

PUBLIC SECTOR-GOVT.-GENERAL

1995

~~1~~ JUNE - DEC.

GOVT'S GOALS 'COULD BE THWARTED'

Call for public service to be 'transformed'

250

21/6/95

A WHITE PAPER tabled in Parliament yesterday says there must be a complete transformation of the public service for the government to reach its goals, **BARRY STREEK** reports.

IF the problems in the civil service were not dealt with urgently, they would seriously compromise the government's ability to achieve its goals, according to a draft white paper on the transformation of the public service tabled in Parliament yesterday.

The white paper called for a complete transformation of the public service.

The public service had a major role to play in reconciliation, reconstruction and development, but "many of its policies and practices", if left unchanged, could

jeopardise its capacity to perform its new role.

The management echelon in 1984 had been 85% white and only three per cent had been women.

Mission

The apartheid public service had failed to live up to what should have been its essential mission and purpose — to serve the people.

Its productivity was relatively low if judged by its ability to deliv-

er services that met the needs of the people.

There was a wide pay gap between the lowest and highest paid workers.

"The income differential ratio is about 1.25, as compared with most other countries at a comparable level of development, where the ratio is between 1.8 and 1.18."

In many parts of the service, inefficiency, mismanagement and corruption had become the norm.

In the former TBVC states and "self-governing territories" a lack of commitment to one's work had been seen by some public servants as a form of opposition to the system, but this had tended to become a way of life.

Plans to root out corruption

BARRY STREEK
POLITICAL STAFF

CT 11/6/95

(251)
(250)
AN Anti-Corruption Arm within the Public Service Commission should be considered, according to the draft white paper on the transformation of the public service, which was tabled in Parliament yesterday.

"In view of the ministry's concern with the elimination of corruption within the public sector, a systematic programme will be introduced to prevent corruption and punish offenders," the white paper said.

An Anti-Corruption Arm that will detect and expose corruption in the public service, will be linked to "the Public Service Commission, the Public Protector and the police, while its activities will be jointly overseen by the ministry and the office of the Public Protector," it said.

A draft code of conduct for the civil service had also been developed and published.

Many senior Govt officials retire

More than half of the 50 most senior Department of Mineral and Energy Affairs officials had retired or been made redundant between May 1 1993 and April 30 this year, Mineral and Energy Affairs Minister Pik Botha said yesterday.

Two had retired at

normal retirement age, 18 had been made redundant while eight had opted for early retirement, he said in reply to Democratic Party MP Kobus Jordaan.

About R5,2-million had been paid out in redundancy packages and R2,3-million in early re-

tirements.

Defence Minister Joe Modise said 16 of the 50 most senior SA National Defence Force members had retired between May 1 1993 and April 30 this year. Eight retired at the normal retirement age, five on early retirement, and three for medical reasons. — Sapa

Star 2/6/95 (250)

Strike could paralyse government

(250)
ARG 3/6/95

Weekend Argus Correspondent

PRETORIA — The entire government operation and the salaries of 1,6 million public servants hang in the balance this weekend after Information Technology (IT) staff in the public service held a strike ballot yesterday.

The 1 000 staff who work in the government departments voted yesterday to determine a course of industrial action. Counting will start on Monday and results should be known early in the week.

If they strike the government could be paralysed with almost every aspect of the government operation being affected, said Government IT Users of South Africa (Gitusa) chairman Willem van Wyk.

Gitusa is an association of IT staff working in the civil ser-

vice and is associated with the Public Servants' Association.

Last month a number of IT workers embarked on a go-slow.

A spokesman for the Department of Home Affairs confirmed problems with its computers — run by the government's Central Computer Service — and said they had affected productivity.

Some of the consequences of a strike by IT personnel, who control and maintain the computer systems and networks on which most of the public servants work, would be that salaries would not be paid to about 1,6 million staff at the end of the month and the complete tax collection system would break down, Mr Van Wyk said.

Payments to foreign creditors of the government would

not be made, the registration of new vehicles and the sale of second-hand cars would stop, the registration of births, deaths and the issuing of identity documents would grind to a halt, while the Weather Bureau would not be able to operate.

IT staff are unhappy about their salaries and work conditions, Mr Van Wyk said.

In some cases civil servants are underpaid by as much as 60 percent compared to the private sector.

He said of the government's budget for IT — conservatively estimated at R1 000 million — 45 percent is used to pay outside contractors employed in the departments.

Only about 10 percent was used to pay IT-trained civil servants.

OPENING UP Jeff Radebe, who says competence is merely one element

Tender policy changed

PUBLIC Works Minister Jeff Radebe on Friday announced twin programmes to boost the black share of government tenders and consultancy contracts worth less than R75 000

Mr Radebe said the legacy of apartheid was that established, white-owned businesses dominated state tender awards.

He said a government forum of national and provincial officials had devised a programme to encourage small, medium and micro enterprises (SMMEs) to take a share of the government's work.

Changes to be introduced would include

- Removal of financial and performance guarantees for low-value, low-risk contracts.

- Tender invitations and specifications in simpler language.

- A longer period in which to bid for a contract and a quicker decision following

the closing date to avoid price slippage

- Pre-tender briefings to small enterprises on the tender details

Mr Radebe announced a parallel programme to draw black-owned consultancy firms and those with established affirmative action records into "the government contract environment".

"It is our position that technical competence should be merely one of the elements considered in the making of appointments," he said.

He said different rosters would be established for established companies, where the project value would be above R75 000, and for emerging businesses with lower contract values.

He said companies would drop to the bottom of their respective lists after every contract awarded to them. — Reuter.

Politics blamed as CSS head faces axe

(250) B07/6/95

Greta Steyn

MINISTER without Portfolio Jay Naidoo has told Central Statistical Service head Treurnicht du Toit that he is to get the boot — a decision which sources say is politically motivated.

CSS sources said Du Toit had informed staff members this week that Naidoo had told him he could not continue as CSS head, and that he would be replaced by sociologist Mark Orkin, the director of the Community Agency for Social Enquiry (Case). Orkin is a former SA Institute of Race Relations deputy director.

The director-general in Naidoo's office, Bernie Fanaroff, said Naidoo had decided who should head the CSS and had passed it on to the Public Service Commission.

"The job was advertised and the minister made a recommendation after interviews with a short list of candidates."

Fanaroff declined to say who had been recommended for the post, or to disclose who had been on the short list. The Cabinet would have the final say on the appointment, he said, which was when it could be made public. He declined to comment further, saying the "confidentiality of the se-

lection procedure" had to be respected.

Du Toit could not be reached for comment, but CSS sources said he had informed staff members about his meeting with Naidoo to end the uncertainty over the CSS's future. They said a number of highly qualified staff had asked for early retirement due to the uncertainty.

They said Naidoo had not questioned Du Toit's abilities as a statistician, but had suggested he was not the right person for the job in the new political environment. Du Toit had apparently been associated with the old establishment.

A statistician who does not work for CSS said it was worrying that Orkin's field of expertise was not statistics. The move appeared to be in line with a greater focus on social research, but also appeared to be politically motivated, as Orkin's political credentials were impressive. Orkin could not be reached yesterday.

Case is a non-profit consultancy which handles social research for development agencies, non-government organisations and government departments. Orkin is also a visiting professor in social research and methodology at Wits University's public and development management school.

Short life of 'success'

(250) *somehan*
7/6/95



THE GOVERNMENT'S SUCCESS IS shortlived in convincing a majority of trade unions in the Public Service Bargaining Chamber to accept the Government's wage offer.

In fact, it was a wasted effort. A five percent increase, however it may be implemented, was bound to hit the fan.

Only a third of the country's civil servants are represented in the chamber, a gloomy scenario given the growing resentment among public servants.

And, with the National Education, Health and Allied Workers Union and the South African Health and Public Sector Workers Union opposed to the agreement, it means less than a third of the public servants are party to the agreement with the Government.

Also, the Public Servants Association (PSA) and the Medical Association of South Africa (Masa), which represent mostly the managerial sector of the civil service, are opposed to the agreement.

The agreement adjusts the first five salary notches to an annual minimum wage of R13 200, a five percent salary increase for those earning between R24 630 and R107 019, a four percent increase for those earning between R104 019 and R126 411, and no increase for those earning more than R126 411.

Women and single employees will also in future be entitled to a home ownership allowance scheme.

These salary increases will be funded by reducing the Government's contribution to the pension fund.

This will generate additional funds over and above the R2,5 billion already set aside for salary increases.

The majority of unions accepting the offer is deceptive. Their membership figures are far lower when compared to the dissenting unions both inside and outside the chamber.

Outside the chamber, two teacher unions reached deadlock in negotiations at the Education Labour Relation Council on Monday.

Across the board

The South African Democratic Teachers Union (Sadtu) and the National Professional Teachers Organisation of South Africa (Naptosa) rejected an across-the-board five percent offer.

While Naptosa remained steadfast in its objection to the disbursement of state contributions to the pension fund, Sadtu accepted it on condition pensions would not be eroded.

Although it refused to disclose its fall-back demand, Sadtu has since revised its initial demand for an increase of 18,4 percent.

The PSA said the Government's five percent offer was far below wage increases in the private sector, which vary from 10 to 13

Less than a third of public servants have accepted the five percent wage offer. The Government's bargaining 'success' is therefore deceptive, reports **Mzimasi Ngudle:**



FLASHBACK ... Sadtu members on strike over wages in 1993.

percent.

PSA general manager Mr Casper van Rensburg said the association wanted the Government to commit itself to adjusting salaries in line with general trends in the private sector.

Masa, an association of doctors, said it rejected an unequal allocation of funds diverted from employers' contributions to pension funds. It also had nothing to accept because there was virtually no offer to those members who earn above R126 411.

"What the Government is doing is to give 22 percent to some, and four or five percent to others. The worst is that others will get no increases at all," complains Masa spokesman Mr Peter Brewer.

Brewer echoes PSA's objections to the fact that professionals in the public service do not earn market-related salaries. "We are concerned that the state is going to lose skilled people to the private sector," he says.

Sahpswu, together with Nehawu, says it will not accept anything less than a monthly minimum wage of R1 500. Both unions also want guarantees that pension funds will not be adversely affected.

To ward off unrest, the Government must shelve its excuse that its coffers are empty. That is understood.

But it needs to commit itself to addressing the

wages of public servants.

This commitment should be preceded by an immediate inflation-related increase — now around 11 percent.

To expect public sector unions to accept a five percent increase is to expect them to agree to being short-changed. And, looking at their demands, there is no doubt they are very reasonable.

Historic under-payment

They are not demanding that historic underpayment of public servants be addressed right now; only a commitment in this regard. What they want now is an inflation-related offer.

If the Government was able to provide a remedial package in one-off payments to the police service, what is there to stop other public servants expecting the same?

The majority of public sector trade unions have indicated they will eschew industrial action if inflation-related increases are implemented.

Sadtu and Naptosa, while at odds on the issue of pension funds, agree in their demand for inflation-related increases.

"At least 10,2 percent will do," says Naptosa spokesman Mr Andrew Pyper.

"We won't accept anything less than an inflation-related increase," says Sadtu spokesman Mr Thulas Nxesi.

R2-m for training

AKU 8/6/75

MORE than R2 million has been allocated in the current financial year for the training of nominated transitional councillors. Valli Moosa, Deputy Minister for Provincial Affairs and Constitutional Development, said during question time in the national assembly that by the middle of May 4,059 councillors had been trained by the structures of the Training Board for Local Government Bodies. (250)

Star 10/6/95
The mystery of the
missing bureaucrats

By ESTHER WAUGH
POLITICAL CORRESPONDENT

Cape Town - Almost a year after 11 000 public servants' posts were advertised, only 1 458 have been filled (250)

Public Service and Administration Minister Dr Zola Skweyiya this week laid the blame for the delay at the door of government departments, including those under ANC ministers

He said only Health Minister Dr Nkosazana Zuma and Labour Minister Tito Mboweni had filled posts allotted to their departments. Skweyiya said he had filled 70 of the 75 allocated positions in his own department

More than 1,5-million applications were received for the posts - aimed at making the public service more representative.

◆ Civil service

The minister said the applications were sorted out and sent in December to departments which were to have appointed candidates to these positions by March 30. Skweyiya said he had twice raised the matter in the Cabinet and would do so again.

He said he had no administrative powers to compel departments to complete the appointment process and added that the rationalisation process was to have been completed on April 30.

Skweyiya said he was required to provide proof that those civil servants whose posts would be rationalised could not be deployed elsewhere.

"Ministers, including ANC ministers, are not taking representivity seriously enough," he added.

(250) Star 10/6/95

Skweyiya set to trim 80 000 jobs

David Greybe

(250) BD 12/6/95

CAPE TOWN — The constitutional job guarantee for SA's 1,2-million public servants would fall away after October, when a plan to trim up to 80 000 jobs would be implemented, Public Service Minister Zola Skweyiya said at the weekend.

Skweyiya estimated that the public service would eventually be cut by between 5% and 7%. He stressed that it was not an exercise in "downsizing", but "rightsizing".

Ministers and provincial governments had been given until the end of October to complete rationalisation studies, which would form the basis for the process.

The date has been extended by six months from April because certain ministers had been slow in finalising these studies. There would be no further extensions

because of the uncertainty the exercise was creating among public servants.

Skweyiya said the job-cutting exercise would focus mainly on administrative posts, and not public servants working directly with the delivery of the reconstruction and development programme (RDP). Government intended increasing the number of staff in essential services such as health, education, welfare and safety and security. More nurses, teachers and policemen would be appointed.

Skweyiya justified the falling away of the job guarantee under another section in the interim constitution which stipulated that the public service must be "broadly representative of the SA community". He described it as "a creative way to deal with

Continued on Page 2

Public servants (250) BD 12/6/95

Continued from Page 1

this (job guarantee) stumbling block"

Skweyiya praised public servants for their patience and for providing "continuity and stability" during the protracted transformation period. He said the lack of trust between an ANC-led government and public servants from the former apartheid era was finally "beginning to thaw".

Officials canvassed in the bigger public service unions such as the Public Servants' Association said they had no serious problems with government's rationalisation plans and accepted them.

A top union official praised Skweyiya for the sensible manner in which he had gone about transforming the public service, particularly the fact that government was working closely with the unions on the issue. The official noted it was "an internationally accepted practice" for incom-

ing governments to want to make changes in the public service. The unions could not argue against the need to make SA's public service more representative.

Skweyiya said the rationalisation studies would be used to identify "surplus" staff. Some public servants would be offered the opportunity to relocate to areas where there were shortfalls.

He gave as an example the Eastern Cape where, because of its inheritance of the former Ciskei and Transkei administrations, there were too many top managers.

But there was a shortage of qualified top management in the newly-created Northern Cape and Northern provinces. By relocating public servants to these areas, retrenchments could be minimised in the Eastern Cape.

Negotiations were continuing on retrenchments packages for staff affected by the process.

Stymied by the Public Service Commission

"All roads lead to Rome," Gill Marcus, chairman of the parliamentary finance committee, said wearily after hearing yet another set of complaints about the Public Service Commission.

At every turn this year the committee, which deals with the key functions of revenue collection and the setting of macro-economic policies, heard from senior civil servants that they are stymied because they cannot get the qualified staff to do the job. The cause being conditions set by the commission.

The latest example is the paucity of data on aspects of the economy. Trevor van Heerden, commissioner for inland revenue, who earlier this year told the committee of massive under-collection of taxes because of lack of suitable staff, said he was unable to put together proper statistics again because of lack of staff. The same applied to Daan Colesky, commissioner for customs and excise.

The lack of data is undermining the ability of the government to develop sound policies and to work out tactics, while potential foreign investors tend to exercise extreme caution when they come up against a lack of reliable information, such as size of markets and production capacities.

Even the Katz commission investigating the tax system has been frustrated, commission member and tax academic Denis Davis told Marcus.

"It is easier to get information on the United States than on South Africa," he told the committee.



UNDER FIRE Gill Marcus

The Monitor Company, which reported earlier this year on South Africa's lack of country competitiveness, labelled the lack of reliable data as one of the causes.

Fortunately for Gill Marcus, known to be patient, she was not in attendance at a meeting of a Constitutional Assembly sub-committee attended by Mfundo Nkulu, special advisor to Trevor Manuel, the trade and industry minister.

Nkulu said, in drawing up trade statistics on the Customs and Excise Union, that he was having to rely on data supplied by the other partners, namely Botswana, Lesotho, Namibia and Swaziland.

The blame, however, does not lie entirely with the Public Service Commission. During the sanctions years, it appears raw data lay unprocessed. Since the information was "top secret" — so no one would see how the country was evading international censure — no effort was made to process the raw data.

The other problem is a myriad of computer networks within the state apparatus, with a number of

departments having more than one system incompatible with each other. Van Heerden, for example, said his VAT computer system was programmed to do analytical jobs, but the computer systems for direct taxation were not up to it.

The weight of evidence against the Public Service Commission is overwhelming. For reasons known only to itself, it appears to put the interests of the taxpayers and the success of government policies last in its list of priorities.

It is important for the sake of good governance to have firm employment practice standards, but they should make sense and enable the state to do the job which taxpayers and others expect. The commission's most nonsensical action is its refusal to look creatively at the absurd situation of a state unable to collect taxes.

The commission has the power to virtually control the appointment of staff and conditions of service. In years past, even Cabinet ministers were in awe of the commission and would appeal on bended knee and with cap in hand.

And it was well known that the appointment as minister in charge of public administration was more nominal than real. The minister had no real influence and the appointment was often used as a tactic to silence critics with the gag of joint Cabinet responsibility.

But the end is nigh! The new Cabinet is prepared to do battle. Draft legislation is likely to follow the recently published white paper on the transformation



CANDIDLY CAMERON

BY BRUCE CAMERON

A lack of staff and a paucity of data are delaying the government's job of policy-making

of the public service, which will break the power of the commission. Chairman of the ANC's study group on the public service, Phuzulu Mlambo-Ngcuku, told a news conference last week the minister of public service and administration will have real powers.

The intention is to give the minister a staff for the first time. He will be responsible for policy formulation, labour relations and restructuring of the public service.

The Public Service Commission will be responsible for standards, including training and conditions of service. The intention, she said, is to restructure the public service as well as provide a proper service.

Under the proposals, each department will have a restructuring unit, with the commission acting as a co-ordinator. Hopefully this will give departments a greater say in how to structure themselves and to meet the demands of the services they provide.

□□□

While on the issue of data and

closed shop issue, there are other equally divisive issues on the agenda, including lock-outs and strike mechanisms.

The government would have been wise to have delayed the legislation anyway until the National Economic Development and Labour Council (Nedlac) found its feet on simpler issues. The mistake was to consider Nedlac as a natural successor to the National Economic Forum (NEF), which disappeared with the old government. Last year's elections gutted the NEF's labour and government membership. Business has found a range of new faces with which it still has to establish a working relationship.

□□□

Are the Americans up to their bullying tactics again? It appears so over the issue of the protection of intellectual rights. But director-general of trade and industry, Zaverah Rustumjee, gave notice last week that he will not take the United States' threats lying down.

He told a Constitutional Assembly committee "We refute the claims" (that South Africans are illegally abusing intellectual and trade mark property rights).

South Africa, like the US, is a signatory to the Agreement on Trade Related Aspects of Intellectual Property Rights, which is administered by the World Trade Organisation. Rustumjee said, if necessary, "we can use that institution to lay a complaint against the United States."

□□□

The chances of the disputed labour legislation going through parliament this year appear to be dimming. Even if a solution is found to the deadlock over the

Township boy to bureaucrat

SAW 13/6/95

250

As little more than a teenage clerk working in the Maritzburg offices of the Department of Public Works in 1981, anyone other than Sipho Shezi would not have dreamt of ever running the show.

But not this 34-year-old township boy born in Clermont, outside Durban. A drive to occupy a key position in developing his country saw his appointment a week ago as national Director-General of Public Works.

A first encounter with the high profile bureaucrat leaves one thinking he is a touch pedantic. A string of letters abbreviating qualifications follows his name.

Watching him commanding a conversation from behind a lectern, it is tempting to dismiss him as yet another academic preaching the reconstruction and development gospel from the bloated government bandwagon.

But after a scheduled 15-minute interview stretched past an hour it was difficult not to be sold.

Charged with running the engine room of the Reconstruction and Development Programme,

GUTS, determination and talent put Sipho Shezi in charge of the RDP 'engine room' as national Director-General of Public Works

Shezi holds his own. Looks in this case are very deceiving. From this slightly built man bursts a sincerity and conviction seldom witnessed.

Discipline and courage inherited from his preacher father drove him to repeat his matric for an exemption. Later he pushed out of the narrow confines of a four month job with the department he now heads, and spurred himself to get a masters degree.

Each step of the way he describes as a gamble, going from the sure to the uncertain. Only a month before registration closed at Natal University's Maritzburg campus in 1984, he was released from six months' solitary confinement.

Finishing time for a conviction under the old Terrorism Act, he promptly addressed a political rally. He went on to complete a BA majoring in politics and English in the allotted three years.

As his graduation year drew to a close the response from his inquiries to Lancaster University in Britain for a scholarship arrived. But, he had to start the programme there before the South African university year was out, and he did, writing and passing his examinations abroad.

Shezi applied for a masters course at Sussex University to continue his studies in development and politics. But, they demanded a distinction before he could register. He convinced them one was in the offing and registered. He came through.

The roller coaster ride continues, with a vacancy for a lecturship at Rhodes University. It advertised a starting date before Shezi's thesis was due. He says he gambled again, took the job and successfully wrote the paper from home.

The next chapter of his life had important relevance to the job he holds today. It saw him take up a lectureship at Natal

University and threw him back into politics.

"I was deeply concerned about violence raging here, but I had this vision that development is the only way to intervene in violence," he says, adding that peace efforts he took part in then formed the views he expresses today.

Herein lies his trump card. Describing himself as an intellectual in his own right, he nevertheless maintains that his roots in the community will see him apply workable solutions on the ground.

"But, it's a pressure I've always fought and it's not easy to strike a balance between ironclad academia and practical involvement on the ground," he says.

Not only has he benefited from community work and academia, but he co-ordinated the ANC's election campaign in the USA in 1993.

On paper he seems more than suited for the job. Time will tell whether he has what it takes to cut through an entrenched bureaucracy and reach communities in making upliftment an accessible process. — Own Correspondent

Sowetan

Unions hold indaba

16/5/95

~~(237)~~ (250)
FIVE major public sector unions and the Congress of SA Trade Unions begin a three-day conference today to discuss the formation of a single public sector union within the federation.

According to sources within the five groupings, the new union will be formed in August this year.

The conference is hosted by the National Education, Health and Allied

Workers Union and the SA Municipal Workers' Union. The Post and Telecommunications Workers Union, the South African Democratic Teachers Union and the Police and Prisons Civil Rights Union are also represented.

According to Nehawu, the conference will seek to identify areas of common ground on key issues facing the public sector.

Political comment in this issue by Aggrey Klaaste. Newsbills, sub-editing and headlines by Sy Makarange and Paul Drosdzol. All of 61 Commando Road, Industria, Johannesburg. Printed by The Newspaper Printing Company for the proprietors and publishers, New Africa Publications Ltd of 61 Commando Road, Industria, Johannesburg. The reproduction or broadcast without permission of articles published in this newspaper on any current economic, political or religious topic, is forbidden and expressly reserved to New Africa Publications under Section 12(7) of the Copyright Act 1978. Sowetan abides by the Code of Conduct of the Press Council of South Africa and accepts its jurisdiction.

GOVERNMENT

Public servants byte back

FM 16/6/95

(250)

Government employees who operate computers have voted in favour of industrial action, giving the State 10 days to avert a strike which could cripple the administration of income tax and Vat and disrupt the payment of public service salaries

It could also jam the issuing of import/export documentation, the collection of customs and excise duties and even affect vehicle registration and other administrative systems dependent on Govnet, the State's computer network

Public Service Association deputy GM Anton Louwrens says the decision by affiliate Government IT Users of SA (Gitusa) results from widespread unhappiness over low pay, ageing technology and bad planning in public sector IT divisions

Public Service & Administration Minister Zola Skweyiya's office reacted to Gitusa's ballot by arguing that government computer personnel do not have the right to strike. In terms of the Public Service Labour Relations Act, "key-point computer services, as well as support services," are listed as essential services which may not strike. The definition of "key-point" may go to arbitration, with Gitusa arguing that it applies only to employees of the SA Police and Correctional Services

Judging by Gitusa's rapid growth since its formation last year, unhappiness in government IT circles has been simmering for some time

Louwrens says its membership has reached 800, representing more than 70% of government computer employees.

A major gripe of public sector IT managers is that the State is encouraging an exodus of computer skills by giving the bulk of its budget and interesting projects to private consulting firms

Gitusa says the State spends R345m a year on outside consultants, compared with R125m on its own IT staff. The average hourly rate paid to private computer consultants — often former public servants — is R150, more than twice the R65 a public service IT manager earns on the State's highest pay scale

This results in government IT divisions being viewed as training grounds for people

who leave after a year or two to join consulting firms

The union says that, of the 300 IT employees who resigned this year, many are again indirectly working for government as private contractors.

Government IT managers claim this disparity makes it impossible to keep staff for more than two years

Another gripe is that government has no strategy for buying computer systems that can be integrated

It also fails to allocate funds to update technology.

The union also claims overall management is bad, resulting in unqualified people being given management posts

The sorry state of government computing was recently highlighted by Commissioner of Inland Revenue Trevor van Heerden, who told parliament that Inland Revenue had only one employee able to maintain the Receiver's 33-year-old computer system.

The Public Service Commission, which argues the government's side in union dis-

R200m a year by improving the lot of its employees instead of relying too heavily on consulting firms. ■

IBM

Window gleaning

In the computer industry's deal of the decade, IBM has bought software company Lotus, paying US\$64 a share in the \$3,5bn takeover. Details of the buy-out, released by IBM on Sunday, were well ahead of its final bid deadline of July 3

The buy-out began as a hostile bid, announced publicly on Monday last week, moments after Lotus was informed. Lotus executives had rejected offers from IBM during five months of private talks on business relationships. IBM's initial cash offer of \$60 a share was nearly twice Lotus' market value at the time

IBM chairman and CE Lou Gerstner says Lotus will be a "critical part" of IBM and of the corporation's growth strategy.

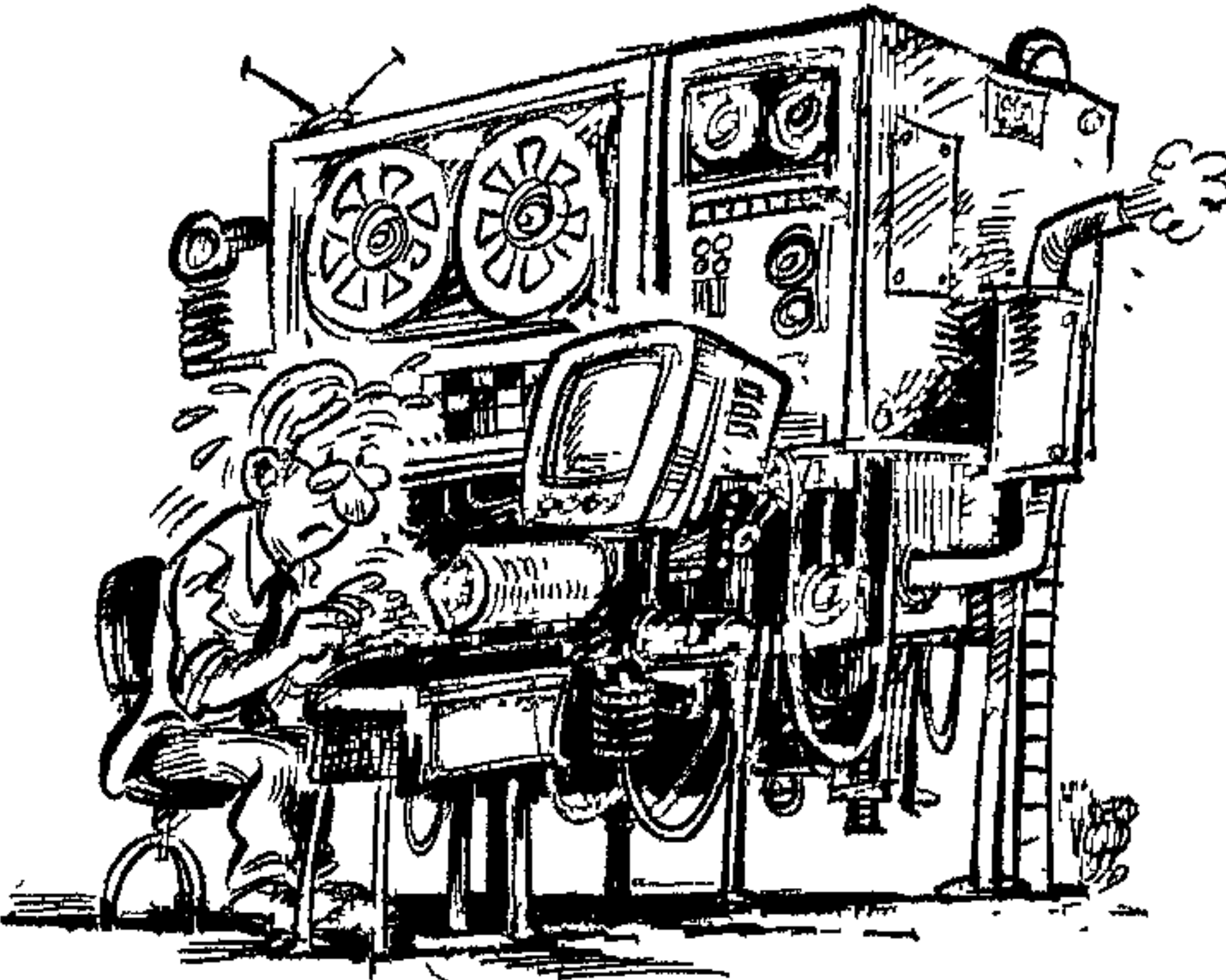
Lotus is best known for its spreadsheet product, but also popularised "groupware" with a product called Lotus Notes, which allows separate teams to work together using personal computer networks.

The deal has the potential to reorder the personal computer software industry by putting IBM in a strong position to challenge Microsoft, which has come to lead the industry through its dominance in operating system programs that run the basic functions of a PC. IBM also announced it has appointed Lotus CEO Jim Manzi a senior vice-president. Manzi will continue to run Lotus from IBM's board. There are no plans for Lotus to change its name.

It is too early to tell how the local markets will be affected, though Neil Hudstith, MD of Lotus Development Corp's SA, Middle East and Mediterranean operations, says Lotus SA and IBM SA have different areas of responsibility, which may make a combined Lotus/IBM operation problematic to set up.

Lotus business in the Indian sub-continent including Pakistan, as well as Turkey, Greece, Cyprus, Israel and Malta is handled from Johannesburg, while the Johannesburg-based IBM Southern Region is responsible only for sales in Africa through its trading companies IBM SA, IBM Africa Operations and International Outsourcing Services.

Hudstith says Lotus products will inevitably be affected by IBM's ownership, but for now, Lotus will continue to bring its products to market on schedule. ■



putes, says public servants cannot embark on a strike because negotiations within its forum, the Public Service Bargaining Council, have been completed for this financial year. Commission spokesman Laetitia van Zyl says agreements have been signed with unions representing the majority of public servants, so members cannot embark on a strike legally

But Louwrens says Gitusa's grievances are a separate issue

The Public Servants' Association announced it would ballot members after declaring last month that negotiations with the Public Service Commission had reached deadlock. Gitusa submitted a proposal to government, urging that it could save

Asmal unveils jobs equity plan

21/6/95 (256) (177)

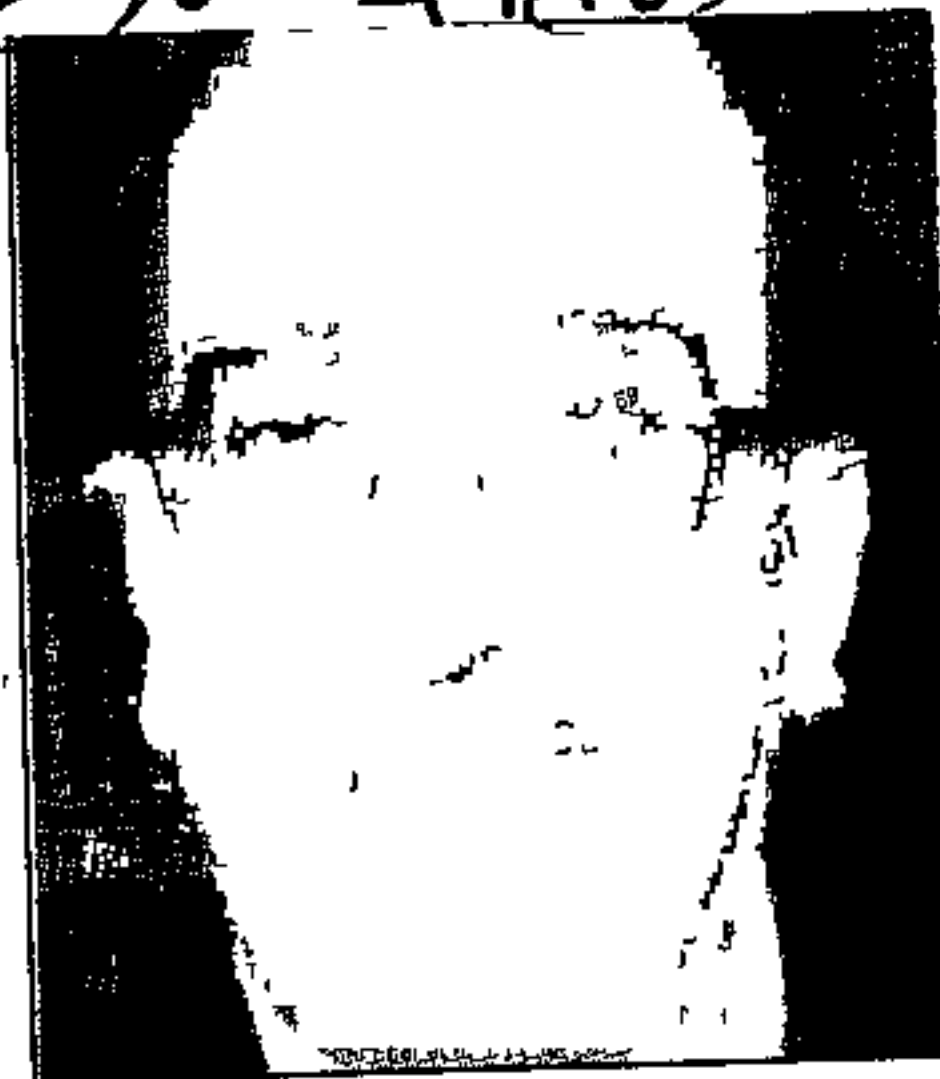
THE Department of Water Affairs and Forestry has circulated a draft employment policy that will require all companies working for it to have an affirmative action policy

The document, unveiled by Professor Kader Asmal at a standing committee briefing yesterday, aims to correct race, gender and disability imbalances in the composition of the workforce which are a result of past discrimination

Prof Asmal said the department's staff had increased from about 8 000 to 30 000 after the incorporation of the TBVC states, without any significant increase in its budget

The document aimed to create an organisational culture that would encourage productivity and respect for diversity

An employment equity committee would be formed to evaluate the department's staff composi-



EQUITY: Professor Kader Asmal

tion and a grievance procedure would be established for employees who felt prejudiced by the implementation of the employment equity policy.

The document also protects employees against gender discrimination in salaries and benefits, and makes persistent sexual harassment a dismissible offence.

MPs want more gravy on train

DAVID BREIER

Political Staff

AFTER a year on the parliamentary gravy train, politicians are complaining of overwork and burnout — and are talking of jumping off the train and finding outside jobs.

Although politicians in parliament and the nine provincial legislatures are costing the taxpayer about R300 million a year, MPs are putting pressure on the government to spend even more by giving them more staff and resources.

MPs complain they lack secretarial, administrative and research facilities which they say is causing "parliamentary burnout" as they struggle to keep up with masses of filing, paperwork, telephoning and research.

The parliamentary information and monitoring service of the Institute for Democracy in South Africa (the new name for Idasa) this week warned. "It is clear that a sizeable number of MPs want out. And frankly who can blame them.

"Never mind the so-called gravy train. Trying to do an honest day's work on behalf of the electorate is for most of

■ Politicians have been condemned for joining the gravy train — but they now complain of overwork — and they are calling on taxpayers to shell out even more.

the new MPs in particular, akin to trying to climb Everest without walking boots, let alone oxygen," Idasa says in its Parliamentary Whip journal.

Few MPs have even the minimum backup they need in terms of secretarial, administrative and research facilities, according to the journal.

Because their jobs are being made so difficult, MPs are looking for greener and more comfortable pastures in the private sector.

"In the meantime the inclination in some quarters is 'to get what I can during the next five years'," the journal adds.

It recommends the solution is that "South Africa must invest heavily in its infant parliamentary democracy".

But not all observers are so sympathetic about the burnt gravy syndrome.

Idasa's own director, Wilmot

James, questioned how seriously some MPs were taking their public responsibilities.

"The public should of course be very concerned about free-riders and coasters in parliament," Professor James said.

But he agreed that dedicated MPs were frustrated by a critical lack of facilities they needed to do their job.

He said that at a recent high-level military conference at Saldanha Bay in which a number of MPs had agreed to participate, not one of the MPs turned up.

"One called to say that she, regrettably, had a death in her family. From the others, no calls and no explanations," he said.

Professor James said MPs had to be helped to improve their poor research and technological support.

"However, all the assistance in the world will not make much difference to those who do not take the vocation of politics seriously, and are free-riding on the backs of those who do," he added.

Defending the MPs, ANC MP Buleywa Sonjica, said: "Although quite a number of us are professional people, we are either ignorant about running

an office or we do not have time to do it, and that impacts negatively on our work.

"I believe that this is the main cause of the blunders and failures by some MPs."

She said 90 percent of an MPs work involved research, but there was a "lack of research skills". She called for a support system for administration and research work.

And she added that "some of us are undergoing a transformation from being activists to being politicians in a formal sense. This causes problems, especially for some of those who were in the liberation movement".

Another ANC MP, Johnny de Lange, chairman of the justice committee, warned: "We can't work like this. Parliamentarians will burn themselves out".

But not all MPs are so dedicated to their political work. Idasa reports that at a drinks party recently, the following exchange was overheard between an MP and a young man:

Young man: How are things in parliament?

MP: Well, I'm hoping to get a Volvo.

Young man (reeling mentally for a moment): I actually meant politically.

(250) ARG 24/6/95

By ANDREW TRENCH

PRESIDENT Nelson Mandela has approved a 17 percent increase in top posts in provincial administrations despite the government's commitment to slim down bureaucracy.

The increase will create 166 extra posts in the highest paying echelons of the government and could lead to a growth of 20 percent in personnel in some sectors of the civil service.

Provinces which inherited former homeland administrations will have the most significant increases. In the Eastern Cape top posts will increase from 142 to 168, KwaZulu Natal from 183 to 211, Northern Province from 118 to 143 and the North West from 80 to 99.

Civil service to up top posts by 17 percent

ST 25/6/95

(25)

Mr Mandela gave his approval on Wednesday to a Public Service Regulations' amendment, drafted by the national Public Service Commission and promulgated in Friday's Government Gazette.

The move follows months of pressure in the inter-governmental forum by the provinces, which are grappling to mould a new civil service from the old administrations.

The commission confirmed that the change would increase top posts in the public service overall — in-

cluding national ministries and provinces — by about six percent.

The amendment to Chapter J — called the "instrument of rationalisation" by one source — changes the formula used to determine the number of top posts in the regions, and allows larger and poorer provinces more top posts.

The new formula will help provinces like the Eastern Cape, which is battling to piece together two former homeland administrations and a former provincial administration

into one public service.

In the Eastern Cape, only one of 17 directors-general and one of 26 deputy directors-general have been given appointments in the new administration. The rest draw salaries which cost the taxpayer R12-million a year, provincial administration MEC Ezra Sigwela said in the provincial legislature.

Asked if the amendment gave provinces like the Eastern Cape an easy way out of their crisis, the Public Service Commission would only

say the amendment would provide "more flexibility to provinces in organising and restructuring their provincial administrations".

Isak Retief, a spokesman for Constitutional Affairs Minister Roelf Meyer, who chairs the inter-governmental forum, confirmed there had been debate on the amendment.

Gauteng was the only province to oppose the move, according to Patrick Fitzgerald, chairman of the Gauteng Provincial Service Commission. The province, which will

have an extra 20 top management posts to fill, had warned the increase would appear to contradict the government's commitment to trimming the civil service, he said.

Commissioner Luci Abrahams said no attention had been paid to the additional expenditure and ripple effect caused by creating new top posts. Nor had there been any proof that additional posts would improve efficiency or delivery.

The Gauteng Provincial Services Commission warned the move would make it difficult for the government to cut down spending on personnel — which in some parts of the country was as high as 90 percent of the budget.

Senior provincial posts to increase

Draw Forrest

(250) BD 26/5/95

THE Cabinet had "reluctantly" agreed to increase senior posts in the provinces after intense political pressure by administrations and premiers, Public Service Minister Zola Skweyiya said yesterday.

Both he and Finance Minister Chris Liebenberg had opposed the move, he said.

Skweyiya was referring to an amendment to "Chapter J" of the public service regulations, gazetted last Friday, which according to a Sunday Times report will boost top management in the provinces by 17%. It has been criticised by the Gauteng public service commission as running counter to government's stated commitment to a lean administration.

Skweyiya said Cabinet had accepted Chapter J, which was drafted by the Public Service Commission (PSC) last year to control the growth of the provincial public services. It sets the proportion of senior appointments at 35% of complement.

But premiers — notably those of KwaZulu/Natal, Northern Province, and the Northwest — had consistently complained that the regulations were too stringent to allow them to attract personnel.

The PSC, a non-political structure, was put under political pressure by the pre-

miers and provincial administrations. Cabinet reluctantly agreed to amend Chapter J. The amendment was drawn up by the PSC in conjunction with the provinces and approved by the premiers in the intergovernmental forum.

Reports indicate provinces faced with absorbing homeland administrations will benefit most. Eastern Cape senior posts will reportedly rise from 142 to 168, in KwaZulu/Natal from 183 to 211, in Northern Province from 118 to 143 and in the Northwest from 80 to 99. Skweyiya said he could not assess the financial implications.

According to state expenditure director-general Hannes Smit there would be no immediate cost to central government as the provinces were over complement after assimilating homeland employees.

There would be future cost implications, Smit said, but it was not known how many appointments would be made at which level. The amendment covers directors-general, earning about R275 000 a year, superintendents-general (R250 000), deputy directors-general (R200 000), chief directors (R180 000) and directors (R134 000).

Skweyiya recently said government planned to trim the public service by 80 000 jobs after October, when constitutional job guarantees would fall away.

NEWS FOCUS

Officials need training and support

(250) BD 27/6/95

nine provinces responsible for creating programmes to initiate change do not have any experience in such issues as attracting foreign investment, creating a budget for fund allocation or policy formulation," says Seugnet Human, an adviser to the training programme and lecturer in business economics at the Witwatersrand Technikon.

The programme is funded entirely by the US Agency for International Development.

"The programme helped me since it dealt with issues relevant to my specific province and addressed concerns affecting the people in my community," says

the training of officials in economics, foreign investment and budgeting for the training of officials in Johannesburg, it is involved in the training of officials in the areas of economic and political development. Some are better than others."

The Educational Opportunities Council (EOC) offers a Macro Economic Policy Analysis programme. Based in Johannesburg, it is involved in the training of officials in the areas of economic and political development. Some are better than others."

"It is a short executive training course encompassing basic macro-economic principles, policy simulation and interdependence," says Brian Craig, a trainer for the EOC and a financial adviser to the finance department in Pretoria.

"The programme exposes these officials to issues they will be addressing in real life situations and helps build their confidence," says Craig.

The concept of government advisers coming from all areas of the academic and private sector is not new but it is essential in a transitional government, as the expertise to effect change can only come from skilled individuals.

"Most of the members of the provisional government have little if any expertise concerning the politics of redeveloping a country. Support from individuals in business and economics is essential if they are to succeed," says Wynand Goosen, head of the School of Human Technology at the Witwatersrand Technikon.

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identify solutions as well," says Kwena Matekana, director of the province's department of public works.

"I just hope there will be a follow-up programme which will consolidate what has been gained so far, and bring it to a higher level," says Matekana.

in funds to programmes like the Johannesburg programme stall the pace of redevelopment in SA?

But with the US Congress concerned about its budget deficit and warnings that it will cut economic assistance to developing African countries, could reductions

bring about change

each programme.

According to an official of the education section of USAid, continued funding depends on the success of each programme.

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PHILIP TUFANO

THE political survival of SA's transitional government and its commitment to change seems to depend on the economic and political training made available to officials, but funds for this are limited.

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"Most officials in the

**Resistance to
pay disclosure**

BD 27/6/95
Tim Cohen (250)

CAPE TOWN — The public enterprises department is resisting the publication of the management salaries of state-owned corporations for fear of "massive head-hunting" by the private sector.

The stance apparently runs counter to a Cabinet recommendation that management salaries of state-owned corporations should be published.

The ministry was responding to a parliamentary question by DP MP Kobus Jordaan who asked what each management employee of each state-owned enterprise earned.

In its formal response, the ministry said the matter was the subject of "intense discussions" between the ministries concerned, with a view to a common approach in the light of the Cabinet recommendation.

Ministry spokesman Douglas McClure confirmed the ministry was against the publication of the salaries. But he said it was considering publishing the salary ranges involved.

Sapa reports that the publication of the salaries has been delayed because of objections from the state corporations themselves.

The public enterprises ministry administration secretary Advocate Mdutshane said the parastatals had objected for a number of reasons, mainly because there could a public outcry if the salaries of people in unprofitable parastatals became public knowledge.

Province urged to rethink retrenching temporary staff

(250)

FRID 29/6/95

(250)

Staff Reporter

THE National Education Health and Allied Workers' Union (Nehawu) has called on the Provincial Administration of the Western Cape to reconsider its decision to retrench nearly 50 office workers employed by the social services department.

The department employed 212 temporary administrative staff in January 1994 and recently gave notice it intended signing new six-month contracts with 167 of them — and retrenching the rest at the end of next

month.

According to Nehawu, the decision to retrench contradicted an agreement brokered at central government level that all temporary workers in the civil service were entitled to permanent positions.

The union meets department representatives today in an effort to negotiate a solution other than retrenchment.

Nehawu spokesman Wilfred Alcock said the union would not stand back and allow the retrenchments to proceed. Industrial action had already taken place at social service depart-

ments in George, Oudtshoorn, Paarl and Bellville

More would follow if the department was not prepared to enter into "genuine" dialogue with the union.

Mr Alcock said there were a number of vacancies in the provincial administration. If the workers could no longer be employed in the social services department, they should be shifted to other departments, rather than hiring "outsiders".

"In any case, if they are serious about taking services to the people, they are going to have to employ more staff."

MECs' and premier's salaries cut

■ BY JO-ANNE COLLINGE

The Gauteng cabinet has agreed — belatedly — to dock the pay of the premier and all MECs in compliance with President Nelson Mandela's request last year.

The cabinet appeared to have forgotten about the pay-cut request until last week when confronted with a question by MP Peter Leon of the Democratic Party who observed that the amounts budgeted for MECs' salaries were not in line with the Government's announcement.

Premier Tokyo Sexwale told the legislature this neglected matter would be dealt with at the next cabinet meeting and a proposal would be made that the cuts be made retrospectively.

According to the Gauteng communications director Chris Vick this is what happened when the cabinet met yesterday.

"Cabinet members' salaries will be cut by 7,5%, as requested by the President. The premier's salary will be cut by 10%. The cuts will be backdated to February 1." (250) (250)

Vick added that the premier and his MECs would not be "physically refunding" the provincial government. Instead they would forego a 5% increase which they had been due to receive on July 1 for about eight months, until they had "repaid" the government.

Chairmen of standing committees in the Gauteng legislature and the Speaker will also have their salaries reduced as a result of the provincial cabinet's decision to carry out the president's salary-cutting plan.

SM 29/6/95

BACKDATED EXCESS TO BE REFUNDED

W Cape legislators took pay cut 3 months before Gauteng

WHEN THE GAUTENG legislature decided under political pressure this week to accept pay cuts backdated to February 1 they were following the lead given by the Western Cape three months ago. **CHRIS BATEMAN** reports.

WESTERN CAPE legislators took a 10% salary cut three months ahead of their Gauteng counterparts — who took the cut under political pressure earlier this week. Mr Frikkie Odendaal, spokesman for Western Cape Premier Mr

Hernus Kriel, said yesterday that all members of the the Western Cape legislature — from the premier down — had taken the salary cut in March, backdated to February 1 this year. The Gauteng cabinet decided on Wednesday that Premier Mr

Tokyo Sexwale would take a 10% cut and cabinet ministers a reduction of 7,5%.

The issue was raised in the legislature by Gauteng DP MPPC Mr Peter Leon when Mr Sexwale announced that ministers' salaries would be increased by five percent next month.

Mr Leon asked when pay cuts called for last year by President Nelson Mandela would be implemented

Instead of refunding the Gauteng legislature, members of the provincial cabinet will now sacrifice the salary increase until they have repaid the amount overpaid

Installments

Mr Odendaal said all money over-paid to Western Cape politicians since February would be deducted in equal instalments over 12 months

CF 30/6/95

(250) (88)

Four provinces cut salaries

Nomavenda Mathiane (250)

FREE State, Northern Cape, Western Cape and Gauteng have cut their premiers' and MECs' salaries by up to 10% following President Nelson Mandela's call to lead by example and narrow the gap between politicians' and public servants' salaries.

Central government agreed last year that senior government officials would have their salaries reduced by 10%. Mandela and his two deputies, Thabo Mbeki and FW de Klerk, had their salaries slashed by 20%.

Free State support services director Basie Olivier said at the weekend his province cut the salaries of premier Patrick Lekota and his MECs on February 1.

The Western Cape also introduced 10% pay cuts for political office bearers, including members of the provincial legislature, in February.

The Northern Cape premier's personal assistant Thabo Mohapi said the salaries of premier Manne Dipico and MECs had been reduced by 10%.

Northern Province premier Ngoako Ramathlodi said his legislature had agreed on salary cuts. The matter would be tabled next week for adoption.

Gauteng decided last week to cut MECs' salaries 7.5% and premier Tokyo Sexwale's salary 10%.

Northwest deputy director-general Ben Marengwa said he had no idea what his province's views were on the matter. He was not aware of any pay cuts.

KwaZulu-Natal government spokesman Thembinkosi Memela said no action had been taken on salaries yet.

Eastern Cape senior officials were not available to comment on the situation in their province.

BD 3/7/95

Top ex-homelands civil servants likely to lose jobs

(250) *ARC 4/27/95*
Political Staff

SOME top civil servants in the former KwaNdebele and KaNgwane homelands and the former Transvaal Provincial Administration are expected to lose their jobs when the focus of Eastern Transvaal premier Mathews Phosa's restructuring process shifts to the public service in the next few months.

Mr Phosa, whose campaign to restructure and reduce the size of the parastatals and the civil service in the province has led to the dismissal of 40 directors from development corporations, said yesterday that he would soon start focusing on the public service.

He is expected to introduce substantial cuts to the bloated civil service from the former KwaNdebele and KaNgwane homeland governments and provincial administrations.

"We started with the parks board, we're busy with development corporations and will look carefully at the existing bloated civil service in the next few months," Mr Phosa said in

a press interview.

He said his and other provinces had inherited big bureaucracies created by the former government, where the civil service was bloated with many people hired to do jobs which could be done by a few.

According to reports, more than 1 000 civil servants in the former KwaNdebele homeland had been idle since last year's elections but were still receiving their salaries.

Due to a breakdown in administration, workers in KwaNdebele have allegedly looted their offices of millions of rands' worth of office equipment and furniture.

Regarding changes in the development corporations, Mr Phosa said a new law to govern the new, slimmer board of directors, with 11 members, for a development corporation was being prepared and would, once the contribution of the commission had been added, be tabled in the provincial legislature within the next two months.

MPs likely to keep other jobs

CT 6/7/95

(250)

CHRIS BATEMAN
POLITICAL STAFF

PARLIAMENT is likely to allow MPs to continue holding other jobs — earning income in addition to their public salaries.

Six of the nine members of the ethics sub-committee, chaired by Minister of Water Affairs and Forestry Professor Kader Asmal, believe MPs should not be prevented from having a second job, says Idasa's fortnightly news sheet, Parliamentary Whip.

The composition of the sub-committee means that it is almost certain to recommend that MPs will continue to be entitled to more than one source of income, even though conflicts of interest may arise.

At least three members of the sub-committee themselves hold down second jobs or are drawing

salaries as company directors.

The DP's Mr Douglas Gibson is a partner in a Johannesburg law firm, the ANC's Mr Dave Dalling is a director of two companies, and the NP's Mr Piet Mathee practises law on an "ad hoc" basis.

'Insights'

The other NP committee member, justice spokesperson Mr Danie Schutte, has "sadly" given up his legal practice as an advocate because he "recognises that parliamentary work, especially in this new dispensation, requires total commitment".

Mr Dalling said he believed being a director of a company kept him in touch with business and provided him with greater insights as a parliamentarian.

"I have to earn other money, I have kids at university," he said.

Claim over salaries disputed

PUBLIC servants are being treated equally after the scrapping of preferential allowances for some officials; says Public Service and Administration Minister Zola Skweyiya

He was replying to Public Service Union allegations that some officials had faced salary deductions.

"In not a single case was the pensionable salary or salary scale of an official reduced during the rationalisation process because pensionable salary scales and salaries are explicitly protected by the constitution," Dr Skweyiya said yesterday.

Before rationalisation of the 11 public services, however, some officials had received allowances while others had not. Such preferential treatment

was unconstitutional and had to be stopped, Dr Skweyiya said.

To avoid undue hardship to those who had benefited in the past, the government had agreed to union requests for the retention of the preferential allowances until the end of March. (250)

"This period has lapsed and all officials are now being treated alike."

An equitable settlement of the matter had been agreed to in the Public Service Central Bargaining Chamber, he said.

Although the negotiated settlement had been challenged in court by the Transkei Public Servants Association earlier this year, the court had upheld the government's decision. — Sapa.

5 400 new govt posts

(250)
NEARLY 5 400 public service posts were created between July and December last year, while 3 200 posts were abolished, Public Service and Administration Minister Dr Zola Skweyiya said yesterday in reply to questions from Senator Charles Redcliffe (NP). These figures covered 35 government departments, offices and services, as well as the nine provincial administrations. CT 7/7/95

Sit-ins pay off

By JUSTICE MOHALE

SEVEN gruelling years of protest action paid off for former Soweto City Council workers this week when they were reinstated after being retrenched in 1988.

The workers had staged sit-ins and launched protests virtually every day at the council premises in Jabulani offices since the day of their retrenchment.

An agreement between the Transitional Metropolitan Council and the former Soweto Council resulted in the reinstatement

in January of 549 former employees who were among 600 sacked in 1988

Among those reinstated this week were 63-year-old Elias Mosia and Ester Gwijini and Aaron Lebogo, both 60.

At the time of their retrenchment none of the workers received their pension funds.

"We knew that our resilience would some day pay off because we believed we were on the right cause," said Mosia.

Mosia, a father of five, said since the retrenchment he lived a miserable

life as he could not feed his family properly. He said his children did not have steady employment, which is why he wanted his job back.

One of the protesters, Ernest Raiko, collapsed during the routine sit-in last week and later died.

Other casualties of the protest were twins Lindi and Lindiwe Madida, who were hospitalised in April. Lindi has since been reinstated.

Martha Shuping, executive member of the Soweto City Council Ex-Employees' committee, said she was glad the people had been re-employed.

ep9/7/95

Wage talks continue

after hostage drama

THABO MABASO

Staff Reporter and Sapa

NEGOTIATIONS between the executive committee of the Lingelethu West Town Council in Khayelitsha and the South African Municipal Workers' Union continue today.

But all hostages held by the striking municipal workers, have been released.

The employees demanded an additional pay increase of up to 40 percent after the council disclosed that, because of a lack of funds, it could not pay recently-agreed increases for more than two months.

Council official Wilhe Olivier said the release of the hostages last night came after an agreement between the mayor of Lingelethu West and a union delegation that a solution would be sought today.

It was the third time this year that Lingelethu West

mayor, Vuyani Ngcuka and his administrative staff had been held hostage over wage parity between themselves and their Ikapa Town Council counterparts.

Ironically yesterday's drama began as a result of attempts by Lingelethu West council to close the wage gap between its workforce and that of the Ikapa council.

Mr Ngcuka condemned the hostage-taking, saying the council and the workers had an agreement that a committee, on which the workers would be represented, would be formed to take up the wage issue with provincial local government minister Peter Marais.

The problem began at the end of May when workers got increases intended to close the controversial wage gap. The money came from the already depleted coffers of Lingelethu West.

Probe promised into

doctors' work conditions

Staff Reporter

AR G 11/7/95

NATIONAL Health Minister Nkosazana Zuma has promised to investigate the working conditions of the country's doctors, and take steps to improve them.

This emerged at a meeting between Deputy President Thabo Mbeki, Dr Zuma, senior members of her department and a six-person delegation from the Medical Association of South Africa (Masa) yesterday.

The Masa delegation included representatives from the medical profession, including general practitioners.

They met to discuss doctors' working conditions, salaries, overtime pay and related issues, after recommendations by a committee that investigat-

ed the national health insurance system.

Recommendations included a meeting between the department of health and health personnel representatives to look into how to improve working conditions and health delivery.

Masa spokesman Vincent Hlongwane said both Mr Mbeki and Dr Zuma committed themselves seriously to look at doctors' concerns.

"Dr Zuma said she would look into the matter and would give us feedback at a meeting scheduled for early August.

"We were not expecting yesterday's meeting to resolve all the issues, but we welcome their acknowledgement of the problem and the commitment they showed and the promises that solutions would be found," Mr Hlongwane said.

FACT CORROSION. UPDATED. OTHER NISSAN PRODUCTS. CALL THE NISSAN INFORMATION CENTR

Town councillors held

(250) (157) CT 14/7/95

STRIKING municipal workers were holding about 18 Lingeletu town councillors and a mayor hostage in Khayelitsha last night after 18 hours of talks had produced no agreement on worker demands for salary increases of R1 200 a month.

The councillors were seeking a court interdict preventing the workers from striking — Sapa

Jo'burg council agrees to R1 500 minimum wage

(250) 4/14/95

Agreement was reached yesterday after intense negotiations between the negotiations committee of the Interim Industrial Council and the Greater Johannesburg Council to a minimum wage of R1 500 for employees.

The trade unions had demanded an across-the-board increase of 15% at the outset of negotiations in May — an amount which would have cost

the council more than R230-million to implement.

The final negotiated settlement included increases of between 6% and 12% with a minimum wage of R1 500. It will be backdated to July 1 and will cost the council R165-million.

The negotiated settlement was referred to the Interim Industrial Council for ratification. — City Reporter.

MPs 'stupid' about salaries - Tutu

~~250~~ (250) STW 14/7/95

■ STAR FOREIGN SERVICE

Munich — Archbishop Desmond Tutu says it was "stupid" of South African parliamentarians to vote themselves "very, very high salaries".

In an interview in the German weekly Die Zeit, the Cape Town Archbishop said: "The people didn't vote for them so they could make themselves rich."

Tutu said he also told parliamentarians "time and again how foolish it is to export weapons".

He told the weekly in an interview appearing in its colour supplement. "I'm not saying we shouldn't have an army for defence. But it must be appropriate for our situation."

Tutu said he had told President Nelson Mandela he was to-

tally against the purchase of four new corvettes for the South African Navy

"The money could be used much more sensibly for building homes. And, equally, we should not earn money through the sale of instruments of death and destruction

"We can't hold our heads high in the world if South African weapons are being used in Rwanda or Sudan. Arms trading is obscene."

Tutu said the world could learn from South Africa how to "appreciate its diversity. Wherever we look we see intolerance.

"In Germany, neo-Nazism and racism are reappearing. People are looking for simple answers.

"South Africa has shown that people of various races, cultures



Archbishop Tutu ... arms trading is obscene.

and religions can live together.

"We had one of the most appalling systems. The nightmare is over and we can tell other peoples: your nightmare will also come to an end."

Tutu lashes out over high salaries for MPs

BOB TILLEY

Foreign Service

ARG 15/7/95

MUNICH. — Archbishop Desmond Tutu says it was "stupid" of South African parliamentarians to vote themselves "very, very high salaries"

In an interview in the German weekly, Die Zeit, the Anglican archbishop of Cape Town said "The people didn't vote for them so they could make themselves rich." He said he also told parliamentarians "time and again how foolish it is to export weapons. I'm not saying we shouldn't have an army for defence. But, it must be appropriate for our situation".

He said he had told President Nelson Mandela he was totally against the purchase of four new corvettes for the SA Navy. "The money could be used much more sensibly, for building homes. And, equally, we should not earn money through the sale of instruments of death and destruction. We can't hold our heads high in the world if South African weapons are being used in Rwanda or Sudan. Arms trading is obscene!"

The archbishop said the world could learn from South Africa how to "appreciate its diversity. Wherever we look we see intolerance. South Africa has shown that people of various races, cultures and religions can live together. We had one of the most appalling systems. The nightmare is over and we can tell other peoples 'your nightmare will also come to an end'".

Cut civil service, says Mbeki

Umtata — The Government would only be able to meet its pre-election promises on capital development projects by cutting the size of the civil service, Deputy President Thabo Mbeki said at the weekend.

Speaking at a people's forum on Saturday, Mbeki said more than

90% of the Budget was being used to pay salaries for the public service, social welfare grants, and to repay loans incurred by the previous government.

This left less than 10% for projects to better people's lives.

Budgetary constraints made it impossible to

meet everyone's demands, but Mbeki said the Government was committed to promises it made before the elections in April last year.

The idea of people's forums was to enable the Government to make critical assessments of its performance, he said. — Sapa.

(250) STAN 17/7/95

Probe into public service corruption

(250) (253) Star 17/7/95

■ BY MANDLA MTHEMBU

Public service officials in the former Transkei homeland are being probed on allegations of corruption and irregularities which occurred before and after last year's elections.

Public Service and Administration Minister Dr Zola Skweyiya said last week the Browde Commission, which is investigating the public service in all provinces, had been empowered to reverse any improper contracts, appointments and promotions, and the awards made to public servants in the Eastern Cape province.

According to investigations, officials in the former Transkei received mortgage loan subsidies on loans that were "substantially" higher than

those applicable to public servants in other regions. Skweyiya said the subsidies have been rationalised to those prevailing for the majority of public servants.

He said salary scales and allowances have been brought into line since July last year.

Due to its impact on personnel and labour relations, Skweyiya said during debates in the Central Chamber of the Public Service Bargaining Council it was resolved that higher home-owner loans be phased out from April 1 this year.

An interdict, by the Transkei Public Service Association, restraining the Government from implementing the order was recently turned down by the Umtata Supreme Court.

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Govt computer staff stage protest

(256)

~~12~~

PRETORIA: Government computer staff embarked on a nationwide sit-in yesterday after salary negotiations between the government and the Public Service Association (PSA) broke down.

All government financial transactions, including pension payouts and international business, could be affected.

PSA head Mr Cas van Rensburg said the workers would embark on a 30-day strike from July 28 if their problems persisted.

Sapa

CT 19/7/95

Ring of truth in 'phone test

The Argus Correspondent

(250)

ARG 19/7/95

PRETORIA. — There's still a long way to go before Gauteng public servants are the best in South Africa — judging by telephone answering performance

Unveiling the new provincial coat of arms, Gauteng director-general Vincent Mntambo urged the province's workforce not to let a telephone ring more than four times and to answer every letter.

A Pretoria newspaper put Mr Mntambo's appeal to the test with calls to each of the 11 provincial cabinet MEC's offices in Johannesburg.

If speed of telephone answering is anything to go by, the best Gauteng departments to deal with at provincial government headquarters are health, and finance and economics.

Phones were answered after only one (double) ring

At the other end of the scale, people with social welfare problems should remain patient — the telephone was answered after 27 rings.

The departments of education (22 rings), public safety and security (26 rings) and public transport (23 rings) weren't far behind

Govt computer staff stage sit-in

Kevin O'Grady

GOVERNMENT computer operators yesterday staged a countrywide work stoppage and sit-in to back their salary demands and warned a strike could follow by the end of the month if agreement was not reached.

Casper van Rensburg, GM of the Public Service Association which represents 850 of 1 100 operators, said the sit-in halted all government financial transactions.

At the heart of the dispute were about 1 500 computer staff, privately contracted to the state, who were paid up to three times more than their public service counterparts.

Protesting staff members were concerned with the inequity as well as the attraction contractors held for public servants and were demanding a 28% "interim allowance to try and stop the outflow", Van Rensburg said.

"Operators can leave the public service one day and continue in their positions as contractual employees the next day on three times the salary," he said.

The issues had been tabled in the central chamber of the public service bargaining council and a statutory deadlock had been declared when no response was received after 62 days. If no satisfaction was received by July 28, members would embark on a 30-day strike.

Sapa reports all government financial transactions, including pension payouts and international business, could be affected by the sit-in.

Association members in the SA Po-

lice Service were also embroiled in a dispute over transfers without consultation, Van Rensburg said.

He said the association had sent an urgent notice to police commissioner George Fivaz's office giving him until today to undertake that no further transfers would occur. If no response was received, action would be taken.

No comment could be obtained from Fivaz's office yesterday.

Meanwhile in Durban, Farouk Chothia reports a one-day strike by 120 members of the National Protection Services ended yesterday after agreement was reached to resume payment of a R304 monthly allowance that had been withdrawn, Durban Protection Services commander Maj Chris Haziz said.

The strikers refused to provide security at President Nelson Mandela's official King's House residence in Durban on Monday and to guard MECs in the city.

Haziz said alternative arrangements had been made, including use of ordinary policemen, for the duration of the strike. The strikers belonged to the SA Police Union.

In Port Elizabeth, the Police and Prisons Civil Rights Union said it was willing to settle out of court a dispute at the North End Prison over transport to work.

In response to a Supreme Court interdict brought against the union to stop a go-slow protest at the prison, Popcru regional chairman Capt Welcome Kwenyama said it was a waste of taxpayers' money to take the matter to court.

20 19/7/95

Trouble is part of strike program

(250) Star 19/7/95

BY NORMAN CHANDLER
PRETORIA BUREAU

The country faces major disruptions if government computer operators continue a series of sit-ins and work-to-rule actions — which started yesterday — in support of a pay rise. They have threatened a strike from July 28.

This was spelt out yesterday by Public Servants' Association (PSA) general manager Casper Jansen van Rensburg, who told The Star. "The Government has to reach a compromise with these people in the interests of the country."

More than 900 operators, the majority members of PSA-affiliated Government Information Technology Users of South Africa (Gitusa), stopped work yesterday after having given the Government 62 days to respond to their demands. There are 100 government computer operators.

Gitusa, through its 850 members, normally provides services to Inland Revenue, the Department of Transport's air traffic control directorate, the Justice Department's Deeds Office, all international government busi-

ness, as well as facilitating the payment of social pensions to millions of South Africans, the payment of monthly salaries to full-time and temporary civil servants, and providing information to the Weather Bureau.

This could not only mean hardship for 1.2 million civil servants but also bring about disruption of international and local air traffic, the collection of income tax, the registration of property deeds and a break in diplomatic messages.

The computer operators made three demands at their meeting on Mon-

day that there should be a rationalisation of the combined public service/private contractors business, salaries should be revised, and that the central chamber of the Public Service Bargaining Council should discuss the issue.

They also rejected a demand that staff themselves negotiate with the nine provinces on a pay rise, describing it as "provocation of the highest degree"

A spokesman for the Public Service Commission said a statement on the issue would be available today



WASTE KICKING: Samwu workers kick at rubbish strewn at the intersection of Durban Road and Voortrekker Road. Pictures PIETER MALAN, The Argus.

Municipal workers in fresh Bellville wages protest march

PIETER MALAN, Staff Reporter
HUNDREDS of South African Municipal Workers' Union (Samwu) members marched down Voortrekker Road today in support of their wage negotiations

They marched from the Bellville municipal offices towards the Maitland library, where they were to be addressed by their leaders.

Workers are demanding a minimum wage of R1 500 a month

Although the marchers were much more disciplined than during yesterday's protest in Bellville, some workers overturned dustbins along the way

Yesterday police arrested three men, two policemen were hurt and police dogs bit two protesters when about 500 striking municipal workers brought Bellville to a standstill

Workers marched to the Bellville Civic Centre yesterday to back demands tabled at today's final round of wage talks between Samwu and the Cape Local Authorities Employers' Association (CLAEO).

The protesters, from Goodwood and Parow municipalities, marched from Goodwood to Bellville along Voortrekker Road, overturning rubbish bins and strewing refuse into the

streets. Shop workers and owners hurriedly closed their doors as traffic on the corner of Durban and Voortrekker roads came to a standstill.

A large contingent of police stopped the chanting crowd.

A scuffle began between police and protesters, but Martin Rabie, Samwu's Tygerberg area chairman, grabbed a police loud-hailer and pleaded for calm.

On the corner of Modderdam Road and Belray Road the march turned ugly. Protesters threw stones when police used dogs to chase them away from the intersection.



TEMPERS FLARE. Striking municipal workers from the northern suburbs confront a plain-clothes policeman carrying a shotgun during their march down Bellville's Voortrekker Road yesterday.

PICTURE: NIC BOTHMA

5 000 workers CT. 21/7/95 in city march

(250) (250)

THE municipal strike in the northern suburbs continued yesterday when an estimated 5 000 workers marched from Bellville to Matland to highlight their demand for a R1 500 minimum monthly wage.

The protesters marched to the Matland town hall, where leaders from the South African Municipal Workers' Union and the Cape Local Authorities Employers' Organisation were locked in negotiations.

Western Cape vice-chairman for the SA Municipal Workers Union Mr Henry Venter said workers from as far afield as Ceres and Worcester were involved in the protest and similar action could be expected in Somerset West.

Negotiators were still meeting late yesterday and were not available to say how close they were to agreement — Staff Reporter

Council offices close as strike turns violent

□ Non-strikers assaulted and threatened

(250) (7/2)
AUG 21/1995

ROGER FRIEDMAN
Staff Reporter

THE municipal workers' strike turned nasty today with reports of assaults in Elsies River and of municipal offices being closed in Atlantis after threats to non-striking workers.

Meanwhile, Cape Town's dead continued to pile up in funeral parlour fridges as grave diggers stayed away from work for the fifth consecutive day.

And a Japanese tourist, understood to have been watching workers toying on the corner of Long Street and Wale Street was stabbed and had to be rushed to hospital in a taxi.

The tourist apparently declined to press charges.

A Cape Metropolitan Council spokesman said striking members of the South African Municipal Workers Union (Samwu) assaulted four non-striking workers at the Elsies River Housing Maintenance Office — and forced other non-strikers on to a lorry ferrying workers to a protest in Cape Town.

One of the workers was "seriously injured" and the rest of the Elsies River staff fled in terror, the spokesman said.

Police could not confirm the incident.

In Atlantis, administration offices were also closed after the lives of non-striking workers were threatened. All municipal offices in Atlantis — Ocean View, Grassy Park and Hout Bay were closed.

Talks between the union and the Cape Local Authorities Employers Organisation reached deadlock yesterday, with the council offering a minimum wage of R1 145 and the union demanding R1 500.

The talks resume on Monday.

Meanwhile, the Union of Orthodox Synagogues announced that all Jewish

funerals and consecrations had been cancelled until further notice.

Some undertakers are using private cremation facilities but in terms of their respective religious doctrines, Muslims and Jews may not be cremated. They must be buried as soon after dying as possible — usually within 24 hours.

A spokesman for Muslim Burial Services said the Muslim community was not affected by the industrial action because they employed their own gravediggers, and did not rely on the council.

The fifth day of the strike by Cape Metropolitan Council workers was heralded today by a convoy of trucks — hooters blaring — which brought workers to Wale Street to protest outside the council headquarters.

The strike has paralysed services — including grave-digging and garbage collection — in most Western Cape municipalities outside Cape Town.

The director of the Union of Orthodox Synagogues, Mickey Glass, said the pressure was building up and "certain decisions" would have to be reached by Monday if the gravediggers had still not returned to work.

Mr Glass said a funeral had been held on Wednesday — under police guard to prevent it being disrupted.

"We cannot hold funerals under those circumstances," he said.

Samwu spokesman said the workers tried to Wale Street today representing municipalities from as far afield as Macassar and Stellenbosch.

Police formed a line in front of the entrance to the Cape Metropolitan Council building and asked that the council trucks be parked on the side of the road.

Samwu's leadership complied with this request, telling drivers and workers their fight was with the council, not with the police.



Municipal workers march for 'living wage'

Staff Reporter (20) (100)
 HUNDREDS of South African Municipal Workers' Union (Samwu) members brought traffic to a standstill when they marched from Bellville to Matieland to demand "a living wage"

Voortrekker Road was lined with truckloads of municipal workers yesterday, waving placards and flags as they marched to the Matieland town hall where wage negotiations took place between a delegation from Samwu and the Cape Local Authority Employers' Organisation in the industrial chamber **ARG 21/7/95**

In Matieland, the workers were addressed by former Samwu leader and now African National Congress MP, Sahe Manie, who assured them that they had the support of "the government"

"The battle is not only between you and the bosses, the battle continues in parliament. In the Western Cape we are controlled by people who think in the old way. If you are not going to work, the country cannot work. The economy cannot come right if municipal workers do not work. Give them what they deserve," Mr Manie said.

Samwu is demanding a minimum wage of R1 400, while employers are offering R1 010.

Samwu regional secretary Stanley Asaka said that what the employers were offering was unacceptable to the workers.

"We made our demands a long time ago. We will continue to put pressure on them to come up with something which is acceptable to us. At the present moment we stand together and we are going to fight together for a living wage for the workers," Mr Asaka said.

ON THE MARCH: Municipal workers brought traffic to a standstill as they marched from Bellville to Matieland yesterday to demand "a living wage"



□□□□

WORKER POWER: Police had their hands full trying to control the hundreds of municipal workers who took part in the march yesterday

'No wholesale firings' promise

NELSPRUIT — The final report on restructuring development corporations in the Eastern Transvaal has recommended that the KaNgwane and KwaNdebele development corporations be merged with one 11-member board and one MD.

The commission said this would be more cost effective and would enable tighter implementation of development projects in emergent sections of the province.

Commission vice-chairman and interim executive co-ordinator for the new board Eugene Nyati said employees were guaranteed jobs for only the next three months.

"We do not want to create a situation where the new corporation is encumbered with the present staffing problems, which effectively destroyed the previous corporations."

Nyati indicated that after three months there would be a review of the corporation's staffing needs and while envisaged posts would first be offered to employees, this would be done "solely on merit".

Premier Mathew Phosa's special adviser, Brian Shrosbee promised there would be no "wholesale firing".

The commission recommended that the corporation be structured along strictly private sector lines and that five or six specialised units handle specific development areas.

Commission members praised Phosa's political courage in accepting the recommendations.

Nyati defended Phosa's summary dismissal of all 40 development corporation board members three weeks ago.

"Although the commission had not

yet delivered its final report when Phosa fired the CEOs, we did keep him and his cabinet fully briefed on our progress. The commission had already decided that a very much smaller board was required. We had to start with a clean slate and the dismissals helped us do this."

Nyati indicated that funding for certain interest areas handled by the corporations at present, such as housing, would be terminated as they had been duplicating what was essentially a government function.

"The primary role of the corporation is to target emerging entrepreneurs and set them up to succeed in the mainstream economy," he said.

The new corporation would be funded jointly by the government and a proposed provincial development bank, but funds would be allocated only to business units once business plans had been accepted.

The bank's role would be solely to access development finance at the most favourable rates and dispense this to the operating business units.

The commission stressed that although the new corporation would be created and funded by the government, it had to operate "at arm's length from political leadership".

While government would define the general policy and regulatory regime, the corporation's management must be given the autonomy to operate strictly according to private sector principles.

Directors and officials should be appointed on the basis of their expertise in the specific fields covered by the business units. — African Eye News.

Browde commission extension now likely due to heavy workload

David Greybe

CAPE TOWN — The Browde commission of inquiry into public service irregularities would probably have to be extended again because of its workload, commissioner Selby Baqwa said yesterday.

The commission had in six months only dealt partially with three out of 22 complaints, which had resulted in investigations into 486 public servants in the former Transkei, Ciskei and Lebowa homelands.

Baqwa, acting commission chairman while acting judge Jules Browde is over-

seas, said the commission had already saved SA "hundreds of millions of rands".

However, the commission has only five months left to complete its inquiry into public service irregularities before and after last year's election. Its mandate covers the period from April 27 1993 to September 30 1994.

Baqwa said the commission had only probed the former Transkei justice department, Ciskei finance department and Lebowa justice department. Only Western Province had not submitted a complaint. In the former Transkei, for example, the

commission still had to investigate possible irregularities in 19 other departments.

Baqwa said most of the complaints involved the Eastern Cape. But he strenuously denied claims of "a witch-hunt or victimisation" of public servants in the former Ciskei and Transkei. It was "purely coincidental" that the commission, which has its head office in Midrand, had begun its work in the Eastern Cape. It had spent most of its time working out of East London to save costs.

Next week the commission will work from Potgietersrus, where it is investigat-

ing allegations of 290 irregular promotions in the former Lebowa justice department.

It then moves to Pretoria to investigate a wide range of complaints raised by national ministries concerning former homelands. The commission then returns to the Eastern Cape. It is also expected to travel to KwaZulu-Natal and the former Bophuthatswana homeland.

Another commission official said: "We have only scratched the surface." Baqwa said "We need more time. The commission still has a lot of work to do." He suggested at least a six-month extension to the mid-

dle of next year. Earlier this year Parliament extended the commission's deadline from April 27 to end-December.

Baqwa will be leaving the commission at the end of next month to take up his post as SA's first public protector. However, he said he had gained "invaluable experience" working in the commission.

Baqwa was confident that President Nelson Mandela, whom he described as a fervent supporter of the commission, "will not hesitate" to extend the commission

Continued on Page 2

Browde

Continued from Page 1

deadline into next year if necessary.

He said the one "shortcoming" of the commission was the fact that only a national minister or provincial MEC could refer complaints to the commission. As a result, some irregularities — "and we have heard of a number" — could escape investigation. But the commission would "not shut the door" on cases which came to its attention but had not been referred to it by a minister or MEC. The deadline for the submission of complaints is next Friday.

The official said it was not the commission's job to decide on the fate of any public

BD 21/7/95

servant found guilty of an irregularity. Findings were passed on to the relevant ministry, which then had to decide how to deal with the matter.

Irregularities investigated include contracts, appointments, promotions and other service benefits. Baqwa said: "One gets concerned about the huge sums of money paid to certain people and the fact, that they got away with it."

A case in point concerned a group of public servants in a former homeland who "grabbed" the computer terminal in the wage department and gave themselves salary increases of up to 150%. Baqwa declined to give more details.

BY NORMAN CHANDLER
PRETORIA BUREAU

Computer operators' strike 'illegal'

The Government believes that industrial action launched this week by about 1 000 computer operators in several state departments is illegal.

The operators — members of the Government Information Technology Union of South Africa (Gitusa) — began a work-to-rule action on Monday and have threatened a full-scale strike from July 28.

They are demanding a 20% increase until negotiations are finalised.

Their industrial action has so far affected the Government's international financial transactions

and it could affect air traffic control, Inland Revenue, the payment of social pensions, the Weather Bureau and the payment of salaries to temporary public servants.

A spokesman for the Public Service Commission told The Star yesterday that the Public Service Bargaining Council — of which Gitusa is a member — had been asked at recent annual salary negotiations for a 15% hike in salaries, an adjustment to the minimum wage and for more money for specific occupational classes of employment.

Negotiations resulted in all employee organisations, except Gitusa, reaching an agreement. This would normally mean that all organisations were bound by a majority decision.

The State offered to launch an investigation into the service dispensations for Gitusa and information technology personnel in general to determine what the problems were and how they could be addressed.

The State is of the opinion that no deadlock exists and that any industrial action will be illegal in terms of the Public Service

Labour Relations Act," said the Public Service Commission.

The Public Servants Association's Casper van Rensburg said he was concerned about the effects of a work stoppage by computer operators.

"The Government has to reach a compromise with these people in the interests of the country," he said.

He described them as a "vital cog" in the day-to-day life of the country because of the wide range of services they rendered. Van Rensburg said computer

operators at various centres throughout the country were frustrated because many of their colleagues had been employed by private contractors to the Government at salaries "two to three times" higher than what the Government paid.

The computer operators have made three demands:

- A rationalisation of the combined public service/private contractors business.
- A salary review.
- That the bargaining council should discuss the issue.

They also rejected a demand that staff themselves negotiated with the nine provinces on a pay rise, describing this as "provocation of the highest degree."

Threat to stop ministers' pay

(250) ST 23/7/95
By MARLENE BURGER

WORKERS in government computer bureaus have threatened that cabinet ministers will not be paid in August if a proposed nationwide strike goes ahead on Friday.

The 900-member government Information Technology Users of SA is demanding a 20 percent non-pensionable allowance for all government computer personnel from August 1, until proposals which make provision for remuneration commensurate with professional skills, have been "satisfactorily considered".

In addition, union spokesman Simon Potgieter said "We also want a moratorium on the appointment, at hugely infla-

ted rates, of outside computer consultants."

The union claims that contract staff cost the taxpayer R350-million a year, and that calls for a centrally controlled information-technology network have been ignored for 13 years.

The union claims that if the strike goes ahead, 1,2 million public servants, cabinet ministers and politicians will not be paid on August 15. Pensioners would also not be paid on August 6.

VAT payments would be suspended, and no births, deaths or property transactions would be registered, or identity documents and passports issued. Even the daily weather forecasts could be disrupted.

End in sight for municipal strike as refuse piles up

ARG 24/7/95

(250)

Municipal Reporter

AN end is in sight for the week-long municipal strike which has hit local authorities in the metro outside the Cape Town City Council and has brought burials at graveyards to a virtual halt.

Today, as SA Municipal Workers Union (Samwu) members protested outside the Cape Metropolitan Council's building in Wale Street, the CMC's executive committee decided on a new mandate to take to the Cape Local Authorities Employers' Organisation (Claeo)

Claeo, negotiating on behalf of the employers, and Samwu were scheduled for talks today after they deadlocked over wage increases.

Samwu is demanding a 12 percent or R250 increase, whichever is the greater.

CMC chairman Willie van Schoor said the new mandate would be presented today, along with the message that intimidation, destruction of property and people not being allowed to bury their dead would not be tolerated.

Samwu spokesman Trevor Serfontein today said he was hopeful talks would resolve the wage dispute.

He said Samwu was concerned about getting a resolution because of the breakdown in essential services.

In Atlantis all municipal services ground to a halt when

workers told administrative staff to leave the building.

Elsewhere refuse was piling up as the strike entered its second week.

Mr Serfontein said Samwu workers in the fire and ambulance departments were working to rule.

On the question of graveyards, he said Samwu members on Friday decided to allow cremations to proceed and today were considering allowing other burials. Family members were being permitted to dig graves after a Samwu official this weekend had to bury a member of his family.

The largest employer affected by the strike is the CMC, with 2 500 Samwu members.

Northern municipalities including Goodwood, Bellville and Parow are also affected.

Funeral directors have warned of an impending health crisis after the Cape Metropolitan Council today refused to take any bookings for burials.

And Freedom Front councillor for the CMC Andries Breedts has called for an investigation into the wages earned by gravediggers.

Secretary for the Association of Funeral Directors Pat Mohr said that he found out today that the CMC was not accepting any bookings for burials.

"The situation can't carry on like this. We don't know what we are going to do with the dead."

Mr Mohr said his association, with about 30 members, was deeply worried that there would be a health crisis if the problem was not resolved quickly. Corpses were piling up in mortuaries.

He said that in township graveyards such as Langa, Khayelitsha, Nyanga and Mfuleni, family members were digging graves, but in Modderfontein, Maitland and Ottery no burials were taking place.

"We can do absolutely nothing. If we can't book a grave for Saturday, we have to tell the family we are sorry. There is nothing we can do."

In a statement, Mr Breedts said that while he could not condone the way in which gravediggers had prevented families from burying their dead, the situation needed investigation.

He said a gravedigger was earning R244 a week, compared to the R260 a grave charged by the department of cemeteries at the CMC.

At the weekend the CMC charged R520 a grave, while the digger got R35 a grave.

Municipal services in Atlantis have come to a complete standstill, with the local traffic department and fire brigade closing their doors "for the duration of the strike".

According to Cosatu, a meeting today resolved to close down traffic and fire services.

Wives get fairer deal on government home loans

(250) 24/7/95

■ HOUSING REPORTER

Married women and single persons without dependants, who are working for the public service will soon benefit from the Home Owner Allowance Scheme after years of exclusion.

Public Service and Administration Minister Zola Skweyiya said at the weekend the amendments to the scheme would address gender disparities and come into effect on October 1.

Previously home allowances were only given to married female employees on the condition that their husbands were medi-

cally unfit and unable to obtain paid employment.

It also included single employees with dependants and with an outstanding mortgage bond on a house registered in their name

The amended scheme would now provide allowance to a married person — regardless of gender — if they occupy a house, registered in their name with an outstanding mortgage bond

Single employees without dependants would also be allowed to participate in the scheme.

SA 'must prune civil service'

(250)
MUNICIPAL REPORTER

THE country could not support a civil service and civic structures of the present size, Dr Eugene Nyathi, a leading economist and political analyst, warned last night.

Addressing the annual meeting of the Institute of Town Clerks of Southern Africa at the Cape Town Civic Centre, he said the civic service had to be reduced to curb its effect on the inflation rate.

ET 25/7/95
Sacrifice

Political will would be needed to reduce staff numbers and doing so would probably antagonise some people in the short term, but the sacrifice had to be made.

"If we don't, in four to five years we will be in dire economic straits. We will rush to the World Bank. It will be unfeeling and do a hatchet job," Dr Nyathi said.

The central government should empower the provinces and local authorities to deliver cost-effective services, he added.

● Cape Town town clerk Mr Keith Nicol was inducted as new president of the institute. The new vice-president is Dr Nico Botha of Bloemfontein.

PAY PROTESTERS MARCH THROUGH CITY

Strikers seize council vehicles

CT 25/7/95 (250)



A NEW minimum wage offer has been made amid incidents of intimidation.

EUNICE RIDER and LINDIZ VAN ZILLE report

ABOUT 500 striking Cape Metropolitan Council (CMC) workers took over garbage trucks and traffic vehicles to use them in a march yesterday to press demands for a R1 500 minimum monthly wage.

The strikers include grave-diggers, street sweepers, garbage collectors and librarians

Undertakers are having to store bodies as workers have barricaded cemetery gates and are refusing entry to those wishing to bury their dead.

Yesterday afternoon city undertaker Goodall and Company was holding 38 bodies. An employee said the firm was unable to conduct funerals and many people had had to bury their dead at the privately-owned Eden Memorial cemetery in Ottery

Several undertakers have had to return bodies to storage after church memorial services have been held

Mr Nic Deetlefs, whose step-mother's body is at a Bellville undertakers awaiting burial, said he was aggrieved by the strike.

"One has empathy with the strikers, but they should also take into consideration the sentiments and feelings of the bereaved."

A memorial service was held last Wednesday and the body returned to the undertakers, Mr Deetlefs said.

Councillor Riedewaan Isaacs, of the Islamic Party, said: "Muslim funerals have not been affected at

PUSH FOR MONEY: Some of the 500 striking Cape Metropolitan Council workers are prevented from entering the CMC building in Wale Street by armed policemen. The strikers travelled in garbage trucks, traffic vehicles and other council vehicles to the Grand Parade yesterday before marching through the city centre to press demands for a R1 500 minimum monthly wage. The strikers include grave-diggers, street sweepers, garbage collectors and librarians

all by the strike " The Muslim community was responsible for its bunals, he said. A spokesman for the Jewish community said it had not held any funerals over the weekend because of the strike

Yesterday workers — most of them members of the SA Municipal Workers' Union — parked an array of council vehicles on the Grand Parade and marched to the old Regional Services Council

building in Wale Street where representatives discussed their grievances with senior CMC staff. Mr Willie van Schoor, chairman of the CMC, said he had received a number of complaints about grave-diggers and cemetery security staff blocking entrances to people wanting to bury their dead in Pinelands and Maitland. Strikers had intimidated workers who turned up for duty at stations, he said. They snatched the

keys to council vehicles, sped away in these vehicles and later drove them into the city. Intimidation and the unauthorised use of council transport would not be tolerated, Mr Van Schoor said. The police would be called in to deal with strikers if they again tried to take over council vehicles. By late yesterday, the fifth day of the strike, workers had been offered a minimum monthly

salary of R1 145

Mr Van Schoor said the CMC's executive committee had met to discuss the strikers' demands yesterday morning.

It had forwarded "a fresh mandate" for consideration by wage negotiators and CMC workers.

Details of the new offer could not be disclosed until these had been approved by negotiators and heard by the strikers, Mr Van Schoor said.

PICTURE: CLIVE SMITH

Foreign advice on civil service

AACT 25/7/95

(258)

Political Correspondent

FOREIGN consultants have been appointed to help a task team investigating improvements to employment conditions in the public service.

A main task team and sub-task teams were set up earli-

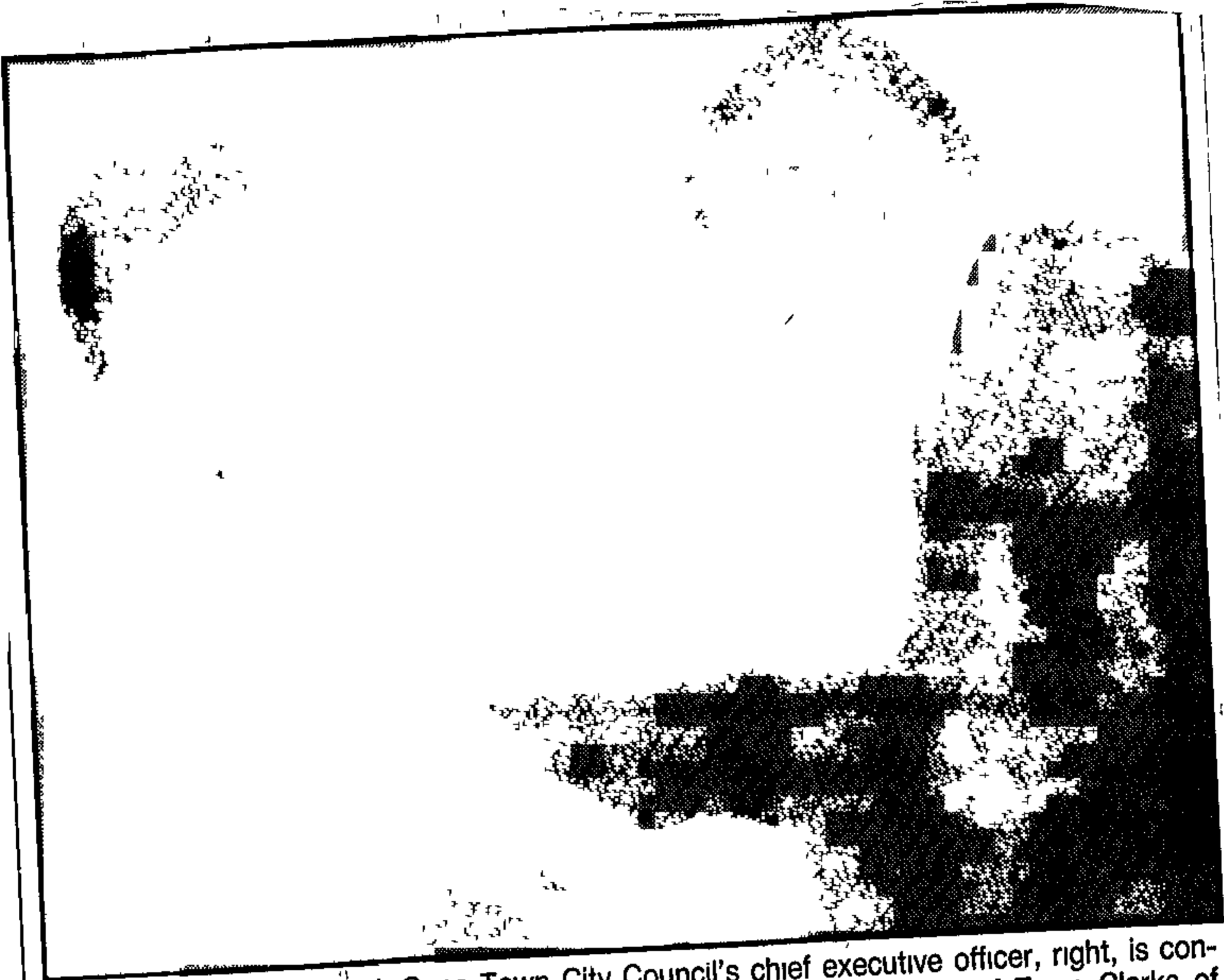
er this year to debate improvements to conditions of service as part of a three-year plan.

In May, negotiating parties agreed to a three-year timetable for improvements to the minimum wage and the reduction of the wage gap.

The main task team will

meet this week to hear progress reports on investigations into the grading system, salary structure and allowances of the public service.

Minister for the Public Service Zola Skweyiya said he had appointed experts from Sweden and the United Kingdom to advise the task team.



NEW CHIEF: Keith Nicol, Cape Town City Council's chief executive officer, right, is congratulated on being inducted as the new president of the Institute of Town Clerks of Southern Africa by political analyst Eugene Nyati.

Picture ROY WIGLEY, The Argus

'Civil service must be cut back if economy to survive'

ARG 25/7/75
(250)

Municipal Reporter

THE civil service must be radically cut back in the next three or four years if the country is to survive in the world economy

This was the view of economist and political analyst Eugene Nyati at the opening of the Institute of Town Clerks of Southern Africa's 33rd conference, being held in Cape Town over the next two days

The conference is being attended by 1 100 town clerks. It will be addressed by international delegates from Australia, the United Kingdom and the United States

Cape Town City Council's chief executive officer Keith Nicol was inaugurated as the new president of the institute last night.

In his opening address, Dr Nyati, director of the University of Cape Town's Centre for African Studies, said South Africa had a window of opportunity in the next three to four years caused by a favourable economic climate, but the country would have to make some radical structural changes to succeed.

South Africa had a huge public-sector debt due to a bloated civil service which the economy simply could not sustain.

This debt was chasing up interest rates, which in turn was a disincentive to new business.

What South Africa needed was a "lean and mean" civil service

Without the political will to do this, the country would be "in dire economic straits" with-

in four to five years.

Emphasising the importance of local government, Dr Nyati said it was one area where rhetoric would not work and where efficiency and competence counted

Politicians at local level had to be of higher calibre than at national assembly level, and town clerks should help newcomers to function in the new order.

"Don't sit back and say we are waiting for the centre to tell us what to do. The centre has no experience of administration."

Town clerks needed to be "bold and purposeful", not in trying to preserve the past, but in helping maintain stability and making development possible.

Rationalise public service, SA told

Sello Motlhabakwe

FREEZING recruitment and rationalisation of all levels of SA's public service was needed to stave off a burgeoning budget deficit and avoid being caught in a debt trap, Economic Opportunities Council member Julius Nyalunga said.

Nyalunga, who is co-ordinator of the centre's macro-economic policy analysis sector and who trains public servants in administration, said SA could be caught in an irrevocable debt trap in two or three years, leaving no option but to seek assistance from the IMF and World Bank

20 25/7/95
These institutions usually advised the adoption of strict government fiscal discipline. In many cases where it had been applied, there were severe political repercussions.

He said the current process of restructuring the public service had the potential to balloon the budget deficit. SA must avoid the situation found in many developing countries where about half the working population was dependent on government and few were actually employed in productive sectors of the economy.

The problem with the current public service was that many public servants were under-utilised and some

among new entrants were more often than not unsuited to posts they had been appointed to

Proper rationalisation was possible in SA as the country's constitution did not guarantee civil service employment.

Nyalunga said a freeze on new recruit intakes might be unpopular, but was advisable. Most important was to stimulate growth in the economy. □ Sapa reports Central Statistical Service said yesterday the number of white public servants decreased by 7 232 and the number of blacks increased by 6 932 between September and December last year

more than 50 young men are being told Sowetan at the weekend.

Civil service strike looms

(250)

Sowetan 25/27/95

CONFRONTATION between the Eastern Cape government and its panic-stricken 140 000-strong army of civil servants is looming following announcements of harsh staff cut-backs.

Regional spokesman for the Public Servants Association Mr Piet van Aardt warned the government that his members would go out on strike if it went ahead with "unilateral" restructuring or if it failed to negotiate retrenchments with his association.

He claimed that 10 000 civil servants

from the "old departments" would join the action.

He said the announcement at the weekend by provincial Finance MEC Professor Shepherd Mayatula that the civil service was to be drastically trimmed by the end of the year had sparked alarm throughout the region's civil service.

"When we first heard rumours about cut-backs in April, some of our members were calling for industrial action."

Responding to the move, the director of the Legal Resources Centre in Grahamstown, Mr Clive Plasket, warned that moves to force public servants to re-apply for their jobs might be illegal, unconstitutional and could cost the government a lot of money in law suits.

Plasket said that for Mayatula to say that public servants would have to "re-apply" for their jobs could fall foul of constitutional protection against unfair labour practices.

Govt keeps promise to contain civil service

By SUDARSAN RAGHAVAN

SPECIAL WRITER

The government has kept a promise to hold down the size of the civil service by not going overboard on affirmative action policies, economists said yesterday.

Top analysts were canvassed by Business Report following the release of the latest Central Statistical Service (CSS) figures which found that the total number of white workers had fallen by 7 232 workers (1.6 percent) while the number of black workers jumped by 6 932 (7 percent) between September and December last year.

The total number of workers (1 888 639) in the public sector showed a quarterly increase of 5 697 workers (0.3 percent) over the same period.

The fact that the number of blacks employed rose by less than the percentage of whites who left their jobs was encouraging and to a

certain extent showed that the government was intent on stemming a potential ballooning of the civil sector, economists said.

"Over a three-month period, there was roughly a 1 percent turnaround of the labour complement within the public sector," said Azar Jammune, chief economist at Econometrix, a Johannesburg consultancy firm. "That is not a dramatic one."

Economists noted that all over Africa and other parts of the post-colonial world, a systemic problem had been a bloated civil service comprised of the nations' ethnic or racial majority sucking up public expenditures, creating bureaucratic bottlenecks and corruption.

Across South Africa, fears had been voiced about such an inefficient public sector rearing its ugly head at home causing, among other economically-debilitating things, potential foreign investors to shy away from sinking money into the nation.

While economists say it is too early to tell, the figures from the report are a positive sign of this not happening.

"Despite so-called affirmative action, the size of the civil service is not increasing any more," said Jammune. "This is welcome. It shows that affirmative action is not being implemented in a destructive way."

Others, however, are not completely convinced.

"We shouldn't be giving credit where it is not due," said Keith Lockwood, an economist with the South African Chamber of Business. "There is a commitment to reduce the size of the public sector. But it is too early to tell right now."

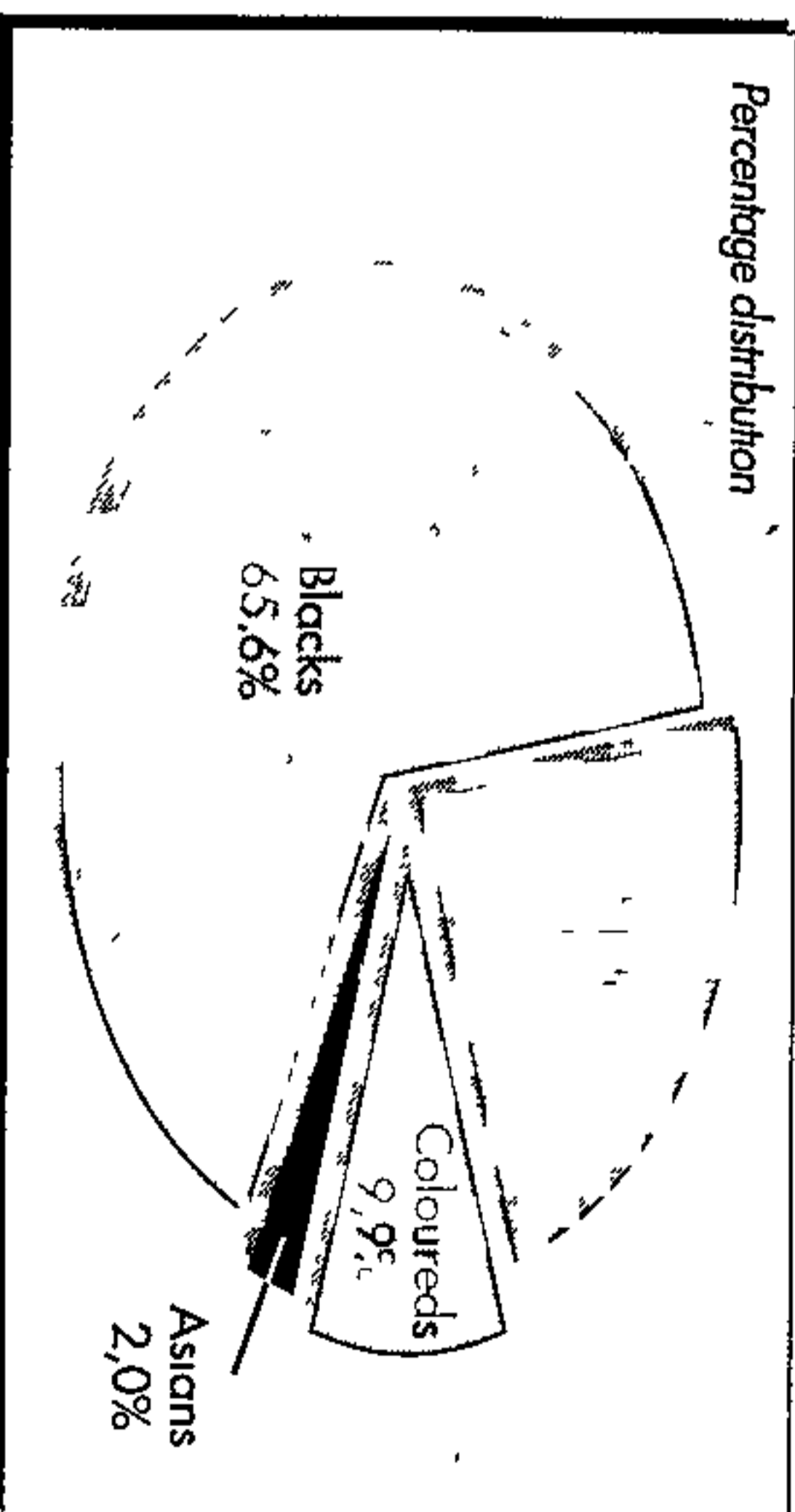
One reason why it is "too early to tell" are the high number of public sector positions still vacant.

According to the report, last December there were a total of 121 968 empty slots, 17 550 more than for September 1994.

CT (MR) 26/9/95

(250)

Employment by population group
National departments and provinces



While some economists predict that many of these positions will not be filled and will eventually be scrapped altogether thus staying in line with a policy of public sector attrition, others are not so sure, pointing out that many of the vacant positions in various govern-

ment departments have been re-advertised. "You are likely to find that these unfilled positions will be filled," predicted Lockwood. "And a large number of them will be filled by women, blacks and other affirmative action candidates."

Strike may go national

CT 26/7/95

(250) (52)

DAN SIMON
STAFF REPORTER

THE SA Municipal Workers' Union (Samwu) has threatened to embark on national industrial action next month if wage negotiations with local and provincial authorities are not settled by August 10

This was said by Samwu general secretary Mr Roger Ronnie yesterday as some strikers resorted to violence and others damaged council property.

As incidents of intimidation continued yesterday, a forestry worker in Hout Bay was attacked with a panga and was admitted in a serious condition to hospital.

In Elsie's River, the tyres of law-enforcement vehicles were slashed and strikers occupied the civic centre.

Other strikers used teargas in an attempt to occupy a building at the Borchards Quarry sewerage works, the Cape Metropolitan Council



WAGE MARCH: Strikers and council vehicles block Wale Street outside the Cape Metropolitan Council offices yesterday. **PICTURE: NIC BOTHMA**

(CMC) said. The unauthorised use of council vehicles was said to be "commonplace".

A large group of strikers marched on the CMC offices in Wale Street and demanded to see the executive committee chairman, Mr David Dlali. The march

ended without incident.

The strike has brought a host of services, including those at clinics in Vasco and Site B, Khayelitsha, to a standstill.

Private contractors are being called in to deal with severe water and sewerage problems

Go-slow may take byte out of govt

(150) (250)

STAFF REPORTER

CF 26/7/95

SEVERAL key government departments may be hamstrung from Friday if computer staff carry out their threat to go slow or stop work

The threat came after wage talks between the Public Servants' Association (PSA) and the Public Service Bargaining Council (PSBC) reached a deadlock earlier this month

Key departments whose computer services could be affected were inland revenue, customs and excise, finance, state expenditure, central statistical services and home affairs, PSA deputy general manager Mr Anton Lourens said yesterday

However, the protest was not expected to spread to essential service departments, he said.

Bullets fly as strike workers

AKG 26/7/95 (250)

Staff Reporters and Sapa

POLICE fired rubber and plastic bullets at striking municipal workers in Goodwood today after 10 workers tried to take a policeman's video camera as he was recording events in Voortrekker Road.

Municipal services throughout greater Cape Town — but excluding Cape Town City Council areas — have ground to a halt as the strike by members of the South African Municipal Workers Union (Samwu) enters its 10th day today.

And Samwu has warned that unless the Cape Local Authorities Employers Organisation "substantially" improves its latest wage offer, Cape Town City Council workers will go on a sympathy strike

"All" activities affecting waterworks, forestry, transport depots and refuse removal have been "brought to a standstill", the Cape Metropolitan Council said.

In Goodwood, police spokesman John Sterrenberg said policemen went to the aid of a colleague who was filming workers overturning dustbins in Voortrekker Road, when several workers tried to grab his camera.

The workers fled when police fired rubber and plastic bullets.

Police are investigating charges of attempted robbery.

Affected areas stretch from Hout Bay and Constantia to Guguletu, Macassar and Atlantis.

The metropolitan council said the strike was characterised by intimidation and violence yesterday.

"Many CMC employees have been injured," CMC said, adding that the workers were not pressing charges due to intimidation.

Samwu general secretary Roger Ronnie yesterday called on the department of constitutional development and provincial affairs to intervene to safeguard approaching local government elections

Mr Ronnie said unless wage negotiations were settled by August 10, Samwu members would embark on national protest action

"Although wage negotiations have been concluded in most of the major cities, solidarity action must not be ruled out," he said.

Samwu is demanding a minimum wage of R1 400 a month for metropole workers, and R1 000 for rural workers. Exemptions have been granted for certain cash-strapped towns

Yesterday, CMC upped its offer by R30 to offer metropole workers a minimum wage of R1 204. Workers gathered outside CMC headquarters in Wale Street flatly rejected the offer.

CMC executive committee chairman David Dlali announced the revised offer, saying, "One of the problems is that the Cape Local Authority Employers Organisation is not dealing directly with the workers

"It sent a wrong impression to the negotiators. The CMC is prepared to negotiate with workers directly"

Meanwhile Cape Town's dead are still not being laid to rest because of the gravediggers' strike.

"Let the bodies pile up, let the rubbish pile up. Until the council meets our demands we will continue the strike," said Samwu official Chris Stevens.

● CMC is providing waste disposal services to some areas affected by the strike.

Skips for domestic refuse have been put out at the Kendall Road Garden refuse area, Constantia Village shopping centre, Southern Cross Drive opposite the CPOA complex, Tokai shopping centre, Tokai Road four-way stop, Hout Bay harbour, Victoria Drive near the traffic lights on the road to Llandudno and Llandudno Road in Llandudno — but nowhere in the townships or on the Cape Flats.

Govt task team to discuss public service wage plan

(250) MD. 26/7/95

Business Day Reporter

A GOVERNMENT task team set up earlier this year to negotiate a three-year public service wage plan, would resume negotiations today with international help, Public Service and Administration Minister Zola Skweyiya said yesterday.

Skweyiya said experts from Sweden and Britain would assist the team in phase two and three of the plan. The issues to be considered include the grading system/salary structure of the public service and the payment of allowances.

Phase one — which resulted in agreement on wage increases for the current financial year — was concluded in May. Phase two deals with next year and phase three with 1997.

Skweyiya said the resumption of negotiations between government and the 18 public service trade unions would begin after unspecified delays following an "urgent request from him for the talks to continue".

The forum was established after

the intervention of deputy presidents Thabo Mbeki and FW de Klerk at the end of last year, which prevented strike action.

The phase one agreement, to be implemented from month-end, will see lower-level workers receiving a 22% pay hike and higher ranks 4%.

The agreement was signed on May 23, but departments were given the go-ahead to implement its terms only on July 13.

The five lowest employment bands would receive a minimum wage of R13 200, an effective 22% increase from April 1. Some of the lower-paid workers would receive an additional increase from July 1.

Public servants earning between R24 630 and R107 019 would have their salaries raised 5%, with those on the R126 411 salary notch receiving a 4% increase.

The salaries of Directors-general, their deputies, chief directors and equivalent ranks would be frozen.

Government will reduce its pension fund contributions this year to

make up a R2,5bn shortfall to finance the agreement. It had earlier given its assurance that benefits would not be affected detrimentally.

Pension funds will be restructured through negotiation with employee representatives to "enhance the return on investments".

Employee bodies noted government's commitment to downscaling the public sector and would improve productivity by increasing efficiency.

Government had set aside R31m for overtime pay to be negotiated within the public service bargaining council. The central chamber would negotiate extending home ownership schemes to married women. Single employees without dependants qualify within the current agreement.

Meanwhile Sapa reports that government Information Technology Union workers are reported to be intent on embarking on a wage strike from Friday, claiming a deadlock in pay talks.

The Public Service Commission denied a stalemate.

Dissatisfaction over salary increases and employment conditions

Oversseas help sought to solve public service crisis

■ BY NORMAN CHANDLE
PRETORIA BUREAU

The Government, has called in experts from Sweden and Britain to help break the impasse between the State and employee organisations over public service pay and service demands

Disclosing this in Pretoria yesterday, Public Service and Administration Minister Dr Zola Skweyiya said it was hoped the experts would help find "solutions to the identified problem areas".

These areas include salary grades and conditions of service. Nearly 2-million public servants, agitating for im-

proved wage increases and employment conditions for several months, were given increases of between 4 and 5% on July 1, but there appears to be widespread dissatisfaction with this and some public servants have embarked on work-to-rule action

Computer operators are threatening an all-out strike from Friday, and their action could seriously affect the State's international monetary dealings as well as air traffic control, the weather bureau, social pensions and revenue collection.

Skweyiya said he had tried to normalise labour relations in the public

service earlier this year when he had convened a meeting between Deputy Presidents Thabo Mbeki and F W de Klerk and the presidents of employee organisations who were represented on the Central Chamber of the Public Service Bargaining Council

It had been decided to set up joint task teams to investigate all issues over a three-year period. "This initiative contributed to negotiations

being put back on track, with an agreement being reached on May 23 on a plan for the improvement of conditions of service for the current financial year," he said.

It was hoped this agreement would achieve a further improvement.

After delays due to various undisclosed reasons, the main task force team is due to meet today and tomorrow to debate progress reports from sub-committees as

well as the grading system and salary structure, and the payment of allowances

The May agreement called for adjustments of the five lowest salary notches to a minimum salary of R13 200 per annum — equal to a 22% increase — as well as an improvement for certain lower paid personnel from July 1

This involved a general salary increase of 5% from July 1 for those

earning between R24 630 and R107 019

Persons earning R126 411 were given a 4% rise, but Chief Directors, Deputy Directors-General, Directors-General and personnel of equivalent ranks received no increase.

The agreement also proposed the participation of married women and single employees with no dependants in the State's homeowner allowance scheme

(250) Star 26/9/95

Key workers force talks

Star 26/9/95

(250)

■ BY JUSTICE MALALA
LABOUR REPORTER

A crucial two-day meeting to stave off a threatened wage strike by government computer workers begins in Pretoria today as tensions between civil servants and provincial governments continue to rise.

Members of a task team assessing progress on salary structures and payment allowances yesterday attended a hastily-arranged meeting, called by Public Service and Administration Minister Zola Skweyiya.

Government computer operators are threatening a strike from Friday which could result in the Government's international monetary dealings, air traffic control, the weather bureau, social pensions, and revenue collection being seriously affected.

Their complaints centre on pay increases and allowances which they contend should be paid to them by the Government.

■ Responding to threats of industrial action by members of the Public Servants' Association (PSA) over government plans to move 3 000 officials from Pretoria to Johannesburg, Gauteng director-general Vincent Mntambo said all issues the body had raised had been dealt with.

The union has complained that no consultation had taken place on the move, taken by the provincial legislature last year, in terms of which the Gauteng administration would be located in Johannesburg.

"As far as I am concerned, all the issues concerning this issue have been dealt with and the plans to move the officials here will go ahead," Mntambo said.

PSA deputy general manager Anton Lourens said the association had consulted its lawyers following a meeting of the affected officials last Thursday.

"We have decided to write another letter to Mntambo, requesting further clarification on the issue and will then decide on what action we will take. We have continually asked them what the exact plans in terms of the move are, but nothing, absolutely nothing, has come from them," he said yesterday.

■ In the Eastern Cape, PSA members have also threatened to embark on industrial action after MEC for Finance Shepherd Mayatula reportedly said the civil service would be trimmed "drastically" by year-end.

The association said more than 10 000 members would embark on industrial action if the

restructuring moves took place without its involvement.

Lourens said yesterday moves to quell the Eastern Cape civil servants' fears were under way, but warned that actions would continue if there was no transparency and co-operation.

■ SA could face various forms of industrial action, including a strike, by more than 50 000 municipal workers if wage negotiations with municipalities are not settled by August 10.

The SA Municipal Workers' Union (Samwu) decided at a special meeting at the weekend — held to assess progress in wage talks at provincial and local level — that little or no progress had been made and that industrial action would be necessary if no further movement occurred.

Should industrial action take place, garbage deliveries, water and electricity maintenance, street cleaning, municipal transport, local administration and emergency services could be affected.

The union is demanding a minimum wage of R1 500 a month for all workers in major centres and R1 000 a month in rural towns.

► Overseas help sought
— Page 13

Council strike: Residents backing the pay demands

ARL 27/7/95

(250)

□ Workers in some towns get only R625 monthly

Staff Reporters

SEVEN local authorities within the Cape Metropolitan area are paying workers a minimum wage of less than R765 a month.

This has emerged as the strike by South African Municipal Workers' Union enters its 11th day. Now, residents in some of the affected areas are calling for higher wages for the workers.

All areas in Greater Cape Town, with the exception of the Cape Town municipal area, are affected by the strike.

The Samwu workers are demanding a minimum wage of R1 400 for metropole workers and R1 000 a month for country town workers, with exemptions granted to certain cash-strapped towns.

Outside the metropole boundary, minimum wages of about R500 a month are common

Fish Hoek Municipality confirmed yesterday that its minimum wage was pegged at R625 a month going into the negotiations, while Simon's Town confirmed it was paying a minimum of R746 a month.

Other "low" payers within the metropole were: Gordon's Bay (R657 a month), Strand (R674), Kuils River (R691), Kraaifontein-Brackenfell (R746) and Somerset West-Mfuleni (R765).

Samwu said existing minimum wages in rural areas were as low as R510 a month, "and, in certain cases, where exemptions exist, even lower".

Parow pensioner Caroline Witte said her rubbish had not been removed for the past two weeks and it was piling up.

But, she added: "These workers are being paid so little that it makes perfectly good sense for them to go on strike and demand more wages.

"How do municipalities expect these people to live and support their families and pay their service charges if they are being paid peanuts?"

Her own backyard was spotless, but at the side of the house her garbage was neatly stacked into a full dustbin and a black bag.

Some of her neighbours had placed their full black bags on the pavements in the hope that it would be collected soon.

Bellville housewife Marie Wever said garbage had been regularly collected in their neighbourhood, but felt the strikers were "a bit of a nuisance".

Earlier in the week, she went to the local municipal office to pay her accounts and found the building cordoned off.

At certain intersections along Voortrekker Road, vendors were doing a roaring trade selling black refuse bags to passing motorists.

GRAVEDIGGERS STILL ON STRIKE

Burials held under guard at Hout Bay

CT 27/7/95

250

~~251~~ ~~252~~ ~~152~~

AS A strike by Cape Metropolitan Council workers entered its eighth day yesterday, funerals were held under guard, more clinics were closed and intimidation continued.

forced removal" of people from their workplace using teargas.

Mr Van den Berg said incidents of stoning and damage to council property were also reported. He could not say how much damage was caused.

A police spokesman said a group of striking workers tipped over a number of rubbish bins in Voortrekker Road yesterday.

Soon afterwards a member of the SA Police Services video unit was forced to flee when strikers tried to take his camera.

Meanwhile, talks continued yesterday between Samwu and the CMC but it is unknown whether the deadlock in wage negotiations had been resolved.

The union is demanding a minimum wage of R1 500 a month for metropole workers and R1 000 for workers in rural areas.

The CMC is offering metropole workers a minimum wage of R1 204. — Reuter, Staff Reporter

THREE funerals were held under police guard in Hout Bay yesterday as gravediggers continued to take part in the eight-day old SA Municipal Workers' Union (Samwu) strike which has paralysed most Cape Metropolitan Council (CMC) services in the Peninsula.

Although the number of reported incidents of violence had dropped yesterday, incidents of intimidation continued, including the illegal occupation of buildings and the unauthorised use of council vehicles.

Three more Cape Flats clinics were forced to close yesterday, bringing the total to five, a CMC spokesman said. The clinics were in Khayelitsha (two), Nyanga, Vasco and Brown's Farm.

As concern mounted over the growing number of unburied corpses in funeral parlours, representatives of the Funeral Undertakers' Forum and the Association of Funeral Directors held urgent talks with the chairman of the CMC's executive committee, Mr David Dlahi, late yesterday.

'Unpleasant'

The Jewish Funeral Services also warned that although there were funeral services booked for today, these might have to be cancelled because of the security risk.

CMC chief executive officer Mr D van den Berg said there had been a number of "unpleasant and violent" incidents yesterday which included the "intimidation and

E Cape employees must reapply as 7 000 jobs cut

(250) (2078)
Bisho — The Eastern Cape government is to cut its bloated public service by almost 7 000 employees from next year.

Announcing the move yesterday, provincial director-general Thozamile Botha said it was in line with national guidelines to streamline the public service and part of "the process of restructuring the former administrations of Ciskei, Transkei and the Cape Provincial Administration" into a unified bureaucracy.

He said all 155 613 bureaucrats below the rank of deputy director would have to reapply for their posts, and wherever possible people would be transferred rather than retrenched.

He said the target bureaucracy of 148 677 posts was reached after a 'post-by-post' analysis of the requirements of the province's 11 departments and the "delivery needs" of the province's 6-million inhabitants.

"The administration was mindful of the high unemployment rate and that the government is one of the largest employers in the province. Towards this end the government has re-

STAR 27/7/95
strained itself from creating avoidable redundancies," Botha said.

He said the move would improve morale and efficiency among bureaucrats, who had been operating under a cloud of uncertainty from the time the new government came to power vowing to reduce the public service.

"This (plan to cut staff) tells the story about where we are going. The intention is to ensure everybody will have certainty about his or her future — therefore we have addressed low morale," Botha said.

South African Public Servants' Association general secretary Sonwabo Joyi expressed concern that the retrenchment process would be used to purge bureaucratic ranks of those who served under unpopular leaders such as former Ciskei rulers Brigadier Oupa Gqozo and Lennox Sebe.

Botha insisted all posts should be filled according to merit and denied the retrenchment plan was a move to give jobs to pals — Ecna

Strikers take clinic staff hostage

(250)

STAFF REPORTER

ET 28/7/95

SUB-CONTRACTORS hired to fix a sewerage blockage in Elsie's River fled and health workers were taken hostage yesterday, as the municipal strike entered its 10th day.

The Cape Metropolitan Council said the northern service unit in Elsie's River was forced to close yesterday due to intimidation.

Serious intimidation also occurred at the Constantia water works, which was closed

"Plumbers called in to attend to a sewerage blockage in Elsie's River were forced off the premises by striking workers. Their vehicle was then hijacked," spokeswoman Ms Mariette Greyling said.

She said health workers at Grassy Park Clinic were forced onto trucks and taken hostage by strikers.

She added that seven community health clinics had had to close because of the strike.

Strike halted to check legality

(250) (53)
CT 28/7/95

PRETORIA: A strike by the Public Service's information division planned for today has been postponed until disputes over the legality of the strike have been settled, the Public Servants Association (PSA) said yesterday.

"The strike will not go ahead until we have settled the disputes. We will now go back and address the disputes, which concern the legality of the strike action and secondly, whether they (the information service) are an essential service," PSA general manager Mr Chris van Rensburg said.

He said the government was insisting the service was an essential one and that employees were not allowed to strike.

The South African Police Service said in a statement yesterday a strike by computing staff would affect policing in the country.

"Any such strike would not only seriously affect the ability of the police to combat crime but also negatively affect economic activity in certain sectors also with negative effects for law enforcement," a police spokesman said.

Mr Van Rensburg said the strike would have involved 1 500 people in the information service.

They are demanding a 20% pay increase, a single management group for all computer divisions in the public service and a moratorium on the appointment of contractors from outside the service. — Reuters

Civil servants lose court bid

UMTATA — An Umtata Supreme Court application by more than 9 000 civil servants — challenging the lowering of their State housing subsidies — has been dismissed.

Among the respondents were the government and Eastern Cape premier Raymond Mhlaba (250)

The court was told that Transkei civil servants had received subsidies substantially higher than other civil servants ARG 28/7/95

Judge Jeremy Pickering agreed with the authorities' contention that it was not within the powers of the State, as employer, to differentiate between the housing subsidies payable to civil servants in Transkei. — Sapa

Public service pay talks in jeopardy

David Greybe

BD 28/7/95 (250)

CAPE TOWN — The resumption of public service wage negotiations appeared to be in jeopardy yesterday when the biggest union threatened to pull out after a two-day preliminary meeting between government and union negotiators.

The Public Servants' Association accused government negotiators of deliberately riding roughshod over a negotiations plan brokered by Deputy Presidents Thabo Mbeki and FW de Klerk in December.

Government and 19 public service unions, in a bid to break a months-long stalemate over wages, agreed at the time to try instead to negotiate a comprehensive three-year salary plan.

Association GM Casper van Rensburg accused government yesterday of ditching the agreed salary plan for "single-issue negotiations" such as a minimum wage. Dismissing the latest round of talks as "abortive", Van Rensburg said unless government returned to the negotiating table with a clear mandate for a comprehensive wage plan, the association would have no option but to pull out.

If necessary the association would take the matter to the central chamber of the Public Service Bargaining Council, scene of last year's wage negotiations stalemate, he said. "We cannot afford to be involved unless each side sits down with a clear mandate. If we have to resort to horse-trading again it will only lead to chaos."

He accused government negotiators of "not having kept their word" as agreed with Mbeki and De Klerk. "If we want to create stability in the public service and

Continued on Page 2

Public service (250)

BD 28/7/95

Continued from Page 1

avoid strike action we have to adopt a long-term approach."

The association rejected an agreement reached in the first half of the year on a minimum wage plan plus "negligible" salary increases for middle-ranking public servants in the current financial year. "We were not party to that agreement. While we are thankful for the minimum wage agreement, we are not prepared to accept it without an overall salary plan."

The public service ministry played down the row, saying the next round of negotiations would deal with issues dear to the association's 108 000 members.

Government and union negotiators in the main task team set up under Mbeki and

De Klerk met yesterday and on Wednesday "to examine progress reports from the subtask teams and to formulate a broad policy approach for implementation over the next two years", the ministry said.

It was unable to say what funds would be set aside for the second and third year of the wage plan — which was to deal with job evaluation and grading, among other things — as the matter was "still under examination". Government set aside R2,5bn for the first phase, which dealt with the minimum wage issue.

Van Rensburg said he hoped the parties would use the time until their next meeting, scheduled for August 8, "to sort out their mandates for a salary plan". If not, "we will definitely not consider being involved in further negotiations"

(250) 28/7/95 PD

Own Correspondent

Public servants' case dismissed

UMTATA — A Supreme Court application by more than 9 000 public servants, represented by the Transkei Public Servants' Association, challenging the lowering of housing subsidies was dismissed with costs by Judge Jeremy Pickering in Umtata on Wednesday.

The respondents were cited as the SA government, Public Service and Administration Minister Zola Skweyiya, Eastern Cape Premier Raymond Mhlaba, the Public Service Commission and Eastern Cape finance MEC Sheperd Mayathula.

The judge said the re-

spondents stated there were quite a number of disparities in terms and conditions of employment of public servants throughout SA; for example, with regard to salaries, remunerative allowances, pension, medical aid and personnel practices.

These disparities, according to the respondents, had been addressed by rationalising them with those which were generally prevailing at the time of the commencement of the constitution

In his affidavit, Public Service Commission chair-

man G Venter said public servants in the then Bophuthatswana received salaries and mortgage subsidies lower than those generally prevailing.

In Transkei, public servants received mortgage loan subsidies substantially higher than those applicable to other public servants.

Venter said the generally prevailing amount of a subsidised mortgage loan was R70 000, whereas in the former Transkei it was R120 000.

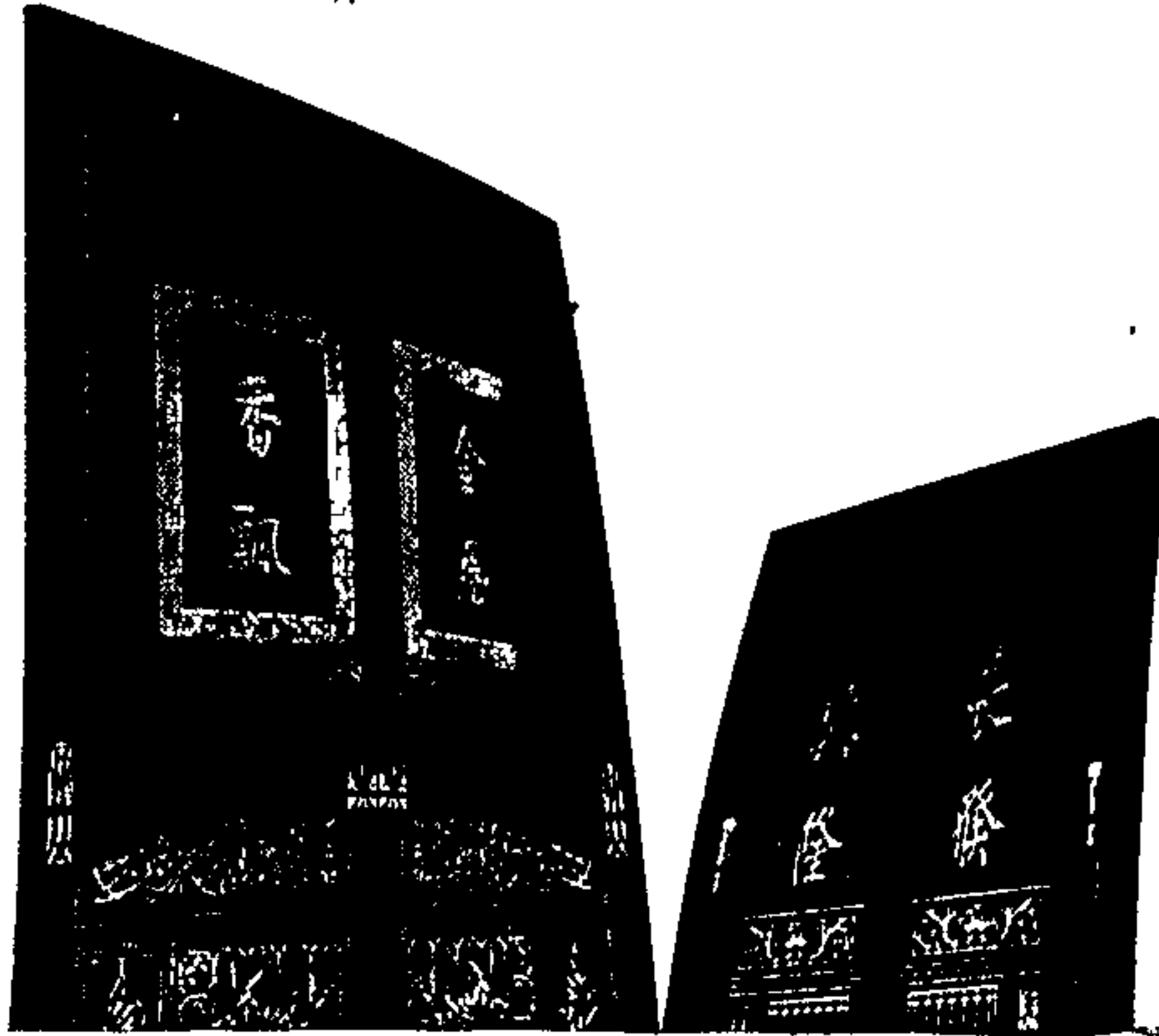
"The amount payable as a monthly subsidy in terms of the general and prevail-

ing terms and conditions was a maximum of R612, whereas in Transkei it was a maximum of R1 220," Venter said.

"In the then Ciskei the amounts were also higher than those prevailing generally, but not quite as generous as in Transkei."

The judge agreed with D van Rooyen SC, for the respondents, that it was not within the powers of the state, as employer, to differentiate between housing subsidies payable to public servants in the former Transkei and those payable in the rest of SA.

60895



Bid to avert govt

(250) (EP) computer strike

Star 28/7/95

■ BY NORMAN CHANDLER
PRETORIA BUREAU

Desperate efforts were being made last night to prevent public service computer staff from plunging the country into chaos from today with a strike over demands for a new salary deal.

The strike could result in widespread delays to air traffic, problems for the police, the non-payment of social pensions, serious disruption to revenue collections and the disruption of international financial transactions.

Last night, the 1 000 civil servants affiliated to the Public Servants' Association — all members

of the Government Information Technology Union of South Africa (Gitu-sa) — were told by their union to negotiate.

In an 11th-hour move, the Government told the operators yesterday that negotiation was the way forward, and also made concessions, which have not been divulged, to settle the dispute.

The computer operators' action is over a 20% non-pensionable allowance, pending a final decision on their salary structure, and privatisation of certain Government computer services which led to higher salaries for some computer operators.

Grave-diggers relent

By VETTE VAN BRED A

DOZENS of burials took place at cemeteries throughout the Peninsula yesterday after grave-diggers suspended their strike to reduce the backlog of an estimated 200 bodies that have accumulated since they went on strike two weeks ago.

Grave-diggers said yesterday that they had agreed to suspend their strike for "humanitarian reasons" to prevent further trauma to grieving families.

They returned to work at all Cape Metropolitan Council (CMC) run cemeteries stretching from Hout Bay to Stellenbosch and Atlantis, and said they were also prepared to work today.

But, they warned, they would go back on strike tomorrow as they were still in dispute with the CMC.

The workers, all members of the South African Municipal Workers Union (SAMWU), have been on strike for nearly two weeks in support of demands for a R1 500 minimum monthly wage. Some claimed they received as little as R40 a week.

Since the strike began, bodies have lain unburied in funeral parlours and mortuaries, and families who have attempted to dig graves



BACK AT WORK . . . A grave-digger at Modderdam cemetery, who was one of more than a hundred workers who suspended their strike for "humanitarian reasons" this weekend. Picture JUSTIN SHOLK

themselves have been intimidated by striking workers. The strike has also resulted in the disruption of services at libraries, clinics and housing offices under the control of the CMC.

It has led to severe disruption of traffic in Cape Town as a result of hundreds of strikers protesting in the city centre, and rubbish has remained uncollected in the Greater Cape Town area.

Although the strike has not affected Cape Town itself, there have been suggestions that the city's municipal workers could come out in sympathy with the CMC workers. A vital meeting between the CMC

executive and representatives for municipal departments which fall under the council, is scheduled for tomorrow in an effort to resolve the crisis.

Undertakers have pledged their support for the workers and say they intend converging on the CMC's Wale Street offices in their hearses.

Mr Abraham Crouitz, chairman of the Undertakers Forum, yesterday estimated the backlog of bodies awaiting burial and cremation at more than 200.

The Matland crematorium has been closed as a result of the strike and the Kaapland crematorium in Malmesbury has been "very busy and is booked up till Thursday", he said.

Undertakers said families had been forced to hold funeral services during the week, but the bodies were then returned to rapidly filling cooling chambers and morgues for later burial.

Undertaker Ivan Thyssen, said he had 32 bodies awaiting burial, but only had space for 12. He had been forced to make alternative arrangements for the other corpses.

However, many families had "reluctantly" opted for cremation while others had used private cemeteries. Those with family plots in state cemeteries were forced to delay burials until the strike ended, he said.

Modderdam cemetery in Bellville saw a record number of burials yesterday and some families said they had been waiting more than two weeks to bury their dead.

A CMC spokeswoman said the strike action had resulted in "a lot of violence" and all operational activities at waterworks, forestry, and transport and refuse removal depots had been disrupted.

The union has lowered its initial demand of R1 500 a month to R1 350. The CMC is offering a minimum wage of R1 204 a month.

Meanwhile, SAMWU said on Friday it now wanted outside mediators to help resolve the dispute. SAMWU regional chairman Xolihle Nxu said the union and the CMC were "still far apart and we want to bring in the Independent Mediation Service of South Africa (IMSSA) to mediate."

In some instances, private sector contract cleaners had been employed to collect refuse and provide other services.

Strike

Havoc being caused at sewerage plants

AR4 31/A/95 (250)

ROGER FRIEDMAN, Staff Reporter

THE municipal workers' strike, which has already crippled funeral services throughout the Western Cape, today threatened to create havoc with the region's sewerage disposal.

As a cavalcade of hearses driven by members of the Undertakers' Forum pulled up outside the Cape Metropolitan Council headquarters in Wale Street in support of gravediggers' demands for increased wages, a spokeswoman for the council, Mariette Greyling, said "sludge is building up and creating major problems at the sewerage pump stations".

There were no sub-contractors in the metropole able to service the pumps, and there had already been "several" breakdowns.

Meanwhile, clinics throughout the Cape Flats and townships were all closed, and there were reports of nursing staff being held hostage, said Ms Greyling.

All services in Atlantis were at a standstill, all waterworks departments "throughout the metropole" were closed, as were cleansing and sewerage disposal offices — and the Maitland Cemetery and crematorium.

Operational again are Hout Bay's forestry department, and the Muizenberg, Klp Road, Bellville and Hout Bay cemeteries.

Meanwhile, the chairman of the Cape Metropolitan Council, Willie van Schoor, has apologised to residents for strike-induced inconvenience.

And the South African Municipal Workers Union is holding report-back meetings with members to decide whether to accept the latest wage offer, or continue with the strike.

Mr Van Schoor said the latest wage offer tabled by the Cape Local Authorities Employers' Organisation was R1 204 a month — which amounted to R1 560 a month including benefits.

The South African Municipal Workers Union is demanding a basic minimum wage of R1 350 per month.

Mr Van Schoor said the revised wage offer amounted to "a staggering increase of 31 percent" and would cost the council an additional R4,9 million a year.

Provision had been made for an increase in the latest council budget, but the new offer would create a shortfall of R2,84 million.

● In Wale Street, undertakers arrived in a convoy of hearses — hooters blaring — to present a memorandum to Council. A copy was also sent to the union.

The memorandum was wheeled to the doors of the council building in a minicasket. Each hearse carried an empty coffin.

The Undertakers' Forum, one of three undertakers' associations active in the Western Cape, said its members were storing more than 300 bodies which they had been unable to bury due to the strike.

Some gravediggers returned to work at the weekend, when 37 burials took place, said Ms Greyling.

In its memorandum the association slated both the council and the union for "holding the industry to ransom through blatant indecision, non co-operation and non-compromise".

But the undertakers made it clear they supported the workers' wage demands.

Grave prices varied from R100 a plot in Guguletu to R1 070 a plot in Maitland. Maitland grave-sites were therefore worth about R550 a square metre — among the most expensive real estate in the Western Cape.

The undertakers added that facilities at all Cape cemeteries were "appalling".

● New-style police, page 6.

'Some salaries may be cut'

Public servants must reapply for their jobs

David Greybe

CAPE TOWN — All 1,2-million public servants at national and provincial level would have to reapply for their jobs, the Public Service Commission said yesterday. Some of the people reappointed to their jobs might not receive the same salaries as before.

It said the main reason for the move was that SA had a new government and all departments were therefore "essentially new". Every post would be reassessed under government's rationalisation plans for the public service.

Government was also committed to an "equal opportunity, affirmative action" employment policy in line with the constitutional requirement for a public service "broadly representative of the SA community", it said.

Public Service Minister Zola Skweyiya said another reason for advertising all posts was to draw in candidates from outside the public service.

The biggest public service union, the Public Servants' Association, reacted with outrage to the news, describing it as "madness". Association GM Casper van Rensburg accused government of trying to rob public servants of their jobs, and of a distorted reading of the interim constitution.

He said the constitution called only for the integration of SA's public services "It does not say every job must be re-advertised... the move smacked of unfair labour practice, and he vowed his association would fight it every inch of the way."

"I feel sorry for Skweyiya and the Public Service Commission if they do not under-

stand the constitution."

Van Rensburg said the worst affected would be public servants at provincial level who were already demoralised by uncertainty about their future.

The commission also said public servants reappointed would not automatically earn the same as before. It said in reply to a query: "The salary of an officer shall not be reduced without his/her consent except in cases provided for in section 34 of the Public Service Act 1994."

The Act allows for unilateral salary cut-backs if employees were "wrongly remunerated" in the past, or as part of the broader rationalisation process to produce "effective administration" at national and provincial levels.

Allegations of widespread pay irregularities before and after last year's elections, particularly in the former homelands, are being investigated by the Browde commission of inquiry.

The Public Service Commission said departments were individually responsible for filling posts, which were being advertised "on a continuous basis". It was therefore unable to say how many posts had already been advertised. The only figure available was for 11 000 so-called affirmative action posts advertised last year, which resulted in an estimated 1,2-million applicants.

It said public servants who were not reappointed would "be carried" for six months before being retrenched. Some would be retrained in new posts.

The commission would be able to give an estimate of retrenchment costs, and how

Continued on Page 2

Public servants (250) BD 31/7/95

Continued from Page 1

many public servants would be affected, only in the middle of next month when it had completed a survey.

It said while, in the short term, restructuring would result in "significant savings in posts" in some departments, it would not drastically affect the size of the public service.

This first phase, intended to be completed by the end of October, was only a "re-adjustment of old structures".

However, the commission, which has overall responsibility for restructuring, was working on a longer-term plan to "right-size" the public service.

Skweyiya said recently that up to 80 000

public servants — between 5%-7% — were expected to be retrenched after October.

Parliament earlier extended by six months, to the end of October, the deadline for ministers and provincial governments to finalise rationalisation plans. Further extensions would be given only "in deserving instances", the commission said.

It said only five national departments — trade and industry, public works, water affairs and forestry, land affairs and environmental affairs and tourism — had been "partially restructured". The commission had, however, received "management level" rationalisation proposals from 10 national departments and from all nine provincial governments.

City workers suspend strike for a week

(250)
~~100~~

EUNICE RIDER
STAFF REPORTER

CT 1/8/95

STRIKING SA Municipal Workers Union (Samwu) members suspended their strike for a week last night after 14 days of disruptions.

Samwu chairman Mr Xoxile Nxu said they had received a mandate from their members to suspend the strike and it would be business as usual from today, at least for the next week.

"If the Cape Metropolitan Council (CMC) does not come up with the offer we want, we will resort to industrial action again."

Earlier workers said the CMC's refusal to better its latest offer of R1 204 a month, excluding benefits, was "unacceptable".

Samwu regional organiser Mr Harry Fortune said the council had "R15 000 to R50 000 in reserve" and "their motivation for refusing the increase to a minimum of R1 300 per month could be political, or maybe something else, but it is not based on affordability"

Minister allays public service fears

PRETORIA: Public Service and Administration Minister Dr Zola Skweyiya yesterday denied reports that all public servants will have to re-apply for their jobs.

No new measures had been taken on the rationalisation of the civil service, he said in a statement

"Posts in the rationalised structures of the public service will only be advertised according to need"

Earlier in the day it was report-

ed that all 1,2 million public servants would have to re-apply for their jobs and that those re-appointed might not receive the same salaries as before.

Dr Skweyiya said this was a "totally incorrect" interpretation of what he had said

The procedures followed by all government and provincial departments in filling posts in rationalised structures had been

preceded by consultations with all employee organisations in December last year, and the same procedures were still being followed.

Public Servants' Association of South Africa spokesman Mr Casper van Rensburg said the rationalisation process related only to some people in the management echelon of the civil service — fewer than 2 000 officials

The association had also con-

ET 1/8/95

(250)

cluded from Mr Skweyiya's earlier statements that all civil service jobs were to be regarded as new posts.

"The minister today assured us that the measures agreed upon last year were still in effect. We are satisfied that this is indeed the case," he said

Dr Skweyiya said rationalisation resulted partly from having to amalgamate 11 former public services into one civil service — Sapa

Workers suspend strike decision

Municipal Reporter

MOST striking South African Municipal Workers Union members returned to work today in line with the union's decision to suspend industrial action for a week

Union shop stewards held a series of report-back meetings with workers yesterday when it was decided to suspend the strike for a week to allow the Cape Metropolitan Council and other role players a chance to come up with an acceptable wage offer

The suspension of the two-week strike has come just in time to prevent a health disaster as the CMC warned yesterday that sewerage pump stations were on the verge of collapse

Meanwhile, it emerged yesterday that the CMC's executive committee is split over how to resolve the strike.

David Dlali, chairman of the CMC's executive committee and an African National Congress member, said a special meeting yesterday "to look at the crisis facing the CMC and the metro as a whole" had failed to achieve agreement.

The non-statutory members of exco voted to settle for a minimum wage of between R1 350 and R1 400, including a reduction in working hours

But the statutory side was not willing to go above R1 204, arguing that the smaller municipalities would not be able to afford a higher wage

The result of the vote was 9-4 with the statutory side in the majority.

Mr Dlali said that non-statutory members were now collecting signatures in an effort to call a special full meeting of the CMC to get a "clear mandate"

Alternatively, the matter should be taken to mediation and arbitration

After the exco meeting, Mr Dlali and his committee met the Funeral Undertakers' Forum to tell them that they had failed to find a solution to the strike.

Reversal on public servants

David Greybe

(250)

PUBLIC Service Minister Zola Skweyiya last night withdrew last week's statements that all public servants would have to reapply for their posts, which would be readvertised.

He indicated that administrative problems had led to a "misunderstanding".

Skweyiya said yesterday "Posts will be advertised only after the available human resources have been thoroughly considered and a compelling need has been identified to appoint persons from outside the public service, in order to promote representivity. Due consideration will, however, at all times be given to the objective of establishing a leaner public service."

He added in an exclusive interview with

Business Day that this applied primarily to management posts, and not the whole of the public service. It was already happening in a number of departments, and the process had been agreed to by the Public Servants' Association (PSA) and other public servants' unions.

Following a meeting with Foreign Minister Alfred Nzo last week, Skweyiya had said that "since this is essentially a new department, there is a need that all posts should be advertised to ensure applicants will be drawn not only from the public service but also from outside the service".

Pressed for clarification last week, he had said this applied to "all other ministries, according to the applicable pre-

Continued on Page 2

Public servants (250) BD 1/8/95

Continued from Page 1

scripts, including the provincial administrations". He nevertheless yesterday described the report based on those statements as being "incorrect".

Last night Skweyiya said: "I think there was a misunderstanding of thoughts. I meant all managerial posts (would be readvertised)."

He was unaware of a statement issued in his name last Thursday which quoted him

saying: "All (public service) posts are new and according to the applicable prescripts they have to be advertised."

Skweyiya's adviser Paseka Ncholo said the statements issued last week "were not done in a professional way".

PSA GM Casper van Rensburg said yesterday's report appeared to be a correct interpretation of Skweyiya's initial statements. However, the minister had cleared up the matter.

Strike blocks essential services

CAPE TOWN — Sludge was building up at several sewerage pump stations in the Western Cape as a strike by municipal workers entered its third week yesterday amid warnings from the Cape metropolitan council that the problem could become "highly unpleasant".

The closure of sewerage pump stations was creating enormous problems, and no private contractors were available to remove the sludge, council spokesman Mariette Greyling said.

A continuation of the strike could cause a "highly unpleasant" problem soon, Greyling said. *60/18/95*

Other essential services in Atlantis on the Cape west coast were still closed, as were all waterworks stations.

Greyling said a fair amount of intimidation was still taking place at a number of health clinics, particularly in Grassy Park.

Clinics in the Hout Bay area and in Khayelitsha and Nyanga were still closed.

The Maitland cemetery and crematorium also remained closed yesterday, but workers at cemeteries in Muizenberg, Klip Road in Ottery, Bellville and Hout Bay had returned to work.

Earlier yesterday the Funeral Undertakers' Forum threatened to dump coffins containing bodies at the offices of the council if it did not reach a compromise with striking gravediggers by today.

Undertakers arrived in a convoy of hearses to present a memorandum to the metropolitan council (250) ~~(150)~~

A forum spokesman said they supported gravediggers' demands for a minimum monthly wage of R1 500.

There is a reported backlog of 300 burials in the Western Cape since the strike started — Sapa.

Star 18/95 (250)

Minister denies civil service shake-up

■ BY MONDLI MAKHANYA
POLITICAL REPORTER

Public Service and Administration Minister Zola Skweyiya has denied that he has plans for a massive civil service shake-up.

Rumours of the proposals have upset civil service unions and opposition parties. Skweyiya made his denial yesterday, saying the alleged move would be unconstitutional. His denial followed a phone call from National Party leader and Deputy President FW de Klerk.

Sources have told The Star that De Klerk phoned

Skweyiya and Deputy President Thabo Mbeki after hearing reports that all 1,2-million public service employees would have to reapply for their jobs.

The constitutional clause protecting the jobs of civil servants was included in the Interim Constitution at the insistence of National Party negotiators at the World Trade Centre talks.

The NP indicated yesterday, before Skweyiya's denial, that it was going to fight the rationalisation. Skweyiya told De Klerk he had no knowledge of the plan and later issued a public statement saying so.

Skweyiya said that while the

ministry planned to create a "leaner public service" and make it more representative, this would be done according to need and after consultation with unions. The salaries of public servants were also protected by the constitution.

Public Servants' Association general secretary Jansie van Rensburg, who initially described the plan as "madness", said he had been assured by Skweyiya that there was no truth to the "rumours".

The plan has come under heavy attack from public sector unions and opposition political parties because it would force public servants to reapply for their own jobs.

250

Big stink of strike

Cape Town — Sludge was building up at sewage pump stations in the Western Cape as a strike by municipal workers entered its third week yesterday amid a warning from the Cape Metropolitan Council that the problem could become "highly unpleasant".

The closure of sewage pump stations was creating enormous problems, and no private contractors were available to remove the sludge.

Other essential services in Atlantis on the Cape west coast were still closed. The Maitland cemetery and crematorium also remained closed yesterday.

Earlier yesterday the Funeral Undertakers Forum threatened to dump coffins containing bodies at the offices of the CMC if the council did not reach a compromise with striking gravediggers by today. — Sapa.

STAN 1/8/95

Public service to slim down

250

Sowetan 1/8/95

By Abdul Milazi
Labour Reporter

POSTS in the public service will only be advertised after the sector has been restructured and a need identified to appoint people from outside the public service, Minister of Public Service and Administration Dr Zola Skweyiya said yesterday

Skweyiya was reacting to media reports that more than a million public servants nationwide had to reapply for their jobs

In a statement he said due consideration would be given to the objective of establishing a leaner public service. This would also depend on available human resources and needs to be thoroughly considered.

Skweyiya said the reports were an incorrect interpretation of information on the restructuring of the public service and statements he had made last week.

The reports quoted the Public Service

Commission as saying all public servants would have to reapply for their jobs as part of the public service's rationalisation process.

PSC spokesman Ms Laetitia van Zyl said the ministry had made adequate provisions to protect the jobs of serving employees, while at the same time allowing for the renewal and transformation of the public service to make it more cost-effective and representative of the South African community.

The reports quoted Skweyiya as saying that the reason for the move was to attract candidates from outside the public service.

Public sector unions earlier criticised the alleged move and warned that the Government was inviting the worst industrial action to date.

Political parties like the Freedom Front and National Party also jumped into the fight and threatened to oppose the plan through the Constitutional Court if need be, as the alleged plan violated the Constitution

BRITTS

Council services restored

ET 2/8/95 e (250)
ALMOST all Cape Metropolitan Council (CMC) services returned to normal yesterday, although isolated groups of SA Municipal Workers' Union (Samwu) workers continued to disrupt community services in four areas.

An extraordinary CMC meeting has been scheduled for next Monday to discuss the effects of the strike of the past two weeks and pay talks.

Minister in bid to reassure public service

Alan Fine (250)

PUBLIC Service Minister Zola Skweyiya moved further to reassure members of the public service yesterday, and called for a speedy finalisation to restructuring the service to end continuing uncertainty.

Skweyiya disclosed at a news briefing that, of 413 management level posts advertised since the inauguration of the government of national unity, 177 had been filled by end-May — and 87 of these had been through the transfer or promotion of serving officials. Posts were being advertised mainly in the management echelons.

He said that with regard to the almost 11 000 posts advertised "with the intention of promoting representivity" 1 721 had been filled by May 31, 756 of these by serving officials. This "gives a clear indication that, even though it may be decided to advertise a post, this does not mean that senior officials will not be seriously considered for such positions".

It showed government's commitment to accommodate "the reasonable career expectations of serving officials".

He reiterated that government "places a very high premium on stability in the public service, and it will not deal with rationalisation unilaterally or recklessly". "Co-determination" with unions was an essential part of the approach.

Government was serious that, unless specific circumstances should dictate otherwise, the rationalisation process should be concluded by October 31 to put an end to uncertainty. *BD 2/8/95*

Skweyiya said 26 departments, including all the provincial administrations, had already submitted their restructuring plans. Those of 14 were still outstanding. These included environmental affairs, finance, housing, justice, mineral and energy affairs, public works, state expenditure, trade and industry, transport, water affairs, welfare, Central Economic Advisory Services, Central Statistical Service and the office for public enterprises.

In terms of downsizing, he said he hoped

Continued on Page 2

Public service

(250) *BD 2/8/95*

Continued on Page 2

it could be agreed with public sector unions that posts which became empty through natural attrition should not be filled for a period.

The numbers of such posts normally ran to 5%-8% of the total a year.

However, he said: "We are aware that rationalisation cannot occur without pain.

As the ANC we are concerned about that, as it will hit our own constituency in some areas. It is not an easy task, but if we want to achieve economic growth we have to ensure it proceeds quickly."

He acknowledged that, for many departments, restructuring of the public service had not been on top of their list of priorities in the past 15 months.

● Picture: Page 3

● Comment: Page 6

Skweyiya sets service deadline

Snail-pace change bothers minister

BY MONDLI MAKHANYA
POLITICAL REPORTER

Public Service and Administration Minister Dr Zola Skweyiya said yesterday he was impatient with the pace of rationalisation and restructuring in the public service — and wanted its transformation completed in three months

He told a media briefing at ANC headquarters in Johannesburg that he wanted the shake-up of the civil service, "the most extensive and arduous organisational restructuring in the history of our country", to be completed by October 31

"I personally would like to see the pace go much faster. We would like to put an end to the uncertainty in the public service as this lends itself to instability," said Skweyiya.

He was speaking in his capacity as a member of the ANC national executive committee a day after he denied reports that he was planning to get all 1,2-

million civil servants to reapply for their jobs

Skweyiya said he was urging provincial premiers and various departments to speed up the measures so as to put an end to uncertainty.

National Party, Freedom Front and Democratic Party leaders, including Deputy President F W de Klerk, have voiced their strong opposition to any moves that would force civil servants to reapply for their jobs, as claimed in the reports the minister has denied

Only senior management positions would be advertised in order to allow for former homeland civil servants to apply.

Skweyiya said yesterday that some ministries' eagerness to deliver services had reduced rationalisation as a priority

Of the 11 000 civil service posts that had been advertised last year, only 1 721 have been filled, 756 of them by serving officials who had been transferred.

Only 177 of the 413 senior

managerial positions advertised had been filled, with 87 of these posts going to serving officials.

Skweyiya said the retention of serving officers indicated the Government was not intending to purge the civil service.

Rationalisation was being effected in accordance with procedures agreed upon with unions. The process would be aided by natural attrition, at the rate of between 5% and 8% a year.

Skweyiya said the Government and ANC were "committed to a lean public service" and recognised this would be a painful exercise.

"We are aware and the unions are aware the rationalisation and restructuring will not come without pain. But the GNU is trying to be as humane and humanistic as possible," said Skweyiya.

The Democratic Party and ANC had earlier clashed over the DP's call on Monday on President Mandela to reshuffle his cabinet to remove Skweyiya from his post.

SPAN 2/8/95 (250)

Govt posts

~~434~~ (290) some town 2/8/95
go begging

By Mzimasi Ngudle

ONLY a fraction of the 11 000 affirmative action posts advertised in the public service last year have been filled to date

Minister of Public Service and Administration Dr Zola Skweyiya said only 1 721 of the 11 000 posts, which were advertised to promote the representativity of the public service, had been filled as at May 31 this year

Due to rationalisation 1 241 posts were in the process of being re-allocated to other departments and provincial administrations, while 1 001 advertised posts had been abolished.

By yesterday 26 ministries and provincial administrations had completed organisational restructuring while 13 were still outstanding

In fact, the slow pace of restructuring in the public service has resulted in the deadline for the staffing of Government departments be shifted further back, Skweyiya said.

He appealed to department heads and

administrators to promote efficiency to enable a speedy transition to a new dispensation.

Skweyiya conceded the Government was under pressure to speed up the process. This would remove uncertainty around the implementation of an agreement in the Public Service Bargaining Chamber to conclude the rationalisation of the public service by April 30 this year

"Due to the magnitude and complicated nature of the process, it became evident that departments and administrations will not be able to finalise the process timeously.

"The finalisation date was therefore extended to October 31 1995 and the Constitution was amended to extend the lifespan of the Special (appeal) Tribunal to April 27 1996," Skweyiya said

End of May figures show that Gauteng, KwaZulu-Natal and Free State had the highest number of vacancies still to be filled.

Strike leaves fruit rotting

CT 3/8/95

DURBAN: A strike by warehouse workers at Durban harbour's citrus terminal has left tons of export citrus fruit stranded and could result in substantial losses.

SA Stevedores' industrial relations manager Mr Rhett van Zyl said yesterday there was a contingency plan to hire casual labour after about 350 workers were dismissed for striking.

The workers were responsible for off-loading produce from road and rail trucks into cooling chambers for export.

Mr Van Zyl said all the cooling chambers had been filled, and produce arriving from Gauteng and other citrus-producing provinces had been diverted to Richards Bay, Port Elizabeth and Cape Town.

The trouble began on Friday morning when about 350 workers went on strike, claiming they had been over-taxed. Mr Van Zyl said — Sapa

Racial tensions flare over strike

CT 3/8/95 (250)

STAFF REPORTERS

CLASHES between Worcester residents and striking municipal workers have raised racial tensions in the Boland town, culminating in death threats to the mayor, Mr Riyahd Williams.

Although the two-week municipal strike in the Cape Metropole has been suspended, no municipal services have been rendered in Worcester since about 500 municipal workers went on strike on Monday over wages.

Mr Williams said his family had been placed under police guard after phone calls from residents saying he was unwilling or unable to end the strike and would soon "be in the street with the refuse".

Yesterday Worcester shopkeepers cleaned pavements outside their shops, which had been strewn with litter by striking municipal workers on Tuesday.

Stun grenades and rubber bullets were fired to disperse stone-throwing strikers on Tuesday and police had to keep an angry group of demonstrating residents away from striking workers when tempers flared.

Ratepayers called for the privatisation of refuse removal:

In Cape Town the Lingeletu West transitional council offices had to be closed yesterday when striking workers went on the rampage, blocked the gates with rubbish, threw refuse at cars and poured water on office carpets.

Huge education drive launched

CT 3/8/95

STAFF REPORTER

A MASSIVE drive was launched recently to take quality education into poverty stricken schools around South Africa.

The Thousand Schools Project, funded to the tune of R30 million by the Independent Development

Trust (IDT), is working with non-governmental education organisations to improve teaching and learning in mostly rural schools.

The project's goal is to get 1 000 schools up and running, creating a core structure which could be replicated throughout the country.

Coupled with the project is a

commitment by the IDT to build more schools.

Out of its original government grant of R2 billion, the IDT has dedicated R750 million to education.

R300 of this is being spent on building and improvements to school buildings.

Racial tensions flare over strike

(452) (250) (250)
CI 3/8/95

STAFF REPORTERS

CLASHES between Worcester residents and striking municipal workers have raised racial tensions in the Boland town, culminating in death threats to the mayor, Mr. Riyahd Williams.

Although the two-week municipal strike in the Cape Metropole has been suspended, no municipal services have been rendered in Worcester since about 500 municipal workers went on strike on Monday over wages.

Mr Williams said his family had been placed under police guard after phone calls from residents saying he was unwilling or unable to end the strike and would soon lie in the street with the refuse.

Yesterday Worcester shopkeepers cleaned pavements outside their shops, which had been strewn with litter by striking municipal workers on Tuesday.

Stun grenades and rubber bullets were fired to disperse stone-throwing strikers on Tuesday and police had to keep an angry group of demonstrating residents away from striking workers when tempers flared.

Ratepayers called for the privatisation of refuse removal.

In Cape Town the Lingselthu West transitional council offices had to be closed yesterday when striking workers went on the rampage, blocked the gates with rubbish, threw refuse at cars and poured water on office carpets.

Striking workers stop short of taking hostages

STAFF REPORTER

STRIKING municipal workers yesterday blockaded the entrance to the Khayelitsha municipal offices with refuse compactors and mounds of litter, but stopped short of holding councillors hostage

A Supreme Court interdict was served on striking South African Municipal Workers' Association (Samwu) workers outside the offices yesterday morning, preventing them from entering or damaging the premises, or intimidating fellow workers

Khayelitsha mayor Mr Vuyani

Nguka said yesterday evening that although the situation was tense, he and fellow councillors were free to leave the premises.

Illegal

Workers have been on an illegal strike since July 31, over back-pay and wage increases which the council claims will cost R8,75 million

The municipal strike has been suspended over the rest of the metropole until Monday, pending a decision by the Cape Local Authorities Employers' Organisa-

tion on a Samwu request for mediation

The 110 000-strong union has threatened a national day of action on August 14, if the dispute is not resolved by then.

● In Worcester, where the strike by two-thirds of the municipal workforce entered its fourth day, the council have been able to maintain services using non-striking workers. CT 4/8/95

● The George Town Council obtained a Supreme Court interdict yesterday, barring striking Samwu members from municipal property. (250) (AS)

Worcester wage negotiation degenerates into racial row

Black and white municipal workers in 'ugly' confrontation over pay demands
 ARCT 4/8/95 (250)

ROGER FRIEDMAN
 Staff Reporter

WAGE negotiations between the Worcester Transitional Local Council and two unions representing the municipality's workers have degenerated into a buntight with severe racial and political overtones. The dispute appears to centre on rivalry between the mainly-white South African Association of Municipal Employees (Saame) and the mainly-black South African Municipal Workers Union (Samwu). The council, divided along statutory and non-statutory lines, has failed to resolve the dispute.

The mainly-white ratepayers' organisation emerged as an anti-Samwu force during sometimes violent protest action this week.

The police have been accused of Samwu-bashing, too — a charge denied by police spokesman Raymond Dowd. Matters began to sour on July 21 when Samwu's Worcester branch abandoned wage negotiations at industrial-chamber level and began negotiating directly with the council.

They were offered increases of between 10 percent (for higher category workers) and 15 percent for the lowest. Saame already had settled for a 7.5 percent increase, but then started negotiations with the council which offered to top up their increase to match the offer to Samwu.

Samwu felt the council had no right to make the offer as Saame represented higher wage-earners — who were already earning relatively large salaries — and demanded the council rethink its decision.

Samwu members marched through the town, strewing trash in the streets, allegedly damaging property and intimidating Saame workers. Statutory members of the council were held hostage. Saame local chairman Knox Cloete described the scene in the town as "a terrible, ugly thing".

Samwu regional chairman Bosch Willemse agreed — although for different reasons — saying the administrative offices had resembled the World Trade Centre under siege from the Atrikaner Weerstandsbeweging as supporters of the town's residents' organisation congregated outside on Monday and guns were waved about.

He claimed police ignored the gun-slingers and intimidated the relatively peaceful Samwu workers. The council will decide today whom to appoint to mediate the mess. Regarding allegations against police, Western Cape liaison chief Raymond Dowd said it was their policy to stay out of labour disputes, but if the law was broken or complaints were laid, they were compelled to act.



Finger lickin' hard work: Umtata bureaucrats take an extended lunch

PHOTOGRAPH STEUART WRIGHT

Unemployed, but on the payroll

Steuart Wright

PUBLIC servants queue to place their bags on the conveyor-belt metal detector at Umtata's Botha Sigcau government building. They wait patiently for the bags to emerge, unfazed by the fact there are no security personnel to check them anyway.

It is part of the ritual of coming to work — in a building where nobody has much to do and the hardest task is the struggle to stay awake.

In the faulty lift, which stops at every floor, I remind myself why I am here: to see how Umtata's bureaucrats spend their time after announcements by the Eastern Cape Government that a "post-by-post analysis" of its bloated 150 000-strong civil service found it should be reduced by a mere 7 000 jobs.

The first door I poke my head around reveals five women up to their wrists in oily Kentucky Fried Chicken. Three of them are guffawing at their empty desks, while two stare out of the ninth-floor window.

These are health department clerks unashamedly taking an "extended lunch", which administrative officer Lolita Hokwana explains will probably last the rest of the day. She removes a drumstick from her lips, waves the bone at me and laughs. "Tomorrow morning we will start (work again)."

"We do filing," she says, "leave gratuities, deceased and retired, study leave and capturing files for the new government. But most of the time we spend looking for lost files .."

I do some more snooping and find about one in three bureaucrats at least looking officious. Countless peer blankly through the windows and even more read newspapers.

Public Works clerk SC Jonas is one of these, and he frankly admits he is taking a break. "We give ourselves a chance to rest when there are signs of fatigue, because every day we are busy," he says.

On the seventh floor, I strike it lucky. A transport department worker in a brown suit and sleeveless V-neck jersey nods his greying head sleepily

over a thick open file on his desk. He is doozily woken as the squeaking hinges on his door alert him to my presence.

Uncoiled hinges appear to be the warning device of at least two other bureaucrats I rudely waken.

Local Government and Housing registry clerk Temba is one of them. "I am just waiting to go home after a day's work," he says candidly, with more than 40 minutes to home time.

He too sketches a picture of chaos, where he spends most of his day trying to locate lost files.

Temba says "If I can be honest to myself and you, there are times you find people sleeping, or just standing along the windows or maybe having a chat in the corridor."

I walk down the stairs, seeing the funny side of Provincial Director General Thozamile Botha's attitude that the government is a major job provider in the Eastern Cape which, mindful of high unemployment, would like to keep it that way — even if it means employing people to listen for squeaking hinges. — *Ecna*

State launches probe into MPs' rent arrears

(250)

ESANN de KOCK
Staff Reporter

THE government has launched a full investigation into alleged evasion of rent by cabinet ministers and members of parliament who live in government-owned houses in Cape Town.

The suspected rent evasion by MPs has caused outcry as the government is striving, through its Masakhane campaign, to persuade underprivileged communities to pay their services and rent.

MPs earn pay and perks of R192 000-a-year and many of them live in parliamentary housing complexes such as Acacia Park near Goodwood when parliament is in session.

Their rent is said to be about R560 a month — half the market-rated rent.

Parliamentary officials have found some MPs allegedly owe

AR 5/8/95

large amounts of rent. Ministers are also reportedly in arrears.

But, Department of Public Works spokesman Wiseman Khuzwayo said his department had adhered to a decision taken earlier this year which specified MPs only had to pay rent when they physically occupied houses.

In other words, when parliament was in recess or when MPs were overseas or ill, they did not have to pay or hand in the keys to their houses.

Therefore, when the parliamentary office recently came up with figures of rent amounts owing, Public Works Minister Jeff Radebe disputed this, said Mr Khuzwayo.

He added the rule still stood that MPs did not have to pay rent when they did not physically occupy houses.

The reasoning behind this, according to him, was that

MPs all had permanent residences for which they had to pay.

Letters will be sent to MPs when they return from the parliamentary recess on August 14, stating the amounts they owe.

"They will have to reply with information about when they occupied their houses so that the correct amounts can be ascertained," said Mr Khuzwayo.

Department of Public Works director-general Sipho Shezi called MPs' outstanding debts "ill disciplined and irresponsible" and said ways were being investigated to get them to pay up and avoid eviction.

"It is true that some of the ministers are in arrears," he said "I will have to take serious steps and will ask them to vacate their houses if they still fail to pay."

ET 8/8/95

Council agrees to mediation over wage row

PETER DENNEHY

(250) (25)

A MEDIATION process was agreed to at a special Cape Metropolitan Council (CMC) meeting yesterday, in the hope of avoiding the reimposition of a municipal workers' strike.

The strike, which was suspended a week ago, crippled service delivery in the CMC and most of the northern suburbs for much of last month.

Council chairman Mr Willie van Schoor said the Cape Local Authority Employers' Organisation had agreed to negotiate further on the CMC's behalf.

He believed there was no reason for the industrial action to continue.

Sources close to the union movement seemed happy with what they interpreted as a broad hint that the council was willing to move upwards its present offer of a minimum wage of R1 204 a month, not counting benefits.

More than 6 000 public service posts still vacant

Adrian Hadland

(250) MD 8/8/95

CAPE TOWN — More than half the 11 000 affirmative action public service posts advertised a year ago remained vacant, Public Service Minister Zola Skweyiya said in Parliament yesterday

Responding to a question from NP MP Tembile Ntsizi, Skweyiya said 6 328 posts advertised in July last year remained unfilled at the beginning of June this year.

There were 1,2-million applications.

A total of 1 721 had been filled, 756 of which had been taken by existing public servants. A total of 1 241 posts were being reallocated to new departments or provincial administrations, while 1 001 posts had been scrapped "due to the rationalisation of the public service"

The greatest number of vacancies existed in provincial administrations, with Gauteng, KwaZulu/Natal and the Free State failing to fill 4 815 posts, or about three-quarters of the total

KwaZulu/Natal had placed people in 10 of the advertised positions with 1 726 outstanding, Gauteng had appointed 122 with

1 942 still vacant and the Free State had filled 21 posts with 1 147 vacant.

As far as government departments were concerned, public works had the greatest number of vacancies, while finance had appointed the most people to the new posts, Skweyiya said.

Public works had filled 68 posts with 469 still vacant and finance had appointed 438 with 165 outstanding.

Departments which had taken up their full quota of the new positions included arts and culture, defence, transport, water affairs and forestry, and Deputy President Thabo Mbeki's office.

Skweyiya said earlier that of 413 management level posts advertised since the inauguration of the new government, 177 had been filled by the end of May.

Almost half of these appointments had been through the transfer or promotion of serving officials.

The appointments indicated government's commitment to accommodate the reasonable career expectations of serving officials, he said

Govt crime 'initiative' announced

(24) MD 8/8/95

GOVERNMENT had established an initiative involving all departments in the war against crime, Justice Minister Dullar Omar said yesterday.

Speaking at a Lawyers for Human Rights seminar on crime, he said there was a need to correct the wrong perception that human rights protected criminals, not victims

He said the cancer of crime in SA was rooted in past police, justice and prison systems and the moral decay surrounding violence and corruption.

On the public outcry that bail was granted too easily, Omar said proposals by the Law Commission would give authorities the power to refuse bail in appropriate cases.

"This legislation will do much to contribute to the task faced by police and prosecutors to secure the safety of communities and combating crime."

Juvenile crime and punishment for offenders had become a severe problem, he said.

There was a desperate need for adequate places of

safety where juveniles could be supervised with the aim of rehabilitating them, particularly first-time offenders.

Juveniles who committed serious crimes such as murder, rape or robbery should not be treated with "kid gloves", but should be kept apart from adults.

Omar said sentencing was under review and current forms of punishment were being re-evaluated. Alternate forms of punishment, especially for juvenile offenders, were being considered. — Sapa.

KNOWLEDGE

Pay deal ends municipal workers' strike

DURBAN — A week-long labour dispute between the South African Municipal Workers' Union and local authorities in Pinetown, KwaZulu/Natal, has


ended with a pay agreement. Strikers who had gathered outside the civic centre dispersed at lunch-time yesterday after leaders told them a set-

tlement had been reached.

Strikers were demanding a minimum monthly wage of R1 500 and rises of between 7,5 and 10 percent. — Sapa

ARG 12/8/75 (254) (250)

Council unions plan pay action


THE South African Municipal Workers' Union (Samwu) is to embark on a programme of action to pressure local authorities for better wages

Samwu general secretary Mr Roger Ronnie said the form of action would differ from province to province.

"The action is linked to the state of negotiations in each of the provinces," he said in a statement yesterday. *ET 15/8/95*

Municipal workers in 24 local authorities in the Free State went on strike yesterday morning.

The union is to hold marches and pickets in the Eastern Cape, Gauteng, Northern Province, Eastern Transvaal and North-West.

Other forms of action are being planned in the Western and Northern Cape. — Sapa

tions stipulated in the accepted tender no PO 86311 with the proviso that Telkom reserves the right from time to time to extend the duration of this contract for periods of ten years or such longer or shorter period(s) as it may deem necessary.

- (2) yes, Maister Directories (1981) (Pty) Ltd.
- (3) no court proceedings have been instituted against (a) the Minister, (b) Telkom and/or (c) the Department of Posts and Telecommunications, this contract was extended on two separate occasions for a period of five years each after the correct procedures were followed and lapses with the publication of the 2000/2001 issues of the telephone directories

*15 Sen W F MNISI—Housing [Question standing over]

*16 Sen J SELFE—Defence [Question standing over]

For written reply

Advisory Committees: terms of reference

10 Sen J SELFE asked the Minister in the Office of the President (Minister without Portfolio)

- (1) Whether, with reference to the reply to Question No 3 standing over from 8 November 1994 and replied to on 15 November 1994, he will furnish particulars as to what the "larger campaign to identify with the important stakeholders the key performance indicators and human development indices that must underpin our statistical base" entails, if so, what are the (a) relevant details and (b) other features of the said "larger campaign".
- (2) whether the Advisory Committees have been set up, if not, when will they be set up, if so, (a) how many, (b) which community organisations are represented, (c) when were they set up and (d) what are their terms of reference.
- (3) whether any community organisation have been approached in this regard, if not, if so, which organisations?

SSE

The MINISTER WITHOUT PORTFOLIO

- (1) Yes

— tabulation and publication programme.

Request by Namibian authorities to write off monetary liabilities

28 Sen C R REDCLIFFE asked the Minister of Finance

- (1) Whether his Department has been requested by the Namibian authorities to write off any monetary liabilities due to the Republic, if so, (a) what is the extent of the liability and (b) when,
- (2) whether a settlement has been reached, if so, what were the terms of such settlement,
- (3) whether he will make a statement on the matter?

S61E

The MINISTER OF FINANCE

- (1) The President of the Republic of South Africa has indicated in 1994 that it will not be required of the Government of the Republic of Namibia to redeem its pre-independence RSA Government guaranteed debt. The Ministry of Finance is currently undertaking the negotiations regarding the matter.
- (2) The negotiations between the South African Government and the Government of Namibia regarding the matters related to questions (1)(a), (1)(b) and 2 have not been finalised as yet, but both the Ministers of Finance of South Africa and Namibia agreed to urge the relevant parties to speed up their negotiations.

- (3) The South African public will through media be fully informed of the developments taking place with regard to that above-mentioned issue (For more information attached please find a copy of a joint press release by the Ministers of Finance of Namibia and South Africa after the 26 June 1995 meetings, in Windhoek, Namibia.)

Joint Media Statement by the Ministers of Finance of Namibia and South Africa

The Minister of Finance of Namibia and of South Africa held wide-ranging discussions in Windhoek today. The issues included the Com-

mon Monetary Area, the Southern African Customs Union, the African Development Bank, the Lomé IV Convention, the International Monetary Fund, the Work Bank and the Southern African Development Community

Following the instructions of President Nujoma and President Mandela regarding the pre-independence government debt of Namibia, very positive and constructive discussions were held on the outstanding technicalities concerning South Africa's assumption of the responsibility for the repayment of the debt. The Ministers expect to meet again in the near future to bring the matter to finality.

On the equally important but unrelated matter of the outstanding transfer of assets and liabilities relating to Portnet and Telkom, the Ministers agreed to urge the relevant parties to speed up their negotiations.

They also decided to facilitate regular meetings to discuss bilateral and regional matters.

Posts in Public Service created/abolished

29 Sen C R REDCLIFFE asked the Minister for the Public Service and Administration

- Whether any posts in the Public Service were (a) created and (b) abolished in 1994, if so, how many in each department and organisational component?

S63E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

Yes, but to provide information for the whole of 1994 is virtually impossible. Up to 30 June 1994 there were 11 public services serving the country. Since 1 July 1994, the country has a new, unified Public Service consisting of 35 departments, offices and services at national level and nine provincial administrations. The rationalisation of the erstwhile departments, administrations and other components into the new, commenced on 1 July 1994.

A comprehensive, central post establishment record for the whole of the Public Service is not available.

The information in the schedule below, for the period 1 July to 31 December 1994, has been supplied by the various departments, administrations and other components.

Department/Provincial Administration/Organisational Component/Education and Culture Service of Ex Own Affairs Administration	The number of posts created during the period 1 July to 31 December 1994	The number of posts abolished during the period 1 July to 31 December 1994
Department of Agriculture	24	0
Department of Arts, Culture, Science and Technology	26	5
Department of Constitutional Development	0	0
Department of Correctional Services	11	14
Department of Education	135	0
Department of Environmental Affairs, and Tourism	74	15
Department of Finance	0	0
Department of Foreign Affairs	15	0
Department of Health	49	40
Department of Home Affairs	33	14
Department of Housing	0	0
Department of Justice	29	29
Department of Labour	35	39
Department of Land Affairs	653	252
Department of Mineral and Energy Affairs	2	206
Department of Public Works	0	0
Department of Sport and Recreation	19	62
Department of State Expenditure	5	2
Department of Trade and Industry	12	0
Department of Transport	10	0
Department of Water Affairs and Forestry	11	0
Department of Welfare	0	0
National Defence Force ¹	0	0
National Intelligence Agency ¹	0	0
Office of the President	9	15
Office of the Public Service Commission	7	2
Provincial Administration Eastern Cape	0	0
Provincial Administration Eastern Transvaal	0	0
Provincial Administration KwaZulu-Natal	1 280	1 091
Provincial Administration Northern Cape	727	0
Provincial Administration Northern Transvaal	638	39
Provincial Administration North West	7	0
Provincial Administration Orange Free State	130	44

Department/Provincial Administration/Organisational Component/Education and Culture Service of Ex Own Affairs Administration	The number of posts created during the period 1 July to 31 December 1994	The number of posts abolished during the period 1 July to 31 December 1994
Provincial Administration Pretoria-Witwatersrand-Vereeniging	378	308
Provincial Administration Western Cape	888	933
South African Police Service	0	0
South African Secret Service ¹	0	0
Central Economic Advisory Service	15	0
Central Statistical Service	0	0
Office of the Executive Deputy President	9	0
Office of the Executive Deputy President from the Largest Minority Party	15	2
Office for Public Enterprises	0	0
South African Communication Service	27	21
Education and Culture Service (Ex Administration House of Assembly)	0	20
Education and Culture Service (Ex Administration House of Delegates)	0	4
Education and Culture Service (Ex Administration House of Representatives)	123	52

¹ The relevant information is classified and has not been made available

Infant mortality rate in each population group

70 Sen Dr G W KOORNHOF asked the Minister for Health

What was the infant mortality rate in respect of the (a)(i) Black, (ii) Coloured, (iii) Asian and (iv) White population groups and (b) Republic in the latest two calendar years for which figures are available?

S145E

THE MINISTER FOR HEALTH

(a) We believe that the figures that we have for Infant Mortality Rates are not reliable and that the true figures are higher. This is because we believe that there is under-recording of births and infant deaths, particularly in the rural areas.

With this caveat the Infant Mortality Rate per 1 000 live births in 1994 for each of the nine provinces were

Western Cape	27
Northern Cape	32
Eastern Cape	36
Free State	41
North West	43
KwaZulu-Natal	46
Free State	46
North Province	57
Eastern Cape	58

Source "Southern Africa's nine provinces: A human development profile" Development Bank of Southern Africa

(b) The same caution must be exercised in interpreting the national data for population groups with a high proportion living in rural areas.

The data available gives the following Infant Mortality Rates per 1 000 live births

(b) (aa) SABC Salary Expenditure

	Basic salary
Non-management (4 087)	R234,9m
Management (351)	R40,2m
Total (4 438)	<u>R275,1m</u>

Management = Top, Senior, Middle, Junior
Non-management = Specialists, Skilled, Semi- and Unskilled

(bb) IBA Salary Expenditure

The SABC does not have any information on IBA salary structures

(c) Date of information
13 June 1995

(3) In terms of its mandate, the SABC intends transforming itself into a public broadcasting service. In doing so, the SABC is currently reviewing its existing broadcasting services and structures to ensure that it operates in an efficient manner. The costs of this review and its effects would be through a redistribution of its current resources and will not require additional resources

Strike action at State departments/
organisations: man-days lost

155 Sen Dr G W KOORNHOF asked the Minister for the Public Service and Administration

How many man-days were lost as a result of (a) legal and (b) illegal strike action at State departments and organisations during the period 1 October 1994 to 30 April 1995?

307E

The MINISTER FOR THE PUBLIC SERVICE
AND ADMINISTRATION

(a) and (b) During the period 1 October 1994 to 31 March 1995 116 796 man-days were lost in the Public Services due to strike action. The hon Senator's attention in this regard is also invited to the following

• Policy measures, require of departments and provincial administrations to report on labour unrest statistics on a quarterly basis to the

Public Service Commission Statistics can therefore only be given until the end of March 1995

• In reporting on labour unrest in the Public Service, no distinction is made between legal and illegal strikes

• The above-mentioned figures only include personnel who fall under the Public Service Labour Relations Act, 1994, ie personnel appointed in terms of the Public Service Act, 1994, as well as the Correctional Services Act, 1959

Strike action at parastatal enterprises:
man-days lost

156 Sen Dr G W KOORNHOF asked the Minister for Public Enterprises

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

S308E

The MINISTER FOR PUBLIC ENTERPRISES

(a) Aventura Nil

Alexkor 12 314

Denel Nil

Eskom Nil

SAFCOL Nil

Transnet Nil

Aventura Nil

Alexkor 427

Denel Nil

Eskom 308

SAFCOL 2 481

Transnet 50 272,6

*Hans and
17/8/95*

Youths detained in prisons

157 Sen Dr G W KOORNHOF asked the Minister of Correctional Services †

(a) How many (i) awaiting-trial and (ii) sentenced youths are currently being detained in prisons and (b) in respect of which date is this information furnished?

S309E

The MINISTER OF CORRECTIONAL SERVICES

(a) (i) 5 200

(ii) 9 351

(b) 30 April 1995

In terms of section 1 of the Correctional Services Act, 1959 (Act 8 of 1959), a juvenile is any person under the age of twenty-one years

Illegal driver's licences: persons charged

159 Sen J SELFFE asked the Minister for Safety and Security

(1) Whether any persons were charged with (a) issuing, (b) manufacturing and/or (c) using illegal driver's licences during the period 1 January 1994 up to the latest specified date for which information is available, if so, how many in each case,

(2) whether any persons have been (a) arrested and (b) convicted of these charges, if not, why not, if so, how many in each case,

(3) whether any other action has been taken against any persons charged with these offences, if so, what action,

(4) whether any estimates have been made as to the number of illegal driver's licences currently in circulation, if so, what are these estimates,

(5) whether the South African Police Service has considered or is considering any steps to make the issuing, manufacture and/or use of illegal driver's licences more difficult, if not, why not, if so, what steps?

S311E

The MINISTER FOR SAFETY AND SECURITY

(1) Yes

(a) 12

(b) 2

(c) 847

(Latest specified date 30 June 1995)

(2) Yes

(a) 856

(b) 557

(3) Yes False documents are confiscated and destroyed.

(4) Yes, 10 124

(5) No Steps to prevent the issuing and manufacturing of illegal driver's licences is not the responsibility of the South

African Police Service and must be taken by the appropriate authorities

SA/Foreign ships using gill nets

161 Sen E K MOORCROFT asked the Minister of Environmental Affairs and Tourism

(1) How many (a) South African and (b) foreign ships were found to (i) be using gill nets or (ii) have gill nets on board in South African waters during the latest specified period of 12 months for which information is available,

(2) whether any (a) persons have been charged and/or (b) arrests have been made as a result, if not, why not, if so, how many in each case,

(3) what procedures are currently in place to check fishing vessels for gill nets,

(4) whether these measures have proved to be adequate, if so, what are the relevant details, if not, why not,

(5) whether he or his Department intends (a) changing these measures and/or (b) introducing any new measures, if not, why not, if so, what are the relevant details in each case?

S313E

The MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

(1) (i) (a) No South African or (b) foreign ships were found to be using gill nets in South African waters

(ii) (a) One (1) South African and two (2) foreign ships were found to have gill nets on board in South African waters

(2) (a) In all three cases the ship captains were taken to court

(b) In one case the ship's captain was fined, one ship's captain was found not guilty on a technical point and one case is still pending in the Cape Town Regional Court

(3) Regular inspections are carried out in all harbours and by patrols at sea

(4) The Government has previously, on numerous occasions and in different ways, nationally and internationally, raised and

QUESTIONS

†Indicates translated version

For written reply

RDP application forms received from various districts

281 Mr G Q M DOIDGE asked the Minister without Portfolio

Whether any RDP related application forms have been received by the (a) Departments of (i) Public Works, (ii) Local Government and Housing, (iii) Health and (iv) Education and (b) RDP unit in the former Eastern Cape from the districts of (i) Mt Fletcher, (ii) Maluth, (iii) Matulule, (iv) Cedarville, (v) Kokstad, (vi) Mt Ayliff, (vii) Mt Frere, (viii) Umzimkulu and (ix) Tabankulu during the period 1 May 1994 up to 26 April 1995; if so, (aa) what are the relevant details in each case and (bb) how are such application forms being dealt with?

HANSARD 17/8/95 N563E
The MINISTER WITHOUT PORTFOLIO.

In the normal course of events, information on project level applications is not conveyed to the Office of the Minister without Portfolio. We would only be notified of progress with such projects (as approved at Provincial level), or receive them as part of comprehensive provincial business plans, which would come through the Provinces, or a central Government Department or both

Under the circumstances, the member should direct his question to Provincial authorities, or Ministers of Education, Public Works, Housing or Health

Public Service Pension Fund: Government's contribution

352 Mr J AJORDAAN asked the Minister for the Public Service and Administration

(1) Whether the Government intends reducing its contribution to the pension fund of each member of the Public Service Pension Fund in order to make additional funds available for the improvement of the working conditions of public servants; if so, (a) by what average amount and (b) what total amount will be so made available.

(2) whether the reduction of contributions will differ in respect of the different salary scales; if so, to what extent;

(3) whether the Government is bound by any agreements with employee organisations to increase the funding level of the said Fund; if so, how is this agreement to be reconciled with the decision to reduce Government contributions to improve working conditions?

N714E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) Yes,

(a) the additional costs for improvement in conditions of service, ie over and above the amount that has already been voted for this purpose, will be funded by reducing the State's contribution ratio to the Government pension funds with a factor that will be determined by an actuary,

(b) R1,06 billion.

(2) the State's contribution to pension funds is based on the contribution a member makes to his or her pension fund. The member's contribution again, is based on a fixed percentage of his or her pensionable income. The reduction in the State's contribution will therefore differ to the extent that members' contributions differ from each other, and

(3) an agreement with employee organisations was reached to the effect that if the natural recovery of the funding level of the relevant pension funds does not occur at three percentage points over a period of three years, the State will make a contribution to the said funds to bring the funding level to a level three percentage points higher than where it was at the previous determination. This agreement remains in force and the effect which the reduction of State contributions will have on the funding levels of funds will be subject to the said agreement.

Retired prison warders

373 Mr G C OOSTHUIZEN asked the Minister of Correctional Services †

(1) How many prison warders retired from the service of his Department (a) as a result of reaching the retirement age, (b) with a retirement package and (c) as a result of dismissal during the period 1 June 1994 up to the latest specified date for which information is available;

(2) whether he is applying a policy of affirmative action in his Department, if so, (a) what are the principles that he is applying in this regard and (b) what are the implications thereof in respect of the promotion of existing personnel?

N773E

The MINISTER OF CORRECTIONAL SERVICES

(1) (a) 10 Members in terms of section 12(2) of the Correctional Services Act, 1959 (Act No 8 of 1959);

(b) none, and

(c) 246 members in terms of the following stipulations of the aforementioned Act, namely:

section 12(3) *quat*: 17 members
section 12(4)(a): 197 members
section 13(1) read together with section 12(4)(e): 32 members
for the period 1 June 1994 to 31 May 1995.

(2) (a) The Department of Correctional Services is committed to the establishment of a personnel corps which is representative of the broad South African population

Every member of the Department is assisted to become responsible for his/her own development by means of goal-directed career planning and career development programmes. However, the Department is geared to create development opportunities especially for the under-represented personnel

The Department commenced with inclusive career development programmes for all its personnel as early as 1985, which include the following.

— standard development programme,
— accelerated development programme; and
— mentorship programme

Members who show that they have potential, are developed by means of one of these programmes in order to establish a representative personnel corps

The Department of Correctional Services implemented a Management Development Programme on 1 July 1992 with the aim of establishing a competent and well-equipped representative personnel corps, and to ensure that selected personnel are developed goal-directedly and effectively in order to eliminate backlogs in respect of representativity in the management corps

Currently there are 491 members involved in the Management Development Programme. This total includes members who have been promoted additionally to the fixed establishment, despite the fact that they did not comply with all the set promotional requirements.

Further initiatives to accelerate the establishment of a representative personnel corps

On 20 January 1995, the Commissioner of Correctional Services announced that the Department is committed to ensure that its management corps becomes more representative of the population at large. To achieve this objective an Advisory Forum on a Representative Corps was established.

This Forum advises the Commissioner on the following matters:

— promotion policy;
— the establishment of a more career orientated representative personnel corps in general, and
— participation in decision making

HANSARD 17/8/95

Manuel speaks up for steel plant

Political Staff

THE Saldanha steel plant will create new job opportunities in an area which desperately needs job creation and an injection of economic activity, says Trade and Industry Minister Trevor Manuel

AR 18/8/95
In a question tabled in the senate, Mr Manuel was asked whether there had been an investigation into possible retrenchments resulting from the development of the proposed Iscor plant.

Mr Manuel said no such investigation had been done

Street collection for health

TOMORROW'S street collection is for National War Memorial Health Foundation, fundraising number 08 800204 000 4.

Public service has new faces in place

Political Staff

(250)
AR 18/8/95
SOUTH Africa's public service is assuming a new complexion, thanks to the 11 000 posts advertised by the government last year.

By May 31, 1 721 posts had been filled, according to a survey conducted by the Office of the Public Service Commission.

In 756 of these posts, appointments had been made from the ranks of existing public servants and 1 542 appointments had been made from under-represented groups.

At the same time, 116 796 working days had been lost because of strikes in the public service between October 1 last year and March 31.

Public Service and Administration Minister Zola Skweyiya gave this information in the national assembly.

Pay talks near deadlock, says municipal union

Renee Grawitzky

THE SA Municipal Workers' Union (Samwu) announced yesterday that a deadlock in wage negotiations with employer organisations in the provincial industrial councils covering small to medium-sized local authorities was imminent.

Samwu general secretary Roger Ronnie said there was "a distinct possibility of strike action unless there is a substantial shift by employers". It was clear various local government employer organisations failed "to make the transition to democracy".

He said workers in 42 local authorities in the Free State region had embarked on strike action, while marches and pickets in the various regions were planned for today.

Ronnie said disputes also existed in Kimberley and Bloemfontein — areas not covered by the provincial

industrial councils.

Negotiations covering local authorities in the western, eastern and northern Cape had resulted in the Cape Local Authorities Employers' Organisation declaring a dispute. The parties met in mediation at the weekend, but with both parties agreeing that they were too far apart, no settlement was achieved.

Andre Swart of the Cape employers' organisation said the expectations of the union were unaffordable. He said the dispute would be referred to the industrial council and "failing resolution in that forum, we will refer the dispute to arbitration".

Ronnie said the employers "came to the mediation because of public pressure and did not give the process a chance". He said the union would revert to mediation if there was a clear indication from employers that they had room to move. Arbitration

was not feasible at this stage.

Ronnie said the union was demanding a minimum wage of R900 for those employees earning less than R650. Employers were offering R709.

For employees earning between R650 and R850, the union was demanding R1 100 a month, with employers offering between 16% on the lower grades to 7,5% on the higher.

Peet Roodt of the Municipal Employers' Organisation, representing local authorities in the Transvaal, said a meeting was held with the union yesterday and it appeared a settlement was in the offing.

The union said the reason for the impasse in negotiations was linked directly to the approach of the employers. Ronnie said the employer organisations "continue to make the same excuses for the inability of local authorities to address the cheap labour system existing in the sector".

(250) BD 15/8/95

Samwu in pay protest

(250) (252) *Samwu on 15/8/95*

THE South African Municipal Workers Union is to embark on a programme of action to pressure local authorities to improve wages

SAMWU general secretary Roger Ronnie said the form of action would differ from province to province

"The action is directly linked to the present state of negotiations in the respective provinces," Ronnie said yesterday. He said municipal workers in 24 local authorities in the Free State began strike action yesterday morning

The union will hold marches and pickets in the Eastern Cape and Gauteng, Northern Province, Eastern Transvaal and North West. Other forms of action are being planned in the Western and Northern Cape

"It is clear that local government employer organisations have failed to make the transition to democracy. They make the same excuses for their inability to address the cheap labour system existing in the sector," Ronnie said - *Sapa*.

Civil servants able to stand for election?

(250) CT16/8/95

DRAFT legislation to allow civil servants to stand in the forthcoming local government elections is being circulated among MPs and Senators for study and informal discussion.

A memorandum attached to the preliminary draft of the Constitution of the Republic of South Africa Second Amendment Bill, says it gives effect to a June 21 cabinet decision.

Provincial premiers, in consultation with elected local government members, will also be enabled to decide which traditional leaders should be allowed to be ex officio members of any particular local government body.

There had been problems with the interim constitution's provision that traditional leaders

observing indigenous law, and on land in the jurisdiction of an elected local government, should be ex officio members of that local government.

Because the local government elections are now likely to take place over five months and not on one day, the constitution is to be amended.

A draft Local Government Transition Amendment Bill, also being circulated among parliamentarians for study and informal discussion, provides for amendments because of problems with the local government elections.

Both draft bills will be discussed at a joint meeting of the National Assembly and Senate Constitutional Affairs committees tomorrow. — Sapa

BRIEFS

Union slams brokers

CT 16/8/95
DURBAN: Up to 35% of workers here are employed without basic worker benefits by labour brokers, the Azanian Workers' Union said yesterday

Union secretary Mr Patrick Mkhize said the union planned to agitate against brokers to ensure the brokering system did not erode workers' rights.

Workers will not be paid

CT 16/8/95
WORKERS at the Sea Harvest factory at Saldanha will not be paid on Friday. Most of them are process workers and have been out of work since last week because of the strike by trawlermen and line fishermen

Management has offered the workers options for loans or leave while the fishermen are on strike

The proposal has been rejected by the Food and Allied Workers' Union as they are not responsible for the strike.

Staff clash at hospital

JOHANNESBURG: Tension ran high at Kalafong Hospital in Mamelodi yesterday when members of the Hospital Personnel Association of South Africa clashed with rivals from the National Education, Health and Allied Workers' Union

Only the intensive care unit was operational and patients not needing emergency treatment were sent away.

CT 16/8/95
Sapa

Council staff plan next step

SHOP stewards representing 14 000 municipal workers in the Western Cape were due to meet at the South African Municipal Workers' Union regional office in Athlone last night to decide whether to resume their strike as mediation had failed

(250) CT 16/8/95
Samwu regional secretary Mr Stanley Yisaka said shop stewards would present mandates from their structures at the meeting

He expected the meeting would arrive at a "programme of action" — Municipal Reporter

Today's Lucky

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Municipal 'action' plan

Staff Reporter

WESTERN Cape municipal workers will be told today that their shop-stewards have rejected an offer of arbitration to settle their wage dispute with employers. *ARL 16/8/95*

They will be asked to give their blessing to a "programme of action" for next week, so the wave of municipal action sweeping other parts of the country will not be felt in the Western Cape.

The protest action follows the failure of mediators to settle the wage dispute between employer bodies and the South African Municipal Workers Union (Samwu).

The union held a shop-stewards' council meeting last night which rejected the question of arbitration, a spokesman said.

The shop-stewards would be reporting back to members today for a mandate to resume the recently suspended programme of action next week.

The protest action — which included a gravediggers strike and the near-collapse of the region's sewerage treatment system — was suspended a fortnight ago.

City workers may march

STAFF REPORTER

(250) CT 17/8/95

MUNICIPAL workers would march on the city centre next Tuesday unless management negotiated with the South African Municipal Workers Union (Samwu) over a wage dispute by tomorrow. The union said today.

Samwu spokesman Mr Trevor Seifontein said after a two-hour meeting on Tuesday that union representatives would hand memorandums to management in every municipality in the Johannesburg area.

The hope is to report on the matter of arbitration.

2004
17/8/95
WJW

Police assaulted by angry workers

Two policemen and a traffic officer were seriously injured when they were assaulted by striking municipal workers with bricks and knobkerries in Bloemfontein yesterday.

Free State police spokesman, Major Johlene van der Merve, said policemen were forced to use batons to disperse the 700-strong crowd after two policemen were assaulted at the taxi rank. One striker was injured and a man was arrested and charged with attempted murder.

The traffic officer was assaulted as the crowd returned from the civic centre, where they had picketed the whole day after the council refused to give in to their demands for a 15% wage increase. — Crime

Reporter

(250) ~~250~~
Star 17/8/95

Municipal workers

poised to march

Star 18/8/95 (250)

■ BY JUSTICE MALALA

Local authorities countrywide are heading for serious confrontations with the SA Municipal Workers' Union if workers' wage demands are not met by next week.

Samwu has already started strike action in parts of the country.

The union's programme of mass action to force local authorities to agree to its wage demands is set to enter a crucial stage next week when it plans to embark on mass protest marches throughout SA.

The marches will be staged a day before wage talks on Thursday with representatives of Gauteng, Eastern Transvaal and Northern Province authorities.

The mass action campaign has already started in earnest in the Free State, where several policemen and union members were injured in clashes on Wednesday.

Other provinces affected are the Western Cape, Eastern Cape and Kwa-Zulu-Natal.

Samwu secretary-general Roger Ronne said yesterday that the action could culminate in a nationwide strike by the union's 50 000 members.

The union has demanded a minimum of R1 500 a month for workers in major centres, and R1 000 a month for those in rural towns.

■ Free State commissioner Faan Cloete yesterday ordered the deployment of police reinforcements after two policemen were seriously injured in Bloemfontein during an attack by striking municipal workers.

Council strikes loom

ET 18/8/95



250

JOHANNESBURG: Local authorities countrywide are set for huge clashes with the SA Municipal Workers' Union (Samwu), which has already started strike action in some parts of the country, if workers' wage demands are not met by next week.

The union is set to embark on marches countrywide, including one on the Union Buildings.

Marches will be staged a day before crucial wage talks next Thursday with Gauteng, Eastern Transvaal and Northern Province local authorities.

The union is demanding a minimum wage of R1 500 in urban centres and R1 000 in rural areas.

— Special Correspondent



Picture OBED ZILWA, The Argus

DEMANDS: Mark Tinker, chairman of Samwu's Cape Metropolitan Council sub-structure, hands a memorandum to council executive chairman David Dlali at the council's office in Cape Town.

Striking council workers stage sit-in at CMC offices

Staff Reporters

ABOUT 60 striking South African Municipal Workers' Union (Samwu) members occupied the 11th-floor of the Cape Metropolitan Council's city offices, demanding to hand a memorandum to council chairman Willie van Schoor

But, Mr Van Schoor was off sick yesterday and his executive committee chairman David Dlali accepted the workers' demands on his behalf

And, in Guguletu, Samwu's Ikapa Town Council branch staged a protest march from Nyanga railway station to the council's headquarters

Yesterday's two protest actions were part of Samwu's campaign to force municipalities belonging to the Cape Local Authorities Employers' Organisation to agree to wage increases

Cape Metropolitan Council workers said they wanted R1 300 a month and for the council to negotiate wages directly with the union

Elsewhere, Samwu is demanding a minimum wage of R1:500 a month.

Mr Dlali told the workers he found it disturbing the matter still had not been resolved

"We will discuss the wage negotiations at our next executive committee meeting and as soon as the metropolitan chamber — a forum representing all the stakeholders in the metropolitan area — is established, the council will be in a position to deal directly with the issue," he said

Union spokesman Mark Tinker said a dispute had been declared because the employer organisation had adopted an inflexible and intransigent negotiating stance.

(250) (150) ARG 18/8/95

Municipal strikers clash with police

SOUTH African Municipal Workers' Union strikers around the country have resolved to continue their strike as pay talks remained deadlocked

Samwu members are on strike in Cape Town, Paarl, Bloemfontein and Sasolburg, in support of

demands for a higher minimum wage and across-the-board pay rises

About 500 strikers wielding sticks and overturning rubbish bins in Paarl were dispersed with stun grenades by police on Friday. Three strikers were ar-

rested.

The Cape Local Authorities Employers' Organisation has referred the dispute to the Industrial Council and the parties are due to meet on September 1 in a final bid to resolve the issue — Sapa

~~(250)~~ (250) ST(CM) 20/8/95

QUESTIONS

†Indicates translated version

For written reply.

Certain person found guilty/sentenced on charges of fraud

423 Mr M F CASSIM asked the Minister of Correctional Services.

Whether a certain person, whose name has been furnished to his Department for the purpose of his reply and who had been found guilty and sentenced on charges of fraud, now stands to escape the further due process of the law, if not, what is the position in this regard; if so, on whose authority?

N898E

THE MINISTER OF CORRECTIONAL SERVICES

This Department has no record of any further judicial processes against the person referred to by Mr Cassim and subsequently cannot comment on the matter

Special remission of the unexpired portion of his sentence was granted to the relevant person by the President in terms of section 82(1)(k) of the Constitution of the Republic of South Africa, 1993 (Act No 200 of 1993) The Department of Correctional Services therefore had no legal basis to detain the person referred to for any period of time

Browde Commission of Enquiry

442 Mr D H M GIBSON asked the Minister for the Public Service and Administration

(2) 486

THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) Yes, (a) and (b)—the answers to these questions as at 6 July 1995, as set out in the attached Annexure, were supplied by the Browde Commission of Enquiry, and (c) the Browde Commission also reported that in respect of those matters where it was found that persons were beneficiaries of improper or irregular promotions, translations or awards, it has made orders that they be set aside These orders will be communicated by the Browde Commission to the relevant departments and provincial administrations and the onus will then be on them to give effect to these orders, and

Annexure

Information regarding actions or attempted actions against persons investigated by the Browde Commission of Enquiry

		(a)		(b)	
(i) Person investigated	(ii) Where is or was he or she employed*	(iii) By whom is or was he or she employed	(iv) Why was he or she the subject of investigation	What action did the Commission take or attempt to take	The appointment was found to be improper and was set aside
W M Mdlulwa	Not available	Department of Justice (former of Transkei)	Improperly appointed to the post of Senior Magistrate		

250
HANSARD

(a) (i) Person investigated (ii) Where is or was he or she employed* (iii) By whom is or was he or she employed (iv) Why was he or she the subject of investigation (v) What action did the Commission take or attempt to take

93 Ciskei Tax Officials (see Schedule 1) Not available Inland Revenue (former Ciskei) Improperly transferred from Tax Clerks to Tax Officers Translations found to be improper and were set aside

T Momoth Not available Department of Justice (former Transkei) As a result of a computer error, he is being remunerated on a higher salary than which he is entitled to (Magistrate) That he is being compensated on a higher scale than which he is entitled to. That steps be taken to reury the computer programme and he be compensated on the correct salary scale

A M Mahlangeni No available Department of Justice (former Transkei) Remunerated on the 3rd leg Magistrate scale whilst he is entitled to a remuneration on the 2nd leg Magistrate scale That the remuneration on the 3rd leg was improper and was accordingly set aside

* The Browde Commission indicated that this information is not readily available, as it was not regarded as relevant to the investigation of the complainants that the exact location be identified, as all staff members investigated in a certain area were subject to the same rules and regulations wherever they were employed within those areas

CISKEI TAX OFFICIALS

Schedule 1

T A Maartman	M S Tshazibana	N V Mtwa	G M Tyamzashe
A N Nohe	J K Prenaar	E Delhlazo	N J Ngcozele
N A Mazwi	M D Miti	B B Qabaka	N Kama
A M Maxam	N Mayekiso	M C Mishwane	Z J Mautso
N A Mbekwa	T E Stuurman	L L Oxakuma	V V May
S A Mketu	A N Jack	B L Mashwanyela	V M Dweba
R K Mlungu	S C Khotshibe	N V Khalo	B R Wathu
T R Bongco	V G Mfengwana	N V Mpoza	M M Nlangwini
V S P Songayi	M F Ngxam	L Veco	C Williams
P R Kutta	M K Rawana	P Booi	S S Nonyongo
X M Zondani	N E Zuma	P S Tshatshu	B L Nkosiyaphantsi
E N Kupa	P S Mangxola	M Yantolo	N A Mathole
V M Vongwe	V R Ncipha	V M Miti	D B Masumpa
J M Mbasha	T J Mhlontlo	I N Dyosi	L Madkane
T T Mangwane	S Mapeyi	S Phakoe	M W Nngqagu
Z Hoza	B B Msutwana	L L Mankayi	N C Mayipase
T M Dingani	M Dube	M N Botha	N H Dyantyi
L Mgqhayi	D N Lusizi	L T Qumza	P V Mpolweni
S L S Guzana	T G Qoboshyane	H T Gampu	Y E Mtati
T Mdingi	Y N Marawu	N Kontsiwe	S A Xanti
M P Lekonyana	N P Mgedezi	N Simani	R N Wotshela
P Bophi	M Gomba	A N Mnyande	T E Maxama
		P R Wandle	F W Z Stali
		V R Nana	N E Malowa
		Z E Mzayiya	

QUESTIONS

†Indicates translated version

For written reply

Department of Labour: advisers/consultants appointed

(ii) (aa)

Economics School",
Mr J Maluleke, B Proc II,
University of Western
Cape

Mr D H Lewis
Labour market policy and
the impact of trade and
industrial policy reforms
on labour. Presently he
serves as Co-Chairperson
of the Labour Market
Commission

Mr O P S Moloto

Human resources develop-
ment and its impact on the
labour market and the
economy in general, as
well as matters related
thereto

Mr J Maluleke

Co-ordination of the total
process related to the Draft
Labour Relations Bill,
which includes publicity
and communication, colla-
tion of public submissions,
facilitator of negotiations
between NEDLAC and
public sector bargaining
forums and parliamentary
liaison

(bb) Mr D H Lewis—1 October

1994 to 31 March 1996

Mr O P S Moloto—1 Oc-

tober 1994 to 30 Septem-

ber 1995

Mr J Maluleke—1 March

1995 to 28 February

1996

(ii) Mr D H Lewis—R19 200 per

month

Mr O P S Moloto—R19 200 per

month

Mr J Maluleke—R19 200 per

month

The MINISTER OF LABOUR

(1) (a) Yes

(b) Yes

(i) (aa) Mr D H Lewis, Adviser

Mr O P S Moloto, Adviser

Mr J Maluleke, Consultant

to Department

(bb) Mr D H Lewis, BCom and

MA (Economics), Univer-

sity of Cape Town

Mr O P S Moloto, MSc

(Labour Science), "Berlin

(2) No

(3) Not at present

(4) Falls away

Free State strikers in consumer boycott call

(250) (400) (200) *Sowetan 21/8/95*

By Mpkeleni Duma

A WAGE strike by about 4 000 municipal workers in various parts of the Free State enters its second week today without any significant agreement between the employees' union and management.

In Bloemfontein services collapsed last week after workers took to the streets in demand of a R1 500 a month minimum wage and an across-the-board three percent increase.

Chaos reigned in the city when marching workers deliberately dumped litter and garbage in the streets

At the Batho Clinic near tragedy was averted when eight-year-old Pinkie Makubane of Thabo Mbeki Square in Bochabela Location was transferred to the Pelonomi Hospital after suffering an epileptic fit as a group of workers demanded the clinic's immediate closure

Some of the staff, including nurses and a doctor were barred from entering the clinic

The impasse comes in the wake of the dumping of garbage in the city centre and the clinic closed

The South African Municipal Workers' Union and Free State local

authorities deadlocked on Friday when they could not reach a settlement

The local authorities are offering a R125 a month across-the-board increase

Samwu spokesman Mr Potso Janjies said yesterday that should their meeting with the local authorities fail to produce results today, solidarity action would be sought from the community. The people would be asked to support the strike which could lead to a blanket consumer boycott

However, in an earlier statement management said a settlement with the union was in sight

Nearly 200 VEHICLES WERE DESTROYED

Clinics grind to a halt

250

22/8/95

Sowetan

By Joshua Raboroko

MORE THAN 5 000 municipal workers including nurses and other health care employees at 60 transitional local councils in the Free State were still on strike yesterday, demanding better pay and working conditions.

The general-secretary of the South African Municipal Workers Union, Mr Roger Ronnie, said yesterday that the strike followed a deadlock in negotiations between the union and employer organisations.

The union is demanding a minimum of R1 000 a month while management is offering R700 at various

trying to obtain their release

Employers' associations would meet with the union this week to negotiate a possible solution, Ronnie said, adding that he was optimistic workers would accede because "some authorities want to listen to workers demands".

In Deneysville in northern Free State yesterday, more than 50 placard-carrying municipal workers protested outside the offices of the local authority. A group of white conservatives watched the proceedings from a distance.

Most white residents in the town told *Sowetan* that they were prepared to do the work themselves.

Free State municipal workers enter second week of industrial action

More than 60 clinics, and in some cases hospitals in the Free State, have been rendered ineffective by the strike, which started last Monday and has entered its second week.

Ronnie said about 130 protesting workers marching to the offices of local authorities were arrested in Bethlehem and Bloemfontein during clashes with police.

The workers wanted to present a list of their demands to officials when police stopped them. The union was

local authorities in major towns in the province.

Among the towns involved are Bloemfontein, Bethlehem, Sasolburg, Ladybrand, Frankfort, Virginia, Oendaalsrus, Welkom, Kroonstad and Phuthaditjhaba.

The strike is likely to affect the health of hundreds of thousands of residents who have been forced to go without medical care, refuse removal, burst water pipes and essential health services.

MARCHERS START FIRES, DAMAGE METERS

Council services halted

MUNICIPAL workers marched through the city yesterday to back their demand for wage increases and have threatened "mass action".

COUNCIL services came to a virtual standstill in many areas around the Peninsula yesterday as more than 5 000 municipal workers — many wielding knobkerries, sticks and sjamboks — marched through the city to demand higher wages.

The workers started two fires in Wale Street and damaged a car and parking meters as they toy-toyed for about two hours after handing a memorandum to regional Local Government Minister Mr Peter Marais. They warned they would carry out "rolling mass action" if their demands were not met within a week.

The protesters carried placards demanding higher wages and coffins bearing the names of Mr Marais, Cape Metropolitan Council chief executive officer Mr Dan van den Berg and Cape Local Authorities Employers' Organisation negotiator Mr André Swart.

Their demands include higher wages for the majority of municipal workers, a return to the negoti-



PROTEST AFTERMATH: Firemen douse the smouldering remains of mock-coffins in Wale Street yesterday, which SA Municipal Workers Union members had set alight during a protest march for higher wages.

PICTURE: ALAN TAYLOR

ating table and a halt to apartheid-style restructuring.

At least 150 policemen, some armed and others in riot gear, lined Adderley and Wale streets. A stick was hurled at Mr Marais as he accepted a memorandum outside the Western Cape parliament. It missed him.

Mr Marais said it was ironic that protesters came to him for

relief when only local authorities had the power to negotiate with them. "They must know that I don't have the authority to increase their wages yet they want me — my stakes must be going up."

Services were disrupted in the northern suburbs, Fish Hoek, Simon's Town, Melkbos and Atlantis, protesters said.

Council spokesman Mr Etienne Vermaak said the march might have been a union response to the employers' suggestion that the dispute should go to arbitration.

The employers' most recent offer had been for a R1 204 minimum monthly wage while the union said it had lowered its demand from a R1 500 to R1 350 a month. — Staff Reporters

LIKE THE TITANIC HEADING FOR AN ICEBERG

CIVIL SERVICE ON

On point of collapse

MM

CT 24/8/95 (250)

AUDITOR-GENERAL Mr Henri Kluever has warned a parliamentary select committee that affirmative action policies of the Public Service Commission are bringing the public service to a point of collapse. **BRUCE CAMERON** reports.

THE civil service is heading for collapse because of policies applied by the Public Service Commission, auditor-general Mr Henri Kluever has warned Parliament.

And the director-general of Finance, Mr Estian Calitz, has claimed that government affirmative action policies have resulted in key jobs remaining vacant because no one has applied for them.

The claims were made at a hearing of the parliamentary standing committee on public accounts yesterday, where members of Parliament accused the Public Service Commission of sabotaging government intentions and holding the government to ransom by not acting on the recommendations of parliamentary committees.

Chairman of the committee Mr Ken Andrew said billions of rand was slipping through the fingers of the tax collection departments, with the result that higher taxes were being paid.

Mr Kluever compared the public service to the Titanic, saying it was on course for an iceberg. He was commenting during an examination of the department of Inland Revenue and Customs and Excise.

If the needs of the two departments were met by removing them from the ambit of the public service commission, which sets employment policies, the problem would not be solved, he said.

"It would only be shifting two of the high profile chairs on the Titanic.

"It is like sitting on a boat with a gash in its bottom with everyone ordering more cocktails," he added.

The committee also heard

Commissioner for Inland Revenue, Mr Trevor van Heerden, Commissioner for Customs and Excise, Mr Daan Colesky, and Mr Calitz, all express frustration over their inability to effect changes.

Mr Kluever said the Public Service Commission had no idea of the public service's priorities and was being overhasty in applying affirmative action policy.

The problem was being compounded by early retirements, a total disregard for experienced managers and the formulas applied by the Public Service Commission in the creation of staffing structures.

Mr Kluever said tax assessments were falling further and further behind every year.

Mr Colesky said he had been appearing before the committee for the past 11 years and "unless departments get the powers to effect changes, we will be discussing the problem for the next 50 to 100 years".

He said apart from being frustrated at being unable to attract the right people, there was a case of too many Indians and too few chiefs because of the structures imposed by the Public Service Commission.

There had to be too many people on the bottom rung before there could be one supervisor. As a result a department, such as his, which needed a disproportionate number of skilled people was frustrated.

In an interview, Mr Van Heerden revealed he had been hampered from opening a tax office in Sandton because the departments which had to supply him with office space and equipment had dragged their heels.

Members of the committee reacted angrily to the criticism, with at least one member saying it amounted to sabotage of the government.

● See Business Report, Page 15

Workers torch coffins

Staff Reporter (250) ~~132~~

THOUSANDS of striking South African Municipal Workers Union members marched to the provincial offices in Wale Street where they torched coffins inscribed with the names of politicians and local government officials

During yesterday's protest in support of pay demands, union leaders handed over memorandums addressed to several officials, including regional Local Government Minister Peter

Marais, Cape Metropolitan Council chairman Wilhe van Schoor and Cape Local Authority Employers' Organisation chairman Andre Swarts.

Mediation failed last week and workers have threatened "unprecedented mass action" if demands are not met by September 1. These include a minimum wage of R1 350.

A spokesman for Mr Marais said the dispute did not fall within the minister's jurisdiction.

The new public service

Sowetan 24/8/95

IN VIEW of the crucial importance of an efficient Public Service to give effect to the Government's reconstruction and development initiatives, the highest priority was to finalise its restructuring and rationalisation from a diffuse structure comprising 11 separate entities, employing 1,25 million people, into a single efficient service

It was necessary to formally establish the new Public Service as a matter of urgency. A revised Public Service Act was proclaimed on June 3 1994, combining the former 11 services into a unified service

This basic step was followed in quick succession by the proclamation of a revised Public Service Labour Relations Act

Thus the essential legal framework was set in place to absorb all public servants in the new service and to achieve uniformity in their terms and conditions of service

Comprehensively reviewed

All the functions and administrative structures of the former public services had to be comprehensively reviewed and redeployed into new national departments and provincial administrations

The promulgation of the Public Service Act legally established new national departments and provincial administrations

From July 1 1994 most of the functions and organisational components of the former national departments, provincial administrations, self-governing territories and TBVC states were transferred to the new national departments and provincial administrations.

Further rationalisation steps followed, with particular emphasis on the finalisation of the functional content of the national departments and provincial administrations

As far as the allocation of powers to the provinces is concerned, the bulk of legislation has already been assigned to them through 59 proclamations issued by the President

Salaries and benefits

Following this, uniform salaries, salary scales, allowances and related measures were effected for the new, unified service. All other service benefits were rationalised with effect from June 10 1994

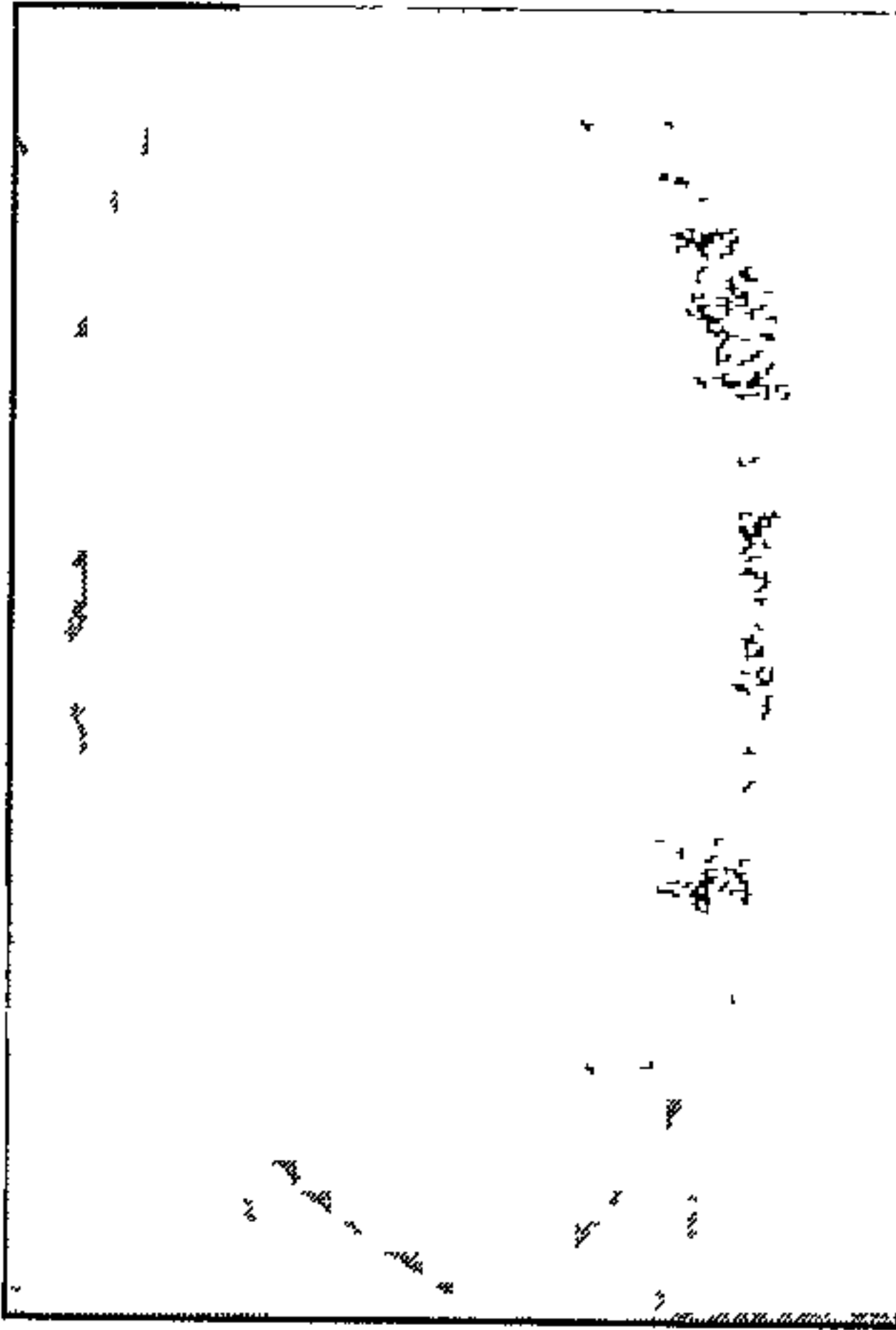
Next, departments and provincial administrations were provided with measures to guide them in the difficult process of staffing their rationalised organisational structures

In the process, the objectives of creating capacity to promote representivity, down-sizing the service to a more cost-effective level and protecting serving officials' rights had to be taken into account

Following extensive consultation with all the relevant stakeholders, which included the Public Service employee organisations represented in the Central Chamber of the Public Service Bargaining Council, measures which accommodate all these objectives were issued to departments and provincial administrations by the end of last year

In this regard certain public servants were

The Public Service Commission is making good progress in creating a single, streamlined service, but, it writes, the process is still not complete



Public Service Minister Zola Skweyiya making the Public Service effective, efficient and accountable.

given the opportunity to voluntarily retire early with the intention of creating capacity to promote representivity in the service, as well as to enhance the right-sizing of the service

Due consideration is at all times given to the objective of establishing a leaner service. While adequate provision has thus been made to protect the employment of serving officials, the measures also allow for renewing and transforming the service to one which will be more cost-effective and representative of the South African community.

A basic policy framework aimed at realising the objective of a broadly representative service through affirmative action, as contained in both the Constitution and the RDP, has been consulted with the employee organisations represented in the Central Chamber of the Bargaining Council

Measures in this regard have been issued to all departments and provincial administrations. This will now be followed up by specific programmes, measures and actions

Labour relations

As far as labour relations are concerned, the proclamation of the Public Service LRA extended labour rights to thousands of public servants of the former TBVC states and self-governing territories for the first time

Whereas the previous system has often given rise to conflict and the disruption of services, there has been a move towards consensual rather than confrontational models of collective bargaining, based on effective negotiating

(133) (250)

structures and practices

In order to promote the development of the service's human resources, the South African Management and Development Institute has been instituted with a new organisational structure, strategic focus and course content

Enhanced training is central to the creation of an efficient, effective and accountable service and is also consistent with the RDP

While restructuring the service has proved to be an extremely complex and sensitive process, remarkably good progress has been made, all things considered

The restructuring process is, however, not yet complete and the Draft White Paper on transforming the Public Service identifies certain focal areas that still need to be addressed

The first area is to continually improve the delivery of services at all levels of society. Such delivery must be founded on the creation of government-community partnerships for effective use of public funds and community resources

The second area is to democratise the service in its interaction with the public. This will require a comprehensive approach to the development of a democratic and accountable service

Broadly representative

The third area is to achieve a service broadly representative of the South African community. Representativeness is one of the keystones of a non-racist, non-sexist and democratic society

The fourth area is restructuring the service to increase its efficiency and to change its mindset and ethos. This will specifically focus on optimum organisational design and internal functioning, the adoption of participatory management styles and attitudes, and the acquisition of skills to manage change and diversity

The fifth area pertains to personnel practices and conditions of service in the Public Service. It is recognised that the development of an efficient and well-motivated service, committed to a professional ethos and work ethic, will to a large extent depend upon fair personnel practices and conditions of service in the Public Service

Last, but not least, the development and establishment of the Department of Public Service is a major contribution to restructuring the service. One of its key responsibilities is Public Service policy and reform

Once all these actions have been implemented, a large part of the envisaged transformation of the Public Service will have taken place

(The Public Service commissioners are Dr Roe Vente, Professor Stan Sangweni, Professor Yvonne Muthien, Dr Sibutiso Vil-Nkomo and Mr Ian Robson)

Skweyiya angry at public service 'collapse' claims

(250) (185) ARG 25/8/95
PRETORIA — Public Service and Administration Minister Zola Skweyiya has responded angrily to claims that the public service is facing collapse.

Reacting to reports that the Auditor-General had made this allegation, he said last night the claim was "unfounded, destructive and uncalled-for".

This was especially so when public servants needed support in the daunting task of building their capacity to deliver the RDP.

Mr Skweyiya said he had learnt "with dismay" of reports quoting the Auditor-General and the director-general of the Finance Department on deficiencies in tax collection, and the two officials placing the blame at the door of the Public Service Commission.

Mr Skweyiya said the Auditor-General's "alarmist" statements did not reflect the state of affairs in the public service, or recognise the extent and progress made in the transformation process.

The Public Service Commission said in a statement it noted the reported claims with "concern".

It said finance department had failed to submit a rationalisation plan, in spite of reminders having been sent, 14 months after being asked to do so — Sapa

PUBLIC

workers'

R3,8bn

(250) leave

bill

By EDYTH BULBRING
Political Correspondent

PUBLIC servants, who save up their annual leave so that they can be paid out when they retire, have accumulated a staggering R3,8-billion burden for the new government.

This prompted a call in Parliament this week by finance committee chairman Gill Marcus for the government to change public servants' leave rules.

In terms of the existing rules, public servants are entitled to 36 days leave.

Days that are not taken can be saved up and cashed in at the salary that a public servant receives on retirement.

"Public servants, like employees in the private sector, should be entitled to, for instance, a maximum of 90 days accumulated leave and should be obliged to take a minimum number of days' leave each year and forfeit the remainder of it if it is not taken," Ms Marcus told Parliament.

"The cost of not doing this is not possible for us to bear," she added.

Contingent liabilities of R883 million were provided for in 1993 to cover leave not taken.

But this provision increased by almost R3-billion, to R3,8-billion for 1994, owing to a more comprehensive basis of disclosure, Ms Marcus said.

Auditor General Henri Kluever said in an interview this week that he would support a change in the rules to prevent public servants accumulating an indefinite amount of leave.

"I think that Gill has hit the nail on the head," Mr Kluever said.

He said he would support a ceiling on the number of days accumulated leave "very strongly" and suggested that 120 days would be appropriate.

In the past, there used to be a 120-day limit on public servants but this was increased to 180 and then 360 days. The limit was then scrapped.

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Minister hits back at auditor-general

By BRUCE CAMERON

(250)

POLITICAL EDITOR

cf 28/8/95

which was followed up with a six page statement criticising Kluever and the department of finance as well as the departments of Inland Revenue and customs and excise

A political row has broken out over claims by auditor-general Henri Kluever that the civil service is facing collapse, with counter-claims by Zola Skweyiya, the minister for public service and administration, that Kluever has a political agenda

The row came as the members of the ANC in the constitutional assembly reached agreement that the auditor-general should be made constitutionally independent of the executive arm of government and should be appointed by parliament

Kluever told the parliamentary public accounts committee last week that the civil service was like the ill-fated Titanic heading for an iceberg

He made the claim after complaints to the committee from Trevor van Heerden, the commissioner for Inland Revenue, and Daan Colesky, the commissioner for customs and excise, that billions of rands were evading the tax net because of the use of old computer systems and an inability to employ top staff

Kluever was accused of having a political agenda by Skweyiya in a television news report on Friday



SAVINGS BOOST Chris Stals, the head of the Reserve Bank

Tax only real interest rate, says Stals

STAFF WRITER

In a bid to boost South Africa's low savings rate, the Governor of the Reserve Bank, Dr Chris Stals, has called for income tax to be imposed only on the real interest rate received by the saver instead of on the nominal rate as at present

Observers say this would be a major encouragement to savings, especially in fixed interest rate de-

Bureaucrats fight for their jobs

(250) (2650)

WM 28/7 - 3/8/95

Eastern Cape civil servants are fighting against a decision to axe about 7 000 government jobs, reports **Steuart Wright**

A SHOWDOWN is looming between the Eastern Cape government, which is preparing to cut its bloated and inefficient bureaucracy, and the civil servants fighting to retain their posts.

The province's 155 613 civil servants were caught off guard by Finance MEC Shepherd Mayatula's announcement this week that they could be retrenched from January in what is seen in some quarters as a move to purge the civil service of troublesome employees and in others as a move to provide jobs for-pals.

The South African Public Servants' Association (Sapsa) is to hold a meeting this weekend to map out its counterattack to provincial Director General Thozamile Botha's announcement that almost 7 000 stand to lose their jobs.

"They are breaking their election promises and the promise we got that our jobs are guaranteed by the Constitution after we marched to Premier Raymond Mhlaba in June," says Sapsa general secretary Sonwabo Joyi.

However, Mayatula's announcement is seen as long overdue as much of the government's strife has been at

the hands of the remnants of the four bureaucracies it inherited.

Botha says the decision to retrench 6 936 people is based on a "post-by-post analysis" of the staffing needs of the province's 11 departments, which must replace the chaotic bureaucratic remains of the former Transkei, Ciskei, Cape Provincial Administration and the old central government.

He says all civil servants from deputy director down will have to reapply for their posts and the surplus will be retrenched. Joyi is afraid the African National Congress-dominated government's retrenchment scheme will be prejudiced against those who served unpopular homeland governments.

Although Botha is adamant the retrenchments will be based on merit, Joyi's fears appear to be justified: last year, the provincial government embarked on a secret scheme to rehire almost 3 000 ANC-aligned bureaucrats lawfully sacked by Brigadier Oupa Gqozo after a wage strike in 1990.

With that track record and the large civil service even after retrenchments, some observers have questioned the government's commitment to national guidelines to create a "lean, effective and efficient" bureaucracy.

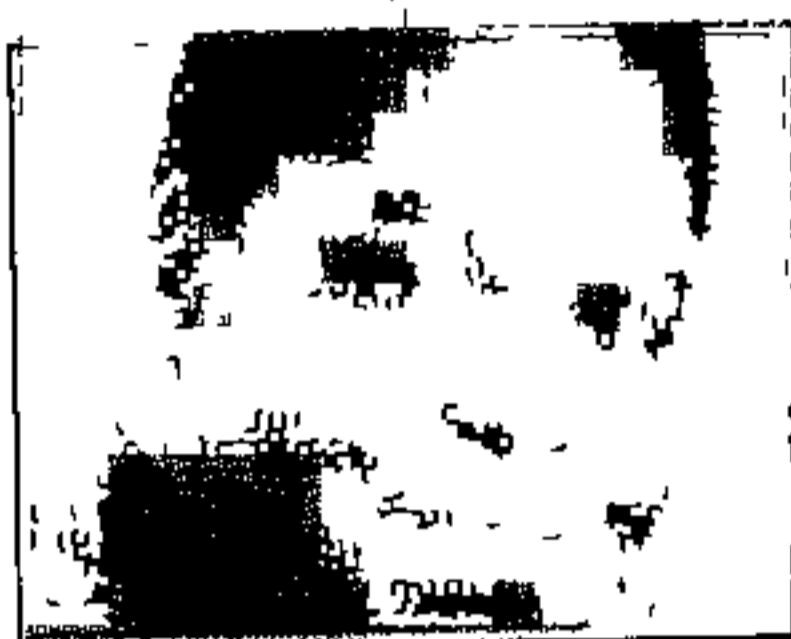
Botha insists the reduced bureaucracy of almost 150 000 posts is based on the "delivery needs" of the province with an estimated population of more than six million people.

— Ecna

Key to survival is training

(250) CT(BR)31/8/95

TAXING QUESTIONS



BY MATSHERU MATSHERU

A collapse of the public service sector is forecast if revenue is not forthcoming

It never rains but it sure pours for Zola Skweyiya, the minister of public service and administration

Henri Kluever, the auditor-general, revealed the earth-shattering news that the public service could collapse if the revenue collecting departments were not allowed to employ more skilled staff

He accused the public service commission of refusing to offer attractive salary packages to qualified staff and of introducing over-hasty affirmative action programmes and early retirement schemes

Admittedly, when Skweyiya became the political head of the public service and administration the tax collection machinery was not so well-oiled

However, anyone who is involved in fiscal matters directly or indirectly will give testimony to the fact that both the departments of inland revenue and customs and excise are sinking at an unprecedented rate

In this case it is unfair to label the auditor-general as an alarmist, playing dirty politics dressed in fiscal language.

People who are critical of the government's behaviour are not necessarily out to destroy it or make the country ungovernable.

When the auditor-general submitted to parliament that the former TBVC states had plundered the nation's purse, Skweyiya was as silent as a stone

But when a negative report is made against his department, he finds it tasteless and political. The mind boggles!

This shows that Skweyiya thinks that he is as holy as Mohammed and any criticism of him and his department can only be satanic verses

The tax-paying public, who are already milked, have the right to know how government departments are performing. As the messenger of the public,

the auditor-general has the duty to tell us the good and the bad about those who are in high office without fearing that political dogs will bark at his heels.

According to the auditor-general's report package, over-hasty affirmative

action programmes are also part of the problem

In my view, affirmative action will not be adequately served by a culture that condones unprofessional conduct

To push people of whatever colour into positions in which they are neither experienced nor qualified, is courting disaster.

The finance department is equally responsible to see that the tax fabric remains solid and effective. Its policy of building a wall of ignorance about its own duties does not add up

A long-sighted finance department will invest in the training programme of its personnel so that it will be

able to address the myriad problems haunting them such as inefficiency, opaque administration, rampant tax evasion, lack of agency, etc

Skweyiya and Estian Calitz of the finance department have demonstrated their lack of ability to anticipate problems and to take contingency measures to avert them.

Their accusations against each other—a case of the pot calling the kettle black—can only impress fools

These two gentlemen must be warned that throwing a live snake at each other is a dangerous game.

Our dream has always been to see inland revenue as the success story of fiscal policy

Could our dream be true when we wake up?



UNDER FIRE Zola Skweyiya

□ Matsheru Matsheru is an independent tax consultant.

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

Kuruman still

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 warden dead and 12 people injured. Seven cars were set alight in clashes in the Northern Cape town and also the nearby township Mathibestad. Police say the clash erupted yesterday when about 200 striking municipal workers marched from Mathibestad 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 Mathibestad and began stoning and setting alight vehicles with white drivers coming from Kuruman. A Prisons Department vehicle was also targeted, and prison warden Andre Claasen's (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, Jaap 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.

256

Stammers
Nov 19/95

ESKOM

280
PM 11/9/95
Watt a performer

Eskom sales reached another peak last year, rising 3,9% to 149 443 gigawatt hours (a gigawatt is 1 000 megawatts). Peak demand grew by 7% to 24 798 MW, due partly to an exceptionally cold winter

CE Allen Morgan expects peak demand to rise by more than 6 000 MW between now and the year 2000 (see *Economy*)

To partly meet that demand, a multiparty agreement will restore the war-ruined direct current high-voltage transmission line to SA from the hydroelectric plant on the Cahora Bassa dam in central Mozambique

Contracts will include equipment to convert direct current into alternating current to feed Eskom's grid. The total value of contracts will be about R300m, with Eskom financing the export of steel towers worth R130m. The utility expects to have 950 MW available by the winter of 1997.

Eskom is also negotiating an agreement to import 500 MW of peak power from Zimbabwe's Kariba hydroelectric station by January 1996

Three coal-fired units at Majuba (each 360 MW) will be commissioned sequentially in 1996, 1997 and 1998. Coal will be supplied and railed to Majuba by end-1996 due to serious mining problems at the local dedicated mine. Eskom also intends to return Arnot's mothballed units to service, from 1996.

It will review the status of three yet-to-be commissioned units at Majuba and some mothballed stations. Ingagane and Taaibos will be decommissioned soon, Wilge and Salt River closed last year.

The creation of the Southern Africa Power Pool (agreed to in principle by electrical utilities) and other energy-sharing arrangements under negotiation should enable obsolete capacity to be replaced by cheaper hydro peaking power. But a medium-term warning is the indication that Eskom will review sales programmes to take account of its diminishing surplus capacity — suggesting there will be no major price incentives for future bulk consumers

Public service seriously out of kilter, warns De Klerk

Star 2/9/95

(250)

Cape Town - Deputy President F W de Klerk yesterday spoke of a "number of warning lights", including the balance between affirmative action and effectiveness in the public service

Speaking at the University of South Africa, he said "Things are seriously out of kilter Little or no effort is apparently being made to retain the wealth of experience, dedication and expertise that existed within the old civil service Instead, the best and the brightest are leaving in disturbing numbers and are not being replaced by newcomers with equal competence Those who remain are dispirited, demotivated and confused "

He said the country could not afford the collapse of the civil service as it was needed to implement the Reconstruction and Development Programme

In his reaction, Public Service and Administration Minister Dr Zola Skweyiya dismissed De Klerk's statements as "party-political talk for the local government elections" - Political Correspondent

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Civil service being depleted, says F W

PRETORIA. — Deputy President F W de Klerk says he is concerned about the loss of expertise in the civil service

■ The best and brightest civil servants are leaving in disturbing numbers and not being replaced by equally competent people, according to Deputy President F W De Klerk.

It also prohibited racial discrimination

The recent warning by Auditor-General Henri Kluever that the civil service was in a parlous state clearly indicated there was no longer a balance between the requirements of the constitution.

Little or no effort is apparently being made to retain the wealth of experience, dedication and expertise that existed within the old civil service, Mr De Klerk said.

He warned the country could not afford the collapse of insti-

tutions which were vital to putting reconstruction and development into practice.

Reconstruction had to be balanced with the country's limited resources.

"We must remember that a very large proportion of the burden of social expenditure for 40 million South Africans is being borne by little more than four million taxpayers"

It was an illusion that a privileged elite could pay for the country's social programmes, he said

ALG 2/19/95

(250)

"The International Monetary Fund warned several years ago that the South African tax cow was running dry. The reality now is that there is simply no more milk"

There were no short cuts to equality, Mr De Klerk said. Sustained economic growth was the only way to generate the resources needed for social development

● About 50 students demonstrated at Unisa's main campus to protest against the visit by Mr De Klerk

The students, who earlier vowed to disrupt his visit, gathered at Unisa's main entrance chanting: "One settler, one bullet"

Some carried placards saying "De Klerk and dogs are not welcome"

After police told the students that their demonstration was illegal, they dispersed peacefully

Mr De Klerk arrived an hour earlier than scheduled and used another entrance

After planting a tree on campus to mark Arbor Day, he addressed a reconciliation conference

"Things are seriously out of kilter," he said in a lecture on reconciliation at the University of South Africa in Pretoria. The best and brightest civil servants were leaving in disturbing numbers and not being replaced by equally competent people

"Those who remain are dispirited, demotivated and confused," Mr De Klerk said. The constitution, not only required a representative civil service but also an effective

Thumbs up for changes in service

(250)

■ BY JOVIAL RANTAO
POLITICAL REPORTER

Star 4/9/95

Directors-General from national departments and provincial governments have given a thumbs-up to the Draft White Paper on the transformation of the public service.

At the end of a two-day round-table workshop in Somerset West in the Cape last week, the officials reached consensus that the White Paper represented a framework which was important for the service's transformation process.

A Public Service Commission statement said the Draft White Paper would be enhanced by the inputs from the meeting and contributions from other stakeholders.

Discussion focused on the development of a vision for the new public service, the need to agree on a policy framework and a strategy for ensuring rationalisation.

A steering committee will summarise the paper for submission to the Minister for the Public Service and Administration, Dr Zola Skweyiya.

The Directors-General and members of the Public Service Commission will brief staff in their departments and administrations.

The meeting was also used to identify a wide range of operational issues such as budgeting, personnel management, accounting responsibilities, and the relationship between different tiers of government.

Government departments blamed for parliament crisis

(250) (250) (250)
CLIVE SAWYER
Political Correspondent

ACTING Speaker of the national assembly Bhadra Ranchod has blamed government departments for the crisis in parliament

As the legislature groans under a huge workload in a rush to meet next week's deadline for recess, parliament has been left red-faced by failure to raise quorums to pass vital legislation.

The crisis has prompted President Mandela to cut short a state visit to Botswana to deal with the crisis

Party whips met yesterday to discuss possible solutions. An announcement of measures may be made today

ARL 6/9/95
Responding to the criticism, Dr Ranchod said the main problem was a dearth of legislation earlier in the session because of government departments failing to meet deadlines

"Parliament has been blamed for problems emanating from another source"

A new generation of MPs had brought a commitment to participatory democracy, which had led to changed rules and an expanded role for committees

To make it work, adequate human and financial resources were needed

Dr Ranchod made it clear that parliament was not com-

placent in its response.

The Speaker, Frene Ginwala, and president of the senate, Kobie Coetsee, had commissioned a study on management techniques for parliament. But the implementation of recommendations in the study would take time

Already one step had been taken to try to impose order on the legislative flow — the office of the Leader of the House, the link person between the cabinet and parliament, was to be expanded.

The Leader of the House, Trevor Manuel, is also a cabinet minister, a burden which he said had left him little time for his duties to the national assembly.

ARG 6/9/95
**Civil servants get
blame for logjam**

(250) (2044)
THE ANC has confirmed that President Nelson Mandela will address the caucus tomorrow on parliament's management crisis, but blamed civil servants for the logjam undermining the last two weeks of the session.

"The ANC rejects the suggestion that parliament is in a state of crisis. The ANC is honest enough to acknowledge that while there exist problems with the parliamentary programme, this does not imply the existence of a crisis," the ANC said.

Mamphela Ramphele, head of Idasa's parliamentary monitoring service and Deputy Vice Chancellor of the University of Cape Town, said on Monday that parliament was in a crisis and needed professional help.

Parliament is due to adjourn for the year on Friday next week, but MPs are still trying to process at least 44 bills, including some of the most significant measures since the elections last year.

"The current problems are actually a manifestation of the failure of the civil service to process this legislation in time to meet the deadlines for the present parliamentary session," the ANC said. — Reuter.

Public servants 'discovered'

David Greybe

(250) BD 8/9/95

CAPE TOWN — The Northern Province has discovered it has nearly 40 000 more public servants than it originally thought.

Provincial director-general John Malatji told Parliament yesterday an audit two weeks ago had shown there were 155 000 public servants on the payroll, not 118 000 as first believed. However, this was because of incomplete figures from former homelands, not additional appointments.

Addressing the public accounts committee, Malatji said the public service wage bill represented 57% of the province's R9,5bn budget. It planned to slash its wage bill by 39% by 2000.

Malatji said his government was "on target" to meet a November 15 deadline

for updating all financial records up to end-March this year, including those of the former Venda, Lebowa and Gazankula.

Yesterday's meeting came in the wake of the auditor-general's report on the former TBVC states, which alleged widespread corruption and financial mismanagement. Malatji said he was confident his government would soon have its house in order. Financial checks and balances had been introduced. Acting deputy director-general of finance and expenditure Ari Badenhorst said the government would target "ghost employees" and introduce a pension payout scheme to eliminate fraud.

The province's finance and public accounts committee chairman Manie Kriel (ANC) said cuts in the wage bill would be achieved mainly through retrenchments.

In a week of parliamentary crisis, MPs push for higher salaries and better perks

Ladle out the gravy

ST 10/9/95 (250)

By RAY HARTLEY
Parliamentary
Correspondent

A PARLIAMENTARY committee has proposed boosting MPs' salaries and benefits by an estimated R27-million a year — an increase of more than 20 percent on the current salary bill of R135,5-million.

Its nine-point package of proposals, which was circulated among party whips in a week when Parliament again failed to pass critical legislation due to the absence of MPs, includes:

- A R2 000-a-month housing allowance,
- A five percent salary increase amounting to R800 a month;
- A larger car allowance,
- Four free return air tickets for each child of an MP a year; and
- A R1 500 a month increase in the "constituency allowance".

This could boost MPs' earnings by about R4 000 to over R20 000 each a month, without taking into account other improvements requested.

These include increases to the Parliamentary Secretarial Allowance, free parking at airports, the subsidising of MPs' telephone accounts when Parliament is not sitting and a "re-investigation" of the allowance paid to MPs attending committees during recess.

The proposals, drafted by Parliament's Ad Hoc Committee on Members Benefits and Remuneration, are to be presented to a government commission dealing with MPs' pay and to the cabinet, according to a document leaked to the Sunday Times.

The ad hoc committee is made up of whips, including the ANC's Bulelani Ngcuka, the NP's Piet Matthee, the DP's Douglas Gibson, the IFP's Koos van der Merwe and the Freedom Front's Joseph Chiole.

The proposals are a refinement of earlier suggestions on MPs' packages made by the committee in September last year.

One suggestion made at the time — that MPs receive 80 percent discounts on airfares once they exhaust their government-funded flights — has been dropped from the latest proposals.

Mr Ngcuka said the proposals had the status of a "discussion document" and would be finalised by the committee on Tuesday after parties had considered the suggestions.

He said the ANC caucus

had debated the proposals as part of a wider discussion on the need to improve the back-up offered to MPs and committee chairmen.

Asked for his views on the proposals, he said: "It would be difficult for me to say anything at this stage. I myself have not studied the document."

Mr Gibson said he was aware of the proposals, but had not had time to read them or to present them to his party's caucus.

Where the money to fund the rises will come from if they are given the go-ahead this week is unclear following President Nelson Mandela's statement that the government had no money left to improve the pay of striking nurses.

The tardiness of MPs came under fire again on Thursday after too few were present at a joint sitting of the National Assembly and Senate to pass amendments to the constitution.

Several committee meetings also had to be abandoned because of the absence of MPs.

The ANC and NP were 25 votes short of the majority needed to pass the constitutional legislation.

The constitutional amendments are to be tabled afresh on Tuesday in an effort to get them through before the session ends on Friday.

A failure to pass the amendments could set back plans to stagger the local government elections and to allow traditional leaders to take part in local authorities.

Two meetings of Parliament's Defence Committee and a meeting of an ad hoc committee to discuss the Development Facilitation Bill had to be abandoned after too few MPs showed up.

MPs' salaries to be discussed in public

Star 13/9/95 (250)

■ OWN CORRESPONDENT

The public will soon get a chance to have their say about the controversial issue of salaries for Members of Parliament.

An independent judicial commission, consisting of a judge and a panel of commissioners, will hear proposals on what to pay MPs.

According to DP chief whip, Douglas Gibson, this process will not allow MPs to decide what they earn.

Weekend reports said party whips had drawn up proposals to improve their salaries and benefits. The proposals, which have not yet been approved by party caucuses, include a 5% salary increase as well as increased car and housing allowances.

The party whips' proposals will be finalised today by a benefits committee, before being submitted to the judicial commission.

According to Gibson, the public and political parties will also be able to make recommendations.

He said MPs fully supported the principle contained in the Interim Constitution that a judicial commission be appointed to follow up on the work of the Melamet Commission.

Gibson estimated ordinary MPs took home about R10 000 a month, including all allowances.

During last year's election there were claims that MPs had boarded a gravy train, because they were being overpaid. Later, the president and cabinet ministers, but not MPs, took a cut in their salaries.

Municipal workers likely to strike from Monday

(752) (250) Star 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.

2 500 officials

retrenched

Star 15/9/95

More than 2 500 public servants took severance packages from July 1 1994 to February 28 this year, Public Service and Administration Minister Dr Zola Skweyiya said in the National Assembly yesterday. The Western Cape provincial administration retrenched 711 people, the PWV administration 471 and the Free State 158 - Sapa

(250)

Skweyiya reprimanded

(250)
BY BRUCE CAMERON

CT (BR) 15/9/95 CRITICAL EDITOR

An all-party parliamentary committee has taken the unusual step of criticising a Cabinet minister for attacking Henri Kluever, the auditor-general.

In a report to parliament, the joint standing committee on public accounts had in effect accused Zola Skweyiya, the minister for the public service, of contravening the constitution for his criticism of Kluever.

Kluever had warned that the public service was, like the Titanic, heading for an iceberg. Skweyiya rejected Kluever's claims about the perilous state of the public service.

In its report, the committee said the constitution stated that no organ of state, and no member or employee of any organ of state, nor any other person shall interfere with the auditor-general in the exercise of his powers or functions.

The committee expressed its concerns at the allegations levelled against the office of the auditor-general by Skweyiya and reaffirmed "its full confidence in the ability and integrity of the auditor-general".

It also recognised "the importance of the role of the office of the auditor-general in an open and democratic society and of the need to do everything possible to promote the independence, impartiality, dignity and effectiveness of this office".

Strike threat to municipalities

Renee Grawitzky

(250) 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".

Shake-up in government info service

David Greybe

BD 15/9/95

(250)
(243)

CAPE TOWN — Cabinet has approved the replacement of SA Communication Service acting head David Venter amid conflicts between government departments and ANC MPs over the role of the information service.

A government source also confirmed yesterday Cabinet had approved the appointment of Bophuthatswana Broadcasting Corporation director-general Solomon Kotane as Venter's replacement.

Ministerial liaison officers and ANC MPs claimed the service was unable to meet the new government's information needs. They demanded a complete overhaul of the information service's leadership and structure.

Venter was embroiled in the controversial proposal that central government secure a regular TV slot to put its viewpoint across to the public.

The source said Kotane would take up his new post as soon as he had "tied up" his other commitments in Bophuthatswana. Kotane would be part of the recently proposed task force to review government information policy.

The source said Deputy President Thabo Mbeki, under whose office the service falls, still had to send a letter of appointment to Kotane. Venter had the option of remaining in the service in another capacity. Kotane joined Bophuthatswana Broadcasting in July last year from the Matla Trust.

Government sources said some departments had argued in favour of scaling down the activities of the service which they believed should provide a limited but more credible function. However, it is understood Mbeki's office would prefer to see an expanded role for it, while the service has privately argued that it should take over the promotion of SA overseas.

Deteriorating services cause for concern, says Sacob

The business community was growing increasingly concerned about the deterioration of government services, the South African Chamber of Business said yesterday.

Areas of greatest concern were failure to enforce customs

and excise regulations, and worsening Inland Revenue administration

Sacob economic policy director Dr Ben van Rensburg said about 30% of imports were escaping duties. He noted that Finance Minister Chris Lieben-

berg had told Parliament his department had a staff shortage of more than 17%. Duties amounting to at least R290-million had not been collected. Importers not paying duties were being given an unfair competitive edge. - Sapa

Stow/G/9/95

3041 (250)

MPs' pay proposals on backburner

(250) (ST 17/9/95)

By RAY HARTLEY
Parliamentary Correspondent

PARLIAMENT'S Committee on Members Benefits this week decided to change its name and postpone discussion on controversial proposals to improve members' salaries.

The decision followed disclosures in the Sunday Times that proposals to the committee suggested increasing parliamentarians' salaries by more than R4 000 — adding up to a more than 20 percent increase in the government salary bill.

The proposals included:

- A R2 000 a month housing allowance;
- A five percent salary increase amounting to R800 a month;
- A larger car allowance;
- Four free return air tickets a

year for each child of an MP, and
● A R1 500 a month increase in the constituency allowance.

Committee members agreed that its name gave the "wrong impression" — that MPs were seeking to improve their personal positions.

ANC Senate Chief Whip Bulelani Ngcuka said: "We are not discussing the benefits of members."

He said of the as-yet unscheduled meeting to discuss the remuneration proposal during the recess: "We should not look at the rands and cents, but we should look at principles."

A meeting of the committee this week was told by the National Party's Petrus Matthee that the number of air tickets given to members was insufficient and that 63 members had

already exceeded their quota of tickets due to the long sitting.

Members had begun borrowing from their 1996 quota of tickets to make up for the shortfall, he said.

Democratic Party Whip Douglas Gibson said the air tickets were "made to sound like a perk", but were in fact needed by MPs for work purposes.

The Deputy Secretary of Parliament, Chris Lucas, told the meeting that Parliament's call-monitoring equipment was so antiquated that "it is difficult for us to prove that calls have been made by a member".

He said cabinet had decided to increase the number of times MPs could park at airports for no charge from eight to 21.

Threat of disciplinary action

Municipal workers begin strike

Star 18/9/95 (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.

Sacob: Public service in decline

FROM REUTER

CT(BR) 18/9/95 (250)

Sacob is to discuss the deterioration of government services with relevant government officials because of "growing concern" in the business community

The chamber said urgent areas of immediate concern to business were the weak enforcement of regulations by the customs and excise department and deteriorating tax administration by the department of inland revenue

These deficiencies give rise to increasing levels of corruption, crime and fraud to the detriment of business and the economy at large"

Sacob said it had made appointments with Zola Skweyiya, the minister for public service and administration, and Alec Erwin, the deputy minister of finance. It said it intended to discuss tax, and customs and excise compliance, and a possible strategy to prevent further deterioration of the public service at all levels

Striking out over rubbish bill

CT 13/1/75 (15) (250)

MUNICIPAL REPORTER

Some 1000 council members are complaining that they have to pay the council £10 a month in return for removal of rubbish even though their rubbish has not been removed for three weeks during the 10 month strike.

Part of the charges are not included in the rate bill.

One member of the council who

admitted to be named - and £2 a month - a not a lot of money - but a principle is involved. Money has been demanded for a service that had not been delivered.

To make Mr De Winter's point more clear, the council has to be certain that the budget could be met. Higher rates would be charged to make up for the

13/1/75

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),

(250) 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

Arrests, injuries as workers get ultimatum

Municipal strike disrupts five regions

(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 Substructure 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.

■ 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

(250) (102)
damage to private property, East Rand police spokesman Warrant-Officer Hampie de Kock said.

The strikers damaged a car, tore branches from trees and toy-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

Civil servants cleared for elections

By Joe Mdhlela
Political Reporter

All the provincial MECs for local government and housing meet Provincial Affairs and Constitutional Development Minister Mr Roelf Meyer today to assess progress made around the local government elections.

Also, Meyer is expected to brief the provincial ministers about the constitutional amendments that will allow civil servants to stand as candidates for local government elections.

Parliament last week approved the

amendment to the Local Transitional Government Act.

Effectively this means Government employees, including teachers, nurses and police, will now be eligible to stand as candidates.

Spokesman for the ministry of provincial affairs and constitutional development Mr Nelus Volschenk said the amendment to the constitution had been received with a lot of enthusiasm.

"We believe the change would ensure no person, whether they are Government employees or otherwise, should be barred from becoming can-

didates on the basis of the job they do," Volschenk said. Meanwhile, the effects of the supplementary registration has not to date had any significant impact on the previous registration figures. Spokesman for the Local Government Task Group Mr Vic Milne said it was early days to be able to expect dramatic results.

"We will only begin to know what the picture looks like by next week when all the figures will have been processed. At this stage there is no feedback, and one hopes that areas which experienced a low registration

poll will have the opportunity to beef up their numbers," Milne said.

However, Milne expressed confidence there would be a rush to register, "probably by the end of the week".

Milne said he would like to remind people who did not register to present themselves as soon as possible for registration.

He said if people failed to register, there would be no other chance to do so. With the closing day for nominations only on Friday, candidates and parties are working hard to put their election campaign on course.

(250) Sewanehan 19/9/95

Municipal workers pay strike

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 tear gas 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 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.

Municipal workers strike

Staff Reporter

(250) ARG 19/9/95

AT least 30 000 members of the South African Municipal Workers' Union have started a nationwide strike "in the face of employer intransigence," says general-secretary Roger Ronnie.

The only disruptions in the Western Cape were at De Doorns and Mossel Bay.

The figure of 30 000 excludes 15 000 Johannesburg City Council workers.

Samwu is demanding a minimum wage increase of R850 which they have been negotiating with various employer organisations since June. Mr Ronnie said some workers in the Western and Eastern Cape earned less than R400 a month.

Meanwhile the Cape Local Authorities Employers' Organisation said it wanted to focus on improving the living conditions of the more poorly paid workers by agreeing to a minimum wage of between R709 and R745 a month.

Call to streamline government

(250) (30119)
PORT ELIZABETH: The national government is large, weak and unable to deliver even on its most basic promises, the leader of the Democratic Party, Mr Tony Leon, said last night

The reason was that it did not have a focused agenda of the few matters in which government could intervene successfully, he told a local elections meeting here.

Strong, small and effective gov-

ernment was needed at all levels and President Nelson Mandela could consider abolishing certain portfolios, Mr Leon said.

"Perhaps the office which is most superfluous to the delivery of services is the RDP ministry whose functions should properly be subsumed by the social service and welfare portfolios which should be driving the programme." — Political Staff

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

27/9/95
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

(250) (152)
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

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.

Ultimatums for strikers

(150) (250) Sowetan 20/9/95
Samwu strikers in five provinces told
to return to work or face dismissal

Sowetan Correspondent

THOUSANDS 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.

Municipal union wants strike to end

BO 21/9/95

(250)

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.

BUSINESS

Public Service inefficiency expensive

By Isaac Moledi

THE deterioration of government services at various levels is costing the country a lot of money, says the South African Chamber of Commerce.

Sacob, says deficiencies in some government departments have given rise to corruption, crime and a huge drain on the economy. Sacob, director of economic poli-

cy Dr Ben van Rensburg says areas in urgent need of immediate attention are the customs and excise regulations as well as tax administration and collection in the Department of Inland Revenue.

There are large consignments of goods brought into this country without payment of excise and customs duties. And this costs the country close to R1 billion in taxes not col-

lected," says Van Rensburg.

He says Sacob has established a working group to assess Customs and Excise problems and specific tax matters.

Concerns about weaknesses in other areas of public administration have been raised in the various chambers of Nedlêr, Van Rensburg says. He says deficiencies in these two departments have reached such a high

level that Sacob has made appointments with Public Service and Administration Minister Zola Skweyiya and Finance Deputy Minister Alec Erwin to discuss the problems.

"We get various complaints from our members, who experience these problems on a daily basis, particularly the inability of the Department of Customs and Excise to exercise effi-

cient border control," he says.

In part the problems are caused by the exodus of experienced staff from the civil service. Their positions have been filled by "mainly affirmative action appointees with no experience and qualifications", he says.

Sacob has suggested possible corrective steps to the K&LZ Commission and the Minister of Finance. Sacob says

(256) saveforay 21/9/95

Plans to cut civil service

(250) *Sowetan*

By Josias Charle 2/9/95

THE Government is likely to curb the bloated civil service in order to divert funds to reconstruction programmes, Minister Without Portfolio Mr Jay Naidoo has indicated.

Speaking at the *Pretoria News* Seeff Properties breakfast club this week, Naidoo said South Africa could not afford the current size of the civil service.

He blamed this on the previous government, saying more money was going to social security grants, government employee salaries, "and no one knows exactly how many people we are employing in the public service. We think now instead of 1,25 million it may be 1,5 million."

"The civil service must be more representative it must give value for money and it needs to be efficient."

Naidoo said there was a need to restructure and cut the civil service and bring in people with the right skills. He urged the private sector to be partners with Government in the delivery of services, saying that in the next 10 years between R50 and R80 billion would be spent on development projects in the townships and rural areas.

The private sector, particularly emerging business, would be in a position to lay claim to contracts for upgrading of roads, telecommunications, creches and other projects. "This is part of the Government's project on infrastructure development," Naidoo said.

Municipal strike goes on as pay talks falter

(422) (250) 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 toyi-toyed throughout the day.

Municipal strike to go on after talks fail

(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.

Wages hike agreed but strike continues

BD 22/9/95

(29)

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.

Strike looks set to spread

(150) (50) STW 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

No end in sight for the Samwu strike

(260) Sowetan, 22/9/95

By Abdul Milazi
Labour Reporter

SOUTH 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-

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

Council strikes wage deal with strikers

~~150~~ (250)
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

Minimum wage deal ends five-day strike

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-

ARG 23/9/95
wage earners and promised a 7,7 percent and 10,4 percent raise to two other categories (~~215~~) (~~220~~) (250)

Mr Welman said salaries would be adjusted immediately and employees would get backpay from July 1 (~~1995~~)

The settlement met Samwu's demand for a minimum monthly wage of R1 200 — Sapa

Crippling strike set to spread

(250)

~~1111~~

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.

27/26/95

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

City refuse piles up as municipal workers strike

Star 26/9/95 (250) (25)

■ 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, Linbro 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.

Municipal demos ⁽²⁵⁰⁾ ~~(153)~~

trash streets

CT 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

(250) 
MUNICIPAL REPORTER

CT 27/9/95

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.

Striking municipal workers rampage through Johannesburg centre

Ingrid Salgado



(250)



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. **P10 27/1/95**
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 Roger Ronne said mass action would hit KwaZulu-Natal today but Free State, Eastern, Western and Northern Cape workers would not strike.

Ronne 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. Ronne 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

at the Library Gardens. Police used stun grenades to maintain control over the workers.

Special labour tribunal will hear public service complaints

(250) BD 27/9/95
David Greybe

CAPE TOWN — A special labour tribunal had been established to hear employee grievances which resulted from the public service rationalisation process, Public Service Minister Zola Skweyiya announced yesterday.

He said with the rationalisation process "entering a critical phase", the implementation of the Labour Appeal Court Sitting as Special Tribunal Court Act, 1995, was a "significant development".

According to Skweyiya, the "final and binding" decisions of the tribunal would prevent drawn-out legal battles between the state and disgruntled public servants.

He said while the tribunal's es-

tablishment "can easily be interpreted as a step by government to gear itself for an expected flood of disputes over rationalisation", this should not be the case.

"If managements of public service departments and provincial administrations were to apply the measures pertaining to the rationalisation of personnel correctly and with compassion, then there should hardly be any need for a public servant to have to utilise the special tribunal."

Public Service spokesman Joel Raphela said last night he was "unaware of any cases which have been heard by the tribunal, or of any in the pipeline". He said the Act would be administered by the Justice Department.

Officials from the main public service unions and government said recently they were unaware of any major complaints about rationalisation among SA's estimated 1,2-million public servants.

The tribunal was created on September 1 in terms of the interim constitution. However, the Constitution of the RSA Amendment Act, 1995, extended the tribunal's life by a year, from the previous one year.

Skweyiya said the reason for the extension was to allow public servants time to submit claims. However, he has complained of delays in the rationalisation process.

SA National Defence Force grievances would be heard until the end of 1998.

Govt keeps pay cut promise

Jim Cohen

BD 27/9/95 (250)

CAPE TOWN — Government has officially honoured its pledge for senior members to take a 10% cut in their annual packages of up to R470 000, but has left MPs' salaries untouched

A Government Gazette published at the weekend and proclaimed by President Nelson Mandela confirms that from January, senior politicians ranking above leader of a house of Parliament will take cuts rising from 2% to 10% of their total remuneration

But MPs have pointed out that the remuneration of these same officials jumped significantly after the election in terms of the Melamet Commission proposals. Consequently, although officials at the highest level will be taking a 10% cut, their salaries have increased in numerical terms by 60% compared to those of their counterparts in the previous government.

The gazette confirms that the highest ranking officials, National Assembly speaker Frene Ginwala, Senate president Kobie Coetsee and Constitutional Assembly chairman

Cyril Ramaphosa, will receive a total package of R423 360 a year instead of R470 400

Their total packages include a car allowance of R70 560 a year, a decrease of about R8 000 from what they were paid prior to January this year.

By comparison, the speaker and cabinet ministers of the previous government were getting R22 900 a year, excluding car allowances.

The publication of the gazette confirms that several ministers, including Trade and Industry Minister Trevor Manuel, called for cuts. MPs have complained that because of the Melamet commission's recommendations that tax avoidance mechanisms should be minimised, and for other reasons, their total take-home pay had decreased by about R2 000 compared with what they were getting before the April 1994 election

Before the election, ordinary MPs received about R125 000 and a R60 000 car allowance. Of their current total remuneration of R193 200, about R32 000 is made up of the car allowance.

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Strikes disrupt road, rail and flight traffic

The trashing of Jo'burg

Star 27/9/95 (52) (50)

BY JUSTICE MALALA, TAMSEN 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 liter-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 Motekeng 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. In Johannesburg, the Samwu members uprooted

STREETS in CBD chaotic as workers clash with police and promise more action if demands not met

Trees, 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 Mamoope 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."

Mamoope 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 their Premier Tokyo Sexwale or Motekeng to address them.

At 3pm Samwu Johannesburg branch chairman Mbon-gezi Mabeiso 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 to an employees' rest room, where his colleagues prevented members of the security

firm from entering the rest room. The man was later taken to hospital.

PICTURE: ITHEMBA MAMOOPE/SAFARI PHOTOGRAPHY



Shock treatment ... police throw stun grenades in central Johannesburg yesterday to disperse striking municipal workers who overturned litterbins. Some exploded in the midst of the toyi-toying crowds. PICTURE T J LEMON

CBD 'trashed' and more may be on the way

Star 27/9/95 (1995) (250)

◀ From Page 1

they would go to "Comrade Dan" in his Simmonds Street office.

The huge crowd began toyi-toying down President Street, overturning bins in the middle of the road. Police, traffic officers and passers-by watched helplessly as the strikers turned into Eloff Street and up Commissioner Street.

As they proceeded, they put the emptied bins in the middle of the streets, playing a game of cat and mouse with traffic officers. They would roll bins into the road, the police would remove them and workers would move in again.

Traffic backed up for kilometres and traffic officers battled to

open up the littered roads. Police were called in, and the streets reverberated to the sound of wailing sirens as policemen rushed from one pressure point to another. A police Casspir and armed policemen on foot followed the various processions, sparking off intermittent skirmishes between the two groups.

"Tomorrow, at 8 in the morning, we will be here again. Mofokeng had better not be busy," Mabaso said ominously.

Mofokeng condemned the union's action, saying it was uncalled for and did nothing to further workers' campaigns for better conditions.

The outbreak of violence came as services in the city centre began to feel the grip of the

strike. Commuters reported that buses in most areas were running infrequently and refuse removal suffered as the long weekend's rubbish remained uncollected. But many essential services continued to function, Greater Johannesburg Transitional Metropolitan Council spokesman Marina Penderis said last night. The council would put contingency plans in place to ensure that emergency services were rendered from today.

Talks to end the strike that has gripped towns in Gauteng, Mpumalanga, Northern Province and North West for the past nine days dragged on last night.

More than 40 towns in the four provinces are in the grip of the strike and an estimated 40 000

workers are involved.

Samwu's KwaZulu-Natal region, which has already reached a settlement with municipalities on wages, said that if yesterday's wage talks failed, it would consider a sympathy strike.

Workers in the four provinces are demanding a wage increase of R280 a month or 7,8% across the board for the lowest-paid workers, while employers are offering 7,5% across the board.

Mofokeng said the province would try to address the union's concerns. "I am still prepared to meet their leadership to discuss the situation. But they must act in a responsible manner."

► More pictures on Page 11

Samwu strikers go on rampage

(256) Sawetan 27/9/95

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.

Workers fired from Parliament

PARLIAMENTARY workers have recently been dismissed for faking medical certificates to get off work, Secretary to Parliament Mr Robin Douglas confirmed last night.

Parliamentary staff received an official warning this week about truancy "because it became necessary to tell staff this was a serious business", he said

(250) CT. 28/9/75

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

Councils urged to go to law over strike damage

ARG 28/9/95

(250)

(~~250~~)

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 raged 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.

Striking municipal workers shout down Mofokeng

(250)

(95)

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.

'Fake' sick leave warning

(250) Star 28/9/95

Cape Town — Parliamentary staff received an official warning this week about faking medical certificates to get off work.

Secretary to Parliament Robn Douglas said in a letter to all staff that there had recently been a number of disciplinary cases related to falsification of medical certificates by people who wanted to go on sick leave with full pay.

"We would like to convey to staff that this is a serious transgression which could result in dismissal," he said.

"This sort of transgression amounts to fraud against the employer and it also destroys the trust between the employer and employee." He urged staff to plan their leave carefully and approach the administration for help if they needed it. — Sapa

9 (250) (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

Union demands still not met

Talks held but strike to continue

Star 28/9/95

(250) (250)

■ 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.

IAL

Mofokeng blamed for trashing of city

Sowetan 28/9/95

(250)

By Abdul Milazi

Samwu strikers trashed city after Mofokeng broke promise to them

WHEN 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 Mbonjeni Mabaso, 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, yesterday's action transgressed all acceptable bounds of protest. It urged legal action against the strikers for damaging State property.

Striker dies

as police use live bullets

CT 29/9/95
(250) (1995)

PIETERSBURG Police opened fire with live ammunition on striking municipal workers here yesterday, killing one and injuring four.

The shooting occurred after a policeman was attacked 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 workshops at Landana.

Police fired birdshot and rubber bullets when a policeman, a municipal official and two temporary workers he was guarding were attacked.

● Striking municipal workers gathered outside Johannesburg library yesterday, but dispersed after being banned about a meeting between provincial government and their union, a spokesman said.

— Sapu

ANC slates 'trashing' of Johannesburg by workers

AAg 27/9/95 (250)

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 Ronnie 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.

Browde commission finds hundreds of public service irregularities

David Greybe

CAPE TOWN — The Browde commission of inquiry into public service irregularities has, in its first batch of public findings, found a high rate of malpractice in the former Transkei and Ciskei

Commission spokesman Pam Barnes said yesterday the number of public servants under investigation had jumped from 486 to more than 3 300 in the past two months. But these accounted for only 40% of cases to

be investigated. The final figure would be known only "when we dig further".

The inquiry into public service irregularities before and after last year's election covers the period April 27 1993 to September 30 1994, and is headed by Acting Judge Jules Browde.

Investigations into six cases, involving 115 public servants in Transkei and Ciskei, had been completed. Five of the cases — involving 100 employees — were found to be "irregular", involving appointments, promotions, carrying schemes and "translation of tax off-

cers". Another 11 cases, involving 394 public servants in Transkei and Lebowa, had been completed but the findings could be made public only once the respondents had been informed.

The biggest case investigated involved 1 800 "possible irregular promotions" in the former Transkei prisons department. A similar case in Lebowa involved 290 employees in the former Lebowa's justice department.

Another case, still to be probed, concerned "possible irregularities" involving 1 000 employees in Transkei,

Ciskei, Lebowa and Bophuthatswana.

Barnes said the commission would need at least another year to complete its work. Established in February, it was originally expected to complete its inquiry by end-May, but this was later extended to end-December. However, Barnes said, unless the special parliamentary sitting next month granted the commission an extension, it would be forced to suspend its work at the end of the year until Parliament reconvened in February.

Its work rate was being hampered

by a shortage of staff. The departure of two of the six original commissioners to take up positions as judges had left the inquiry with nine full-time staffers.

Commissioner Selby Baywa, who will also leave soon to become SA's first public protector, said recently the commission "has already saved the country hundreds of millions of rands".

Barnes said it was not the commission's job to decide on the fate of public servants guilty of irregularities. Findings were passed on to the relevant ministry to decide on further action.



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 (260)
Renee Grawitzky and Mduuzi 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.

Pietersburg striker dies from wounds after clash

Samwu defiant despite criticism

Star 29/9/95 (256) (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.

'Keep garbage away from dogs'

(250) ~~(287)~~ ~~(952)~~ Souwetan 29/9/95

By Abdul Milazi
Labour Reporter

THE GREATER JOHANNESBURG Transitional Metropolitan Council yesterday appealed to residents to keep their refuse on their premises to prevent it being spilled by dogs.

The Johannesburg Council will try to normalise refuse collection service

Refuse collection service in residential areas and towns countrywide came to an abrupt halt when municipal workers went on strike last week to demand a wage increase. Johannesburg workers joined the

refuse collection service 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.

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.

The GTTMC 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 GTTMC said it would decide what action would be taken

Strike may affect burial services

By Joshua Raboroko
Soweto 29/9/95

SCORES of bereaved families in Greater Johannesburg may not bury their dead at the weekend because of a strike by grave diggers. 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 week-

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 Transition 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, council employees 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

"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.

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,

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. ■



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.

(256) (962)

Star 30/9/95

Municipal workers face dismissal as mediation ends in deadlock

Renée Grawitzky

MASS 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 would 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 lashed out at employer intransigence.

Hamilton said the union had requested a meeting with Labour Minister Tiko Mboweni 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".

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

Mboweni to use legal muscle

Tough new bid to end city strike

(250) 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.

Mboweni intervenes in municipal workers' strike

(2) (250) 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

Firing of municipal workers averted

Renee Grawitzky

BD 3/10/95 (250) (250)
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.

Partnership mooted between sectors

Private help sought for govt restructuring

(250)
(304A)
BD 3/10/95

David Greybe

CAPE TOWN — Government was planning to call on private sector expertise to help transform the public service, Public Service Minister Zola Skweyiya disclosed yesterday.

The idea, Skweyiya said, was to develop a new partnership with regular meetings between the two sides. His ministry wanted to learn from companies' experiences in the areas of affirmative action, management training and "right-sizing".

He and the Public Service Commission would pursue the matter next week at a meeting with a business delegation, including Sacob representatives, where government would spell out its transformation plans.

The private sector could assist government in devising a comprehensive restructuring programme for the next six or seven years.

He expected it to be critical of aspects of the transformation plan, which had already been delayed by at least six months.

He said the private sector had been engaged with its own transformation since the late eighties. Despite some fundamental differences between the private and public sectors, "we have to, and will, learn a lot from them. For some of us in the ANC who are in government these things (such as public

service restructuring) are new."

Skweyiya said that at a preliminary meeting two weeks ago, Sacob had offered to provide training programmes to improve management in the public service. It had also highlighted problems which organised business was experiencing with the public service.

Both sides had agreed on the important role a stable and efficient public service could play in the economic restructuring of the country.

Sacob had also expressed its concern about the state's ability to collect taxes effectively. Skweyiya had replied that Finance Minister Chris Liebenberg was "giving urgent attention to finding solutions", and he and the Public Service Commission would do their utmost to facilitate the process.

Skweyiya conceded yesterday: "The public service in SA has been a bit backward in areas like management." He added: "Whatever assistance is offered we will take." He singled out the need for enhanced skills.

One of the most pressing issues facing the public service was to find ways of stemming the loss of middle managers because of "low" salaries. Skweyiya hoped, with the assistance of the private sector, "to find ways and means to avert the flood of public sector employees to the private sector".

Continued on Page 2

Restructuring

(250)
BD 3/10/95

Continued from Page 1

Middle management pay would be one of the main issues discussed at a new round of talks, starting today in Durban, between government and public service unions represented in the central chamber of the Public Service Bargaining Council. "We need to offer them something more attractive." The council agreed last year — the

first in a three-year remuneration plan — to restrict wage increases mainly to the lowest paid sector. Now it was middle management's turn.

Skweyiya added that rationalisation would also involve pain. Government would study "right-sizing" models used in the private sector.

Government would not act unilaterally, but would work with the unions in a consultative manner. He hinted at giving departments more autonomy on employment matters in a bid to stem the staff flow to private business.

Restructuring

250
Continued from Page 1

BD 3/10/95

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Fresh bid to end municipal strike

Sowetan Correspondent and Sapa

ABOUR MINISTER Mr Tito Mboweni 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, spoke in a building, overturning rubbish bins and damaging cars.

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.

Mboweni on Friday said mediator Mr Charles Ntsheni, 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 Romaine 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 Mzimuzi 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 Library 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 R2,80 or 7.8 percent, which 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 Pieterstroom and Tzaneen in Northern Province, he said.

Romaine said the union was also concerned about reports that the Abertown transitional local council intended dismissing strikers not reporting to duty today.

Could hinder progress

Although he warned that mediation could hinder progress in the dispute, he said the union was determined to hear the employer organisations had set out their wage demands in a list of 11 demands. North West and Northern Province had the most demands.

Mediation is expected to start today. The 15 municipal workers who appeared in the Pieterstroom court followed in the first Thursday's action which had at least 10 men seriously injured.

Six of the severely injured men were in public hospitals, while the others were in hospital with their injuries.

They were taken to hospital off-duty. Each of the men was injured in a different way. One of the men who died was a 50-year-old man who died in hospital.

A police constable was struck on the head with an iron bar, while a municipal worker, named as Josias Mogalla (56), was fatally wounded when police opened fire on the mob with shotguns.



Police chase strikers who had apparently refused to disperse from outside the Pretoria municipal headquarters yesterday.

(256) (S) Sowetan 3/10/95

Top mediator to tackle deadlock

Star 3/10/95

(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.

It's time for the state to come clean with

CANDIDLY CAMERON



By BRUCE CAMERON

The lip service paid to transparency was highlighted by the wildcat strike by nurses

Meeting the salary and wage demands of the three key service elements of the public service — health workers, teachers and the police — is going to prove more difficult than promises from the government would make it appear.

Senior government officials spent much of last month pondering and negotiating how they will slice the Budget cake in March or April next year. Indications are that they have not made significant progress in reprioritising the Budget to come anywhere near meeting the demands of the three groups.

If government promises, as it is currently doing to the nurses, that better days lie ahead and it does not meet the expectations in an even moderate way, there will be more trouble in store.

There are three primary problems — the commitment to reduce the budget deficit as a percentage of gross domestic product, the need to make the public service racially

reflect the population, and a Budget that already sees more than 90 per cent go on the salaries and wages of the public service.

The whole issue is exacerbated by a public service commission that, at best, moves excessively slowly and, at worst, is a bureaucratic nightmare.

Part of the problem is that a major share of the responsibility lies on the shoulders of Zola Skweyiza, the minister of public administration, to start the commission on speeding up the restructuring pro-

gramme instead of appeasing the messengers, who warn of problems far worse than being experienced now.

The commission has already proved its incapability to deal with problems with its reaction over the years to the problems within the tax collection departments.

Instead of being proactive it was defensive. Finally it was Chris Liebenberg, the minister of finance, who took matters into his own hands and appointed Charles Stride to carry out investigations and

make the necessary recommendations for the departments. The government is going to have to come clean with civil servants and the public over the true position before it finds itself in a credibility crisis as well.

Transparency, unfortunately, is fast becoming an overused buzz word, which is fast losing credibility. The lip service to transparency has been highlighted by the wildcat nurses' strike. The exact position should be spelled out, no matter how unpalatable.

A lot more open debate about the Budget process and the restructuring of the public service would also help.

For example, the whole process involving the Stride report on the tax collecting departments has become something of a farce.

Large sections of the report have already been leaked, but the department of finance continues to insist on keeping it secret — for what purpose, apart from an on-going obs-

To issues more creative but as important to the economy. Tessa Graaff, who runs the Montebello arts and crafts centre in Cape Town and is a former member of the Western Cape section of the Arts and Culture Task Group, argues that South Africa does little to promote its culture.

Britain, she correctly points out, runs its multibillion-pound tourism industry almost entirely on its national heritage — against this South Africa runs a campaign almost entirely on game parks, and

□□□□

Minogue resulted in an injection of more than R150 million into the local economy.

British Columbia, after government-assisted promotion, drove sector earnings from about R40 million a year to more than R700 million, while the use of local personnel on the production teams grew from 40 percent to 97 percent.

The industry in South Africa has moved to help itself by forming a foundation to train people and to promote itself, but needs government help.

O'Leary says one of the advantages of foreign producers using South Africa is that they are not like normal investors, who cautiously concern themselves with issues like the taxation regime, foreign exchange control, and the labour dispensation.

Once again the virtuous circle comes into play, with documentaries on making commercials and million houses spent more than R150 in the Western Cape foreign production houses that last year O'Leary estimates that last year and more use is made of local expertise.

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As South African expertise improves and the amount spent increases R200 000 and R1,5 million direct spending of between R200 000 and R1,5 million.

Each commercial results in the production houses. Last year the made in South Africa by foreign 30 television commercials were in the 1992/93 summer season enormous benefits done in Australia and Canada with

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In the 1992/93 summer season 30 television commercials were made in South Africa by foreign production houses. Last year the figure had risen to about 200.

Each commercial results in the direct spending of between R200 000 and R1,5 million.

And the amount spent increases as South African expertise improves and more use is made of local expertise.

O'Leary estimates that last year and more use is made of local expertise.

South Africa has a lot more to offer in the way of art, music and culture, she argues.

Although many foreigners may think that our national pastime is violence, Graaff points out that we do little to sell and promote our heritage and culture, from music to art.

If arts and culture were more aggressively promoted they would become part of a virtuous circle earning billions in foreign currency. Promote arts and culture and they in turn advertise the country as a tourist venue and the sale of the products of arts and culture increases. The music industry alone could generate millions of rands in royalties.

She is backed in her argument by Glynn O'Leary, chairman of television and post production for broadcast facility Six Street Studios. O'Leary feels a lot more should be done to assist the film industry, not only in making feature films, but across the board, as has been done in Australia and Canada with enormous benefits.

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Thus is an asset through which South Africa can develop a competitive edge, hone skills, technology and provide employment in the process.

CIVIL SERVANTS

(252) 27 (BR) 3/10/95

Police fire on strikers: 15 injured

(250) (1995)

Police fired into a crowd of strikers, injuring 15. A police tire exploded but did not affect the strike. The date is CT 3/10/95.

Police gave the 1000 odd strikers an ultimatum to disperse or face tear gas from the city's riot squad.

The truck ran through the street, overturning rubbish bins and damaging cars.

Several strikers were arrested by municipal police.

The truck entered at several points in the city, including the area between the main and North West.

Workers are demanding a 1% a month pay rise but employers have offered 1%.

Mean while top mediator Mr Charles Nappier was appointed by Labour Minister Mr John Major to try to broker a settlement to the strike by over 400000 municipal workers.

Public service pay increases mooted

004/10/95 (7/5) (250)

Nicola Jenvey

DURBAN — Government proposals presented at yesterday's Public Service Bargaining Council Chamber meeting could increase the public service budgetary allocation six-fold by 1997/98 — and has left employees smiling in anticipation.

SA Health and Public Service Workers' Union delegate Belinda Kgogo said yesterday government had tabled principles which would cost the taxpayer about R9bn in the next financial year and provide a further R3bn in 1997/98.

This compared to the R2,3bn made available to the public service sector during 1995/96.

Kgogo said the new public service grading system being proposed by government — which would include a broader banding concept and career-path innovations — would meet public sector demands in general and the nursing sector in particular.

"However, government must come back to us with an accurate amount available for spending before we can decide on whether to accept," Kgogo said.

Together with KwaZulu-Natal Public Sector Workers' Union

president Ronnie Johnson, Kgogo believed a decision might be forthcoming by the end of the week.

The nursing fraternity had found the principles "attractive and yet tactical". "These proposals will undoubtedly keep employees from transferring into the private sector," Hospital Personnel Trade Union of SA president Gavin Moultrie said.

One concrete move coming out of yesterday's meeting was that the pension fund would be rationalised into one scheme and gender inequalities eradicated. This meant contributions made by women would rise 1% to 7,5%, but they would also enjoy the same benefits once leaving the scheme.

Kgogo did not know when the fund would be revised, but hoped this would be "as soon as possible — before the end of the year" to allow anyone holding on for retirement to do so without prejudice.

Health Workers' Union general secretary Norman Maharaj confirmed that the time delay until the new scheme was implemented "posed a significant concern".

The agreement did not include police and teachers, but it was anticipated that they would be brought into the net.

THE ongoing public sector strikes have exposed a serious contradiction between government's commitment to extending labour rights to all workers — enshrined in the new Labour Relations Act — and its role as employer of hundreds of thousands of aggrieved and increasingly militant employees

It has handled this contradiction poorly, and its responses have aggravated the situation. These strikes are landmark events not because of the numbers involved, which for the time being are small, nor because of the questionable tactics of workers that have been sensationally reported in the media, but because they are the first test of government's new approach to industrial relations.

The new labour law establishes an extremely advanced system that facilitates workers' collective organisation, expands joint-decision making and provides a new approach to dispute resolution emphasising mediation and arbitration.

The system depends, however, on a mature industrial relations system with strong, representative and accountable organisations on both sides of the bargaining table who can understand and make use of the innovative procedures

The new laws thus a bold vision for the future, rather than a description of current practice, as such organisations are largely absent in the public, farm, and domestic sectors. Effective organisations in these sectors will be built only through a sustained period of experimentation, conflict and — to use an unfashionable word — struggle. These sectors are at least 15 years behind manufacturing and the mines, where workers and employers have developed sophisticated organisation

Such struggle is not only normal, healthy and inevitable, but essential to the development of sound labour relations in the public sector. It is also misunderstood by senior government officials.

As employers — rather than as labour law visionaries — they have acted as if public sector labour relations can be conducted as peace-

Govt response to labour unrest is inappropriate

GLENN ADLER

(250)

BD 4/10/95

ful, technical affairs in national forums between senior representatives of government and labour. When nurses disrupted the smooth running of the national bargaining chamber in the public sector, government officials responded in ways oddly reminiscent of their white public service predecessors: they hastened to brand the strikes illegal, and threatened disciplinary action and dismissals.

They ignore that the organisation on which this system depends will be established through conflict, which occasionally takes regrettable and indefensible forms. However, during a period of confrontation, mature industrial relations practitioners look beyond their adversaries' pyrotechnics — which are often necessary to motivate the troops and put pressure on the other side — to concentrating on the real issues at stake. The sooner senior government leaders accept this fact, the sooner they can rise above the disturbing distractions of strikes and move towards a constructive industrial relations system.

The government has correctly pointed out that the issues motivating the strikers are the legacy of the past. Workers find themselves stranded in apartheid-era grading systems engineered to reinforce a white elite through wide wage differentials and promotion proce-

dures insensitive to qualifications and experience. Standard features of SA trade unionism in the manufacturing sector — such as workplace-based shop steward facilities, and effective grievance and disciplinary procedures — are recent introductions, or non-existent.

Without the right to strike, with profound constraints on collective bargaining, and with little access to independent trade union organisation, black public sector workers historically could do little to alter their circumstances. Ultimately their conditions of service were decided in bureaucratic forums dominated by white government officials and the white leaders of staff associations.

With a few notable exceptions, nurses remain outside proper trade unions in which they have power to elect — and discipline — their leaders. It is not surprising that the recent national 5% wage agreement provided a catalyst for the nurses' strike; they had little direct involvement in the process and do not feel bound to uphold agreements negotiated by strangers.

Thanks to the increase in free health care provided to children and and pregnant women, their workloads have increased while real

wages have fallen.

If government has successfully identified the historical causes of the strikes, it has not responded creatively. Nurses have been told that no wage increase is possible before 1996, and to be patient while a comprehensive health restructuring is undertaken. To thus unpalatable mixture of deferral and diversion, government has added the threat of coercion: the strike is illegal and will be met with stern measures.

These responses are seriously flawed on principled and practical grounds. Although their actions are illegal under the current act, the legal status of the nurses' action is difficult to define under the new Act. Strikes in essential services are prohibited, but the definition of "essential" remains untested.

And it is unclear that all nurses will fall into the category

More practically, the nurses have power because they cannot easily be replaced. Dismissal ultimatums have been shown to be unenforceable. These strategies will not solve the problem, but they do make the strikes tests of government credibility and competence.

Government can craft plans for reconstructing the health services, but even good plans from well-meaning administrators will not work so long as legitimate representatives of relevant parties neither

understand nor participate in the process. Joint decision-making, as provided in the Labour Relations Act, and democracy, more generally mean that citizens can have a share in the decisions that affect them. But for democratic forums to function effectively, individuals need organisations that can speak authoritatively and can ensure that their constituencies abide by decisions.

However, while organising is necessary and possible, it is time-consuming, messy and inevitably conflictual. Here both sides need to put their houses in order. The government should make immediate secondments of the best and the brightest industrial relations minds in the private sector.

More immediately, public sector workers must avail themselves of the existing — and forthcoming — legal opportunities afforded them for union organisation and democratic protest.

There are hopeful signs that the nurses are developing sophisticated strategies for pursuing their grievances.

They are also making serious efforts towards establishing proper union structures.

For its part, government can contribute to a resolution to the disputes by engaging the workers in a search for solutions and — most importantly — by lowering the heat and easing confrontation. The ANC's notable skills at reconciliation should be deployed in a search for constructive compromises. They should refrain from demonising strikers, and treat these as necessary processes in the development of an industrial relations system.

If government fails to grasp this possibility, it will inflame an already sensitive situation while undermining its legitimacy among workers and raising more general doubts about its competence. Disciplinary action and dismissals will encourage further strikes and poison the air, making further reconciliation — which must inevitably occur — infinitely more difficult.

Adler teaches in the Wits sociology department.

Jo'burg municipal staff back to work

Star 4/10/95 (250) ~~10/10/95~~

■ 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.

ANC rethink on public sector crisis

Political Correspondent

ARG 4/10/95 (250)

THE ANC has acknowledged it underestimated the crisis in the public sector it inherited, but says this must not be allowed to stand in the way of transformation.

In a statement issued after a two-day meeting, the ANC national executive committee said there had been

real progress in many areas in the past 1½ years of ANC-led governance.

"But we underestimated the huge crisis in the public sector we were inheriting," the committee said.

Also discussed at the meeting were developments in KwaZulu-Natal, including the worsening violence.

Joburg municipal workers to end strike

(250) CI 4/10/95

SPECIAL CORRESPONDENT

JOBURG (SABC) The strike by about 2000 municipal workers in Joburg municipal council will be suspended by the three local unions that have indicated a willingness to end the walk-out on Monday.

Some union officials have said that Mr. M. M. M. Hamilton and should the union members could not be contacted.

The local government authority had agreed to the union demand that since most of the local government projects are being stopped.

All stated the strike by more than 2000 municipal workers in Joburg municipal council will be suspended by the three local unions that have indicated a willingness to end the walk-out on Monday. The unions are the Public Employees Union of South Africa (PEUOSA), the Public Employees Union of South Africa (PEUSA) and the Public Employees Union of South Africa (PEUSA). The unions are the Public Employees Union of South Africa (PEUOSA), the Public Employees Union of South Africa (PEUSA) and the Public Employees Union of South Africa (PEUSA).

The municipal council has agreed to meet with the union officials on Monday. The municipal council has agreed to meet with the union officials on Monday.

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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 Mboweni'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 positions

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 5 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 Göhn Májila 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 backlogs, 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.

Sweeping pay plan for public sector

DD 5/10/95

David Greybe

GOVERNMENT and public service union negotiators agreed yesterday on the principles for a two-year salary plan designed to end the spate of industrial action in the public service and stop the loss of skilled professionals to the private sector.

The plan, still to be approved by the Cabinet, is expected to add R9bn to the total public sector wage bill in the 1996/97 financial year. However, it will be accompanied by major cutbacks in the 1,2-million-strong public service offsetting about half that amount.

The public service wage bill in the current financial year was R59bn.

A top union negotiator yesterday estimated up to 60 000 public servants — mainly in the former homelands — could be retrenched in the next financial year. Unions would have to accept "some pain" in return for the increase.

He believed that, once agreement was reached on finer details, based on a radically new grading system, industrial action over wages would end.

The agreement was struck in Durban on the second day of negotiations in the central chamber of the Public Service Bargaining Council, between negotiators representing Public Service Minister Zola Skweyiya, the Public Service Commission and 18 unions.

Skweyiya indicated earlier most of

the increase would be spread among professionals in the health, education, legal and accounting sectors. The professional sector did not receive an increase this year — the first in a three-year plan — while R2,3bn was awarded to mainly lower paid workers.

Skweyiya said yesterday the new grading system would fundamentally restructure salaries. It would remove inequalities, provide better career pathing and improve employee mobility. "I am confident that this new system will provide solutions to many problems we face," he said. "But it requires co-operation."

Negotiators said the new grading system — expected to halve the present 34 occupational classes — would "ensure a cost-effective and efficient public service". They agreed to leave "implementation dates and details" for the next round of talks.

A government source said the package — "part of the budgetary process" — would be sent to the Cabinet after relevant cost calculations had been negotiated. The unions said they would negotiate a new system if government made a formal offer by October 27.

The additional R9bn salary figure for next year was, a source said, supplied by the Public Service Commission. It gave no estimate for the 1997/98 financial year but this could be as high as R12bn.

Wage dispute resolved

By Khangale Makhado

Settlement in wage talks comes in the wake of dismissals of 650 workers

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. Sannwu president Mr Petrus Mashushu 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 Skweyrya 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 inequalities are removed to provide better career paths and improved mobility of our public servants," Skweyrya said.

(250) (Sawetlan 5/10/95)

Municipal workers return, but ...

Cleanup in Jo'burg is delayed

(250)
~~(192)~~
Star 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."

Agreement on municipal strike

(250)

JOHANNESBURG: Agreement had been reached between the South African Municipal Workers' Union and employers' organisations, ANC spokesman Mr Ronnie Mamoepa said last night.

"The agreement has now removed obstacles towards the first ever democratic local government elections on November 1 and for the speedy return of delivery of services in affected communities," he said.

"The ANC particularly commends Mr Charles Nupen, whose mediation skills helped unlock the logjam." — Sapa

CT 5/10/95

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.

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

AA CT 6/10/95
(12) (250)

Public service crisis deepens

Edward West

CAPE TOWN — SA's public service was experiencing the gravest crisis in its existence and a compromise would have to be struck between demands for accelerated change and government's incapacity to effect those changes

This was the view of Stellenbosch University school of public management Professor Fanie Cloete in a paper he compiled for the university's Institute of Futures Research.

In some cases as many as 50% or more of approved posts in various departments, including key decision-making positions, had been vacant for months, with the prospect of recruiting experienced bureaucrats extremely thin, he said.

Insufficient financial and human resources were available. Isolated new appointments reflecting the majority of the population had been made in recent months, but these were few in number and insufficient to deal with the larger problems facing SA.

"Highly skilled professional staff in particular, are for various other reasons, thinking of leaving the proverbial sinking ship," Cloete said.

These reasons included low morale, noncompetitive service conditions, and a belief that positions could be insecure as a result of affirmative action.

The process of replacing lost expertise was mired in red tape, with the preference for centralised control of government's transformation causing bottlenecks. For example, many of the 11 000 posts ad-

vertised about year ago were still vacant.

A further problem which had become more serious recently was the duplication between line function departments and the reconstruction and development programme office. Some ministries had attempted to create a separate corps of loyal officials, thus institutionalising conflict between different sections of the same department.

Cloete said the predominantly white male, Afrikaner character of the top and middle level structures of the public service would either have to be changed more incrementally, or effective replacements would have to be appointed immediately.

Constructive affirmative action policies would have to be implemented. For example, officials should not be compelled to reapply for their jobs.

Morale could also be improved by allowing smaller salary increases at higher levels than at lower levels of service, instead of simply refusing increases at higher levels, Cloete said.

(250)

BD 6/10/95

Star 10/10/95
**Pretoria
strikers due
back today**

(250) (10/10/95)
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

Commission to involve business in public service

(250)

Ingrid Salgado

PUBLIC Service and Administration Minister Zola Skweyiya yesterday announced a major reappraisal of the public service that would include representations from all stakeholders, including organised business.

A presidential review commission to re-evaluate the entire public service was on the cards, he said. Mooted by his ministry, the commission would provide one of the most "rigorous re-examinations and transformations of

the service ever seen in this country". It was understood to have the backing of ANC cabinet ministers.

It would review the functions of government, personnel deployment, departmental objectives, costs and resource utilisation, and conduct systems audits and performance measurements, public service and administration director-general Paseka Ncholo said. Departmental structures, routines, procedures and service management would also be investigated.

Deputy Presidents Thabo Mbeki

and FW de Klerk, Skweyiya, labour, organised business and other public service stakeholders would make up the commission without "unduly bloating" the process. Ncholo said the commission would be established "in due course" and should conclude its work within a year. Its establishment would be one of the first major steps towards carrying out the policies of the White Paper on the public service.

Skweyiya also announced the establishment of a public sector transformation forum to involve all stakeholders

in restructuring the public service National and provincial public service managers, public servants, trade unions and the Public Service Commission would have permanent representation on the forum. Business would be able to make representations.

Meanwhile, the Public Service Commission and business yesterday established five task teams to kick-start business involvement in training public servants. Training areas would be financial management, administration, human resource development, or-

transformation
BD 11/10/95

Public service (250)

Continued from Page 1

BD 11/10/95

He said restructuring and rationalising the public service would bring about fundamental changes in personnel administration policies.

Eighteen departments had completed their rationalisation while 13 were still busy. Of the 13, about eight would have completed rationalisation by the deadline at the end of the month.

"Considering the complexity, sensitivity and scope of the rationalisation

process and the fact that only one year has lapsed since the beginning of the process, we have made progress."

There was an international trend away from the state acting as the principal agent of social and economic development. Instead the state's role was to guide and facilitate development.

"Rightsizing" the public service was a key strategy in achieving optimal allocation of human and other resources. This could result in downsizing in some departments and upsizing in others. Displaced staff would, where possible, be offered redeployment, training and retrenchment packages

organisational development and information technology and development. Preliminary reports from the teams were expected within a month.

Skweyiya expressed concern that the private sector was fragmented along the lines of big business, black business and emergent business. A dynamic relationship between the private and public sectors should assist the sharing of technical and human resources and cross-sectoral training.

Continued on Page 2

Evicted workers in fight for jobs

Staff Reporters

FIRE 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.

'Visionary' plans for public service

David Greybe

CAPE TOWN — Private sector performance audits would be central to the transformation of the public service over the next three years, government's latest draft public service white paper released yesterday states.

It said private sector involvement was part of government's "new vision" of a partnership between the state and civil society, as opposed to the "essentially antagonistic relations" that prevailed under NP rule.

The policy framework document is based on a "fundamental redefinition of the role of the state and its relationship to civil society" in the new SA.

It said government was aware this could only succeed if "structured opportunities" were provided to involve civil society in the formulation, implementation and monitoring of policies and programmes at national, provincial and local government levels.

To ensure accountability and the success of the process, internal monitoring and evaluation mechanisms "will also need to be accompanied by the independent external monitoring and evaluation of departmental transformation programmes".

They were both "central" to its success. ⁽²⁵⁰⁾ *BD 13/10/95*

Public Service Minister Zola Skweyiya said yesterday he had not encountered any resistance from fellow ANC ministers to his recent overtures to business. In fact, the initiative had been endorsed by the ANC's executive.

Skweyiya said he hoped to submit the draft for Cabinet approval before end-November, after Parliament's public service select committee had studied it. Government wanted to implement the policy document next year.

The ANC-dominated select committee yesterday agreed, after an appeal by NP MP Sam de Beer for more time to study the draft, to meet again on October 23 before endorsing it.

The document's principle aim was to establish a policy framework "to guide" the introduction and implementation of new policies and legislation in transforming the 1,2m-strong public service.

It distinguishes between a "dramatic, focused and relatively short-term" transformation process over the next two to three years, and a "broader, longer-term and ongoing process" of administrative reform.

It notes that the process "will be complex and controversial".

Boundary row

lum, co-ordinate the training of teachers and evaluate the programme in its initial phase.

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Cabinet to consider three-year plan to shake up public service

(250)

ARG 13/10/95

CLIVE SAWYER
Political Correspondent

A PLAN for a radical shake-up of the public service is to be presented to the cabinet this month.

It calls for a three-year programme to cut down its size, and for a complete overhaul of its complex grading system.

The plan was jointly drawn up by the Public Service Commission and Deputy Finance Minister Alec Erwin, and has been approved in principle by public service unions

Likely changes include:

- A significant "downsizing" of the service, with many posts disappearing or being consolidated with others.

- Salaries that are more competitive with those of the private sector to attract professionals.

- A service which is more representative of the country's population, with "gender desks" to ensure that women will get an equitable share of appointments and promotions.

Commission member Yvonne Muthien said the wage bill would not necessarily expand, due to

adjustments to the size of the public service

Roe Venter, chairperson of the commission, said the average public service salary was lower than the private sector.

With the new grading system, it would increase to 72 percent of the private sector average next year and 80 percent the following year.

The proposed new grading system was part of a drive to make the public service more representative of all South Africans.

Details would be worked out with departments and unions in the public service bargaining chamber once the cabinet had approved the proposal. Unions had indicated they hoped the scheme would be approved this month.

Ms Muthien said the new system would create 16 occupational groups from the 340 inherited.

The new grading system would attract professionals, improve career opportunities, and create new upward mobility in the lower echelons of the public service.

Ms Muthien said good progress was being made in filling the

11 000 posts advertised after last year's election. Millions of applications had arrived.

However, the rationalisation process was so huge that bottlenecks in some appointments were inevitable.

An environment more conducive to eliminating disparities should be created.

There were still a few residual aspects of public services rules which required reform, among them paternity leave and the number of times a woman could have confinement leave.

She noted that few departments had yet responded to a request to produce comprehensive plans to improve representativeness.

Representativeness was a constitutional obligation.

Ms Muthien said affirmative action was seen by the commission as an interim measure to correct imbalances.

Progress would be monitored and in due course a decision would be made by the cabinet on phasing out such "special measures", she said.

Standardisation will cause massive rise in municipal wage bills

(250) (S) (A) (M) (R) 13/10/95



BY ANN CROTY

Poorer areas that belong to the metropolitan body must be given more powers

establishing the same pay for workers in a broad spread of municipalities, including Dobsonville, Deep Meadow, Johannesburg and Ennerdale.

As Hamilton notes, "Nowhere in South Africa are we as advanced in this policy (of standardisation), we have set a precedent for the rest of the province and for the rest of the country".

The cost implications are staggering. Hamilton said it would take considerable research to establish the full extent of the additional wage bill.

As to the question of who is going to carry it, Hamilton says "in the short-to-medium term if the municipal authorities don't have the funds, they must be provided by central government."

As things stand the authorities facing the biggest wage bill increases certainly do not have the funds in their own coffers from which to make the additional payments.

The comparative poverty of black and, particularly, rural black local authorities is part of the reason behind the present segmentation of wages and conditions.

The number of many grades used to evaluate jobs and determine wage levels in any local authority depends on the external grading of that local authority.

The system of external grading is regulated by the Promotion of Local Authority Affairs Act of 1983.

According to the act, 13 factors are weighted in a formula that determines grading from grade one which is the smallest Ashburton in KwaZulu Natal, to grade 15 which is the largest, Johannesburg. The 13 factors include 12 services and the level of income of that authority.

The 12 services are water meters, water purification, electricity meters, sewerage points, sewerage purification, roads, even, housing; fire services, ambulances, li-

brary books and trading licences.

In a recent report entitled Labouring Locally, Nobom Tshuka refers to the fact that the external grading of a local authority plays a role in determining the number of salary levels found within a local authority. "For instance, questions of how large a local authority is and how many responsibilities it has are two of the factors that are taken into consideration when the number of grades is determined."

According to Tshuka, whose report also addresses the lack of skills training, in terms of the act the allocation of the weightings "did not benefit those authorities which are situated in small towns, rural areas or black authorities."

"Most of these towns do not offer services such as library facilities and ambulance services."

In addition, most of the services which have high weightings such as sewer, water meters, electricity meters, sewerage points and roads are not available in rural areas and some black local authorities.

Tshuka says, "Income has the highest weighting."

"Because of the sources from which it is generated — most of which are not available in small, rural or black local authorities — these authorities are further disadvantaged."

Even if standardisation of wages takes a number of years, it is unlikely that many of the black and rural local authorities will have upgraded their income resources sufficiently to cover the increased wage bill.

Hence, Hamilton's call that central government make up the shortfall in the medium term.

Tshuka says that in addition to the differences between differently graded authorities, the fact that there are differences between identically graded local authorities confuses the situation further.

"What this means for lower-graded workers is that the principles of equal pay for work of equal value and equal pay for equal work are not applied."

"These are the very principles that organised labour is fighting for," Tshuka says.

Ability is not recognised, so workers continue to do the same low-grade work

Because paper qualifications are relied on and recognition is not given to experience and ability to do the job, lower-grade workers spend most of their working lives at the same low grades of employment.

The June negotiations, conducted directly between the union and the Greater Johannesburg TMC, for the first time ever resulted in

the repeal of annexure J of Local Government Proclamation 42 which will result in the allocation of powers and functions to weaker and poorer metropolitan subdivisions that belong to the strong and wealthy metropolitan body.

"We want a single employer base for metropolitan government with strong power functions," says the union's spokesman, Weizmann Hamilton.

There is little doubt that for the next few years much of the union's energies will be devoted to what Hamilton describes as the complete revision of the system that underpins the segmented terms and conditions that apply to municipal workers across the country.

As he sees it, this is in line with ANC policy to transform local authorities and create a system of one city one tax base.

He says it is not just a question of parity of ages, the need to improve the skills level of lower-graded workers must also be addressed.

As yet there has been no attempt at training or developing a career path for these workers who comprise the bulk of the union's members.

Because paper qualifications are relied on and recognition is not given to experience and ability to do the job, lower-grade workers spend most of their working lives at the same low grades of employment.

The June negotiations, conducted directly between the union and the Greater Johannesburg TMC, for the first time ever resulted in



WASTE DELIVERY Municipal workers, above, trash the streets of Johannesburg, drawing attention away from the core issues

PHOTO: NUSON

ENERGETIC Samon's spokesman Weizmann Hamilton, right

PHOTO: JOHN WOODCOCK

That fight is not helped by the lack of centralised bargaining, says Tshuka, who suggests that "the problem of grading systems used in local authorities and the hostile labour relations environment can best be addressed through the introduction of centralised bargaining".

Hamilton sees the complete overhaul of the role of the Municipal Employers Organisation (MEO) and the Employers' Organisation for Local Authorities (EOLA) as critical to the process of revision.

He describes the organisations as anachronisms which represent local authorities that no longer exist.

In Gauteng, the Gauteng Association of Local Authorities has been established to replace the MEO and EOLA. The association cannot register until after the local elec-

tions next month.

If annexure J is not repealed it could throw the agreement reached between the union and the Greater Johannesburg TMC in June into contention.

A large part of the union's success in these negotiations can be

attributed to the fact that the MEO and EOLA were barred and talks were conducted directly with the councillors on behalf of the Greater Johannesburg TMC.

Even if annexure J is repealed, the ability of the TMC to negotiate binding deals ahead of the election

may be called into question. This would be one way of the government delaying the budgetary effect of standardisation of wages in the sector.

But given the labour movement's commitment to the issue, it could only be a delaying tactic.



Shooting has town in turmoil

Staff Reporters
(250) ARG 14/10/95

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.

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 wage increases 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 the 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 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 Hennie 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 who demanded 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, said Mr Nyembe.

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.

Non-service departments to be hit hardest

Public Service

Staff cuts to (250) BD 16/10/95

Cover pay rises

David Greybe

CAPE TOWN — Public Service Minister Zola Skweyiya said yesterday he had secured R6,5bn of the R9,1bn needed for public service wage increases in the 1996/97 financial year from Finance Minister Chris Liebenberg.

The R9,1bn plan to upgrade salaries of key professional and essential services staff — the cost of which would be partially offset by a substantial trimming of the service — was unveiled at the Public Service Bargaining Council two weeks ago. The 1995/96 public service salaries budget is R59,1bn.

Skweyiya said yesterday departments and governments at national and provincial levels would be responsible for making up the 29% shortfall.

They would have to cut back staff based on restructuring plans which "prioritised functions" and would force them to slim down. "They should make some sacrifices — by contributing from their budgets — for the sake of peace in the public service." The hardest hit would be the so-called non-service departments, but he foresaw an increase in the numbers of nurses, policemen, teachers and social workers.

Skweyiya said the private sector would be approached to assist in the process. "They can teach us specifics such as redesigning financial management and training to make depart-

ments more effective and efficient."

He said SA was following international public service trends "reinventing government". Countries such as Sweden and Britain were helping SA.

Skweyiya expressed satisfaction with the R6,5bn allocated. "It certainly is not bad when one considers the other demands within government." He was confident the implementation of the R9,1bn wage package — calculated by the Public Service Commission — next April would help end industrial action in the public service and stop the drain to the private sector.

He was confident the unions had come to accept that rationalisation would involve some pain. "Now we have to go back to the departments and provinces to put our case."

Government and the unions agreed in principle two weeks ago on a two-year salary plan, part of a three-year scheme, based on a drastically reduced grading system. It will allow public servants to be "lifted" into higher paid positions, more competitive with the private sector. The plan will soon go before Cabinet for endorsement.

Skweyiya refused to be drawn on the number of retrenchments expected next year, but a top union negotiator has estimated up to 60 000 public servants, mainly in the former home-

Continued on Page 2

Public service (250) BD 16/10/95

Continued from Page 1

lands, could go. Earlier this year Skweyiya estimated that up to 90 000 public servants faced retrenchment in the next few years. There are an estimated 1,2-million public servants.

Skweyiya said yesterday Northern Province — with three provincial public service commissions it inherited from the former Lebowa, Venda and Gazankula — was typical of where cutbacks had to take place. The province had up to 400 commission employees, as opposed to about 49 in Gauteng.

Another area was education. A single department was established after the merger of more than a dozen "apartheid" education institutions.

However, Skweyiya said, rationalisation could proceed fully only after proper audits of employee numbers were completed. Departments and provincial governments had until the end of this month to complete the task.

He feared, though, that "extra" public servants would still be "uncovered", particularly in Northern Province, Northwest, Eastern Cape and KwaZulu-Natal, where former homeland administrations had operated.

Ingrid Salgado reports that public service select committee chairman Phumzile Mlambo-Ngcuka said at the weekend the Public Service Commission needed help in transforming itself, while its employees had to become more innovative.

The committee on Friday quizzed employees about the transformation process within the commission, stemming from widespread allegations of bureaucratic procedures and rigid operating means.

Mlambo-Ngcuka said no framework for transformation existed within the commission because it had never before had to deal with such a process. She hoped the new draft White Paper on the public service would help with this. Lack of staff hampered the commission's work, with about 30% of posts vacant.

A major problem lay in the relationship between itself and policy implementation. The autonomy of the provincial service commissions meant it could not intervene when there were delays and shortcomings in provinces.

Commission affirmative action department head Zonke Majodina said it could only direct departments to develop programmes aimed at staff representivity. It had no power to issue instructions on recruitment.

60 000 facing job loss

(250) Star 18/10/95

■ BY NIKKI WHITFIELD

About 60 000 public servants stand to lose their jobs as so-called non-service departments are trimmed to off-set the R9,1-billion needed for public service wage increases in 1996/97.

Public Services Minister Zola Skweyiya announced this week that he had secured R6,5-billion of the R9,1-billion for salary raises, which would put public servants into a bracket more in line with the private sector, and hopefully put a lid on the "brain drain" and crippling industrial action.

Hardest-hit in the cut-backs

are likely to be employees in non-service departments, but Skweyiya said he foresaw an increase in the numbers of police, nurses, teachers and social workers

Public Services Association general manager Caspir van Rensburg said yesterday trimmings could be done by opening up possibilities for voluntary retrenchments and "natural" retirements, and by closely looking at the provinces that were "bloated" by public servants.

"It is well known that in some provinces there are too many public servants, and it is possible to cut down on those numbers by

allowing employees to apply for voluntary retrenchments and natural retirement.

"Of course, this will also result in expenditure, but it would be a one-off. The idea is to make the public service leaner."

Although Skweyiya refused to comment on the number of retrenchments expected next year, labour sources have put the figure at 60 000 out of a total of 1,2-million nationwide.

Skweyiya has said Northern Province, with the three provincial public service commissions it inherited, was typical of where cut-backs had to take place

New salary system

PRETORIA: The cabinet yesterday approved a new salary grading system for the public service, cabinet secretary Prof Jakes Gerwel said.

This was the same scheme on which broad agreement had recently been reached in the Public Service Bargaining Chamber.

"The implementation .. will have to be negotiated," he said.

(250) CT 19/10/95

Action threat over civil servants' pay rises

NRG 23/10/95 (256)

The Argus Correspondent

PRETORIA. — The government is facing industrial action from an increasingly dissatisfied public service corps over wage and salary increases.

The Public Servants' Association central chamber bargaining committee learnt last week only R6,5-billion would be made available for increases.

This is R2,6-billion less than requested for the coming financial year.

"It's insensitive, especially when other factors are considered, including no further remuneration for overtime," said PSA general manager Casper van Rensburg yesterday.

"The government is venturing into an extremely sensitive and controversial area."

He said the plan tabled by government representatives at last week's bargaining chamber meeting was short-term and seemed to be a cheap scheme to satisfy the demands of certain essential services workers.

Mr Van Rensburg was also critical of the salary restructuring programme, to be introduced over the next two years, and said it was nothing but a political ploy to mislead and pacify nursing personnel

"We regard the government's so-called salary plan with mis-

trust," he said, adding the 843 000 public servants registered in terms of the Public Service Act would consider industrial action.

In terms of essential services workers such as nurses, arbitration would be the end result while others taking part in legal strike action cannot be dismissed, he said.

In terms of minimum wage levels, 83 percent of public servants earned R43 000 and less a year.

"Agreement on improvement of the minimum wage level has been reached for 20 percent of public servants but what about the rest — the backbone of government?" he asked.

According to the PSA, the government was also not prepared to commit itself to the financial implications of a salary grading plan for the 1997-98 financial year.

"The R6,5-billion is simply not enough money — we need more if we are to get anywhere in eliminating the 48 percent backlog in salaries in the public service.

"By our estimates this alone will cost in the region of R38-billion and can be ascribed to government neglect over the past five years," he said.

He declined to comment on the possibility of a strike.

"I cannot say at this stage what unions will decide on."

Public service 'threatened by skills crisis'

(250) BD 24/10/95
David Greybe

CAPE TOWN — More than 6 000 white public servants had quit during the first quarter this year, Central Statistical Service (CSS) said yesterday. Most had retired.

The biggest public service union, the Public Servants' Association, said the figure could account for up to one in six public servants at managerial level, and warned of a "skills crisis" if the trend continued.

In the same period the number of black public servants increased by 6 070. CSS said this confirmed affirmative action was "clearly visible" in the public service. Coloured and Indian employment had remained constant.

The Public Service Commission was unable to say what the departure of the 6 115 whites had cost the state or how many had worked at managerial level because, an official said, it was "compiling such a survey". The commission is responsible for restructuring the 1,2-million strong public service.

However, association GM Casper van Rensburg estimated the cost to be "very close to R1bn" because most were from middle and top management and had taken early retirement. His union knew of "many" other white public servants who had requested early retirement "but their applications are being withheld because of the continuing outflow of skills".

CSS said the number of white public servants had decreased by 3 750 to 217 203 in national departments. The remaining 2 365 had quit from provincial administrations, which left 53 826. The number of black public servants at national level had increased by 5 749 to 227 498 and at provincial level by 321 to 583 034. There were "almost 11 black workers for every white" at provincial level, it said.

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Affirmative action in public sector alive, but not well, survey shows

(250)

ARG 24/10/95
PRETORIA. — Affirmative action is being visibly implemented in the South African public sector, according to a recent survey by Central Statistical Services (CSS).

But although the number of black employees is increasing, blacks are still being paid less than their white, coloured and Indian counterparts, the research shows.

Since October last year, the number of black workers in the public sector increased by 5 817 within a period of six months, while the number of white workers decreased by 9 523 in the same period.

However, whites in the public sector are earning on average R2 037 more than their black colleagues.

The survey showed a ratio of eleven black workers to every white worker in the provincial administrations.

The research examined average salaries and wages in national and provincial administrations, excluding employers' contributions to funds, and revealed a 36 percent difference between the average salaries of whites and Indians compared to blacks.

In March this year, Indians in national and provincial departments were earning the top average salary of R3 871 per month.

The average salary of white employees was R3 818 per month, coloureds were earning on average R2 627 per month and blacks were placed at the bottom end of the average salary scale at R2 415.

Out of a total of 1 885 443 public sector workers (including Transnet, the SA Post Office and Telkom), 52 percent are black and 22.5 percent are white.

The decrease of 2 365 white workers in provincial administrations between January and March this year was mainly due to retirements, the CSS said.

The public sector as defined in the survey included national departments, provincial executives, local authorities, parastatal institutions, universities and technikons, agricultural marketing boards and public corporations.

The survey also covered the civil services of the former TBVC states and self-governing territories, based on estimates obtained in the second quarter of 1994. — Sapa.

PAY HIKES AND STAFF CUTS

Deal for civil servants

CT 25/10/96 (250)

A TWO-YEAR plan to increase the pay of civil servants is to be accompanied by a plan to cut budgets and staff. **ANTHONY JOHNSON** reports.

A SWEEEPING two-year plan that will "significantly" raise the pay of key professional and essential service staff in the 1.2-million-strong civil service has been approved in principle by the cabinet and public sector unions.

The planned pay increase is expected to add more than R9 billion to the total public sector wage bill in the 1996/97 financial year and up to R12bn the following year.

However, the public service will have to shed an estimated 60 000 to 90 000 jobs and each government department has been told to complete a rationalisation plan to trim budgets and staff by the end of this month.

Government sources said last night that next month a presidential review commission would begin the "potentially explosive" process of revamping the entire civil service — "deciding where to chop and cut and who should become redundant".

The major cutbacks are expected to be in the politically sensitive administrations of former TBVC homelands where the African National Congress was voted in with massive majorities.

A source close to the salary negotiations between Public Service Minister Dr Zola Skweyiya, the Public Service Commission and 18 unions said: "The unions have accepted that there has to be some pain but the exact nature still has to be worked out. The flip side is a rise in salaries which should stabilise the public sector, curb industrial action and stop the exodus of skilled professionals to the private sector."

The scheme could also lead to an increase in the number of nurses, policemen and teachers — sectors that have been plagued by industrial strife in recent months.

However, the cabinet has only agreed to R6,5bn for increased salaries next year — necessitating substantial cuts and savings from other areas or finding other sources of funding.

One well-placed government source said: "The question of arithmetic is still being worked out. The unions were elated at the plan but accepted it on condition that the funds be made available."

The new pay dispensation will be accompanied by a drastic review of the grading system in the public sector.

Move to soften blow for thousands of retrenched public servants

David Greybe

CAPE TOWN — Public Service Minister Zola Skweyiya would approach three government departments for help in softening the blow for tens of thousands of public servants facing retrenchment, his office said yesterday.

Private business would also be asked to play a part in the strategy. Skweyiya's special adviser, Sandile Nogxina, said key departments to be approached were public works, trade and industry and reconstruction and

development. The plan to lessen the social effect of large-scale retrenchments would be based primarily on public works job creation, assistance in setting up small businesses and retraining. He stressed the plan would be devised in consultation with targeted stakeholders. Ministers Jeff Radebe, Trevor Manuel and Jay Naidoo would all be contacted by Skweyiya within two weeks.

A presidential review commission will be set up before the year end to identify public servants for retrenchment. Stakeholders broadly agree up to 60 000 of SA's 1,2-million public servants face retrenchment next year. The commission is expected to be headed by President Nelson Mandela, and will include Deputy Presidents Thabo Mbeki and FW de Klerk, and Skweyiya, representatives from the parliamentary public service committee, Public Service Commission, unions and directors-general.

Nogxina said public servants in the former homelands, particularly in high unemployment provinces such as the Eastern Cape and Northern Province, would be the worst affected. Retrenchments of migrant miners from those areas, plus the fact that a subsistence economy was no longer viable, compounded the problem. As a result, the public service in the former Transkei had become its "only economic activity". He warned of big social problems unless ways were found "to contain the fallout" from cuts.

Government departments could help make rationalisation humane by helping provide creative employment

for retrenched workers. In Zimbabwe the government had helped set up small businesses for redundant public servants. Public works programmes and RDP projects could also be used.

Skweyiya was talking to business about "retraining and reskilling" public servants to lessen the social effect of retrenchments. The public service minister also envisaged a personnel bank to keep track of surplus skilled public servants in specific regions and shortages in others. Such a labour bank could be used to relocate staff.

27/10/95

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Rationalisation must not lead to economic decay

BN 31/10/95

(250)

FOR US in the ministry for public service and administration the deadline on rationalisation looms large. In fact D-day is today — the last day of October.

Much progress has been made on the road to rationalising the myriad administrations into one national administration required of us by the constitution. Many of the key tasks have been completed, and while some departments have completed their rationalisation process, others have indicated they will be ready by the end of the month.

But the rationalisation and its completion also bring some anxiety to us about the future welfare of the people of the former TBVC states, who are likely to be most affected by the process of rationalisation.

The previous government did not develop the rural areas of SA, and these had a parasitic relationship with the urban economic centres. The people of these regions have three main sources of income — subsistence farming, migrant labour and the public service.

Subsistence farming yields little and the capacity of the land continues to decline. A decade of crippling drought has also taken its toll on the

economies of these areas.

The migrant labour from these areas is mainly taken up in mining. The mining houses are going through a crisis of their own, and are retrenching workers. If the public sector also retrenches on a massive scale, we may see a human tragedy hitherto not seen in these areas, already in the grip of poverty.

With the struggle for scarce resources that could emerge, we could also see increased crime, political instability and the kind of aggressive and gnawing ethnicity that often arises under such conditions.

All this would point to the need for a multipronged administrative, economic and political strategy.

Through the bantustan system, the previous government created the public service of these areas. Through the rationalisation process it has become clear that these administrations are not only plagued by administrative decay but that they are also bloated.

Yet we cannot run away from the fact the public service in these areas did provide jobs for those who did not respond to the urban pull, and did not remain on the land. In fact, the thin middle class strata, the

ZOLA SKWEYIYA

nomenclature and the intelligentsia of these areas will also be affected. They are a vocal constituency in these areas that voted overwhelmingly for the ANC.

It would be of concern if within these first 18 months of the government of national unity, we were perceived to be depriving of their means of livelihood the very people whose welfare we were elected to improve.

Yet we have to deal with the decay in the administration, and rightsize the public service.

Let us take the example of the Transkei. The tensions that exist in the sections of the Eastern Cape that were the former Transkei are partly the anxiety articulated by the small business community, the middle class and public servants at the demise of the old administration and Umata as the capital. Hence we see the demand from this part of the country for the establishment of a 10th province which is completely unviable.

The non-elite strata of the former Transkei is mostly unaffected by such anguish over the demise of the

administration, because the administration of the former homeland did not help them.

The same can be said of the north. In Northern Province, where drought has taken hold like a cancer, we are facing a similar socioeconomic scenario.

Rationalisation will mean the demise of the teetering bantustan administrations and thus the capitals of Ginyane, Thohoyandou and Lebowa. Audits already indicate that in Lebowa, for example, there are 40 000 surplus public servants. The spectre of ghost workers, who literally do not exist, still haunts the corridors of many of these administrations.

Surely, we cannot keep people employed who are not working. That is why we are mooted a multipronged strategy to absorb the displaced, including retraining, assistance with small business development and participation in public works programmes. In this regard the assistance of the private sector is imperative, both in terms of job creation and human resource development and reskilling with the aim of redeployment.

We are concerned with a redun-

dancy management plan that would cushion the effects of the rationalisation process. A personnel data base will reveal where there are gaps of skill in certain provinces. The redeployment of skills would then follow.

We would also identify those areas or categories of work that can be performed outside of government, and once that is done those who have been declared redundant should be encouraged to form agencies through which they can tender for such work. There are indications that in some areas those retrenched will be skilled in those areas as many would have performed these functions for government.

Working on a committed strategy to avert socioeconomic disintegration in these areas, we believe some economic buoyancy can be restored. From government we need a more comprehensive job creation plan linked to a national human resource development plan. The government is moving in this direction and the challenges ahead will help to crystallise the plan.

☐ Skweyiya is public services and administration minister.

LETTERS

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Expected sent + 14-11-95

Skweyiya is public services and administration minister.

State's ability
to fund salary
system queried

(250) ~~328~~

Renee Grawitzky

BD 3/11/95

THE state has been urged to provide proof of its ability to provide the necessary funding for the implementation of its proposed new salary grading system in the public service and education sector.

National Professional Teachers' Organisation of SA president Leepile Taunyane said yesterday the union was concerned whether or not the R6,5bn or R9,1bn promised by the state would be appropriated in the 1996/97 financial year.

He said "it would be an exercise in futility to devise various options for the introduction of a new post grading system" for the two sectors "only to discover that the state is either unable or unwilling to commit itself to providing adequate financing for the implementation of the first phase, to commence on April 1, 1996"

He said an initial investigation conducted by the union indicated that even by shifting the implementation date to July, the R6,5bn promised would be inadequate.

He said in the absence of such proof by the state, "the spectre of unjustifiable staff reductions will once again rise as it is difficult to comprehend how the state can commit itself to a new revolutionary system without also committing itself to provide the necessary funds which feasibility studies indicate will be needed"

Concerns about funding 'pre-empt negotiations'

(250) BD 6/11/95

Renee Grawitzky

PUBLIC sector unions — prior to the commencement of wage negotiations in the central chamber of the Public Service Bargaining Council — have expressed concern over whether sufficient funds would be made available for implementing the new proposed salary grading system.

This follows the Cabinet's decision to grant R6,5bn for the scheme, instead of the proposed R9,1bn.

John Ernstzen, adviser to Public Service Minister Zola Skweyiya, said yesterday it was unfortunate that certain unions had pre-empted the negotiations which would begin after the completion of workshops on the proposals. He said that if agreement was reached on all government proposals the system would cost R9,1bn. However, during the workshops, some unions had not supported elements of the new system and had proposed others which would cost more than R9,1bn. He said the R6,5bn granted, showed good faith

and that government was exploring different avenues for bridging the shortfall.

A Public Service Association spokesman said that if the scheme was implemented from April 1 on a budget of R6,5bn, it would cut the proposed grading system by 28,5%.

A Hospital Personnel Trade Union of SA spokesman said government was hoping to make up the shortfall from efficiency improvements and retrenchments. However, it was unclear how government would pay for the retrenchments of close to 60 000 people.

Ernstzen said it was still too early to comment on options available in terms of the proposed retrenchment exercise, which was a matter for negotiations.

A National Education Health and Allied Workers' Union spokesman said expectations were created when government presented the grading system. He said although the union was concerned about the cutback on funds being proposed, the parties had not yet entered into real negotiations.

Extra state funding nearly depleted

Almost R6,9bn paid out for early pensions

Tim Cohen

CAPE TOWN — An extra allocation of R6,9bn to government service pension funds before the election last year to make provision for retiring public servants had been almost all used up, the finance department's chief director in charge of the funds, Peet Maritz, said yesterday.

He was replying to questions from public accounts committee members about the effect of the recent spate of early retirements on the state's pension funds.

The department was assessing the effect of these retirements and was not yet in a position to provide a comprehensive picture.

However, he indicated that the wave of early retirements — which had taken place in terms of a scheme implemented by the public service department — would not be able to take advantage of the pre-election boost to the funds because this allocation was "almost all used up".

The allocation was approved in March last year. About R4,6bn was allocated to the government service pension fund, R781m to the pension fund for temporary employees and R1,5bn to the stabilisation account.

The six government pension funds for public servants had total assets of R80bn. They are to be amalgamated in-

to a single entity early next year.

The funds have frequently been criticised for maintaining a substantial actuarial shortfall, currently about 55%. To be fully funded they would require assets of about R102bn.

Commenting on the auditor-general's finding that there were discrepancies between the membership records and the state pension funds database, Maritz said a thorough reconciliation process had been undertaken.

The discrepancies were identified, sent to employers to correct, and the state pension funds database had been updated. In total 150 000 discrepancies had been discovered, he said.

Maritz could not say how many of these discrepancies accounted for people who were contributing but were not listed as potential beneficiaries, or how many were beneficiaries but were not contributing.

However, the effect of these discrepancies was likely to be small, as provision for such discrepancies had been made in calculating the fund's actuarial liabilities.

Incorporation of the pension funds of former self-governing states was at an advanced stage. The funds of most of the TBVC states would also be incorporated, he said.

The funds were expected to be restructured by the end of the 1995/96 financial year.

TRANSFER SKILLS — MARCUS

Call for 'experienced, qualified' civil servants

CPA/11/95

(250)

INSTEAD of the capacity of the civil service being improved consultants are being hired to develop systems — and then to implement them, says Ms Gill Marcus

ADEQUATELY experienced and qualified people should be attracted to the civil service, the chairperson of Parliament's joint standing committee on finance, Ms Gill Marcus, said yesterday.

The civil service was void of people with certain skills and instead of its capacity being improved, consultants were being hired to develop systems which they then also had to implement.

"It appears to be a growing industry. Where does the transfer of skills take place?" she asked.

She said the main problem appeared to be low salary levels.

Ms Marcus was commenting on remarks by the Department of

Finance's chief director of pensions, Mr Peet Maritz, to the joint standing committee

Mr Maritz had alluded to the shortage of experienced staff capable of dealing with certain aspects of pension administration.

An investigation had prompted a recommendation that 53 additional posts be created to satisfy requirements for people with computer literacy and financial accounting skills, to administer the membership roll and reconcile member contributions.

Although the Minister of Finance had approved the new posts, the Public Service Commission had not

Consultants had been hired for

a period of 16 months at a cost of R3,7 million to develop new administration systems.

The importance of maintaining the momentum of improved procedures for updating and correcting the membership register and reconciling member contributions had compelled the department to re-appoint the consultants for a further year at a cost of R2,4m, Mr Maritz said

After deliberations with the consultants and a study of private sector pension administration practices, a new organisational structure had been prepared and submitted to the Public Service Commission for approval.

Auditor-General Mr Henry Kluever said his department was looking into all aspects of hiring consultants and a report could be expected soon. — Sapa

FORUM

The public sector must tighten its belt

TALKING QUESTIONS



By MATSHERU MATSHERU

There is too much talk about fiscal discipline. It is now time to act.

The Cabinet's decision to conquer fiscal profligacy with the aim of reducing deficit borrowing is highly commendable.

Our economy has vast opportunity for growth as long as there is a symbiosis between monetary and fiscal policy.

Do our policymakers have the political will to keep their word? Or are they just playing an old fiscal record?

Fiscal rhetoric has been our politicians' diet for many years as the government continues demonstrating its complete disdain for any real actions which reduce its financial outflows.

Every day there is much loose talk in government circles, everybody generalises about cutting back. Yet little gets said. We have not heard that a particular department, which has produced no significant results, will be axed.

Fiscal discipline is a prescription for morality and honesty. Our leaders should not hesitate to take unpopular decisions to build a better South Africa for all.

More stringent fiscal management should be employed in public-sector spending.

To put salt in a pot which is already on fire, our auditor general announced that millions of rands of taxpayers' money could not be accounted for and corruption was still rife in the former self-governing territories.

Ministers are the people who should be setting the wrong to right



even if it means firing public servants and parastatal employees.

I do not think it is a question of a cover up. This government is so confident it does not bother to cover up inefficiency and corruption.

Our leaders have the tendency to fall into a blame the past syndrome when their spending and decisions are questioned. But there is little indication that our tax broom will sweep cleaner in our fiscal house.

Even at this late hour of practical action, fiscal discipline is still considered a frightening experience rather than the correct way of managing the country.

There is an urgent need to replace lip service about fiscal discipline with concrete actions if the government does not want to be accused of being an accomplice to lack of development.

Fiscal impediments which put a

burden on monetary policy must be removed to usher our economy into a phase of price stability and high growth. There is no doubt that this can easily be achieved as long as monetary policy is supported by restraint fiscal management.

The following are guidelines for a fiscal management programme.

The bonus, or 13th cheque as it is commonly known, should no longer be given to public servants. It should be removed in phases.

For example, in the 1996/97 fiscal year, they should receive only 80 percent of their bonus. In 1997/98, they should receive only 40 percent of their bonus. In 1998/1999 they should receive only 20 percent of their bonus. Next century, they should earn their bonuses based on performance.

If the authorities accept my proposal we should not shed any tears at the plight of government employ-

ees. They are notorious for their laziness, corruption and an I couldn't-care-less attitude.

The auditor-general has reported that on the day salaries are paid most public servants are not at work because of private banking matters.

Teachers are good at protesting their poverty, but they punish our children with shoddy performances. They also use work time to do their private studies as if they are paid to do their private work.

Nurses and doctors are famous for showing more concern for the health of their bank balances than the well being of their patients. Last week, we read a pathetic story of a woman who gave birth in a van while nurses refused to help her.

Some policemen are more corrupt than the criminals they chase.

Further, public servants should not be allowed to make more than eight local private calls a month. If

they make private international calls they should pay for them.

The government must also replace job security with job efficiency. Once people know that they are protected they will not need to pull up their socks.

There may be people who will argue that we should continue to grant public servants a full bonus to prevent them from joining the private sector. But must we continue to offer a token of gratitude every year to people who help to empty our exchequer without giving taxpayers value for money?

It may not be our fault that we are down. But the world does not owe us a living. We have to make it on our own merit. It is our duty to get up. Now is the time to win on fiscal discipline.

□ Matsheru Matsheru is an independent tax consultant.

bureaucratic than under apartheid.

Affirmative action appointments are failing to plug all the gaps left by the exodus of white personnel. In the six months to March 1995, almost twice as many whites (9 523) left the public service as the number of new blacks employed (5 817).

According to the latest Central Statistical Service figures, the public sector grew by less than 1% between June 1994 and March 1995 to stand at 1,88m.

Public Service Minister Zola Skweyiya is committed to a leaner public service. He has provisional union support for a R9,1bn plan that would raise salaries in key sectors next April but could mean the axe for up to 90 000 administrative staff.

This should curb industrial action and lessen the flight of skilled personnel in essential areas such as security, health and education.

It will, however, add about 15% to government's R58bn salary bill, which already consumes more than 37% of the Budget. The Finance Ministry has said it will provide only R6,5bn in the 1996-1997 financial year — hence the need for rationalisation.

Hardest hit will be the poverty-stricken homelands, ill-served by over-staffed, inefficient administrations but which are often the only employers of note.

Skweyiya acknowledges that rationalisation will mean the end of the "teetering bantustan administrations" and may even cause a "human tragedy hitherto not seen in these areas."

To soften the social impact on these areas of key ANC support, the ministry is devising a strategy to absorb the displaced which will include retraining, participation in public works programmes and assistance with small business development.

According to set procedures, the public service will be obliged to "carry" redundant staff for up to six months to enable them to seek alternative employment.

The task of restructuring the public service lies with a presidential review commission, which will begin the process of unifying the 11 administrations and 176 departments before the end of the year.

A spokesman for Skweyiya says "We want something lean and efficient, something service- and client-orientated. We want to move away from the annoying rule-bound culture to be more flexible, consultative and more effective in the delivery of the RDP."

The ministry scoffs at the allegation that experienced managers — though succoured under the NP — are being replaced by affirmative action candidates with little or no experience. But it makes no bones about the fact that in four years it wants the public service to be 50% black and 30% female.

The Public Servants' Association says as many as one in six of the whites who have

Continued on page 55

PUBLIC SERVICE

Numbers in check

(250)
FM 10/11/95
The dramatic slowdown in the growth of the public service over the past year has confounded expectations that the new government would be even more bloated and

Continued from page 50

left were in managerial positions.

The dominance of white male senior staff is being broken by a special early retirement package offered to everyone over the age of 50 or with 30 years' service. Skweyiya has also unfrozen 11 000 posts, to be filled through affirmative action.

The official line is that affirmative action appointments are not made at the expense of efficiency and that "the Minister is very concerned that we retain levels of expertise in the public service."

"Many affirmative action candidates come from the private sector and have a greater experience of the rules of efficiency, productivity and service. If anything they are the change-agents we require," his spokesman says.

Skweyiya seems to believe that the constitutional job guarantee given to existing civil servants will expire when the commission has completed the restructuring plan.

That battle remains to be fought. ■

Govt will advertise for foreign advisers

BD 14/11/95
Mungo Soggot

THE public enterprises department would start advertising locally and abroad this week for private sector consultants on restructuring and privatisation, the department said yesterday.

Jeff van Rooyen, special adviser to minister Stella Sigcau, said that to ensure transparency, Sigcau and Finance Minister Chris Liebenberg would choose representatives of foreign governments to help select the consultants.

The department has R10m set aside this fiscal year for the advisers.

They would advise the department and the task teams focusing on the restructuring of various state assets. If necessary, the department would ask for more mon-

ey to spend on advice, Van Rooyen said.

Meanwhile, Reuter reports that Sigcau told a restructuring "bosberaad" at the Aventura resort in Warmbaths that government should not be too hasty about the restructuring process.

She said debate on the matter had become sterile, concentrating on the means of privatisation rather than the most desirable ends.

"We have a clear agenda to transform the public enterprises into world-class organisations. We have an open and transparent process of public consultation in place, and we are now entering a broader phase of nationwide debate."

This week, Sigcau will begin a nationwide roadshow to consult groups on restructuring.

Eight ministries miss the rationalisation deadline

David Greybe

CAPE TOWN — Eight government departments failed to meet the end-October deadline for the finalisation of public service rationalisation plans, the Public Service Commission said yesterday. But it refused to name them.

The government-set deadline missed by the eight departments was the second this year. Departments and provincial administrations were originally given until end-April to finalise their restructuring, including staffing.

Government sources expressed concern yesterday that morale among the country's 1,2m public servants — already low because of uncertainty over their future after 18 months under a new government — could drop further.

One source said the departments had failed to meet the deadline despite "persistent nagging" by Public Service Minister Zola Skweyiya.

Commission spokesman Bessie van der Lingen defended the decision by the commission — which, as opposed to the public service ministry, is responsible for public

service rationalisation — not to name the guilty departments.

Van der Lingen said: "We do not want to put the eight departments in a bad light. By naming them it would seem the commission was nagging them."

She said three reasons for delays had been furnished:

□ "Some institutions are still finalising basic policy which impacts on their organisational structures;

□ "Some are awaiting the finalisation of special investigations which may affect their organisational structures, and

□ "Some engaged consultants and are awaiting their inputs."

Skweyiya, in a statement on August 1, named 13 departments which still had to submit rationalisation plans: finance, housing, justice, mineral and energy affairs, public works, state expenditure, trade and industry, transport, water affairs and forestry, welfare, the Central Economic Advisory Service, the Central Statistical Service and the office for public enterprises.

The commission said yesterday 19 unnamed government institu-

tions had met the deadline. An unspecified number had finalised their rationalisation, while the plans of the others were being considered by the commission.

Another four unnamed departments had finalised the rationalisation of organisational structures at management level only. Four departments — defence, the National Intelligence Agency, the SA Secret Service and safety and security — were responsible for their own rationalisation.

The commission said a "majority" of the nine provincial administrations had submitted rationalisation progress reports as requested. It did not name them.

The commission said those departments which had not met the deadline had been given to the end of the month to make submissions, "at least as far as the management echelon is concerned". The commission must approve the rationalisation plans before departments can implement them.

It was unable to say yesterday how many public servants would be retrenched, because "the process of absorption of personnel has not been completed".

BD 14/11/95

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Staff skills problem is state Achilles' heel

CT(CR) 11/11/95

(250)

CANDIDLY CAMERON



BY BRUCE CAMERON

Decades of neglect in education is now being felt in the civil service

It is time that the Cabinet intervened in what is fast becoming a farce in the civil service

The unpopular prophecy of the auditor general, Henri Kluever, of some months ago when he said the civil service was like the Titanic heading towards an iceberg, seems to be gaining credence almost daily

The icebergs drifted in thick and fast last week as the parliamentary committee on public accounts heard another litany of problems of government departments unable to operate at anywhere near efficient levels because of lack of properly trained staff.

For his warning Kluever was vilified by both the Public Service Commission and the minister in charge of the public service, Zola Skweyiya, who all but accused Kluever of being racist

So serious do the parliamentary committee members consider the position, in future they want a member of the public service commission at all their future meetings to explain staff problems being experienced by government departments

It would be interesting to see how Skweyiya can justify what the parliamentary public accounts committee was told last week about problems within the public service and how departments are having to get around the employment obstacles in the public service

For example, yet-to-be-totalled millions are being spent on consultants, who have to be retained year after year, because departments cannot employ people of sufficient calibre to be trained to take over where consultants leave off

The limits were reached with the Public Investment Commission, which is responsible for billions of rands, most of which belongs to the pension funds of state employees. For it to be able to take advantage of market conditions should at least concern the Public Service Commission because it is their pensions — but then of course the taxpayer can be relied on, with ever increasing taxes, to take care of the inefficiencies

The anomalies, lack of sound policy and poor leadership can no longer be resolved by the current ad hoc measures.

It does not solve the underlying problems for the Department of Finance to set up a new structure to deal with the staffing problems of the Commissioner of Inland Revenue and of Customs and Excise

The fact that these two departments could not employ and retain specialised staff, allowing billions of rands to escape the tax coffers, is not unique

There are fundamental and serious problems in health services, in education and in the police force

Not only are working conditions such that trained staff cannot be attracted but there is also a problem at the lower levels. The anomalies are incredible. Teachers with post-graduate qualifications earn about R4 500 a month while diplomats boast how they can save R1 million with two senior postings abroad

expands and crime stimulates the brain drain. When those lower down see the salaries commanded and demanded by those at higher levels it is hardly surprising that their demands increase.

Government is attempting to restructure education to deal with this problem but that is a medium to long-term solution. It has to tackle the problems in the civil service in a more structured way.

At the very least, better leadership is required. As a start a cabinet committee should be appointed, preferably under someone like labour minister Tito Mboweni, who has shown he is not shy to tackle problems with acumen, or Trevor Manuel, the minister of trade and industry, who has done a good job of revitalising his department

The committee should make recommendations for the restructuring of the Public Service Commission or the appointment of outside experts to do a full audit of the skills required and held in the civil service as well as revise the system of applying an almost set formula in every department of having so many chiefs for so many Indians, whether it is a department requiring 50 scientists and two cleaners or 50 cleaners and two scientists

□ □ □ □

Manuel put an interesting perspective on the skills problem and illegal immigration at a conference last week

Not only were the unemployed unskilled of the neighbouring countries pouring into South Africa, so are the employed and skilled. The rates of pay for them are just that much better in South Africa. One wonders in this domino theory which country gets to kick the dog.

□ □ □ □

While on the subject of the minister of trade and industry, as much as he dislikes being leaned on heavily by the United States over the protection of intellectual property rights — a bit of a misnomer for a Big Mac — Manuel is also apparently getting a bit peeved with George Charalambous and company.

Talk is he invited Charalambous around for tea to attempt to explain how the country could suffer serious consequences, such as losing out on investment from the United States, where there is substantial concern about what is going on

Charalambous arrived with lawyer, who apparently did all the talking, playing with legal niceties.

The only contribution Charalambous made was to say hello and goodbye — not even a come around for a hamburger and chips sometime.

Word also is that those attempting to hijack foreign-owned trade marks may find the registrar of trade marks, Louise van Greunen, applying her mind rather more stringently and strictly in the future.

It is at the level of education that the problem starts. Granted, this was not caused by the current government, but by the crazy education policies of earlier decades. There are just not enough qualified people around

Chris Stals, the governor of the Reserve Bank, is wont to criticise organised labour for the upward pressure which it places on inflation by high wage and salary demands not balanced by an increase in production.

Only a small proportion of the total work force is unionised and although unions do make their contribution to wage demands, by far the greater cause is the lack of skills.

Market forces push the wages and salaries of the skilled higher and higher and will continue to do so as the economy

R82-m drive for efficiency in parliament

CLIVE SAWYER
Political Correspondent

ARG 15/11/95
(250)
PARLIAMENT is to hire 122 extra staff as part of an R82,5million project to boost efficiency.

The staff, mainly secretaries and administrative support staff, will be allocated to parties proportionately.

While parties will be allowed to choose whom they hire, parliament will vet appointees to ensure they meet public service qualifications.

Appointments will be on contract.

Following negotiations among party whips, parliament has agreed to waive the principle that its running should come solely from public funds.

Private donors will be sought, on the understanding that parliament will decide how the money is used.

Other measures announced today:

- Setting up an Office for Transformation and Democratisation of parliament.

- The appointment of a head of an international relations department.

● Turn to page 6.

Efficiency drive

(250)

From page 1

ARG 15/11/95

- A new policy on tenders, with tenders being broken down to give smaller companies a better chance, and preference being given to companies that have formed partnerships to empower the previously disadvantaged.

- The allocation of R100 000 to trade unions, for training of union staff.

- The establishment of an Office of the Leader of the House which follows difficulties earlier this year because of the too-heavy workload carried by the leader of the national assembly, Trevor Manuel, who is also a cabinet minister.

- A language laboratory, to be set up by March, to allow MPs to learn any of the 11 official languages.

- Training programmes in computer skills, while parliament will get e-mail facilities and be linked to the Internet.

Announcing the measures today, Speaker of the national assembly Frene Ginwala said the new parliament had had a problem with a lack of resources to support its commitment to transformation.

The problem could have been solved by parliament exercising its power to "vote itself any amount of money" but this had not been done in order for it to stay within national priorities.

Dr Ginwala said donor funding had been agreed to on condition that it was an interim measure and that there would be no future impact on the national treasury.

Dr Ginwala said the future system for allocation of staff would be that, after an election, parties would be allowed staff in proportion to their support at the polls.

Parties would have some discretion about, for example, hiring a research officer instead of two secretaries.

Staff would be employees of parliament and all equipment given to parties would remain the property of parliament.

The committee section would be reorganised.

Eight departments which missed deadline are named

David Greybe

CAPE TOWN — Government sources yesterday named the eight departments which failed to meet the end-of-October deadline for the finalisation of public service rationalisation plans

They are justice, public works, mineral and energy affairs, transport, water affairs and forestry, welfare, the Central Economic Advisory Service and the Central Statistical Service

The Public Service Commission, which is responsible for public service rationalisation, refused to name them earlier this week

The reasons for the delays vary, and include unfinished business between national departments and provinces over the

(250) 0016/11/95
transfer of powers; delays in finalising basic departmental policy which affected organisational structures; and incomplete special investigations

One source said restructuring was now expected to be completed by end-April next year. In the interim, they were expected to furnish progress reports to Public Service Minister Zola Skweyiya.

In the case of transport, spokesman Elsa Kruger said the delay was due mainly to the complex task of transferring powers from national government level to the provinces.

In the case of public works and water affairs and forestry, management consultants from the private sector were still at work. The delay in justice was linked to the

unfinished restructuring of the court system.

The welfare delay was ascribed mainly to a White Paper for which the department was still processing submissions.

Departments and provincial administrations were originally given until the end of April to finalise plans, but this was later extended to end-October.

The commission has given the eight departments until the end of the month to make submissions, at least in regard to the restructuring of management echelons. The commission must then approve the rationalisation plans.

Mineral and energy affairs chief director Jan Bredell said yesterday his department would meet the deadline.

Unit will check govt discipline

BO 16/11/95 (49) (250) (201)

Wyndham Hartley

CAPE TOWN — Cabinet has approved the creation of an "expenditure evaluation unit" as part of its commitment to fiscal discipline in government.

Cabinet secretary Jakes Gerwel said after yesterday's Cabinet meeting in Pretoria that the objective of the unit would be to identify savings in government spending and thus support the government of national unity in achieving its fiscal goals within the budget.

He said the unit would have to evaluate budgets and functions of all government agencies which spent money "outside the normal budget cycle".

This would help the unit identify real cash savings, expenditure not aimed at reconstruction and development programme goals, duplication of expenditure or government functions, and any stumbling blocks or blockages preventing savings being made.

"The creation of this unit underlines

government's continuing commitment to fiscal discipline," Gerwel said.

Gerwel also announced that the Cabinet had approved the formation of a national investment promotion agency.

The agency, to be named the Investment Centre, will be established as a section 21 company and will have as its main functions the co-ordination of investment promotion activities, the promotion of SA as an investment destination and the development of a partnership with business, labour and parastatals in devising investment promotion strategies.

Other interest groups will sit on the Investment Centre's board with government representatives.

Two White Papers — on the transformation of the public service and social welfare — were also approved by the Cabinet.

Gerwel said the public would be given lengthy periods to comment on these policy documents.

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MPs to get support staff and increased resources

BD 16/11/95

(250)

Wyndham Hartley

CAPE TOWN — MPs are to get support staff and increased resources as part of an R82,5m upgrading package for the national legislature, but the money will come from private funding and not from the public purse

About 122 new positions on the parliamentary staff will soon be advertised, meaning that money and resource allocations to political parties will almost treble.

All political parties have been complaining that the resources in Parliament make it extremely difficult for MPs to do their jobs properly

Political parties will be able to select the people that are employed and Parliament will pay their salaries once their qualifications have been verified. The appointments will be on a contract basis and will last only until the next general election. The 122 positions will be divided proportionally between the parties represented in Parliament.

The ANC will get 51 secretaries and 25 administrative assistants, the NP 16 and 8, the IFP 8 and 4, and the Freedom Front and the DP 2 and 1, and the PAC and the African Christian Democratic Party will get one secretary and one administrative assistant. In addition to its present allocation of R1,4m,

salaries for the ANC posts will cost R3,5m a year. The NP allocation of R455 000 will be boosted by salaries of R1,1m, Inkatha's R225 000 by salaries of R552 000. Both the Front and the DP will enjoy salaries of R138 000 in addition to allocations of about R70 000. The two smaller parties have allocations of R30 000 boosted by R88 000

National Assembly speaker Frene Ginwala said that as a matter of policy Parliament should be funded only from the public purse to avoid any impression that influence was being exercised on Parliament, its officials or any of its structures. For this reason the money raised through the government would be public knowledge and would last only for a limited three-year period.

It is estimated that at the end of the three years salaries of the new appointments will add R9m to the R332m cost of running Parliament.

Ginwala also announced that the committee section of Parliament will be strengthened to the maximum 126 people (from the former 16).

Groups of committees will be given six additional staff while the big committees such as finance will get an extra four. These posts will be filled in terms of Parliament's affirmative action policy.

NP backs away from Natal charter

Farouk Chothia

DURBAN — The NP yesterday distanced itself from a draft constitution for KwaZulu-Natal which it jointly unveiled with the IFP earlier this week.

The NP claimed that amendments had been made without its knowledge.

NP KwaZulu-Natal spokesman Pieter van Pletzen said "certain individuals" in the IFP had unilaterally included in the draft constitution positions that had not been agreed to with the NP. The NP became aware of the additions when the constitution was made public at a meeting of the constitutional committee on Monday.

NP KwaZulu-Natal caucus chairman Tino Volker said the constitution did not reflect positions agreed to with the IFP and it could not be described as an IFP-NP constitution.

IFP national council member Wal-

ter Felgate denied the IFP had acted in bad faith. The constitution was a "composite" document which tried to accommodate the views of all parties. It was an "opening discussion document". Negotiations had moved to a stage where "big issues" had to be resolved, and it was normal for problems to emerge, Felgate said.

Volker said the constitutional process had suffered a "hiccup", but he remained "cautiously optimistic" about a constitutional settlement.

He said clauses the NP had problems with were those in relation to a militia, and powers over judicial and local government matters.

It is understood the NP wants a provincial militia for protection of government property and for national disasters, whereas the draft constitution refers to a militia that can be summoned to quell riots.

Private sector involvement in government should be policy

CT (M) 16/11/95 (250)

Gauteng Premier Tokyo Sexwale's decision to let private sector accounting and auditing experts scrutinise his province's books deserves much praise.

He is also reported to have been motivated by the fact that foreign investors would feel confident that any money invested was strictly monitored

It shows that he is aware of what needs to be done to reinvigorate our economy and attract new foreign investment, and to make the province an investment playground.

South Africa's political unity needs to be sold abroad by dynamic salesmen who are a credit to their country — Tokyo is one of them. He is displaying pragmatism, economic maturity, a sense of transparency and is forward looking. This is commendable indeed.

However, Sexwale's sense of involving the private sector in government affairs should be taken further at national political level

We now have the government of national unity, but when this political marriage expires in 1999, the party that wins the general election will rule alone. This is not good news, especially in a highly complex and industrialised country such as ours.

The party which wins that election should create history by opting to rule side by side with the private sector. A government marriage between politicians and the private sector will create a forum for intellectual exchange, skills and knowledge fertilisation.

This will give South Africa much needed credibility

TAXING QUESTIONS



By MATSHERU MATSHERU

The government is hastening national decline by paying consultants to do politicians' jobs

internationally, leaving us bathing in the success of our innovations, creativity and realism

The argument that the party which wins the general election should have the prerogative to allocate all positions of responsibility exclusively to its members does not hold water where matters of economic success are at stake.

We have read disturbing reports recently that our government is speeding up national decline by wasting close to R1 billion in paying consultants to do the job that politicians are elected to do. This money is being misused while we, the ordinary taxpaying public, continue gnashing our teeth in the golgotha of poverty.

We need private sector representatives to hold high office in the government so that they can turn our fiscal scars into stars. People from the private sector will not have to employ costly consultants because they have knowledge, expertise and experience. This will save the government money which can be used for other important matters, such as the RDP and developing small business.

The world, particularly Africa, provides us with timely lessons of

economic failure leading to abject poverty and misery if political considerations are used to override any meaningful economic formulae. Are we learning anything? Are we paying any attention at all?

Africa's past colonial regimes did not consider ruling side by side with the private sector, preferring to elect people to high office on ideological grounds.

Unfortunately, not all people who are married to a certain belief are reliable enough to hold positions of responsibility.

This is where Africa falls flat on its face. Perhaps a call from well-known historian Ali Mazrui for some form of recolonisation of parts of Africa is clear testimony that Africa, not the outside world, is largely responsible for its own problems.

Granted, colonisation was the world's most shameful programme. It caught us sloughing out of the late Iron Age and never gave us enough time to adjust and adapt.

Further, we have been made to

model our values around an economic system that contradicts our esteem and origin. We must also make tough choices between experience and ideas that are relatively new to us.

But we cannot turn the clock back and we must move with the time, no matter how hard it is.

The sons and daughters of Africa are today 100 percent free, political speaking. But they have not yet enjoyed the economic fruit of that freedom. One of the problems is that Africa is continually greeted by politicians' great speeches. Great speeches feed nobody. What we need is great economic development.

Private sector involvement in the government should be treated as one of our priorities as we move into the next century. I recommend that the party which wins the next general election should reserve the following positions for the private sector:

Ministry of labour, ministry of trade and industry, ministry of finance, ministry of public works, ministry of education, ministry of housing and the ministry of public service and administration.

Some of the people who are presently holding the above positions, such as in the ministries of labour, trade and industry and finance seem to be doing well. But these portfolios should still be reserved for the private sector in 1999.

□ Matsheru Matsheru is an independent tax consultant

Africa, not the outside world, is largely responsible for the continent's problems

Eastern Cape ready to retrench 15 000

David Greybe

CAPE TOWN — The Eastern Cape government plans to retrench up to 15 000 public servants by end-March next year as part of its rationalisation plans, says provincial service commission chairman Hofmeyer Tsengiwe.

Tsengiwe said yesterday the retrenchment figure represented about 10% of the estimated 140 000-strong public service in the province.

About 40% of the entire public workforce would have had to reapply for their jobs by the time rationalisation was completed in March.

The reasons for this were, firstly, to create a more representative public service as required under the interim constitution and, secondly, to give "outsiders" who did not want to work as public servants under apartheid rule an opportunity to apply for posts.

The Eastern Cape government has, more than any other province in the past 18 months, laboured under a bloated public service and unaccountable departments inherited from the former Transkei and Ciskei.

It inherited about 55 000 public servants from Transkei, 20 000 from Ciskei and 65 000 from the Cape Provincial Administration.

Tsengiwe said despite the problems the province faced, he was pleased in the main with the rationalisation

(250) BD 17/11/95
headway made to date. For instance, "all posts at management level" were filled by end-September this year.

The process had since moved below the management echelon.

Advertising of these posts internally and externally had already begun, Tsengiwe said.

While the restructuring pace depended ultimately on each of 11 provincial departments, he hoped the programme would be completed by end-March.

Tsengiwe's commission was responsible for the approval of each department's rationalisation plans.

It recommended also that management within each department "form a task team of line, personnel and work study functionaries" whose job it would be to fill the posts.

According to an internal "document of rationalisation action steps with time frames" which had been sent to departments, letters informing staff that their services were no longer required would be issued from this month. Departments have to submit a schedule of surplus staff to the commission by end-February.

Retrenched staff would, according to national guidelines, be employed for a maximum six additional months. However, they were expected to apply for other public service posts or private sector work during this period.

NP calls on ANC to accede to IFP's demand for mediation

Farouk Chothia

DURBAN — The NP yesterday called on the ANC to yield to IFP demands for international mediation in order to pave the way for the IFP's return to the Constitutional Assembly.

NP KwaZulu-Natal leader Danie Schutte said that both the NP and IFP had made significant concessions regarding a KwaZulu-Natal constitution. The NP wanted a constitution adopted long before local government elections were held on March 27.

"We can't sit back and see the province devoured by intolerance and violence," Schutte said.

The NP wanted "things generally agreed up to now" to be cast in stone when the provincial constitution was finalised, in order to prevent the ANC from ever "imposing a Marxist state" in SA. In this context, the provincial constitution should stipulate that any future amendments had to be compatible with the provincial principles.

ANC provincial negotiator John Jeffery said this was a new proposal which the ANC found unacceptable. It meant that if the ANC ever took power in KwaZulu-Natal with a two-thirds majority, it would be unable to "totally

change the constitution. At a national level, the constitution had to be compatible with the principles only until 1999. Thereafter, amendments could be made without the principles being taken into consideration, Jeffery said.

Schutte said among the issues on which agreement with the IFP still had to be reached were those regarding a militia and a constitutional court.

The NP accepted the need for a provincial constitutional court, but disagreement existed over the scope of its powers. Issues regarding IFP demands for a militia remained unresolved.

Schutte said the NP had made a "massive compromise" to the IFP by agreeing to the inclusion of "sunrise clauses" to facilitate a settlement.

He said the ANC should agree to mediation to open the way for the IFP's return to the assembly.

ANC MP and parliamentary constitutional affairs standing committee chairman Pravin Gordhan said the ANC was waiting for a "signal" from the IFP indicating that it wanted to return to the assembly.

Before mediation could be considered, a "genuine effort" had to be made to narrow and resolve differences over the KwaZulu-Natal constitution.

Employees under watch

BISHO. — An electronic security system to monitor the movements of the Eastern Cape's civil servants is being introduced in a bid to curb absenteeism.

(250) ARG 18/11/95
Provincial director-general T H. Zamila Botha said the system would be installed by the year-end.

This would assist in controlling staff movements and would ensure they were working.

There had been complaints of civil servants who spent their time wandering around the office instead of working, he said.

The system made use of cards with a photo and code number for each employee which would record each time an employee checked in or out of a control point. — Sapa

Eastern Cape axes 29 top public servants

Own Correspondent

FISH RIVER MOUTH — All 29 directors-general from the former Transkei and Ciskei had been retrenched, Eastern Cape public service and administration permanent secretary Khanyisile Malghas said yesterday.

At an Idasa-sponsored conference on rationalising the public service, Malghas said the province had inherited 124 000 public servants, many of whom could not be accommodated.

It had been allocated only 143 managerial posts, but had inherited 231 senior officials previously employed in similar posts in the former Cape

BD 21/11/95
Provincial Administration and homeland administrations

All 29 inherited directors-general had been retrenched.

While a further 26 deputy directors-general were inherited, only 11 posts existed on this level. Similarly, there were 38 chief directors and only 26 posts, and 139 directors and only 105 posts for them.

Malghas said: "No one has a solution as to what exactly should be done with personnel who will eventually not be absorbed into the newly established provincial administration."

However, rationalisation was unavoidable if the public service was to be

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streamlined in order to deliver effective administration.

"There are many officials from management who could not be absorbed. It will cost government millions of rands to give them severance packages," Malghas said.

"This is not a healthy situation at all as some of these officials did not want to leave the service, but government had no option."

These changes in the public service had led to conflict and uncertainty and government would have to work on "change management training and conflict management to alleviate fears and attitudes", he said.

Special benefits for whites to go — Eskom

Renee Grawitzky

21/11/95

THE all-white Mineworkers Union is to hold a strike ballot over Eskom's new housing policy, which includes the removal of "special benefits" for its white employees.

White workers at Eskom's power stations have been entitled to preferential benefits, including low rentals and subsidies on water and electricity. In terms of the new policy, these are to be phased out over seven years.

Eskom sources said the main aim of the policy was to upgrade hostels and ensure that all employees had equal access to housing benefits, including rental and housing subsidies.

Eskom would work jointly with the unions to agree on how the hostels should be upgraded.

National Union of Mineworkers housing unit coordinator Sue Moorhead said over 7 000 workers lived in Eskom hostels. The company had agreed to upgrade hostels to allow for one person a room.

Moorhead said the mining houses now had to follow in Eskom's footsteps. This could include the conversion of hostels into family units.

Theo Rawana reports that National Hostel Residents' Association chairman Zakhele Mlambo said at a conference in Durban at the weekend that the administration of SA's 500 hostels, which housed 1.5 million people, was in a chaotic state.

Mlambo called on government to finance the training of personnel to help in the running of hostels. He said upgrading in private sector hostels was not taking place.

Hostel leadership was hamstrung by the fact that in most areas — especially Gauteng — they had no channels to lobby government, he said.

WS

No option as civil servants jobs face axe

(250) CF 21/11/95

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Harsh review of public service staffing on the way

(256) Star 22/11/95

It's time for change in administration or rapidly slide into decay, warns Gauteng provincial official

By JOVIAL RANTAO
Political Reporter

The Government is to conduct a comprehensive review of personnel requirements and staffing structures across departments with a view to realigning them with Reconstruction and Development Programme imperatives, Public Service and Administration Minister Dr Zola Skweyiya said on Monday.

Addressing a conference on "Restructuring Government", Skweyiya said "This could result in downsizing in some departments and upsizing in others. Staff displaced by the process would, where possible, be offered redeployment and training as well as retrenchment packages."

Skweyiya said right-sizing of the public service was a key strategy in the effort to achieve optimal allocation of human and other resources.

He said his office has proposed the establishment of a Presidential Review Commission which would effect a systems audit and, in re-evaluating every part of the administration, make recommendations as to savings, costs and other financial implications.

The Minister said 18 Government departments have completed their rationalisation while another 13 were involved in continuing efforts.

Most speakers at the two-day conference spoke of the need to trim the public service to fit the available resources.

service and re-orientating its role towards the development of South African communities in concert with other stakeholders.

Chairman of the Gauteng Provincial Service Commission Patrick Fitzgerald told the conference about a need for change.

He said the public service should be customer-service orientated, have increased managerial autonomy, hold performance assessment, and embark on non-incremental budgeting and financing methodologies.

The civil service, he said, should be open to competition and co-operation in the form of partnerships with non-governmental organisations.

"South Africa needs to move from public administration to public management, from rule-driven to results-oriented practice.

"Rule-driven bureaucracy means that the entire public sector has been premised on a highly complex set of rules and procedures entrenched in the Public Service Act.

"The basic assumption is that the workplace must be managed via regulation."

"The result is that performance is measured in terms of adherence to the rules rather than the achievement of results. There is, therefore, no incentive for creativity and the culture of service. Also, there's a need to re-invent government along the lines of strategic development priorities of society and empowering public managers within the environment of accountability and transparency," Fitzgerald said.

He said the problems would need to be tackled in a new and holistic understanding of the public management task within the circumstances of a developing country. Instead of a piecemeal approach, an ecologically sensitive vision of developmental governance should be implemented.

"South African public sector institutions must change rapidly or decay," he warned.

"They must clearly show what value they add to the sustainable development process, especially in economic terms."

Professor Petrus van de Merwe spoke about a need to change the image of the public service, and to involve stakeholders in the process of policy formulation, implementation and evaluation.

Ingrid Salgado

MORE women had been employed in public service management echelons since the general election, but they were still inadequately represented, Public Service Commission personnel chief director Zonke Majodina told a restructuring government conference yesterday.

The number of women managers in the public service had increased from 3,5% of the total on March 31 last year to 10,7% of the total in September this year, Majodina said.

The number of women directors-general had increased from 0% to 2,7%; deputy directors-general from 0,8% to 9,4%; chief directors from 2,5% to 8,7% and directors from 4,3% to 11,9%. Majodina called for a targeted recruitment of women and a career advancement programme for female public servants.

Blacks and coloureds should be the primary focus of affirmative action in the public service because both were underrepresented at management level, Majodina said.

Whites still occupied

Public service to target gender ratios

60,5% of such positions, blacks 32,7%, Asians 3,9% and coloureds 2,9%. The same pattern of underrepresentation emerged among blacks and coloureds in the highly skilled category.

The picture changed at the level of highly skilled production worker, with representation approaching population demographics.

This improved further at the lowest level of production worker, but Asians were underrepresented at this level.

BD 22/11/95
Responsible

Majodina said that it was not possible for a detailed affirmative action programme to be formulated for each department in the public service, given the different characteristics and composition of the different departments.

Departments and administrations were instead responsible for the development of programmes unique to their organisations. The com-

mission would co-ordinate these programmes, monitor, audit and report to Parliament and the Cabinet, he said.

The White Paper on transforming the public service stipulated that each department should have at least 50% of blacks at management level within four years. In the same period, at least 305 recruits to middle and senior management echelons should be women, and within 10 years, disabled people should comprise 2% of public service personnel.

Majodina said that the representation of women should be analysed to determine at which levels a career advancement programme should be directed.

The ratio of women to men through the "normal" career advancement of women working in the service should be established.

The groups in which targeted recruitment of women needed to take place should also be determined.

Textile sector firm on trade

John Dlodlu

BD 22/11/95
THE Textile Federation has vowed to stand its ground on the conditions attached to the proposed reinstatement of trade preferences for Zimbabwean clothing and textiles.

The department of trade and industry wrote to the clothing and textile industries last week proposing that the local content requirement in the trade deal be lowered after recent talks with the Zimbabweans ended in deadlock.

The SA offer — based on requests from Texfed, the Clothing Federation and the Southern African Clothing and Textile Workers' Union — required Zimbabwean products to have 75% local input (in labour costs and materials) to qualify for better market access. The Zimbabweans said the requirement would make the trade deal virtually unworkable.

But Texfed executive director Brian Brink said yesterday that the requirement was "non-negotiable", and said he was surprised the Zimbabweans had rejected the offer.

"I am becoming very suspicious about this (Zimbabwean rejection), unless they want to supply SA with Chinese products, I can't see how they can reject the offer," Brink said.

In its letter to the SA industries, the department called for a lower initial local content requirement with a higher percentage phased in "from a less onerous level".

"Our research suggests that at 75% local content, Zimbabwe could find it difficult to access the preferences," the department said.

The Zimbabweans had agreed to pursue the issue of labour standards — one of SA's proposals.

But the letter also shows government knew the local content proposal, accompanied by import quotas, would not fly. "We tabled a proposal based on your request, which we knew would be difficult to negotiate," the letter added.

A government source said the department, which is leading the talks, might now have to toughen its stance toward vested interests which were "holding the country hostage".

'Revamp private, public sectors'

By JOVIAL RANTAO

Political Reporter

23/11/95

Simultaneous management of political and economic transition was one of the crucial challenges facing SA, Prof Siphoshe Shabalala, deputy director-general in the Ministry of Public Enterprises, has told a conference in Johannesburg.

He said the main challenge was to determine and adopt the best strategies to manage the democratisation of state and social structures, and the implementation of economic restructuring and reforms.

Speaking at a conference with the theme "Restructuring Government", Shabalala said experiences from other countries had demonstrated that the democratisation potential had the ability to undermine economic reforms and restructuring, and vice versa.

"Transitional incompatibility arises from the fact that democratisation and economic restructuring, when carried to their logical conclusion, have high potential to undermine each other."

He said various countries had adopted different strategies to resolve the incompatibility. Some had avoided the simultaneous handling of both transitions, applying shock treatment either through "sneak attack" on the problem or through "bridge-burning" tactics.

Shabalala, who is part of the Government's team charged with restructuring

state assets, called for the restructuring of the entire political economy. Several current structures and relationships should be subjected to changes even before the privatisation agenda could be considered.

Alternatively, a privatisation approach that had restructuring and transformative outcomes with regard to the prevailing characteristics of the South African political economy could be considered.

"The dichotomy that exists within the political economy of the country leading to the existence of First and Third World economies has to be deconstructed. The private and public sectors should be subjected to restructuring," Shabalala said.

Speaking on affirmative action in the public service, Zonke Majodina, chief director in the Public Service Commission, said it was possible to achieve a representative civil service without sacrificing qualifications and standards.

Her study on population groups' representativity had revealed that whites were grossly over-represented, coloureds and Indians "slightly over-represented", and black people and women under-represented in the public service's estimated 342 occupational classes.

"A thorough investigation is required to determine exactly in which occupational class and at what post levels black people are under-represented. Appropriate measures can then be developed to address that," Majodina said.

250

STATE UNIONS

Brain drain

FM 24/11/95

The State employs 1 100 people to run its IT systems and pays them under R100m. It also uses 1 500 consultants and pays them R450m.

Behind those facts lie the reasons for the conflict between the State and its IT workers. Tensions have boiled over into public view several times over the last six months.

Workers have threatened to switch off all IT systems — a move that could stop most of the State's day-to-day business. There

would be no Revenue collection, Customs & Excise could not function as identity documents could not be processed; salaries would not be paid, and even burials could not take place.

There would be the grisly possibility of mortuaries overflowing.

"We have not excluded the chance of industrial action in the future," says Casper van Rensburg, GM of the Public Servants Association (PSA), to which Government IT Union of SA is an affiliate.

The association has been in dispute with its parent body, the Public Service Commission (PSC), and apparently some members of the PSA had threatened to switch off the

State's systems from November 23-25. This threat was withdrawn when the PSC agreed to look at the association's three grievances. They are:

- There should be one umbrella body to oversee and control all aspects of State IT,
- The PSC must address the issue of consultants; and
- It should bring IT workers' remuneration in line with that in the public sector.

The issue of consultants is critical. There has been wide-scale resentment at the payments commanded by consultants, while State workers have their salaries pegged at public service levels. This has led to a brain drain with government losing some of its

most skilled workers

"Workers are snapped up by consulting houses, then rehired as consultants at hugely inflated prices," says Van Rensburg. "We are powerless to stop the drain."

Bessie van der Lingen, speaking on behalf of the office of the PSC — says the body is unaware of any planned industrial action, and adds that each department affected would have to provide its own contingency planning in a written response to questions concerning the PSA's demands.

Van der Lingen adds "A draft policy document regarding the utilisation of IT consultants has been completed and submitted to the various role players, including the PSA, for comment."

No timetable has been set for resolution of the conflict.

Affirmative action in govt is outlined

Theo Rawana

WITHIN four years, half of the management posts in government should be held by blacks and 30% of new recruits to middle and senior management should be women, Public Service Minister Zola Skweyiya said at the weekend.

Within 10 years, disabled people should comprise 2% of the public service, Skweyiya told the Black Management Forum annual conference at the World Trade Centre in Kempton Park.

This was in terms of targets and time frames for affirmative action called for in the reconstruction and development white paper aimed at creating a broadly representative public service.

Skweyiya said that to achieve equity, which would be for the betterment of SA as a whole, black managers and black people in the corporate world needed to act as a powerful and vocal lobby group to develop their policy capacity.

"I would like to take issue with the fact that we seem to parochialise the discourse and therefore narrow our sphere of activity and interest, by concentrating too much on the mere ascendance of black people up the corporate ladder."

While there are some excep-

tions, we feel that we have not really begun to challenge the ethos, structure and culture of the corporate world. We have tended to become assimilated into the culture of the system, too easily undermining our own power in these corridors of economic power," Skweyiya said.

He said black managers and black people in the corporate sphere had also tended to address issues pertinent only to middle class blacks, and had not really taken up the fight alongside workers "in the alienating world of predominantly white SA".

He added: "We have not sought with the unions in our areas any common ground on which to build lasting relationships of co-determination for mutual survival in the corporate world."

Nor had these managers engaged enough with the macroeconomic issues of the day, or contributed to discourse on the economy and related issues.

"This is essential because it would add depth to our understanding of the milieu in which we find ourselves. It cannot be denied that our intellectual output has not been what it can be. As such we have allowed white liberals to determine the national agenda," Skweyiya said.



Black Management Forum regional manager Jacob Maroga at the BMF black self-empowerment conference.

Picture CATHY PINNOCK

Eskom will complete Majuba power plant

ESKOM had announced plans to complete the R9,5bn Majuba power station in KwaZulu-Natal, Engineering News has reported in its latest issue.

Sapa reports the article said Eskom completed construction of the three initial units of the 4 149MW power station in 1993

The decision to build the three remaining units formed part of a broader Eskom programme to boost energy capacity as demand increased

Other parts of the strategy included de-mothballing Arnott power station, importing hydro-generated power, rehabilitating the Cahora Bassa line and the eventual de-mothballing of Camden, Grootvlei and Komati power stations.

The first unit of Majuba would be commissioned in April next year, with a further unit commissioned each year until 2001. *BD 28/11/95*

□ **Mungo Soggot** reports national electricity regulator Ian McRae said yesterday that revamping the fragmented electricity distribution industry into a single, national distributor and the creation of a national tariff system was the most viable cure for the industry's widespread inefficiency

McRae said the proposal, one of several options the electricity working group was considering and which it would discuss with Eskom, local authorities and other stakeholders in the next few months, was at this stage the most "financially viable".

The working group included central and local government officials and the regulator.

In October, other regulator officials mooted the idea of a national supplier which would control all the distribution operations currently run by Eskom and local authorities. The regulator had found the industry to be so dishevelled that it had held back on granting distribution licenses pending a full scale revamp.

The regulator had discovered that in many instances distributors were unable to meet electrification targets, were charging excessive rates and that industry competence varied widely.

The advantage of a single distributor was that it would help rationalise the 2 000 different tariff rates across SA, officials said.

McRae said some local authorities could resist the move which would deprive them of their electricity supply operations — what they believed was a great money earner. "The perception is there that it's a money earner, but its not. In fact, in most cases they lose money."

Industry commentators said it was likely Eskom would steer any national distributor

Eskom CE Allen Morgan said yesterday it would prefer to comment today after he had heard a presentation from the working group on its proposals

Civil service must adapt or decay

(250) Star 29/11/95

South Africa needs to move from public administration to public management, from rule-driven to results-orientated practice, believes Patrick Fitzgerald

By JOVIAL RANTAO
Political Reporter

Government faces the challenge of equipping the civil service to play a major role in ensuring delivery of ambitious RDP projects

The Government and most civil servants have accepted the need for the public service to be transformed into a coherent, representative, competent and democratic instrument for implementing Government policies to meet the needs of all South Africans

However, rationalising and transforming Government has proved to be an emotional and sensitive issue

It's a matter that has elicited the ire of trade unions and instilled fear in mostly white civil servants who fear their jobs might be on the line.

The fear was the result of, among other things, the Transformation of the Public Service White Paper, which stipulates that the public service must be 50% black in five years.

At a recent conference different role players and consultants shared views about how the restructuring process can best benefit all South Africans.

Public Service and Administration Minister Dr Zola Skweyiya announced a comprehensive review of personnel requirements and staffing structures across departments with a view to realigning them with RDP imperatives.

"This could result in downsizing in some departments and upsizing

in others. Staff displaced by the process would, where possible, be offered redeployment and training as well as retrenchment packages," Skweyiya said.

Chairman of the Gauteng Provincial Service Commission, Patrick Fitzgerald, spoke of a need for a paradigm shift in public service and administration

He said the public service should be customer service orientated, have increased managerial autonomy, and embark on non-incremental budgeting and financing methodologies.

The civil service, he said, should be open to competition and co-operation in the form of partnerships with the private sector and non-governmental organisations.

"South Africa needs to move from public administration to public management, from rule-driven to results-orientated practice.

Rule-driven bureaucracy means that the entire public sector has been premised on a highly complex set of rules and procedures entrenched in the Public Service Act.

"The basic assumption is that the workplace must be managed via regulation.

"The result is that performance is measured in terms of adherence to the rules rather than the achievement of results.

"There is, therefore, no incentive for creativity and the culture of service.

"Also, there's a need to re-invent government along the lines of strategic development priorities of society and empowering public managers within the environment of accountability and transparency," Fitzgerald said. He said the problems would need to be tackled in a new and holistic understanding of the public management task within the circumstances of a developing country.

Instead of a piecemeal approach, an ecologically sensitive vision of developmental governance should be implemented.

"South African public sector institutions must change rapidly or decay," he warned. "They must clearly show what value they add to the sustainable development process, especially in economic terms."

Professor Petrus van der Merwe spoke of the need to change the image of the public service and to involve stakeholders in the process of policy formulation, implementation and evaluation.

The presentation of Alan Jonker, manager of the bureau for public management development at Technikon SA, focused on "community-owned" solutions to the problems. Newly elected city councillors should try to facilitate local participation through representative structures and modelling projects to respond to community priorities and needs.

"Governance means making democracy work by building strong and self-sufficient communities. Community ownership and em-

powerment upholds capacity, rights and the responsibility of people to make fundamental choices that affect them," he said.

Professor Siphoshe Shabalala, the deputy director-general in the Ministry of Public Enterprises, said South Africa faced the challenge of determining and adopting the best strategies to manage the simultaneous imperatives for the democratisation of the State and social structures and the initiation and implementation of economic restructuring and reforms.

He said experiences from other countries had demonstrated that the democratisation process has the ability to undermine economic reforms and restructuring and *vice-versa*.

"Transitional incompatibility arises from the fact that democratisation and economic restructuring when carried to their logical conclusion have high potential to undermine each other," he said.

Zonke Majodina, chief director in the Public Service Commission, said it was possible to achieve a representative civil service without sacrificing qualifications and standards.

Her study on population groups representativity has revealed that whites were grossly over-represented, coloureds and Indians "slightly over-represented", with black people and women under-represented in the Public Service's estimated 342 occupational classes

Presidential commission to transform SA's public sector

David Greybe

CAPE TOWN — The Cabinet approved the establishment yesterday of a powerful presidential commission to transform the fundamental principles on which the public service operates at national and provincial level.

The terms of reference agreed to by the Cabinet said the job of the presidential review commission was "to trace out a detailed strategy and programme for public service reform for the next five years (1997-2001)".

Its purpose was "to develop strategies for creating a leaner and more effective public service". The commission's recommendations would result in "profound" reform.

Public service director-general Paseka Ncholo said, "The commission will, once and for all, question and define the very fundamentals of government itself." Among other things, it would determine which state services were redundant and should be "hived off" to the private sector. It would also recommend ways to slash SA's high

public service wage bill.

Where the commission recommended the termination of government-run services, it would make detailed proposals for "contracting out" to the private sector.

It would report directly to President Nelson Mandela. The commission would include experts familiar with public service restructuring from countries such as Britain, Sweden, Namibia and Zimbabwe.

The terms of reference stipulate that the commission will have a max-

imum of 12 members and will start work in March. It has until April 1997 to submit a final report to Mandela. He in turn must submit a report to Parliament in June 1997.

Ncholo said he had this week secured financial backing from Britain and Sweden for the project.

The two countries and SA would each pick up a third of the projected R6,45m tab.

He said the new government had "come in with a policy vacuum on the public service" which had created prob-

lems in departments. The past 18 months had been largely spent dismantling the former apartheid public service to create single departments at national and provincial levels. It was time now to deliver a more efficient, cost-effective and streamlined service.

"We have to make the shift from a budget-driven paradigm to one based on government objectives and service delivery," Ncholo said.

The terms of reference say the final

Public sector

Continued from Page 1

report "should if possible be consensual but may be delivered on the basis of the approval of two-thirds of the (commission's) members".

The commission had to be as representative as possible of the diverse stakeholders involved in public sector reform, but "within the bounds of the size limitations necessary for the commission to perform and carry out its

mandate effectively".

The commission would be served by seven task teams to review sector expenditure, service provision, planning systems, management and decision-making, information technology, wage bills, and conduct an efficiency and effectiveness audit. They had until end-August to submit their reports.

Public Service Minister Zola Skweyva would be responsible for forming a "strategy team" of experts plus the commission chairman "to provide a strategic overview of the developments of the review process".

Continued on Page 2

Principles

Number of public servants unknown

(258) BD 1/12/95
PRETORIA — The size of SA's public service is not known, says Public Service Minister Zola Skweyiya.

Announcing the appointment of a 12-member commission to streamline the public service, he said government continued to pay employees who had left the service and, in some cases, people who did not exist.

"We initially believed it (the public service) stood around the 1,2-million mark, but the numbers keep going up. We are a little worried. People who died years ago are still being paid; some never even existed."

Skweyiya said the attrition rate of 5%-8% could not be maintained. "The number of public servants has to be trimmed," he said.

Eastern Cape and Northern Province were the worst affected by public service staffing problems.

The Cabinet on Wednesday approved the establishment of a presidential review commission to create a leaner and more efficient public service. Commission members had not yet been appointed, Skweyiya said. "We are still head-hunting" — Reuter.

Two-year plan to streamline civil service

Star 1/12/95 (250)

'The programme will ferret out people who are sitting in offices and at home doing nothing but drawing salaries'

By JOVIAL RANTAO
Political Reporter

Thousands of civil servants found to be redundant in provincial governments will be rationalised by a two-year plan to streamline and transform the Public Service and eliminate excess baggage and corruption.

Public Service Minister Dr Zola Skweyiya says the programme, to be steered by the Presidential Review Committee (PRC), will ferret out "people who are sitting in offices and at home, doing nothing but drawing salaries at the end of each month".

Provinces likely to be affected by the trimming exercise are those that inherited bloated civil services from former homeland governments. These include the Eastern Cape, Northern Province, Mpumalanga and North West.

Besides Cabinet approval, the establishment of the 12-member PRC has the support of trade union federations and the nine provincial premiers. Skweyiya said the first duty of the PRC would be to conduct an audit that would establish the number of civil servants in South Africa.

"Some people who are being paid died years ago, some never even existed. That is why we must go through this process. It's a very sensitive issue but it's a politically and constitutionally necessary step to take," he said.

He said retrenchments in areas in which the public service was the sole economic activity would be treated with a great deal of sensitivity. Negotiations were being held with the Minister of Public Works Jeff Radebe, the Develop-

ment Bank of South Africa and the private sector on programmes that could be implemented to create jobs in those areas.

The Ministry of Public Service is currently engaged in a process to select members of the PRC to form a body which will operate for a year from March next year.

The body will comprise of five task teams that will review State sector expenditure, service provision, planning systems, information technology and the Wage Bill. The Wage Bill Review Task Team's brief would be to investigate remuneration policies.

People who died years ago are still being paid

"An effectiveness audit is to examine closely the output of a given sector and to estimate the costs in time and money per unit output," Skweyiya said.

The PRC will monitor the execution of the tasks of the review and receive factual reports, evidence, proposals and analysis arising from the review. Skweyiya is to set up a strategy team composed of experts and the chairman of the PRC to provide a strategic overview of the developments of the review process as it unfolds.

The commission will submit a final report to President Nelson Mandela aimed at producing a government policy document on the issue in 1997.

SA's bloated bureaucratic racy

250

ARRG 2/12/95

■ The cabinet has appointed a special commission to review the public service while admitting it does not know how many people are in the employ of South Africa's mammoth bureaucracy.

CLIVE SAWYER
Political Correspondent

GOVERNMENT frustration is mounting at the slow pace of transformation of the public service.

This week, the cabinet appointed a special commission to review the public service — while admitting it did not know how many people it employed.

Change to the top-heavy, white male dominated public service inherited from the apartheid era is widely acknowledged to be proceeding at an uneven pace, with some ministries accused of lagging behind

Merging the plethora of parallel departments, relics of the homelands policy, is itself is a daunting task

This week, Minister for Public Service and Administration Zola Skweyiya admitted the size of the country's public service was not known

An investigation of the wage bill is included in the terms of reference for the special commission of review appointed by the cabinet.

The commission, which will begin work in March, will have a year to report
Reuters reports that Dr Skweyiya

said the government had continued to pay employees who had left the service, and in some cases people who did not exist

Some people who had died years ago were still being paid. Even keeping track of the number of living employees was difficult

Dr Skweyiya said the government had at first believed the public service had about 1,2 million members, but initial estimates had proved too conservative

This had created concern because the government had hoped to keep the public service at the 1,2 million mark — and had hoped that retrenchments would not be necessary.

The number of public servants would have to be cut
Dr Skweyiya said the commission would consult trade unions during the

review process

Following two days of hearings this week by national assembly and senate committees on problems and progress in transforming the public service, the Public Service Commission came under fire

African National Congress MP Phumzile Mlambo-Ngcuka, chairperson of the national assembly committee, said the Public Service Commission's inability to respond to the need for a dynamic, skilled and motivated civil service had been a recurring theme in the hearings

"Complaints were raised about its lack of flexibility, that it takes too long to make decisions and its requirement for people to have 'paper qualifications' that have no bearing on the jobs that they have to do," she said
The lack of flexibility had, in particu-

lar affected the ability of many departments to employ and retain skilled professionals, who were lured away by more lucrative packages in the private sector
"Because it is a clear source of frustration, this committee now has to look at how we can transform the PSC and give more room to departments in these matters," Ms Mlambo-Ngcuka said
Her committee planned a study tour next year to find out how other countries had reformed their government employment structures
But she was concerned some departments were not doing enough themselves to transform and rationalise their staff structures
All departments had dealt at length with problems associated with having to absorb staff from the former homelands

Matsila explains 'tightrope' walk

Star 5/12/95

(250)

By BHATIA SIDHARTH
New Delhi

Jerry Matsila has been South Africa's High Commissioner to India for just six months and has already picked up the reputation of being a livewire

"A bundle of energy" is how his staffers describe him

The diplomat - he was the ANC's representative in Tokyo for several years - has made a deep impression

In some respects Matsila's brief was reasonably easy - he could capitalise on the enormous goodwill which exists for South Africa in general and the ANC in particular in India. Nelson Mandela is a hero in this country and India was a leading opponent of apartheid. Though the warmth endures and ties have been formalised, there are differences. The issue of the Nuclear Non-Proliferation Treaty (NPT) is a bone of contention. South Africa is a member India is not and there are perceptions in India that South Africa's close alignment with the West is at the cost of developing countries.

Matsila has had to explain his government's position to India. In this interview, he gives an overview of the relationship

Q: How do you see your assignment considering the traditionally strong ties between India and the ANC?

A: It felt like home coming here. The organisation I am part of and India have had almost a century of political contact, so settling down was not difficult

All I had to adjust to was the food and other Indian conditions, but the general environment and the contacts I had built up when I came here in January made settling down very easy

But the old emotional ties were not enough - I had to add content to the relationship. Occasionally our interests may not be the same and so we should build ties based on mutual interest.

Q: In what areas do you see us sharing mutual interest?

A. Well, we have signed the joint commission and several agreements on tourism, double taxation, investment and so on. Sci-



Bundle of energy ... Jerry Matsila, South Africa's High Commissioner to India.

ence and technology are also areas in which both sides can do a lot together. A top priority is the Indian experience in small scale industries which will come in very handy in our attempts to reconstruct our economy.

We can contribute our experience in hi-tech medicine, wildlife management, mineral exploration, electricity generation and construction.

Q: How do you see trade developing between the two countries?

A: Banks from both sides are soon going to open branches in the other country. First National, Absa, Standard are all planning to have a presence here and your State Bank of India will get permission to open in South Africa.

I think trade between the two countries should be seen in the proper perspective - the figures don't reflect the true position. For example South Africa is the highest producer of gold and diamonds and India is the largest buyer of gold and cutter of small diamonds. And yet all this trade is done through third countries; it does not get reflected in the trade figures of the two countries.

The actual business between the two countries just in these two minerals could be worth over one

billion dollars. Some organisations are looking at producing jewellery with Indian expertise and South African gold.

Q: What about joint effort on the global level?

A: The Indian Ocean Rim is one of my favourite concepts. Indian and South African co-operation is vital to make this work. I have attended the Mauritius and the Perth meetings on the Rim.

The reform and expansion of the Security Council is another area where both can work together. Both countries deserve a place around the table - they have enough credentials for that. My view is that it is unacceptable that the present situation should continue, with just five countries as permanent members. Of course it is for the politicians to decide how they want to change things.

Even the Bretton Woods institutions need to be democratised and restructured. India's present GDP must be taken into account. Perhaps we should have an economic security council. We cannot leave everything to the G-7.

Here it is up to India to take leadership in emerging forums like the Indian Ocean Rim, because it has the experience, especially in maritime diplomacy. South Africa is not ready for it

Q: But India feels that though it is close to South Africa and was in the forefront of the fight against apartheid, it cannot expect full support from South Africa on several major issues like the NPT.

A: I know that there is a feeling here that our support has not been total. I came here with the full knowledge that we agree on 99 things out of 100. The only thing we disagree on is the NPT.

We are in a quaint position. We are a nuclear weapons state which gave up nuclear weapons. We are a signatory to the NPT and now we do not possess any. It is a tightrope walk because we have to please both sides. On the other side there is the suspicion that we will hand over the technology to Iran, Libya or even India.

But we are in the club and India can take advantage of that by suggesting to us what positions to take which will help it.

I can understand India's frustration but try to understand us and tell us what we can do for you. We can be a bridgehead for both sides.

I tell my Indian friends this difference is like those among brothers. It is an irritant, not an obstacle. It is a transitional path not a final position. - Independent Foreign Service.

Public service inquiry suspended

Commission probing irregularities and complaints left in limbo after chairman Jules Browde resigns to return to his legal practice

(250)

Star 7/12/95

SAPA

The Browde Commission of Inquiry into complaints on the Public Service Commission will conduct no further hearings following the resignation of its chairman, Jules Browde.

Commission administration head Pam Barnes yesterday announced Browde had stepped down and was returning to his Johannesburg practice

"This means that since the commission requires a judge to be chairperson, a new appointee will be required in terms of the constitution," Barnes said.

She said the extension of "the life of the commission" could be effected at next year's sitting of Parliament

The commission was established in terms of Section 236(6) of the 1993 constitution aimed at addressing possible irregularities in

the public services of the Republic, TBVC states (Transkei, Bophuthatswana, Venda and Ciskei) and self-governing territories, as well as the new unified public service.

"It is empowered to review the conclusion or amendment of a contract, any appointment or promotion, and the reward of any term or condition of service or other benefit," Barnes said

According to the constitution,

cases could only be referred to the commission at the insistence of a minister or MEC

The commission held 29 hearings this year involving 500 people. Complaints received from various ministers and MECs affecting about 8 000 people have been or are under investigation, Barnes said

She could not say who would succeed Browde as commission chairman

Public service problems rear their heads

The apartheid years have laden South Africa's public service with civil servants who are unable to reform local government departments, writes **Lynda Loxton**

NEARLY two years after South Africa's April elections, many government departments are still struggling to rid themselves of the detritus of apartheid and emerge as sleek and efficient operations.

The process, unfortunately, is costing South African taxpayers millions of rands either in redundancy packages or in keeping on staff from the former homelands who have no work to do but do not want to move to other areas.

In fact, Public Service and Administration Minister Zola Skweyiya told a press conference last week that the government is sometimes hard put to say exactly how many civil servants South

Africa has on its payroll.

These issues were discussed during a two-day hearing by the parliamentary public service and administration committee and highlights the testing task that awaits the newly-appointed presidential commission of inquiry into the rationalisation of the public service.

Home Affairs Director General Piet Colyn told the committee that it had, for example, been difficult to amalgamate officials from the former Transkei into one national home affairs department.

"We need 49 people in Umata but we have nearly 300 ... people come to work and are frustrated because there is no work for them and this leads to dissatisfaction and strikes," Colyn said.



Zola Skweyiya: Unsure of how many civil servants are on the payroll

But for housing, family and other reasons, most of these employees refused to accept transfers to other parts of the country unless they were

offered substantially improved salary packages, which was out of the question as far as the Public Service Commission (PSC) was concerned.

The solution was to offer redundancy packages, which were not cheap either.

Trade and Industry Director of Administration Emma Ramacma told the committee that 90 per cent of the staff that had been inherited from the former homelands "we do not have much use for", because their skills did not match those that were needed.

The committee heard similar tales from other government departments as well as bitter complaints about the Public Service Commission's "inflexibility" about offering competitive salary packages for professionals.

As a result, they did not have professionals in key areas, which was affecting their efficiency and efforts to radi-

cally restructure their operations to meet the needs of the new South Africa.

"It has become a priority for the PSC to be transformed as an institution," committee chairwoman Phumzile Mlambo-Ngcuka said.

It had to be more flexible both in terms of salaries for professionals and in terms of the paper qualifications required for certain posts.

Housing Director General Billy Cobbett was outspoken on the latter. He said the apartheid system had kept many people out of formal education, but many had notched up years of experience in areas such as housing and would be an asset to government. The PSC, however, had other ideas.

Mlambo-Ngcuka said her committee was considering the experiences of countries such as the Philippines, New Zealand and Namibia in restructuring their civil services.

(250) M+G (B3M) 8-14/12/95

Few Cape women apply for public service subsidy

**CHRIS BATEMAN AND
MAGGIE ROWLEY**

CT 13/12/95

THOUSANDS of married women public servants and temporary workers — long the victims of salary package discrimination — have qualified for housing subsidies, yet in the Western Cape just over 200 married women and “some 10 or 15” temporary workers have applied

This was confirmed yesterday by Mr Andre Brink, a provincial supervisor in the home owners' allowances and guarantees section.

Previously, a married woman could only get a subsidy if her husband was permanently medically unfit.

The overall public servants' home subsidy was simultaneously increased from a maximum of R719 to R781 on October 1 this year and all staff were notified, he said.

However, subsidies are granted to a woman provided that the property is registered in her name, that a married couple claim only one subsidy if both are civil servants and that she lives permanently in the home.

Mr Brink said he expected a boost in the property market as more women became aware that they qualified

He emphasised that his temporary worker subsidy application figures excluded the Western Cape roads branch, where most of them were employed.

The R781 subsidy was based on a maximum bond of R70 000.

THURSDAY
DECEMBER 14, 1995

Union rejects parliamentary 'blood' letter

(250) ET 14/12/95

AN anonymous letter accusing Parliament's secretariat of "dancing on the blood" of black staff was condemned yesterday by the National Education, Health and Allied Workers' Union.

Copies of the letter, signed "Imehlo Lyabona" or "the eyes that see", were put up on notice-boards in the parliamentary complex and distributed to staff yesterday.

It claimed the secretariat had been operating behind the scenes to frustrate change in Parliament and isolate those who supported the forces of progress.

It also questioned the allocation of R22 000 to yesterday's staff party for parliamentary officials when more than half the black staff earned far below that yearly.

Nehawu parliamentary leader Mr Buddy Ntsonk said the union condemned the practice of letters being written under pseudonyms which caused "friction and mistrust". — Sapa

Pact on municipal disputes

ET 14/12/95 (152) (250) (45)

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

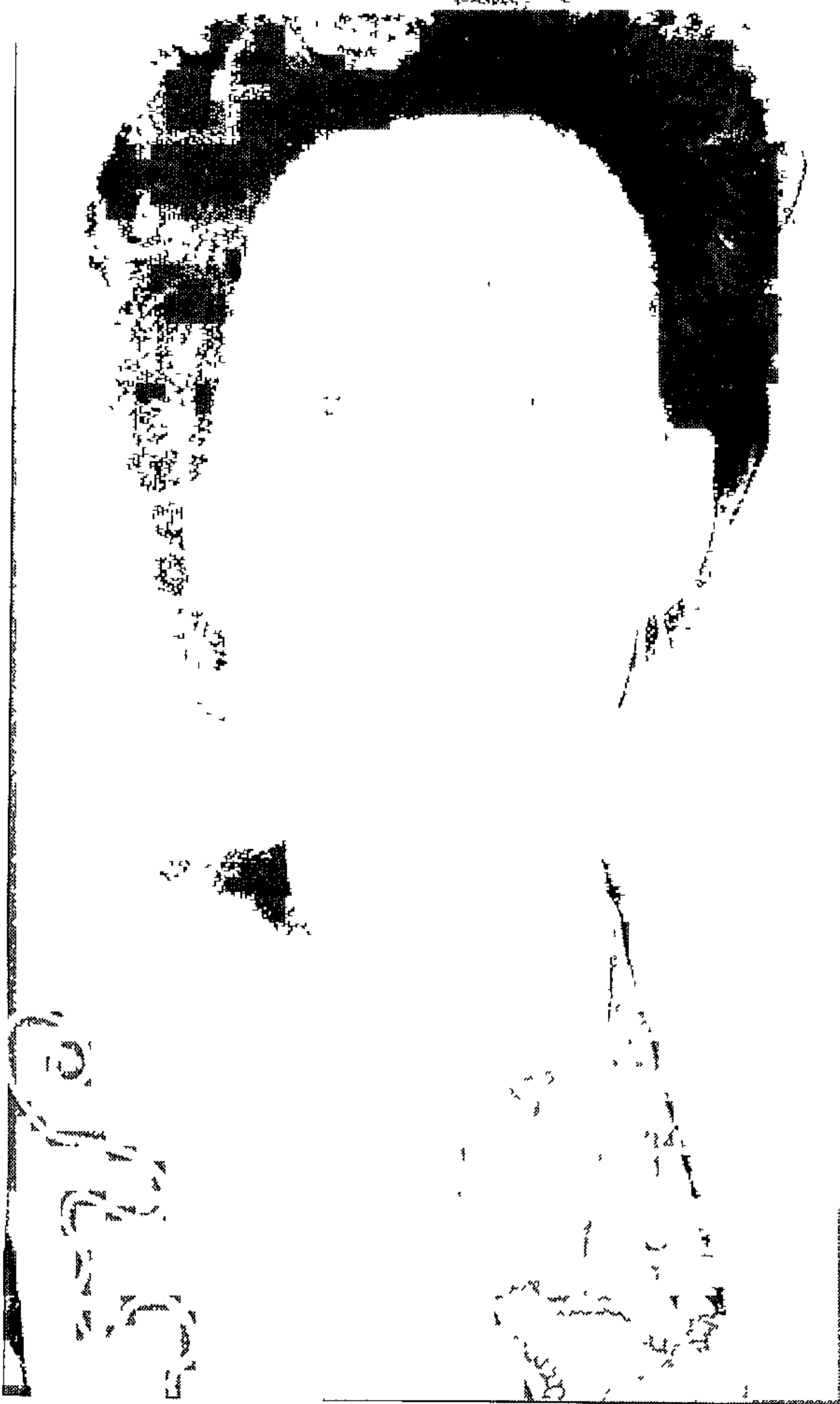
Workers' Union

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.



WORKING WOMEN: Louisa Mojela, executive director of the Women's Investment Portfolio
Picture: JON HRUSA

Change 'too slow at the civil service'

(250) ST (PR) 17/12/95

By THABO KOBOKANE

THE civil service is too slow in adapting to the new South Africa, according to an alliance of consultants seeking to change the government's bureaucracy

The Civil Service Reform Initiative, which includes Ernst & Young South Africa, the Black Management Forum, Insight Consultants, Manchu Consulting and OPS Molo-to, says changing organisational culture and attitudes is the most critical task facing the service

In a policy paper, *A Framework for the Transformation of the Civil Service in South Africa*, the CSRI argues for an integrated approach to transformation, with the state leading consultations with stakeholders

The CSRI proposes that transformation should be approached at two levels — the first involving key stakeholders at the higher echelons of government and the second aimed at the departmental level

The first phase aims to engage key stakeholders in "formulating the strategic intent of the civil service and committing themselves to the transformation and reformation of the civil service"

Once this has been

achieved, the service will be ready for a phased implementation that will ensure its continued efficiency while transformation takes place.

At the second level it identifies three phases of implementation

Establishing and positioning the infrastructure that will support the transformation process by identifying and training various leaders and "change agents" who will manage the process and introduce communication mechanisms to keep all stakeholders informed

Implementing short-term initiatives that can commence immediately,

Longer term initiatives that require a certain amount of design and development up front, including restructuring work processes, redesigning the organisational architecture of the civil service and developing a professional and results oriented civil service.

Based on this model, the CSRI is convinced transformation can be achieved within three years while providing a customer-based service

THERE is nothing like a mention of what the state should or should not do in our society to set off a fusillade of jerking knees.

Government plans to privatise some assets have, therefore, predictably set off another ritualised debate. On one side are those who treat the state as a fetish to be worshipped, and on the other those who see it as a taboo to be shunned.

Despite all its heat, the debate is often little more than an exchange of slogans, for it misses the most important issue — that there is no point in discussing what the state should do unless we know what it can do. Debate between those who want the state to do more and those who prefer it to do less is not confined to SA. However, here it has a special focus — the quest to undo apartheid inequalities.

Our former rulers used the state to create wealth for some, poverty for many others. Since the state has now changed hands and since it is widely agreed that democracy will have to bring improvements in living standards for the poor, it is perhaps inevitable that many in the new ruling majority see the state as the vehicle to achieve this.

Despite the heat of the debate, they are not alone: there is a fairly wide consensus that the state does have a role in attacking poverty. Once it is agreed that the state should do something about health, education and the like, the argument quickly polarises.

Yet for all its passion, there are two reasons the argument is largely irrelevant right now. The first is that, despite the ANC's interest in privatising some state-owned companies, there is no way in which, for obvious political reasons, those who want the state to play no role in tackling poverty are going to win the argument. The second is that however hard those who want the state to reshape

SA's public service is in no state to start changing the world

STEVEN FRIEDMAN

BD 18/12/95

society may wish, there is a firm limit on what it can achieve. There are several reasons for this, but the one which is most often ignored is that our public service is not in any shape to change the world.

Officials who served the old order and who are experienced are uncertain about their future. Some who can find jobs in the market economy have left, others may lack enthusiasm. In any event, the tasks most of these public servants are used to performing hardly equip them to fight grassroots poverty.

New entrants are, for obvious reasons, inexperienced. Years of educational discrimination also mean that there is a limited pool of qualified people from which the new government can draw.

Nor is this likely to end soon — the government's own deadline for ensuring a public service that can effectively serve all voters is two to three years, and this is probably wildly optimistic. Strategies which rely on the state to play a major role in dealing with inequality obviously have to assume that the people who work for the state can make these strategies work.

Right now, they cannot, not necessarily because they lack talents or skills (although inevitably some people make it into the public service because of their connections rather than their ability) but because the service is simply in no shape to tackle ambitious tasks.

To name but one example, since the bureaucracy is battling to collect what people owe under our current tax system, plans for complicated new taxes will founder because there will be nobody able to collect them. This lack of capacity is not a new problem — we have never had a public service that could pay pensions efficiently to all those entitled to them.

Given all this, those who want the state to change society have a simple choice. They can, as some other developing countries have done, continue to pretend that the state can do wondrous things. The result will be a continually widening gap between what the government promises and what it does. The effect would probably be to

reduce the state's role, since public servants would be so busy trying to do what they could not that they would give little attention to what they could.

Or they can adjust what they expect from the state to what it can realistically be expected to do, given its difficulties. In this case, the promises may abate but, since officials would only be expected to do what they could, the effect would be far greater.

Opting for the second route would mean a change of strategy for many in government who, despite some shifts towards greater realism, still assume that things will happen because people in official positions say they will.

This change would have some important implications.

The first is a move towards a more modest agenda for government. Plans would have to focus on what can be delivered with minimal administrative effort, which is far less than what government promises now.

Secondly, greater stress would be needed on doing effectively what government is now supposed to do

but does not — tax collection, pension payouts, maintaining services, particularly in poor areas where they have not operated in the past. Thirdly, anti-poverty strategies would have to accept that there is far more capacity to do things outside government than within it.

This does not mean government needs to leave development to others: it could still play a key role.

However, it does mean government strategies would have to focus far more on funding the efforts of others, through a tender system or something similar, than on relying on its own officials to carry out plans. Its task would be to decide how much public money would be available for particular programmes, setting basic guidelines for those who are paid it, and ensuring it is used for the intended purposes.

Similarly, as this column has argued before, offering small grants or loans to individuals to meet their own needs (setting up small businesses, improving housing and the like) would be far more manageable than trying — unsuccessfully — to direct how these needs are met.

None of this is easy, but it is far more possible than the ambitious programmes which some expect the state to deliver now.

Far from disappointing those who voted the government into office, this strategy would probably do a great deal more to meet their needs and build confidence in democracy than grand plans which deliver nothing.

There is overwhelming evidence that people at the grassroots of society do not expect miracles, merely real improvements.

We can continue treating the state as a slogan — or try to turn it into a source of concrete improvements in citizens' lives.

□ Friedman is director of the Centre for Policy Studies.

Probe aims to ease govt pension burden

Greta Steyn

THE Smith committee, appointed by government to review SA's retirement provision policy, has recommended sweeping changes which should alleviate the huge burden on government to care for the aged

The committee, appointed in June by Finance Minister Chris Liebenberg, handed its report to Liebenberg before the weekend. It recommended ways to make state assistance more effective, and proposed ways to encourage people to provide for themselves and make better use of private pensions.

It also suggested major changes to the benefits enjoyed by civil servants. These recommendations could be resisted by public sector trade unions.

As some of the issues raised in the report are controversial, the committee also recommended that a represen-

tative forum on national retirement provision be established. It said public acceptance of retirement policy was a precondition of its success.

The report said that the present annual old age grant, which cost the state about R8bn, was an effective part of poverty relief. But the application of the means test needed to be reviewed, as it was applied inconsistently and was open to abuse. It suggested that the value of an applicant's house no longer be excluded from the test.

The report recommended urgent steps be taken to tighten up administration of the old age assistance, as fraud was widespread. Savings of up to R1,2bn a year could be achieved by setting up a national social grants register and computerising payments.

A major focus of the report is on

Continued on Page 2

Pensions

Continued from Page 1

making the private provision of pensions work well to lessen the state's burden. But it stopped short of calling for compulsory provision by all working people, saying the issue could be put on the national forum's agenda.

It recommended that all funds be required to provide members who withdraw before retirement with the option to transfer their full accrued assets to another fund where they would be preserved until retirement. Unreasonably low cash benefits were often paid on withdrawal — an issue which the national forum would have to consider.

The report recommended partial compulsory preservation of pension benefits in exchange for greater access to loans against pensions. Members often wanted to borrow from their pension funds for housing. As a precondition to enhancing these loan facilities, members should be compelled to preserve part of their pensions accumulated in the fund and have no access to the money until retirement.

With a view to reaching employees of smaller businesses and the self-employed, the committee recommended that more industry and umbrella funds be created. Pooled arrangements should be encouraged, and people should be allowed to contribute to them on an irregular and ad hoc basis.

The report suggested that government use a subsidy to encourage people with low benefits to select pension incomes for life rather than a lump sum. The retirement enhancement would be paid by the retirement fund, which would offset it against income tax due. As such a move would reduce the number of people qualifying for a full old age grant, there should be no effective additional cost to the fiscus.

For public servants, the committee proposed an entirely new approach. It suggested that the use of the official's last day's salary as a basis for his pensions payment be scrapped, and replaced with his average over the previous two years.

Government also had to rethink the level of benefits to civil servants, which was about 20% better than those provided for by other large employers. Such a move would free up funds for better salaries. It also recommended that "reasonable and affordable" retrenchment packages be negotiated.

On the under-funding of government pension funds, the committee suggested that the agreement between the trade unions and government be reconsidered. In terms of the agreement, government will ensure that the funding level rises to 75% from the present 60%. It said government should consider retaining partial funding as a principle. The present level of funding was not unreasonable, as the pension benefits of members who had reached 50 had been covered.

Proposals to trim public servants' pensions

CT 27/12/95

(250)

SPECIAL CORRESPONDENT

PRETORIA: Retirement packages for public servants are worth about 20% more than the norm in the private sector, says the Smith Committee on Strategy and Policy Review of Retirement Provision in South Africa.

The committee recommends that some of the benefits should be renegotiated.

Among these is the practice of basing a public servant's retirement benefits on his or her salary at the date of retirement.

The committee recommends

replacing this with the member's average salary in the last 24 months of service

It said the present practice was financially unsound because it was costly and allowed the temptation to promote a long-serving public servant just before retirement. It also led to anomalies because the employee who retired shortly before a general salary increase received a much lower pension benefit than a colleague who retired shortly after the rise

Another benefit that the committee said was out of line with the private sector was the payment of a

gratuity in addition to a pension

The committee recommended

- Introducing an appropriate transfer value for actuarial interest so that members who resigned could choose to transfer this to a private sector fund;

- The introduction of an early retirement benefit from age 55;

- Changing the retrenchment benefit so it was fair and affordable.

- Recognising retirement arrangements as part of the overall pay package;

- Addressing the reasonable expectations of temporary staff

who were denied pension benefits under the previous government;

- That the government re-assess the funding policy;

- The formation of a Government Employees Pension Fund Investment Policy Committee;

- The review of the policies of many other funds — mainly for local authority, semi-government and recently commercialised enterprises

- Establishing a statutory body, separate from the state and responsible to the trustees of pension funds, to administer these funds

Public servants reject pensions shake-up

(268) (268)

PRETORIA CORRESPONDENT

An official study of pension benefits has urged a shake-up of government retirement arrangements which it found to be about 20% better than those in the private sector.

Among its recommendations is a call for a fresh look at the practice of basing public servants' pensions on salary at the date of retirement.

But the findings drew immediate fire from the Public Servants' Association. Executive director Casper van Rensburg said the association rejected the recommen-

dations of the Smith Committee on Strategy and Policy Review of Retirement Provision in South Africa.

The report is clearly employer-inclined and shows a total disregard for the benefits to public servants, he said.

Among the recommendations were that benefits for public servants be renegotiated to allow members who resigned to transfer their actuarial interest to private pension funds; that the Government reassess its current funding policy; and that pensions of state employees who were deprived of benefits in the previous

political dispensation be addressed.

Van Rensburg said the PSA was not at all behind the committee, which, when considered with the findings of the Katz Commission on taxation, would erode pension benefits.

The intention of this committee was to attack public servants' benefits and to reduce state contribution to public servant pension funds, he said.

He said recommendations concerning higher resignation benefits would have the effect of decreasing death and retirement benefits for public servants.

Star 27/12/95

Home Affairs changes Sowetan 28/12/95 (250)

THE Department of Home Affairs will begin 1996 with a trimmed management staff after the completion of its rationalisation programme early this month.

The Department's management staff complement is now as follows:

Minister: Chief Mangosuthu Buthelezi, Deputy Minister: Mr Penuell Maduna, director-general: Mr PJ Colyn and deputy director-general: Mr I Lambinon.

Chief director migration: Mr EM Mahlutshana, chief director civic affairs: Mr MN Tshikororo, chief direc-

tor administration: Mr JS du Plessis, director settlement: Mr SE Rachidi, director admission: Mr GW Orr, director population registration: Mr GPL von Wielligh, director population identification: Mr JOS Leburu and director of personnel management: Dr DJ van der Walt.

Mr GJD Jordaan heads financial administration, director management services: Mr TH van Eck, director auxiliary services: Mr NW du Plessis, regional director Northern Province: Mr BM Luthada, regional director Mpumalanga: Mr FWJ van Rensburg.

Regional director North West: Dr MO Maduo, regional director Northern Gauteng: Mr GS Reyneke, regional director Southern Gauteng: Mr RJ Chavalala, regional director Free State: Mr KGA Setlogelo.

Regional director Northern Cape: Mr CE Kritzing, regional director Eastern Cape: Mr GM Ntshinka, regional director KwaZulu-Natal: Mr WE Delpport, regional director Western Cape: Mr JJ van Wyngaardt.

According to the department, no suitably qualified women applied for management positions.

100 Foreign Affairs workers face dismissal

Sowetan 29/12/95 (250)

ABOUT 100 Department of Foreign Affairs employees in the former TBVC (Transkei, Bophuthatswana, Venda, Ciskei) states who refused to be transferred to Pretoria when rationalisation began last year, were facing dismissal, a department spokeswoman said in Pretoria yesterday.

Foreign Affairs Department spokeswoman Ms Clara Kiesewetter said the department had done everything possible to find an equitable solution to the problem, ensuring it did not contravene the Constitution which guaranteed the civil service their jobs.

The department was forced to find alternative employment for the officials by alternative placement in the civil service "or elsewhere".

She was unable to specify where

alternative employment had been sought.

Kiesewetter said the process was almost completed and was subject to the law governing rationalisation as laid down by the Public Service Commission.

Equitable packages

"Alternatively, this will lead to these officials being declared redundant and they will receive equitable packages based on years of service and pension contributions," she said.

Kiesewetter said it was expected the department would complete the rationalisation process by March 31 1996.

Three officials from the Department of Foreign Affairs in Umtata last

week said their head office in Pretoria had not paid their December salaries because of their refusal to accept transfers to Pretoria.

Kiesewetter denied this, saying the three had not provided them with bank account details, as the department used a computerised salary structure of the Public Service Commission, specifying that salaries must be made into bank accounts only.

However, Kiesewetter said the three officials did receive their monthly salaries this week.

The officials had refused to be transferred to Pretoria, citing as reasons their housing subsidies in Umtata. Their children were also in the town "and above all our services are needed here", they said - *Sapa*

PUBLIC SECTOR GOVT. GENERAL

1996

JANUARY — JULY

Thousands of jobs to be cut

□ 18 000 civil servants go in first retrenchment wave

ARU 9/1/96

(250)

Political Staff

THE Eastern Cape government is to retrench about 18 000 civil servants in the first wave of a nationwide programme which could see thousands more workers losing their jobs in all provinces. It is not known how many posts might be affected in the Western Cape, but last year officials warned that unless the province got more money from central government, about 5 000 health workers and the same number of teachers could face retrenchment.

Similar threats of retrenchment face teachers and health workers in Gauteng and other provinces, and provincial governments are now negotiating with Finance Minister Chris Liebenberg in an effort to secure enough central government funding to avert large-scale layoffs. But even if more money is forthcoming, some retrenchments in all provinces are thought to be inevitable as the country's civil service is fundamentally restructured to end the huge duplication of the apartheid era.

According to the Eastern Province government's director-general, Thozamile Botha, the detailed number of civil servants to be retrenched would be finalised at the end of this month, but he said he expected some 18 000 to lose their jobs. Public Administration Minister Zola Skweyiya, who is overseeing a national cutback, confirmed that "at least 15 000" of the Eastern Province's civil servants would be laid off early this year.

Dr Skweyiya said last year that the retrenchments were an "unavoidable" part of reforming the province's civil service, which was not performing satisfactorily and was chronically overstuffed. All 11 civil services in South Africa — the remnants of the apartheid system — would have to be rationalised, he said, and this would mean thousands of retrenchments throughout the country.

The process has been made especially difficult in the Eastern Cape because the province has had to absorb the employees of both the former Transkei and Ciskei governments.

18 000 Eastern Cape public service jobs to go

Star 9/11/96
The Eastern Cape government was set to retrench 18 000 public servants early this year, the province's director-general Thozamile Botha said yesterday.

The provincial government would decide exactly how many to retrench at the end of this month, Botha said.

The government was currently adver-

~~(250)~~ (250)
tising all posts below management level.

Many posts had been scrapped following restructuring.

In an earlier interview, Public Administration Minister Zola Skweyiya confirmed that at least 15 000 Eastern Cape public servants would be retrenched in the near future. - Sapa.

'Don't be misled on public service pay rises'

Star 10/11/96 (250)

By **NORMAN CHANDLER**

Promises of salary adjustments for government legal personnel are claimed to be "misleading" and a "sweetener", and the lawyers may have to wait until next year to get more money.

Public Servants' Association general manager Casper van Rensburg said in Pretoria yesterday that public service workers should not be misled by a

government statement that salary adjustments of up to 30% would be made in the next few months.

There was a clear indication at talks between the PSA and the Public Service Commission on Monday that there was "no money" to meet salary demands "The PSA was advised that it would be best to wait for the second phase of the implementation of the grading sys-

tem in the 1997/98 financial year," he said.

There was, however, no certainty that this phase would be implemented

The Transvaal attorney-general's office has also called for improved packages of up to 30% as an interim measure to prevent people from resigning.

Van Rensburg said it was unacceptable to expect legal staff to "survive on promises".

Public service union goes to court

Clash looms over govt's hiring policy

David Greybe

(250) (250) (250)
BD 10/11/96

CAPE TOWN — A major court battle is looming between government and white public servants which could determine the course of affirmative action policies in the public service.

The white-controlled Public Servants' Association, SA's largest public service union, has lodged papers in the Supreme Court Transvaal Provincial Division challenging affirmative action plans in the justice department. But the department said yesterday it would oppose the application scheduled for February 7 in the Supreme Court, and threatened counteraction in the Constitutional Court.

Enver Daniels, special adviser to Justice Minister Dullah Omar, said the controversy was "of considerable public and national importance", and the outcome would have serious repercussions for other government departments seeking to restructure.

The association maintains the department is deliberately overlooking white employees in seeking "affirmative action appointees" outside the

public service to fill vacancies in state attorneys' offices countrywide.

Association GM Casper van Rensburg accused the department of adopting a statistical approach, or quota system, in filling posts without prior consultation and agreement with unions on rationalisation. This smacked of an unfair labour practice, he said.

Van Rensburg warned of an "irreversible situation", causing "irreparable harm" to existing employees if the department was allowed to proceed. He said the association was seeking safeguards for employees not considered for posts as a result of government affirmative action plans.

Daniels said the matter was of such importance for the overall restructuring of departments that the justice department was considering taking the matter to the Constitutional Court.

The department contends that the interim constitution's stipulation that the public service must "promote an efficient public administration broadly representative of the SA community"

Continued on Page 2

Public servants

(250) (250)
BD 10/11/96

Continued from Page 1

supersedes the Public Service Act, which favours existing personnel in the filling of posts

Daniels said state attorneys were overwhelmingly white. This was unacceptable and the department was committed to appointing "people of colour"

He said if the court order being sought by the association on behalf of white state attorneys was granted "it will prevent us from restructuring the justice department to make it more

representative of SA's population"

In papers lodged in the Supreme Court on December 22, the association argues that the department did not follow strict guidelines laid down in the Public Service Act on the filling of vacancies. The Act stipulates that only the qualifications, level of training, merit, efficiency and suitability of applicants should be taken into account

At the centre of the row is the filling of three state attorney posts, nine deputy posts and 18 senior assistant state attorney posts in Johannesburg, Pretoria, Durban, Cape Town, Port Elizabeth and Bloemfontein, which were advertised in November.

Commission chairman retires

Changes loom in control over public service

BD # 12/1/96 (250)

David Greybe

CAPE TOWN — The announcement yesterday of the early retirement of Public Service Commission chairman Roe Venter is seen as a prelude to a radical restructuring of the maligned body to make it more responsive to government policy on the public service.

A senior government source said Venter's retirement for "health reasons" was an important step in loosening decades-long "Afrikaner male" control over the public service.

Another source familiar with the commission's workings described it as a "bastion of the Afrikaner Broederbond", similar to that which operated under the former NP government.

The source predicted the new chairman would be black, and closer politically to the ANC component of the government of national unity.

Insiders say the commission is set to be stripped of its control over public service policy, and will effectively operate in future as a supervisory body under the direction of a newly created public service ministry.

The SA commission's current power over policy matters contrasts with other countries, where a ministry has the task. In recent months, it has borne the brunt of the blame for delays in transforming the public service from political parties (the ANC in particular),

the parliamentary public service committee and public service unions.

Venter's retirement took effect on the first of this month, Mandela's office said. The president expressed his "appreciation for the leadership and commitment" displayed by Venter in his 20-month term of office.

A source said Public Service Minister Zola Skweyiya was expected to start work soon on establishing a "proper ministry", accountable to the executive. The first concrete indications that the commission was under threat and faced restructuring appeared at the end of last year with the publication of the public service White Paper for comment.

The document states: "The functions and operation of the service commissions (at national and provincial level) have been the cause of some concern." Most notable, it adds, because the commission's independence is "potentially threatened" by a conflict of interests between its role as an independent monitor and arbiter of the activities, ethos and conduct of the public service and its role as a direct implementer of public service policies.

It also expresses concern about the undue length of time and red tape frequently involved in obtaining commission decisions and recommendations.

Continued on Page 2

Public service

(250)
Continued from Page 1

BD 12/1/96
"Many committed and potentially innovative managers feel they are hamstrung by a plethora of rules, regulations and legislation, and in particular by the way in which these are controlled and operated by the commission." For these reasons, the White Paper said a comprehensive review of the service commissions would be undertaken as part of the envisaged presidential review commission's work.

The powerful review commission is set to start work in March, and has until April next year to submit a final re-

port to Mandela. He in turn must submit a report to Parliament next June.

Public service director-general, Paseka Ncholo said at the time the Cabinet-approved review commission would, once and for all, question and define the "very fundamentals" of government itself.

The review commission's terms of reference state that its job is "to trace out a detailed strategy and programme for public service reform for the next five years (1997-2001)".

Its purpose is "to develop strategies for creating a leaner and more effective public service". The review commission's recommendations would result in "profound" reform, the terms of reference predicted.

Mandarins cry foul as job-loss fever spreads

BD 11/1/96
By RYAN CRESSWELL

250

CIVIL servants in the Eastern Cape are disturbed and confused because hundreds of government positions were advertised at the same time as they were told 18 000 of them could face retrenchment

Eastern Cape director-general Thozamile Botha announced the figure early this week, but said fluctuations were possible and that the final number would be known only at the end of March.

If retrenchment goes ahead it will be part of a rationalisation programme intended to trim down a civil service made unwieldy by the amalgamation of three former administrations — including the former Ciskei and Transkei homelands — that now make up the province. The Eastern Cape has inherited about 155 000 civil servants, but rationalisation could slice this down to 124 000.

Mr Botha said although the government was advertising a number of posts below management level as part of the huge reshuffle, it would strive to employ about 90 percent of the people from current staff.

But this has not placated uneasy civil servants in the former Transkei and Ciskei, who see even a 10 percent influx from outside as a betrayal.

Mthimkulu Mashya, spokesman for the South African Public Servants Association, which represents nearly 20 000 of the government workers in the two former homelands, said there was "profound concern" among members.

He claimed that in terms of the Public Service Act and the Public Service Staff Code, the government was required to first give consideration to serving public servants when making appointments.

Mr Mashya said more than 700 positions had already been advertised and thousands more would be made public over the next two weeks.

"The Eastern Cape government has misdirected itself by its headlong rush to advertise posts in the national and local newspapers," he said.

"It is premature to talk of retrenchments without having negotiated a possible alternative with unions, and it is also an unfair labour practice."

Auditor-general proves efficiency can be found outside public service commission

BY BRUCE CAMERON

Cape Town — Parliament's main watchdog of the executive, the office of the auditor-general, is proving that efficiency can be obtained outside the ambit of the public service commission.

The office of the auditor-general was removed from the control of the executive wing of the government in 1993 and is now answerable to parliament alone.

The improved efficiency of the office of the auditor-general proves that departments that require a high degree of expertise, such as the tax office, could probably operate better outside the restraints of the commission.

However, the argument for removing the office of the auditor-general from the ambit of the commission made greater sense than it does for other departments. Under the previous structure it was part of one of the departments on which it was keeping a check — the finance department.

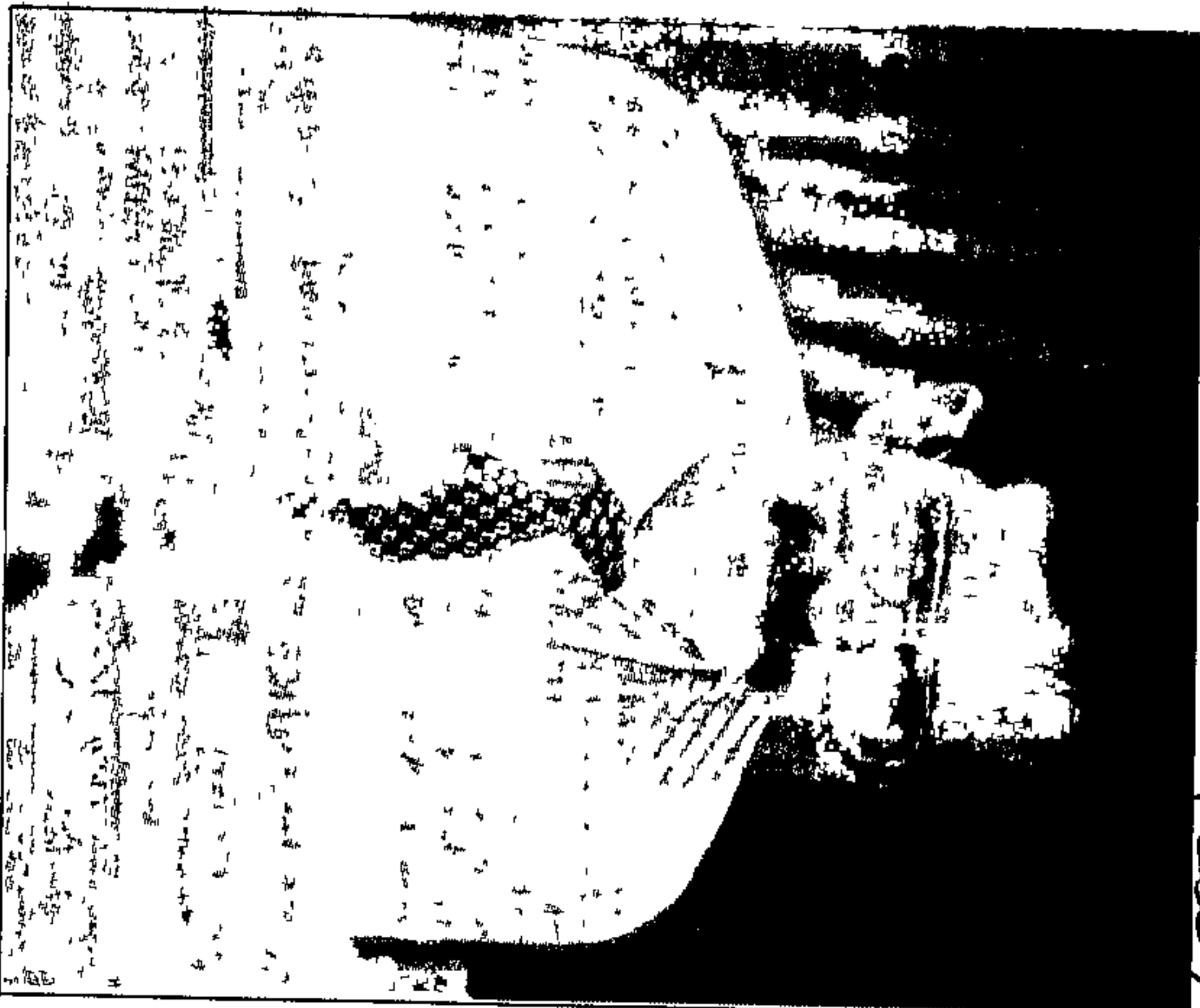
Headed by Henri Kluever, the office is charged with ensuring the executive carries out the orders of parliament. In doing so, the auditor-general must report to parliament without fear or favour.

The office is protected by the intern constitution.

The latest annual report of the auditor-general, which shows a marked improvement in the performance of the office, was recently tabled in parliament.

Over the year 1 323 regular audits were completed and 42 more comprehensive performance audits were carried out.

The results of these audits have almost all been presented to parliament in separate reports and provided the basis for public questioning of representatives of different departments and state bodies by



WATCHDOG Henri Kluever, the auditor-general, whose office is grappling with a number of fundamental problems. PHOTO ANTON HAWWERL

the parliamentary standing committee on public accounts, which in turn reported to parliament.

However, the office of the auditor-general is still not up to speed and is grappling with a number of fundamental problems.

One of these is the amalgamation of the South African office with those of the former TBVC states.

In his report, Kluever said the issue was being bedevilled by different salary scales as well as different legislation applying to the

of the directorate responsible for auditing of revenue and taxes, a pilot project on human resource management information systems is being finalised, guidelines on auditing of the budgetary process have been completed; the component to co-ordinate functions in the amalgamation of local authorities is up and running; interpretation of legislation on the reporting has been provided to publicly owned companies, and good practice guides have been provided to improve the administration of stock and vehicles.

In future, performance auditing would be placed on the RDP "as the success of this vital project will depend largely on whether general shortcomings identified in other performance audits are addressed appropriately," Kluever said.

□ Roy Cokayne reports from Pretoria that the office of the auditor-general has announced a number of changes to its top management structure, which will bring the full integration of its office and the audit offices of the former TBVC states within sight.

The full integration of the five audit offices is expected to be finalised by April this year.

Berte Loods, the deputy auditor-general and chief executive officer, said the creation of these new structures had provided the office with the opportunity to move to a management team which was more representative of the demographics of the country.

Loods said that the amalgamation process would lead to the

rationalisation of the audit function and increase the efficiency and effectiveness of auditing at national and provincial level.

"The office is making a vital contribution to good government by promoting the democratic principle of effective public accountability for the collection and expenditure of public funds," he said.

Seven new appointments have just been announced, with the aim of facilitating the amalgamation of the five audit offices.

All seven appointments have been assigned as executive managers to the corporate executive management team of the office of the auditor-general, situated at the head office in Pretoria.

They are Gunther Witthoft (Gauteng and national), Jabez Moolman (Eastern Cape, revenue and taxes, and national), Moses Sindane (KwaZulu Natal, Western Cape and Mpumalanga), Wally van Heerden (Northwest, North Cape and national), Albert Dzuguda (Northern Province and Free State), Louis van Rooyen (performance auditing, computer auditing and national) and Wessel Pretorius (functional and non-functional support).

A further 10 appointments have been made to the functional executive management of the office following the appointment of the nine provincial auditors who will oversee auditing in their respective provinces and ensure uniform auditing throughout the country.

various departments. Standard legislation should be before parliament this year.

Another outstanding issue is the need to step up computer audits. The capability is being retarded by vacant posts. A strategy to strengthen the computer audit component is being implemented to bring the systems "to a more acceptable level."

Against this, however, the office has made significant progress in a number of areas.

These include the finalisation

Pension fund kitty of R90-billion

10 civil service funds are to be rationalised into one and tens of thousands are likely to lose their jobs over the next six years (250) (250)

By **NORMAN CHANDLER**
Pretoria Bureau

South Africa's public servants are to get a pension fund "cushion" of about R90-billion as rationalisation of the government employment sector becomes a reality over the next six years

While tens of thousands are certain to lose their jobs, "an eventual united, closely knit public service" is envisaged by Casper van Rensburg, general manager of the Public Servants' Association of South Africa.

He said in an interview with The Star in Pretoria yesterday that rationalisation of the 1,2 million-strong public service was in-

evitable although it would be acceptable only in terms of collective bargaining principles in order to avoid retrenchments as far as possible.

He appealed to government employees to accept that there would be upheaval in their careers over the next few years

Van Rensburg said 10 civil servants' pension funds were being rationalised into one central pension fund with assets of R90-billion or more. The fund was to be administered by a joint board of trustees

Legislation had still to be drafted and it was hoped that the PSA would have a major say in the management of the proposed new fund

One proposal put to the Government was a reduction in members' contributions - as far as the PSA was concerned, this would probably be reduced by about 0,5% - while gender contributions and benefits would be equal in terms of the Constitution.

Van Rensburg said reports that 100 000 people could be facing retrenchment over the next year should be regarded as speculative.

There were two important points to take into consideration in the development of a united public service, one of which was retrenchments and the other integration.

There was also the question of retrenchments in the SANDE,

which has disclosed that it intends to down-size by 46 000 people over the next three years in the country's biggest rationalisation programme.

The possibility of one-off payments to affected public servants was being looked at but "discipline has to be exercised and this could take up to six years".

Van Rensburg said former Finance minister Derek Keys had overseen a 5% reduction in the number of public servants, which resulted in about 24 000 losing their jobs - but at a price of R2,5-billion to the State.

The public service in general ballooned because of the re-incorporation of the former homelands into South Africa

Star 17/1/96

Public Service Commission faces cuts and demotion to supervisory

David Greybe

CAPE TOWN — Parliament's powerful public service committee gave formal notice yesterday that the Public Service Commission would be stripped of its sweeping powers over the public service.

It also indicated the commission faced big funding cuts this year as well as staff cuts through rationalisation. The commission, with a staff contingent of about 500 at national level, was allocated R124m in last year's Budget

Role

(256) By 12/11/91

19/11/91

The announcement by the ANC-controlled committee is the clearest indication yet that the commission will in future act only as a supervisory body, as in other countries, and under the political control of the ANC.

However, a commission source predicted members would resist attempts to strip the body of its executive powers. The surprise announcement last week of the early retirement of its chairman, Roe Venter, for "health reasons" was interpreted as a prelude to a major shake-up of the commission.

The commission is accountable to the parliamentary committee, from which it has come under heavy fire recently for delays in transforming the public service.

Yesterday's committee statement followed a two-day workshop. Chairman Phumzile Mlambo-Ngcuka (ANC) said her committee had resolved to "play a greater role in probing, scrutinising, exposing and sharing" in public service matters.

The committee called for the presidential review commission on government, to be established in March, to "pay special attention to the public service commission as it is a body with power over the public service".

Mlambo-Ngcuka said her committee would ensure a "thorough evaluation and rationalisation" of the public service commission took place before the new constitution was introduced, "as the public service commission will no longer enjoy the immense powers it has in the interim constitution".

The Public Service Commission Act

'11116 be amended to ensure of 1994 would be amended to ensure the commission played a role "compatible" with that envisaged in the public service White Paper released at the end of last year, she said.

The paper criticised the commission and called for a comprehensive review of its operations. Mlambo-Ngcuka said the committee felt that institutions "which lacked effectiveness to achieve transformative should enjoy smaller budgetary allocations". Public hearings would be held to help shape a new commission.

40 000

workers

face axe

(250) ~~250~~
By Khathu Mamaila

MORE than 40 000 public servants in Northern Province face retrenchment when the provincial government begins rationalising the bloated civil service, *Sowetan* has learnt.

While the exact number of the workers to be axed remains the closely guarded secret of senior government officials, sources close to the government, said at the weekend the figure was well over 40 000.

A source said acting director Mr TP Chabedi had been sent to the Eastern Cape to learn about how the Eastern Cape government was handling the retrenchment of 18 000 civil servants in that province.

Sowetan has been in contact with the office of director-general Professor John Malatji since December last year in an effort to get the number of those to be retrenched. Malatji has not responded, despite several promises to do so.

Government spokesman Mr Jack Mokobi said the cabinet was agreed that the issue was very sensitive and should be handled with great care as it affected many public workers.

He said the matter would be dealt with by premier Ngoako Ramathlodi at a media conference scheduled for today.

Ramathlodi and his cabinet went into a two-day *hosberaad* last week to discuss strategies for breaking the news of the rationalisation in such a

Sowetan 22/1/96
way as to cause minimum dispute with the 126 000-strong civil service.

Sources said the matter could spark off negative reaction from civil servants.

While the process of integrating the former administrations — Lebowa, Venda, Gazankulu and the Transvaal Provincial Administration — into one is bad news for thousands of workers, who will be losing their jobs, some senior bureaucrats are smiling all the way to the bank.

Big retirement packages

Dozens of bureaucrats who are over 50 years old have been offered attractive retirement packages. For instance, if the bureaucrat is 55 years old, he can retire as if he was 60. He will be paid all his salary for the five years and still get all his pension.

A government official told *Sowetan* at the weekend that one top official in the former Venda government had received a handshake of more than R1 million.

The official said all the directors-general and other senior officials from the former administration were still receiving their salaries although they were not doing anything as they had not been posted.

He said the process of rationalisation would cost the government hundreds of millions of rand.

Mokobi said it was important to give severance packages to some top officials to ensure the transformation of the civil service.

Rationalisation plan to result in job losses

(250)
Mduzizi ka Harvey

BD 23/1/96
ABOUT 9 000 public servants in Northern Transvaal would be retrenched as part of the provincial government's rationalisation programme aimed at trimming the bloated public service, provincial spokesman Jack Mokobi said yesterday.

Responding to reports that more than 40 000 civil servants faced the axe, Mokobi said the provincial administration was expecting a final report from the province's director-general, who was still awaiting recommendations from departmental heads on how many employees should be axed.

A complete report was expected to be submitted to the provincial cabinet executive council this week.

At a news briefing aimed at reviewing the work of the Northern Transvaal government during the past 21 months, the province's premier Ngoako Ramatlhodi said his cabinet was disappointed that the setting up of a house of traditional leaders in the province was still pending. The cabinet has endorsed initiatives to allow central government to form a National Council of Traditional Leaders without the participation of provinces which have failed to set up houses of traditional leaders.

Constitutional Affairs ministry spokesman Isaac Retief said the initiatives could require constitutional changes as the constitution stipulated that the council could be formed only after the appointment or election of representatives from provincial houses of traditional leaders.

So far Northern Transvaal, Northwest, KwaZulu-Natal, Free State and Mpumalanga have established houses of traditional leaders, with Northern Transvaal and Eastern Cape still outstanding.

Ramatlhodi said groundwork for growth and development with sound administration was nearing completion, and to this end a strategic planning unit in the RDP office had been set up to design and implement growth and development strategies.

Other programmes cited by Ramatlhodi include implementation of measures aimed at improving the efficiency of administration by providing training workshops for civil servants, the empowering of local authorities by providing R109m for municipal infrastructure development, implementing a capacity building programme for rural local governments and the establishment of a provincial negotiating forum.

9 000 public servants face axe in N Province

Star 23/1/96

(250)

Rationalisation process hits employees, but government – considering how much it will save in the long run – will help unemployed workers to find alternative jobs

By Karin Schimke
Political Staff

Around 9 000 public servants in Northern Province will have to wait until the end of February to find out whether they have been made redundant, but they will then be given a six-month notice period in which to find other employment, a spokesman for the province said yesterday.

In the six months following the February 29 deadline, which was the final date given for government departments had to have completed the rationalisation process, retrenched workers will still be able to draw a salary.

Provincial director-general John Malatji yesterday denied a report that as many as 40 000 workers faced retrenchment, and said the figure was closer to 9 000. This figure can be finalised only at the end of next month, when each de-

partment will have submitted the results of its rationalisation.

Provincial spokesman Jack Mokobi said workers who become unemployed after February 29 will be helped by the provincial government to find alternative employment.

"We are looking at inter-provincial transfers and we will also help by circulating the curricula vitae of retrenched workers to other government departments around the country," he said.

The rationalisation is the culmination of a two-year process which has had several deadlines postponed because of the amount of work involved.

Northern Province is in the unique position of having to incorporate the old Lebowa, Gazankulu, Venda and the Transvaal provincial administrations into one streamlined and effective administration.

The province has often been in

the limelight due to the large amount of money spent on the civil service.

Mokobi said it was generally known that 80% of the provincial budget was spent on salaries. What exactly will be saved by the government with these retrenchments will be known only once the provincial budget speech has been made in March or April.

"This has not been an easy thing to do, but we had to take into consideration the money we could save for the province in the long run," said Mokobi.

There was no need to retrench public servants in Gauteng as the province did not have the complicated job of integrating other administrations, Gauteng MEC for Development Planning, Works and Environment Sicelo Shiceka said yesterday. He said the Eastern Cape could lose up to 80 000 civil servants in the rationalisation process.

Ramathodi tries to ease the pain

(250) Sowetan 24/1/96

By Khathu Mamaila

Northern Province premier admits thousands of civil servants will go

THE NORTHERN PROVINCE government has ordered its department of economic affairs to facilitate the creation of small and medium enterprises on an urgent basis to accommodate thousands of civil servants who are to be retrenched.

This was announced by premier Mr Ngoako Ramathodi at a Press conference in Pietersburg this week.

Ramathodi said a rationalisation strategy for the provincial civil service was worked out at the cabinet's *bosberaad* last week, adding that the province would be able to meet the February 29 deadline.

"In this regard, redundancies are bound to occur and the government

is compelled, with great reluctance, to announce that some people will certainly be retrenched.

"To mitigate the pain afflicting the unemployed, the cabinet has ordered the department of economic affairs to take extraordinary measures in order to facilitate the creation of small and medium enterprises on an urgent basis," said Ramathodi.

Asked to give the exact number of public servants to be retrenched, Ramathodi referred the question to director-general Professor John Malatji who appealed to the media to

wait for the announcement of the final and precise figure. He said only 9 000 were to be retrenched.

Sources close to the government had earlier told *Sowetan* that more than 40 000 workers would be retrenched. A government official said yesterday that the authorities knew this was the exact number but were afraid that the number would trigger unrest.

Regional organiser of the South African Health and Public Workers Union Mr Kgotsupo Leputu condemned the government for its plans to retrench workers.

Call to register MPs' interests

et 24/1/96 (250)

A CENTRAL register should be kept of the outside financial interests held by MPs and senators as these may affect their work as public representatives, a special parliamentary committee has recommended.

A code of ethics drawn up by the committee includes provisions for the disclosure of gifts to the value of R350 or more and of shareholdings and company directorships that politicians may hold.

The joint ethics sub-committee of the national assembly and senate, chaired by Water Affairs Minister Mr Kader Asmal, finalised its report yesterday for submission to a joint rules committee.

The report reflects a number of issues on which parties differ

While the ANC and PAC propose that parliamentarians should disclose full information on their land and property assets, the NP, Democratic Party, Freedom Front and African Christian Democratic Party say that residential and holiday homes need not be declared, unless they are used for commercial purposes

And while the ANC and PAC feel that the interests of spouses, permanent companions and dependent children should be disclosed, the NP, DP and FF say they should not

On ethical issues, the report says: "In general terms members could be expected at all times to behave in an exemplary manner".

It says they should not use their position to seek or confer favours, "particularly ... sexual favours"

The report recommends that a computerised register of members' interests — updated every six months — should be the responsibility of a parliamentary official reporting to a specially established joint parliamentary committee

The report is to be presented to the next meeting of the joint rules committee

A report of a parliamentary ethics study mission to Ireland and the United Kingdom to study similar measures in those countries was tabled yesterday and is to be discussed at the rules committee meeting. — Sapa

Retrenchments endorsed by ANC

Mar 25/1/96 (250)
Pietersburg - The African National Congress has endorsed the planned re-trenchment of about 4 200 civil servants in Northern Province at the end of February, provincial spokesman Ian Madikoto said last night.

Another 5 000 civil servants would be re-trenched at a later stage in an effort to unlock needed resources for the recon-

struction and development programme, Madikoto said.

Madikoto said, re-trenchments in the bloated civil services inherited from the former homelands of Lebowa, Gazankulu and Venda were in line with Trade and Industry Minister Trevor Manuel's plan to empower the unemployed through small,

micro and medium enterprises.

The civil service absorbed almost 90% of the provincial budget, he said, and needed an improved work ethic

"It is not unusual to find a civil servant with his concubine in a government vehicle parked under a tree in the bush taking alcohol," he said. - Sapa

Province's job loss report to be finalised

Mduduzi ka Harvey

BD 26/1/96 (250)

A FINAL report on the retrenchment of between 9 000 and 10 000 government employees in Northern Province would be announced next week, following probes by departmental heads into proposals on how to rationalise the bloated provincial civil service, said spokesman Jack Mokobi.

Mokobi said that, following recommendations made to the province's cabinet executive committee by provincial director-general John Malatji yesterday, formal notification to affected employees would be communicated at the end of next month

with six months' notice.

The retrenchments would affect all the province's 10 government departments and would include personnel in both senior and junior positions.

The Hospital Personnel Trade Union slated the provincial government's "heavy-handed approach" and warned it would go to the Industrial Court if the retrenchments went ahead

Public service retrenchments could see home prices plunge

CT(BR) 3/11/96 (250)

The possibility of major retrenchments down the line in the public service could have severe repercussions, not least of all for the home-loan books of financial institutions

Government subsidies have assisted many public servants, including lower-income earners, gain access to housing they might otherwise have been unable to afford. For years this sector, because of its relatively stable employment, has been considered a low-risk lending area by financial institutions

If estimates that one third of the economically active population is employed in the public service are correct, the size of the home-loan business written in this sector cannot be underestimated

The banks, which entered the home loan market in the late 1980s, are possibly not as exposed in this segment of the market as many of the former building societies. The security of these home loans will depend on the amount of equity the banks have in the houses and on the ability of the economy to absorb people who may be retrenched into the labour market.

MAGGIE ROWLEY



ON PROPERTY

In the past, the public service's stability made it a low-risk lending area

At worst, it could see many homeowners being forced to sell, en masse, which would flood the market and, according to the laws of supply and demand, could undermine sectors of the residential property market

African Bank's managing director, Colin Franks, alluded to this recently, when he said the bank was concerned about the negative effects retrenchments in the government sector could have on its mortgage book.

Duncan Reeke, the divisional manager of Standard Bank, said policy-makers needed to take the potential repercussions into consideration before embarking on any exercise which would disrupt market conditions

Home loans would not be the only industry affected, as many support industries have sprung up in areas where housing has been provided.

Obviously, he says, if an area is subject to significant changes of employment practices, property values are going to fall and rural areas, where there is little alternative employment, will be more affected than the higher-demand metropolitan areas.

He said that possibly, foreseeing greater risks in the more rural areas, banks tended to have greater equity in houses in these areas, seldom granting more than 80 percent loans.

A flood of properties coming on to the market at one time will undermine property values. If this occurs, the worst-case scenario could be a repeat of the last British recession experience when many homeowners were unable to sell their houses to cover even the outstanding amount on the bond.

Public servants taking Omar to court

By SUSAN MILLER

(250) (252) (253) Star 2/2/96

A showdown is looming between the Public Servants' Association and Minister of Justice Dullah Omar over alleged discrimination against white males when it comes to filling vacant posts

The department has been holding interviews for 51 vacant positions advertised in newspapers - but white men say they are being overlooked and ignored by the selection committees and that only women and black applicants are being interviewed.

The matter will come to a head on Tuesday in the Pretoria Supreme Court, where the PSA will seek an interdict against Omar over the "unilateral application of affirmative action" and disregard for previously agreed procedures.

The pending case has halted new appointments in the understaffed department, doing nothing to alleviate the staff crisis.

According to papers filed by PSA general manager Casper Janse van Rensburg, the Department of Justice never provided it with particulars regarding its personnel plan, policy framework and other information, including affirmative action.

Van Rensburg said they were not against the creation of a more representative public service, but felt angry by the department's decision to proceed with an affirmative action personnel plan that was still being negotiated. "We want to protect the collective bargaining process and must protect existing personnel in the department as it is not considering applications of existing staff members."

Van Rensburg added the PSA would request information from the department, including the minutes of meetings where an affirmative action policy was supposedly discussed, and seek to prevent the department from

making appointments until the matter has been negotiated.

The PSA contends the department ignored a "plethora" of statutory provisions and provisions of the various chapters of the Public Service Staff Code in reserving or earmarking certain of the vacant posts for so-called affirmative action appointments.

It also contends its members are being discriminated against on the basis of their race, colour and gender, contrary to section 8 of the interim constitution.

Although saying many interviews were being done, Witwatersrand Acting Attorney-General Kevin Attwell said it appeared that senior white males were being overlooked in favour of women and African staff members.

"It seems as if the department is actively trying to fill the posts but there could be some unhappiness among white men if they feel they have been overlooked."

SA and EU launch R65-million human rights programme

Star 2/2/96

President Nelson Mandela and EU commissioner Joao de Deus Pinheiro yesterday jointly launched a R65-million human rights

programme in South Africa at the Union Buildings in Pretoria.

On October 10 1994, the EU and the SA government signed an

interim agreement committing both parties to the promotion and respect of human rights and democratic principles. - AFP.

Municipal unions negotiate landmark deal with CMC

□ Agreement based on new Labour Act welcomed by all parties
 ARG 5/2/96 (250)

ESTELLE RANDALL
 Labour Reporter

A LANDMARK agreement, based on provisions in the new Labour Relations Act was signed today between the Cape Metropolitan Council and municipal trade unions

The agreement grants far-reaching shop steward and trade union rights which have been welcomed by both unions and employers

The agreement was signed by the South African Municipal Workers' Union (Samwu), the South African Association of Municipal Employees (Saame) and the South African Local Authorities and Allied Workers' Union (Salaawu)

Mark Tinker, head of the Cape Metropolitan branch of Samwu, the union which initiated the agreement, said it was an advance for the public sector

Willie van Schoor, Cape Metropolitan Council chairman, said the council was "very satisfied with the outcome of the shop stewards' rights agreement which we view as a major accomplishment for the public sector"

Among the rights provided by the agreement are that unions may have one shop steward for every 10 union members, one full-time shop steward for every 1 000 members, company-provided union offices and equipment and five paid working days off for shop steward training

Executive members of the unions will also have one day off a month to attend to union business and the unions will be able to hold annual general meetings during work hours

The Cape Metropolitan Council will introduce a training programme for line managers and supervisors to familiarise them with the agreement



BREAKTHROUGH: The Cape Metropolitan Council and three trade unions today signed an agreement granting significant rights. Front row from left are: Co-chairmen of the staff committee, city councillors Neil Ross and Judy Sibisi with Alex Cannemeyer of the South African Local Authorities and Allied Workers' Union. Back row from left are Mark Tinker of the Samwu, city councillor S G Ngqwebo, H Keyser of the Saame, David Dlati Exco head, Willie van Schoor chairman of the CMC and councillor FH Conradia.

Picture: ANDREW INGRAM, The Argus

Vacant cabinet posts put the pressure on NP

CLIVE SAWYER
 Political Correspondent

PRESSURE is mounting in the National Party for black members to be appointed to vacancies in top NP-held posts in the cabinet and parliament

After the party disclosed details of its vision for the NP's role in a possible political realignment, insiders fear repercussions if members of the old guard are appointed to the posts

NP leader F W de Klerk has indicated that a reshuffle of

some NP-held portfolios is on the cards, probably within the next two weeks

The job of deputy-Speaker of the national assembly — vacated by Bhadra Ranchod, who is to take up an ambassadorial posting — could go to Mpumalanga senator David Malatsi.

Mr Malatsi, one of the youngest NP MPs, speaks seven languages and is regarded by backers as having the presence required to deputise in the chair of the house.

His appointment was regarded

as a likely prospect until the announcement of the departure of Roelf Meyer, Minister of Provincial Affairs and Constitutional Development, to become the first NP secretary-general, prompted a fresh round of speculation in the party

It is regarded as even more vital for the party to nominate one of its black MPs to a cabinet post

The party could dip into its pool of provincial MPs in its

quest for a black candidate

The party may also use the opportunity for some reshuffles at provincial level, possibly moving P W Saaijan to the leadership job of the Northern Cape NP, to replace national Agriculture Minister Kraai van Niekerk

If Mr De Klerk chooses to pick a new minister from the Nat establishment, and possibly to avoid allegations of appointing a black person merely out of tokenism

ARG 5/2/96

ET 6/2/96
Metro union deal sealed

~~127~~ ~~312~~ (250)
THE Cape Metropolitan Council (CMC) yesterday signed an agreement with municipal trade unions to recognise the rights of union shop stewards.

The agreement was signed by the CMC, South African Association of Municipal Employees, South African Municipal Workers' Union and the South African Local Authorities and Allied Workers' Union.

The CMC said in a statement that the agreement "should enhance improved relationships between the CMC and its employees and result in minimising industrial conflict on the shop floor"

The agreement says the unions will try to settle disputes arising from the agreement by conciliatory methods in future. — Staff Writer

11-11-96-1111

Pension funding plan slated

Greta Steyn

BO 8/2/96

PUBLIC Servants' Association GM Casper van Rensburg has slated plans to investigate the possibility of slashing government's deficit by radically changing the way in which the public service's pension fund is funded.

The parliamentary finance committee proposed last week that a "pay as you go" system should be investigated urgently

The system means that pensions would be paid out of revenue, rather than out of a fund which provides for future liabilities

The committee said it had heard evidence that such a move could dramatically reduce public debt service and the budget deficit.

The call was also made by the Smith committee, whose report on retirement provision was released late in December. If a change to "pay as you go" proved unacceptable, the committee recommended that moves to top up the pension funds be reviewed, as they appeared to have reached an adequate funding level already.

390 250
Van Rensburg said it was obvious that government hoped to solve its fiscal problems by using the pension funds, but this could not happen without negotiations

He said a "pay as you go" system might have short-term benefits for government finance, but created a massive problem for future generations

"SA is not a rich European country that can afford this kind of system

"The chickens will come home to roost if adequate provision is not made for future pensions."

He said the state should be happy with the fact that it had cheap funding from its pension funds investing in government stock.

Van Rensburg did not, however, rule out accepting the present level of funding of the pension funds, of about 60%, as adequate

The Smith committee has expressed its concern over the agreement government reached with unions to increase the funding level to about 75%

The committee recommended that the state and its unions reconsider the agreement "in its entirety"

Public Service needs a shake-up

MTG 9-15/2/96

(252)

The public service is run by a code so detailed and archaic that it prescribes acceptable body weights for job applicants — and provides endless blockages to government progress, reports **Anton Harber**



ONE issue, more than any other, will determine the extent to which President Nelson Mandela's government succeeds this year in its ambitious mission

It is the issue with which every new Cabinet minister and director general is grappling; it is at the core of every new bureaucrat's struggle to deliver on election promises: it will determine whether the new government, soon to enter the third year of its term of office, can identify and overcome the impediments to the fulfilment of its promises

The issue is thus: the need for a radical shake-up of the national public service.

When the new government came to power, one of the most promising aspects was that it attracted to government service a new kind of person. They did not see the public service as a provider of a secure job-for-life, sheltered employment for friends of the government, they were people who had worked hard for change and were dedicated to making it happen. Many were skilled and experienced, and most had drive, determination and a commitment to the vision of social transformation which came with the new government. They came from the ranks of political organisations and non-governmental organisations (NGOs). They were people who got things done.

Talk to them now on the record and they will give you "the line": there is progress, problems were greater than expected but delivery is under way. But off the record they

— at least those in central government — tell a different story. One of frustration, horror at the medieval workings of the bureaucracy, a creeping sense that they are being sabotaged by a machine they do not quite understand.

A number I have spoken to recently — individuals who went into these positions with undiluted enthusiasm and commitment — are now so frustrated they are considering leaving. It would be a setback for the public service

if these people were to abandon it. But of greater concern is the fact that the government will never deliver adequately on its promises until it confronts the archaic, over-regulated practices of the service which often ensure that the simplest task takes weeks to complete.

The Public Service Staff Code, which sets out some of these arcane rules, consists of three, full lever-arch files of rules and guidelines dealing with every aspect of public service work. It sets out, for example, the maximum and minimum weight that

job applicants must have, depending on their height. It sets out how to treat an applicant who has had a bone disease (as opposed to someone who has had a recent genital infection or a chest problem).

The "motor finance scheme for senior officers" takes 40 pages on its own. This is not to be confused with the scores of pages on the use of government vehicles, one of the most exciting reads I

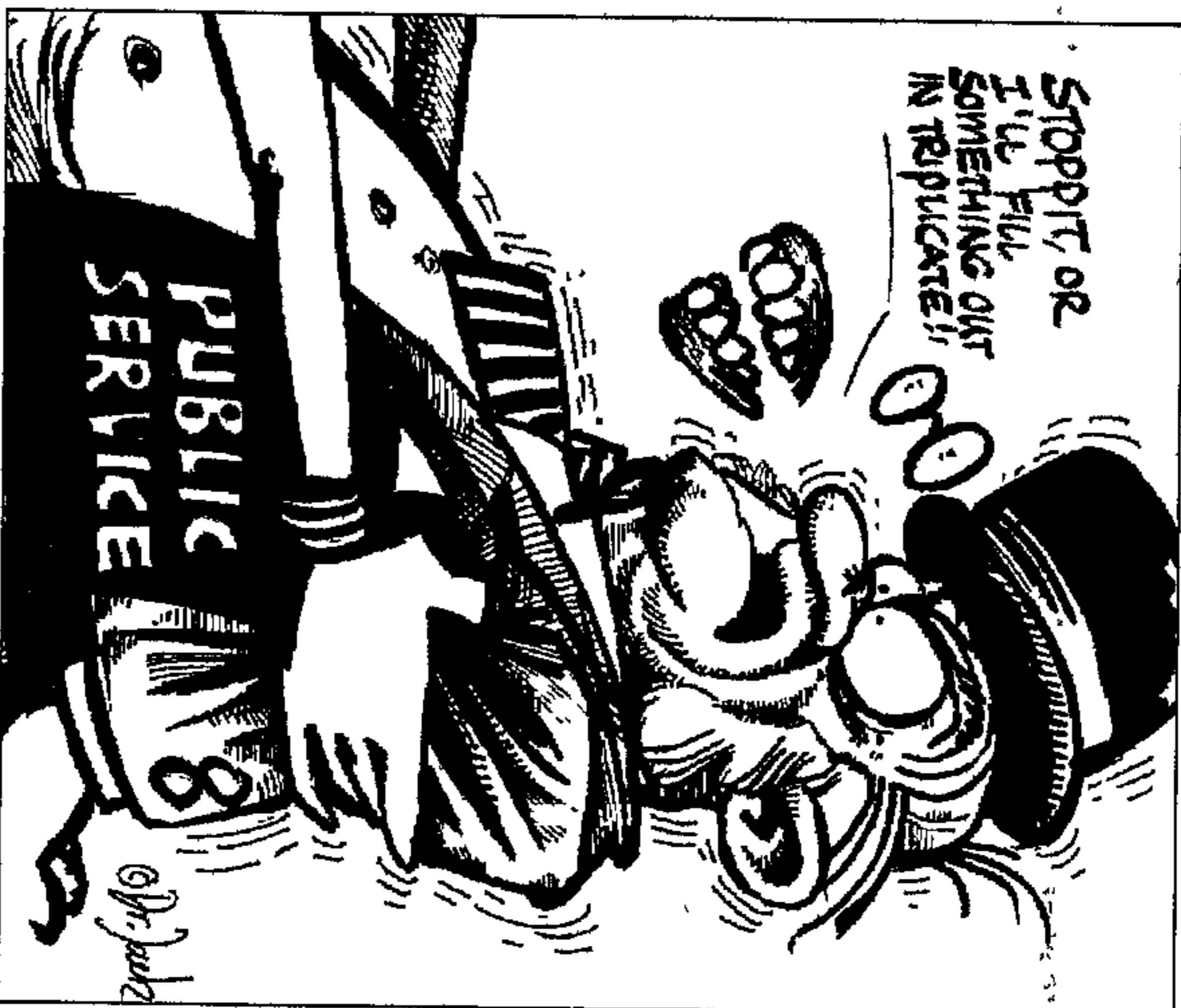
have employed in months. It sets out, to choose just one example, how many times employees can use a government car to fetch a child from boarding school for weekends at home during term-time if they live in an isolated place and there is no alternative form of transport available. If the trip is more than 32km, then one

The Staff Code sets out how to treat an applicant who has had a bone disease (as opposed to someone who has had a recent genital infection)

needs written authorisation from the Department of State Expenditure, available only on the recommendation of a director general, and the code sets out the information which must be provided (type of car, number of children) before this can be considered.

The code is accompanied by 15 lever-arch files with job designations — with full details of every element of every possible job from labourer to top management.

Consider what a department head has to do to bring into the service people with new skills and attitudes. The rules oblige them to sort



for failing to assert his authority in getting rid of these bureaucratic relics. In fact, the problem is much more complicated.

Skweyva faces a multi-faceted task. He has to transform the public service in line with the democratic order, making it representative, transparent and accountable. But he also has to catch up with the international trend to modify and limit the role of the Public Service Commission away from a body which regulates every aspect of a public official's life to one that oversees efficiency and orderliness, setting overall norms and standards. He will also, over time, have to shrink the service to an affordable size.

But, faced with probably the most difficult task of all ministers, he found when he assumed the post that he had no office of his own, nor could he interfere with the independence of the Public Service Commission. He made some new appointments to the commission, but these individuals were quickly overwhelmed by the machinery of the place. Two years later, they are probably still trying to read and understand the Staff Code.

Skweyva acted. He passed a new law to give himself the necessary ministerial office to play an active role — and found that he had to get approval for every single post from the very people he wanted to change, the Public Service Commission. Only now, months later, is his office starting to operate.

Skweyva is now trying a new approach. He is setting up a Presidential Review Commission, chaired by Madiba himself, which should give the minister the support and power he needs to confront the problem. Many of the new bureaucrats are punning their hopes on this commission.

There have also been political reasons why the Cabinet has held back, wanting to avoid conflict and ensure the loyalty of civil servants over the transition period. But this focus on reconciliation has come at the cost of effective delivery of change, and there are signs of a shift in these priorities in order to bring the much-needed reform of the public service.

The extent to which the government transforms the public service will be its most important test this year — and the most important indicator of its determination to deliver on its election promises.

MPs told to get down to work, but they want more money

Cape Town - President Nelson Mandela yesterday urged ANC MPs and senators to remember why they had been sent to Parliament by the party.

In a pep talk at an eve-of-session parliamentary caucus meeting, he also told them the economy was not faring too badly

Ministers and ordinary parliamentarians were getting down to work, but all should remember why the ANC had sent them there, Mandela said

This was divulged by ANC chief whip Arnold Stofile at a briefing after the caucus meeting.

The caucus had also been brief-

ed by Constitutional Assembly chairman Cyril Ramaphosa on the constitution-writing process

MPs had also raised concern about their remuneration, Stofile said. They claimed they were overworked because of the number of committees they had to belong to. - Sapa

Star 9/2/96

(~~248~~) (250)

New chairman expected to transform public service

David Greybe

CAPE TOWN — President Nelson Mandela's appointment yesterday of the first black chairman of the powerful Public Service Commission marks the end of decades-long Afrikaner male control over the public service.

Prof Stan Sangweni, 62, a public service commissioner since May 1994, takes over from Roe Venter, who announced his early retirement for "health reasons". A government source, commenting on the appointment, said: "The (public service commission) revolution has happened."

Public Service Minister Zola Skweyiya said he hoped Sangweni's appointment would "steer the commission in a new direction that will ensure the peaceful, yet profound transformation of SA's public service".

Sangweni said he was taking on the job at a time of great challenge. "A lot of restructuring is needed if the public service is to be a non-partisan instru-

BD 9/2/96 (250)

ment in the service of democracy."

Top of the ANC public-service agenda in both the government of national unity and Parliament is to make the commission more responsive to government policy on the public service. At present it has little control over the commission

However, the commission is accountable to the parliamentary public service committee, from which it has come under heavy fire recently for delays in transforming the public service.

The committee gave notice three weeks ago that the commission would be stripped of its powers over the public service. It also indicated the commission faced big spending cuts as well as staff cuts through rationalisation.

Sangweni was born in Newcastle, studied in Lesotho and New York, worked for the UN in Africa and lectured at the universities of Lesotho and Natal. The public service ministry described him as an "international civil servant of note".

Public Service Commission gets black chairman

(250)
BY MONDLI MAKHANYA

Political Reporter

Nov 9/2/96
Veteran civil servant and ANC environmental affairs head Professor Stan Sangweni has been appointed the first black chairman of the Public Service Commission (PSC), heralding a new era in an institution that has previously been a citadel of Afrikanerdom.

The PSC is the most powerful body in the civil service, having the ultimate say in employment policies of the Government.

Public Service Minister Zola Skweyiya and other ANC ministers have been at loggerheads with the mainly Afrikaans PSC, which they accused of blocking the transformation of the civil service.

Skweyiya said yesterday the appointment of Sangweni would "enhance the credibility of the PSC and ensure representivity at the highest levels".

Sangweni was born in Newcastle in KwaZulu Natal, matriculated at Marianhill's St Francis College and obtained his BA degree from Lesotho's Pius XII University College. He later obtained an MSc from Cornell University in the US and then worked for the UN in various capacities.

ANC wants decisions on ⁽²⁵⁰⁾~~2000A~~ pay taken out of MPs' hands

TYRONE SEALE, Political Staff

NEARLY two years after taking office, South Africa's 490 MPs are still voting on their own salaries and have no pension scheme — and African National Congress parliamentarians are demanding swift action.

Yesterday the ANC's parliamentary caucus issued a call for the Commission on Remuneration to commence its work as soon as possible. Last year commission chairman Mr Justice Levy resigned and the question of MPs' benefits has been in abeyance — even after a successor to Judge Levy was appointed by President Mandela, according to Bulelani Ngeuka, ANC Chief Whip in the senate.

He said yesterday that the commission had not embarked on the process of taking the decision on MPs' earnings out of members' hands.

Caucus chairman the Rev Arnold Stofile said MPs did not easily talk about this issue as they did not want to be accused of "wanting to put more meat on the gravy train".

They simply wanted to get their work done without also having to think about how much to pay themselves. *ARG 9/2/96*

MPs' benefits are currently based on scales determined by the Melamet Commission shortly before the April 1994 election — and are presented to parliament for approval in the form of the budget vote of the Ministry of the Public Service and Administration.

Mr Stofile said the remuneration commission would also be asked to simplify MPs' benefits packages for tax purposes.

Still on money, the ANC caucus expressed concern that in some of its constituency officers, administrative staff were earning "less than Cosatu rates". ANC whips were asked to investigate.

Also at yesterday's meeting, President Mandela urged cabinet members and MPs to get to grips with the legislation with whose design the electorate had entrusted them.

Officials to keep jobs but not titles

PETER DENNEHY
METRO WRITER

ET 13/2/96

JOBS and salaries of council employees will be protected when their councils merge, but the titles, particularly of senior officials, may change, Joint Executive Committees have been told.

There are six JECs in the Cape Town metropolitan area, because there will soon be just six municipalities in this area. JECs are executive committees made up of the political leadership in each new municipality of all the existing councils that are soon going to merge.

From July, it is expected that Cape Town, Pinelands, Kapa and Crossroads will merge into a single municipality with a single town clerk, for example. One town clerk will keep his title and preside over a larger area, and the other town clerks will lose their titles, but not their jobs.

Similarly with Tygerberg, the existing councils of Bellville, Parow, Durbanville, Goodwood and Khayelitsha will all merge into a single local authority. In the Southern municipality, Fish Hoek, Simon's Town, Hout Bay, Llandudno, Kommetjie, Noordhoek and Scarborough will all be in the same boundaries.

Media focus on MPs' salary rises boosted 'gravy train' perceptions, says Idasa survey

ART 15/2/96

(250)

~~123~~

CLIVE SAWYER
Political Correspondent

THE role of the media in boosting perceptions of a government "gravy train" after the 1994 elections comes under scrutiny in a new survey by the Institute for a Democratic South Africa.

Part of the reason for widespread public belief that government standards of ethics were low was a tendency by the media after April 1994 to focus on the most salacious of all issues - parliamentary and government salaries.

Parliament and the government had been ineffective in their response in fighting this stereotype, Idasa said. The media had missed subtleties of the situation in reporting the issue. "In a sense the legislature was 'set up' over this issue."

This was because the Melamet Commission, which made the recommendation to increase parliamentary salaries to the current levels, was appointed by the previous government. The commission's final report was timed to coincide with the coming to power of the new dispensation in May 1994.

"The effect was to create the impression that the new government had come into power and immediately given itself a huge pay rise." In fact, the whole structure of MPs' pay was changed by the commission.

"There are far less added perks and far fewer hidden benefits - what you see is what you get." Such subtleties had been missed by the media and perceptions of the "gravy train" had permeated public opinion.

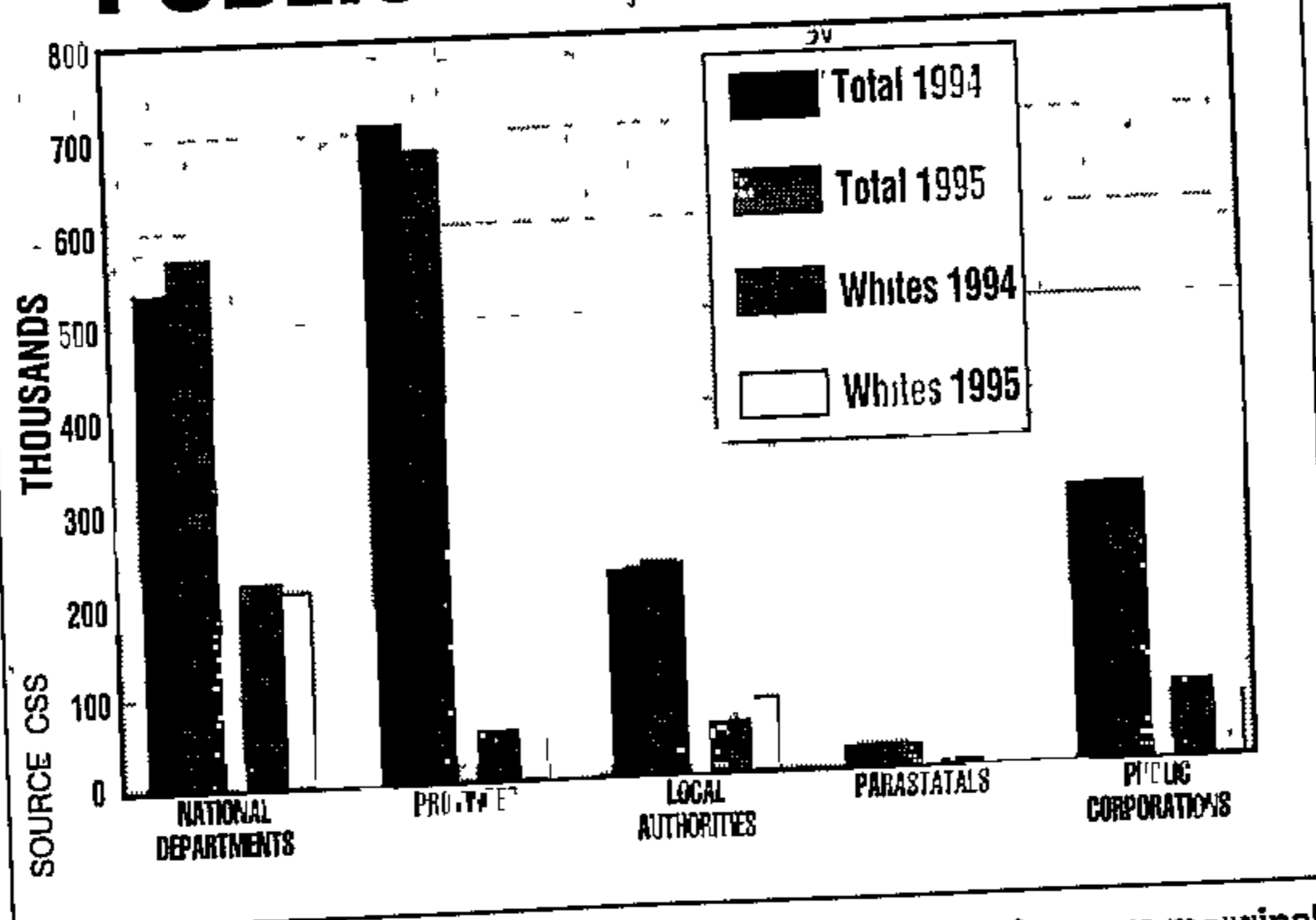
However, Idasa noted that there seemed to be no relationship between

the results of its survey and from what medium people got their news.

Among those who were deeply sceptical of the government were people from "the deepest rural areas" where newspapers did not reach. Possibly, their scepticism was born from their experience of former homeland governments.

Meanwhile, Idasa said, MPs had responded to the reporting of the so-called "gravy train" with increasing irritation. One item of evidence of this was the way parties had reacted to an Idasa survey of MPs' attitudes to the "gravy train" and related issues. Some parties told their members not to complete the survey. "Some members privately suggested that these matters are not real public concerns, but only issues pushed by the news media and privileged sectors of society."

PUBLIC SECTOR PROFILE



Fears unfounded: Increases in the number of civil servants prove marginal

Public service restructures amid hopes and fears

(250) MTG (PM) 16-22/2/96
 ■ From PAGE B1

One of these is affirmative action. The main target groups are blacks, women and the disabled. No targets or time-frames are identified. But it is stated that "within four years all departments must endeavour to achieve at least a 50% black management level and at least 30% of new recruits to middle and senior management echelons should be women. Within 10 years people with disabilities should comprise 2% of public service personnel".

The result has been a dramatic change to the face of the top echelons of the public service. The data in the table above do not reflect trends within the year (CSS does provide quarterly data) but only compare two dates one year apart.

Employment numbers are the total full-time equivalent employees; that is, the number of part-time workers are converted to full-time equivalent workers.

Government's first step was to rationalise and restructure the public service to create a unified national operation out of the fragmented state administration systems inherited from the apartheid era. The 1994 Public Service Act created the basis for integrating 11 administrations in South Africa, the

former homelands and TBVC states.

This process included restructuring senior management by filling posts. The deadline for completing the integration and senior management shifts by May 1995 was extended to November.

With this unifying process nearing completion, the emphasis falls on creating a more cost-effective service.

The expectation is that a year from now CSS data will reflect a drop in employee numbers of about 100 000. Such a major transformation is inevitably complex and controversial.

This was highlighted by the sharp rebuke Auditor General Henri Kluever received from Minister Zola Skweyiya when he spoke about the civil service being like the Titanic heading for an iceberg. Kluever effectively expresses the many fears, especially among whites, over the future of the civil service.

The new constitution will influence the structure and function of the public service.

Minister Zola Skweyiya's response expresses the aspirations and hopes of the RDP. He has an immense task to convince sceptics from outside about future standards, and those within about opportunities, without aggravating white fears and black aspirations.

MPS, saying it ain't no gravy train, seek greater compensation for their expenses

17/2/96

By CLIVE SAWYER

Parliamentarians, but hard by the costs of constituency work, have launched a new probe into increasing their compensation for expenses.

The plight of MPs emerged at a meeting of the National Assembly and Senate rules committees and goes a long way towards exploding the "gravy train" myth.

Infuriated MPs this week hit out at sections of the media for what they called irresponsible reporting that helped to build this myth, the pervasiveness of which was revealed by a survey which showed that

most South Africans believed the new democratic government to be more corrupt than its predecessor.

According to the survey, by the Institute for a Democratic South Africa, most people do not believe MPs' pay should be increased. But members are hard pressed to serve their constituencies because compensation for essential expenses is inadequate.

In an interview, Democratic Party Douglas Gibson, whose constituency is in Gauteng, said he was often required to return telephone calls from voters

spend up to 30 minutes helping a voter with a problem, because, after all, that was why they sent me here."

Upcountry MPs were particularly disadvantaged by the limit on telephone units for which they were paid out.

Gibson was unhappy with the term "benefits" being applied to the compensation given to members for their expenses. "If your newspaper sends you on assignment to Port Elizabeth, they pay for the trip. That's not a benefit."

At the committee meeting, ANC MP Johnny de Lange said he was

expected to serve a constituency more than 500 km from Cape Town. Because the rules on constituency allowances did not allow payments to individual MPs, he had to pay for petrol and accommodation out of his own pocket.

De Lange said members who had to serve rural constituencies, which often meant driving on bad roads and over mountain passes, faced huge expenses for maintenance of their cars.

Bulelani Ngcuka, ANC chief whip in the Senate, said an effort had to be made to provide humane working conditions for MPs

The present provision for 24 return air tickets a year was unfair to members who had more than one dependant. The rules allow that once a member has exceeded the allowance of air tickets, that MP has to pay 20% of the costs of air travel, and there are limits on this further allowance.

This extra benefit does not apply to spouses or children of MPs, worsening the disruption to family life caused by the long sessions of Parliament.

A committee which has looked into the question proposed that, over and above the 24-ticket provi-

SAW 171

sion, each MP be given an extra four single tickets per child

A decision on compensating members for travel by car was difficult because it could not be proved that a journey claimed for had actually taken place. It had been recommended that no compensation for this be paid

On the benefits for spouses, Ngcuka suggested that MPs not "register one partner one month and another the next month".

"We do not want to prescribe to members who their partners are and how long they should retain them," he added

2/96 (250)

Union warns of confrontation

(250) BD 20/2/96
Renee Grawitzky

THE National Education, Health and Allied Workers' Union has warned that the biggest confrontation yet in the public sector could not be ruled out.

This sentiment emanated from the union's weekend national bargaining forum, held to finalise its strategy for next week's negotiations with government over the public sector wage increases. The union said it would resist any attempt by government at wage restraint and the cutting back of jobs.

It accused government of irresponsibility in tabling a proposed grading system costing R9,1bn, and indicating that only R6,5bn was available to implement the new rates. Its starting point in negotiations would be that R9,1bn be made available.

Public Service Commission under fire

Linda Ensor

RD 22/2/96 (250)

CAPE TOWN — Government attempts to professionalise the public service and stop the leakage of about R15bn annually through financial mismanagement were being held back by a recalcitrant public service.

Members of the parliamentary standing committee on public accounts expressed dismay yesterday that the Public Service Commission had a greater say in determining how the public service was structured than Cabinet. They noted that a solution had been sought to overcome the problems of financial mismanagement for

eighteen months, all to no avail.

Committee member Gill Marcus said she wondered whether the bargaining council of the commission was now running the country.

The main problem, the committee heard, was a lack of trained professionals, who had been put off public sector employment by low salaries.

Commission director-general Lucas Stoop said: "We have been prevented from adjusting the salaries of many occupational classes because of limited funds. Also, the trade unions go for improvements that benefit the most people rather than addressing the needs of occupational classes."

POLITICS

Nehawu demands ⁽²⁵⁰⁾ R9,1-bn and no less

somefan 22/2/96

By Abdul Milazi
Labour Reporter

THE GOVERNMENT and public sector unions are headed for a major confrontation over the recently announced R6,5 billion budget for the improvement of conditions of service when annual wage negotiations begin in Cape Town next week.

National Education Health and Allied Workers Union (Nehawu) assistant general secretary Mr Fikile Majola said central to the negotiations would be the finalisation and implementation of a new grading system proposed by the state during the October 3 1995 negotiations in Durban.

"The implementation of this proposed grading system will cost R9,1 billion for the whole of this financial year," said Majola

Majola said the unions accepted the proposed grading system on the basis that R9,1 billion would be made available, and that its details would be negotiated between the two parties

"It is extremely insensitive and irre-

Union questions why Government is falling short of the amount agreed

sponsible of the Government to propose something costing R9,1 billion and only tell us later that only R6,5 billion is available," said Majola

Majola said based on the mandate the union leadership received during its National Bargaining Forum last weekend, its starting demand would be the total cost of the grading system and nothing less

Majola said: "In the context of the ongoing process of transformation of the public service, it is imperative that a sound basis be laid by improving the conditions of service of public servants.

Without this basis, the public service will continue to be under threat of instability, and the prospects of a thorough transformation diminished"

Majola argued that the implementation of the proposed grading system, which meant improved wage packages and conditions of employment, would

stabilise industrial relations in the sector

He pointed out that the union was concerned about the government's plans to cut public service expenditure

"For our part we will resist by all means any attempts at wage restraint and the cutting back of jobs," said Majola

Majola warned that the "biggest confrontation in the public service since April 1994, can never be ruled out"

Other unions in the sector were still awaiting the outcome of a meeting at the end of the month on the proposed merger of all public sector unions

Ministry of Public Service and Administration spokeswoman Ms Thandeka Gqubule said the department were not prepared to negotiate in the Press

"Negotiations begin at the end of the month and no final offer has been put on the table yet," she argued.

BRIEFS

New force in public sector ⁽²⁵⁰⁾

PRETORIA: A federation of public sector groups claiming a combined membership of more than 250 000 was founded here on Tuesday.

The Federation of Organisations Representing Civil Employees (Force) said in a statement it would promote an equitable labour relations dispensation for its members

CI 22/2/96

Affiliation of unions formed for 250 000 public servants

Star 23/2/96

(250)

(42)

By **NORMAN CHANDLER**
Pretoria Bureau

A new organisation representing more than 250 000 civil servants has been established by four major public service employee organisations.

Known as the Federation of Organisations Representing Civil Employees (FORCE), it intends to bring pressure to bear on the Government on all aspects of employment in the public service.

Groups represented are the Public and Allied Workers' Union of South Africa, the Public Servants' Association, the United National Public Servants' Association and the South African Nursing Association.

Malcolm Domingo, who was

elected chairman, said yesterday that the objective was "the need to unite independent employee organisations in order to enhance the position of employees in collective bargaining".

FORCE would also be associated with collective-bargaining negotiations in the private sector.

Negotiation power would be demonstrated and applied in forthcoming negotiations - scheduled to start next week - with the Government in regard to salaries, the grading system, pensions and future retrenchment packages, Domingo added.

FORCE represents more than half of the employees represented by employee organisations in the central chamber of the Public Service Bargaining Council.

LATEST BATCH OF APPROVED

Nehawu digs in heels over staff cuts, pay

ARG 23/2/96 (250)

Labour Reporter

THE National Education, Health and Allied Workers' Union (Nehawu) has vowed to dig its heels in over possible wage restraints and staff cuts in the public service

This announcement has come on the eve of national public sector negotiations. Last year, strikes in the public sector accounted for 71 percent of "man" days lost in South Africa.

On Monday, government and public sector unions will meet in Cape Town to negotiate wages and working conditions for public sector employees in health, state administration and correctional (prison) services.

At issue will be finalisation and implementation of the grading system, agreed to in principle by trade unions in October 1995, and wage levels which should be attached to these.

Nehawu assistant general secretary Fikile Majola said the cost of imple-

menting the new grading system had been estimated at about R9,1 billion for the 1996/1997 financial year. Yet, government had this year indicated only R6,5 billion was available.

"We do not accept that government can put to us a proposal costing R9,1 billion, only to tell us later that only R6,5 billion is available. This is viewed as extremely insensitive and irresponsible," Mr Majola said.

There are about 1,2 million public sector employees, including all tiers of government, parastatals and public sector corporations, such as, Telkom and Transnet.

Of these 1,2 million workers, about 500 000 are from the former homelands and self-governing territories.

In March 1995, the average salary in the public sector had risen from R3 271 to R3 497 but there was still a wage gap between white and black salaries. There were also differences in the average salaries between different sectors of the public service.

Exco to split in two to speed restructuring.

ARG 23/2/96 (250)

Municipal Reporter

THE Cape Town City Council has voted to radically reorganise its committee system in the run-up to the May 29 election because councillors have failed to devote their full attention to the restructuring process

The council has effectively decided to split its executive committee into two because it has been falling behind in local government restructuring.

One half of the executive committee will deal with the day-to-day running of business, while the other will focus solely on restructuring, which involves attending meetings with representatives of other councils.

A memorandum stated the council's participation was "not what it should be and if urgent steps are not taken to rectify this, the transition process will fall further and further behind the targets needed for a successful transformation".

Among the problems which have been cited are the absence of joint executive council (JEC) delegates from plenary or working group meetings, leading sometimes no quorum being present

New challenge to Cosatu unions

ARG 23/2/96 (250)

Labour Reporter

ABOUT 250 000 public sector employees have joined forces in a new federation which could pose a threat to public sector unions in the Congress of South African Trade Unions (Cosatu)

The Federation of Organisations Representing Civil Employees (Force), which was launched this week in Pretoria, comprises 50 percent of employees who are represented in the central chamber of the Public Service Bargaining Council, Force says.

Force said it aimed to secure a "non-partisan, secure and career-orientated employment environment".

The first test of Force's mettle will be in the national public sector negotiations which begin in Cape Town on Monday.

Nehawu digs in heels over staff cuts, pay

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Skweyiya takes over control of policy

Public Service Commission's wings clipped

David Greybe

CAPE TOWN — The powerful Public Service Commission's staff complement is to be slashed from about 500 to "less than 100" in the wake of Cabinet approval last week for its radical overhaul and a drastic reduction in its powers and functions to that of a monitoring and research role

Public Service Minister Zola Skweyiya said at the weekend "all (public service) policy matters" would be placed in his hands. These included conditions of service, labour relations, organisation development, human resource practices and information technology. At the same time, "all executive powers" relating to career matters, departmental post establishments and organisational structures would be transferred to the various ministers and their departments.

Career matters included recruitment, appointment, promotion, transfer, secondment, placement, retirement, discharge, misconduct, advertising and selection. Internal organisational functions would incorporate creation and abolition of posts, allocation and transfer of functions and organisational structures.

These new ministerial powers would be performed, however, subject to national policy as determined by Skweyiya.

Government sources said it was only a matter of time before Parliament's public service committee chopped the commission's budget, which was R124m last year, and allocated extra funds to a "sorely underfunded and understaffed" public service ministry — about 30 at present.

The sources described the transfer of executive power away from the commission to Skweyiya as "revolutionary" and a "victory" for the ANC.

It heralded the "end of an era which had catered to solving the poor-white problem in SA", one said.

The "unbundling" of the commission would begin as soon as the Public Service Act was amended. Senior government officials were already working on the necessary amendments.

The ANC's next public service target would be the various provincial service commissions, one source said.

The commission, in recent months, has borne the brunt of the blame for delays in transforming the public service from political parties (the ANC in particular), the parliamentary committee and public service unions.

The first indication that the demise of the commission was under way came with the announcement early this year that its chairman, Roe Venter, had resigned, ostensibly for health reasons.

Continued on Page 2

Commission

Continued from Page 1

The appointment soon after of Prof Stan Sangweni, a public service commissioner since May 1994, was described in government circles at the time as marking the end of decades-long Afrikaner male control over the public service.

Skweyiya said he believed the Cabinet decision would result in a "more efficient and effective public service".

"It will empower ministers and

their heads of department to manage their departments more effectively and will ultimately lead to a better quality of service delivery to all South Africans," he said.

The commission "will no longer be involved in the day-to-day administration of departments". Its new role would be primarily "monitoring public administration and research", as well as performing an advisory function to promote sound administration.

In addition, the commission would serve as an independent body of recourse and review for public servants, Skweyiya said.

Skweyiya's 'bullying' may secure salary funds

David Greybe and Renee Grawitzky

ANNUAL public service wage talks begin today amid indications that Public Service Minister Zola Skweyiya has — after intense lobbying — secured some of the R2,6bn shortfall under a proposed R9,1bn salary plan.

Sources hinted some of the extra funds — "more than R1bn" — for the 1996/97 financial year could come from the defence budget. They credited Skweyiya's apparent success to the fact that his lobbying, of the finance ministry in particular, was so intense it bordered on "bullying".

Public service unions are understood to be considering staging a walkout at the two-week wage talks in Cape Town in the central chamber of the Public Service Bargaining Council if Skweyiya's negotiators fail to come up with the full shortfall.

The unions' acceptance of a R21bn two-year plan — with R12bn earmarked for the 1997/98 financial year — last October was conditional on Skweyiya raising the necessary funds.

BD 26/2/96 (250)
However, Skweyiya admitted at the end of last year to securing only R6,5bn of the R9,1bn needed for salary increases in the coming financial year from Finance Minister Chris Liebenberg.

Union negotiators indicated recently they might be prepared, in the light of Skweyiya's apparent failure to get the extra funds, to consider a more financially viable wage plan over three or four years.

But threats by public service employees of a new spate of industrial action and the continuing loss of skilled professionals to the private sector, has resulted in unions adopting a tougher stance on the eve of the talks.

Approached for comment, Skweyiya's ministry said the talks would be "intricate" but that both sides were committed "to finding solutions".

Central to the wage plan — devised by the Public Service Commission — is a radically new grading system to address structural problems.

The National Education Health and Allied Workers' Union said after its national bargaining forum met last week that its start-

ing point in the wage negotiations "will be R9,1bn and nothing less".

It said: "We do not accept the fact that government can put to us a proposed costing of R9,1bn, only to tell us later only R6,5bn is available. This is viewed as extremely insensitive and irresponsible."

Hospital Personnel Trade Union of SA general secretary Rod McFarquhar said: "We do not want to threaten mayhem and doom. However, it is highly likely that there will be an explosion if the employer does not make a significant move."

He said it was irresponsible for government not to heed the warning signs. No one wants national strike action but the mood on the ground is becoming quite militant.

Public Servants' Association deputy GM Anton Louwrens said government had undertaken to come back to the unions with concrete proposals, but if it tabled anything less than the R9,1bn "it will cause great concern among our members."

"Whether we like it or not expectations have been raised. We were not the cause thereof."

Sanco to launch AIDS drive

Deborah Fine

BD 26/2/96
THE SA National Civic Organisation (Sanco) is to launch a major drive to get businesses more involved in promoting AIDS awareness and HIV prevention programmes among workers.

Sanco spokesman Duncan Seabe-Abe said at a Sanco workshop held in Johannesburg this weekend that his organisation was in the process of arranging consultative negotiations with various business leaders and government representatives regarding AIDS awareness in industry.

The uncontrolled spread of the virus would ultimately lead to a serious depletion of the workforce, which meant business should accept a greater role in combating the disease.

Businesses could institute programmes for workers which included educational videos, AIDS counselling

facilities and health-care advice.

Sanco would also urge companies to adopt a "less stringent approach" to workers already infected with HIV. Referring specifically to the food industry, Seabe-Abe appealed to businesses not to fire infected workers but rather to accommodate them in areas where the disease would not pose a hazard.

Sanco also felt condom manufacturers should play a greater role in the prevention of AIDS, perhaps by sponsoring mobile clinics — especially in the rural areas — to promote the use of their product.

"The provision of condoms in rural areas is minimal and many people are ignorant of their use," Seabe-Abe said.

Sanco would also appeal to business to assist with its proposed "study circles", community-based education programmes run by Sanco structures to promote AIDS awareness.

Mbeki critical of opposition

Nicola Jenvey

DURBAN — Winning local government elections in KwaZulu-Natal and the Western Cape was crucial to continuing the transformation process in SA, Deputy President Thabo Mbeki said at the weekend.

Addressing an ANC minorities front workshop, Mbeki said the IFP defined democracy in a way which removed freedom of choice from ordinary people.

He said KwaZulu-Natal's political violence was caused by people who knew the only way to maintain power was through intimidation.

Union warning - deliver or else

The Argus Correspondent

PRETORIA — The government has been warned of labour unrest if it does not meet public servants' expectations

Several trade unions have made it clear on the eve of public sector negotiations that they expect the government to come up with the money needed to implement a new grading system.

The negotiations on wages and working conditions for public sector employees in health, state administra-

tion and correctional Mmservices, start today at a meeting of the public service central negotiating chamber in Cape Town

At issue will be the finalisation and implementation of the grading system, agreed to in principle by trade unions in October 1995, and wages levels which should be attached to these

Anton Louwrens, of the Public Service Association, said if the government did not meet expectations, it would be the creator of its own discomfort.

(250) ARG 26/2/96

Public service pay package tabled

BD 27/2/96 (250)

Renee Grawitzky

A REVISED wage package linking retrenchments, voluntary retrenchment packages, wage increases and the restructuring of pension benefits was tabled yesterday in Cape Town by government negotiators at the start of annual public service wage talks.

At the centre of these proposals is a government attempt to restructure pension fund benefits payable to retrenched employees so they would receive smaller pension payouts. Union sources said late last night the effect of government's proposals amounted to a bid to amend conditions of service pertaining to retrenchments.

Sources close to the talks within the Public Service Bargaining Council central chamber said that according to present retrenchment guidelines and pension fund payouts, the state would not be able to afford to rationalise the public sector as planned.

Savings from the implementation of government's new proposals could fund wage increases planned for this year and the years ahead. As government indicates in its proposals "the outcome of the right-sizing programme will have a direct impact on the financial ability to grant improvements in subsequent financial years".

Government has proposed that the new grading system be phased in over three years instead of the initially proposed two years.

Public sector unions were in agreement with Public Service Minister Zola Skweyiya's proposed plan on condition that the necessary funds were made available. At the time, the phasing in of the two-year plan was estimated at R21,1bn, with R9,1bn in the first year. Shortly thereafter, the minister indicated that only

R6,5bn had been made available for the 1996/97 financial year.

After speculation that he had secured some of the R2,6bn shortfall, government had committed itself to "the provision of R7,4bn which, in combination with savings, will allow for an R8,5bn restructuring package".

In terms of the financing of the implementation of the grading system during year two and three, government said it depended "on what is agreed to in respect of the first year and the outcome of the right-sizing programme".

Union sources were concerned at government proposals to grant voluntary severance packages from as early as March 1 when they had not met their deadlines regarding the rationalisation process. The deadline for the rationalisation process of all government departments was originally moved from October 1995 to the end of this month.

Certain public sector unions are concerned that government's proposals on the restructuring of the pension benefits are based solely on the recommendations of the Smith committee report on a review of retirement provisions in SA. Sources said the recommendations did not reflect a broad consultation with organised labour.

The committee said current pension benefits of public servants was "20% more valuable than the private norms" and that consideration should be given to renegotiating a number of benefits.

Proposals included a change in salary used in determining pensions from the final day of employment to an average over the last two years, and introducing an early retirement benefit at the option of the member from age 55 onwards. The parties are to continue the talks today.

Wage talks for public servants start amid threats

Mar 27/2/96
STAFF REPORTER

Cape Town - Annual public service wage talks have started in Cape Town amid warnings of strikes if the shortfall in the proposed R9,1-billion salary plan is not bridged.

However, it is believed more than R1-billion could come from the defence budget to combat the R2,6-billion shortfall, thanks to Public Service Minister Zola Skweyiya's intense lobbying of the Finance Ministry in his bid to deliver the scheme.

Public service unions at the two-week talks have threatened to stage a walkout in the central chamber of the Public Service Bargaining Council if Skweyiya's negotiators fail to come up with the balance.

Unions are edgy following Skweyiya's revelation at the end of last year that he had managed to secure from Finance Minister Chris Liebenberg only R6,5-billion of the R9,1-billion needed for salary increases for beleaguered public service employees.

This, coupled with the ongoing loss of skilled professionals to the private sector, has prompted unions to get tough following threats by employees of a new spate of industrial action which could cripple the nation in much the same way as last year's nurses' strike brought a large chunk of the health system to a halt.

Crucial to the Public Service Commission-devised wage plan is a new grading system which will address structural problems.

Public Servants' Association deputy general manager Anton Louwrens said expectations had been raised by the proposed R9,1-billion scheme.

"At this stage, the Government's proposals and the amount so far do not match up.

"If the Government does not meet the expectations, it will be the creator of its own discomfort."

This would inevitably lead to labour unrest, unless the Government could come up with a suitable plan to address the expectations and problems of public servants, Louwrens said.

Public Service League chief negotiator Arthur Farred said that if the Government could deliver the funds, the league would be prepared to negotiate.

Too many E Cape officials

ALTOGETHER 16 000 public servants in the Eastern Cape are not required, provincial director-general Mr Thozamile Botha told a parliamentary committee hearing on the public service yesterday

Botha said the province's public service would have to be rationalised.

He said it was possible that salaries were being paid to fictitious public servants

The committee will hear evidence from Gauteng, Northern Province and Mpumalanga today

In Bisho, Public Works Permanent Secretary Mr Linda Salie alleged a policeman and officials in the Department of Public Works were involved in a R3 million scam in which they paid fictitious people.

And this month, eight computer staff in the department were trapped red-handed paying themselves R10 000 each in "arrear salaries".

Earlier, he told the Bisho Public Accounts Committee that dockets often went missing — "if it is not the investigating office who loses it, it is the clerk of the court"

The result is that cases are now reported to the police, and the department acts to recover the money.

Mr Salie said one of the major cases concerning fictitious payouts of R3m. Some of these took the form of cash payments to non-existent casual labourers, while others were cheque payments

These were drawn by officials from the department and cashed by accomplices outside. (250) (~~2138~~)

He said the police investigation of the case, in which a policeman was allegedly involved "got nowhere", and he subsequently handed it to the Heath Commission. — Own Correspondent, Sapa

CT 28/2/96

HOMELAND PROMOTIONS

Civil service in R730m probe

(250) CT 29/2/96

THE STAMPEDE OF CIVIL SERVICE promotions in the former homelands in the months before the April 1994 election cost the country an estimated R730-million in salaries. Many of the 48 000 promotions are thought to have been irregular.

ALMOST 48 000 homeland civil servants were promoted on the eve of the 1994 elections — leading to an estimated R730 million salary bill.

Taxpayers now face having to pay the salary bill for the promotions, many of which may have been irregular and which are still being investigated by the Browde Commission of Inquiry.

The commission was appointed by President Nelson Mandela last year to investigate the stampede of promotions in the former homelands and self-governing territories in the months before the April 1994 election.

Although the interim constitution guarantees civil service jobs, it also provides for a commission that has the power to "reverse or alter the contract, appointment, promotion or award" of civil servants in the case of promotions that are "not proper or justifiable".

The commission presented its pre-

liminary findings to Parliament's portfolio committee on provincial and constitutional affairs this week.

It drew a picture of bureaucratic obstruction, non-co-operation and repeated attempts to frustrate the investigations.

The commission complained that its work was being hampered by a shortage of investigating staff and by the refusal of the Public Service Commission (PSC) to make staff available, in spite of its having undertaken to do so.

The commission said it needed another 12 investigators to join the two it now has, to get to the bottom of the problem.

Its investigators had been denied access to information and "locked out of offices by a certain official in Umtata".

Civil servants were also taking advantage of an offer of legal assistance from the Department of Justice and were seeking adjournments on the basis that they wanted to ask the department for legal assistance.

The commission said responses to questions placed before the PSC "if they are forthcoming at all, are usually not timely". Its reliance on the PSC meant it was not as independent as it should be.

The commission's preliminary findings show that only 529 cases of irregular promotions involving R18,7m have been tackled so far.

Another 136 cases involving R4,5m had been postponed and a further 46 927 cases involving R717m still had to be investigated.

The commission said this task would take another two years. The commission's work has been further complicated by the resignation of its chairman, Mr Justice Jules Browde, late last year.

Among the completed cases are 290 Justice Department officials in the former Lebowa involving R57m, 99 district commissioners in the Transkei involving R3,7m and 21 Transkei magistrates involving R1,5m.

Among the cases still to be investigated are 1 833 Transkei prison officials involving R37m, 310 Venda finance officials involving R6,5m and 25 000 health officials in the Ciskei and the Transkei involving R60m.

The portfolio committee postponed a decision on the commission's future.

— Political Staff

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Promotion gravy train runs over

(250) Star 29/2/96

taxpayer

Commission says their probe into 48 000

irregular pay rises worth some R730-million

was frustrated by bureaucratic obstruction

By Patrick Bulger

Cape Town

Arush of irregular promotions in the civil services of homelands and self-governing territories before the 1994 elections cost taxpayers an extra R730-million in salaries

Almost 48 000 promotions are being investigated by the Brodwe Commission of Inquiry appointed by President Mandela last year

The interim constitution guarantees civil service jobs, but it also provides for a commission which has the power to "reverse or alter the contract, appointment, promotion or award" of civil servants in the case of promotions deemed "not proper or justifiable"

The commission presented its preliminary findings to Parliament's portfolio committee on provincial and constitutional affairs this week. It outlines bureaucratic obstruction, non-co-operation and repeated attempts to frustrate the investigations.

The commission complained that its work was being hampered by a shortage of investigating staff and the refusal of the Public Service Commission (PSC) to make staff available in spite of having undertaken to do so

Another 12 investigators were needed to join the two it now has to get to the bottom of the promotions problem, the commission said.

It said its investigators were prevented access to information

and locked out of offices by a certain official in Umtata, Transkei

Civil servants were also taking advantage of an offer of legal assistance from the Department of Justice and were seeking adjournments

The commission said before the PSC, "if they are forthcoming at all, are usually not timely". It added that its reliance on the PSC meant it was not as independent as it should be.

The commission's preliminary findings show that only 529 cases of irregular promotions involving R18,7-million have been tackled so far. Another 136 cases involving R4,5-million had been postponed and a further 46 927 cases involving R717-million still had to be investigated

The commission said this task would take another two years, adding that its work has been further complicated by the resignation of its chairman, Mr Justice Jules Brodwe, late last year.

Among completed cases are 290 Justice Department officials in the former Lebowa involving R5,7-million, 99 district commissioners in Transkei involving R3,7-million and 21 Transkei magistrates involving R1,5-million. Among the cases still to be investigated are 1 833 Transkei prison officials involving R37-million, 310 Venda finance officials involving R6,5-million and 25 000 health officials in Ciskei and Transkei involving R60-million.

Municipal union

A municipal union is a type of organization with 1000 members and 300 branches country wide (250) ~~(300)~~

The Independent Farmer's Union is an amalgamation of five unions under the banner of the Independent Farmer's Union.

Sowetan 29/2/36

Government in bid to cut 100 000 pension pay-outs

Monies saved by retrenchments to help pay for civil service parity

(250)

Tour is just a stage in Leanne's odyssey for needy children

IAN SADLER, Sports Staff

MOST cyclists finishing The Argus/Pick'n Pay Cycle Tour next month will be content to hang their bikes up in the garage for a few weeks and take a breather

Not so Leanne Dickerson of London. She will continue on her way up the Garden Route, headed for Kosi Bay

This determined Englishwoman is cycling from

Vooldsdrif on the Namibian border along the coastline - stopping off in Cape Town for the Tour - then on to the Mozambican border

She left Vooldsdrif on February 19 and is due in

Cape Town on March 5

The reason for the 3 200 km ride is to collect money for Isaiah 58, a children's shelter in East London

"This will be my first long cycle trip, although I've done plenty of training," said Leanne, Press officer for the national Missing Persons Helpline in London

"Singer Cliff Richard, a patron of Helpline and a supporter of Isaiah 58, sent Leanne a letter of encouragement on the eve of her trip

She intends covering about 80km a day and will be accompanied on the first leg by Neil Smith of the firm Puncture Buster, sponsors of her bike

Contributors can get in touch with Leanne on 987 1210, fax 987 1218



MARATHON JOURNEY: Leanne Dickerson of London on the bicycle she will ride for charity round the coast from Vooldsdrif on the Namibian border to Kosi Bay on the border with Mozambique. While in Cape Town she will take part in The Argus/Pick'n Pay Cycle Tour.

ESTELLE RANDALL, Labour Reporter

THE government wants to cut pension payouts to up to 100 000 civil servants who face retrenchment. Many of these are from the former homelands, but some Western Cape civil servants could also face the chop.

Civil servants may be asked to volunteer for retrenchment from March 1. Retrenchment packages are now being negotiated, union sources disclosed.

The government wants to use the savings from pension payouts to help finance wage increases for civil servants next year.

These are some of the chips on the table as the bargaining began at public sector wage talks in Cape Town. Unions this week obtained clarity on the government's proposals.

The talks in the Public Service Bargaining Council are scheduled to continue until March 8, with implementation of wages and conditions for April 1.

They affect employees in health services, state administration and correctional services.

A spokesman for the Public Service Ministry said trade unions and government had agreed not to release details of proposals, at this stage.

It is understood, however, that the key proposals contained in the government's offer are to reduce pension payouts for retrenched public sector employees and to phase in a new grading system over two years instead of three.

Assistant general secretary of National Education, Health and Allied Workers' Union, Fikile Majola, said unions agreed in October on new grades comprising six broad bands with 16 salary ranges.

He said there also had been a proposal for a significantly higher starting salary of R40 000 a year.

In March 1995, the average salary in the public sector had risen from R3 271 to R3 497, but there was still a wage gap between white and black salaries. Average salary for white civil servants was R5 205, while black civil servants earned an average of R2 600.

Phasing in a new grading system was estimated to cost R9,1 billion for the first year, but earlier this year the government indicated that there was only R6,5 billion available.

Since then, the government had secured additional funds, bringing the amount available to R7,4 billion.

But, savings on pension payouts could increase funds available for wage increases and regrading to about R8,5 billion.

The government's October 1995 proposal for a new grading system was aimed at halting industrial action and retaining skilled staff and was to be accompanied by staff cuts of up to 100 000 people.

Negotiations affecting police pay would be dealt with in a separate national negotiating forum.

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(250)
**Public
service
committee
appointed**

Labour Reporter

ARG 29/12/96
MOVES to establish a leaner and more effective public service begins today with the appointment of a Presidential Review Commission (PRC) which will oversee investigation into South Africa's public service.

The 14 people appointed include academics, foreign public service specialists, business and labour.

The PRC will report to President Mandela about the probe into the composition and design of the public service, its efficiency, representivity, how it is managed and how it uses finances and resources.

The review will result in a detailed strategy and programme for public service reform from 1997 to 2001.

President Mandela will table a final report on the review in parliament by June next year.

Proposals from parties potentially affected by the conclusions of the Public Service Review will be submitted to the PRC which will decide whether any information or submission should be treated confidentially.

At the end of the investigation, the PRC will conduct a forum on the final proposals of the PRC so that major stakeholders can contribute before the final report is compiled.

● Those appointed to the PRC are Bux Nomvete the chairman, Fanie Cloete, Aaron Ndlovu, Vincent Maphai, Norman Levy, Neva Seidman-Magetla, Motlantjie Letsebe, Ayesha Mohammed, Sam Morotoba, Gavin Petersen, Clem Sunter, Kenneth Stowe, A Johnson, M Nzuwan and L Nilsson.

- (2) The Textile Federation, Clothing Federation, Footwear Manufacturer's Federation and SACTWU were all consulted prior to discussions with the PRC. They all gave their full support for the process. In addition NEDLAC has been fully briefed.

*23 Dr B L GENDENHUYSES—Foreign Affairs
[Withdrawn]

Pensions: equity

*24 Mrs I MARS asked the Minister for Welfare and Population Development

- (1) Whether, with reference to certain information that has been furnished to his Department for the purpose of his reply, he intends promulgating a single set of regulations to be ready by 1 March 1996, if not, why not, if so, what are the relevant details,
- (2) whether there will be total equity in respect of payment dates, if not, why not, if so, what are the relevant details,
- (3) whether a single application form for all social and other pensions will be used, if not, why not, if so, what are the relevant details?

N132E

The MINISTER FOR WELFARE AND POPULATION DEVELOPMENT

- (1) Yes, uniform legislation, which implies a single Act (the Social Assistance Act, 1992 (Act 59 of 1992)) and a single set of regulations, will be implemented with effect from 1 March 1996. The Act consolidates all previous legislation in respect of social assistance.
- (2) no, social benefits are payable from the first day of the month. However, as a result of the large numbers of recipients of social grants, payment dates are staggered over the first two weeks of every month according to pay routes in the case of all recipients who receive their payment in cash at a paypoint. Payments by the Post Office are staggered over the whole month according to the type of grant. Those who receive their payment through the bank can withdraw whenever they choose to,
- (3) yes, all provinces, with the exception of Gauteng who decided to develop its own

system, will use a standardised application form for social grants with different annexures for different types of grants. Although the appearance of the set of forms developed by Gauteng is different to the rest of the provinces, the information required in both types of forms is basically the same.

Pharmaceutical products: single exit price system

*25 Mr M F CASSIM asked the Minister for Health

Whether a single exit price system for pharmaceutical products is to be implemented, if not, why not, if so, (a) when, (b) why and (c) how?

N133E

The MINISTER FOR HEALTH

- (a) It is the policy of the Department of Health that a single exit price for medicine be implemented in the private health care sector. That includes private doctors, pharmacists and wholesalers. However, this requires the cooperation of the Department of Trade and Industry, as that department is responsible for the relevant legislation. The Department of Trade and Industry has indicated that they are addressing the legislative requirements for this.
- (b) The reasons behind having a single exit price for pharmaceuticals introduced is mainly (a) to reduce the drug expenditure in the private sector, (b) to ensure that there is fairness in the pricing structure particularly to the providers of services and the consumer.
- (c) For a single exit price to be implemented and enforceable, legislation must be passed by the Department of Trade and Industry, and regulatory mechanisms are required by both Departments.

Shooting of AWB members: steps taken

*26 Mr J CHIOLÉ asked the Minister for Safety and Security †

- (1) Whether any steps have been taken against a member of the former Bophuthatswana police force who shot three AWB members in full view of television cameras and

media officers in March 1994, if not, why not, if so, what steps,

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

- (2) whether the said member is in any way employed by any Government organisation, if not, what is the position in this regard, if so, what are the relevant details?

N134E

The MINISTER FOR SAFETY AND SECURITY

- (1) Yes,

A murder docket was investigated and sent to the Attorney-General who decided to prosecute the member in the Supreme Court on three charges of murder. The case was ready for trial, but the Minister of Justice contacted the Attorney-General and requested a postponement of the prosecution as he wanted to institute a Commission of Inquiry into the violence in Bophuthatswana during that period. The docket is still at the office of the Attorney-General.

- (2) Yes,

The member is now employed by the South African Police Service and is currently stationed at Mogwase.

At the time when the alleged crimes were committed the member was under the command and control of the Commissioner of the Bophuthatswana Police Force who decided not to suspend the member. Legal considerations have prevented the member from being suspended by the new South African Police Service.

Public Service: rationalisation

*27 Mr J CHIOLÉ asked the Minister for the Public Service and Administration †

Whether any rationalisation in respect of public servants in 1996 is being contemplated, if not, what is the position in this regard, if so, (a) for what reasons, (b) to what extent, (c) what will be the financial implications in this regard for (i) such servants and (ii) the Government and (d) what will be the total staff complement of the Public Service after completion of such rationalisation?

N135E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(a) firstly, the rationalisation of the public service as prescribed by the Constitution, is to be completed by 29 February 1996. As a result of the rationalisation process, certain officials who cannot be suitably absorbed within the rationalised new departments/administrations, may be declared redundant and subsequently discharged.

Secondly, a programme of right-sizing the public service has been proposed in order to find the optimum number of staff which would be adequate to deliver services within a particular budgetary programme, having regard to declared Government policy and priorities including the reduction in the size of the public service, and the prevailing financial constraints. This programme would include the possibility of voluntary retirements and redeployment of personnel. Employee organisations are being consulted on the right-sizing programme.

(b) The number of public servants to be discharged due to the rationalisation of the public service is not known due to the process not having been completed yet. No estimate can be made as regard the number of voluntary retirements within the right-sizing programme.

(c) The retrenchment or retirement costs for the Government emanating from the rationalisation process or the right-sizing programme are not known at present. Personnel affected by these actions will receive retrenchment or retirement packages as prescribed.

(d) Not yet known due to the processes not having been completed yet.

Conservation of land: legislation

*28 Mr M F CASSIM asked the Minister of Agriculture

- (1) Whether he intends introducing legislation in regard to the acceptable use and proper conservation of land in the Republic, if not, why not, if so, what are the relevant details,

Nomvete to head new review commission

Sowetan
1/3/96
(250)

THE newly-established Presidential Review Commission to give further impetus to the transformation of the Public Service will be headed by Mr Max Nomvete of the University of Cape Town, President Nelson Mandela announced yesterday.

Mandela said the White Paper on the Transformation of the Public Service had indicated that although some of the existing structures and agencies, both political and administrative, would be responsible for the transformation process, further impetus would be given by some new and additional structures.

Part-time, local and international contributors appointed to the commission are South African representatives

Professors Fanie Cloete and Aaron Ndlovu, Dr Vincent T Maphai, Dr Norman Levy, and Dr Neva Seidman-Magetla

Others are Motlatjhe A Letsebe, Ayesha Mohamed, Sam Marotoba, Lot M Ndlovu, Gavin H Peterson, and Clem Sunter

Foreign representatives are Sir Kenneth Stowe, Dr Al Johnson and Dr M Nzuwah, and Dr L Nilsson

The South African contingent consists of academics from a number of universities and technikons as well as people from the public service, parastatals, local government and the business community, while the international members of the commission are from Britain, Canada, Zimbabwe and

Sweden

The terms of reference assigned to the Presidential Review Commission are to

- Inquire into the structures and functions of the public service and its statutory bodies,

- Conduct an internal audit and review of each ministry, department, provincial administration, organisation, component, office and agency concerning its objectives, structure, function, staffing, financing and related matters, and

- Conduct a review and revision of the systems, routines and procedures of planning, budgeting and financial execution in the public service, to increase public accountability - Sapa

'Only 10% of staff are qualified'

ONLY 10 percent of Department of Trade and Industry staff in the former homeland states are properly qualified for their jobs, according to the department's director-general Zavereh Rustomjee.

In a report on rationalisation in the department, distributed to members of the Trade and Industry portfolio committee yesterday, Dr Rustomjee said these staff had been informed they would be transferred to Pretoria

Dr Rustomjee also said about 80 percent of the department's professional, supervisory, administrative and management personnel in the TBVC states were underqualified for their positions.

(250) ARG 1/3/96
Positions for personnel falling into this group would be sought in the broader civil service, failing which they would be offered retirement packages — Sapa.

Skweyiya faces rearguard action

M+G 1-7/3/96 (250)

Gaye Davis

MINISTER Zola Skweyiya's announcement of a radical shake-up for the Public Service Commission (PSC) — often cited by government ministers and officials as the biggest obstacle to the country's transformation — faces a rearguard action.

The Forum of Commissions — a non-statutory body comprising the national PSC and eight provincial PSCs — intends arguing that the draft final Constitution be reworded to entrench its existing structure, the *Mail & Guardian* learnt this week.

The Gauteng provincial PSC has formally disassociated itself from the move. In a letter to Constitutional Assembly director Hassen Ebrahim this week, it said it fully supported the new role and com-

position of the PSC as spelt out by Skweyiya last weekend.

While the interim Constitution was packed with guarantees that ensured the PSC's role and powers remained unchanged, the draft final Constitution says simply that there shall be a public administration commission.

The intention is to spell out details of its functions in legislation, so that frequent constitutional amendments do not become necessary.

The new model was agreed to by a joint working group formed by Skweyiya and the PSC. It will entail a drastic reduction in the size and powers of the PSC, aimed at making government departments more efficient.

Envisaged is a national public administration commission on which provinces will be represented. It will no longer be involved

in the day-to-day administration of departments.

Instead, it will monitor public administration, research and act as a review body for civil servants.

Determining policy will in future rest with Skweyiya, and within this framework, government ministers and their line-function departments will have the power to design their own organisational structures, create posts and recruit staff.

The changes are in line with the White Paper on the transformation of the public service and the recommendations of the Constitutional Assembly theme committee which dealt with specialised structures of government.

Amendments to the Public Service Act, to implement the changes, went before the parliamentary portfolio committee on the public service this week.

Commission appointed to streamline public service

By **MONDLI MAKHANYA**

Star 1/3/96

250

A high-powered presidential review commission that will study the overhaul of the public service was announced by President Nelson Mandela yesterday.

The commission, whose task it will be to study the structure and functioning of the civil service and make efficiency recommendations, will be headed by renowned University of Cape Town economist Prof Bax Nomvete.

The brief of the commission will be to research the functioning of the public service, do a thorough analysis of all government ministries and departments, and ex-

amine planning and budgeting procedures in order to increase public accountability.

Other members of the panel will be the University of Zululand's Prof Aaron Ndlovu, the Human Sciences Research Council's Vincent Maphai, ANC economist Neva Seidman-Makgetla, black economic empowerment expert Lot Ndlovu as Anglo-American's Gold and Uranium head Clem Sunter.

Other members are Fanie Cloete, Norman Levy, Motlatje Letsebe, Sam Marotaba, Gavin Peterson and Ayesha Mohamed.

A statement from the president's office said the panel would complete its work within 12 months.

Public sector size talks awaiting audit

by
Renee Grawitzky

BO 4/3/96 (250)

PUBLIC sector unions indicated that the rightsizing of the public service could not begin until the provinces and national departments had completed a skills and posts audit to provide a true reflection of the size of the public service, sources said yesterday.

Sources indicated that discussion last week within the central chamber of the Public Service Bargaining Council was shelved until government had tabled its proposed measures relating to the management of the size of the public service and mechanisms to effect its rightsizing.

Sources indicated government still did not have a final figure of the size of the public sector, despite initial figures being quoted of about 1,189 million. This, sources said, was because KwaZulu-Natal, Northern Province and Eastern Cape had not yet completed their internal audits and were delaying the overall process.

Government offers relating to the implementation of the new grading and remuneration structures were dependent on union agreement to the restructuring of the pension fund, which would provide members with lesser benefits, and the rightsizing of the public sector, either through the acceptance of voluntary severance packages, or other mechanisms.

Government, in an attempt to pro-

mote voluntary retrenchments, had tabled an attractive voluntary severance package. Those who rejected this would ultimately lose out if they stayed to normal retirement age because of proposed changes to pension benefits.

Government had indicated during negotiations that the present staffing and budgetary constraints could affect the implementation of the new grading and remuneration structures.

Public sector unions were now faced with tough choices in the wake of these realities.

It would seem that proposals relating to salary increases for 1996/97 might not be unacceptable to the unions. However, government had not given a commitment on salary increases for the following two years.

Union sources said: "We will not be conned into a one-year salary plan. There is no urgency for the unions, rather the urgency lies with government to get agreement on the voluntary severance package so it can commence downsizing and rightsizing the public sector."

Some unions indicated that a lack of trust existed between the parties within the chamber, which had an effect on the negotiations.

Public Service Ministry spokesman Thandeka Gqubule said that steady progress was being made and government was optimistic about the outcome of negotiations.

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Reinventing public service can kick-start SA's future

(250) BD 4/3/96
Robinson Ramaite

THE recent announcement by Public Service and Administration Minister Zola Skweyiya on the redesign of the public service commission and the transfer of extensive operational and policy functions to his department is an important step in the transformation of the SA public service.

The Cabinet-approved proposals involve stripping the commission of its executive powers and focusing its functions on monitoring, research and promoting public service values. In public service circles this will be welcomed as the end of a frustrating era, and as a milestone in the transformation process. It is indeed a victory for the progressive forces of public management.

The notoriety of the public service commission in creating bureaucratic obstacles during the process of constituting new structures and appointing a "new guard" was legend. Despite the addition of new members to its complement after the elections, the commission never rose to the challenge of creating a dynamic, pro-active, efficient public service geared to meet the needs of reconstruction and development.

Fixation

The commission was known for its sluggishness in taking decisions, an obsession with voluminous regulations and anachronistic management practices, and a continuing fixation on centralised power.

It became an increasingly "bad player" and remained a compromised referee. It certainly never fulfilled its constitutional duty to report to Parliament, Cabinet and the public on the performance of the public service in a disinterested, fearless manner.

The new commission (not an old one "with wings clipped" as suggested in Business Day, February 26) proposed by Skweyiya presents exciting opportunities for an accountable and productive public service. Far from being simply a tamed and toothless beast, it must become a reinvented institution with the power of influence rather than control. Its proposed functions of monitoring management performance, departmental auditing, researching on best practice and bench-marking, as well as promoting efficiency and furthering service values and ethics, will contribute greatly to the success of the transformation exercise.

An enhanced ability to report publicly and boldly on the performance of the public service will ensure constant pressure for continuous improvement, innovation and

strategic focus.

The initiative is an acknowledgement of what has been the practice for some time in many Commonwealth countries. The role of the state services commission in New Zealand centres on advising ministers on performance contracts with senior managers, and promoting management development. In Malaysia and Singapore, commissions, located within the presidency, advise government on best practice and monitor departmental performance.

The effect of this positioning and role has been impressive in terms of tangible outcomes, resulting in one-stop shops in Malaysia, the strategic use of information technology in Singapore and citizens' charters in Australia and the UK.

It is, however, imperative to stress that the new paradigm can be meaningful only if director-generals and their departments are given the space and scope to manage. The current regulatory framework prevents heads of departments from being held meaningfully accountable. This remains the case whether the existing staff code is overseen by a commission or a ministerial department. Much work rewriting and streamlining the rules and procedures has still to be done in line with the emerging vision. Only then will the move away from centralised administrative authority and towards the transfer of executive functions to departments unleash the potential within the public service.

It is time to take stock of the challenges lying ahead. Now that the most leaden baggage of the past has been jettisoned, we need to address substantive aspects of the transformation drive — such as introducing a culture of performance management, strategic use of information technology, contemporary human resource practices and a customer service orientation; as well as the capacity to deliver on the development needs of our society.

The public sector has to be designed and managed to add value to SA's ability to survive and prosper within a highly competitive global economic environment. It is hoped that the long-awaited presidential review commission will apply its mind to most or all of these issues in order to give the new public service dispensation a solid kick-start into the future.

□ Ramaite is director of human resource development in the office of the Gauteng public service commission. He has been involved in the strategic management of public service transformation since April 1994.

Public Service set for major overhaul

BY NORMAN CHANDLER

Prétooria Bureau

(250)
Star 4/3/96
The Public Service is set to undergo a major transformation process over the next 12 months

It will follow a report to be submitted to President Nelson Mandela by the country's first Presidential Review Commission, which is to investigate the transformation in terms of a white paper published recently

The public service has been plagued by demands for salary increases and improved working conditions, with negotiations on these being held in Cape Town over the past few days.

Mandela said last week that although some existing structures and agencies would be responsible for the transformation process, further impetus was necessary in order to process new and additional structures

The commission - made up of South African and international experts - will be headed by Bux Nomvete, of the University of Cape Town.

"The South African contingent consists of academics from a number of universities and technikons as well as people from the public service, parastatals, local government and the business community. The international members are from Britain, Canada, Zimbabwe and Sweden," Mandela said.

The commission's terms of reference are to inquire into the functions and structures of the public service, to conduct an internal audit and review of each ministry or provincial administration, as well as a review and revision of systems.

A written report is to be submitted to Mandela and this is expected to be followed by what is termed "appropriate reforms" in the public service

South African members of the commission are Prof Fanie Cloete, Prof Aaron M Ndlovu, Dr Vincent Maphai, Dr Norman Levy, Dr Neva Seidman-Makgetla, Motlatjhe A Letsebe, Ayesha Mohamed, Sam Marotabo, Lot M Ndlovu, Gavin H Peterson and Clem Sunter. Foreign representatives are Sir Kenneth Stowe, Dr Al Johnson, Dr M Nzuwah and L Nisson

Redundant staff are angry

(250) Sowetan 4/3/96

By Themba Molefe
Political Correspondent

MINISTER of Foreign Affairs Mr Alfred Nzo will have to face about 200 angry employees, mostly administrative staff, when he returns to his office from Mali with President Nelson Mandela this week.

The employees say Nzo or Foreign Affairs director-general Mr Rusty Evans must clarify the department's position regarding the future of staff members who were formerly attached to the TBVC states.

Speaking to *Sowetan* on condition of anonymity, the workers said up to

25 employees at the department's Pretoria office had already received letters declaring them redundant.

Others said they had been advised to look for employment elsewhere and given up to six months to do so.

One woman said "We are concerned about our future, especially after Mr Evans assured us previously that we would not be made redundant. Where will we go as many of us have bonds to maintain?"

Nzo returns to the country today from Mali. The workers, who belong to the National Educational Health and Allied Workers Union and the South African Public Service Staff Associa-

tion, plan to demonstrate at Nzo's office tomorrow.

Ministry spokesman Mr Pieter Swanepoel told *Sowetan* yesterday that he was not aware of the move to dismiss staff but said he would enquire from the ministry's personnel department.

Workers are also concerned about the Government of National Unity's overall rationalisation strategy.

They said Mandela was being implicated in departmental decisions, whereas the President was not even aware who gave orders regarding the hiring and firing of professional staff.

Low civil service morale

WHEN Thohoyandou businessmen held a meeting at the beginning of this year, they formulated their agenda in the form of a question. "When did you last get civil service from a civil servant?"

About 500 businessmen subsequently organised themselves into the Thohoyandou Business Forum to fight a common enemy – the collapse of services which contributed to a decline in business of more than 60 percent

They said virtually no provincial departments were providing an adequate service and added that some firms would have to close because of poor service.

The businessmen complained about the poor telecommunication services, the apparent collapse of infrastructure, no refuse removal, lack of police protection and other issues related to the civil service.

And what the businessmen were complaining about was not confined to Thohoyandou. The situation is basically the same in small towns in the former homelands of Venda, Lebowa and Gazankulu

The main factor behind the collapse of services is low morale among public workers

"It is difficult for any worker to be diligent in his duties while the constant fear of losing his job hangs over him," said one worker

Some of the demoralised workers also ditched their trade unions because they felt the labour movement was not doing anything to assure them of their jobs

With the rationalisation process scheduled to be completed by the end of March, public workers wait with baited breath to be told of their fate in the new structure

At best, most expect to be transferred to far-away places where they will have to find new accommodation or, at worst, to face the axe

The National, Education Health and Allied Workers Union held its regional congress in Louis Trichardt last month. A key issue was the rationalisation of the civil service and its effect on the morale of workers

Opposed to retrenchments

As is to be expected, Nehawu is vehemently opposed to massive retrenchments but the union says it is not opposed to restructuring the civil service

Nehawu deputy president Mr Lulamile Sotaka told the congress "Our target in the process of rationalisation is to dismantle the affirmative action of the National Party. Retrenchment should not affect downtrodden workers

"We remain diametrically opposed to retrenchment so far as it affects the public ser-

Businessmen in the Northern Province form a united front to fight against the collapse of services which has resulted in a sharp decline in business activity, **Khathu Mamaila** reports...



Nehawu deputy president Mr Lulamile Sotaka ... locked in a battle with the Northern Province government on the subject of rationalisation.

vants who have been disadvantaged for years by the racist regime"

But has Nehawu formulated a strategy to stop this? Some workers think Nehawu's ability to respond has been neutralised because of its long-time relationship with the ANC, now the leading party in the Government.

Shortly before Nehawu's regional congress the union held talks with the Northern Province government on rationalisation together with other unions, including the Hospital Personnel Trade Union of South Africa.

The negotiations ended in deadlock when the labour delegation accused the Government of wanting to use labour as a rubber stamp. They said the Government was in the last stage of the rationalisation process and felt there had not been sufficient consultation

The labour delegation also argued that the Government was not transparent and that it did not even want to reveal how many people would lose their jobs

Provincial government spokesman Mr Jack Mokobi accused the unions of demanding the status of management. He insisted that the

unions had been consulted throughout the various stages of the process

He also said the exact number of people to be retrenched would be determined after the rationalisation process had been completed as some would be transferred to other departments.

All the unions staged a walkout saying they would not be used to legitimise the Government's decisions. However, Nehawu added that it would not embark on mass action to stop the rationalisation.

Sotaka conceded that there were workers who felt that Nehawu has softened its attitude towards management because of its relationship with the ANC

"We cannot treat our comrades the same way as we did the racist regime. When we seconded our comrades to Government we knew that we were placing them in a battlefield," he said

"We must support them and expose the other parties like the Democratic Party and the National Party, who are working to reverse our victory"

However, Sotaka urged the ANC members in Government to resist the temptation to be complacent

ANC MP's neglecting the masses

"Some of our comrades tend to forget about the masses. They no longer find it worthwhile to honour invitations to our meetings," he said

"They begin to think that they are important because they live in big houses and drive flashy cars. We must impress upon them to deliver to the workers"

Asked whether Nehawu could still champion the cause of workers without compromising its relationship with the ANC, Sotaka said the union would not fail the workers

"While the struggle has taught us that we have to fight to achieve our goals, we no longer want to be spontaneous in our actions. We need to embark on premeditated action. We must consult as broadly as possible before we take any action," said Sotaka.

But, until the fear of losing their jobs has been eradicated, members of the public will continue to get third-class treatment from the frustrated public servants

(250) ~~250~~
Sowetan 5/3/96

Foreign affairs to retrench 115 people

(250) B0 6/3/96.
Wyndham Hartley

CAPE TOWN — More than 2 000 employees of the foreign affairs department will receive letters this week telling them of their future with the department following completion of the rationalisation process.

Foreign affairs director-general Rusty Evans told the Senate foreign affairs committee that of the 1 780 old employees and the 671 people employed by the old homeland departments of foreign affairs, only 115 people could not be placed in the department and would be given six months to find alternative employment in the public service.

Evans moved to reassure members of the committee that the 115 were not all from the TBVC components. About 40 were from the old department and were white. The same test of competence was applied to all those placed in the new department, he said, including himself as director-general.

Employees of former homeland departments

who had no experience of international diplomacy were offered in-service training to make up for the lack of experience, Evans said.

The rationalisation process, which had meant the TBVC departments had no work after May 10 1994, had been complicated and had cost the SA taxpayer considerable amounts of money, he said. He was unable to tell DP Senator James Selfe how much it had cost but said it ran into many millions.

Selfe also asked if the rationalisation process had been designed around coherent foreign policy objectives. Evans said a document was being prepared for the committee on what SA's foreign policy objectives were. Selfe said later it was "bloody shocking" that the department was reshaped without having an overall foreign policy to guide it.

Evans said main difficulties in the rationalisation process had been in dealing with TBVC departments inherited by the new government after the election.

Municipal services to grind to a halt as workers plan to down tools

LABOUR REPORTER

More than 100 000 municipal workers across the country have vowed to down tools on March 20 to force Pietersburg and Groblersdal local authorities to reinstate their colleagues who were fired last year. The more than 700 workers

were fired by the two municipalities in October after taking part in the SA Municipal Workers Union's nationwide strikes in support of higher wages and better conditions.

Cities were left trashed and more than 100 workers injured in clashes with police during the strike. One person was killed in

Pietersburg, when the strike turned violent.

Samwu secretary-general Roger Romme said the union's national executive committee had decided to embark on the action, which would affect services such as maintenance and garbage removal, after numerous attempts to resolve the matter had failed. He

called on Minister of Labour Tito Mboweni, whose intervention last year led to the resolution of the strike, to intervene in the matter again to resolve a "potentially explosive situation which threatens to take on national proportions".

"The actions and intransigence of the Pietersburg and Groblersdal transitional local councils totally

undermine the letter and the spirit of the agreement concluded through mediation," Romme said.

He said thousands of workers would converge on Pietersburg on March 20 for a march, while protests would be held in other centres. Other forms of action, including the holding of rallies, were also planned.

Southern 6/3/96

258



Shock pension payout figures

(250) ~~300~~
STATE pensions are being paid to between 28 000 and 280 000 people who are not entitled to receive them, Acting Minister of Welfare and Population Development Dr Dawie de Villiers said yesterday.

In reply to a question from Senator William Mnisi (DP), he said this represented between one and ten percent of the total number of beneficiaries.

The figures were based on estimates made from sporadic investigations in some provinces.

Steps to eradicate abuses included the amalgamation of 14 computer systems into a single "transverse system" — Sapá.

CT 8/3/96

Country faces marches, rallies by municipal workers over job losses

(250) (150)
BY JUSTICE MALALA
Labour Reporter

Thousands of municipal workers across the country are expected to take part in marches and rallies tomorrow in an action that will disrupt refuse removal, emergency and other services provided by municipalities.

The SA Municipal Workers' Union (Samwu) said yesterday the main focus of the action would be in Pietersburg and Groblersdal, where it intended to paralyse service as all its members in Northern Province and Mpumalanga are expected to attend marches and not report for work.

And the Johannesburg branch of the union will announce a decision today on what action it will take after a meeting of its executive committee in the morning.

"We are definitely taking some form of action and our members will be informed at their workplaces tomorrow. Although there are several options open to us, a march through Johannesburg is the most likely option," said

branch spokesman Veli Gantane.

The action comes as disgruntled traffic, ambulance and fire brigade officers belonging to Samwu staged a brief sit-in at the Johannesburg traffic department offices yesterday in a bid to resolve problems about working conditions.

The union is staging the protests as the start of a running programme to force the Pietersburg

March through Jo'burg a possibility

and Groblersdal municipalities to reinstate workers dismissed after its chaotic protests and strikes in October in support of wage demands. There are 620 Samwu members still dismissed in Pietersburg and 96 in Groblersdal.

At least two people were killed in clashes between police, the strikers and town residents in

last year's action and more than 100 were injured.

Although Greater Johannesburg council spokesman Charlotte Holtzkampf said she could not comment yesterday, it is expected that rubbish removal, emergency services and minor maintenance work will be affected.

The council has in the past advised residents to keep their refuse in a cool place and not to take it out until services return to normal.

The 120 000-strong union has said it will call on Minister of Labour Tito Mboweni - whose intervention last year led to the resolution of the strike - to intervene in the matter again to resolve the "potentially explosive situation which threatens to take on national proportions".

"The actions and subsequent intransigence of the Pietersburg transitional local councils totally undermine the letter and spirit of the agreement via the process of mediation (last year)," the union said.

188 civil servants face redundancy

(250) Star 8/3/96

Several are former employees of the Department of Foreign Affairs in the now-defunct TBVC states who have been drawing salaries for two years for no work

By JOVIAL RANTAO
Political Reporter

Former employees of the Department of Foreign Affairs (DFA) in the now defunct TBVC states, who have received salaries for the past two years without doing any work, are among the 188 DFA employees found to be redundant.

The 188 - the number may increase as the rationalisation process continues - have been given the next six months to be redeployed within the public service,

find alternative employment or be retired early with attractive packages.

The packages include an additional five years on the employee's service and pension payouts.

DFA director-general Rusty Evans said yesterday that the 188 could not be placed during a two-year restructuring programme but emphasised that "no one has been fired". He said the restructuring had been done under the guidelines issued by the Public Service Commission and in con-

sultation with trade unions.

"Over the next six months the DFA will try to place them in the public service at the same occupational class and rank," Evans said.

He said while the 188 had received letters detailing their plight, over 1 000 other DFA employees had received letters confirming their reappointment. The number of redundancies might increase as the DFA still had to complete the rationalisation exercise by processing over 800 posts.

Among the 188 were 50 officials of the old DFA and 138 em-

ployees of the former Transkei, Bophuthatswana, Venda and Ciskei homelands. Fifty-six of the 138 were employees who did not want to be transferred to Pretoria.

Evans said a major criterion in the restructuring process was racial balance, as outlined in the Public Service White Paper. He said that 40% of all posts in the department today already reflected this aim of equal representation.

Evans said the rationalisation process has also meant that many of South Africa's big overseas missions have been reduced.

ARG 9/3/96

Public servants to get pay hike

THE minimum starting wage for public servants is to be increased by 29,5 percent from R13 200 a year to R17 100 a year.

The increase forms part of a new salary upgrading system, which aims to streamline the public service and which will be implemented over the next three years.

The decision was taken in the public service bargaining council's chamber yesterday, said spokesman Thandeka Gqubule in a statement in Cape Town.

The package consists of four inter-related components.

There will be remuneration adjustments for the three periods — 1996/7, 1997/8 and 1998/9 — during which the new system will be implemented.

The public service will be "right-sized" in accordance with available resources and a voluntary severance package will help this process.

Public servants' pension benefits will be used as a means of promoting mobility among them.

The exact method of implementation is still to be finalised.

The new grading system will be effective from July 1 this year.

Earlier reports that there was a deadlock in negotiations were incorrect, said Mr Gqubule. — Sapa.

New trade union founded

BLOEMFONTEIN. — A municipal employees' trade union, which claims to have 80 000 members in 300 branches across the country, has been established here: (250)

The Independent Municipal and Allied Trade Union is the result of the amalgamation of five existing unions: the Durban Municipal Employees' Society, the Johannesburg Municipal Employees' Association, the National Union of Employees of Local Authorities, the SA Association of Municipal Employees and the SA Local Authorities and Allied Workers' Union.

— Sapa ARG 9/3/96

Three-year deal to save millions and improve the lot of public servants

David Greybe

CAPE TOWN — Government and public service unions have struck a comprehensive three-year deal which could result in saving billions of rands to be used to finance wage increases for disgruntled public servants.

Union negotiators said yesterday that Friday's agreement could mean the end of organised industrial action for the foreseeable future.

Public Servants' Association GM Casper van Rensburg said the agree-

ment, reached after two weeks of bargaining, was "one of the most important" in the public service's history.

The deal could lead to a moratorium on forced retrenchments in favour of a "cheaper" severance package route.

Negotiators estimated the state would save between R3bn-R4bn a year in the next three to four years by adopting the non-confrontational severance route. The public service bill — in line with government policy — would not increase, and wage increases would be paid for from the envisaged savings.

The 1,2-million strong public service could eventually be cut by up to 300 000, resulting in a more efficient, goal-orientated public service.

Government said the deal paved the way for a new public service salary grading system over the next three years, beginning on July 1 this year. Phases two and three would cover the 1997/98 and 1998/99 financial years.

The package comprises four inter-related components. They are three years' remuneration adjustments, based largely on the implementation of

the new salary grading system; agreement on right-sizing the public service "in accordance with available financial resources"; the implementation of a voluntary severance package to assist in achieving the aims of right-sizing; and restructuring public servants' pension benefits to "provide for a means to promote mobility".

The details "of the mechanisms to effect right-sizing, the content of the severance package, the restructuring of pension benefits and identified problem areas in relation to remuneration

adjustments are still to be finalised".

Van Rensburg said his union — the biggest in the public service — was not concerned that precise details had not been agreed to, as government and the unions would now be working together on them. The new grading system to be implemented provides, among other things, for the adjustment of the minimum wage from R13 200 to R17 100 a year (an increase of 29,5%). The starting salary of R25 866 for professional nurses will, after incorporation of professional allowances, be R40 836.

(250)

65

11/3/96

servants

Govt, public servants agree on salary increases

BY JUSTICE MALALA
Labour Reporter

STW 11/3/96
The Government and public servant representatives have agreed to increase the salaries of new employees by 29,5% and to reduce the public service through the implementation of voluntary severance packages.

The agreement, reached after two weeks of talks in Cape Town, paves the way for the implementation of a new salary grading system for the public service over the next three years.

Public service and administration ministry liaison officer Thandeka Gqubule said the first phase of the new system would be implemented in July and the second and last phases during 1997/1998 and 1998/1999.

The new grading system provides for the adjustment of the minimum wage from R13 200 to R17 100 a year. The starting salary of R25 866 for professional nurses will, after incorporating professional allowances, be R40 836.

Nurses brought major hospitals in Gauteng and other parts of the country to a halt last year when they went on strike for higher salaries.

This year, major unions indicated they would strike if the Government failed to offer a satisfactory pay increase. Although indications were that a deal was not forthcoming last week, the minimum wage was raised on Friday that there had not been any deadlock in the talks.

Gqubule said the agreement comprised a package of four inter-related components:

- Agreement that the public service be right-sized in accordance with available financial resources.
- Remuneration adjustments for the 1996/97, 1997/98 and 1998/99 financial years, specifically the implementation of a new salary grading system.
- The implementation of voluntary severance packages to assist in achieving the aims of right-sizing the public service.
- The restructuring of pension benefits to, among other things, help to promote mobility among public servants.

"The agreement is a significant step for collective bargaining in the public service, a further strengthening of non-adversarial relations between employee and employer, and a tribute to co-termination," said Gqubule.

More resources urged for inquiry into promotions

BARRY STREEK
POLITICAL WRITER

CT 12/3/96 (250)

THE commission of inquiry investigating corruption in promotions in the civil service of the former homelands should be given enough resources and staff to do its job, Parliament's constitutional affairs committees said yesterday.

They expressed their appreciation to the Browde Commission, which found millions of rand had been wasted on unjustified promotions in the homelands shortly before their dissolution.

But they also urged Parliament and Public Service and Administration Minister Dr Zola Skweyiya, and Minister of Justice, Dullah

Omar, to strengthen the commission.

"Account should be taken of the fact that a substantial amount of public funds can be saved if the commission is given an adequate opportunity and the necessary resources to undertake its task," the National Assembly and Senate committees said in a joint report.

Further appointments to the commission should involve individuals with financial and public administration skills. Decisions of the commission should have the effect of a civil judgment and a mechanism should be put in place to ensure that vexatious or trivial complaints were avoided, the committees said.

Continue Browde probe, says report

CAPE TOWN — The Browde commission looking into the spate of pre-election public service promotions in the former homelands should continue, says Parliament's constitutional affairs committee.

In its report to Parliament tabled yesterday, the committee said a substantial amount of public funds could be saved if the commission was given an "adequate opportunity and the necessary resources to undertake its task" (250)

The commission, which presented its preliminary findings to the committee last week, complained its work was being hamstrung by bureaucratic obstruction, a shortage of investigating staff, non-cooperation and repeated attempts to frustrate the probe. *20/12/96*

Only 529 cases of irregular promotions involving R18,7m had been investigated so far. Another 136 cases involving R4,5m had been postponed.

A further 46 927 cases which involved R717m still had to be investigated, which would take another two years.

Its efficacy had been further complicated by the resignation of commission chairman Judge Jules Browde.

A spokesman for Public Service and Administration Minister Zola Skweyiya was unable to comment on the report.

Parliament's public administration committee is also due to discuss the commission at its meeting today. — Sapa.

Public service unions hail agreement on wages

(250) Star 12/3/96

Minimum salary increases will be 7,5% and adjustments of up to 44% could await some of the lowest paid

By Justice MALALA
Labour Reporter

Public service unions yesterday hailed as a victory for workers the agreement with the Government to grant nearly 1,2 million public servants salary increases of between 7,5% for the highest paid and up to 44% in adjustments for some of the lowest paid

But they warned that outstanding issues still to be resolved in further meetings at the end of this month may scupper the Government's carefully prepared package to pay employees better now, and over the next three years to make the public service more efficient and less cumbersome by

cutting jobs

"The agreement is a great victory in that it removes disparities that existed in the remuneration of different professional groups. But it is a qualified victory because the issue of right-sizing the public service still has to be resolved," National Education, Health and Allied Workers' Union (Nehawu) negotiator Fikile Majola said yesterday

After two weeks of intensive talks in Cape Town, the parties agreed to the following principles: ■ That the public service be right-sized in accordance with available financial resources

■ Remuneration adjustments for the 1996/97, 1997/98 and 1998/99 financial years, specifically the im-

plementation of a new salary grading system

■ The implementation of voluntary severance packages to assist in achieving the aims of right-sizing the public service

■ The restructuring of pension benefits to, among other things, help to promote mobility among public servants.

"The agreement is a significant step for collective bargaining in the public service, a further strengthening of non-adversarial relations between employee and employer, and a tribute to co-determination," said Public Service and Administration liaison officer Thandeka Gqubule

Public Service Association deputy general manager Anton

Louwrens said the organisation would be consulting its 100 000 members on the new agreement, and warned that it was an agreement in principle and that details still had to be finalised

"If we don't agree on one point of the four-point package then the whole deal may be off," he said, adding that the details would be finalised in meetings with the Government from March 25

The four components of the deal relate to right-sizing of the service, the content of the voluntary severance package, the restructuring of pension benefits, and remuneration adjustments

The first phase of the new grading system would be implemented in July and the last phases

during 1998/1999

Gqubule said the new grading system provided for the adjustment of the minimum wage from R13 200 to R17 100 a year

The starting salary of R25 866 for professional nurses would, after incorporating professional allowances, be R40 836

The parties said the salary hikes would differ for the 16 grades that existed in the public service. All workers would, however, receive at least 7,5% in increases this year

The agreement follows threats by unions that they would go on strike if the Government failed to better their members' salaries substantially

This move came after nurses

brought major hospitals in Gauteng and other parts of the country to a standstill last year when they went on strike for higher salaries

Majola said the parties had agreed that the outstanding issues should be resolved by March 31.

Agreement on the severance packages would ensure that older civil servants would leave, thus paving the way for the hiring of new employees in line with the Government's attempt to make the service more representative of the country's demographics

Majola said Nehawu would also still fight for the minimum wage to be R1 500 a month rather than the R1 425 agreed to in principle

Sharp staff cuts for public commission

David Greybe

BD 14/3/96 (250)

CAPE TOWN — The public service budget has more than trebled to R24,5m from R7,7m last year in line with a recent government decision to place all policy matters in Minister Zola Skweyaya's hands.

At the same time, Finance Minister Chris Liebenberg said the much maligned public service commission's budget had been cut by R4,7m to R11,9m. Cabinet gave its approval two weeks ago for the commission's radical overhaul and a drastic reduction in its powers and functions to that of a monitoring role.

Government sources said the commission's budget was expected to be cut further next year in line with ANC thinking that the provincial service commissions — which fall under the national commission — would be targeted this year.

Government officials expect national commission staff to be slashed from about 500 to less than 100 in the wake of the cuts.

Unbundling of the national commission would commence as soon as the Public Service Act was amended. Work had already begun on the necessary amendments.

The commission, in recent months, has borne the brunt of the blame for delays in transforming the public service from political parties (the ANC in particular), the parliamentary public service committee and the unions.

According to the Budget review, "only broad policy frameworks" are to be set nationally under the new model. "Day-to-day executive functions will be devolved to line ministers and the heads of departments, thereby enhancing departmental management autonomy and responsibility."

The national commission would only monitor, and research certain aspects of, public administration.

Govt allocates full R8,5bn for service sector upgrade

David Greybe

BD 14/3/96 (250)

CAPE TOWN — Government has found a way to come up with the full R8,5bn needed for improvements in public service conditions of service for the year starting in July after earlier indications it could not.

Public Servants' Association GM Casper van Rensburg said he was "heartened" by yesterday's Budget day news. It laid the basis for "minimal organised industrial action in the public service for the next three financial years".

Van Rensburg also welcomed the bid by Finance Minister Chris Liebenberg in his speech to allay the fears of people in both the public and private sectors contemplating early retirement "to escape what they fear will be more burdensome taxation of lump sum payments".

Liebenberg gave an assurance that should a new tax dispensation include a tax on pension benefits disadvantageous by comparison with the existing setup, the rights of members of public sector funds would be protected up to the date the changes were introduced.

Van Rensburg said Liebenberg's assertions would reassure public servants and help stem the early retirement scramble.

Liebenberg announced government had set aside an additional R950m on top of R6,5bn it had secured earlier for the first of a three-year comprehensive conditions of service adjustment package for public servants. The additional funding would be included in the supplementary estimate, Liebenberg said. But, it appeared at first glance, the R7,48bn total still fell short by R1,62bn of a R9,1bn conditions of service

package worked out by the Public Service Commission for the first of a three year plan agreed to between government and public service unions. The second and third years are expected to cost R11,3bn each.

However, Deputy Finance Minister Alec Erwin said in an interview yesterday the R9,1bn figure for the first year had been reduced to R8,5bn because the improvements would only be implemented in July and not earlier as forecast.

Erwin said a further saving of R1bn (the difference between R8,5bn and R7,48bn) had been made possible because of a breakthrough agreement between government and union negotiators last week on the broad principles of an adjustment package.

Erwin said the savings would be made in "various areas" linked to the four-part adjustment package: a new salary grading system, right-sizing of the 1,2-million-strong public service, implementation of a voluntary severance package, and restricting of pension benefits.

Savings would be made mainly around the agreement to follow the cheaper severance package route to downsize the public service instead of the more expensive forced retrenchment procedure, and a new public service pension dispensation.

Erwin said the availability of the funds would help narrow the "big pay gaps" in the public service. Skilled workers would also be paid more, which would help reverse the current trend of skilled staff leaving for better paid jobs in the private sector.

Liebenberg said in his speech: "Grading reform and rightsizing do impose higher initial costs, but will result in a better paid, more skilled and leaner public service."

Public service

plan for savings

ARG 14/3/96 (250)

Business Editor

THE restructuring of the civil service could save the taxpayer R5 million a year after three years, says Minister of Finance, Chris Liebenberg

Mr Liebenberg said at a pre-budget briefing in parliament yesterday that the cost of civil service restructuring, at R7,5 billion, was one of the main reasons for the 10,4 per cent increase in state spending in this year's budget.

Restructuring includes new pay scales and voluntary severance packages.

Budget takes a soft approach

MTG (15-21) 3/96

(250)

Increase/decrease R-million

State debt cost	5 231.8
Parliament	37.0
Improvement of conditions of service ^(a)	6 039.7
Transfer payments to provinces	2 727.3
Central statistical service	289.0
Constitutional development	-201.3
Education	1 161.7
Health	-729.0
Housing	-2 503.9
Land affairs	168.0
Promoting the RDP	-391.8
Public works	452.6
SA National Defence	-536.7
SA Police Service	437.6
SA Revenue Service	258.6
State expenditure	181.9
Trade & Industry	-268.4
Water Affairs & Forestry	247.2
Expenditure not yet allocated to a vote	960.0
Supplementary estimate	600.0
Adjustment estimate	2 132.0
All other national votes (net)	
Subtotal:	16 293.3
Budget votes and statutory amounts	16 299.3
Plus: Standing appropriations	6.0
Total estimated increase	16 299.3

(a) Improvements to conditions of service in 1996/97 have not yet been allocated to the respective Budget votes, but carry-through costs of the 1995/96 improvements in conditions of service are included. The increase is calculated on the outstanding 1995/96 figure, which comprises an as yet unallocated amount of R23.3-million and an amount of R468-million mainly earmarked for salary improvements in the former TBVC States that did not materialise.

The revamp of the public sector is a major thrust of government's commitment to delivery, reports

Madeline Wackernagel

THE 10.4% increase in total expenditure is higher than expected, mainly owing to the R6-billion allotted to improvement of conditions of service. The process of restructuring the public service is expensive in the first year, says Finance Minister Chns Liebenberg, but the benefits of a more efficient civil service will quickly outweigh the costs.

The process involves downsizing and rightsizing, flattening the grading, ridding out inequities and paying market-related salaries to encourage skilled workers to stay in the public service. No figure was put on the total number of redundancies envisaged; despite the burgeoning unemployment problem, the measure was generally welcomed.

Liebenberg stressed a commitment to delivery: revamping the public service is a huge part of that initiative, as is the new South African Revenue Service (SARS), to go on line next month.

The issue of roll-overs was highlighted as part of the new efficiency drive. Housing, while allotted a lower amount than last year, will come out with R4.6-billion, owing to the backlog of unspent monies in the Reconstruction and Development Programme Fund and National Housing Fund. Education scores with R5.5-billion against R4.3-billion last year. Substantial increases in subsidies to universities and technicals are envisaged, as is a R300-million fund to assist finan-

cially disadvantaged students

Defence spending, while down from 4.5% of Gross Domestic Product to less than 2% this year, is still high at R10.2-billion. Scaling down the defence force is never easy; the defence lobby is a powerful one, says one analyst.

On balance there were few surprises in the expenditure plans, or indeed, in the taxation changes. While the levy on pension funds was expected, other revenue-generating measures amounted merely to tinkering. Excise taxes could have been higher, says the health lobby, while the increase in estate duty and donations tax to 25% was seen as a first step to a capital transfer tax.

Clearly the government has broadly accepted [Michael] Katz's views on capital trans-

fer tax and a threefold increase in this area of taxation can be expected in the fullness of time. In addition to the rate hike, action on the treatment of interest-free loans in estate planning and restriction on generation-skipping devices can be expected in the capital transfer tax act when it arrives, probably in 1997," said Tenk Louber of Price Waterhouse.

The lowering of the Secondary Tax on Companies and the Marketable Securities Tax was welcomed. The South African Chamber of Business pointed out, however, that company taxes are still very high relative to our competitors, and called for their abolition.

If there was one criticism of the Budget, from business to labour, it was the lack of boldness. Sacoj said that while it took some fiscal steps in the right direction, it did not meet the economic challenges that lie ahead. "Some tough decisions that are needed to improve South Africa's economic performance have not been taken."

'Public service neglected'

By DAVID CANNING

(250)

CT (BR) 15/3/96

Durban — The need to reduce numbers in the public service was not taken into account in the Budget, according to Mike Brown, the chief economist at Frankel Pollak.

Speaking at a post-Budget seminar in Durban, Brown said 580 000 people were employed directly by the central government during the second half of last year — 40 000 more than the previous year.

A recent agreement to improve public servant's remuneration had increased the bill to R8 billion, reducing the government's ability to implement tax relief. This relief, in the form of a number of reductions in personal tax, was scaled down from the

R4 billion originally earmarked to R2,5 billion.

Brown outlined a number of positive features in the Budget, noting especially the focus on better delivery of services. He also praised the reduced deficit and tax reform.

However, he also described it as boring and grey, and said it marked an unfortunate return to the concept of priming the economy through extra government spending.

The 10,4 percent increase in government spending was about three percentage points above the expected inflation rate. Capital expenditure accounted for about 2,55 percent, in contrast to promises made by Derek Keys, the former finance minister.

He said the ratio of direct to

indirect taxation was rising in the wrong direction and borrowings, up 17,3 percent, were high.

He said the borrowing sum for the year suggested the government was pessimistic about a dip in interest rates.

Brown noted that the RDP accounted for less than 5 percent of government spending.

On a brighter note, however, he said a real thrust into infrastructural programmes would emerge later.

He understood that President Nelson Mandela was planning a conference in Cape Town, where major infrastructural works would be outlined for the next five to 10 years.

The cost of these was believed to be in the region of R170 billion to R200 billion.

Union fights affirmative action

By MARLENE BURGER

THE Public Service Association has asked the Transvaal Supreme Court to set aside a "special dispensation" in terms of which Justice Minister Dullah Omar sought to promote affirmative action in his department.

The application is an attempt by the 100 000-member PSA, the largest union representing government employees, to consolidate gains in stopping alleged reverse discrimination in the Department of Justice.

Last month the association won an order temporarily preventing the department from using a quota system to fill 30 vacancies in Cape Town, Durban, Bloemfontein, Port Elizabeth, Johannesburg and Pretoria.

The February 6 order was granted after the union claimed the Justice Department was contravening the Public Service Act of 1994 in reserving posts on a ratio of "two or three to one" for affirmative action appointments, and blocking the promotion of white males in the process.

The union's application was supported by affidavits from 16 white men employed by the department who were all in line for promotion and applied for

the posts advertised on November 12, but were never called before the selection panel.

In papers filed with the Transvaal Supreme Court last week, the association claims the Public Service Commission exceeded its mandate in granting the "special dispensation" last October before the Justice Department had drawn up and negotiated its proposed affirmative action programme with the unions.

The dispensation was granted after Mr Omar appealed to the Minister of Public Service and Administration, Dr

Zola Skweyiya, for advice on how he might promote representativity within his department after being told by his own legal advisers that Section 11 of the Public Service Act prohibited consideration of race or gender when making appointments.

Dr Skweyiya responded that Chapter B (Special) of the Public Service Act, offered the loophole Mr Omar sought, provided that staffing of the vacant posts did not prejudice officials "who could later become redundant as a result of rationalisation".

The association argues in its application that Chapter B (Special) was a negotiated compromise intended to apply only until April 30 last year, and that extension of that date to October 31 was a unilateral decision by the Public Service Commission.

Mr Omar's response to the association's claims is that Section 11 of the Public Service Act is invalid, since it is at variance with the interim constitution, which demands that the public service be "broadly representative of the South African community".

Mr Omar also claims that without the special dispensation, his department would have had to "continue making appointments in the old way which would have perpetuated and aggravated lack of representativity".

The association made the application after negotiations with the Justice Department broke down and the matter could not be settled out of court.

On February 20, representatives of the department refused to accept documents containing the state attorneys' settlement proposals, and failed to table any of their own.

The new application is due to be heard in Pretoria on March 26.

at
gop

By CAROL PATON
and RAY HARTLEY
ST 17/3/96
THE government is to spend more than R30-billion on salary improvements over the next three years in an effort to keep professionals such as doctors and prosecutors in the public service.

The government has set aside R7.4-billion in this year's Budget to improve pay and Finance Minister Chris Liebenberg said this would continue, with R11.3-billion being spent next year and the same amount the year after.

He said the huge expenditure would be paid for in cash and through the savings resulting from reducing the number of public servants by 100 000 over the three years.

Health Minister Nkosazana Zuma said this week that the salaries of some doctors would double, while others would receive huge increases in an effort to halt the flow of South African doctors overseas.

She said 600 doctors were needed as a matter of urgency, while a further 2 000 were needed to fill vacancies. While more foreign doctors would be brought in, she said the "first prize" was the appointment of South African doctors.

The move has been welcomed by the Medical Association of South Africa, which believes it could halt the exodus of doctors.

Junior doctors will benefit most, earning almost double from July 1. Substantial increases are also planned for nurses and policemen. Interns, or final-year medical students, who do the bulk of the work in hospitals and who often work a 60-hour week for an annual salary of R28 500, will now get R50 868.

Registrars and medical officers, who make up the majority of doctors working in hospitals, are also in for large increases. The annual salary of a registrar, who is a specialist-in-training, will go up from R50 844 to R78 141.

Senior and principal medical officers, who are doctors who have specialised but have not yet qualified, will receive increases from R63 474 to R98 463, and from R79 086 to R115 413, respectively.

Specialists — few of whom remain in public hospitals after qualifying — will be encouraged to stay in the public service through a new basic salary of R115 413 up from R88 230. And all public servants, will also now be paid overtime according to what they earn.

Professor Dave Morrell, spokesman for the Medical Association of South Africa, said the revised salaries "would make a significant difference for doctors. They will be very pleased."



CHRIS LIEBENBERG

However, he warned that "certain adjustments would need to be made to ensure satisfaction across the range of senior doctors."

Senior doctors earning the top salary in their range could stand to benefit by only 7.5 percent if they are slotted into the minimum category on the new salary scale.

"Senior specialists will get the least reward and, when they look at their juniors and see their proportionate increase, they will feel badly done by," said Professor Morrell. He said it was important that the restructuring process be continued over the next two years for it to be really meaningful, and

estimated that a specialist in the private sector would still earn up to three times as much as a specialist in a hospital.

New nurses will also benefit from the salary adjustments. A professional nurse will now start on a salary of R40 836 — an increase of R15 000.

A police constable who earned R17 800 a year will now get a starting salary of R27 882. The conditions of overtime pay

for police are being negotiated and a deal is likely to be struck soon.

The new salary structure was accepted in principle by 17 of the 20 public sector unions in the central bargaining chamber last week, who also agreed to trim down the public service.

This will be done through "voluntary severance packages" and not compulsory redundancy, said John Ernstzen, who acted as chief negotiator for the minister of public service and administration in the bargaining chamber.

Improving the resignation benefits by changing the rules of pension funds will be an important component of trimming the public service without resorting to compulsory redundancy.

While a Presidential Review Commission, appointed to examine the public service, could still recommend that compulsory cuts be made, Mr Ernstzen said his ministry was confident that savings — to be ploughed back for salary increases — could be achieved through natural attrition.

The new structure, which has classified the 340 occupational classes in the public service into 16 broad bands, has not only brought a large adjustment for professionals. It has also raised the minimum wage from R13 200 a year to R17 100 and narrowed the wage gap between the highest and lowest earners.

Negotiations in the central bargaining chamber will resume on March 25, and issues of job cuts and voluntary severance packages will be discussed.

Professionals

Salary hikes for

250

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SUNDAY TIMES, March 17 1996 5

Wraps off public service job cuts

Tim Cohen

BD 19/3/96 (250)
CAPE TOWN — The public service ministry has provided details of the planned 100 000-post reduction in the public service, saying the largest slice of the cuts will involve the 60 000 posts which are currently unfilled.

Giving evidence before the parliamentary finance committee yesterday, public service deputy director-general Fanie Visser said the target of cutting roughly 100 000 posts was likely to be achieved because of the large number of posts that were budgeted for but remained unfilled.

It was loosely estimated that a further 20 000 posts, or about 1,5% of the total public service, would be cut as a result of the department's voluntary early retrenchment package.

The decrease in the number of public servants constitutes major restructuring and entails a 12% reduction in SA's 1 189 000-strong public service.

Explaining the details of the three-year public service adjustment package announced in the Budget, Visser said government had set aside R7,4bn in the current Budget for increasing public service salaries in terms of the new salary structure.

The total annual cost of implementing the new salary structure would be R11,4bn, but the costs would be covered because the structure would only be implemented on July 1 and because savings of R1,1bn were anticipated. These savings would be achieved because of the substantial decrease in allowances granted to public servants.

During the second and third years of implementation the total cost of the plan would remain R11,3bn, but crucially government would be providing only R6,5bn of this total, he said.

Continued on Page 2

Public service (250)

Continued from Page 1

BD 19/3/96
Any additional improvements up to R11,3bn would have to be achieved by savings caused by reductions to the overall size of the public service.

Visser said if the savings were not achieved the total improvements to the salary package of the public service would be limited to the savings actually achieved.

He said this constituted an effort to give public sector trade unions a concrete stake in the "rightsizing" process. An agreement in principle to this effect had already been signed with the unions, but details had still to be worked out.

The immediate effects of the three-year plan would include a reduction of

the notches of the salary scale from 77 to 63 and a substantial decrease in the gap between the lowest- and highest-paid public servants.

The department also provided details of the restructuring of public service pension funds, which it is proposed will all be amalgamated into a single fund, called the Government Service Pension Fund.

The new fund would require employees to contribute 7,5% of their salaries to the fund, while government would contribute 2,4 times the employee's contribution.

The state's contribution would therefore be less than the 2,74-times rate currently employed.

At the 2,4-times rate, the fund would be 76% funded by 2015, which is considerably less than the 87% funding level that would be achieved if government funded at the old rate.

Gambling Bill bid hobbled

Wyndham Hartley
BD 20/3/96
CAPE TOWN — An urgent appeal from the Cabinet and the minister responsible for gambling, Chris Fisser, to speed up the processing of the National Gambling Bill ran into trouble yesterday when the Senate committee initially failed to achieve a quorum.

Chairman of the Senate ad hoc committee for gambling Lawrence Mushwana told four members of the committee, who were outnumbered by officials, that Fisser had called him and passed on a message from Cabinet calling for the Bill to be finalised as soon as possible. The reason, he said, was its major economic implications for the country.

"I want to create certainty on how we are going to proceed with the Bill but I can't decide on my own and now there are no members," Mushwana said. Two of the members were then called away to make up a quorum for purposes of voting in the Senate justice committee, which was experiencing similar attendance problems.

Mushwana also told the committee that there had been requests from KwaZulu-Natal and Western Cape that the finalisation of the Bill should be only after the local government elections in those two provinces. It was planned to finalise the Bill on May 29, the date of elections.

It is understood that some senators were "rounded up" and that this allowed the state law advisers to continue briefing the committee on the Bill.

Revamp close for public service unit

BD 20/3/96 (250)

David Greybe

CAPE TOWN — The radical restructuring of the much criticised Public Service Commission — including the shedding of an estimated 480 employees and a name change — would be completed by the end of the month, top officials said yesterday.

They said the new name proposed for the commission was the Office of the Commission for Effective Governance and Efficiency.

Newly appointed commission chairman Prof Stan Sangweni said yesterday that based on the restructuring plans, the commission's R112m budget for 1996/97 would be cut about two-thirds to R37m.

The commission's estimated 720 staff contingent would also be cut two-thirds, to about 240, as part of a "complex unbundling programme".

However, Sangweni emphasised that none of the 480 employees to be transferred would be retrenched because such action would fall foul of agreed labour practices.

He said he "did not anticipate" the commission's restructuring would result in additional financial costs to the state.

The surplus staff would be transferred to the newly beefed up public service department under Minister Zola Skweyiya and other government departments in line with government's decision to strip the commission of executive powers and give them to departments.

Sangweni said cutbacks among the surplus staff — predicted by

some government officials — could take place only under the overall rationalisation plans for the public service. Government planned to cut the 1,2-million-strong public service by 100 000 posts.

Public service director-general Paseka Ncholo said once the commission's "structural restructuring" was completed by end-March, it would take another three to four years for the total transformation of the commission in terms of the rationalisation of the public service as a whole.

Cabinet recently gave Skweyiya's department control over the setting of all "broad policy frameworks". It devolved day-to-day executive functions to line ministers and the heads of departments so as "to enhance departmental management autonomy and responsibility".

The Public Service Commission would in future monitor and research only certain aspects of public administration. Ncholo predicted the commission's restructuring would mean "more effective government because decisions will be taken at the operational level". It would signal the end of much red tape.

Key amendments to the Public Service Act and Public Service Commission Act, to provide for a legal framework for the restructuring, were expected to be put to Parliament in mid-April.

A second legislative phase, which entailed the overhaul of the Public Service Act, was expected to be completed by the year's end, in time for the 1997 parliamentary session.

POLITICS



Gauteng finance MEC Jabu Moleketi presents the province's budget in the legislature yesterday. Picture GARTHLUMLEY

Professor to head public service probe

ET 21/3/96
LOCAL GOVERNMENT WRITER

THE chairman of the Western Cape Demarcation Board, Professor Faan Cloete, was appointed yesterday to head the Presidential Review Commission for the restructuring of the public service. (250)

His appointment was greeted with enthusiasm by Local Government MEC Peter Marais.

Marais said that while he and Cloete had "not always seen eye to eye" on demarcation decisions, he had "never doubted his integrity, professionalism or competence".

"He is one of the bright stars in South Africa and has the energy to inspire others," Marais said.

Talks on interim wage accord

Renee Grawitzky

BD 25/3/96
PUBLIC service unions and government negotiators meet today to continue negotiations within the public service bargaining chamber on the interim wage agreement signed three days before the Budget reading.

The interim agreement, signed by the majority of unions, provided for an in principle acceptance to agree to implementation of a "right-sizing" programme, a voluntary severance package, pension benefit restructuring and a new grading system implemented over three years. Wage increases would range from 7.5% to more than 40% in some cases

SA hospital personnel trade union general secretary Rod McFarquhar said at the weekend that the union would sign the interim agreement after having consulted fully with its constituency. He said the three-year agreement had both positive and nega-

250
tive implications. There was concern on restructuring of pension benefits.

A public service association spokesman said government was expected to table information on how salaries would be restructured during the second and third year of the agreement at the meeting today.

Details of the four-point package deal are not finalised yet, and the parties meet today to begin this process. If there is no accord on these issues by March 31, the agreement lapses.

The interim agreement notes that the "outcome of the right-sizing programme will inter alia impact directly on the financial ability to grant improvements in the subsequent financial years".

Public sector unions have indicated the parties have not agreed on a definition of "right-sizing" and how many people could be affected by this exercise. Also, the total voluntary severance package has yet to be negotiated.

Public service to get face-lift

Source 25/3/96

(250)

By Rafiq Rohan
Political Correspondent

MILLIONS of rands of taxpayers money are to be spent to transform the former 11 government structures in the public service into one.

However, the exact amount to be spent in transforming a service with 1.25 million employees has not been disclosed.

"It is the aim to effect transformation as cost-effectively as possible. Direct costs, however, cannot be determined," says a report from the office of Dr Zola Skweyiya, Minister of Public Service and Administration.

While the process of transformation has not been painless because a number of jobs have been lost, more money will be spent on providing packages for those who have been, and will be, dismissed.

"In bringing about a streamlined public service, certain staff could not be absorbed. This resulted in some discharges which also placed a burden on available funds," the ministerial reports says.

The newly structured Public Service Commission has a new role to play with added responsibilities and functions.

It will play a monitoring role in the way departments are administered and managed, but will also function as a forum for public servants to obtain recourse. It will investigate and advise on staff grievances and complaints and will continually evaluate performance within the public service.

It will be stripped of its powers of being involved in the day-to-day administration of departments now that its focus will be to advise and monitor.

Currently, the largest number of employees in the public service are found in the education sector with 429 264 people. This is followed by health with 210 478 employees, the police with 143 115 and the defence force with 105 392. The new public service was approved by the Cabinet in February and necessary legislative amendments are expected to be made during the current session of Parliament.

"As part of the budgetary process, Cabinet will once a year formally note the size of the public service at that stage, and simultaneously determine what the size of the public service should be at the end of the ensuing financial year," the report states.

Tourists urged to take steps against malaria

Kathryn Strachan

WITH the sharp increase in the number of malaria cases during the past two months, the health department has urged people to take precautionary measures over the school holidays when travelling to high risk areas.

More than 8 000 cases and 55 deaths have been reported over the last two months. The increase is attributed to the high rainfall in the malaria areas during the previous three months.

Because of the increasing number of reports of people contracting malaria despite taking adequate prophylaxis, the Medical Research Council is appealing to people who have recently contracted malaria in southern Africa to contact the council's centre in Durban.

This will enable it to piece together the geographic distribution of prophylaxis breakthroughs occurring in southern Africa. The highest incidences are being reported in the low altitude areas of Northern Province, Mpumalanga and north-eastern KwaZulu-Natal.

Since the risk of contracting malaria is at present very high, visitors to these areas are urged to protect themselves by taking antimalarial drugs. Since no prophylactic drug is 100% effective, people also need to take measures to prevent mosquito bites.

In the high risk areas chloroquine should be taken together with proguanil, which is available without a prescription. An alternative is mefloquine, which requires a doctor's prescription. The combination of mefloquine and chloroquine is not recommended, as it can give rise to side effects.

Privatisation, public sector cuts essential — De Klerk

Nicola Jenvey

PORT EDWARD — Government had to push ahead with privatisation and public sector cuts in order to ensure funding for social and developmental needs and an internationally competitive SA, Deputy President FW de Klerk said yesterday.

Speaking at the Life Pensions Advisers' Institute national convention, de Klerk said government had three possibilities for cutting its debt: higher taxes, privatisation and a reduced public sector.

Raising tax was not "investor-friendly," de Klerk said. Public sector salaries and loans accounted for a far higher chunk of the GDP than in other developing nations.

"Government must progress with privatisation, ensuring that the capital raised through the sale of state assets either lowers government debt or finances state capital expenditure programmes," he said.

De Klerk blamed the unions' imposition of northern European labour standards for the economy's inability to create new jobs, particularly in small and medium businesses.

"These rigid (labour) standards, which make it increasingly difficult for exporters to compete in global mar-

kets, are simply not suited for a country rating unemployment as one of its most serious problems," he said.

Government had formulated new policies for the retirement industry including a consistent treatment of private and public sector funds, neutrality between forms of retirement provision, minimisation of opportunities for tax arbitrage, and incentives favouring lifetime annuities and taxation of income as it arose and not on payout.

Yet finding new revenue sources should not be an excuse not to find better ways to cut government spending.

The economy had improved due to stronger agricultural conditions, the upsurge in exports and export prices, an improvement in the terms of trade, strengthened consumer and business confidence, and higher capacity utilisation due to increased demand.

Also positive had been removal of non-residents' foreign exchange controls and government's undertaking not to raise the general tax burden, to reduce the fiscal deficit and dissaving, and to increase capital expenditure.

Government still needed to improve the investment climate and alleviate balance of payments constraints on growth. The economy's employment-creating capacity, and people's income-generating capacity, had to be boosted.

Restructuring affects jobs 'but not payroll'

Renee Grawitzky

PUBLIC service restructuring had resulted in reduced employment in a number of African countries, but not in the overall wage bill used to finance a smaller, well-paid public service.

This approach was a long-term policy and in some cases, depending on retrenchment packages and pension payments, could take up to 10 years in order to show any payback.

This emerged during a National Labour and Economic Development Institute presentation by Derek Robinson, professor of economics at Oxford University in the UK, who is in SA to act as adviser to the Labour Market Commission on restructuring.

The restructuring of public services had forced trade unions to be more realistic and in some cases had weakened them. These changes were often introduced over the objection of unions, and such restructuring had changed collective bargaining and conditions of employment. An important change to conditions, especially in the UK, related to removal of public service tenure.

He stressed that it was not good for society at large and was "bad governance" if the employment of public servants was dependent on the whim of politicians.

Public service restructuring had to ensure not only the provision of efficient but effective services. This was not always easy to measure. The real test was whether those entitled to benefits were actually receiving them.

Robinson said there were times when the virtues of the public service got in the way of efficiency. "The public service should be politically neutral and treat everyone equally."

BD 7/4/96 (250)
One of the pillars of a neutral, efficient bureaucracy in a democratic society was "no differentiation in treatment": In the UK, he said, there was a shift towards the public service providing services to a "customer".

The public service was not based on market relationships and such a shift merely created an avenue for politicians to determine the way services should be provided by implying that they knew the needs of the "customer".

In low-income countries and especially in African countries after independence, public services had expanded to provide the necessary services. By the '70s and '80s employment creation in the public service was pursued for political reasons.

By the '90s a shift towards restructuring had begun. Governments were faced with internal and external pressures to restructure.

Internally, he argued, it took the form of a need to decrease government expenditure as there was a perceived shift in economic thinking that it was no longer appropriate to increase government borrowing. In the '60s the alternative position was espoused.

Despite increases in employment levels, the wage bill had remained fixed; real wages had declined.

External pressures related to privatisation and the need to reduce the role of the state, not economic grounds, Robinson said.

As a result of this shift, the question was no longer one of whether to privatise. Unions were now forced to make a case for services to remain in government hands.

Robinson said the traditional notion that certain services should be provided by the state was no more.

Unions approve state 'rightsizing' plan

Renee Grawitzky

PUBLIC service unions have given government the green light to "rightsizing" the state bureaucracy from May 1, following the finalisation of a comprehensive three-year wage package which would effectively put a halt to forced retrenchments.

The public service bargaining chamber on Friday agreed on the details of a four-point interim agreement signed on March 8.

The unions said yesterday this agreement represented a "triumph for collective bargaining". Union negotiators did, however, caution of future problems around

BD 1/4/96
 salary increases next year and in 1998 if insufficient savings were accumulated to fund the full extent of increases.

Government, in terms of the agreement, guaranteed R6,5bn for salary increases for the second and third financial year, which could increase to R11,3bn.

An estimated 100 000 posts are to be cut in the first phase of the exercise, a number of which were already vacant.

However, the full extent of job losses would become known once government had completed an audit of the current and projected sizes of the service.

The agreement covered the im-

250
 plementation of a new grading and remuneration structure.

Public Servants' Association GM Casper van Rensburg said the parties had broadly agreed on a method to effect rightsizing, including a moratorium on further retrenchments. Hospital Personnel Trade Union of SA spokesman Gavin Moultrie said rightsizing could either increase or decrease staff in certain functions, and was aimed at achieving the proper utilisation of human resources.

Van Rensburg said this process would start only once the rationalisation of the existing pension funds into one government service pension fund had been effected.

TODAY'S WEATHER

Gauteng: Fine and warm becoming partly cloudy in the south with isolated light thundershowers.

Mpumalanga: Fine and warm but cool on the highveld where fog patches are expected. Isolated light thundershowers are expected over the southern highveld.

Northern Province: Partly cloudy and warm with fog patches along the escarpment.

Northwest Province: Fine and warm but partly cloudy in the south with thundershowers.

Free State: Partly cloudy and warm with thundershowers except in the extreme south.

Northern Cape: Fine and warm but hot in the north. Isolated thundershowers in the southeast. It will be cool along the coast with a fresh southeasterly wind.

Western Cape: Fine and warm but cool along the south coast and adjacent interior. The wind along the coast will be strong southeasterly but moderate along the south coast.

Eastern Cape: Cloudy and warm with isolated thundershowers in the northeast. It will be cloudy and cool in the south with light rain. The wind along the coast will be moderate southeasterly.

Kwazulu-Natal: Fine in the north at first otherwise partly cloudy and warm with isolated thundershowers over the western Drakensberg. The wind along the coast will be fresh southwesterly becoming southerly to southeasterly.

Global temperatures

	Min	Max		Min	Max		Min	Max
Amsterdam	00	04	Lisbon	14	21	Rome	04	12
Brussels	—	—	London	01	09	Sydney	—	—
Buenos Aires	20	31	Los Angeles	11	19	Taipei	18	22
Frankfurt	02	07	Moscow	06	00	Tel Aviv	13	26
Geneva	01	09	New York	03	05	Tokyo	09	17
Harare	13	24	Paris	01	08	Toronto	02	09
Hong Kong	21	26	Rio de Janeiro	26	32	Vienna	00	08

SADC to work towards lifting exchange controls

Linda Ensor

BD 1/4/96
 SOMERSET WEST — The long term objective and top priority of central bankers in the Southern African Development Community (SADC) was to work towards the lifting of exchange controls in all member countries, Mauritius central bank chief manager Bud Gujadhur said at the weekend.

The SADC bankers used their second committee meeting to discuss the need for a data bank to compile information on the different exchange controls imposed by the member countries as a first step on the road to create the free flow of funds in the region.

Gujadhur said exchange controls were a severe impediment to intraregional trade and economic co-operation. Only Mauritius and Zambia had fully completed a liberalisation process.

He emphasised that SA would be the driving force in the process. Gujadhur said Reserve Bank governor Chris Stals had told the meeting he wanted exchange controls in SA relaxed "sooner rather than later".

The committee said the present economic and financial situation in each member state had also been reviewed at the meeting. "The input by representatives of each central bank revealed the diversity in the structure and management of financial policies."

In addition to exchange controls, the development of a cross-border payment and settlement system, a joint approach to combating money laundering and the training of central bankers were discussed.

Regarding the cross-border payment and settlement system, Bank information technology GM Philip Tromp said the ultimate aim was to create a uniform system in all SADC countries. Over the next few months a data base on the payment systems would be drawn up to identify problems.

Civil service affirmative action to be intensified

(250) (250) CT 1/3/96
BARRY STREEK
POLITICAL WRITER

THE government is to intensify affirmative action in the civil service — and government departments are likely to get quotas or defined targets for the recruitment of blacks, women and disabled people.

And directors-general could be required to sign performance contracts specifying affirmative action targets.

This emerged at Somerset West over the weekend at an international conference on affirmative action in the public service, organised by the parliamentary committees on the public service and the school of government at the University of the Western Cape.

The government's recognition of the urgency for affirmative action was underlined by Deputy President Thabo Mbeki, who warned South Africa would blow up again if direct steps to achieve a non-racial and non-sexist society were not taken.

"You cannot avoid a conscious and purposeful intervention with the objective of creating a non-racial and non-sexist society. Nothing will happen spontaneously. Intervention is necessary," he said.

Public Service and Administration Minister Dr Zola Skweyiya said the restructuring of the civil service was one of the most urgent tasks facing the government.

The white, male domination of the senior levels of the bureaucracy, which had been inherited from the past, had to be broken.

Although the civil service had already undergone a massive shift in orientation since the inauguration of the new government, "it still reflects many throwbacks to the former administrative culture — a strong tendency towards control and secrecy".

Skweyiya said affirmative action was not just getting the racial composition correct but "ensuring that those selected for leadership particularly, solidly embrace the new transformation goals in ethos and practice."

Asked if this could involve quotas, the new Deputy Minister of Trade and Industry and chairperson of the National Assembly portfolio committee on public service, Ms Phumzile Mlambo-Ngcuka replied: "We hope so."

She also said each departmental budget should have a clear expenditure item for transformation, otherwise the ministries would not do enough.

Skweyiya, Mlambo-Ngcuka and the chairperson of the Senate committee, Senator Mahommed Bhabha, all criticised the term "affirmative action" as an American concept and said the process of transformation in South Africa was totally different.

"We are not just dealing with equal opportunity, but with wronged people," Mlambo-Ngcuka said.

Ministry changing too slowly — Skweyiya

Linda Ensor

BD 2/4/96

(250)

SOMERSET WEST — Public Service and Administration Minister Zola Skweyiya rapped foreign affairs human resources director Colin Paterson's knuckles at the weekend for the slow pace of change at SA's foreign missions abroad.

He said at a conference on affirmative action in the public sector that there had been comments about the lack of change among administrative staff. People in the US and Europe found it very difficult to identify with the present personnel, who had no history of involvement in the liberation struggle, Skweyiya added.

"You had better move a lot faster in this regard in the foreign ministry," Skweyiya admonished.

Earlier Paterson noted that there had been a lot of internal controversy in the department last year because the filling of certain posts had been postponed for six months until a batch of black trainees had completed their training.

"This created a lot of dissatisfaction in the department," Paterson said the problem had now been resolved and pointed out that 60% of the foreign heads of mission were now black. Appointments in the lower ranks had been slower as people had to be trained on courses lasting six months and there was a lack of training facilities.

There was 50/50 black/white representativity, from chief director level upwards, which was well ahead of targets.

Star 2/4/96
**7,5% increase gets
final Govt approval**

(250) (250)
STAFF REPORTER

A minimum increase of 7,5% in salaries of State officials has finally been approved and the Government has pledged to make around R6,5-million available for the second and third year of a three-year salary scheme.

The wage increases will come into effect on July 1.

Welcoming the move, Anton Lourens, spokesman for the Public Service Association, said personnel organisations could now give members assurances of what the future held for them as the majority of cases were cut and dried.

The moratorium on the forced retirement of State officials has also been approved, as has the opportunity for voluntary retrenchments.

Lourens said the old salary scales had been replaced by a new "three-notch" wage scale, which had yet to be worked out.

"As the agreement currently stands, a person's progression from the first to the second to the third notch is fully at the discretion of the head of the Department of Public Service," he said.

"The procedure, how to identify the notches and the manner of progressions along the scale needs still to be finalised."

Thousands of civil servants expected to go

(250)
The Argus Correspondent

ARC 3/4/96

JOHANNESBURG. - Thousands of civil servants are expected to apply for a government severance package negotiated over the past week.

The move will result in the 1,8-million-strong service being cut substantially in line with the state's aim to trim it and make it more efficient.

It is understood that the state's negotiators at the pay talks expect at least 20 000 employees to take advantage of the severance package immediately, but the state retains a clause in the agreement that allows it to refuse the package to workers in pivotal positions.

Public sector unions last week agreed to a 7,5 percent pay rise coupled with a voluntary severance package that will allow disgruntled employees to leave without taking a cut in their pension allowances.

The parties agreed to the implementation of two crucial points of a four-point deal hammered out last month that would see an increase of up to 44 percent for workers like nurses disadvantaged by previous salary grades and a commitment to make about R6,5 million available for the second and third year of the three-year salary scheme.

About 43 000 workers left the public service in the year ending last May and it is estimated that up to 300 000 jobs could be cut over the next few years.

Union accepts service treaty

(250) 203/4/96
Renee Grawitzky

THE National Education, Health and Allied Workers' Union (Nehawu) has welcomed the agreement signed in the public service bargaining chamber, as representing a step forward in the struggle to ensure service restructuring.

On Friday, public service unions and government agreed to a comprehensive three-year package which linked wage increases to right-sizing the service.

The deal included the acceptance of a voluntary severance package and pension benefit changes. Nehawu said that although progress had been made, a number of demands still had to be met. These included the removal of the first two minimum notches within salary grades, a fixed minimum notch for directors, the reduction of the wage gap by 1998 and the time-frame to establish a transformation forum.

Public service: 1 086 complaints

(250) CT 3/4/96

BARRY STREEK
POLITICAL WRITER

SOUTH AFRICA'S new Public Protector, Mr Selby Baqwa, received 586 new complaints about maladministration and corruption in the public service in his first five months in office, Justice Minister Dullah Omar said yesterday.

He also took over another 500 complaints from the former Ombudsman, Mr Justice P J van der Walt, Omar said in reply to a question tabled

in the National Assembly by Ms Dene Smuts (DP).

Between October last year and February this year he had resolved 255 cases, including 141 new complaints, and 831 cases had been carried over to March this year.

The office of the Public Protector was at present being restructured and it was envisaged that a mediation unit would be established soon, although the investigation component of the office was dealing with cases in the

meantime

"It has not been necessary to subpoena anybody as yet, and no premises or buildings have been searched thus far," Omar said.

"This has been made possible by the full co-operation the office has enjoyed from government officials and departments, without exception.

"In keeping with ombudsman offices the world over, the Public Protector follows an informal

approach and would therefore request information in writing, ask officials to bring documents and to discuss the issues, and even obtain information telephonically where appropriate.

"Such an informal approach has the benefit of a smaller office being able to deal with a larger work load.

"It also avoids confrontation, resulting in a high success rate in having the Public Protector's recommendations followed," Omar said

Cash and a pension lure for thousands

New package expected to trigger flood
of retirements in bloated civil service

By JUSTICE MALALA
Labour Reporter

A new pay deal for the civil service is expected to encourage thousands of them to apply for severance packages that were agreed this past week in an effort to trim the service staff of 1,8-million and improve its efficiency.

Government negotiators at the pay talks expect at least 20 000 staff to take immediate advantage of the packages.

But a clause in the agreement allows the state to bar workers in pivotal positions from taking packages.

Public sector unions last week agreed to a 7,5% pay increase, coupled with a voluntary severance package that will allow disgruntled employees to leave without taking a cut in their pension allowances. Applications for the package opened on Monday.

The parties agreed to the implementation of two crucial points of a four-point agreement hammered out last month. This would see an increase of up to 44% for workers, such as nurses, disadvantaged by previous salary grades, and a commitment to make around R6,5-million available for the second and third year of the three-year salary scheme.

National Education, Health and Allied Workers' Union spokesman Fikile Majola said the agreement was likely to see an increase in the number of resignations from the service.

"Those who are 55 or older, and have at least 10 years' service, will get a lump sum and their pension benefits.

"There are a lot of old-guard public servants who want to leave because they are scared of things like affirmative action. The only thing that held them back was fear that they would lose their pension benefits," Majola said.

The lump sum is calculated as the sum of a worker's final average annual salary plus their pen-

sionable service divided by 100.

About 43 000 workers left the public service in the year ending May 1995. The Government intends to cut the service, which has been criticised for its great size and inefficiency, into a more manageable entity with more black people in it.

It is estimated that the Government could cut up to 300 000 jobs over the next few years.

Spokesmen for the Public Service and Administration Ministry could not be reached for comment yesterday.

The largest union in the service, the Public Service Association, will demand that the taking of a voluntary severance package be regarded as a right, rather than the privilege of the Government to grant it. This would allow any civil servant who applied, to get it. Talks will resume on April 15.

PSA spokesman Anton Louwrens said: "It is difficult to predict how many will take up the offer because the package will be different for each person."

"The Government negotiators were hoping they would get up to 20 000 to leave the public service through this package."

He warned that the present package negotiated would not be a free-for-all for employees to leave, but would apply only to those within specifically identified budgeting programmes of the Government.

The first phase of the new grading system would be implemented from July 1, and provided for the adjustment of the minimum wage from R13 200 to R17 000 a year.

The starting salary of R25 866 for professional nurses would, after incorporating professional allowances, be R40 836.

The two issues which the parties have agreed to in principle, but still have to finalise, are the restructuring of pension benefits to help promote mobility among civil servants and the details of the right-sizing programme.

(250)
**Azapo: Public
service still in
white hands**

ARG 3/4/96
JOHANNESBURG -
South Africa's bureau-
cracy is still controlled
by "white kith and kin",
says the Azanian Peo-
ple's Organisation.

Azapo spokesman
Mzukisi Madlavi said a
parliamentary confer-
ence held last week on
the need for affirmative
action in the public ser-
vice was proof the poli-
cy was not working.

The conference at the
University of Durban-
Westville was organised
by the parliamentary
committee on the public
service

Mr. Madlavi said yes-
terday that recognition
by the government of
the urgent need for
affirmative action in the
civil service was mis-
placed and two years
too late.

"The coalition gov-
ernment's pronounce-
ments that affirmative
action targets are need-
ed in the civil service
and government depart-
ments constitute an
open, public admission
that, two years after the
1994 national election,
the state bureaucracy
is still in the hands of
the white settler kith
and kin," he said.

- Sapa

Salaries in Public

Service cost R40bn

(250) CJ 4/4/96

TAXPAYERS forked out a whopping R40,6 billion last year to pay 1,2 million public servants, Minister of Public Service and Administration Zola Skweyiya, revealed yesterday.

The figures were given in reply to questions tabled by Senator James Selfe (DP).

Skweyiya's reply showed that the largest national department was the Department of Safety and Security, whose 137 398 employees cost R4,3bn.

Of the provincial administrations, Gauteng had 131 777 employees at a cost of just over R5bn, Northern Province 121 426 employees at a cost of R3,9bn and the Western Cape 114 930 employees at a cost of R4,5bn — Political Writer

Perks slammed for favouring well-to-do

(250) ARG 4/4/96

ESTELLE RANDALL
Labour Reporter

FRINGE benefits available to public sector employees tend to favour the "haves" rather than the "have nots"

Director-general of Public Service Administration Paseka Ncholo told delegates at a conference last week that the Public Service's bursary policy made no provision for officials who wanted to improve their qualifications within primary and secondary school levels

Instead, the scheme favoured those with matric who wanted to get undergraduate and post-graduate qualifications

Promotion to higher-paid management-type positions in the public sector depended heavily on formal qualifications, he said

"It is ironic that those levels of officials who have greater need to upgrade their standard of living are being blatantly

denied access to such assistance," Dr Ncholo said.

This discrepancy was being addressed and would "hopefully lead to a more balanced policy", he added

Other examples of the "covert discrimination" included the home owners allowance scheme and motor vehicle finance scheme, Dr Ncholo said.

The aim of the home owners allowance scheme was to give employees about R700 a month to help them repay their home loans. In this way it aimed to encourage home ownership

Dr Ncholo said while the scheme's intention was noble and should go far in addressing the housing shortage, current policy was inadequate

This was because use of the scheme depended on the employee getting a home loan from a financial institution

"Obviously financial institutions are less willing to pro-

vide home loans to public servants with lower incomes than those with higher incomes," Dr Ncholo said

"Bearing in mind that the vast majority of public servants are remunerated at lower levels and that financial institutions may not provide home loans, the use of the scheme by these officials can be of limited benefit to them"

He said the home loan financial assistance scheme contrasted strongly with assistance given to senior management for buying cars

The state provided the full amount needed to buy a car, which ranged from about R127 000 to R290 000, he said

"This contrasts strongly with its assistance for the purchase of a home for the same value"

Dr Ncholo questioned whether "affirmative action" appointments at management level were achieving the goal of transforming the public service

He said unless government departments were implementing affirmative action programmes, it could be argued that the presence of black managers was being used to support the present economic class structure. He said only the Mineral and Energy Department had registered an affirmative action programme with the Public Service Commission

His concern was echoed by Phumzile Mlambo-Ngcuka, outgoing chairperson of the Public Service Portfolio Committee, who said affirmative action was "moving a bit slowly". The Public Service Act needed a major revamp and there were plans to rewrite the Public Service Commission Act, he added.

In January a survey found 56 percent of management posts in provincial administrations promoted representativeness, while national departments achieved 37 percent representativeness at management level.

Councils and unions in pact on deployment

~~(250)~~ (250) BD 4/4/96

Mduduzi Ka Harvey

IN A bid to address historical human resource imbalances between former black local authorities and previously white controlled councils, an interim industrial agreement has been reached between Johannesburg's four councils and employee bodies to deploy staff equitably.

The deployment strategy was endorsed by the Johannesburg council yesterday, with the council executive committee chairman Colin Matjila saying the deployment of staff would be geared at explicitly giving effect to equitable distribution of expertise and manpower to the four Greater Johannesburg councils. The councils would also be empowered to function as fully fledged local authorities with full juristic capacity.

Central to the deployment would be the acceleration of delivery to communities, retaining employees under the council's employ, providing a safe workplace and a secure employment environment and to prevent or minimise claims to possible redundancies, Matjila said.

The underlying principles of the deployment of the council's 35 000 workforce include transparency, consulta-

tion with employees, considerations which might befall council workers due to restructuring, and a plan to protect the interests of the workforce.

In capacitating the councils, nominations will be made for persons responsible for auditing the full employee establishment, which would include the number of employees, their grades, designations and qualifications.

The councils' CEOs would have to determine the grouping of the line functions in respect of services to be delivered. In addition, second-level positions, where appointed personnel report directly to the CEO, would also be advertised and short lists of the candidates would be considered by the respective councils, which will conduct interviews and appoint candidates on a permanent or acting basis.

Other considerations in the integration of organisational structures within the Johannesburg council and the city's other councils will include minimising possible claims of redundancy, employing personnel where possible in equivalent posts to those previously held, geographic considerations, setting up of placement committees with members drawn from both employer and employee representatives, and the monitoring of the placement process.

Taming the bureaucratic beast

(250)
ST 7/14/96

Public Service and Administration Minister Zola Skweyiya speaks to RAY HARTLEY about how he is changing the way South Africa's biggest workforce does its job

WANTED Human Resources manager for faltering company with about 1,1 million highly unionised employees (exact number unknown). He or she will have to cut 100 000 jobs while increasing productivity and maintaining fiscal discipline.

Two years ago, an advertisement for the post of public service and administration minister might have read something like this. As it turns out, the job was given to the ANC's Zola Skweyiya.

For someone with such awesome responsibilities, Mr Skweyiya is shy to a fault, with a permanent frown in his throat and a quick but deliberate manner.

When tens of thousands of nurses, policemen, teachers and, briefly, white collar workers descended on him demanding higher wages during his first few months in office, he must have wondered what he had let himself in for.

He faced two problems: demoralisation and labour unrest among the lowest paid workers and, in the higher echelons, a brain drain of doctors and public prosecutors in search of better pay packets.

The question was asked: was the low-profile Mr Skweyiya the right man for this explosive job that could make or break the new government's belt-tightening programme?

TWO years later it is still too early to judge whether or not he has turned the service around. But, defying his critics, he appears to have found a third way — reconciling the wage demands of the unions with his need to cut jobs.

"What we had to do was calm them down and ensure that they had some security," he says. A moratorium was slapped on new employment

in the civil service while he searched for consensus on how the giant bureaucracy could best be improved.

An agreement was eventually reached on a three-year plan to improve minimum wages to the R1 500 demanded by workers. Last year's public salary package focused on the lowest paid workers, bringing the minimum wage this year to more than R1 400 a month.

This year, a second agreement, which will see a three-year improvement in the pay of the service's middle management — doctors, nurses, police officers and prosecutors — was kicked off in the Budget.

"Our main aim is to keep the expertise — the professionals — in the public service," he says of the measures that will, in some cases, double the pay of civil servants.

What Mr Skweyiya has done is to bring trade unions into the heart of the government's decision-making process, making them co-responsible for his programme of creating a leaner, more effective public service.

THE trade-off he engineered was simple. The unions had to accept a reduction in the number of jobs — 100 000 in the next three years — in exchange for higher pay from a limited pool of money.

His job was made easier by the moratorium that was put in place in 1994. Since then, some 60 000 vacancies have accumulated in the civil service, according to his estimate.

By writing off these vacancies, Mr Skweyiya will have gone a long way towards achieving his job-cutting goals without the pain of handing a letter of dismissal to anyone.

Then comes the difficult part of the programme: offering a voluntary retraining package good enough to entice a further 40 000 to leave without denuding the service of the most skilled workers.

The problem with such an offer is that it might encourage the best brains in the service — those with prospects in the private sector — to leave. "It's very sensitive in that we would like to keep them," he says.

What Mr Skweyiya is counting on is the loyalty of the professionals to their work. "If doctors had wanted



to go, they would have gone a long time ago," he says. Instead they stayed, preferring to fight for better pay within the service than to leave for lucrative private posts.

While the combination of vacancies and voluntary retraining is being used to restructure the civil service, an earlier process of rationalisation was less kind.

White civil servants, who feared they would be the victims of affirmative action, have by and large kept their jobs. Ironically, it is black civil servants from the former homelands who have lit-

erally been in the firing line since the ANC took office.

Tens of thousands of jobs are being done away with in the Eastern Cape and Northern Province as part of an earlier "rationalisation" process to unite South Africa's 11 apartheid administrations.

Mr Skweyiya is aware of the political ramifications of such steps. "I told the ANC that rationalisation will hit the poorest regions, the Northern Province and the Eastern Cape," he says. But it had to be done.

"Some people were employed in those regions but were not working," he says, adding that tens of thousands of "ghost workers" were also uncovered in the Northern Province by the Independent Development Trust.

Mr Skweyiya is adamant that there can no longer be a free ride for fardy civil servants' constitutional job guarantees notwithstanding. "If one does not perform, we cannot guarantee him or her a job. He'll have to think about it," he says with a rare hint of menace.

While the pay-for-jobs deal

was being negotiated, Mr Skweyiya was fighting another equally challenging internal battle with the Public Service Commission inherited from the old order.

Until Mr Skweyiya came along, the commission had the final say on the hiring, firing, relocation, promotion and conditions of service of every civil servant — a task it carried out with ruthless fastidiousness.

Not surprisingly, it was not long before the commission became ministerial enemy number one and was suspected by almost any minister

who cared to comment of deliberately blocking efforts to reform the public service.

Mr Skweyiya's voice betrays a little awe as he reflects on the power this body once had. "In the highly centralised state that apartheid was, it fulfilled duties that were too centralised. It was more powerful than the elected government," he says.

The compromise negotiated at the World Trade Centre talks allowed the commission and its centralised power to be carried into the new constitution unmarked by the advent of democracy.

"We tried to democratise South Africa without democratising the state. It was not a good decision," he says.

On Monday this week, Mr Skweyiya finally sawed off who's being sworn a shot at," he says.

YOU ONLY SEE THOSE BEHIND THE IDENTITY-BOOK WINDOW . . . NOT THE POLICEMAN WHO IS BEING SWORN AT, BEING SHOT AT'

BOTH the Health Department and Ga-Parmet have already teetered for the audit.

The private sector evaluations because, while "public servants might little too subjective".

So far Mr Skweyiya managed to find a way between the bruising confrontation between wage demander by going for a but more productive service.

Will the changes in end to the queues, the minable tea breaks a small's pace bureau that most South Africa counter when they decide the government?

Mr Skweyiya does answer directly, prefer point out that there are civil servants at gre jobs, sometimes at gre "You only see those the identity-book you don't see the pot who's being sworn a shot at," he says.

Browde probe (250) gets new head (250)

MR Justice C S White is the new head of the Browde Commission, which is investigating irregular promotions and payments to officials in the former homelands.

This was announced yesterday by the Minister for Public Service and Administration, Dr Zola Skweyiya.

Skweyiya said President Nelson Mandela had appointed Judge White to head the commission in terms of the constitution to replace Mr Justice Jules Browde, who had resigned.

"The Browde Commission was extremely successful in identifying and investigating malpractice in various parts of the country," Skweyiya said.

It had investigated cases of alleged irregularities involving 529 people, and found 487 of these to be irregular, 11 not to be irregular and 31 were still pending because a final decision had not yet been taken.

"Preparatory work has already been done in the case of another 12 000 persons whose cases can now be heard by the commission.

"The irregularities which the commission investigated had a bearing on the public services of the TBVC states, the former self-governing territories, as well as former South African public service departments," Skweyiya said.

Views invited on govt perks

Wyndham Hartley

BD 12/4/96

CAPE TOWN — The public has been invited for the first time to make representations to a presidential commission on the remuneration of MPs and other elected public representatives.

The president's office issued the invitation in the Government Gazette after the recent reconstitution of the commission under the chairmanship of Judge Jan Steyn.

Submissions and proposals should focus on salaries, allowances and other benefits including pensions, medical aid and forms of insurance.

Submissions should be posted to I. Olivier, secretary to the commission on remuneration of representatives, Private Bag X1000, Cape Town 8000, by April 19 1996.

Judge White set to take over from Browde

(250) ~~(251)~~
Business Day Reporter

BO 12/4/96

PRESIDENT Nelson Mandela has appointed Judge CS White to head the commission investigating public service malpractices. White replaces Judge Jules Browde, who has returned to private practice.

Fears that the commission would not be able to complete its work when its mandate ran out at the end of last year were addressed when the interim constitution was amended to extend the lifespan of the commission.

In terms of the Constitution Amendment Act, 1996, complaints of malpractice may now be submitted to the commission until the end of the year.

The provision that complaints could be submitted only by national or provincial ministers was also amended to allow "any interested party to submit complaints".

To date the commission has investigated alleged irregularities involving 529 individuals. Of these, the commission found 487 cases to be irregular and 11 not irregular.

A final decision has been reserved in the case of the remaining 31 individuals.

Cases involving thousands of other individuals — most still employed as public servants in the former TBVC states — await investigation.

Public Service Minister Zola Skweyiya said 12 000 cases were ready to be heard. His ministry intended expanding the investigative capacity of the commission and had asked national and provincial departments to second experts to it.

Local govt training 'must be adapted'

(250) (200) MD 17/4/96
Mduduzi Harvey

LOCAL government training had to be overhauled to redirect councils from mere service delivery to meeting communities' development needs, National Business Initiative effective governance director Andre Fourie said yesterday.

This week the body made recommendations on local government training policy to the constitutional development department.

Fourie said this followed a UN-funded workshop last October, and a follow-up workshop in March which was facilitated by the business initiative and the Institute for Local Governance and Development.

Its recommendations call for training policies which aim at regulation rather than control, promote the desegregation of local authorities and create an enabling environment in which other tiers of government and interest groups can function. It also recommends the scrapping of the

Local Government Training Act of 1985 as it has no relevance in a changed SA.

It calls for central government to retain responsibility for the funding of local government, with funds being channelled through the provinces. The constitutional development minister and his provincial counterparts should be central to the local government training policy, it says.

Fourie said there was an urgent need to integrate local government training with the national human resources and the national qualifications frameworks.

Other recommendations by the body include:

- The establishment of provincial bodies to ensure smooth administration of training;
- The establishment of training centres reporting directly to provincial local government MECs through broadly representative management committees; and
- Training departments in all local authorities to identify training priorities, determine needs and appraise training.

In addition, Fourie said training curricula should be comprehensive and sectoral to ensure they were targeted and relevant.

New body for revamp of public service

(250) Apr 25/4/96

Presidential review commission to focus on efficiency, size, planning and racial composition

SAPA
Cape Town

A 16-member presidential review commission to reform and review the transformation of the public service was inaugurated by Housing Minister Sanku Mthembu-Nkondo yesterday.

Nkondo stood in for Public Service and Administration Minister Dr Zola Skweyiya.

The commission, which was chaired by Prof Bax Nomvete, an economist, diplomat and policy-maker, consists of 14 South Africans and four international appointees.

The local members are experienced, knowledgeable people from the labour, academic, private and public sectors.

The international appointees were selected from the ranks of former civil and public servants.

The tasks facing the commission were enormous and at times overwhelming, Nkondo said. The commission's man-

Local and overseas members face a tough task

date would expand in due course.

She said the themes guiding the work of the commission were:

- Improving the efficiency of the public service.
- Creating an appropriate institutional framework to cope with the nine new provinces and the absorption of the former homelands.
- Determining an appropriate institutional size for a productive public service.
- Transforming service

delivery.

- Improving planning.
- Changing the racial composition of employment in the public service.
- Ensuring that financial control mechanisms work.
- Instilling and stimulating a professional ethic and eliminating corruption.

Tackling corruption is one of its themes

The Government has provided R3,9-million in the 1996-97 Budget to cover the cost of the commission.

The commission said three international donors - Britain, Canada and Sweden - might give a further R11-million or R12-million.

This would be used to meet the costs of the commission, the four overseas commissioners and any foreign experts whose services might be required.

The international commissioners are Lennart Nilsson of Sweden; Al Johnson of Canada; and Mariyawanda Nzuwah and Sir Kenneth Stowe, both of Zimbabwe.

The South African commissioners are Lot Ndlovu of Nedcor, Anne Letsebe of the University of the Witwatersrand, Neva Sedman-Makgetla of the RDP labour department, Aysha Mohamed and Aaron Dlovu of Natal University, Fanie Cloete of Stellenbosch University, Gavin Pieterse of the Cape Town City Council, Vincent Maphai of the Human Sciences Resources Council, Norman Levy, Clem Sunter of Anglo American and Sam Maretoba of Cosatu. - Sapa.

INSIDE LABOUR

Return to sender

TERRY BELL

A large, unified public service union — that has been the expressed aim of the three major public service unions in the country for several years. It is also the aim of Cosatu

That it remains the aim of the mainstream was clearly illustrated recently when Phillip Dexter, the former general secretary of the National Education, Health and Allied Workers' Union (Nehawu), addressed a Nehawu sector meeting at the University of the Western Cape.

Dexter, a leading member of the South African Communist Party and an ANC member of the national assembly, stressed the importance of the proposed merger of the unions. This, he said, should still be the goal. And he blamed a lack of drive as well as "various other factors which we are well aware of" for having delayed the process.

"Everybody wants to be general secretary," muttered an audience member in response.

Accusations of personal empire building have long been part of the debate surrounding the merger proposal and are often given as the main reason that unity has proved extremely elusive, although Nehawu and the South African Municipal Workers' Union

(Samwu) are still officially talking

However, the Post and Telecommunications Workers' Association (Potwa) pulled out of the process last year and has shown no inclination to rejoin.

The reason should become glaringly obvious in the middle of next month. It is then — tentatively on May 18 — that Potwa should cease to exist as a public service union. It plans to transform itself into a general union covering all communications workers in the public and private sectors.

Accusations of empire building, underhandedness and worse are likely to proliferate. What Potwa intends doing is contrary to Cosatu's merger policy, because it means cutting heavily into areas in which other Cosatu unions operate. But there is a logic to the move. Telkom is a target for at least limited privatisation and the telecommunications industry — the province of Potwa — now includes various private sector operators.

Problems are likely to arise with Potwa's expressed intention of widening the definition of its present scope to include all communication aspects.

"We have members of the South African Union of Journalists (SAUJ) who are not happy with their situation and who will be joining us," said Ramateu Monyokolo, the

president of Potwa

An even happier poaching ground for what is likely to be called the Communication Workers' Union of South Africa (Cwusa) is the Media Workers' Association of South Africa (Mwasa).

Affiliated to the smaller, initially black consciousness-orientated National Council of Trade Unions (Nactu), many branches of Mwasa are now virtually moribund while among the active sectors there is a widespread feeling that the union needs to be larger to have the necessary clout.

The fact that Cwusa will bring members of the unaffiliated SAUJ and the Nactu-aligned Mwasa into the Cosatu orbit may lessen the anger, and anguish, within Cosatu.

But if, as seems likely, Cwusa widens its net still further to include truck drivers, technicians and engineers, there will have to be some hard talking within the labour movement.

"We know nothing about this officially," said Roger Ronnie, the general secretary of Samwu. "It was never brought to the Cosatu executive. And it is against Cosatu policy."

Yet it does seem that a large, potentially fast-growing union in a vital sector will be able to ignore the letter of Cosatu's law. Cwusa should become a force in the future

CF (PJR) 26/4/96 (250)

NEWS

Departments retain control over who will be able to leave

All public servants can apply for retirement

By CHRISTO VOLSCHENK

Cape Town — All public servants will be able to apply for early retirement from May 1, regardless of their age, years of service, sex or seniority

However, not all who opt for early retirement will be allowed to go.

During negotiations that lasted for most of last week, the government and employee organisations in the public service agreed that every state department will decide for itself whether it can afford to lose the skills of those who apply for early retirement

Only those with skills the departments can do without will be allowed to go on early retirement

Before last week's agreement it was widely expected that the option to go on early retirement with a severance package would be given selectively.

The offer to retire before the normal retirement age of 65 years will be in place for an

unspecified period — until the objectives of the government's exercise have been reached

The objective is to shrink the public service by at least 10 percent, or 120 000 posts, without making the service less effective

Sources in the government expect the exercise to be completed within the next 12 months.

There will be a moratorium on forced retrenchments for the duration of the rightsizing exercise

"Every public servant will have the right to apply for early retirement. Government will, however, not be obliged to accept every application," said Cas van Rensburg, the chief executive of the Public Servants' Association

The money saved with the rightsizing will be used to narrow the gap between private- and public-sector salaries

"The gap will be closed over three financial years, starting with the current financial year, when the smallest salary increase an employee will receive will be 7,5 percent," Van Rensburg said

"Many public servants will, however, get much bigger increases, with some getting far in excess of 20 percent."

He was particularly pleased with the agreement reached last week on pension benefits to be paid on early retirement

Employees 55 years and older, with at least 10 years' service, will not be penalised when they opt for early retirement

They will receive gratuity and annuity payments as before, although the official retirement age in the public service is 65 years.

Employees younger than 50 and those between 50 and 55 years of age but with less than 10 years' service will only be entitled to a gratuity payment calculated on their average annual pensionable salary in the last three years of service.

Employees between 50 and 55 years of age and with 10 or more years' service will be entitled to a gratuity and an annuity, which will be reduced by 0,3 percent for every month that the employee is younger than 55 years

(250) CT(BR) 26/4/96

'Retrenchments could save state money'

By WILLEM STEENKAMP

Cape Town - The proposed retrenchment of about 100 000 civil servants is set to cost the Government millions of rands in retrenchment packages, and could see the outflow of thousands of highly experienced civil servants

This could have a serious impact on some of those departments, which are already struggling to get through their workload

But the chief executive of the Public Servants' Association, Casper van Rensburg, believes that in the long run the Government will in fact save money if about 100 000 civil servants take retrenchment packages

"This effort by the Government to streamline the civil service will probably be cheaper than enforced layoffs. It must be remembered that no one is forced to take packages - packages will be offered and people who want to leave the service can then accept these. No one will be forced to leave.

"Also, the different departments will have the final say in deciding to whom the packages will be offered, or to grant packages to people who want to leave the service," Van Rensburg said

"Therefore, should departments allow their most experienced people to leave, the blame for the impact of losing these experienced people will rest with those departments."

(250) Star 27/4/96

Public sector employment 'is growing, not shrinking'

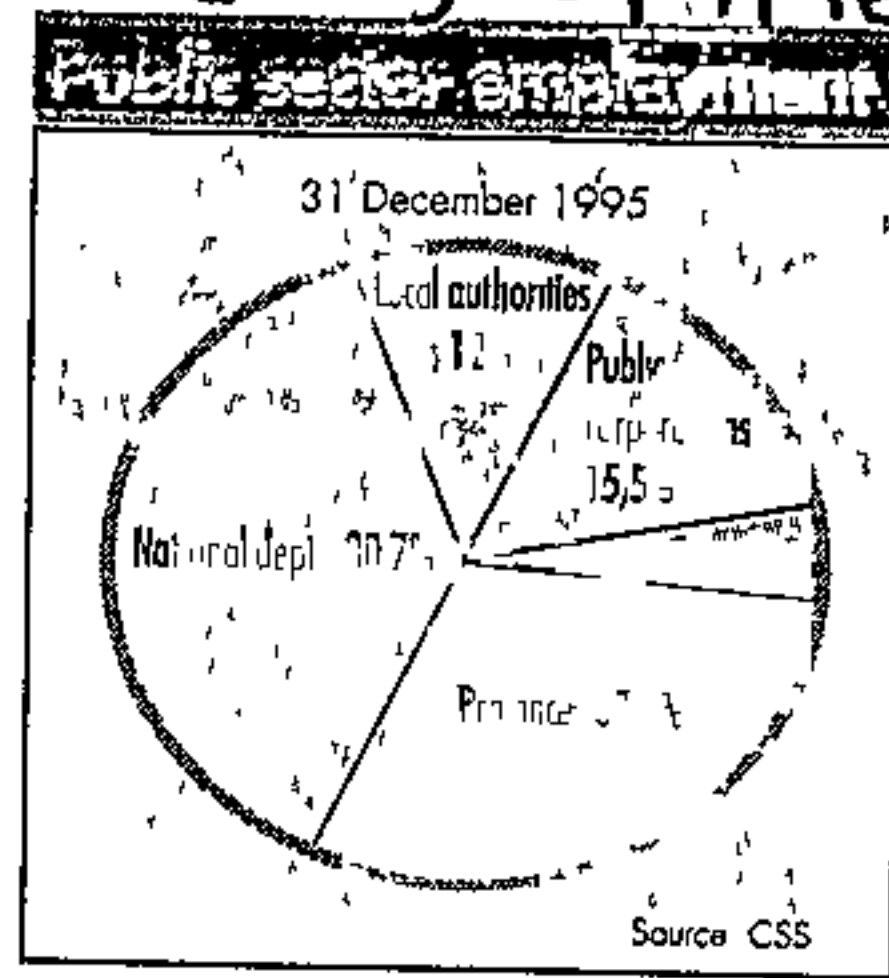
BY JAMES LAMONT

Johannesburg — Employment in South Africa's public sector is growing, rather than shrinking, as a result of restructuring, according to figures released by the Central Statistical Service yesterday.

Total employment in the public sector, which has been widely criticised for over-staffing, grew by 1,2 percent last year to 1,9 million workers. Employment in national departments and provincial structures accounts for 68 percent of total employment in the sector.

Affirmative action policies appeared to lie behind the rise. A

CT (BE) 30/4/96 (250)



4,9 percent increase in employment in the national departments, where black employment showed a sharp increase of 24,5 percent, was responsible for the overall increase

in employment, the statistical service said.

John Malby, the education officer for the South African Municipal Workers' Union said employment increases were slight in local authorities. "If there has been growth it must have been pretty peripheral," he said. He said one would not necessarily see the increases "as a good thing."

While employment has risen, the number of vacancies in the national departments decreased by 18,5 percent. The total wage bill for employees in the public sector last year amounted to R84 billion.

Marketing or the successful transfer of Mintek technology to industry is, in the first instance, the reason for Mintek's existence as expressed in its mission statement, namely

Mintek serves the national interest through high-calibre research, development and technology transfer that promotes mineral technology and fosters the establishment and expansion of small, medium and large industries in the field of minerals and products derived therefrom

It is a well known principle of business that one can contract out all functions of the business except those core functions that represent the essence of the strategy. Marketing at Mintek is such an activity.

Marketing technology is difficult. In the past Mintek attempted to market proven process technology and novel equipment by licensing reputable South African contractors and suppliers to the mining industry. The strategy failed. The technology was not successfully transferred. Only once Minteks created its own marketing function to manage the marketing process did effective transfer take place. Initially marketing was done solely by Mintek's Research and Development (R&D) professionals. Later specialist marketing personnel were appointed.

The ideal profile of a Mintek marketing consultant is

- A metallurgical or chemical engineer with a postgraduate R&D and business qualification
- Process engineering and production experience in the mineral processing and metallurgical fields
- Business sense, marketing analysis and selling skills
- Ability to speak English, Spanish, French and Portuguese

Such an ideal candidate is rare. There are only five such posts at Mintek.

Secondly, Mintek marketing distribution strategy involves formal and informal joint ventures, alliance, distributorships and agencies with South African and foreign mineral processing and metallurgical pro-

ducers, project engineers and agents. Among Mintek's processing technology partners are Anglo American Corporation, Gencor, Doe Run (USA), Anglo American Zimbabwe, Lonrho, Goldfields and Anglovaal.

Mintek's projects engineering allies and partners include Batepro, LTA, Titaco, Pyromet CC and Mineral Deposit Mining (MDM).

Mintek has distributors and agents located in Brazil, Chile, Mexico, USA, Australia, India, China, Zimbabwe, Ghana and Iran. Many are subsidiaries of South African enterprises but all are chosen for their marketing abilities in the mineral processing and metallurgical fields of the country where they are based.

Several South African companies such as Debex, Metrotech, Endress and hauser have licenses for Mintek technology.

Mintek utilises all appropriate distribution channels (mostly South African) to market its technology with leadership provided by an essential core of specialist technical marketing professionals.

- 4 Mossgas, Soekor, Syncat and SFF, the subsidiaries in the CEF (Pty) Ltd group of companies, and which are active in the liquid fuels industry, are commercialised and managed in the same way as private sector companies i.e. with the ultimate objective of maximising a reasonable return to the shareholder, which in this case is the State.

Mossgas only makes use of one local agent for the selling of its alcohols. The bulk of Mossgas' products, namely petrol and distillates is sold directly to the local oil industry and no agent is required. The only other significant marketing which Mossgas does, relates to alcohol exports. In this regard a South African agent, Meimar Trading and Shipping (Pty) Limited with its Head Office in Sandton, is used. Mossgas uses only one foreign agent, Transmare Chemicals with its Head Office in Switzerland, and that is for alcohol marketing in Europe. This agent was selected because of special expertise and contacts in the European market.

Mossgas, with its highly specialised products, needs marketers to be fully acquainted with the technicalities of the various products.

Mossgas has an internal marketing division overseeing the total marketing process because Mossgas is not in the traditional commodities business, and the technical expertise required is difficult to develop and seldom found in agents. South African consultants and agents are used to assist in developing markets, identifying new clients and to look after supply logistics.

5. The Council for Geoscience's priority is to fulfil its statutory functions which are defined in the agreement between the Council and the Department of Mineral and Energy Affairs. Spare capacity derived from higher productivity may be used for contract work. Contract work must fit into the gaps left by statutory work. An agent working for the Council therefore not only needs to have a good knowledge of the specific geological expertise available in the Council but must also be in a position to identify spare staff capacity. He must be able to match this expertise and possible spare capacity with the needs of the potential clients. This agent would, therefore, ideally be a senior geologist who is closely associated and involved with the Council.

The Council for Geoscience has no objection to the principle of using agents on a commission basis in order to obtain business contracts.

Public Protector: complaints investigated

151. Ms M SMUTS asked the Minister of Justice:

- (a) How many complaints of (i) maladministration, (ii) abuse or unjustifiable exercise of power or other improper conduct, (iii) dishonesty, omission or corruption in respect of public money, (iv) improper or unlawful enrichment and/or (v) acts or omissions resulting in unlawful or improper prejudice by any person performing a public function or in the employ of the Government have been investigated by the office of the Public Protector since its inception, (b) how many such complaints have been dealt with through (i) mediation, (ii) conciliation,

(iii) negotiation, (iv) advice and (v) other specified means by the Public Protector, (c) how many such complaints brought before the Public Protector have been referred to (i) the relevant prosecuting authority and (ii) an appropriate public body or authority and (d) how many (i) persons have been directed to (aa) give evidence before, and/or (bb) submit documents to, and (ii) premises or buildings have been searched on behalf of, the Public Protector? N292E

The MINISTER OF JUSTICE

(a) and (b)

The Public Protector is an Office independent of the State Administration, reporting directly to Parliament. However, I have taken the liberty of forwarding the question to the Public Protector, and he was kind enough to provide me with the following information for the period 1 October 1995 to 29 February 1996, I quote

“Cases carried over from Ombudsman 500
Cases received 586
Total 1 086
Cases finalized — total 255*
Cases carried over to March 1996: 831

*Of these 114 were received in the period 1 October 1995-29 February 1996

Classification cases received for the period 1 October 1995-29 February 1996

Still to be classified	387
Maladministration	5
Dishonesty, omission or corruption in respect of public money	0
Improper or unlawful enrichment	3
Acts or omissions resulting in unlawful or improper prejudice, including abuse or unjustifiable exercise of power or other improper conduct	87
No jurisdiction	104
	586

Manner completed Cases received for the period 1 October 1995-29 February 1996

Advice given or assistance rendered	111
Complaint found to be not well-founded	7
Complaint found to be well-founded and position rectified	8
No further action taken (e.g. complainant cannot be traced, or does not react to a request for further information:	9

Referred to another body to finalize (including prosecuting authorities and public bodies or authorities) 7
 Advised to make use of legal remedies available (these were civil servants having grievance procedures available to them) 2
 144
 Data already entered but case not formally finalized as yet -3
 Cases finalized 141

The office of the Public Protector is presently being restructured in line with the provisions of the Public Protector Act, 1994 (Act 23 of 1994). It is envisaged that a mediation unit will be established soon. In the interim cases are being dealt with and resolved by the investigating component of the office without categorising them as mediation cases or normal cases solved through the standard investigation method. Some cases are solved by the mediation, conciliation and negotiation method over the phone with the relevant officials or departments. With regard to those cases only the number of telephone calls is noted and since the current Public Protector took office on 1 October 1995 5 760 telephone calls have been dealt with. This would include matters which were not within the Public Protector's jurisdiction. In such cases complainants are redirected to the appropriate structures, bodies or channels to obtain redress. For example a person complaining about the conduct of an attorney would be referred to the relevant Law Society. A person complaining about an insurance company would be referred to an insurance ombudsman. A more detailed compartmentalization of cases in terms of methodology applied in solving

them will only be possible once the restructuring process and sufficient personnel are in place.
 It has not been necessary to subpoena anybody as yet, and no premises or buildings have been searched thus far. This has been made possible by the full co-operation the office has enjoyed from government officials and departments without exception. In keeping with ombudsman offices the world over, the Public Protector follows an informal approach and would therefore request information in writing, ask officials over to bring documents and to discuss the issue, and even obtain information telephonically where appropriate. Such an informal approach has the benefit of a smaller office being able to deal with a larger work load. It also avoids confrontation, resulting in a high success rate in having the Public Protector's recommendations followed."

Visits outside Republic by Minister

155 Mr J A JORDAAN asked the Minister for the Public Service and Administration:

(a) How many days in 1995 did he spend outside the borders of the Republic, (b) what was the (i) purpose, (ii) destination, (iii) duration and (iv) cost of each visit and (c) who accompanied him in each case? N296E

THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

Kindly refer to the attached schedule for information pertaining to questions (a), (b) and (c) above. Trips for which costs have not been disclosed were fully paid for by donors.

Period	Delegation	Destination	Purpose	Days	Cost	Reference
19/01/95		London	Attended the CAPAM Conference in London	4		Annexure A
22/01/95		Sweden	To discuss training and distance programmes for Civil Service in South Africa with the Swedish Government	5		Annexure B
23/01/95	Prof S Sangweni Dr M P Ncholo Mr Joel Riphela Mr Saire Mame (MP)					
27/01/95						

Hamsard

Period	Delegation	Destination	Purpose	Days	Cost	Reference
27/01/95-05/02/95	Dr S Vil-Nkomo Dr R H Venter Ms Basetsana Thokoane Dr A Nkomo (MP) Mr Sikhakhane (MP)	Canada	To attend discussions with the International Development Research Centre in Ottawa - Assistance by Canada to the GNU on Public Service Restructuring and Training	10	R1 601,00	Annexure C
04/03/95-10/03/95	Prof Y Muthen Mr S A Visser Mr J Ernstzen Dr M P Ncholo Mr S Nogxina Mr S Ngwenze	Germany	To attend course in training in the Civil Service salary structures and also assistance to the GNU by Germany on Public Service Restructuring and Salaries	7	R2 363,00	Annexure D
24/05/95-30/05/95	Prof S Sangweni Ms P Miambo-Ngeuka (MP) Ms L Mbuyizi (MP) Mr S de Beer (MP) Mr J Mahlangu (Senator) Mr S Nogxina Dr M P Ncholo Mr J Ernstzen	Geneva	International Labour Organisation Conference on the Impact of Structural Adjustment Programme and ILO assistance to the GNU on Public Service	7	R13 060,00	Annexure E

Psychiatrists at State psychiatric hospitals

157 Mr M J ELLIS asked the Minister for Health:

(a) What (i) salary scale applies to psychiatrists employed by State psychiatric hospitals and (ii) educational qualifications and/or level of experience apply to each level on the scale, (b) (i) how many psychiatrists in the employ of State psychiatric hospitals resigned (aa) in 1995 and (bb) during the period 1 January 1996 up to the latest specified date for which information is available, (ii) what reasons were given for such resignations and (iii) how many of these posts are still vacant in each case and (c) how many posts are vacant in total? N298E

The MINISTER FOR HEALTH

(a) (i) Specialist (Psychiatry) R88 230 - 108 360 plus a non-pensionable allowance of R20 904 per annum
 Senior Specialist (Psychiatry) R104 334 - 126 706 plus a non-pensionable allowance of R20 904 per annum
 Principal Specialist (Psychiatry) R131 478 per annum (fixed)

Chief Specialist (Psychiatry) R148 599 per annum (fixed)

(ii) Specialist. *to register one year service post - internship, four years as Registrar and M Med (Psychiatry) or Fellowship at College of Medicine in South Africa

*to be appointed Registration with the Interim National Medical and Dental Council of South Africa as Specialist

Senior Specialist four years post-registration experience

(b) (i) (aa) 1 January 1995-31 December 1995 33

(bb) 1 January 1996-29 February 1996 7

(ii) Financial Emigration Working conditions Own practice Personal

(iii) 21.

(c) 61 from 189 posts in the Specialist (Psychiatry) cadre

X

STAY 11/5/96

We're underpaid, claim Gauteng legislature staff

By JACQUI REEVES

Staff at the Gauteng legislature have called for an investigation into their salaries, claiming they are being underpaid.

The disgruntled staffers have accused their employer of paying them less than the average salaries offered by other legislatures, and have called for 15 to 20% increases.

Stanley Nkosi, secretary of the Gauteng legislature, said discussions were under way and an investigative body had been set up.

"We have agreed to an interim increase of 9%. The interim increase is in line with the changes in the cost of living, but will be reviewed once we have the relevant information."

Nkosi said negotiations in the National Bargaining Chamber would also be taken into account, along with the more general changes in the civil

(250) (108)

service. "The civil service is being reviewed in many areas."

"There is still not a formal staff structure in the legislature, so once that is set up, we can look at how they are being reimbursed."

At this stage, no unions had been called in, but staff were adamant they would get more than 9%.

One staffer, unwilling to "put his job on the line" by giving his name, said he was angry when he realised he was being paid less than counterparts in other provinces.

"Gauteng is supposed to be South Africa's economic heart. We work incredibly hard for this province, and we still get paid less. This has to change," he said.

The legislature had been given two months to investigate the matter, and staff were confident the proposed changes would fall well within the province's budget.

SA's rainbow has yet to colour diplomatic service

BD 16/5/96

(250)

Stephen Laufer

CAPE TOWN — SA's diplomatic corps is still overwhelmingly white and male, according to official figures presented to Parliament's foreign affairs committee yesterday.

The study shows that embassies and consulates around the world remain unrepresentative of the "rainbow nation", despite the integration of many former members of the ANC's international affairs department and of diplomats of the defunct TBVC states.

Although new appointments have been made at ambassadorial level, only 8,9% of all foreign service officers posted overseas are African, while 3,3% are coloured and 86,5% white. Almost 40% of diplomats are women, including ambassadors in key positions such as France and Germany.

Despite political appointments to several top jobs in SA embassies

in Africa, including the SA high commissioners in Nigeria and Namibia, many ambassadors are Afrikaners, including those in Zaire and Lesotho.

Nineteen vacancies exist for heads of mission, a second document submitted to the committee shows. They include postings in Australia, the Bahamas, Barbados, Denmark, Ghana, Ireland, Kenya, Saudi Arabia and the EU.

President Nelson Mandela announced recently the appointment of Elias Links, finance department chief director for international financial relations, to the EU posting.

The foreign affairs committee also heard that Armscor had procured weapons and security equipment for the national defence force and police worth R3,6bn in the past financial year.

Armscor planning manager Andre Buys said procurement from foreign suppliers was valued

at R567m, or 16% of total. The organisation also sold surplus SANDF stock worth R 64m. Armscor handled weapons exports of R691m on behalf of SA manufacturers. It handled counter-trade credits linked to arms procurement valued at R251m.

Total foreign trade handled by Armscor was about R1,5bn, Buys said. Arms exports had generated foreign exchange earnings of R1bn and secured 15 000 jobs.

Expanding its counter-trade activities, Armscor was involved in the international trade in non-military goods. Nine agreements to the value of R2,84bn were being administered at present.

To conduct its business efficiently, Armscor required a stable and predictable foreign policy, Buys said. Because of the long service life of military equipment, arms manufacturers needed to be able to rely on long-term relations between trading partners.

ANC premiers to tighten belts

250
POLITICAL STAFF

CT 17/5/96
THREE ANC-controlled provinces have not implemented a national cabinet directive to cut the pay of their premiers and regional cabinet members in line with President Mandela's national "belt-tightening" programme.

Northern Province, Mpumalanga and North-West have failed to reflect the 10% cut for national ministers who dropped from R470 000 to R420 000.

After KwaZulu-Natal lost a Constitutional Court bid in November to overturn national legislation giving the President the power to determine their salaries, the province agreed to implement the decision, although this has not yet been done.

This emerged yesterday in a reply by Deputy President Thabo Mbeki to a question asked by National Party Senator Louis Swanepoel.

Mbeki said the premiers of the three provinces would be asked again by the chairman of the ministers' committee Sports Minister Steve Tshwete, to inform the President when the cuts would be implemented.

4 provinces still haven't cut salaries

Star 18/5/96 (250)

By ESTHER WAUGH
POLITICAL CORRESPONDENT

More than a year after the Cabinet decided on salary cuts for ministers and their deputies, four provinces have not implemented the decision.

President Nelson Mandela will review salaries of political office-bearers once he has received the recommendations of the Commission on Remuneration of Representatives.

Deputy President Thabo Mbeki this week told the Senate that KwaZulu Natal had accepted the decision but had not implemented it yet.

Neither had Northern Province, Mpumalanga or North West Province.

Mbeki said the relevant premiers had been asked again by Sport Minister Steve Tshwete, in his capacity as chairman of the ministers' committee on the service conditions of political office-bearers, to inform the president's office when the salary cuts would be implemented.

"On receipt of their reactions, the president will consider how to take the matter further," the deputy president said.

When the Government of National Unity came to power in May 1994, salaries were set in line with the recommendations of the Melamet Commis-

sion of Inquiry.

However, in October 1994 the Cabinet decided on a "belt-tightening exercise" which included accepting a cut in pay. The cuts became effective in February last year.

At the time of the cabinet decision, the interim constitution stated that the provincial legislatures and not the president determined the salaries of premiers and members of the executive committees. This clause was subsequently amended.

The KwaZulu Natal provincial legislature lost a challenge to the cabinet decision in the Constitutional Court in November 1995.

In terms of the first cabinet decision, it was therefore not strictly enforceable on the premiers and MECs.

But Mbeki said the Cabinet decision had been "duly adopted by the majority" of provincial legislatures.

The KwaZulu Natal legislature had since accepted the request but its implementation was deferred until it obtained clarity on the method of recovery of the overpayments.

Mbeki said the office of KwaZulu Natal Premier Frank Mdlalose had indicated that the decision would be implemented soon.

In October 1994 the Cabinet decided on a 'belt-tightening exercise' that included a cut in ministerial pay packets

Mpumalanga considers R140-m complex to house all govt staff

Star 20/5/96

(250) (1888)

BY JUSTICE MALALA
Provincial Correspondent

The Mpumalanga provincial cabinet is considering building a R140-million government complex to house about 3 000 staffers in Nelspruit in a bid to save long-term costs and centralise its operations.

The plan, which was revealed in Mpumalanga premier Matthews Phosa's budget vote, will be discussed by the provincial legislature next week, and tenders would be called in June if it is approved.

"At the moment we are spread all over town and it is very difficult to co-ordinate things, even just delivering something to a person in a different

department.

"The cost we are operating at now is also huge. If we were in one place things would be easier," a cabinet spokesman said.

The plan should save the government about R895-million in the next 10 years through saved costs.

The media and communication sections of the provincial departments are also to be centralised to promote coherence and reduce red tape.

"Right now, we are not properly in gear and getting information from the departments is very difficult.

"In the new set-up the media officers will have a direct link with the premier's office and thus be able to liaise better," the spokesman added.

Pay public servants, not think-tanks — report

Reports by
Reinie Booysen

TO MANY South Africans it would come as a surprise to be told by foreign experts that the country does not have enough public servants. To be told SA public servants ought to be better paid is guaranteed to raise eyebrows. That, however, is exactly what the developed world's energy experts say is the major problem with the minerals and energy affairs department.

Instead of diverting cash to the "think-tanks" and energy policy boutiques mushrooming at universities, the International Energy Agency (IEA) — in a major report, Energy Policies of SA, released this week — says government should focus on equipping its public servants with the skills needed to make sensible decisions, and soon.

A footnote in the report, commissioned last year by outgoing Minerals and Energy Affairs Minister Pik Botha, reinforces the point: in 1995/96 the ministry's energy directorate spent R15,4m on outside consultants for "policy and technology research", compared with R3,7m on its own salaries.

The agency — the energy policy arm of the Organisation for Economic Co-operation and Development — could not be more damning when it says, "The mineral and energy affairs department is understaffed and underskilled for the enormous policy making agenda it faces."

The reasons for the skills shortage are simple: "Public service salaries have been significantly lower than those offered by industry (and now also by policy think-tanks). Maintaining this disparity will make it dif-

ficult to solve the recruitment problem and serve to continue the dependence on non-governmental bodies for policy advice."

In a country where demigrating the public service is common, many may be inclined to think it is not a bad idea to ignore them and entrust policy and legislation to multifarious "think-tanks" and "jobbies" the way the US has done.

According to the agency, however, this would be extremely naive "... because non-governmental bodies are not, in the final analysis, accountable to the minister and the government, and may not be without conflicts of interest in the advice they tender and defend". Instead the agency recommends that government "should strengthen the professional public service, ensuring its competence to perform the policy making role in a non-partisan way, accountable to the elected government".

"The creation of forums or structures parallel to the public service can contribute to policy creation, but should not blur the lines of accountability for policy analysis, formulation and advice to ministers."

Essentially the agency is saying it is no good, any longer, for SA to resign itself to the mess of the present by blaming the past, or for the governing politicians to simply outsource every bit of policy advice, while ignoring their own public servants.

It is time for SA to mature as a nation, and move away from the perception that the public servants are part of the "old order", and therefore to be circumvented at all costs. In many ways, this is a critique which applies to every aspect of government, not just Botha's department.

Armed with fresh blood and skilled experts, the department might begin to deal with some of the crazy industry structures and policies in SA and eventually create the core ideal which the agency sets for all its members: free and open markets, with secure energy supplies and a properly protected environment.

The first thing these policy makers will have to deal with is the virtual total absence of reliable data and information. On this point, the report's criticism is scathing.

In SA, it says, "there is effectively no data collection system equivalent to those in most countries". It is obvious from the report that efforts to remedy the situation are in part being hijacked by the energy industry's apparent hostility to transparency.

Although the department has awarded a three-year contract for the provision of an annual national energy balance sheets and energy prices and the putting in place of a new database to the Institute for Energy Studies at Rand Afrikaans University, major problems remain in completing an energy balance for SA — "particularly related to the fact that neither the Institute for Energy Studies/RAU nor the department have a legal right to oblige firms to provide data".

"It does not appear to be generally recognised in SA that the transparency that accompanies the collection of appropriate statistics is usually in industry's interest, provided that legitimate commercial and proprietary interests are protected."

The agency's solution to the problem is quite simple: "If government cannot persuade the energy companies to co-operate, just pass laws which force them to, subject

(250) ED 21/5/96

to normal confidentiality provisions.

The report leaves no doubt about the importance which the agency attaches to reliable information: "Information and choice make markets work. Consumers armed with information and with the freedom to choose are a powerful agent for achieving economic efficiency through markets. A market economy functions best with a wide range of timely and detailed information on markets and on the economy at large."

"This information should be accessible to all market participants in order to promote competition. Government can enhance competition, and thus promote the health of the economy, by ensuring the availability of information. Government should consider the provision of information as a public service, free of charge or below the production cost of such information, since charging a 'market price' risks putting it out of reach of many market participants, thus hampering potential competition."

"However, the release of information should not compromise the commercial position of participants."

Although the report contains much criticism, South Africans can take heart that its politicians are at least making progress.

By inviting the critical eyes of an organisation like the agency to give its informed opinions government has taken one important step along the road to a free, but efficient and profitable energy market, in which consumers are supplied with reasonably priced, quality products and producers make sufficient returns to warrant continued investment and modernisation as the market grows.

300 000 public

Public service jobs to go by 1999

(250) Star 21/5/96

ERIC MILLER



It's a three-year-long golden goodbye as Government moves to trim staff to 900 000: the first to go will be 55 and over

BY JUSTICE MALALA
Political Staff

The Government plans to cut 300 000 public service jobs in three years - a quarter of the 1.2 million staff - starting with 100 000 by June next year who will be offered the first severance packages.

Public Service and Administration Minister Dr Zola Skweyiya said at a briefing in Midrand yesterday that the aim was to reduce the total workforce to the 900,000 required to provide an efficient service.

Skweyiya said the first step in cutting 100 000 jobs in the next year would be to abolish more than 55 000 posts by not filling current vacancies. The other 45 000 jobs would be lost by offering workers generous voluntary sev-

erance packages.

"We need to right-size the public service as much as possible. Obviously, not all departments need to be cut, because we need more policemen, more nurses and more science and mathematics teachers," Skweyiya said.

The public service has been criticised for being bloated but still lacking efficiency.

The severance package was finalised in this year's annual wage negotiations, in which workers received pay rises of between 7,5 and 44%.

The package allows those who are 55 or older and have at least 10 years' service to get a lump sum and their pension benefits. The lump sum is calculated as the sum of a worker's final average annual salary plus their pensionable service divided by 100.

Skweyiya said, however, there should be no fear that National Party members would be the first to go.

"Those people were appointed as public servants and not as party officials. There may be uncertainty about people in situations like those in the office of (Deputy President) F W de Klerk, for example, because we will not have his position anymore, but people in the rest of the public service have their jobs assured," he said.

A departmental spokesman said it was still not known how many would come forward for the severance package immediately, as notification had been sent to workers only recently.

"The package is cheaper for

To Page 2

300 000 public service jobs to go

(250) From Page 1

Star 21/5/96

the State and assuages workers' insecurity about their jobs. There is a tremendous amount of interest in it," he said.

Skweyiya said most of those who could go were the ones who could sell their skills outside the service.

"We want to keep as many of these skilled people as possible and will negotiate with each one if they want to leave," he said.

Skweyiya said with regard to the setting of targets, and as part of the budgetary process and the object of efficient service delivery, that the Cabinet would once a year formally note the size of the public service at that stage, and determine what the size of the service should be at the end of the following financial year.

Skweyiya said the interim constitution entrenched the need for rationalisation of the public service, but political implications for the ANC delayed the cuts soon after the national elections, and when local government elections loomed last year, the decision was also held back.

The ministry has said that it intends to have a 50% black workforce by 1999, 30% of whom should be women in managerial positions

Time to throw out NP-appointed civil servants, says Phosa

BY NEWTON KANEHAMA

(260)

Star 2/15/96

Africans and we all know the truth," he said.

"Politics is about interests. You go into government to represent the interests of your constituency. Tell me whose interests the NP civil servants will be serving when they work to make the RDP a success. If one can answer that, then we can proceed."

"The Government of National Unity was a compromise we both came up with. And today that compromise has expired and it now follows that those we have been working with in view of that

Mpumalanga Premier Mathews Phosa stands by his call for the removal of all civil servants either appointed by the outgoing NP members or those from the NP.

"They will sabotage the whole process if we keep them. They will be the first ones to say the RDP is not working," he said.

Phosa said those who believed that NP-appointed civil servants could serve the interests of the Government were hypocrites.

"We want to know who is fooling who, we are South

compromise should leave. The arrangement was not to do anyone a favour but it was to fulfil the compromise I want to know why they should remain when their masters have withdrawn from the deal," he said.

"We cannot allow the Nats to withdraw when they want and then tell us that they will withdraw to a certain level."

"They must withdraw all the way. They were not forced to withdraw and I think they ought to have thought of the consequences before they withdrew."

Phosa said.

He said when President Mandela was appointing ambassadors the leader of NP, F.W. de Klerk, went to the president with a list of people he thought were fit for the positions. The president accepted some of the names.

"Should those people remain? When De Klerk was recommending them was he planting his people or what?" asked Phosa.

The ANC parliamentary caucus will meet on Thursday to decide on what to do about civil servants appointed on an NP ticket.

Officials in dark over jobs blitz

(250) ARG 22/5/96

JOHANNESBURG. - Public service officials were unable to shed light on statements by Public Service and Administration Minister Zola Skweyiya that 100 000 posts would be cut by June next year.

Officials in the Department of Public Service and Administration's Cape Town and Pretoria offices referred all queries to Mr Skweyiya's personal assistant or his spokesman, who were not available for comment yesterday.

The minister on Monday reportedly said at an African National Congress media information session at Midrand that the number of civil servants would be cut from 1,2 million to 900 000 in three years. Mr Skweyiya said 100 000 posts would be scrapped by June, 1997.

He said this would be achieved through attrition, the freezing of posts, the abolishment of about 55 000 vacant posts, and through voluntary severance packages.

Yesterday department deputy director-general Dame du Toit refused to speak to Sapa, saying he was not responsible for the matter. - Sapa

Electricity body's salary demands under fire


BY TROYE LUND

Star 22/5/96

National Electricity Regulator (NER) senior executives have asked to be paid salaries that are R117 000 more than those of cabinet ministers and double those of their colleagues in the electricity industry

Outgoing Minister of Mineral and Energy Affairs Pik Botha has already considered the proposal and has sent it for final consideration to Minister of Finance Trevor Manuel

The proposal has come under fire from the Mineral and Energy Policy Centre, an independent policy research body. In a letter to Botha, Manuel and the NER board, the centre warned. "If this is approved it will only strength-

en perceptions of a runaway gravy train, as the NER's proposed budget will be paid out of what is essentially public money - levies from generators. The assertion that the proposed salaries are market related is astonishing"

The NER was formed in July last year to rationalise electricity tariff structures and deal with supply problems to black and rural areas. The body is also responsible for regulating the industry to prevent any generator or supplier gaining a monopoly

The NER has been run by an interim board with nine people sitting on it. Earlier this year, the regulator submitted a business plan to Botha which would give it a budget and full-time professional staff complement

It proposes that its top three executive managers - financing, pricing and tariffs - receive up to R540 923 a year, R117 000 more than a cabinet minister and double the salary of the Johannesburg council's chief director of electricity

The top three packages are 30% higher than those of mineral and energy affairs senior officials and 50% higher than the top salary of an Eskom manager at a similar level

The regulator motivates the packages by stressing in the proposal how they are designed to "attract the strongest, highest calibre of people with suitable qualifications and experiences ... The stakes are high in an industry with an annual turnover of R2-billion."

Civil servant jobs safe after NP withdrawal — Mbeki

ET 23/5/96 (250)

POLITICAL STAFF

ACTING President Thabo Mbeki yesterday assured civil servants that the National Party's impending withdrawal from the government of national unity would not jeopardise their jobs.

There is no such threat at all, Mbeki said after the cabinet's last night meeting in Durban.

This contrast sharply with the views expressed by Mpumalanga Premier Mathews Goniwe last week, who has said NP appointees in the civil service could sabotage the Reconstruction and Development Programme and therefore had to be

dismissed.

Mbeki also announced that President Nelson Mandela would re-appoint the current SABC board for another 12 months pending a change in the legislation on a national public broadcaster.

The cabinet discussed the revised HIV/AIDS policy in prisons and noted the reservations expressed by National Party members. It agreed that Welfare and Population Development Minister, Patrick Matheane, should review the implications of the policy with regard to, among other concerns, the general community of young offenders held in prison.

Outcry over R540 000 pay for officials

ARG 23/5/96

(55) (250) (540)

Electricity executives spark row

The Argus Correspondent

JOHANNESBURG - National Electricity Regulator (NER) senior executives have asked to be paid salaries which are R117 000 more than cabinet ministers and double those of their colleagues in the electricity industry

Outgoing Minister of Mineral and Energy Affairs, Pik Botha, has already considered these salaries and has sent them for final consideration to Minister of Finance Trevor Manuel.

The proposal came under fire this week from the Mineral and Energy Policy Centre, an independent policy research body.

In a letter to Mr Botha, Mr Manuel and the NER board, the centre warned. "If this is approved it will only strengthen perceptions of a runaway gravy train as the NER's proposed budget will be paid out of what is essentially public money - levies from generators"

The NER was formed in July last year to rationalise electricity tariff structures and deal with supply problems to black and rural areas. The body is also responsible for regulating the industry to prevent any gen-

erator or supplier gaining a monopoly.

The NER has been run by an interim board with nine people sitting on it.

Earlier this year, the NER submitted a business plan to Mr Botha, which proposes that its top three executive managers receive up to R540 923 a year, which is R117 000 more than a cabinet minister and double the salary of the Johannesburg council's chief director of electricity

The top three packages are 30 percent higher than those of mineral and energy affairs senior officials and 50 percent higher than the top salary of an Eskom manager at a similar level.

NER spokesman Johan Du Plessis said the body would make sure the packages offered to successful candidates were "broadly in line with public and private sector equivalents"

Mr Manuel's office confirmed that Mr Botha's office had considered the proposal and had handed it to them for approval. Mr Manuel's spokesman was not able to say whether the minister had considered the plans yet or what his adjustments would be as he is out of the country.

Councillors pay will hit taxpayers

(250)

benetan 24/5/96

By Rafiq Rohan Political Correspondent

PAYING elected local government councillors countrywide is costing taxpayers millions of rands a month and more is to be spent on them in future

Although the Ministry of Provincial Affairs and Constitutional Development does not have a complete list of monthly salary break-downs for all provinces, those that are available suggest that running local governments, necessary as it may be, is a very costly business

In the Free State budgeted monthly salaries would amount to R1 167 769 a month, Chris Fisser said. Currently councillors receive allowances only

"In Mpumalanga the monthly bill presently amounts to R1 283 126. It is not clear whether this amount is for salaries or allowances only", Fisser said

Next week's elections

Northern Province pays R1 063 642 a month. In the Western Cape, where the local government will not be in place until after next week's elections, councillors will each receive R2 601 a month

Information bills for Gauteng, Eastern Cape, Northern Western Cape, North West and KwaZulu-Natal were not available

Once all the elections have been completed, the country will have a total of 10 731 councillors

"In the coming KwaZulu-Natal and Western Cape, election, figures have been made available on the number of people who will vote," Fisser said

A total of 1 473 143 voters have been registered to vote in the Western Cape on May 29. Elections in that province were postponed from November 1 after a dispute between the African National Congress and the National Party over the demarcation of boundaries

In KwaZulu-Natal there are 3 398 692 registered voters eligible to cast their votes on June 26. The poll was twice postponed in KwaZulu-Natal because of the continuing violence, with the ANC and Inkatha Freedom Party not agreeing on whether a further postponement was necessary

Probe of executives' huge salaries invited

BY TROYE LUND

The National Electricity Regulator has invited its critics to launch an inquiry into the proposed pay packages for its top three executives, which exceed those of cabinet ministers by R117 000

The NER, which was formed to rationalise electricity supply and deal with problems in black and rural areas, came under fire this week from the Mineral and Policy Centre, an independent research body.

The centre wrote letters to Minister of Mineral and Energy Affairs Pik Botha demanding that the "runaway gravy train" salaries to be refused

The MEPC letter emphasised that the top three packages of

R540 923 were more than 30% higher than senior mineral and energy affairs officials and 50% higher than an Eskom employee of a similar level.

But NER spokesman Johan du Plessis replied: "Our board has accepted that in order to attract and retain competent staff, it will have to offer competitive packages"

He said they were worked out by a professional remuneration company that had evaluated the positions

Du Plessis said that when appointments were made, the packages would be tailored to the individual employees.

He welcomed an inquiry

"We will ensure that packages are broadly in line with public and private sector equivalents."

Star 24/5/96 (250)

Councillors pay will hit taxpayers

(250)

Benetton 24/5/96

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Gauteng civil service about-face

~~(250)~~ (250) Star 24/5/96
By **KARIN SCHIMKE**
Gauteng Reporter

Gauteng's public service has undergone a radical change of face in the past year with 64% of the higher echelon drawn from previously disadvantaged groups and 35% being women, a debate in the legislature yesterday around the Gauteng Provincial Service Commission annual report revealed.

The chairman of the economic affairs standing committee, Andrew Feinstein, said this compared favourably with the structure of the old Transvaal Provincial Administration, which was 100% white and 98% male. Feinstein called this achievement "quite remarkable".

He added it was important to note that two criteria had been used in the selection of people to higher civil service posts: merit and representativity.

"To suggest that we will achieve the moment when all in South Africa have

equal opportunities without consciously promoting those who have suffered deprivation and come through this trauma (apartheid) with remarkable qualities is fallacious and illogical."

Feinstein added, however, that the re-orientation of the civil service should not be seen as an attack on any one group.

"Today in Gauteng the upper echelon has over 46% whites of various political persuasions and backgrounds. As a proud white Jew in the ANC, I say to all people of this province, whatever your past, whatever your background, if you are prepared to work hard, to reflect the broad, diverse interests of our society, your time is now."

He said it was the legislature's duty to ensure that the civil service lived up to the credo of the provincial service commission report: "Efficient, developmental, representative and service-oriented."

"We must play our role to ensure that this vision is achieved," Feinstein said.

Putting the brakes on civil servants' car schemes

(250) mtg 24-30/5/96

Mungo Soggot

THE government may privatise the unusually generous car packages given to senior civil servants which allow directors general to walk off with cars worth close on R291 000 every four years.

The Public Service Commission said this week it was considering shifting a large portion of the loan scheme to the private sector in a move which could lighten the Budget deficit by R110-million a year.

The scheme is held out by civil servants as a good reason not to quit and head for the private sec-

tor. It gives a director general, who earns R266 784 a year, a loan of up to R290 900 for a car. The state then inflates his monthly taxed salary by the amount he needs to repay the loan over four years, after which the civil servant is allowed to keep the car, and the cycle begins again.

Civil servants also get a monthly car allowance: R1 855 for directors general and R1 094 for deputy directors general, who can pick a car worth up to R233 100.

The scheme is generous by private-sector standards. PE Corporate Services MD Martin Westcott, an expert on remuneration, said a senior executive in the private sec-

tor who was given a car worth R290 000 would probably earn 30% to 40% more than his public-sector counterpart. "It is definitely generous, but not vastly so."

Two accountants from two listed companies were less restrained in their description of the scheme's relative generosity, particularly the monthly allowance. "It is very, very cosy," said one. He did note, however, that both the loan repayment and allowance were taxed.

An official close to the Public Service Commission said that under the privatised scheme banks would put up the initial loan, but the government would still add to civil servants' monthly salaries the

slice needed to repay the loan. "If we privatise it, the government will not have to borrow twice — for the loan and the monthly repayment," the official said.

The maximum loans for a chief director and director are R175 400 and R127 900. Their monthly car allowances are R849 and R684 respectively.

When first approached for details of the scheme, the commission official in charge said he could not divulge details of civil servants' packages as these were "private — they would not want me to". After the intervention of director general Baseka Ncholo, however, he obliged.

Editorial response on page 28
of the 25/5/96 issue

Workers in new march on Cape legislature

Linda Ensor

(250) 0D 27/5/96

CAPE TOWN — An estimated 18 000 municipal workers are to march on the Western Cape provincial legislature today, in the second major public protest by threatened public sector employees within a week.

On Thursday 15 000 disgruntled teachers and parents voiced their opposition to the planned abolition of 6 000 provincial teaching posts this year.

The province's 30 000 municipal workers are also concerned about mass retrenchments when the Western Cape's 39 municipal councils are amalgamated into six after Wednesday's local government elections.

SA Municipal Workers' Union (SAMWU) members plan to hand local government MEC Peter Marais a memorandum today demanding the immediate reinstatement of an agreement which guaranteed that there would be no retrenchments before June 1997.

The memorandum would also demand the immediate withdrawal of Marais as local government MEC.

The conflict erupted on Friday when ANC members of the provincial committee refused to adopt a new draft proclamation proposed by Marais which would lay the legal basis for the new transitional metropolitan councils.

SAMWU general secretary Roger Ronnie accused Marais of having declared war on municipal workers

Cape parties woo voters

Linda Ensor

0D 27/5/96

CAPE TOWN — The leaders of SA's two main political parties, the ANC and the NP, marshalled their forces on the battle lines at the weekend and sent clarion calls for votes in Wednesday's local government elections.

In the tense pre-election atmosphere, there were complaints of widespread intimidation.

ANC leader President Nelson Mandela, speaking in Cape Town last night, called on the Western Cape "to embrace the democratic ideal" by voting for the ANC. The previous day in Plumstead, NP leader FW de Klerk told supporters "to keep the Western Cape Nat".

Mandela said that in November the rest of the country had demonstrated its confidence in the ANC by returning an even greater majority.

At rallies yesterday Mandela stressed that the ANC's pact with Cosatu would remain intact.

De Klerk told about 5 000 people the NP would win a landslide victory which would be the first step to its becoming the majority party in SA. De Klerk said the ANC did not inspire foreign confidence as people were distrustful about the lack of agreement between finance minister Trevor Manuel, Cosatu leader Sam Shilowa and public enterprises minister Stella Sigcau on privatisation.

De Klerk said the ANC had two faces — Mandela's reassuring, fatherly face, which said there was no need to worry about education and the status of Afrikaans, when both were being undermined; and the other face which was in cahoots with Libyan leader Gaddafi and which "shivers in its pants" when Shilowa spoke.

Allegations of intimidation and dirty tricks mounted, with the ANC accusing the NP of intimidation in Khayelitsha. Election monitors said they planned to bolster patrols in the area.

There were allegations that the Heideveld constituency office of health MEC Ebrahim Rasool was covered with human excrement, the voter's roll at the ANC's office at Grassy Park was destroyed and that ANC canvassers in Manenberg were chased, allegedly by NP gangs.

In Athlone ANC canvassers were allegedly chased by nine men wielding knives. A Rockland Ratepayers' Association candidate in Mitchell's Plain laid a charge of crimes injuria and assault, claiming an NP candidate threatened his 14-year-old daughter and two campaign workers with a 9mm pistol.

The NP said it had insured the lives and property of its 44 candidates in the Tygerberg suburb as a result of increasing intimidation and threats.

The DP lost its urgent application to the Electoral Court on Friday to prevent the NP distributing what it claimed were false and misleading pamphlets.

Talks avert labour crisis threat to local election

(267) #250 (250)
ANDREA WEISS

Metro Reporter

ARG 27/5/96
HIGH-LEVEL negotiations have averted a labour crisis that threatened Wednesday's elections.

Local Government Minister Peter Marais has agreed to amend a proclamation which puts in place the six new Cape metro municipalities for which there will be elections this week.

The South African Municipal Workers' Union planned a march at lunchtime today to protest against an earlier draft of the proclamation which excluded labour agreements made by the Metropolitan Labour Forum.

However, the problem may have been resolved over the weekend after the labour clauses were reinserted in the draft proclamation, which is to be published in the next few days.

The proclamation is necessary for transitional arrangements immediately after the election

Workers feared that the omission could lead to "mass retrenchments" over the next few months.

The proclamation, which is expected from Mr Marais's office, initially left out all agreements reached by the Metropolitan Labour Forum, which was established to ensure an orderly transition on the labour front when the six new substructures come into being.

The municipal workers' union described the proclamation yesterday as "an undisguised attack on the rights of workers and the broader community"

It said the present draft of the proclamation was the same as one which had been submitted in April and which was "soundly rejected by all parties".

Workers planned to march to the provincial building in Wale Street to call for Mr Marais's removal from office.

His press secretary, Fritz Marks, could not say when the proclamation was due to be promulgated.

Municipal workers go on march today

(250) (23)
METRO WRITER

CT 27/5/96

THOUSANDS of municipal workers are due to march through the streets of Cape Town at lunchtime today in a protest just before the eve of the election, about their own job insecurity.

They say they fear many may be retrenched in the post-election changeover from 39 local authorities in the metropole to just six "substructures".

But Mr Peter Marais, MEC of Local Government to whom they will be marching in protest, said yesterday there was no need for them to be worried.

SA Municipal Workers Union (Samwu) regional chairperson Mr Xolile "Boss" Nxu said yesterday that his union had 20 000 members in the metropole.

Three hundred shop stewards who met yesterday in Athlone are going to try to call out all the workers to march in protest to Marais' office.

Legally, the action may not be regarded as a strike, but in effect many workers will down their tools from mid-morning to take part in the 1pm protest and some may not return to work in the afternoon.

Marais had in effect "declared war" on municipal workers, laying them open to mass retrenchments, said general secretary Mr Roger Ronnie.

Marais is due to have a local government proclamation gazetted in the next few days.

Marais slates march on office

ESTELLE RANDALL

Labour Reporter

APL 28/5/96

WESTERN Cape Minister of Local Government Peter Marais has slated the march to his office by South African Municipal Workers' Union (Samwu) members, calling it a ploy to provide President Mandela with a ready-made audience

"In the light of information that President Mandela would be addressing municipal workers at the Cape Town City Hall, I could only conclude that the decision to march to my office was to mobilise a ready-made audience for the purpose of electioneering," Mr Marais said

Yesterday Samwu members marched to Mr Marais's office to protest against a proclamation he released on May 23, which omitted labour agreements in transitional arrangements for the six new Cape metro substructures after tomorrow's local government election

It was subsequently withdrawn and replaced by a document that meets the union's demands

Mr Marais said he wanted to assure municipal staff that "everything possible was done in the wording of the proclamation to prevent retrenchments and give them job security"

Samwu spokesmen said it rejected Mr Marais's attempts to portray the changed proclamation as a sign of good governance

"It is nothing more than a massive defeat for him and his party, brought about by popular opposition," they said

"We can now proceed with the unbundling and integration of local authority administrations in an orderly and structured way

"All that remains now is for Peter Marais to be removed from office"

The union condemned the way in which its march was disrupted by former Cape Corps soldiers who tried to gatecrash a meeting at the City Hall, where Mr Mandela was the main speaker

"It is our belief that the actions of this group were politically motivated. Their actions precipitated SAPS involvement and led to the injuring of about 20 Samwu members"

MANDELA CALLS FOR INQUIRY

Furore Over City Hall violence

(250) CT 28/5/96

THERE were conflicting accounts of the events that led to an eruption of violence outside the City Hall yesterday. Several people were injured and police fired rubber bullets as three different groups fought to get into the hall. **LINDIZ VAN ZILLA** and **PETER DENNEHY** report.

VIOLENT clashes erupted between police and three protest groups — including workers and disgruntled ex-soldiers — outside the City Hall yesterday afternoon, leaving 19 policemen and a similar number of civilians injured.

The groups all converged on the City Hall in the hope of speaking to President Nelson Mandela, who had been scheduled to address civil servants and National Education, Health and Allied Workers' Union (Nehawu) members at 2.30pm.

Police and marshals were slowly shepherding people into the hall through the narrow entrance when impatient sections of the crowd tried to force their way in.

Stones, bricks and bottles were thrown at police, who retaliated by firing rubber bullets and small plastic pellets and throwing a stun grenade.

Two of the 19 policemen were admitted to City Park Hospital, one with a broken collarbone.

After allegedly being struck by a brick, another with a broken finger, police spokeswoman Sergeant Vivienne Lentoort said.

About 12 workers including at least five were also treated for injuries and facial wounds.

Tempers ran high among the workers, who claimed the police had fired

the door by police.

They said Cosatu members started pushing from behind, and stones and empty cooldrink cans were thrown at them. The police then started firing shots, hitting three of their members.

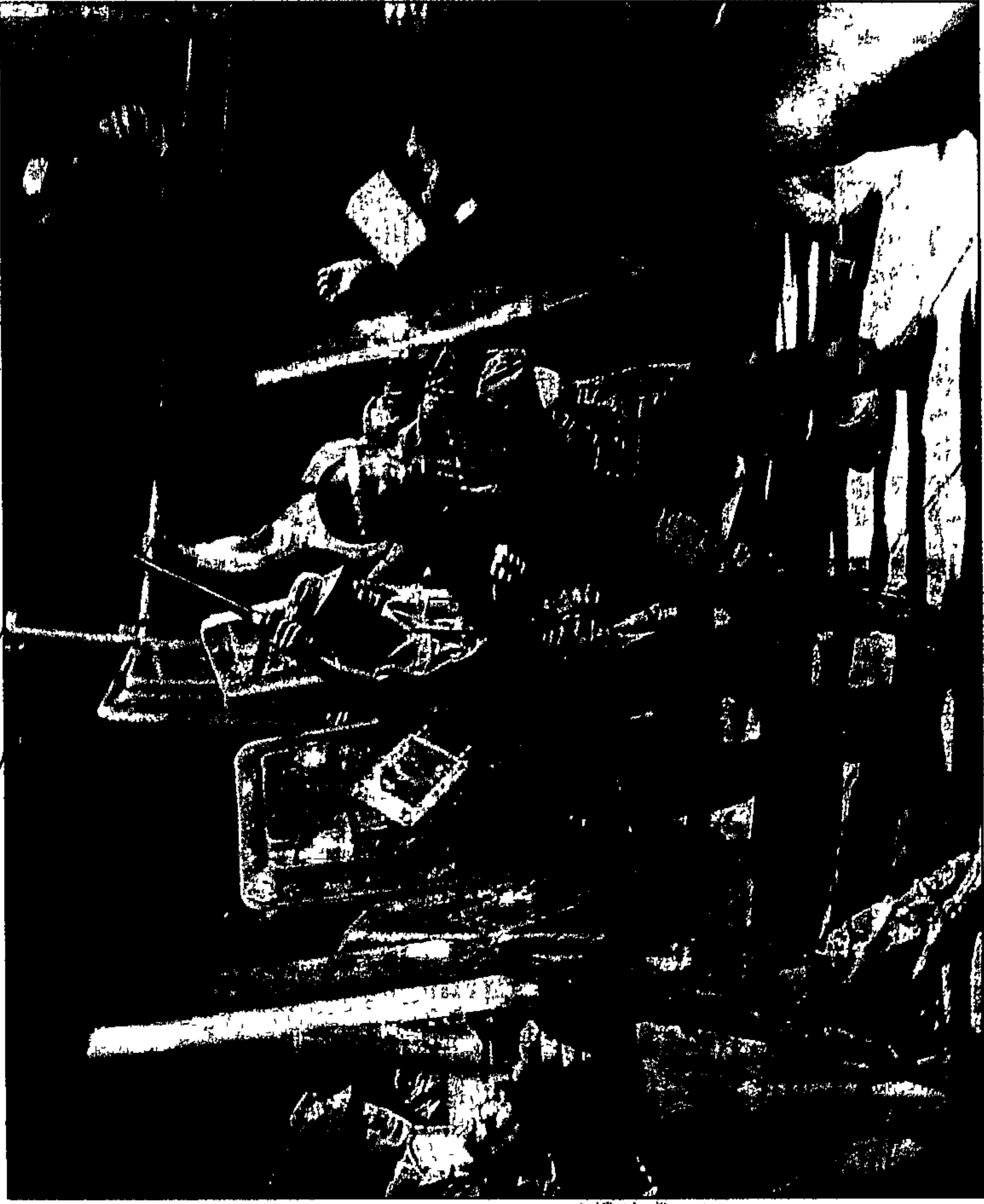
However, according to the policemen's and Cosatu's versions of events, the ex-soldiers tried to gatecrash the meeting inside, but were stopped by a police cordon.

Samwu spokesman Mr Robert Adams said Cosatu members had been waiting outside the hall for more than an hour for the meeting to start when the group of ex-soldiers arrived trying to force their way into the hall and broke down scaffolding and barricades.

Cosatu members who were waiting outside the hall to be let in became upset because "they did not know who these people were".

Adams defended the actions of the police, saying "they were just defending themselves," and "laid the blame for the chaos firmly at the door of the ex-soldiers."

Cosatu spokesman Mr Randy Pieterse said the violence erupted when an inebriated man who was part of the Cape Corps march kicked a policeman in the crotch and the policeman hit him over the head with a baton.



WOUNDED: Mr Stanley Abrahams, left, and

CLOSING RANKS: Policemen shelter behind their shields as a brick flies towards them outside the City Hall. Clashes erupted when municipal work-

violence outside the City Hall yesterday. Several people were injured and police fired rubber bullets as three different groups fought to get into the hall. **LINDIZ VAN ZILLA** and **PETER DENNEHY** report.

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About 12 workers including at least five were also treated for injuries and facial wounds.

Tempers ran high among the workers, who claimed the police had fired blindly into the crowd from scaffolding surrounding the City Hall. After the incident, abuse was hurled at the police, who took refuge in Casspirs.

Confusion followed the violence, as shop stewards, marshals and police tried to establish what had caused it.

Civil servants and Nehawu members waiting for Mandela were joined by the Cosatu-aligned South African Municipal Workers Union (Samwu) who had staged an earlier protest march through the city streets. Together the crowd of about 4 000 wanted to be allowed into the hall.

Shortly before Mandela was scheduled to arrive, about 200 ex-servicemen, including members of the old Cape Corps and Old Soldiers' Steering Committee, also gathered at the entrance to the hall.

They had earlier marched to Parliament, demanding the same gratuities as former members of uMkhonto weSizwe and Apla.

According to reports from the ex-soldiers, they were allowed to enter the hall by Cosatu members, but were stopped at

the door by police.

They said Cosatu members started pushing from behind, and stones and empty cooldrink cans were thrown at them. The police then started firing shots, hitting three of their members.

However, according to the policemen's and Cosatu's versions of events, the ex-soldiers tried to gatecrash the meeting inside, but were stopped by a police cordon.

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Cosatu spokesman Mr Randy Pieterse said the violence erupted when an inebriated man who was part of the Cape Corps march kicked a policeman in the crotch and the policeman hit him over the head with a baton.

An eyewitness said there were only 20 policemen in the

cordon and they were under threat of being overwhelmed by the pushing crowd, in which old soldiers were indistinguishable from workers.

An injured person who refused to give his name said: "We did nothing. We were waiting for Madiba to arrive when these f...ing soldiers came and beat us up."

Mandela, who arrived at the City Hall about an hour later than scheduled, apologised, saying his security staff had advised a delay until the situation at the hall had calmed down.

Later, addressing the rally of about 1 000 enthusiastic supporters in the hall, Mandela said the violence needed to be investigated.

He condemned the ex-soldiers for their actions and said they had no justification for expecting the same benefits as MK and Apla cadres. He had already listened to their grievances and come to the conclusion that they were in a "totally different position from the MK and Apla soldiers". He advised them to seek legal advice



WOUNDED: Mr Stanley Abrahams, left, and another Samwu member, both of whom were apparently hit in the face by plastic pellets, sit in an ambulance.

PICTURE: BENNY GOOL



CLOSING RANKS: Policemen shelter behind their shields as a crowd of protesters, public servants and former soldiers gathered in the hope of speaking to Mandela.

Omar calls for trial of apartheid officials

JOHANNESBURG: Justice Minister Mr Dullah Omar called yesterday for criminal prosecutions of apartheid-era security officials implicated in killings, saying accountability was vital.

"I would like to see people prosecuted where there is evidence against them. The onus must be on the perpetrators to apply for amnesty," he said.

Omar praised the work of the Truth and Reconciliation Commission, saying: "Its first month has been a great success. I see (the commission) as establishing the rule of law in our country."

He said he wanted a police investigation and possible trial of former police agent Mr Joe Mamasela, who said on television last month that he was a member of a police hit-squad unit that killed 30 to 35 people.

"Attorneys-general are independent and they decide whether to prosecute. I see no reason why that should not happen in any of the cases in which there have been revelations." — Reuter

Cra



"We've posters they've our's so beaten a

Scores injured as angry protesters

CAPE TOWN — At least 45 people were injured when clashes erupted between police and angry protesters in Cape Town yesterday. Police gunfire yesterday injured at least six people, while 19 policemen were injured, three seriously, by hurled bottles and stones. The area was swarming with riot police and armoured cars, while a he-

licopter circled overhead. The final rally of the ANC's election campaign which President Nelson Mandela was to address for nearly two hours, while NP leader FW de Klerk called off a planned walkabout in the city centre. The chaos erupted when about 200 former Cape Corps members who had tried to see Mandela at Tynhuys descended on the Grand Parade, where more than 3 000 SA Municipal Workers' Union (Samwu) members were waiting to hear Mandela. Samwu

members had just marched to the provincial legislature demanding that local government MEC Peter Marais withdraw a proclamation that threatened their jobs. The former Cape Corps group, barred from the city hall by police, threw bricks and bottles, police said. Police responded by firing birdshot into the crowd, hitting Samwu members. Mandela told Samwu members in former Cape Corps members were demanding the demobilisation benefits that former Apla and Umkhonto we-

Sizwe (MK) cadres were receiving. He had explained to them last week that their situation was different as they were contractually employed by the former SADF, which had terminated their contracts. In contrast, the Apla and MK cadres had served more than 30 years without pay. Many had died in the process and many were without skills and too old to find employment. He had promised to deal with these cases individually. Deputy President FW de Klerk had been at last week's meeting with the

disenchanted soldiers. "I am surprised that they came back today. Just two days before the elections... Something is happening here," he said, adding the matter needed investigation. Meanwhile, Marais said the provincial committee had passed a draft metropolitan proclamation yesterday after minor amendments. He assured municipal workers "everything possible" had been done in wording the proclamation to prevent retrenchments.

Clash in Cape Town

28/5/96

Sowetan 30/5/96
(250)

Cosatu wants positive change

By Abdul Millazi
Labour Reporter

THE restructuring of the public service should address the basic needs of workers and facilitate economic growth

This was the decision adopted by the Congress of South African Trade Unions (Cosatu) at its living wage conference last week.

In its document on the transformation of the public service, Cosatu says "The starting point in public sector restructuring lies in its re-orientation to effectively and efficiently meet basic needs, create jobs and facilitate economic growth and development"

The federation also proposes that the process should also reduce the wage gap, address the redeployment of workers who could lose their jobs and implement training and affirmative action

Cosatu general-secretary Mr Sam Shilowa said: "The issues of outsourcing and right-sizing imply privatisation and the minimising of the role of the state in the interest of capital."

He said Cosatu rejected proposals by the Government delegation in the Public Sector Bargaining Forum to link grading and working conditions to the cutting down or reduction of the workforce.

Shilowa said "Restructuring of public enterprises should be guided by the National Framework Agreement (NFA) signed between Government and labour. This should bind all parastatals.

"Where there is evidence that any parastatal management is undermining NFA provisions, the appropriate ministers should use their powers to remove these managers."

Shilowa argued that the public sector forum should be established.

Public Works to be trimmed

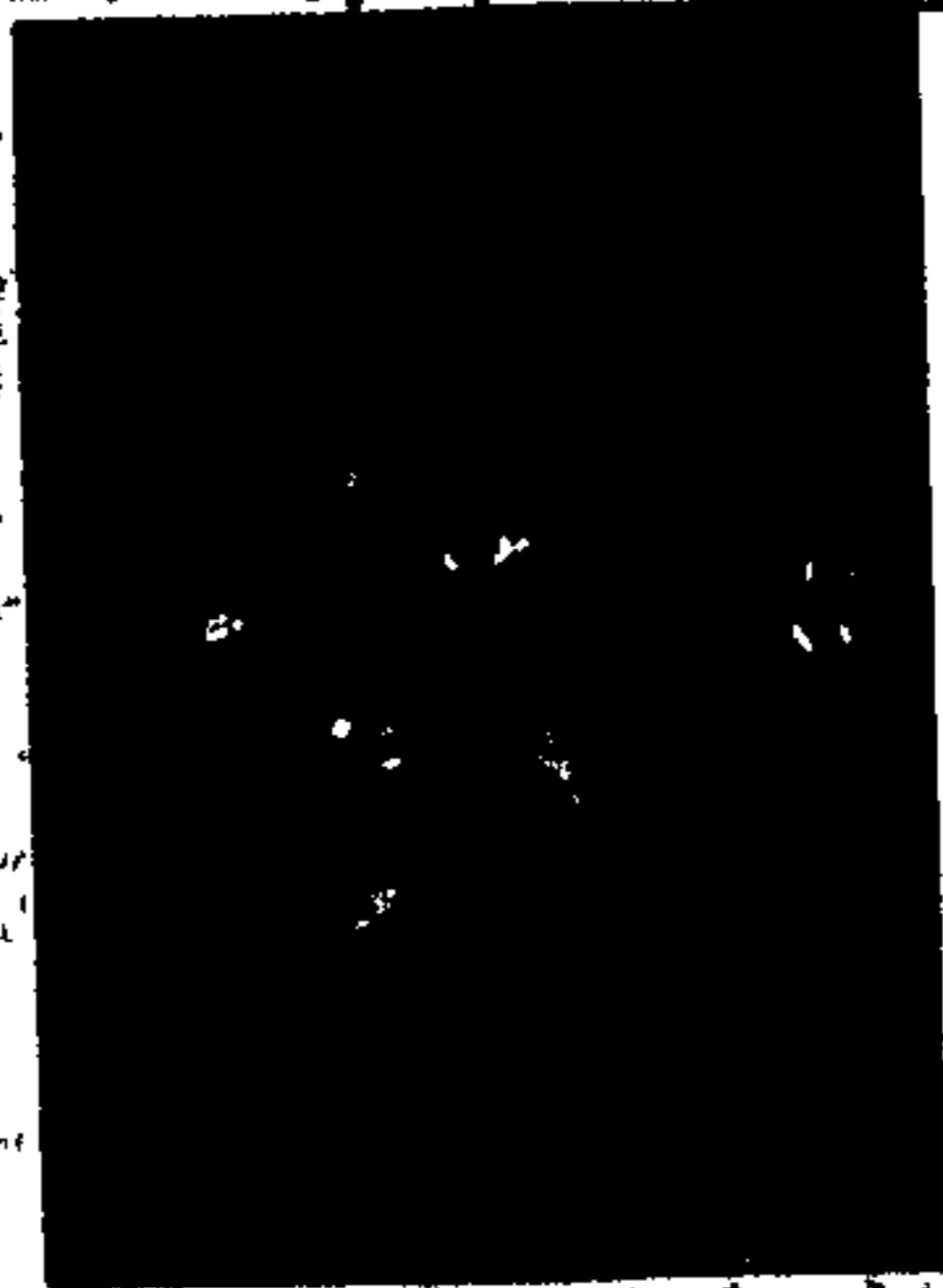
HENRY LUDSKI
POLITICAL WRITER

THE transformation of the Department of Public Works will save taxpayers millions of rand but will be accompanied by substantial job losses, Minister Jeff Radebe is expected to tell Parliament today.

A draft working document — which forms the basis of the long-awaited transformation plan which has just been handed to Radebe — sketches a bleak picture of departmental fragmentation which it says is to blame for massive duplication.

The department did not disclose the extent of the job cuts, but they are expected to be substantial given the level of savings which the department wants to achieve.

The 400-page report, covering property services, development and management, proposes far-reaching restructuring at regional and national level.



SAVINGS: Mr Jeff Radebe

Radebe, whose budget vote will be debated in Parliament today, told the Cape Times yesterday that the transformation process was necessary to ensure that the department functioned effectively and efficiently and was "aligned with the new priori-

ties of the government"

The department was assisted by counterparts from Australia, Canada and Malaysia. "We have also consulted many of the private sector companies in South Africa and we believe that the plan will work," Radebe added.

The restructuring plan is expected to be implemented from early next year after the details of implementation had been thrashed though — with trade unions in particular. It will also address the issue of financial management, which Radebe described as being "non-existent" in the public sector.

Today's budget vote will also deal with a department plan to spend almost R50 million on the development of a register of all state-owned property and fixed assets. Of this, R25m would be used to fund a comprehensive survey of all state assets and R23m to upgrade computers.

Protesters trigger city chaos in rush hour

Star 7/6/96

250

Municipal workers, 'tired of intimidation
by other unions', block main arteries
into Johannesburg in three-hour action

By Staff Reporters

Protesting municipal workers blocked main arteries into the city centre this morning as they gathered outside the Metropolitan Centre in Braamfontein.

Their three-hour protest was organised by the Independent Municipal and Allied Workers Union (Imawu) against intimidation by other unions.

It caused traffic snarl-ups and delayed thousands of people going to work.

Traffic around the Metropolitan Centre in Braamfontein came to a standstill at about 7.30 as hundreds of green and white municipal vehicles drove up Rissik Street, having earlier blocked Caroline Street in Brixton by driving several vehicles abreast. They later moved to the Smit Street off-ramp, causing a major traffic jam on the M1.

Cars, vans and trucks blocked several intersections until traffic officers arrived to clear them. While traffic officers tried to get the traffic flowing by weaving cars through the blockade, angry municipal workers argued with them and confused the issue by trying to direct traffic themselves.

Motorists joined in with a cacophany of hooting.

By about 8.30am the workers had gathered in a large group at the Metropolitan Centre, allowing city centre traffic to normalise.

Dave Fox, of Imawu, said the protest was to highlight the Johannesburg council executive

committee's reluctance to halt other unions' intimidation.

"We have been responsible and patient, but we are tired of being abused and victimised in the workplace. The Johannesburg executive committee has in the past said it will resolve this situation, but nothing has been done."

Fox said today's protest was triggered by the recent ambushing of one colleague, Hendrik Olivier, the manager at the Olifantsfontein municipal farm. While Olivier was not injured, his work vehicle was extensively damaged.

"An injury to one is an injury to all. This union is committed to transformation and doing our work... but not if anarchy reigns supreme," Fox said, adding he hoped to see Johannesburg's chief executive officer Prof Nicky Padayachee.

Johannesburg traffic spokesman Denise Henderson said that the majority of traffic officers had reported for duty this morning. "The strike action started at 7am and I believe those traffic officers presently on duty will not participate in the strike," said Henderson.

Johannesburg police spokesman Insp Andy Pieke said police would be assisting traffic officers in maintaining law and order. "We will back them up, but at this stage we don't know what action will be necessary," said Pieke.

The protest was scheduled to end at 10am.

(216) (250)

Protesters Star 7/16/96 trigger city chaos in rush hour

Municipal workers, 'tired of intimidation by other unions', block main arteries into Johannesburg in three-hour action

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Popcru demands change: Sekame labelled 'villain'

By DAN DHLAMINI

(251) CP 9/6/96

ONCE A HERO among policemen during the 1988 abortive Bophuthatswana coup, North West police deputy Commissioner Lucky Sekame was labelled a political villain during a Popcru march this week.

Popcru members lambasted Sekame for siding with police management against Popcru members and not vigorously fighting for the removal of all whites in management who were opposed to change.

Popcru's acting national vice chairman, Tshithiwa Mutepe, said there was a deliberate intention by management of the Correctional Services, SAPS and the Traffic Department to sideline and finally frustrate the disadvantaged group.

He said the move was well cal-

culated to ensure apathy and the abandoning of social responsibilities by the three departments.

Mutepe said their march should not be seen as challenging the government, but was purely aimed at the three departments.

"We as members of Popcru pledge our support for the government and the restructuring of the SAPS. We note that despite a commitment by minister Sydney Mufamadi to restructure and convert the SAPS into a real service, the challenges are enormous. We have a role to play in the transformation," Mutepe said.

The three departments have been given until June 25 to respond to the demands of Popcru, which included the reinstatement of 35 warders at Upington and of 304 police assistant constables.

Maharaj tells of mass abuse of car schemes

Star 12/16/96

By PATRICK BULGER

Cape Town

Transport Minister Mac Maharaj told of widespread abuse of the Government Garage and public service car-ownership schemes yesterday when he addressed the Steyn Commission on the Remuneration of Public Representatives.

He said the car-ownership scheme was open to so much abuse that there were reports of some public servants having as many as three new cars in their garages awaiting their retirement.

The commission is looking into a new package for elected representatives, paid according to the findings of the Melamet Commission which determined conditions of public service shortly before the new government came into office.

Maharaj was appearing on behalf of the Cabinet Committee on Conditions of Service for Political Office Bearers. He offered a new approach to policy on official cars, and the problems ministers and MPs encountered working far away from home.

He said ministers should be given an allowance that encouraged them to buy their own cars and then claim expenses.

Maharaj said the present system was open to abuse with the state paying capital costs then,

(250)
after calculating finance charges, paying for the car. The public servant was then given an allowance at a lower interest rate to cover the car plus finance charges.

Maharaj also said that the Government Garage seldom seemed to have cars on hand when they were needed and officials had to rent cars.

"The garage will have four 4x4s. When you need one for work, they are not there. Anybody could have taken them out for the weekend."

Maharaj said it was almost impossible to keep track of the use of official cars. Any simplified, or electronic system would be a "godsend". If he had to keep track of official cars he would not have the time to do any other work.

Maharaj said he had recently restructured the car allowances available to ministers to further tempt them to buy their own cars.

On a new system, Maharaj told the commission that "the officials are too busy watching their backs" to devise a new car allowance system.

He also said the old system of car allowances, premised on six months in Parliament in Cape Town and the rest of the year in Pretoria, made it difficult for ministers who divided their week between the two cities. Maharaj undertook to make a detailed submission to the commission.

Departments given guidelines for civil service cutbacks

By **PATRICK BULGER**
Parliamentary Correspondent

Cape Town — Government departments have been given strict guidelines to cut the size of the civil service to help fund the proposed new civil service salary system, Public Service and Administration Minister Zola Skweyiya said yesterday.

He told the National Assembly during the debate on his department that the agreement on a "leaner, better remunerated and more effective" civil service re-

quired reducing the size of the service over the next three years.

The Government also wanted to enhance civil service performance and avert costly compulsory retrenchments.

Departments would be asked to cut posts by abolishing existing funded vacancies, identifying officials as "supernumerary" and eligible for redeployment elsewhere. Vacancies had to be used to absorb surplus officials and they should also be redeployed in situations where civil service quotas had to be expanded.

The first phase of the new salary grading system will come into effect next month.

Sapa reports the state would ultimately save some R6-billion if 100 000 public servants took up the offer of voluntary severance packages, Skweyiya said.

He said the voluntary packages would cost far less than forced retrenchments. The interests of the state would be taken into account when applications for voluntary severance packages were being considered and not all applica-

tions would be granted.

The packages would be available until there had been sufficient response.

He said claims that 100 000 public servants would "lose their jobs" were incorrect.

The voluntary severance packages, abolition of some funded posts, natural attrition and redeployment of personnel were all intended to avert forced retrenchments.

The department was also setting up a database with information on all supernumerary offi-

cials to be used for redeployment, Skweyiya said.

Referring to the White Commission investigating allegations of improper promotions just before the 1994 elections, Skweyiya said its work had been hampered by the lack of investigators, but five full-time people were now assisting the commission, and others would be added.

About 52 000 cases had been referred to the commission, and so far 519 promotions had been found to be improper, resulting in a R19-million saving.

Plan unveiled for leaner civil service

(250) ET 12/6/96

AGREEMENT had been reached on a package to help transform the public service into a leaner, better-paid and more effective service, Public Service and Administration Minister Dr Zola Skweyiya said yesterday.

This entailed a new salary grading system, restructured pension benefits, a voluntary severance package and "right-sizing" the public service, Skweyiya said during debate on his budget vote.

The agreement covers the next three years. However, to fund the new salary grading system, and bring the service within affordable limits, it would be necessary to reduce the size of the public service over the next three years, he said. The optimum size would be determined by the cabinet.

The target would be reached through abolishing funded vacancies, applying voluntary severance packages, natural attrition and redeploying staff. This should allay the fears of most people, he said.

Right-sizing should not be seen as a once-off action on a specific date, or as an across-the-board cut to be applied equally to all functions and by all departments.

A thorough and continuous review of all public service programmes was envisaged.

To avoid costly compulsory retrenchments during the process, all employer-initiated retrenchments would be put on hold until further notice, Skweyiya said.

Instead, officials would be encouraged to take voluntary severance packages.

The new salary grading system would be fully implemented by March 31, 1999, and would consist of 16 salary ranges each with three notches.

As a rule, staff would be assigned to or employed at the first notch of an applicable range, but a department might assign a staff member to the second or third notch in exceptional cases.

Under the new system most allowances are incorporated in the revised salary ranges.

Other benefits included a reduced wage gap, improved career pathing and promotion, simplified salary and personnel administration, eliminated salary disparities, more market-related salaries, and reduced labour unrest, he said.

Sapa

Commission swamped with complaints on civil service

250

CT 13/6/96

PRETORIA About 50 000 complaints of irregular appointments, promotions or awards to civil servants from April 1993 to September 1994 had been reported to the White Commission since its inception in February last year, it said yesterday.

Judge C S White said the commission was hamstrung by a lack of investigating officers however. Only 588 of the 50 000 cases had been finalised.

The Department of Public Service and Administration recently allocated four extra investigation officers to the commission and undertook to allo-

cate three more.

The judge also said he had observed a careless attitude among respondents. "They seem to believe that nothing will come of the findings of the commission and that they need therefore not concern themselves with its activities."

"They fail to defend the issues raised against them at their own peril as the state may well decide to reclaim any salaries or amounts improperly paid."

The commission's life had been extended to December next year by Public Service and Administration Minister Zola Skweyiya — Sapa

Public servants won't be ousted, says minister

Cape Town — No public servants would be forced to accept severance packages, Public Service Minister Zola Skweyiya said yesterday.

Neither would he allow the public service to be drained of highly skilled, competent officials while it was being "right-sized", he said in debate on his budget vote.

Although all public servants could apply for severance packages, the interests of the state would be carefully taken into account when considering these applications

His department had undertaken to put a hold on all employer-initiated retrenchments until further notice to avert costly compulsory retrenchments during the right-sizing process

Officials would rather be encouraged to take voluntary severance packages, creating room for the absorption of excess officials or the abolition of posts.

Skweyiya said that, although whites continued to fill most management posts in the public service, the percentage had dropped from 94 to 63% in less than two

years. Africans now filled about 30% of management posts, compared with only 2% in 1994

The representation of coloured and Indian people had also increased significantly

An issue which was, however, still of great concern was the position of female managers. Their numbers had increased by only 5% over the past two years. They now filled about 10% of management posts

Skweyiya also said the department was committed to a policy of affirmative action. — Sapa

(250) Star 14/6/96

Holomisa sanctioned irregular promotions, commission told

CT 14/6/96 (250)

EAST LONDON: Former Transkei Military Council chairman Mr Bantu Holomisa sanctioned a large number of irregular promotions in the Transkei civil service in October 1993, the White Commission heard yesterday.

The commission is probing promotions that took effect almost two years earlier than they were supposed to according to a policy on rank promotions adopted by the Transkei government in April 1992.

Submitting letters from the then Transkei Public Service Commission and the Transkei finance director-general, and a hand-written memorandum from Holomisa, commission investigator Mr

Wollie Wolmarans alleged the Military Council had been aware of the financial burden the promotions would place on the homeland's reserves.

Officials noted in the letters that pressure from civil servants' unions had forced the promotions, irrespective of merit ratings.

"This makes it clear that the waiting period laid down was not followed because of pressure from staff," Wolmarans said.

Witnesses from the health department said they had not been aware of any official wrangling, and had no idea their promotions were improper.

The hearing continues until June 28. —

Sapa

Civil servants

dig in their heels

ARC 14/6/96

(250) (74)

A GROUP OF white male civil servants staged a protest in drag yesterday against the inconsistent way in which affirmative action is being applied by the Western Cape government. As one of them said to make their point: "Maybe we should have sex changes that go wrong to double our chances." Political Writer **CHRIS BATEMAN** reports.

population). While there were more women in the civil service (33 486 compared with 21 293 men, excluding teachers) most were below the level of chief clerk.

Meiring said the province was appointing a special programmes officer to the task of making the province more representative of its population

Pleading for perspective, he said: "Two years ago the staff was 100% white. We had one coloured man and one white woman in senior positions — so we've done wonderfully since then. You can't achieve the right demographic balance overnight and still get the job done.

"Other provinces had adopted the national norm of 70% black, 20% white, seven percent coloured and "two or three percent" Indian, with disastrous consequences for efficiency.

"I feel very strongly about retaining standards. Tell those chaps not to be too despondent — within a few months we'll have a policy. Boys please, Rome wasn't built or destroyed in a year — you're

Points on affirmative action

WHAT you should know about affirmative action in Cape Town

- The racial breakdown in the metropolitan area is Coloured (including of Asian origin) 46 black 29 white 25

- Staff composition is supposed to reflect the regional racial composition of the society that your organisation serves

- 'Legislative and other measures designed to protect or advance persons, or categories of persons, disadvantaged by unfair discrimination may be taken', the constitution says

- A law on affirmative action is in its fifth draft and due out next year

- The new law does not criminalise non-compliance but it will require compliance, probably by granting preference for government contracts

- Experts recommend that each company should work out its own affirmative action agreement with the involvement of all employees

- Selection is always partly on merit. But those disadvantaged in the past will be favoured for selection, provided they have enough merit

- Quotas are out targets are in. Quotas are what you are given while targets are what you aim for. Nobody may be fired to further affirmative action

AN inconsistent and "confusing" approach to affirmative action by the Western Cape government is angering hundreds of highly skilled white civil servants, whose uncertainty about their future is forcing them to consider going over to the private sector.

Several senior posts are being selectively advertised for groups other than white prompting a sharp reaction from skilled and experienced white civil servants who claim this is an infringement of their constitutional rights.

In the adverts the Western Cape boasts that it is an "equal opportunity, affirmative action employer" intent on promoting representativity.

However, the provincial

executive committee has still to implement a formal strategy and has "not yet decided that all vacant posts will be advertised in this manner", Finance and Corporate Services MEC Mr Kobus Meiring admitted yesterday.

Yesterday a dozen corporate services staffers objected in hip-swinging, tongue-in-cheek style when their boss, Mr Mervyn Joshua, chief director, corporate services, gave his interpretation of one advert promoting "representativity" for a transport director's post.

Joshua said: "We'll first sift applicants to make sure there are absolutely no blacks, women or disabled people before we even consider white males"

Mr Pierre Beneke, a chief work study officer, said it appeared that "no matter what your performance is — if you're a white male you're disregarded".

"Maybe we should have sex changes that go wrong to double our chances," he added.

Mr Gerald West, a senior work study officer said: "There's a real danger people will quit if Meiring doesn't give a straight answer — all we want is something on paper so that we know where we stand."

aged to negotiate with unions to arrive at targets for that branch

- These Cape Town companies or organisations have affirmative action agreements Cape Town City Council Eskom. Old Mutual BP Shell, Caltex Woolworths, Ernst & Young, and Sanlam

Beneke said he and his colleagues saw conflicting reports. "All the time there are AA (affirmative action) appointments based on colour. According to what norm must posts be advertised and filled? Do we or do we not still have a career in work study or even in government?"

He said his group had "no argument" with affirmative action based on the population make-up of the province — with merit a key factor — but would not be discriminated against because of their sex and skin colour.

Deputy director of personnel analysis, Mr Keith Miller, revealed that in the Western Cape's management echelons 53,8% of staffers are white (23,8% of the province's population is white), 26,92% coloured (57,3% of the population), 2,8% black (17,8% of the population), and 1,92% of staffers were Indian (nine percent of the

the foundation of our organi-

sation and we're the highest

appreciation. There's no alternative to merit and hard work," he said

The protesters' chief, Mr Drummond Kakaza, newly appointed as director organisation, work study, held the identical post in Umtata under successive Transkei regimes.

He said yesterday he had yet to see an official provincial corrective action policy.

What did he think of yesterday's protest?

"What counted was the spirit in which they did it — not at all aggressive. It's their democratic right to express their feelings. We used to do that kind of thing even against them, so if something is oppressive it's their right to demonstrate."

Kakaza said he had experienced no jealousy since being appointed in November last year.

"So far it's going fine, but you never know what they say at home," he added.

Joshua conceded that there were major inconsistencies, adding: "The basic programme hasn't been thrashed out yet in the central labour relations bargaining chamber."

DEPUTY President Thabo Mbeki is asking South African business to provide R36-million to pay a US consulting firm appointed by the government to transform the public service by 1999.

Public Service Minister Zola Skweyiza told the US consulting giant Towers Perrin and a counterpart firm in South Africa, Alexander Forbes, in early April that he was accepting a proposal they had put forward to help streamline the bureaucracy and make it "look more like South Africa" in the words of Towers Perrin's managing director John Kneen.

Mbeki seeks R36m for a change of face

By SIMON BARBER
Washington

to help employees of different faces work together more effectively.

In the letter of appointment, which Towers Perrin has given to the Sunday Times, Mr Skweyiza said the government was "committed to funding" 10 percent of that amount on the understanding the consultants would raise the rest from other sources.

To help them do that, Mr Mbeki has supplied a separate letter to be presented to companies in South Africa, asking

them for contributions. Mr Kneen, who has also been trying to raise money from the US government for the project, said Towers Perrin could not proceed unless the funding was available.

He described the project as "a historic opportunity" and said that while Towers Perrin was "not desperately anxious to get money out of South Africa", this was a "commercial" exercise.

In his letter to South African companies, Mr Mbeki writes that an efficient, "representative" public service "driven by customer needs" is essential to the econ-

omy's growth, but that "the transformation process in government is threatened by inadequate support and understanding of the dynamics of change".

"Successful democracy depends to a large degree on good governance, which is a major pillar of a growing economy. A nominal contribution from your side would assist greatly in reducing the overall costs of the project."

He pays tribute to the private sector's "unparalleled experience and expertise, which, if made available to the government, could ensure the

realisation of our vision."

While Alexander Forbes has been approaching local companies, Mr Kneen, a South African expatriate, and Robert Lattimer, head of Towers Perrin's Atlanta-based Diversity Consulting division, have been trying to raise money from the US government.

The US Energy Secretary, Hazel O'Leary, who has used Mr Lattimer as a consultant in re-organising her department, arranged for the pair to give a presentation in her office to senior administration officials on June 7.

She urged the officials, who

included representatives of the Commerce Department and the US Agency for International Development to scrape together \$3-million (about R14-million) in time for the next meeting of the US-South Africa Binational Commission, which he co-chairs with US Vice-President Al Gore.

The response was not encouraging. USAID, whose South Africa programme is under intense scrutiny from Congress, was said to be concerned about the appearance of awarding grant money to an associate of the energy

secretary on a no-bid basis. Ms O'Leary is herself in deep political trouble over charges, broadly confirmed by her department's inspector general, that she took business friends with her on extravagant trade missions to South Africa and other countries at the expense of taxpayers.

Furthermore, the administration is already agonising over how to respond to President Nelson Mandela's request, in a telephone call to President Bill Clinton, for millions of dollars to help buy out teachers who are no longer wanted.

The terms of reference

attached to Mr Skweyiza's appointment letter state that the consultants are to help the directorate of public service administration by:

- Conducting an analysis of service delivery and affirmative action/diversity management goals and future organisation of the transformed departments.
- Developing document, plans and strategies for each department to create the future organisation and to achieve the service delivery and affirmative action/diversity management goals, and
- Providing support to departments to implement

the programmes.

Mr Kneen said that this week that they were having trouble in the US money in the U date mentioned in her letter. Mr Mbeki said there was a "job" if the money found.

Why were outsiders to help South African public services? "If I was a civil

cerned about action," Mr Kneen happier with a grant in objectively without the biases.

It would also have outside could show that South Africa face unique, he said

Communications personnel flock to get severance deal

(250)
Stephen Laufer

BD 18/6/96

ALMOST a quarter of the SA Communications Service's 450 personnel had applied for severance packages, the agency's former chief David Venter told the task group on government communications at the weekend.

A further 155 out of 605 approved posts were not filled, Venter said. He appeared together with new SACS head Solomon Kotane, who argued strongly for a bigger central government information service.

In a wide-ranging and often unfocused presentation, SACS told the task group — whose work is expected to lead to a comprehensive white paper by the end of the year — that the organisation operated under an unclear mandate from 1985. SACS had been conceived by PW Botha following the Eschel Rhoodie information scandal, and besides a brief announcement in the government gazette of the time, documentation spelling out its tasks could not be found.

Kotane said his organisation had "many good ideas, but we need to know what our mandate is." Government must constantly inform all the people about its proposals, policies, plans and projects. This required much more than the editorialised reporting and comment in the print and electronic media.

What was needed was dissemination of objective information on all government activities. Kotane did not explain why this was not possible with 450 staffers and offices throughout the country.

In a heated exchange on his proposal for a state-run news agency, Kotane referred to the successes of the Zimbabwe state news agency, but remained largely noncommittal on how the SACS would ensure that its product reached its destination.

SA was being "held at ransom by a few broadsheets and a few tabloids who selected what they think the country wants to read," Kotane said. "We are dealing with an issue of decolonisation."

Deputy presidential spokesman Thami Ntente told the task group that whether a state-run news agency was viable needed to be researched.

SACS had closed its offices in Vryheid and Queenstown for budgetary reasons, Kotane said, and may close offices in Parliament and Mmabatho.

With the SACS budget this financial year at R50,869m, Kotane and Venter argued for a larger allocation for the central service. Venter said he was "unashamedly centralist" and officers should all be employed by the SACS and seconded to government departments, rather than being employed by individual departments as at present.

The organisation should fall under a Cabinet minister in the office of the President. The director-general should attend Cabinet meetings "to extract materials to be communicated to the public." Kotane said the SACS should not be an inactive conduit but needed to gather, process and distribute information.

Relationships with government departments had been strained in the past and "little empires" had developed, with departments believing the SACS was "trespassing", Venter said. But now the SACS had been used by "80% of departments", Kotane said.

Protector swamped with complaints

(250)

Backlog is cause for concern, but proof
that office is 'credible force' says Baqwa

BY TROYE LUND

Star 20/6/96

The two investigators in his office are being swamped with close to 2 000 cases a month, of which they resolve only 20 each, says Public Protector Selby Baqwa.

He is concerned about the "unhealthy backlog" but believes the two extra investigators joining the office next month will alleviate the burden.

"Complaints are from people across the social, racial and political spectrum. This means we are seen as a credible force which has not been available to people in the past," Baqwa said in an interview yesterday.

The number of cases received every month has nearly doubled since October 1995 when Baqwa officially took up office in Pretoria. Last month, 200 written and 1 529 telephone cases were received.

The public protector may only investigate cases which pertain to government departments

"The most common cases we have are complaints of maladministration, unfair practice and prejudice. When one considers how many people's lives are affected by government departments, one will begin to appreciate the huge field we have to cover," said Baqwa.

He listed the departments he had most dealings with as Home Affairs, Safety and Security, Welfare and Pensions, and Correctional Services. The nature of the complaints ranged from "the most outrageous allegations against officials and departments" to complaints about departments not replying to correspondence.

Complaints include pensions which have not been paid, inadequate prison conditions, town planning schemes not being enforced, corruption in the approval of building plans and irregularities in awarding tenders.

For complicated cases, Baqwa sets up a quasi court and calls in all the witnesses.

More women needed in local govt – Moosa

(250) Star 2/16/96

BY LORNA ZOKUFA
City Reporter

Women in local government structures throughout South Africa have been encouraged to start making submissions for the white paper on local government.

Speaking at an Institute for a Democratic Alternative for South Africa (Idasa) conference on women in local government on Tuesday, Deputy Minister for Provincial Affairs and Constitutional Development, Mohammed Valli Moosa, said women should start gearing up to participate in the process.

The white paper on local government is expected to be available for public comment in July and to be tabled in Parliament in August this year.

"We as a department need to have such conferences so that we can focus specifically on proposals from women in local government structures before the white paper is presented," the deputy minister said.

He said he was con-

cerned about the low percentage of women councillors in South Africa.

"Representation of women in local government structures is currently unacceptable and steps should be taken by both the Government and political parties to rectify the situation," he said.

He said that unlike in the 1994 national elections when most political parties decided to institute quotas for women, this was not the case in the local government elections as most parties had put women on proportional representation lists.

"Putting women on proportional representation lists is also not adequate.

"Women should also be officials in local government structures because currently positions such as town clerks and town treasurers are held by men.

"I cannot believe that there are no women who are qualified for such jobs. These bureaucratic positions are held by men and have suddenly become exclusive men's clubs," he said.

STAFF CUTS AND PAY HIKES

PM 21/6/96

Pay increases of up to R11,3bn a year for the next three years are behind the announcement by Public Service Minister Zola Skweyiya that 300 000 workers have to go by 1999

The decision to cut staff from 1,2m to 900 000 is driven by a need to fund higher wages, especially for the lower paid

To meet salary increases of at least 7,5% from July 1, Cabinet has provided R7,45bn to the end of the 1996-1997 financial year

About R8,4bn is needed. This is a shortfall of about R995m, which has to be obtained from savings

Most public servants will get much more than 7,5%

The lowest paid general assistant will receive at least 9%, though those earning more than the standard pay will receive little or no increase

In the second and third year, savings of

R4,8bn a year will be required as Cabinet will make only R6,5bn available

The actual salary increases to be awarded in 1997-1998 and 1998-1999 are still subject to negotiation as the total amount of money available for increases will depend on the savings achieved. The total amount may not exceed R11,3bn

Moves to slash State pensions will help save about R400m a year

The Smith Committee found that State pension benefits were about 20% higher than those of large private companies and recommended that the State reduce benefits to more market-related levels

Some of the committee's recommendations will be implemented on July 1. This follows recent agreements with labour, including changing the final salary definition used in calculating pensions from the member's salary on the date of retirement to an average over the final two years of service, and reducing the State's pension contribution rate from 18% to 17%

The Public Service Department says the annual reduction of 100 000 workers will be achieved by offering severance packages, abolishing vacant posts and through normal attrition. Nobody will be retrenched involuntarily

It is intended that 50 000 vacant posts will be abolished in the first year, saving the department about R40 000 per post, around R2bn in total. About R3bn will be saved if 50 000 workers opt for voluntary retrenchment

Voluntary severance packages offer

- Early retirement to those over 55 with at least 10 years' pensionable service,

- Resignation benefits to people under 50 or with less than 10 years' pensionable service, and

- A choice between early retirement or resignation benefits to people between 50 and 55 with at least 10 years' pensionable service

The package consists of an annuity and gratuity in cases of early retirement, severance pay for all categories and other benefits, including medical assistance

To prevent a vacuum from occurring at senior management level, key personnel may be denied the option of taking voluntary retrenchment. Or they may be retained for up to 18 months while training replacements ■



Zola Skweyiya

Secret police report slams border controls

(251) SF 23/6/96
By CHRIS BARRON

POLICE investigations have found that it is "laughably easy" for criminals to drive stolen and hijacked vehicles out of the country.

According to a confidential document drawn up by the Pretoria murder and robbery unit, the payment of bribes at border posts is "the order of the day".

And the recipients are not only customs officials. South African policemen found to have been taking bribes are still at their posts.

A South African farmer from Dendron told undercover police he had been smuggling tons of crayfish and prawns into the country from Mozambique over the past three years. His biggest expense, he said, was the R2 000 he paid in bribes at the border posts.

But most of the time bribes are not needed. The commander of the vehicle theft unit at the Belt Bridge border post between South Africa and Zimbabwe admitted that no trucks were checked or cargoes searched because of a manpower shortage. Nor did his men know how to look for identifying marks such as engine and chassis numbers, he said.

Out of 97 vehicles with South African number plates stopped in a five-day period in Mozambique in March, more than half had been stolen and hijacked from South Africa, or had false registrations.

A report by Senior Superintendent Henk Heslinga said a police investigation in May found that none of the trucks moving across the border to Zimbabwe were being checked, and none of their registration documents were being examined.

On the Zimbabwean side of the border, police found two vehicles which had just come from South Africa with false registration numbers.

During an investigation in Mozambique in March, police found that only six out of 152 vehicles from South Africa were

recorded as having passed through South African border posts.

During another investigation in the same country in March, police found that 141 vehicles out of 318 from South Africa had false registration numbers. Twenty-two had been stolen or hijacked from South Africa.

Police put a value of R124-million on trucks they identified as having been stolen and hijacked in South Africa during their investigations in March and May.

According to a police informant, who took part in the investigations, a value of R80-million has been put on cars identified in the same period as having been stolen and hijacked.

From pictures, a South African businessman identified six trucks worth R1.4 million which had been stolen from his rental company.

During a two-hour trip from Mozambique to Malawi, police checked the details of 18 vehicles, and found eight of them had false registrations or had been stolen in South Africa.

According to the report, Zambia is "the mecca" for turning over stolen vehicles from South Africa. There is no policing along the routes from the republic into the rest of Africa, the report says.

Out of 20 vehicles stopped in and around Lusaka, 13 had false registration numbers or had been stolen in South Africa. According to the police informant, up to 80 percent of all vehicles in Lusaka are stolen from South Africa.

Once out of South Africa, little attempt is made to disguise the stolen vehicles. They are spray-painted, but all other identifying features such as licence discs, stickers, engine and chassis numbers are left on. Fictitious registration numbers are often hand-painted on the vehicles.

Police Commissioner George Fivaz said he had only just received the report by Senior Superintendent Heslinga and had not had time to read it yet.

Omar swipes at 'private sector gravy train'

Farouk Chothia

DURBAN — Justice Minister Dullah Omar said at the weekend that the salaries of ministers in the government of national unity were too high.

Omar said at an election meeting in Reservoir Hills that while ministerial salaries had not increased when the new government took office, he believed they were high when seen in the context of government's belt-tightening programme.

He said ministers could follow the example of President Nelson Mandela by contributing part of their salaries to worthy causes

Members of the National Assembly and Senate were not paid too much he said, saying that, for the first time in SA's history Parliament was doing "real work" This work was done in portfolio committees where parties found common ground on issues before legislation was tabled in Parliament.

The work of parliamentarians was "unseen" as the media focused on the Assembly and Senate.

Omar did not believe that a gravy train existed in government. But he was concerned about another gravy train Eight black judges had been appointed recently, but more blacks had declined positions on the bench as their

salaries in the private sector were double judges' R300 000 a year

Reacting to concerns over the high crime rate, Omar said the ANC would never call a referendum on the death penalty.

He said if this was done, there would also have to be referendums on other "core values" of the constitution, including property rights.

He said the ANC's anti-death penalty stand was one of the issues on which it was elected into office in 1994.

The IFP and NP have made the death penalty a major campaign issue, while the DP has hit out at government's so-called gravy train.

BD 24/8/96

(250)

Public sector just has to deliver, councillor tells training conference

Star 24/6/96 (250)

The public sector would have to become competitive in its service delivery as the country could no longer afford bureaucracies, said Eastern Metropolitan Substructure (EMSS) councillor Ivor Blumenthal.

Addressing a public sector training conference at Danfern Country Club in Sandton, he urged the involvement of beneficiaries of all types of services, and stressed not only the need for change, but the

importance of public perception that change was taking place.

Focusing on frustration in local government, Blumenthal suggested the cause was hierarchical decision-making.

This was affecting talented individuals who would resolve problems better if they operated with a structured team approach combined with flexibility, he suggested.

It was important to make use of both technical

in-house as well as outside management trainers who should include specialists in their fields.

Effective training in the public service depended on whether the trainers and those regulating the training were the most appropriate for the job.

It would be a mistake to focus on unwieldy bureaucracies where the emphasis was merely in terms of whether training occurred, he said - Staff Reporter.

CT 24/6/96 (250)

63 civil servants also directors of private groups

SIXTY-THREE civil servants were serving as directors of "private bodies" — including 19 from the KwaZulu-Natal provincial administration and 13 from the Department of Defence — Public Service and

Administration Minister Dr Zola Skweyiya said in the National Assembly.

The number also included two from the Western Cape provincial administration, Skweyiya said. — Political Staff

Civil service dominated by whites, says ANC

at 26/6/96
(250)

POLITICAL WRITER

GOVERNMENT departments were still dominated by whites and men, particularly at management level — and something had to be done about affirmative action in the civil service, the ANC said yesterday.

However, its study group on the public service said the offices of President Nelson Mandela, Deputy President Thabo Mbeki and the Public Service and Administration Minister Dr Zola Skweyiya were well balanced.

The study group investigated government departments and concluded that the statistics "indicate that something has to be done to ensure that different departments do implement affirmative action".

"Human resource development and training will be critical to the successful implementation of affirmative action policies in the public service. Retraining and re-orientation of the existing personnel will also benefit affirmative action.

"There should also be appropriate career guidance for affirmative action appointees," the group said.

Of the 54 people employed in Mbeki's offices, 41 were Africans, five coloureds, three Indians and five whites.

In the office of Deputy President F W de Klerk whites were in the majority. "Management positions are occupied by whites, and Africans are mainly doing household and clerical jobs. His advisers are all white (four men and one woman)," the study group said.

It said 61,3% of the 398 members of the Department of Arts, Culture, Science and Technology were white. Although middle to top management posts were balanced, most were white women.

NO PAIN, no gain is a slogan usually associated with fitness fanatics and health clubs — not the revamp of a country's public service. But it aptly sums up the effort and commitment that will be needed to complete the mammoth task just begun by the powerful and autonomous Presidential Review Commission into SA's public service.

Commission chairman Prof Bax Nomvete is under no illusion that the job at hand is anything short of revolutionary. It is also urgent and imperative.

Nomvete says. "The commission's central purpose is how to make the public service an effective development-orientated instrument of socioeconomic change." And it must complement government's new macroeconomic plan.

Nomvete concedes that the process will be painful.

The review commission is to present its final report and recommendations to President Nelson Mandela at the end of July next year.

While the precise details will be established only during the investigation, Nomvete says achieving the end goal will probably require

- Abolishing some ministries;
- A drastic reduction in staff beyond the 100 000 already earmarked by government;
- Steps to root out corruption; and
- Privatisation of some services.

Nomvete founded and heads the Africa Institute for Policy Analysis and Economic Integration based in Cape Town. Before that he was secretary-general of the Preferential Trade Area for Eastern and Southern African states, now known as Comesa.

Nomvete will be assisted by 16 commissioners — 12 local and four international (from Britain, Zimbabwe, Canada and Sweden).

The Presidential Review Commission will address seven themes:

- Improving the delivery efficiency of the public service. "The question is how this is to be done against a background of fiscal constraint," Nomvete says;
- Creating an appropriate institutional framework. New public ser-

Revamp of public service will be a painful process

(250)

DAVID GREYBE in Cape Town

PH 11/7/96

vice structures and administrative regulations must be established and made to work, now that the former homeland administrations have been absorbed into central and provincial administrations;

□ Determining the right size for a productive public service. A reduction of 100 000 public servants in a workforce of about 1,2-million may not appear dramatic, but the problems are where to cut and what should be the final target figure. According to the public service white paper, 70% of public service employment is in education, health and police — "where cutbacks are least likely to be favoured". The envisaged cuts therefore constitute about one quarter of the personnel outside these sectors;

□ Creating a cost-effective public service. Provision of services has to be transformed to meet expanded needs in a democratic SA, but the requirement of cost-effectiveness in an environment of fiscal restraint has to be addressed;

□ Improving planning in the public service. The adoption of new policies, and their translation into programmes, require adequate planning capacity and inter-departmental co-operation. Fiscal restraint looms large again;

□ Changing the racial and gender employment composition in the public service. Training and integration programmes for disadvan-

taged South Africans have to be mounted while also addressing the issue of uncertainty of career prospects for the hitherto advantaged groups, Nomvete says and,

□ Ensuring that financial control mechanisms work. The rapid political changes of the past few years have put financial control mechanisms within the public service under increasing pressure. Adequate financial control must be ensured without reducing the capacity of the public service to respond quickly and effectively to changing needs.

"The whole system has to be transformed lock, stock and barrel," Nomvete says.

The result will be a radically-changed public service.

"That is why President Mandela and Public Service Minister Zola Skweyva made the commission an independent and autonomous investigative body."

The commission's budget of R14,4m will be met by the SA government (R3,9m), Britain (R4,5m) and Canada and Sweden (each contributing R3m).

Some commission officials already believe there will be a shortfall, and Nomvete himself has not ruled out an extension of the June deadline next year. He argues that a similar revamp of the public service

in the UK took years to complete.

Six task teams have been established, each with its own terms of reference.

The first will deal with department structure and functions, and will be headed by Mosebjane Malatsi of the Development Bank of Southern Africa. It will assess current structures and functions of the public service and recommend improvements.

It will determine optimal strategic management roles at inter-departmental and inter-governmental levels.

The second team will concentrate on performance assessment, and will be headed by the development bank's Benny Mokaba. It will establish criteria to assess performance management, assess service delivery within the public service and at community level, and measure efficiency, effectiveness, productivity and customer satisfaction of each department.

Task team No 3, headed by Leslie Maasdorp of Deloitte and Touche, will assess and review public service policy planning processes and cycles, the ways in which policy spending priorities are currently determined, budgetary processes, the public management accounting system in the public service, as well as determine and assess current asset procurement policy.

Task team No 4, headed by Prof

Herbert Vlakazi of Zululand University will assess and review the transparency of governmental processes — against the background of the freedom of information clause in the constitution.

It will look for strategies to optimise the role of civil society in the public policy process, evaluate tender procedures, and assess and review political and financial controls and accountability measures. It will include a review of the role of the public protector, human rights commission, a "possible" code of ethics and more effective anti-corruption measures.

The fifth task team, headed by Krush Chetty of the Ibrahim Sultan Technikon in Durban, will look into the ethnic representativeness of the public service, personnel administration standards and placement procedures, merit assessment and promotion procedures, conditions of service, labour relations in the public service, and staff training.

The information management and technology task team, under Joe Tsotetsi of the Motswedi Technology Group, will assess information management policy and resources, the level of information technology in the public service and the levels of hardware and software compatibility and networking, the scope of computer applications, and levels of staff computer literacy.

Ironically, Nomvete realises that for his commission to succeed it needs the co-operation of public servants, especially at senior level. He told a recent meeting of directors general that as far as he was concerned "we are indeed one team with two components — the insiders and the outsiders."

Directors-general and senior officers were the "hands on" component — "the doers, so to speak," Nomvete told them.

Nomvete and his commission "outsiders" were the autonomous evaluators. "A close working relationship at all levels between the public service and the commission is therefore a must."

If this relationship is not achieved, the commission's work "will not be properly focused and targeted" — and could fail.

ADDITIONAL STAFF APPOINTED

Protector battles with flood of complaints

ET 4/7/96
(250)

A SHARP INCREASE in the number of complaints has led to the appointment of additional staff at the Public Protector's office, which has been battling to cope with the workload. Political Writer **HENRY LUDSKI** reports.

THE investigative and administrative divisions of Public Protector Mr Selby Baqwa's office have been beefed up to cope with a dramatic increase in complaints

Since his appointment a year ago, the rate of complaints has shot up from an average of 80 a month to about 200 in May this year. During the same period the number of telephone calls fielded by Baqwa's Pretoria office has rocketed from about 400 to 1 500 a month.

Dr Titus Schutte, assistant to the Public Protector, yesterday said that the sharp increase in complaints was the reason for the increase in staff of the investigative unit, from two to six people as from July 1

The appointment also of three additional administrative staff members as from this week had pushed the Public Protector's staff complement up to 17 people

About 430 cases had been finalised since Baqwa's arrival in October last year.

"We've been battling to cope with the flood of complaints in the past few months and the extra staff will go a long way towards catching up with the backlog which has built up," said Schutte.

The Public Protector's office rose to prominence with the publication of his report into the controversial R14,2 million Sarafina 2 Aids play debacle

Baqwa is currently investigating whether attempts to release high-profile fraudster Greg Blank on

early parole had been correct in terms of existing regulations

However, the bulk of the claims being handled by Baqwa's office will never grab the public's attention to the same extent

The Public Protector's job is not only to investigate accusations of unethical conduct in the handling of state or public funds, but also to protect ordinary citizens against maladministration and improper prejudice from government decisions.

The office also mediates in disputes between aggrieved parties and government

The complaints handled so far include issues related to pension payouts, conditions in prisons, town planning regulations, tendering irregularities, victimisation by police and prosecuting authorities, unfair dismissals and promotions in the civil service, problems with state contracts and failure by government departments to respond to correspondence

Public protector receives 200 complaints a month

(250) 804 7196

ALTHOUGH Selby Baqwa's name has become synonymous with Sarafina 2, the public protector's probe into alleged irregular tendering procedures in the health department is only one of about 2 000 written complaints his office has received since the beginning of last year.

The office is swamped with work, the former Durban advocate says.

The 200 or so complaints received each month are handled by only two investigators. But experience has shown that one individual can expect to dispose of only 20 cases in a month.

Baqwa's investigation into Sarafina 2 did not help ease the backlog — it took two full months to complete. If anything, the wide publicity that the Sarafina 2 play gave the public protector's office has led to a surge in complaints.

This is reflected in a fourfold increase in telephone queries: 390 calls were received last January, compared with 1 529 calls this May. The entire period yielded about 16 000 calls.

Staff shortages meant that less than a quarter of 1 874 written complaints received over the same period had been finalised.

Baqwa, still serving the first year of a seven-year term, is worried that the public will lose confidence in his office if it is not seen to be disposing of the cases it investigates. Ironically,

many complaints relate to government inefficiency and overly bureaucratic procedures.

Baqwa has restructured the protector's office and expects another four investigators to join his team this month. He has set the ball rolling in at least three provinces for the establishment of provincial public protector offices which are "most essential" to being able to cope with the workload.

Regional offices will address the problem of inaccessibility to the national office, based in Pretoria. "To expect that the national office would be accessible to all the people in all the provinces is unfair to South Africans," Baqwa says.

The provincial operations will also be cost-effective

Three offices in Mpumalanga, Northwest and Northern Province could be running by the year end.

Although the final constitution — which is silent on the issue of provincial protectors, bar allowing Baqwato appoint staff "as may be necessary" — has not yet come into effect, Baqwa plans to set up the regional operations in conjunction with the provincial governments.

The interim constitution entitles provinces to set up their own offices.

The provincial offices will not duplicate the work of the national office. There will be a cross referral process, allowing the provinces to

INGRID SALGADO

handle matters relating not only to provincial or local governments but also issues that could involve national government.

Baqwa's staff is working on a communication strategy aimed at

creating an environment in which complaints from the public are forthcoming. It will also try to teach the public how to use the public protector "intelligently" to prevent an unnecessary proliferation of complaints. It also aims to emphasise the protector's impartiality, objectivity and independence.

Baqwa says the public generally perceives his office as an "anti-corruption agency", while most complaints relate to alleged prejudice against individuals by state officials, state agencies and government departments.

"That there is corruption at government level is 'not debatable'," Baqwa says.

Justice Minister Dullah Omar has made no secret of crime investigation dockets disappearing and cases not being completed successfully. Transport Minister Mac Maharaj has spoken openly of corruption within government car schemes and garages.

Public Works Minister Jeff Radebe has referred to politicians not paying for their accommodation. The list goes on.

Baqwa insists that the public protector cannot stamp out corruption single-handedly.

Only a multifaceted approach by government officials, specialised agencies — and the public protector — will do the job.

A former ANC member, Baqwa finds it "strange" that his impartiality has been frequently questioned — most notably in allegations that his report on Sarafina 2 did not "go far enough" in questioning Health Minister Nkosazana Zuma's role in awarding playwright Mbongeni Ngema the contract.

"Presently there are judges who have previously been members of the ANC... but I think that I must rank as the only one who has been asked this question time and time again... I resigned from the ANC and there ends the matter."

Political affiliation is simply a "non-factor" when a member of the public has been denied a passport or a pension, he says.

Baqwa's success may no longer depend on the degree to which he is perceived to be impartial.

The Sarafina 2 investigation largely dispelled misgivings by some political parties in this regard, despite the Zuma factor.

The public protector's annual report to Parliament should be finalised this month. Baqwa believes his office has had a successful year, considering the small staff complement at its disposal.

However, the office now faces the challenge of investigating a backlog of about 1 500 cases and of learning to cope with the ever-rising numbers of complaints.



BAQWA

Lightning a fire under the public service

CHRIS VICK, communications director in the Gauteng Premier's Office tells of the fight to bring democracy to the public service – and service to the people

They call us the 'June 1994 Detachment' – the first wave of democratic activists who entered the public service before the ink had properly dried on the Interim Constitution

Although the concept of detachments came from the African National Congress – with, for example, its 'June 16 Detachment' of young activists who left the country in 1976 – not all of us were card-carrying members of the ANC. We came from various backgrounds, including non-governmental organisations, civic bodies and the private sector

But we had one central mission: to implement the policies of our new government and so play a part in the fulfilment of society – in particular those sectors which had been disadvantaged by apartheid

Our first exchanges with "old guard" public servants were uncomfortable and the relationship remained so for the first few months. After all, they were the agents of racism, the people who implemented discriminatory policies on behalf of the National Party. They directed the bulldozers which flattened shacks, they ran the whites-only hospitals and schools, they enforced the hundreds of laws which entrenched minority rule and deprived the majority of services, of access to wealth, of dignity

In response, possibly even in revenge, we rounded sharply on the caricatures of the old guard: their grey shoes, their white Afrikaans maleness, their subservience to seniors, mixed with oppression of juniors, their insistence that "rules is rules"

Despite the politicians' talk of reconciliation, we daily pursued the "sunset clause", which effectively guaranteed public servants their jobs for the next two years. What possessed the progressive politicians, we wondered, that they would want to marginalise the politicians who dreamt up apartheid, but entrench the people who made that dream a reality? Two years later, it's worth reflecting on what has been achieved and looking at how the public service – in Gauteng, a massive 120 000-strong employee body – has been changed

The very nature of the service has changed. It is now more representative of the society it serves



BAPTISM OF FIRE: Public servants on the front lines, such as health care and education, are under enormous strain to help implement new government policies

After my two colleagues and I explained our mission, we asked the staff of 60 if they had any questions or comments. There was a hushed silence and, after a while, a small hand was raised from the back of the room

"Excuse us for being so quiet," its owner, an elderly staff member, said. "But I have worked here for almost 10 years and this is the first time someone has asked my opinion. It will take us some time to get used to this."

The second incident took place just one hour later, in the darkened management restaurant at TPA headquarters, over lunch with some of the senior and middle managers in the communications directorate. I was engrossed in a debate with two of the directorate's graphic artists about

their definition of quality, when the head of the directorate pronounced simply: "Quality is about correctness. It is about obeying the rules. It is about doing things right."

Those two incidents seem to crystallise what we had inherited and some of the challenges with which we, self-professed agents of change, have had to deal in transforming the public service. Priorities were:

- Empowering public service workers themselves to speak out on issues which affect them
- Encouraging creative thought and a problem-solving approach to our work

Two years later, how much has the June 1994 Detachment achieved?

We're obviously not the best judges of our own achievements, but I believe it would be fair to say that we have managed to transform the public service and gear it to the needs of the people, while ensuring that the quality of services is gradually improved. The very nature of the public service in

Gauteng has changed dramatically. Our top management layer is now much more representative of the society it serves, for example, 48% of senior managers are black (that's precisely 46% more than in the previous administration) and 30% of senior managers are women

The next challenge, of course, is to make middle and junior managers more representative, and to ensure that the glass ceilings, designed by the architects of the past – women in administrative posts only, for example – are smashed quickly

Building on that is an urgent need to propel unskilled and lower-paid workers on to career paths with a future, rather than "ghettoising" them to being messengers, food aids or administrative clerks for the rest of their lives

We have also begun to change the way the public service is managed and decisions are taken – building staff forums, involving workers in decision-making, encouraging

teamwork, decentralising powers to departments, building bridges between managers and workers

One criticism of this approach, however, is that change is still only really being felt at the centre – in head offices and in city office blocks, rather than in our primary institutions, such as hospitals, or in our regional offices

While these changes have been going on, we've implemented a range of new government policies which have brought about improved conditions for the poor

In so doing, we have burdened public servants themselves. Ask any nurse about the impact of free health care for pregnant mothers and children under six. Ask any clinic assistant about the impact of free health care at more than 40 clinics in the province. Ask any

teacher about the impact of the government guarantee of schooling for all children

These public servants have, to a large extent, accepted the challenges and demands of new government policy. And it has done so in an environment where the is often no clear indication of how or why decisions are taken, where there is still a real culture of information and where the is constant change. But they have continued to work and, occasionally, to work well

They have done so while, all around them, hundreds of colleagues – good, and indifferent – have left the public service

The past two years have been, as on the old guard public servants told me in a hour-long unsolicited lecture about change management, "like performing a heart transplant: you have to put in a new heart, keep the blood flowing through the body"

This has been complicated by the fact, although we talk often about change management, hardly any of us knows a thing about it

Every now and then, it shows. The people who make decisions recognised this: we have sent our 150 most senior managers a lengthy course at Wits University's Graduate School of Public and Development Management to bring us up to speed

The course is an interesting microcosm of the Gauteng public service: the June 1 Detachment and those who have followed their footsteps are tossed into the lecture theatre with the Grey Shoes Detachment. We discuss concepts such as participative management, human resource development management by objective

It's a fascinating process, not just because we're rapidly realising that we have many common problems, the intense, almost overwhelming nature of the rules and regulations which govern our lives, for example, the fact that it can take four months to get a new employee appointed to a post (and after battling for six months to have a post created), the fact that even when you're appointed, it may take the appropriate department three months to get your banking details correct so that your salary can be paid

There are broader problems, too – as the fact that we may be a provincial government, with constitutionally entrenched powers and authority, but we're still "junior province", a department in any other section of the public service

And that means running our organisation according to a range of national norms which exist for all public servants

We're learning that working in government is not working for a newspaper

running a political organisation or managing an Non-Governmental Organisation. Nor like running a gold mine, a bank or an engineering firm. It's a bureaucracy, and it moves at a glacier speed

250 Stan 6/9/96

Millions in illegal salary hikes must be paid back by public

David Greybe

CAPE TOWN — Thousands of public servants, mainly in former homelands, will have to pay back millions of rands obtained through unlawful salary hikes, officials said yesterday. They could also lose their jobs.

Officials from the auditor-general's office and the White commission into public service irregularities met last week. They set up mechanisms to implement the commission's findings following criticism of a lack of action

against public servants found guilty by the commission of corruption.

Commissioner Judge Colin White said the commission was investigating a number of cases where promotions were forcibly obtained. One example was Transkei policemen who obtained promotions "at gunpoint".

The parliamentary officer of the auditor-general's office, Nic van der Merwe, said he had written to provincial auditors and instructed them to proceed against public servants found guilty by the White commission, for

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Van der Merwe said his office would

demand repayment of illegal monies.

The commission is investigating more than 50 000 individual complaints lodged with it. Officials have calculated that hundreds of millions of rands were and still are being lost through illegal salary hikes.

Additional complaints can be lodged until end-December. White said he was expecting a new complaint against 6 000 public servants in the former Bophuthatswana to be lodged soon.

Van der Merwe said provincial auditors would probably be in a position

to start acting this month against those public servants named. Parliament and provincial legislatures would be kept informed of the actions.

The commission was set up in February last year to review and, if necessary, set aside or reverse any public service promotion or award made between April 27 1993 and September 30 1994.

But because of a severe shortage of investigating officers only 588 of the

50 000 individual cases had been considered by May this year. White said yesterday he had trebled the number of investigating officers to nine, with a promise of three more from the Public Service Commission.

He had been "very concerned" when he took over that the commission had "hardly scratched the surface" — only 500 cases in a year. He welcomed the steps by the auditor-general's office to act against those found guilty, warning that unless action was taken the commission's work could be wasted.

servants

Court chaos looms as public prosecutors begin work-to-rule

(12) (250) Star 9/7/96

BY DAISY JONES

Brakes have been applied to the already slow-moving wheels of South African justice by public prosecutors who have adopted a nationwide work-to-rule policy in magistrates' courts.

The work-to-rule policy, which had been taken up by courts in six provinces by yesterday afternoon and was under discussion in another two provinces, effectively means thousands of court hours will be lost before July 19, when prosecutors may launch a nationwide strike if Minister of Justice Dullah Omar has not announced wage increases by then.

Advocate Brink Fer-

reira, speaking on behalf of prosecutors at the Johannesburg Magistrates' Court yesterday, said state-paid attorneys would no longer prepare for cases at home, work overtime, or perform practical duties to aid the speeding up of court sessions.

Department of Justice chief liaison officer Pieter du Rand confirmed that the minister had met prosecutors to look at their grievances. It had been decided to form a committee of prosecutors to look at problems in each province and to provide the minister with a full overview.

The minister is to take the matter up with the Cabinet, and the issues will be reviewed urgently.

Civil servants implicated in illegal pay increases

(250)

Commission has already found that hundreds of employees were paid too much

Star 9/7/96

SAPA

Thousands of civil employees could be implicated in irregular pay rises possibly running into millions of rands following hearings of the White Commission into public service salary irregularities, a commission official said yesterday.

She said 503 public servants had already been implicated in irregularities involving an unknown amount of money.

Findings in another 2 500 cases were not yet available.

The office of the auditor-general denied reports that it would demand reimbursement of illegal payments.

"Recovery from the persons involved takes place in the usual manner by the accounting officer of the department," corporate executive manager Gunther Witthoft said.

Jabez Moolman, also a corporate executive manager, said recovery could entail deductions from the salaries of those involved.

The Department of Public Service and Administration said civil actions could be instituted in cases where implicated officials were no longer employed by the public service.

The commission official said irregularities included public service departments which had granted pay rises contrary to Public Service Commission regulations, and individuals who had used threats to get such increases.

More than 50 000 complaints against individuals had been made.

Witthoft said an audit investigation into the salaries of the former Transkei, Bophuthatswana, Venda and Ciskei would start within the next few days.

He said ongoing overpay-

ments due to irregularities could only be stopped "once it had been established that an irregular salary hike has been obtained by an individual".

The White Commission was set up in February last year to review and, if necessary, reverse promotions or awards made to civil servants between April 27 1993 and September 30 1994.

Its investigation included South Africa and the former TBVC states and self-governing territories.

Public Servants Association head Casper van Rensburg said it would be "problematic" to reclaim funds from public servants who had unknowingly received pay rises through irregular means.

He said it would be a near impossible task to reclaim all irregular money and that pension funds would also be affected.

Boost for small business promotion

Star 9/7/96

By JOVIAL RANTAO
Political Correspondent

The promotion of small, medium and micro-sized enterprises - a crucial part of South Africa's economic development and job creation plans - has received a boost with the adoption of the National Small Business Bill by the National Economic Development and Labour Council.

Nedlac's executive council ratified the bill, paving the way for it to be finally approved by the Cabinet before being promulgated later this year.

Nedlac executive director Jayendra Naidoo said the signifi-

cance of the bill was that for the first time an institutional and regulatory framework for the promotion of such enterprises had been created.

"The Nedlac parties have agreed on the need to promote small, medium and micro-sized enterprises as an effective way of creating jobs. This also reflects the Government's commitment to the promotion of black economic empowerment because the majority of such enterprises are owned by black people," said Naidoo.

The bill sets standards that define such enterprises, which, to qualify for support, will be required to comply with any two of

three criteria relating to total annual turnover, total asset value and number of full-time workers.

It also provides for the creation of a national small business council to represent and promote the interests of such enterprises at all levels of government.

The general policy direction taken by the bill has been endorsed by business, labour and the Government, but Naidoo said a few reservations had been expressed about the implementation of certain aspects and it had been agreed that individual organisations would raise their concerns with the parliamentary portfolio committee.

Govt probe into illegal pay hikes

By Weighted Misbach
Political Reporter

THE auditor-general launches a special investigation today into millions of rands owed to the Government by more than 50 000 civil servants in the former homelands.

Mr Gunther Withhoff, corporate executive manager in the auditor-general's office in Pretoria, confirmed yesterday that the audit investigation into "illegal" salary increases and promotions received by civil servants starts this week.

The investigation will centre on salary increases civil servants received between April 1993 and September 1994.

Withhoff said his office will release its first report on Thursday after its investigation into overpayments to staff in Bisho in the former Ciskei.

He was not able to give Sowetan an idea of how much money was involved but said it "ran into millions".

The final report was expected at the end of October, Withhoff said. The investigation into the salary

Sowetan 9/17/96 (252)

increases scan comes after the White Commission, appointed by the Government to investigate public employees, had found that millions of rands had been lost because of unlawful promotions in the former homelands.

The commission, led by Mr Justice Colin White, met officials of the auditor-general's office last week to start legal action against the civil servants.

It was confirmed in reports yesterday that the auditor-general's office had already instructed provincial auditors-general to take action against

those involved.

White said the first report will be out in October, and that additional complaints can be laid with either the White Commission or the Office of the Public Service Commission.

New complaints against 6 000 public servants in the former Bophuthatswana are expected to be made within weeks.

However, the auditor-general is facing an uphill task in the investigations.

The probe was scheduled to begin yesterday but most investigating team members were trapped in Durban

after heavy snowfalls prevented them from travelling to the Eastern Cape.

There is also a severe staff shortage in the White Commission's team. Judge White confirmed last week that the commission was facing problems, but would soon be getting extra staff from the Office of the Public Service Commission.

The White Commission currently has only nine staff members.

The staff crisis has prevented a speedy launch of legal action against guilty parties. As a result only about 600 of the 50 000 cases have been considered so far.

Bill will allow govt to police its own wrongs

(200) (209) 309/7/96
PRETORIA — The Cabinet last week approved a Bill providing for summary investigations into allegations of serious maladministration, misappropriation of state funds and corruption, the justice ministry said yesterday.

The Institution of Special Investigation Units and Special Tribunals Bill, approved on July 3, will provide an alternative to commissions of inquiry.

The special tribunals will adjudicate upon justiciable disputes of a civil nature emanating from investigations by the Special Investigations Unit.

The introduction of the Bill resulted from concern by the government to act swiftly and decisively in cases of serious corruption, the ministry said.

Existing measures in-

clude commissions of inquiry, the courts of law, the Office for Serious Economic Offences, and the Public Protector.

The Bill also provides for any commission of inquiry in force at the time of the commencement of the Bill to be dissolved and substituted by a special investigation unit and a tribunal.

Aggrieved

Any finding, ruling or order made by the commission will be deemed to have been made by the special tribunal concerned, with the provision that any aggrieved party may appeal to the Supreme Court for the setting aside of the decision made.

Such appeals will be deemed to be an appeal against a decision by a single judge of the Supreme Court. — Sapa.

Violent incidents mar municipal staff sit-in

STAFF REPORTER

Two incidents of violence marred the strike action sit-in by municipal workers at the offices of Rand Water in Glenvista yesterday.

Protesters forcibly prevented other workers from leaving the offices, causing considerable damage to property, said human resources manager Geoff Verschoor.

And a group of strikers threw stones at police, who retaliated by firing several rubber bullets, injuring six people.

The injured were immediately taken to Baragwanath Hospital, but later rejoined the protest after they had been discharged.

The sit-in ended after a preliminary agreement on a wage increase was reached between management and union representatives.

About 300 members of the SA Municipal Workers Union

and the United Chemical Industries and Allied Workers Union staged the overnight sit-in on Tuesday, after mediation to resolve the protracted wage dispute had ended in deadlock.

The stand-off between management and workers began in April when a dispute was declared over wage demands.

Subject to the board's approval, Rand Water negotiators have now agreed to a 10% across-the-board wage increase backdated to April. The offer raised the minimum wage from R1 500 to R1 650 per month.

The unions had originally demanded R1 750 per month, which would have amounted to an increase of 16,67% on the minimum wage and an average increase in basic wages of 14,4%.

Unions persuaded the workers to leave the premises after a settlement was reached to remove the police. Workers are expected to report for work today.

Staw 11/7/96

(250)

Workers set up diplomatic union

(250)
Bonile Ngqiyaza

BD 11/7/96
ABOUT 121 workers in the diplomatic field have organised themselves into what they hope will be the nucleus for a trade union which will fight for such benefits as unemployment insurance and pension funds for members.

SA Diplomatic Association spokesman Lazarus Mampalane said yesterday these employee benefits did not exist for workers in that line of employment.

He said the association wanted to formulate a contract of employment which would serve as a guide to all embassies and diplomatic missions. "At the moment you find that some of these missions do not have contracts and the hours of work are extremely long"

The envisaged union intended drawing up a code of conduct for its members.

Mampalane said the association had the support of everyone. "We have sounded out diplomatic missions from Durban, Cape Town and Johannesburg and found many workers were interested. Some of these people are exposed to dangerous situations."

The association was hoping at the same time to extend its membership to SA missions in other countries. It had approached Cosatu in an effort to become an affiliate and was still to approach the labour and foreign affairs departments for guidance.

More chiefs, fewer Indians needed in

By JEAN LE MAY

The public service has become a cumbersome anomaly that has too many underqualified employees who cannot cope with huge backlogs of work.

The go-slow in the magistrates' courts is the most visible sign that something is badly wrong. Prosecutors are working-to-rule because they have more work than they can cope with even when they work overtime - for which they are not

paid. The crunch came when Justice Minister Dullah Omar agreed to pay magistrates more, but left prosecutors out on a limb.

Backlogs in many other vital offices - including the revenue service, deeds offices, Competition Board, Office for Serious Economic Offences, public prosecutor's office, Consumer Council, Business Practices Committee and, ironically, the commission headed by Judge C S White, which is investigating the public service - are equally serious.

All consulted said their budgets were too small "to pay the sort of money people are looking for these days".

Public Service Minister Zola Skweyiya has said the Government intends reducing the public service by 300 000 in the next three years. Full strength is 1.2 million public servants, costing taxpayers R40,6-billion a year. Add public corporations, and the number of people employed jumps to 1,9 million, costing another R40-billion.

This is where the anomalies start creeping in. In spite of the minister's assertions, employment in central government departments rose almost 5% last year. In spite of this, there were 45 396 vacancies in March. The minister would not say how many vacancies were attributed to people taking retrenchment packages or whether these vacancies were to be filled.

Departmental spokesmen said backlogs were caused more by shortages of the right kind

rather than the number of staff, invariably because there was not enough money to employ the right people.

Revenue Service deputy chief Trevor van Heerden said his department, seriously understaffed and underskilled, faced an exodus of seniors who had applied for retirement packages. A customs official said an increase in smuggling could be put down to a severe shortage of customs and excise staff.

Deeds offices were in a sim-

ilar situation. Last year a number of Cape Town lawyers were in hot water after bribing staff to hurry transfers.

Pierre Brooks, whose Competition Board investigates monopolies, said his staff required expertise in economics, law and finance. The board, with a budget of only R1,2-million a year, could not compete with the private sector when it came to pay its only chartered accountant had resigned and had not yet been replaced. "Unlike most

businesses, we need more chiefs and fewer Indians," he said. Dawie Fouche of the Office for Serious Economic Offences, had the same complaint. His office, with a R10-million budget, employed about 30 advocates and had as many police officers seconded to it last year to investigate fraud cases involving more than R9-billion. It was estimated white-collar crime-cost South Africa R12-billion a year. Amanda van der Merwe of the Business Practices Commit-

tee was in a similar situation, with only four full-time investigators, a part-time investigator and two affirmative action appointees who would take at least two years to train. Public Protector Selby Bagwa was in an even more difficult position with nearly 1 100 complaints to investigate, while the White Commission, appointed to investigate complaints in the public service, has more than 50 000 complaints to deal with.

public service

(250) 871 13/7/96

Ciskei staff to repay millions

~~(238)~~ (250)
By BRETT ADKINS

ST 14/7/96
EMPLOYEES of the former Ciskei auditor general's office will have to pay back the millions of rands they awarded themselves in pay increases before being incorporated into South Africa.

Professor Bertie Loots of the auditor general's office in Pretoria said that a review committee found that Bisho office staff had overpaid themselves R3,6-million.

Loots said staff used the May 1995 amalgamation process to claim promotions and salary increases, based on incorrect job evaluation certificates. These were then back-dated to May 1994, when they were part of the Bisho civil service.

Loots said that disciplinary action would be taken against those responsible.

Rightsizing 'costs more in the end'

Renee Gravitky

GOVERNMENT expenditure would rise rather than see the anticipated reduction expected due to the rightsizing of the public service, commissioner of the Gauteng Provincial Service Commission Luci Abraham said at the weekend.

Addressing delegates at the ninth annual labour law conference in Durban on public service restructuring, Abraham said the rightsizing exercise had been sold on the basis that reducing the work force would result in a corresponding reduction in state expenditure.

The reality was that government would be spending more by employing consultants to en-

sure delivery of services that should be provided internally, as this exercise had not ensured the retention of quality and competence, she said.

"We are seeing a movement of black professionals in, but an equally fast movement out of the public service," she said.

The required skills were leaving for the private sector, with the result that government was increasingly using consultants. The required delivery of services would, therefore, ultimately cost the government more, rather than less, Abraham said.

Rightsizing the public service was meant to free money up in order to pay for the 22% wage increase. However, this exercise

(250) pp 16/7/96
was not ensuring the retention of quality and competence, she said.

She attributed this to the fact that the wage bill was addressed separately to delivery of services.

In determining how the budget was spent "these two issues should be addressed together", she said.

She highlighted other areas where public service restructuring was not really happening.

Although old regulations and practices were lagging far behind policy changes and public expectations, there was an urgent need for government strategy around delivery.

The challenge to government was to provide leadership to re-

structure institutions.

However, government had still not invested in the development of human resources to ensure sufficient skills were present for professional and better service delivery and it lacked highly skilled industrial relations practitioners.

Current measures to address equity in the public service was insufficient.

There was also no real equity strategy in government.

Finally, she highlighted that the new Labour Relations Act and the labour market commission report had not provided any real analysis of the public sector which also had to deal with issues such as productivity, wages and output

Union wants stayaway over probation ⁽²⁵⁰⁾

By Khathu Mamaila

THE Trade Union of South African Authorities (Tusaa) has called for a stayaway of all public servants in the Northern Province in protest against the government's decision to put workers on 12 months probation

In a statement released yesterday, the union said workers would down tools on August 8. The union said the day would be marked by a protest demonstration at the offices of pre-

mier Mr Ngoako Ramatlhodi

The government has resolved to put workers on 12 months probation. MEC for finance Mr Edgar Mushwana said the civil servants would not lose their benefits but said the probation was necessary to ascertain if workers who had been absorbed in the new government were competent at their jobs.

However, the labour movement, including the National Education, Health and Allied Workers Union, is

opposed to the move.

Most Tusaa members in Northern Province have already informed the union that they have received letters from the provincial government stating that they must serve a probation period of 12 months, after which each worker will be told whether he or she will be taken on permanently or not.

"Tusaa rejects this cheap, senseless strategy by the government," a spokesperson said.

Sometan 18/7/96

Building the best public service

(250) 471817196

IT WOULD be comforting to predict that our public service a decade from now will be lean, mean and accountable. But it would not be plausible.

To start with leanness. We are told that the service will shed up to 300 000 jobs in three years — in exchange for which civil servants have been granted pay rises.

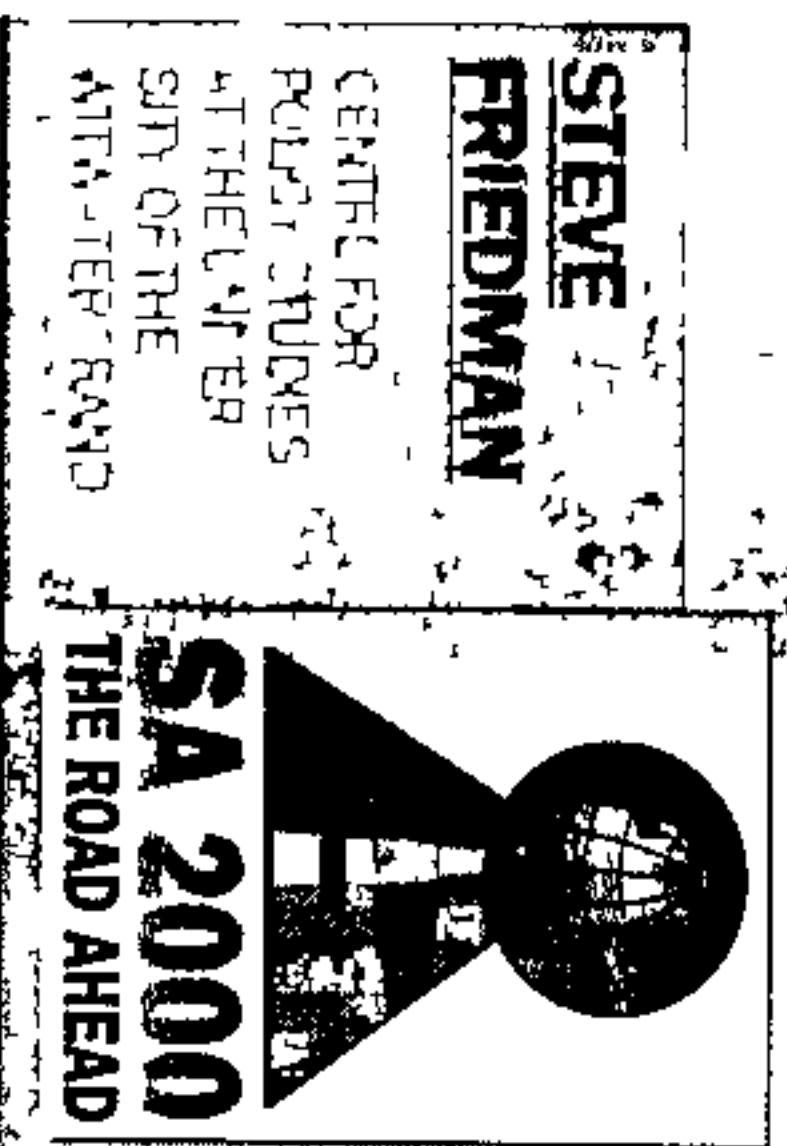
But, while this country does dish up surprises, do not hold your breath. Retrenching senior officials is expensive — for a while, far more so than keeping them on. So first in the firing line are low-level public servants.

But, while retrenching people at this level does not cost much, it also does not save much — unless tens of thousands go. And most will have to come from provinces which include former "homeland" areas, because their bureaucracies were particularly swollen.

So an ANC government must fire tens of thousands of its voters in areas where there are few, if any, other jobs. That may be too politically costly. More generally, a recent study by Centre for Policy Studies researchers Richard Humphries and Khehla Shubane noted that a quarter of all officials are employed in the Eastern Cape and KwaZulu-Natal, where retrenchments would face stiff resistance.

At some levels of the service, we may even see more officials. National officials have insisted that "right-sizing" the service does not necessarily mean reducing it and some provinces have argued that they need more officials.

This is not simply special pleading: the problem in former "homelands" was not



only that the public service was too big, but that most officials were in the wrong places, in unskilled jobs. There is still a shortage of people in management positions. Thus, with political pressures against retrenchment, may obstruct plans for a smaller service for several years.

What about meanness, or efficiency? Some old-order officials obviously have a degree of experience and some skills which new entrants lack, but not all do. In an ideal world, the government would carefully distinguish between those who are an asset and those who are not. But, given our politics, there is a tendency on both sides of the political divide to lump all "old-order" officials together as either uniformly competent or the reverse. Given the way the political wind blows, this means many skills will be lost.

The drive to make the service more racially representative is well under way.

As for efficiency, it is certainly possible that we will be better off in a decade than we are now.

One set of figures calculated that blacks, by late 1995, comprised about a third of public service managers — which does not sound much, until we recall that, according to Humphries and Shubane, in the last days of the old order, the figure was 0,02%.

These officials are, by definition, inexperienced, but that does not necessarily mean they are incompetent. It certainly does not mean they could not become competent as they learn the ropes. But they are only likely to ease their way into their roles if the public service is not overburdened with ambitious tasks — if the Government restricted itself to building basic administration, particularly for those who have never had it.

But the government's desire to "transform" society may ensure that the public service has to tackle tasks which even a well-entrenched bureaucracy would find difficult, and that basic functions will suffer.

What of accountability? People who have been artificially excluded from govern-

ment do not necessarily, when the barriers go, react by devoting themselves to public service. On the contrary, there is a very human tendency to assume that they have now won the right to do what those who kept them out did and to see their posts as an opportunity for mastery rather than service.

And, given that many black public servants take office with fairly well-founded suspicions that whites are waiting for them to mess it up, there is an equally human ten-

dency to react defensively when errors are made.

Finally, civil servants are usually only accountable because citizens make them so. But, to do that, citizens need self-confidence and resources (free time, access to the media and the like). Most of those who have that are on the wrong side of the political divide while most voters on the right side lack the resources to make an impact. So are we looking at a civil service 10 years hence which will be bloated, incompetent and arrogant? Not necessarily.

There are counter-pressures to those described here. One is the Government's funding crunch, which may place a lid on the size of the civil service, whatever politicians would like to do, and speed pressures for privatisation which will have an automatic impact on civil service numbers.

As for efficiency, it is certainly possible that we will be better off in a decade than we are now. By then, the tussle within the service between the old order and the new will be over, new officials will have gained experience, and the government may have learnt the hard way that civil services cannot change the world by decree. There is also a chance that effective citizen pressure for clean government may grow.

There is also evidence that the new voting majority knows the difference between

And, given that many black public servants take office with fairly well-founded suspicion that whites are waiting for them to mess it up, there is an equally human tendency to react defensively to errors.

good and bad government. Significantly, provincial government, which has the most acute public service problems, gets low ratings from new black voters in surveys. Whether this becomes a pressure on officials will depend on our parliaments becoming much more responsive to voters than they are now. But, even if they do not, a growing black business and professional class may not suffer maladministration gladly — and will have the resources to do something about it.

It may also be simplistic to suggest that a decade from now, we will have either a super-competent public service or one in collapse. We may have something in between: a service with pockets of efficiency, but with much incompetence too.

The future of the public service will depend on the decisions politicians make — and how willing and able citizens are to hold their servants to account.

The utopia of a slimmed-down, efficient and responsive service may be decades away, if it happens at all. But decline is not inevitable — if there is a concerted attempt to prevent it.

Dr Friedman is an academic with the Centre for Policy Studies at the University of the Witwatersrand.

Decline in public service is not inevitable — if we

By STEVE FRIEDMAN

It would be comforting to predict that our public service a decade from now will be lean, mean and accountable. But such a prediction would not be plausible.

To start with leanness. We are told that the service will shed up to 300 000 jobs in three years — in exchange for which civil servants have been granted pay rises.

But, while this country does dish up surprises, do not hold your breath. Retrenching senior officials is expensive — for a while, far more so than keeping them on. So first in the firing line are low-level public servants.

But, while retrenching people at this level does not cost much, it also does not save much — unless tens of thousands go. And most will have to come from provinces which include former homeland areas, because their bureaucracies were particularly swollen.

So an ANC Government must fire tens of thousands of its voters in areas where there are few, if any, other jobs. That may be too

politically costly. More generally, a recent study by Centre for Policy Studies researchers Richard Humphries and Khehla Shubane noted that a quarter of all officials are employed in the Eastern Cape and KwaZulu Natal, where retrenchments would face stiff resistance. This may also limit scope for cutting down.

At some levels, however, we may even see more officials. National officials have insisted that "right-sizing" the service does not necessarily mean reducing it, and some provinces have even argued they need more officials.

This is not simply special pleading; the problem in former homelands was not only that the public service was too big, but that most officials were in the wrong places, in unskilled jobs. There is still a shortage of people in management positions. Thus, with political pressures against retrenchment, may obstruct plans for a smaller service for several years.

What about meanness, or efficiency? Some old order officials

obviously have a degree of experience and some skills which new entrants lack, but not all do.

In an ideal world, the Government would carefully distinguish between those who are an asset and those who are not. But, given our politics, there is a tendency on both sides of the political divide to lump all "old order" officials to-

Cutting staff can cost more than keeping them on

gether as either uniformly competent or the reverse. Given the way the political wind blows, this means many skills will be lost.

The drive to make the service more racially representative is well under way. One set of figures calculated that blacks, by late 1995, comprised about a third of public service managers — which

does not sound much, until we recall that, according to Humphries and Shubane, in the last days of the old order, the figure was 0,02%. These officials are, by definition, inexperienced, but this does not necessarily mean they are incompetent.

And it certainly does not mean they could not become competent as they learn the ropes.

But they are likely to ease their way into their roles only if the public service is not overburdened with ambitious tasks — if the Government restricted itself to building basic administration, particularly for those who have never had it.

However, the Government's desire to "transform" society may ensure that the public service has to tackle tasks which even a well-entrenched bureaucracy would find difficult, and that basic functions will suffer.

What of accountability? People who have been artificially excluded from Government do not necessarily, when the barriers go, react by devoting themselves to

public service. On the contrary, there is a very human tendency to assume that they have now won the right to do what those who kept them out did and to see their posts as an opportunity for mastery rather than service.

And, given that many black public servants take office with fairly well-founded suspicions that whites are waiting for them to mess up, there is an equally human tendency to react defensively when errors are made. There is already evidence of both — there will be more over the next few years.

Finally, civil servants are usually only accountable because citizens make them so.

But, to do that, citizens need self-confidence and resources — for instance, free time, access to the media and the like. Most of those who have that are on the wrong side of the political divide, while most voters on the right side lack the resources to make an impact.

So are we looking at a civil service 10 years hence which will be

bloated, incompetent and arrogant? Not necessarily. There are counter-pressures to those described here.

One is the Government's funding crunch, which may place a lid on the size of the civil service, whatever politicians would like to do, and speed pressures for privatisation which will have an au-

In terms of efficiency, it is possible to be better off in 10 years

tomatic impact on civil service numbers.

As for efficiency, it is certainly possible that we will be better off in a decade than we are now. By then, the tussle within the service between the old order and the new will be over, new officials will have gained experience, and the Government may have learnt

The utopia of a slimmer-down, efficient and responsive service may be decades away, if it happens at all. But decline is not inevitable — if there is a concerted attempt to prevent it.

public service is not settled and much will depend on the decisions politicians make — and how willing and able citizens are to hold their servants to account.

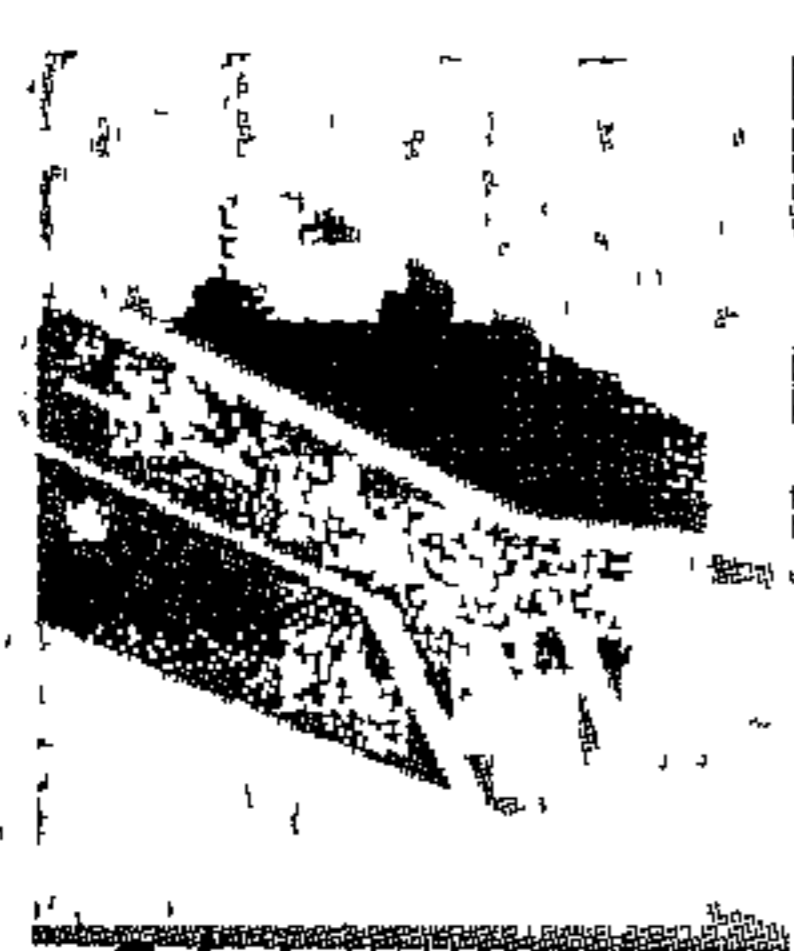
It may also be simplistic to suggest that, a decade from now, we will have either a super-competent public service or one in collapse. We may have something in between a service with pockets of efficiency, but with much incom-

thing about it.

There is also evidence that the new voting majority knows the difference between good and bad government. Significantly, provincial government, which has the most acute public service problems, gets low ratings from new black voters in surveys. Whether this becomes a pressure on officials will depend on our participation in becoming much more responsive to voters than they are now. But, even if they do not, our growing black business and professional class may not suffer maladministration gladly — and will have the resources to do something about it.

the hard way that civil services cannot change the world by decree. There is also a chance that effective citizen pressure for clean and responsible government may grow.

SA 2000 THE ROAD AHEAD



It's going to prevent it. *Andrew Ross*

HANDSHAKES WORTH THEIR WEIGHT IN GOLD

R2,2m payout for civil

servant

(250) CT 19/7/96

THE Western Cape government is about to lose some of its most experienced civil servants — some of them taking severance packages worth millions CHRIS BATEMAN reports



It is hoped that the agreement, brokered at central level between unions and government, will also fund overall civil service pay increases.

Van Wyk, who is acting in his chief's place while Neethling attends bilateral conservation talks in America, confirmed his package yesterday and was quick to reassure staff

"We've planned to space out our leaving — we're not leaving a sinking ship and have

THE three top civil servants in the Western Cape's Environmental and Cultural Affairs directorate are about to become instant millionaires.

They are taking "golden handshakes" worth R5,1 million and are among 200 Western Cape civil servants who have so far taken advantage of Pretoria's three-year staff reduction plan.

They have assured staff that they are not "leaving a sinking ship", however, and have trained other people, and one promised he would be available for free consultation by staff after leaving.

A flood of severance package signings are expected at the end of this month as staffers finally take the "leap of faith" into the private sector.

The departing trio are Dr Johan Neethling, 53, chief director of Environmental and Cultural Affairs, with R2,2m; Mr Niel van Wyk, 52, his director of Support Services with R1,9m; and Mr Kobus Jooste, 50, director of Nature Conservation, with about R1m (all pre-tax pension packages).

They represent the entire top structure of the province's official conservation authority.

The province's top civil servant, Mr Herbert Beukes, director general of the Western Cape administration — widely rumoured to be taking a severance package worth about R4m — said yesterday that by denying he was taking a package "I may eliminate an option".

The former Washington ambassador refused to discuss any amounts, however, adding: "It's a private matter and I'll be happy to talk to you about it when there's finality".

At least three other unidentified directors (at Van Wyk's level) in the Western Cape administration have also signed the voluntary severance package deal, officials confirmed

It is aimed at streamlining the 1,2 million-strong public service by cutting 100 000 staffers a year over three years, allowing representivity and creating long-term savings.

done everything in our power to train people, strengthening authority at divisional and district level where there is very good management material".

The trio have 90 years of combined experience.

Van Wyk promised to be available for free consultation by staff after his departure on December 1.

Neethling will leave at the end of May and Jooste in February

The Western Cape Exco has in principle approved a statutory Nature Conservation Board. Jooste's and Neethling's jobs will be advertised and Van Wyk's job may change.

Beukes said eight percent of funding for the package on offer would come from the budget of state expenditure and the remainder would be drawn out of pension fund contributions.

He added that if the Western Cape were to meet its share of the national staff cuts, its staff of 90 000 would eventually have to be trimmed by 4 000.

Mr Rossouw Lubbe, the province's chief director of Corporate Services, said that two years ago a "lot more people with a lot more experience" had taken packages.

"We survived then, and we'll survive now," he said.

Neethling, who has reportedly already registered a closed corporation, is expected to set up guest houses locally and on his St Helena Bay farm, and Van Wyk is setting up a marketing and communications consultancy plus a specialist tourism outfit

Protector (250)

plans to open regional offices

ET 23/7/96
STAFF WRITER

NATIONAL public protector Mr Selby Baqwa intends setting up regional offices that answer to him — but he is being delayed by the protracted certification of the final constitution.

Yesterday his assistant, Dr Tinus Schutte, said that although seven of the country's nine provinces — including the Western Cape — had laws allowing for a local public protector, the final draft constitution now ruled this out.

Schutte said Baqwa's intention was to set up regional offices as soon as the final constitution had been certified.

"But it depends on the process (in the Constitutional Court). They must certify within six weeks, but if they refer it back to Parliament anything could happen," Schutte said.

He said Baqwa's office was dealing with 200 complaints a month, varying from Sarafina 2 to a blind man who had his possessions attached after allegedly failing to pay a fine for a driving offence. A court messenger had mistaken him for a defaulter.

Western Cape Premier Mr Hennis Kriel said yesterday the province was using Baqwa's office because "we just do not have the funds at our disposal to create such an office".

Baqwa can be contacted at (012) 322-2915 or write to the Public Protector, Private Bag X677, Pretoria, 0001.

Sowetan 24/7/96 (250)

Billions missings

Former homelands governments accused of widespread corruption

By **Waghled Mibach**
Political Reporter

THE Eastern Cape auditor-general's office has accused the former Transkei and Ciskei governments of widespread corruption involving billions of rands.

In a special interim report released to *Sowetan* this week, Auditor-General Mr Chris Oosthuizen said he had found that there had been theft of pensions and social benefits, bribery and poor accounting procedures which had resulted in "the loss of billions of rands."

Oosthuizen said he could not give exact figures of the money involved but said it ran into billions. The final figure would only be available when the investigation was completed.

In reaction to the report, Eastern Cape director general Mr Thozamile Botha denied allegations by Oosthuizen that the provincial government lacked trained staff to deal with administrative problems.

Botha said his staff were qualified and that financial consultants had been brought in to bring the accounting system up to date.

Botha said the Eastern Cape government was still trying to root out corruption but was faced with "syn-

dicates of people inside and outside the civil service".

He said the provincial government was doing its job and the police were investigating 200 cases of fraud.

Poor control

The report states that cash had been misappropriated from the former Transkei where budgetary controls were inadequate. There was "poor control" over tax assessments and returns from the districts frequently contained numerous errors and miscalculations.

The auditor-general found that control of the issue of manual and

computer-generated cheques was inadequate, there were allegations of "bribery and misrepresentation" of development projects and in the allocation of tenders.

The report also contains allegations of theft of pensions and social benefits by "both officials and third parties". It also found widespread maladministration in the salaries and wages system, with internal checking and controls being "inadequate".

Salaries and allowances were paid to former employees who had already left government service. Other people were given salaries and allowances that exceeded the

approved salary scales

The report also found that government vehicles were used as private transport; there was no follow-up of tribal levies and trust accounts and the records of tribal authorities had not been updated "for years".

The auditor-general found similar problems in the administration accounting procedures of the former Ciskei government.

The auditor-general's report follows hot on the heels of a report from the national auditor-general's office last week that found 92 civil servants in Bisho had given themselves R3,6 million in "unauthorised" salary increases.