man-days lost this year, compared with 12,3% last year, 67,6% in 1993 and 12,7% in 1992.

The dramatic decline in man-days lost this year has been attributed to the belief that both parties gain more by settling a dispute rather than resorting to a trial of strength. This, Andrew Sparks of Andrew Levy & Associates said, could be borne out by the observation that the majority of strikes took place in the public sector. The level of maturity that had developed in the private sector had yet to emerge in the public sector, he said.

The figures did not include days lost to sociopolitical stayaways such as action to back demands on the Labour Relations Act and privatisation.

In the municipal and nurses' strikes "it appeared the union was not fully in control and it seems as though the underlying issues have not been fully resolved", Sparks said. In both instances "the state failed to react strongly, highlighting the point that, where public servants are concerned, the employer-employee relationship cannot yet be regarded as a normal one".

Wage disputes — which accounted for 87% of strikes — continued to be the main trigger for strikes.

The SA Municipal Workers' Union accounted for the majority of man-days lost (64,6%), followed by the SA Railway and Harbours Workers' Union (8,7%), the Food and Allied Workers' Union (5%), the National Union of Mineworkers (5,1%) and the National Union of Metalworkers of SA (2,8%).

A nationwide strike is planned for January 16 — after main manufacturing industries reopen — to protest against privatisation. Further action is expected from unions that will be affected by state asset restructuring.

## Decline in strike losses

(152) 27/28/12/95

JOHANNESBURG: Industrial action declined markedly this year, resulting in the least loss of man-days since 1988, labour consultants Andrew Levy and Associates said yesterday.

The company said in its strike report for the year about 1,6 million man-days had been lost, mainly in the public sector. The figure compared favourably to man-days lost in the past few years and "defied all predictions of a surge in strikes under the new government".

The biggest strike in terms of man-days lost was by municipal employees, followed by nurses. — Sapa.



# Fewer man hours lost in 1995 <sup>(152)</sup>

ARL 28/12/95

## □ Public sector strikes head list

JOHANNESBURG — There has been less industrial action this year and the fewest man hours lost since 1988, according to labour consultants Andrew Levy and Associates

The consultancy reported that about 1,6 million man days had been lost, mainly in the public sector. This figure compared favourably with man days lost in the past few years and "defied all predictions of a surge in strikes under the new government"

About 3,9 million man days had been lost last year, 3,6 million in 1993, 4,2 million in 1992 and 3,9 million in 1991

"The improvement suggests that management and unions have probably reached a high level of maturity in the negotiation process and realise that both parties gain more by settling a dispute rather than resorting to a trial of strength," the consultancy reported

Political strikes had been rare, and because they were not directly related to shop-floor issues had been excluded from the calculations

Strikes in the public sector accounted for 71 percent of man days lost. Public sector strikes had been banned until recently and management and employees in the sector were relatively new to negotiation

"The level of maturity that has developed in the private sector still has to emerge in the public sector"

Disputes about pay triggered most strikes

The biggest strike in terms of man days lost was by municipal employees, followed by nurses.

"With the municipal and nurses' strikes, it appears the union was not fully in control, and it seems the underlying issues have not been resolved" — Sapa

## Report on striker's death sent to Attorney-General

ARG 28/12/95 (152)

PIETERSBURG — A report on an inquiry into the death of a striking member of the South African Municipal Workers' Union on September 28 had been handed to the Attorney-General for consideration, Northern Province safety and security MEC Seth Nthai said

Josias Mogolo was fatally wounded during an illegal wage strike by Samwu members in Pietersburg. He died a day before retiring, after having worked for the municipality for more than 23 years.

On the day of the incident police and Samwu members clashed when strikers allegedly tried to prevent non-strikers working. A policeman was injured when hit in the face with an iron object. Police had to fire rubber bullets and birdshot to disperse a threatening crowd — Sapa

# Decline in strike action

(152)  
INDUSTRIAL action declined markedly this year, resulting in the loss of the fewest man days since 1988, labour consultants Andrew Levy and Associates said yesterday.

The Andrew Levy strike report for 1995 says that about 1.6 million man days had been lost, mainly in the public sector. The figure compared very favourably to man days lost in the past few years and "defied all predictions of a surge in strikes under the new Government".

The company said 3.9 million man days had been lost last year, 3.6 million in 1993, 4.2 million in 1992 and

3.9 million in 1991.

"The current decline suggests that both parties (management and unions) have probably reached a high level of maturity in the negotiation process and realise that both sides gain more by settling a dispute rather than to resorting to a trial of strength," the report said.

It said political strikes had been rare, and because they were not directly related to the shopfloor, issues had been excluded from calculations.

Strikes in the public sector accounted for 71 percent of man days lost. These had been banned until recently

and management and employees in the sector were relatively new to negotiations.

"The level of maturity that has developed in the private sector still has to emerge in the public sector."

Disputes about pay triggered most strikes.

The firm said the biggest strike in terms of man days lost was by municipal employees followed by nurses.

"With both the municipal and nurses' strikes it appears the union was not fully in control, and it seems the underlying issues have not been resolved," the report said. —Sapa.

*Kawetan 28/12/95*

# Fewer work days lost to strikers this year

Industrial action declined markedly this year, resulting in the lowest loss of man-days since 1988, labour consultants Andrew Levy and Associates said yesterday.

The company said in its strike report for the year that about 1.6 million man-days had been lost, mainly in the public sector.

The figure compared favourably to man-days lost in the past few years and "defied all predictions of a surge in strikes under the new government"

The company said 3.9 million man-days had been lost last year, compared with 3.6 million in

1993, 4.2 million in 1992 and 3.9 million in 1991.

"The current decline suggests that both parties (management and unions) have probably reached a high level of maturity in the negotiation process and realise that both parties gain more by settling a dispute rather than by resorting to a trial of strength," the report said

The report added that political strikes had been rare and, because they were not directly related to shop-floor issues, had been excluded from the firm's calculations

It said strikes in the public sec-

tor accounted for 71% of man-days lost, adding that public sector strikes had been banned until recently, and management and employees in the sector were relatively new to negotiation

Disputes about pay had triggered most strikes

The firm said the biggest strike in terms of man-days lost was by municipal employees, followed by nurses.

"With both the municipal and nurses' strikes it appears the union was not fully in control, and it seems the underlying issues have not been resolved" -

Sapa

(152)

Star 28/12/95