

PUBLIC SECTOR — GOVT. GENERAL

1996

AUGUST — DEC.

Civil servants paid R802m in retirement packages last year

BARRY STREEK

AN amount of R802,9 million was paid in retirement packages to 6 594 civil servants last year, Public Service and Administration Minister Dr Zola Skweyiya disclosed yesterday.

This figure did not include those who accepted retrenchment packages in the Eastern Cape provincial administration. It also did not include the police, or the office of former Deputy President F W de Klerk, he said in reply to a question, tabled in the National Assembly by Mr Trevor Lee (NP).

His reply means that the average retirement package paid out last year amounted to about R121 769

CR 2/8/96 (250)
Skweyiya also said, in reply to another question, that there were 120 333 funded vacancies in the civil service in November last year. His department intended to abolish 100 000 posts in the civil service by June next year, but not all these vacant posts were to be abolished through this plan.

Negotiations were still continuing with government departments and provincial administrations to determine targets for abolishing vacancies.

He said the Department of Defence had 40 397 funded vacancies in November last year. KwaZulu-Natal had 21 055, Free State 10 834, Gauteng 9 412 and the Western Cape 8 704.

Govt posts face the axe

Wyndham Hartley

CT 2/8/96 (250)
CAPE TOWN — More than 120 000 public service posts are vacant and 100 000 of them will be abolished, Public Service Minister Zola Skweyiya has confirmed in reply to a parliamentary question from DP MP Kobus Jordaan.

Skweyiya said vacant posts at the end of March this year in national departments and November 1995 in the provinces totalled 120 333.

He said not all of the vacant posts would be abolished, but negotiations with the national departments and the provincial administrations would determine how many posts would be retained. For this reason he was not able to say which posts would be scrapped, he said.

Most vacancies (40 397) are in the defence department followed by the administration in Kwa-Zulu-Natal (21 055). Free State has 10 834 vacancies and the Western Cape 8 704. The remainder of the 120 333 is made up by the rest of the 44 departments and provincial administrations.

In this year's budget the government gave the undertaking that the public service would be cut by 10 000 and R6,5bn was voted to improve the salaries of public servants.

City faces

chaos as

strike looms

BY CHARL DE VILLIERS

(250) (STCm) 4/8/96

A POWERFUL union has threatened to plunge Cape Town into chaos if its wage demands are not met.

The Independent Municipal and Allied Trade Union will start balloting its 10 000 members on strike action tomorrow.

The union has warned of a bleak long weekend if its members do not get a R225 or 10 percent monthly pay increase.

The employers have offered workers the greater of 7,5 percent or R285, but the union seems set for a showdown if their demands are not met.

Its partner in stalled pay talks, the South African Municipal Workers Union, was expected to resort to action tomorrow, according to Imatu general secretary Gawie Beukman.

"Everyone from big business to ordinary householders may very soon experience disruptions in electricity and water supply, stormwater drainage, traffic regulation, ambulance and fire services, libraries and clinics if combined labour action scheduled by municipal workers is launched next week," Imatu said.

"If the decision is taken to strike, councils will have to take responsibility for the paralysis of services and the effect on residents' lives."

The 18 000 Samwu members had also rejected the Metropolitan Labour Forum's final offer, a source said.

Dave Beretti, chief employer labour advisor to the forum, could not be reached for comment yesterday.

Claiming a groundswell of rank-and-file support for industrial action, Imatu said the recent strike by clothing workers "cannot begin to reflect the impact of a massive municipal strike" on greater Cape Town's 2,8-million residents.

"At the root of this impending chaos lies the strong-arm style of council negotiators, who have thrown down the gauntlet to municipal trade unions with a take it, or leave it offer in annual pay negotiations."

"The offer is the greater of 7,5 percent or R185 a month. This is to be weighed against city councillors voting themselves increases ranging from 29 percent to 188 percent, and committing multi-millions to the Olympic bid," the union said.

Beukman said his union's leadership had always been willing to avoid conflict, but its members had shown overwhelming support for a ballot at a meeting last Monday.

"We have members throughout the municipal sector and in all strategic services. Votes should be counted by late Wednesday and action can be expected on Thursday."

'INDUSTRIAL ACTION IS LAST RESORT'

Unions call municipal workers out on strike

CT 5/8/96 (250) (250)

AS WAGE negotiations between Cape councils and unions flounder, the city and other metropolitan areas face a widespread strike which, union bosses warn, will serve as "a lesson in what makes the city tick".

PETER DENNEHY

MUNICIPAL workers are due to go on strike in the Cape Town metropolitan area today, according to the SA Municipal Workers' Union (Samwu), the largest of the council employee unions in this city.

Western Cape regional secretary of Samwu, Mr Stanley Yisaka, said yesterday that his union's approximately 18 000 members employed in the six municipalities of greater Cape Town and in the Cape Metropolitan Council "will not report for work" today.

This follows a breakdown in wage negotiations in the Cape Metropolitan Labour Forum, which conducts negotiations between all the municipal employers and unions in the metropole.

Employers made an offer to the unions, which they rejected. The

employers then withdrew their offer and reverted to an earlier position.

Yisaka said his union wanted a minimum wage of R1 600 a month, and an increase of R250 a month for those workers already earning above the minimum.

The employers' offer currently stands at a minimum wage of R1 545 and R130 or seven percent for those above the minimum.

Cape Town and Tygerberg councillors recently voted themselves the maximum allowances, a move that has not gone unnoticed by the unions and has not left them in a strong bargaining position.

"The increases offered by the employers are in sharp contrast to the increases they recently voted themselves. These adjustments, which range between 25% and 188%, leave no uncertainty about

their priorities," the union said.

Cape Town council spokesman Mr Ted Doman disputed these figures and said that overall, the increases will cost the Cape Town council 29% more.

He stressed that the dispute was not just between Cape Town and Samwu, but between a basket of employers and several unions. Those involved include the Cape Metro Council, the Cape Local Authorities Employers' Organisation, and the Independent Municipal and Allied Trade Union (Imatu), which is due to hold a strike ballot this week.

Yisaka said the decision to embark on industrial action was not taken lightly.

"It is a last resort action in the face of extreme intransigence by the employer," he said. But Doman said Samwu had not yet held a strike ballot in the current dispute.

Imatu claims a metro-wide membership of 10 000, many of whom are white-collar workers. In a statement this week, it said the metropole is "about to experience a lesson in what makes the city tick".

Municipal workers strike over wages

ARCS/8/96 (250) (152)

Staff Reporters

THOUSANDS of municipal workers in the Cape metropolitan area are on strike today after wage talks stalled late last week

A spokesman for the Municipal Workers' Union (Samwu) said that about 80 percent of its 18 000 members were on strike in support of demands for a R250 across-the-board wage increase.

Somerset West, Strand and Macassar, the Tygerberg, Eastern and Northern sub-structures, and central Cape Town had been affected.

Stanley Yisaka, Samwu general secretary, said union members were gathering at the Cape Town civic centre today for a meeting to review their position

He said wage talks had deadlocked last Thursday when employers reduced their

offer of 7,5 percent or R185 across the board to 7 percent or R130 across the board

The union had dropped its demand from a minimum wage of R1 850 to R1 600 - or from R400 across the board to R250

A second union, the Independent Municipal and Allied Trade Union (Imatu), claiming a membership of 10 000, plans to vote this week on whether to join the strike.

WS

Samwu resumes talks, but white collars vote on strike

CT 7/8/96 (250)

**PETER DENNEHY AND
LISA TEMPLETON**

THE municipal workers' strike is nearing resolution, but other council employees — members of a different union and including ambulancemen, firemen and traffic police — are to vote today whether to strike.

Mr Stanley Yisaka, regional secretary of the SA Municipal Workers' Union (Samwu), said yesterday that the union and the councils had agreed to set aside the deadlock and to resume negotiations.

Negotiators spent the day in talks in Bellville and the Cape Metropolitan Council hoped the dispute would be resolved this week.

Yisaka said employers had initially offered a minimum of R1 600 a month, with increases of R185 a month or 7,5%. This offer was back on the table

The union, which had been holding out for a R250 increase, might consider reducing this to R220, Yisaka said. Shop stewards were to meet in Athlone last night.

The smaller Independent Municipal and Allied Trade Union (Imatu), composed mainly of white-collar council workers, is to hold a ballot today on whether to go on strike next Monday and Tuesday.

It has called on all members in all departments, including administration, fire, ambulance, roads, water, electricity and traffic, to vote.

Mr Chris Hagen, deputy secretary of Imatu's Cape Town branch, said the union had been negotiating with the Cape Town council's labour forum for a 10% salary increase or R220 a month, whichever was greater, and a minimum wage of R1 600 a month.

He said many Imatu members were in positions of authority.

"Traditionally Imatu would not strike, which shows the seriousness of our standpoint," Hagen said.

He declined to comment on the extent to which emergency services would be affected by a strike.

Meanwhile, refuse is piling up on city streets as Samwu's strike continues.

Workers milled about the Bellville and Cape Town civic centres yesterday

In Bellville, strikers clashed briefly with police, the strikers threw bottles at the police, who replied with rubber bullets. No injuries were reported

The CMC said strikers had intimidated non-striking employees and harassed patients. Several clinics were closed.

The Matieland cemetery and crematorium have also been closed, as have the cemeteries in Pinelands, Atlantis and Bellville.

The CMC has shut some of its cash offices and extended the date for accounts due on August 7 to August 12.

Council staff end action, but power strike looms next

~~#62~~ (250)
NORMAN JOSEPH and ANDREA WEISS
Staff Reporters

ARG 7/8/96

MORE than 10 000 Western Cape municipal workers ended their strike today after accepting a wage increase at a huge rally at Athlone Stadium

But another strike is looming which may affect electricity supply. Indications are the Independent Municipal and Allied Trade Union (Imatu), representing technical staff, will strike early next week after completing a ballot of its 10 000 members yesterday.

The workers who ended their strike today are all members of the South African Municipal Workers' Union (Samwu). They agreed to an offer of a minimum monthly salary of R1 600. Those earning more than R1 600 will get a R220 increase or a raise of 8 percent, whichever is greater.

Samwu had originally demanded a R400 across-the-board increase and a minimum monthly salary of R1 850. Municipalities had offered R185 across the board, which they later dropped to R130 before later settling on R220.

The Samwu leadership hailed the pay increase as a big victory, giving credit to shop stewards for their perseverance and long hours of duty during negotiations with the Metropolitan Labour Forum, representing municipal employers.

Samwu regional treasurer Trevor Serfontein said members viewed the offer as "acceptable" and a victory for the union.

The rally today did not go off without hiccups. Most streets in central Athlone were strewn with dirt and refuse when bins were overturned and traffic brought to a standstill shortly before the start of the gathering.

The results of the Imatu strike ballot will be made known tomorrow, but if the union decides to strike, technical staff, including those who control electricity supply, will down tools.

But regional civil protection officer Geoff Laskey says the Cape Metropolitan Council's 24-hour emergency control centre is fully operational.

Pay strike settlement could be in the offing

Reneé Grawitzky

(250) (100)
BD 7/8/96
NEGOTIATIONS continued yesterday between the SA Municipal Workers' Union (Samwu) and the Cape Metropolitan Council in a bid to end the two-day-old pay strike which has disrupted services in the region

Thousands of municipal workers embarked on the strike on Monday in support of their wage demands

A union spokesman said negotiations were expected to continue late into the night. Indications were that a settlement could be in the offing

The union's initial demand was for an across-the-board increase of R400 and a minimum wage of R1 850. The council offered R130 across the board, or 7%, and R1 545 as a minimum. The union said it revised its demand to R1 600 as a minimum and R250 across the board

He said on Monday the council tabled a without-prejudice offer of a minimum of R1 600 and R185 across the board

Municipal workers head back to work

250
Ct 8/8/96

STRIKING municipal workers are expected to stream back to work throughout the metropolitan area today.

Those going back to work are members of the SA Municipal Workers' Union (Samwu). They have decided to settle for the employers' latest offer of R1 600 monthly minimum and a R220 a month or 8% annual increase, whichever is greater, said Cape Town branch chairperson Mr Lance Veotti.

But Mr Gawie Beukman, Cape Town branch secretary of the Independent Municipal and Allied Trade Union (Imatu), said his union's 10 000 members in the metropole held a strike ballot yesterday. The results should be known today.

Beukman said that after the ballot result is made known, Imatu will decide how to use its casting vote on whether or not to accept the employers' latest offer.

Imatu members — who include firemen, ambulance-men and white-collar workers — do not have a tradition of striking. It remains to be seen whether they will vote to strike just when the more militant Samwu workers are going back to work, reasonably satisfied, for another year.

— Metro Writer

Jo'burg municipal

Ambulance service, bus drivers, traffic officers, sanitation, water and electricity staff all down tools over rates of pay

By MELANIE-ANN FERIS AND TROYE LUND

Municipal services were disrupted in Greater Johannesburg today as workers downed tools to force the Transitional Metropolitan Council to agree to wage demands

Early this morning workers began gathering at the Rissik Street traffic offices and buses were expected to stop running after peak hour

Human resource spokesman Sonnyboy Matsaso said council officials from several departments had left their offices

Employees from all departments, including emergency, fire department and ambulance service staff, bus drivers, employees from electricity, water and sanitation departments as well as traffic officers, downed tools at 9am.

The two unions of the council, the South African Municipal Workers' Union (Samwu) and Independent Municipal and Allied Trade Union (Imatu) met last night and agreed to gather at the Traffic Department offices in Village Road early today and march to the civic centre.

"The 100% increase executive councillor posts have been given over the past few years compared to the increase middle management downwards have got in the same period of time has made workers angry

"The car allowance increase MPs have given themselves is more than most council employees earn in a year. Workers are at the end of their tether," said a

spokesman for Imatu today

He asked not be named because he is a uniformed employee

By the time of going to press the GJTMC had received no official indication from workers on their intention to strike. The council was only aware of a meeting being planned by workers for today

Yesterday, hundreds of angry traffic officers, municipal bus drivers and GJTMC administration staff gathered in Village Road in the city centre from where they intended to embark on a spontaneous march.

They decided to postpone the march until they had "more strength in numbers" and set out

► See picture
Page

to recruit their colleagues to march today

The disgruntled employees indicated they were tired of negotiating for better wages and that they needed to resort to action to force the council's hand

They claimed that their salaries were so poor that some employees took home nothing after deductions

Jeff Cox, industrial relations officer for Imatu, said the action was totally spontaneous and it had been sparked by the workers' anger

Samwu officials could not be reached this morning before the march and were not prepared to comment when approached last night

One of the march co-ordina-

tors, Fraser Ramokgopa, said the strike action had started with traffic department officials but had swelled to all GJTMC departments and all substructures by today.

"The executive committee will also have to make a decision at their meeting today," Matsaso said.

Workers are demanding a R500 increase for employees earning less than R5 000 and a 10% increase for all those earning more than R5 000.

"Senior traffic management who have been in service for 12 years and more are earning between R5 000 and R6 000

"This is nothing like the real world," he said.

"Lower salaried employees, most of them working in dangerous situations, are lucky if they take home a few hundred rand after deductions. They cannot support a family," said the Imatu spokesman

The issue of danger pay for council employees and that increases given to members of Parliament, provincial legislatures and councillors be scrapped are issues to be included in the memorandum handed to GJTMC officials today.

Further demands are that no disciplinary action be taken against workers and that their gradings be addressed.

Municipal workers in Kimberley "provisionally" returned to work yesterday after a four-day wage strike

Samwu workers there are demanding a R350 across-the-board increase for workers

Workers walk off jobs

(250)

Star 20/8/96

STRIKE HITS ALL SIX MUNICIPALITIES

Refuse collections disrupted

REFUSE COLLECTION was the first service to be disrupted as municipal workers embarked on a strike in the greater Cape Town area yesterday. Many council pay offices were closed. Metro Writer **PETER DENNEHY** reports.

HOUSEHOLDERS in Cape Town have been asked to keep their refuse on their properties during the municipal workers' strike

The strike has disrupted refuse collections throughout the metropolitan area

Cape Town council spokesman Mr Ted Doman said yesterday that many of the council's pay offices had been closed. He appealed to those wanting to pay their council bills in cash to do so at Pick 'n Pay checkouts.

Between 3 000 and 4 000 municipal workers from throughout the metropole gathered on the ground-floor concourse of the civic centre yesterday.

A number of workers found a way up to the fifth floor, where about 50 of them occupied the offices of the mayor, town clerk and others until persuaded to leave by senior union officials

Mr Trevor Serfontein, the workers' chief negotiator and regional treasurer of Samwu, addressed the workers on the concourse and warned those who did not observe

the strike that the union could not guarantee their safety

Serfontein said union officials had reported that the strike had brought to a standstill all six municipalities in greater Cape Town and the metropolitan council. Council officials said this was true only of the cleansing service

Eastern municipal officials said 95% of Samwu-organised workers were on strike. In the Northern municipality, 90% were

Councillor Judy Sibisi of the ANC said the employers, for whom she is spokesperson, had offered a minimum monthly wage of R1 600 and increases of 7,5% or R185, whichever was the greater, from July 1. This was subject to Helderberg's securing financial assistance from the Metro Council.

The offer represented "a significant increase" that ranged from 13% to 43% across the former municipalities, Sibisi said

Samwu's key demand for equal wages for equal work throughout the metropole had been met.

The employers had followed the agreed process, but the unions

Labourers put on par with nurses

METRO WRITER

THE R1 600-a-month pay offer that Cape Town municipal employers have made their labourers would put them almost on a par with the starting salary of a qualified nurse with a Srd 8 certificate.

The Nursing Association of South Africa said a qualified nurse gets a starting salary of R20 079 a year, excluding bonus. This comes to R1 673 a month — R73 more a month

had not

Late yesterday, they met to discuss mediation during the strike.

Serfontein conceded that a strike ballot had not been held, but denied the action was a wildcat strike.

"We gave (the employers) the option of mediation or arbitration, as set down in an agreement we signed last year."

Another municipal workers' union, the Independent Municipal and Allied Trade Union, is to vote this week whether to join the strike

than a municipal labourer.

The minimum monthly payments for municipal employees in different areas are: Cape Town R1 415, Bellville R1 266, Brackenfell R1 204, Cape Metro Council R1 298, Crossroads R1 350, Durbanville R1 204, Fish Hoek R1 240, Goodwood R1 266, Ikapa R1 350, Kraaifontein and Kuils River R1 204, Lingeletu West and Mfuleni R1 350, Milnerton R1 266, Parow R1 266, Pinelands R1 227 and Simon's Town R1 204.

Later yesterday, the effects of the strike were beginning to hit home.

In Kraaifontein East, angry pensioner Mr Hendrik Versfeld said last night he and other residents who found themselves without water had been told the pipe could not be repaired because workers were on strike.

"I pay my rates out of my pension, only to be told that a water pipe cannot be repaired," Versfeld said

A municipal spokesman said he was not aware of the complaint



MAKING DEMANDS: Part of the crowd of more than 3 000 municipal wage negotiations for the whole metropolitan area were taking

Power cuts to suburbs as municipal strike starts

ET 13/8/96

(250)

MUNICIPAL strikers could have been responsible for the switching-off of some electrical substations in the suburbs, according to the city electrical engineer, who threatened to take disciplinary action if he found the culprits. **PETER DENNEHY** reports.

ELECTRICITY supplies in some suburbs were cut and operations at the council's two power-generating plants were wound down yesterday within minutes of the start of the latest strike by council employees.

About 2 000 members of the Independent Municipal and Allied Workers' Trade Union (Imatu), many of them whites striking for the first time in their lives, tried to crowd into the small Rygersdal Sports Club hall in Rondebosch at 2pm yesterday, as the rain poured down outside. There was standing room only, and not much of that.

The meeting lasted less than 20 minutes and moments after it ended, a worker said he had heard in the pub next door that the electricity supply to part of Woodstock had been interrupted. Many Imatu members work in the council's electricity branch.

The council confirmed that the supply to Salt River, rather than Woodstock, had been interrupted. Summer Greens had also suffered a power cut.

City electrical engineer Mr Fred Berwyn-Taylor said, more than an hour later, that these supplies had been restored.

"There is some wildcatting going on. Five substations were entered and switches were opened," he said. This meant someone had turned off some switches which should have been left on. Berwyn-Taylor thought it likely that this was connected in some way to the strike.

"It is tantamount to industrial sabotage," he said. "We intend to take disciplinary action if we find the person responsible."

He said he thought the strikers had tar-

geted electricity, because it is a basic service. A breakdown could affect traffic lights, sewage pump stations, and even television and radio transmitters. Many transmitters or repeater stations had their own reserve power supplies, he added, so the TV should not break down for a while at least.

He confirmed that the Steenbras hydro-electric power plant and the Athlone Power Station, which are used daily, would not be in operation today because of the strike. Members of another union would not do Imatu members' work, he explained.

Cape Town uses just over 900 megawatts (million watts) of electricity a day, of which about 700 are bought from Eskom and the remaining 200 are locally generated.

Locally-generated electricity is used at peak times, when Eskom's electricity is most expensive to buy.

Berwyn-Taylor said the lack of local generating capacity over the one-and-a-half day strike would lead to extra costs for the council of between R1,5m and R2m.

He said he had just come from a Cape Town City Council executive committee meeting at which a decision had been taken to buy the extra power needed from Eskom.

The alternative would have been to ration electricity by switching off power during certain times of the day — probably for at least part of evening peak time, which is from 5 30pm to 8pm.

The council has asked consumers to try to cut down their electricity usage in morning and afternoon peak times. The morning peak lasts from 6 30 to 8am

Council spokesman Mr Ted Doman has also appealed to the public not to call for an ambulance except in cases of definite emergency, as that service now has minimal staff.

Meanwhile, at the strikers' rally yesterday, Imatu national executive committee (NEC) member Mr Alistair MacLeod said the strike was not only about money, but about principles. Members wanted recognition and appreciation, he said.

Another NEC member, Mr Bert van Dalen, said employers had laughed when Imatu representatives threatened to strike.

Their union is still 60% white. Its predecessor, which used to be white some years ago, never went on strike because it was against the law to do so at the time, and against union policy. But things have changed since then.

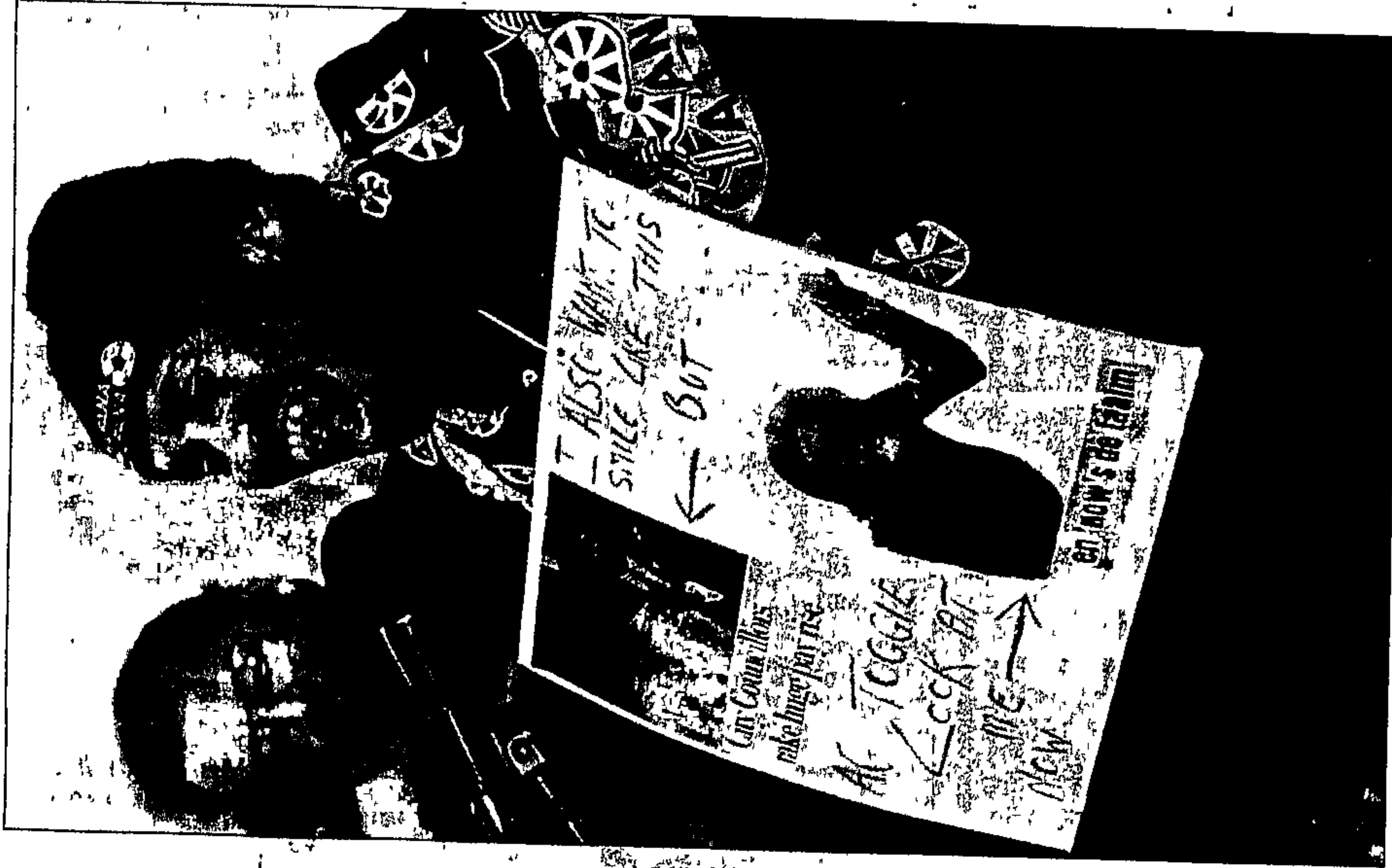
Mr Frik van Straten, head of Imatu's Western Province regional office, said the difference between the 8% they had been offered and the 10% they wanted, amounted to roughly the cost of a packet of cigarettes each month from each ratepayer.

Other unionists said the reality was that everyone was allowed to strike now, as long as some emergency staff were left in place — and unions which did not strike would not be taken seriously by their new political masters.

● One of the strikers, Mr John du Plessis, draped himself in ANC colours and did easily-recognisable imitations of both Archbishop Desmond Tutu and a slow-talking President Nelson Mandela.

The audience seemed to appreciate these tremendously, although the send-ups were at times unkind and tinged with political resentment. For example, in his Mandela impression, he advised women to take on double-barrelled surnames to get ahead in the new South Africa.

He also offered the alternatives of the gravy train either stopping at a station, or taking on as many workers as it could.



A MOCKERY: Municipal striker Mr John du Plessis dons ANC colours and does somewhat unkind impressions of Archbishop Desmond Tutu and President Nelson Mandela. The smiling person in the placard picture he is carrying is Mayor Mrs Theresa Solomon. The monkey is supposedly Du Plessis himself.

PICTURE: ALAN TAYLOR

New Cape Town strike looms (250)

Staff Reporter

ARG 8/8/96

MUNICIPAL services in the Cape metropole may be further disrupted in spite of the settlement of this week's SA Municipal Workers Union (Samwu) strike, following a threat by another union of council workers to down tools next week.

The Independent Municipal and Allied Trade Union (Imatu) which mainly comprises technical staff has announced its decision to strike next Monday and Tuesday. However, they are discussing a revised municipal pay offer today.

RESTRUCTURING THE CIVIL SERVICE

CSS'S NEW STAFF CRITERIA

~~250~~ (250) FM 9/8/96
The restructuring of Central Statistical Service — and some say that if it succeeds, it could be a pilot for the restructuring of the entire civil service — has not been harmonious

The "establishment" (CSS management) says it is restructuring the department in accordance with new public service policy and RDP goals, employees are alarmed at the extent and speed of the transformation

Arbitration had to be sought when they

objected to what they called the "unilateral reorganisation" of the department

Rationalisation includes the absorption of staff from the original 11 public services into posts in the new CSS

The point of dispute is that "existing staff are being measured for absorption using new criteria that have not been agreed on," says Public Servants' Association assistant GM Manie de Clercq

CSS head Mark Orkin says there was no lack of consultation "Staff representatives were carefully consulted and all staff members were kept informed in great detail as the process unfolded"

Staff argue they did not give their approval to the performance criteria

Orkin argues — and an arbitration court confirmed — that management was not obliged to seek approval Setting criteria has been recognised as a management prerogative

The problem for employees is that "People who, in the past, qualified for certain positions, may no longer be eligible, and might eventually be retrenched," says De Clercq Different ranks have their own criteria, but some apply across the board For example "Staff will be judged according to how well they have adapted

to change in the CSS and the public service in general"

It's easy to see how staff with lower qualifications, or those having trouble adapting to the new political climate, would feel their job security threatened

For some, jobs will become more demanding, says De Clercq And some posts will expand to include new functions Job descriptions will be brought into line with the new priorities, especially the goal of making the department more service-orientated

Orkin confirms that performance and productivity criteria will become more demanding — especially with the rapid introduction of the new PC technology He says this is part of the process of becoming a "learning organisation"

Black staff numbers nearly tripled in 1995, but Orkin points out that was a result of the inclusion of Transkei and Ciskei staff

However "Rationalisation is not only about amalgamation of the homeland and TBVC functions, but about representivity and efficiency"

He has addressed the problem by, among other things, "contacting university and technikon departments for suit-

able graduates to become survey statisticians, and computer science departments and colleges for programmers and information service staff

"At senior levels, of the so-called 11 000 posts advertised across the public service, specifically to improve representivity, 37 of them were for the CSS Thirty-two have been filled by suitable appointees"

The efficiency goal is a matter of urgency The 1995 Auditor-General's report pointed to management's inattention to pressing problems, such as statistics reported late and neglect of important groups and areas

The goal is to re-engineer the organisation, improving productivity by reorganising staff into "compact and accountable work teams," and upgrading technology

A massive technical assistance programme has also been obtained, from Statistics Sweden and the Australian Bureau of Statistics, funded by their respective governments

One of the dangers of restructuring is loss of "corporate memory" — resignations by the people who have the longest experience of the business

Orkin says. "The three management-echelon staff who retired, as part of the rationalisation, had a combined experience of 86 years The staff who have re-

placed them have 84
"Two newcomers, Pali Lehohla and Ros Hirschowitz, between them bring another 30 years of usefully mixed pub-

lic, semi-State organisation and private-sector experience" According to the CSS annual report, more restructuring will take place this year ■



A

eT9/8/96
Second strike
by municipal
workers looms

PETER DENNEHY

(250)

ANOTHER metropole-wide council workers' strike, this time by a different union, is due to start on Monday afternoon.

Workers from the largest union of council workers in the city, the 18 000-member SA Municipal Workers' Union, returned to work yesterday.

After the weekend the second-largest union, the 10 000-member Independent Municipal and Allied Trade Union (Imatu), will be calling its members — librarians, ambulancemen, firemen and traffic officers — out on strike.

Mr Frk van Straten, head of the Western Cape regional office of Imatu, said yesterday that a skeleton staff would remain on duty in each essential-service department during the strike, but they would only answer life-threatening calls.

He said Imatu had held two strike ballots in quick succession. The first one was about an offer of a seven-and-a-half percent annual increase, and the next was about the employers' eight percent offer.

In both cases most Imatu members had opted to the strike.

"The employers satisfied the demands of the other union, which mainly represents labourers," he said. "Our members are the overseers of those workers. We are in an untenable situation. The employers will not listen to our arguments. They laugh in our faces."

Of the 10 000 Imatu members, about 5 000 are employed by the Cape Town City Council, and the other half are employed by the five other municipalities and the Cape Metropolitan Council.

Acting chief executive officer of Tygerberg Mr Kobus Coetzee said yesterday the industrial action of the mainly white-collar workers would affect all repair work.

Snack attack: Municipality to bill strike union

ARG 9/8/96 - ECF

(250)

ANDREA WEISS
Metro Reporter

THE CAPE TOWN municipality is to bill the SA Municipal Workers' Union for cocktail snacks allegedly eaten by a group of workers who occupied a floor of the Civic Centre where wage negotiations were taking place.

The snacks were meant for about 60 members of the Cape Kidney Association, which was to have held its annual meeting after a brief mayoral function.

Catering staff were, in the middle of preparing the snacks when the workers

walked into the kitchen and helped themselves to scones, mussels and cheese, valued at about R180.

They allegedly returned later that evening and kicked in a door of the kitchen, but by then the food had been locked away.

David Whitesman, head of the mayor's office, said the function had to be called off after he was informed that the food being prepared for it had been eaten.

Members of the Kidney Association, many of whom were doctors, were contacted at the last minute to be told that the function had been called off.

Captain Whitesman said the mayor held

a small function for the association every year before its annual meeting.

Trevor Serfontein, regional treasurer of Samwu, said he was not aware of the incident in the kitchen although he had been present when the group occupied the 5th floor.

"Nothing has been brought to our attention. It's news to us," he said. "The fifth floor was occupied. People were inside and at a later stage they left to go home."

The Kidney Association, on the other hand, has decided to have another go at holding its annual meeting - but this time at another venue.

Imatu strike promises further chaos

(250)

ESTELLE RANDALL

Staff Reporter

ARG 10/8/96

CAPE TOWN faces a second bout of disruption to municipal services on Monday and Tuesday when members of the Independent Municipal and Allied Workers' Union (Imatu) go on strike over wages.

The strike, which starts on Monday afternoon, is a first for the unaffiliated Imatu, which represents about 10 000 mainly white collar council workers.

At stake is a demand from Imatu members for a 10 percent or R220 a month salary increase, whichever is the greater, and a minimum wage of R1 600.

This week the Congress of SA Trade Unions-affiliated SA Municipal and Allied Workers' Union (Samwu) went on strike, also over wages.

Samwu members, who are mainly labourers, returned to work on Thursday after the council agreed to pay a R1 600 a month minimum wage and an eight percent or R220 a month increase to those who earn more than the minimum.

Apart from Imatu, other employee organisations in the Labour Forum, the body which negotiates council wages, have also accepted this offer.

This week's three-day Samwu strike disrupted refuse collection and forced the Cape Metropolitan Council to close its cemeteries in Maitland, Pinelands, Bellville and Atlantis. Next week's strike by Imatu is likely to affect repair work.

Members of the union are spread across the council's administration, fire, ambulance, traffic, electricity, water and roads departments.

The union has undertaken to ensure a skeleton staff is on duty in all essential service departments during the strike.

Union threatens to paralyse city

By CHARL DE VILLIERS

CAPE Town is bracing itself for another wave of municipal disruption tomorrow following "overwhelming" support for a strike by white collar staffers, the Independent Municipal and Allied Trade Union claimed

The showdown over wages with six local municipalities and the Cape Metropolitan Council will swing into action at 2pm tomorrow when Imatu members rally at

a mass meeting at the Rygersdal sportsgrounds, Imatu general-secretary Gawie Beukman said.

The union, with a claimed membership of 10 000, has warned city ratepayers that their lives will be "severely inconvenienced" once the strike for a 10 percent or R220 monthly pay rise starts to bite.

Imatu's threats of widescale disruption come hard on the heels of a three-day strike by members of the SA Municipal Workers Union, who called off their protest

on Thursday after wresting a R1 600 minimum wage from employers

Imatu, which is holding out against an offer of eight percent, says its members can "paralyse" the city

Beukman said Imatu would ensure that emergency services responded to "life-threatening" situations. Other areas of municipal authority, however, could be expected to be disrupted.

This includes electricity and

water supply, traffic regulation, stormwater drainage, ambulances, fire services, libraries and clinics

Beukman said the Imatu ballot had been counted by Wednesday night, and the result had been overwhelmingly in favour of industrial action

The union's Western Cape chief, Frik van Deventer, said Imatu's supporters were not prepared to suffer further insults like "an eight percent offer."

(250) (150) ST(CM) 11/8/96

A

NEW grading system for the public service was introduced recently and the public service ministry has been trying to bring home to taxpayers the new system's benefits — particularly its capacity to improve the delivery of services to the people.

Last month saw public service salaries increase by leaps and bounds, and the goal of whittling down an oversized service is now more than a distant mirage. Right-sizing the public service, through the use of strategies such as voluntary severance packages, is becoming a reality.

However, improving salary conditions did not come without some hitches. We owe it to the public to say that these are regrettable, especially with regard to the situation of health personnel in rural areas. Government appreciates the sacrifices health workers are making to upgrade health services.

It was the Medical Association of SA which pointed out to the public service minister the appalling nature of remuneration of doctors in the country in June 1994. Even at that early stage, the association assured us that doctors would not — because of moral and political conscience — embark on any industrial action on this issue, but would continue to plan, with government, improvements to their conditions as well as those of other health personnel. This has happened and we are grateful to them. The introduction of a new grading system is aimed at achieving such a goal.

In my opinion, it is our obligation to explain to taxpayers and civil servants why hitches are being experienced in transition from the old personnel system to the new.

One of the major problems has been in trying to untangle the corrupt maze of maladministration created by the apartheid system. For example, integrating former Bophuthatswana parastatals into new provincial structures and introducing remuneration parity are not proving easy in Northwest.

Before discussing the instructive example of Eastern Cape, I must stress that the province's problems are by no means unique to it, although they are particularly acute. Eastern Cape is the subject of a

Right-sizing the public service is becoming a reality

ZOLA SKWEYIYA

BD 12/8/96

minor media controversy surrounding the awarding of a tender for a personnel audit in the province.

Eastern Cape inherited approximately 150 000 employees from the former Transkei, Ciskei and SA administrations. This figure does not include educators and about 17 000 temporary workers who had pension benefits and other rights that normally accrue to public servants.

These workers were being administered through separate sets of rules, prescripts and measures. These disparate systems of personnel administration were not necessarily compatible with each other. Each of these personnel systems had to be "unpacked" and details of all these employees transferred to an electronic-based system.

I must explain at this point that it is not possible to pay employees their new salaries unless their personnel information is captured on the new Persal system. So, in Eastern Cape alone, 130 000 files had to be manually and individually worked through. In the meantime, we had to ensure salary parity across the three systems — taking into consideration the fact that Ciskei generally paid less than Transkei. In addition, the two systems used different occupational classes to classify employees, and we needed to implement the voluntary severance package.

It was not possible to calculate severance packages without accurate information from the comput-

erised system. If we had not insisted on speedily implementing Persal we would have given golden handshakes to "ghosts".

Allowing the tender for a personnel audit, called for by the Eastern Cape government, to proceed before installation of the Persal system would have cost the state R14m. What was problematic was the timing of the tender.

We are now trying to solve the problems of inadequate telephone connections in Eastern Cape that have prevented implementation of the Persal system. We have also chosen to override certain Persal re-

quirements in order to dump electronic data that is available from the old homeland systems onto the new system. This will allow us to pay the increases to our employees in the public sector and offer voluntary severance packages as soon as possible. It will also enable us to pick up faults in the homeland system and compile a list of individual officials. This, we hope, will form the basis of a personnel audit.

We have sent out teams to some provinces to train officials in implementation of the new grading system. We have also set up a task team to develop a detailed strategic plan for human resource management in the years to come.

Once again, I appeal to business to come forward and assist us in solving some of the problems the public service is facing — as Old Mutual and Sanlam have done.

Old Mutual provided assistance and specialists to assist us in the nationalisation of pensions in the public service. This has led to the introduction of a new pensions system agreed to by all stakeholders in the public service.

Sanlam offered to do a personnel audit for Eastern Cape free of charge. It is a pity top management in Eastern Cape never took up this offer as some of the problems now being experienced would not have occurred. I appeal to the administration of Eastern Cape and others to make use of such offers, at no cost to the state, made by socially con-

scious and enlightened business.

The issue of a personnel audit and clean administration is practically necessary and politically desirable — trying to administer SA with a chaotic public service system is a waste of taxpayers' money. We should soon be able to effect a personnel audit and make systems more coherent. This will enable us to scientifically effect right-sizing.

It is only when we achieve the appropriate size of public service that we will be effective in delivery of services and thus become a capable instrument in reconstruction and development.

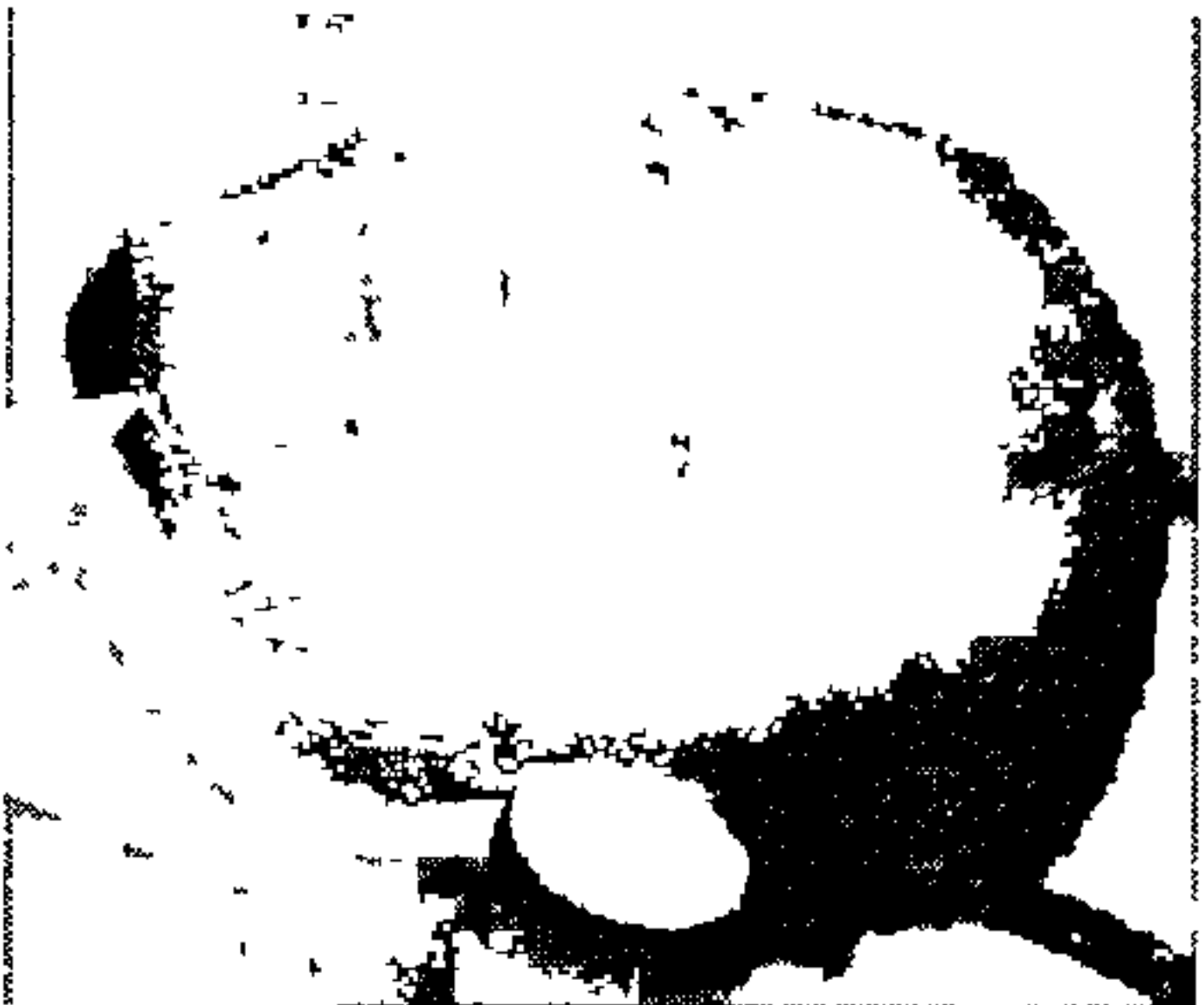
It has become clear that without an effective and efficient administration, achieving our democratic goal will be impossible. The nationalisation and reform of the public service has become a political imperative. With the restructuring of the role of the Public Service Commission and the devolving of its functions and powers, national and provincial ministers and provincial premiers will have to bear final political and administrative responsibility for running the country. It is no longer possible to blame the Public Service Commission — nor can blame be attributed wholly to apartheid and white public servants.

When the electorate examines the track record of this administration in 1999, it will not be on the basis of media profiles of individual ministries and provinces but on its achievements, as a whole, in bringing services to people at grassroots level. The public service is the only vehicle that can be used to achieve this. Thus its rationalisation and reform are essential.

Achievements in ministries like labour, health and home affairs and in provinces like Free State, Northern Cape, Western Cape and Gauteng are mostly due to the great progress they have made in rationalising their administrations. This has enabled them to ensure representivity, gender sensitivity and prioritisation of functions.

If their example can be followed by all departments and administrations, it will go a long way towards achieving our mission.

□ Zola Skweyiya is public service and administration minister.



SKWEYIYA

PROFILE

Public service imperative

(250)CT(BR)13/8/96

John Spira

DEPUTY EDITOR

South Africa has no option but to reduce the size of its public service to achieve the objectives of the government's macro-economic strategy.

The will to do so is evident judging from the invitation extended to Sir Robin Butler, the head of Britain's public service and secretary to the cabinet, who has just completed a five-day visit to South Africa

Butler has been sharing Britain's experience of public service reform and the cabinet style of government with South African authorities.

From South Africa's standpoint, the pedigree of the source is immaculate since in the past 10 years Britain has reduced its civil service numbers from 756 000 to 495 000. Furthermore, as Butler took pains to point out, many of the issues faced in Britain tended to coincide with those prevalent in South Africa.

He identified three broad common areas of focus

"The civil service in UK is scrupulously non-political, demonstrating firm commitment to whatever government is in power," he said "In South Africa, it would be unrealistic to expect that apolitical approach in the near term Nevertheless, it is in South Africa's interests to ultimately separate its civil service from party politics"

Butler highlighted the global pressure to improve public service efficiency

"It has been happening in the UK and from what I have observed it is starting to happen in South Africa Throughout the world citizens are demanding better public services without having to pay more taxes The seemingly irreconcilable is being reconciled via greater efficiency

"Everywhere people are demanding not only a reduction in the size of civil services but greater efficiency and greater productivity"

Butler also urged that the



SHARING VIEWS Sir Robin Butler, the head of Britain's public service and secretary to the cabinet

PHOTO JOHN WOODROOF

public service must be more responsive to public needs

"As in the private sector, the individual customer wants a customised product It's all part of the growing emphasis on the rights of the individual.

"People ought to have some voice in the public service and they ought to have some redress"

Butler said these themes had been accepted during the course of his discussions in South Africa

He also drew attention to the

misconception that civil service numbers in Britain had been reduced solely by privatisation

"That's not so The big privatisations in the UK have been state enterprises They've been significant and have involved more than a million people. But these were not the civil service functions

"When you look specifically at the civil service, of the reduction in numbers, less than 100 000 have been due to privatisation The rest has resulted from downsizing,

information technology and natural wastage"

How does a government go about improving the efficiency of its public service?

Butler pinpointed three main areas setting objectives, creating competitive forces and greater empowerment.

"In Britain, in the process of setting objectives, we've been publishing bottom lines, thereby making our aims transparent to the public Where we've been unable to give people a choice, we've tried to create a system of redress In other words, we've published what can be expected and have created channels for complaint should those expectations not be met"

Competitiveness in Britain's public service had been introduced by taking certain functions of government and putting them out to tender. About half of these tenders had been won by the public service, Butler said.

"We're busy creating competition as a means of promoting efficiency"

On empowerment, Britain had delegated more to get services delivered nearer to the place of need.

"We've taken away the hierarchical structures and empowered those who are dealing directly with the public We appreciate that doing so involves the risk of dishonesty But it's a risk we felt we needed to take, the insurance being the creation of sophisticated auditing structures"

The British government, through its Overseas Development Administration, provides a range of assistance to South Africa in the sphere of public-sector reform

Such assistance includes projects with the South African Management and Development Institute to develop public service training policies and programmes, with the Public Service Bargaining Council to develop a job evaluation and grading scheme; and with the public service and administration ministry to develop a service-quality initiative

Municipal workers' strike call for 'change of attitude'

Staff Reporter

MORE than 1 000 municipal employees turned out in Rygersdal to attend a meeting to launch another municipal workers' strike that starts today.

The employees, all members of the Independent Municipal and Allied Trade Union (Imatu), are striking in support of their demand for an eight percent salary increase, but also for a "change in attitude" to negotiating on the part of their employers.

As the crowds packed the Rygersdal Recreation Hall, hundreds more union members stood outside in the pouring rain eager to hear their leaders.

After the meeting had opened to calls of "Viva Imatu!" and music booming through massive loudspeakers, the union's regional head, Frik van Straten, addressed the crowd.

Mr Van Straten said the strike was "not just for the two percent more in salaries but also for the right to negotiate and to be listened to"

He told the employees, who ranged from labourers to town clerks, that "the city has not before seen what this union can do" and

that "the taxpayer is in for quite a surprise"

He said about 75 percent of the union's members had voted in favour of the strike, which starts today and which will "only be called off when the employer responds to demands".

Also, 75 percent had voted to reject the present offer of an eight percent across the board increase, said Mr Van Straten.

The South African Municipal Workers' Union (Samwu) last week decided to accept the eight percent increase offer.

Today's strike has resulted already in the closure of the Athlone power station and there is fears the Steenbras power station also will close.

Mr Van Straten said the strike was planned to continue until 7 am tomorrow, but warned it could last longer.

Only a minimum of workers would remain at their stations, where the provision of essential services was at stake.

Mr Van Straten said the time for "paper strikes" had long passed and that the present strike was Imatu's "Trojan Horse".

"It is not we who have brought ourselves to this point but the

employer. Let them now sit back and listen."

Another speaker, a member of Imatu's national executive committee, told the crowd: "I went today and they (the employers) said this was an illegal strike."

"But the constitution states it is the right of every worker to strike. So how can the strike be illegal?"

He said the citizens of Cape Town and the metropole "can expect major disruptions".

"The employer has treated you with contempt for years. Why? Because you have let him get away with it."

"But this is the last time .. it will not happen again"

Mr Van Straten also said "the taxpayers have chosen people who are failing to do their job" and who sought only self-aggrandisement.

He referred to the fact that certain members of the Cape Town council had voted themselves increases of as much as 188 percent in the past.

Lucas Scheepers, senior vice-president of Imatu, told the meeting. "Tuesday the 13th will be one of the unluckiest days ever for some if they fail to listen to our demands"



MR MANDELA OR NOT? J D du Plessis, or "Duppie", had members of the Independent Municipal and Allied Trade Union (IMATU) in fits of laughter with his President Mandela and Archbishop Tutu impersonations at a mass meeting at the Rygersdal Recreation Hall

Court order may short-circuit union's strike plan

ARG 13/8/96 (150) (250)

Staff Reporters

THE Cape Town Supreme Court has granted an urgent interdict against a municipal union after major power cuts in the city last night

The interdict, granted early today, is against the Independent Municipal and Allied Trade Union (Imatu) and restrains its members from taking part in an unlawful strike planned for today

The interim order affects Imatu members employed by the Cape Town Municipality, City of the Tygerberg, Helderberg and the Southern, Northern and Eastern sub-structures, as well as the Cape Metropolitan Council.

The union, which represents about 10 000 mainly white collar municipal workers in various departments, has threatened to

down tools today over a wage dispute.

The union is demanding a wage increase of 10 percent or R220 a month, whichever is the greatest, and also a minimum wage of R1 600. The council is offering eight percent.

Meanwhile some Milnerton, Rondebosch and Wynberg residents were in the dark for several hours last night, raising confusion over whether the electricity switch-off was due to foul weather or the result of a strike by council workers

Angry callers claimed they had had no response from after-hours telephone numbers.

One Wynberg resident told The Argus his power had been off for more than 12 hours

But not all the areas of the two suburbs were blacked out

Central municipal spokesman Ted

Doman said the power failure had been caused by insufficient staff being available to operate the Athlone and Steenbras power stations, and by unauthorised sub-station switching.

Mr Doman appealed to electricity consumers to help the council - and, indirectly, themselves - by making every effort to reduce power consumption during the peak periods, between 6 30 and 8am, and between 5 30 and 8pm

He pointed out that other services which could be affected by the strike were water and sewerage, and asked householders to be aware of this possibility and to take whatever action they deemed necessary

Northern municipal town administrator Trevor Hollis-Turner said a power cut had affected the Milnerton municipal branch building for about an hour

COURT BLOCKS STAYAWAY

Municipal strike

CT 14/8/96 (250)

set to end today

THE Independent Municipal and Allied Trade Union (Imatu) is considering further labour action not prohibited by a court interdict ordering strikers to return to work. **PETER DENNEHY** reports.

IN the face of a tough stand by employers, thousands of striking municipal workers look set to return to work today. The employers have been granted a court order that requires all union members to "perform their duties in accordance with their terms and conditions of service".

The interdict affects Imatu members, employed throughout the metropole.

The union said yesterday it would oppose the interim order's being made final when it came up in court again next Tuesday. Mr Frik van Straten, head of Imatu's regional office, told the Cape Times yesterday that the union was considering "further labour action not prohibited by the interdict". Its options are limited, because the interim interdict rules out unlawful strike action, and the hindering of normal operations.

During the strike, however, electricity supplies in the city were interrupted. Blackouts were reported in Crawford, Rondebosch, Milnerton and Sea Point.

All the councils in the metropole had to inform their Imatu-unionised employees of the court order, obtained in the early hours of the morning, Van Straten said.

Imatu had wanted the resumption of negotiations, but the employers had refused. Unless negotiations resume, Van Straten said, "Imatu will consult with its members on a further programme of action. The struggle continues."

According to council sources, there was some communication between employers and the union yesterday, but no resump-

tion of negotiations, and no movement on the employers' eight percent offer.

A bitter Imatu complained yesterday that council negotiators "apparently have different criteria for dealing with different unions".

It pointed out that when "one union" (Samwu) went on a three-day strike, the councils had not taken any legal action. They had resumed negotiations, and eventually made the union an amended offer which it found acceptable.

The union said it had reason to believe over 50% of its members in the metropolitan area were not at work yesterday.

Mr Ted Doman, spokesman for Cape Town municipality, the largest of the seven affected local authority bodies, said 10% of the total Cape Town City Council workforce was absent from work yesterday.

This amounted to 1 600 employees. Imatu has said it has nearly 5 000 members employed by Cape Town, so, in the case of Cape Town municipality, 1 600 would be less than half the total Imatu membership.

One Sea Point woman affected by the blackout inquired whether she should sue the council or the union if the contents of her freezer became unusable. Her electricity had been off all night and all day.

Doman said she got her electricity from the council, not the union, so she could try to claim via the chief insurance officer in the city treasurer's office. He added that her chances were not good unless there had been incompetence or negligence on the council's part.

Concern voiced over pay bill targets

Reports on public service cuts demanded

(250)
BD 14/8/96

Tim Cohen

CAPE TOWN — The parliamentary finance committee asked yesterday for detailed reports on the planned "right-sizing" of the public service after the disclosure that government had resorted to manual "head counts" to establish how many people it employed.

Concerned that the public service administration would be unable to deliver the budgeted R1,1bn cut in the government wage bill, the finance committee asked for regular and detailed reports on right-sizing plans.

The decision followed a presentation to the committee by public service deputy director-general Fanie Visser, who said not all members of the public service were on the Persal computer payment system.

The department relied on figures provided by the provincial governments, and while there seemed to be about 1,25-million public servants, "the figures appear to be inaccurate", he said. Where public servants were not recorded on the computer system, the administration had asked

provinces to carry out a manual head count. This was the only way to determine exactly how many people government employed.

Visser, who was asked at the last minute to provide a presentation to the committee, could not provide details of whether the "right-sizing" plans were on track.

Questioned about reports that the public service had grown despite government's commitment to cut about 100 000 posts this year, he said he would be surprised if this was true, but was not in a position to deny the claim.

Visser was also asked about "ghost workers" — non-existent public servants whose salaries were being fraudulently collected. He said he was aware of such claims, but it was impossible to say whether they were true.

Asked why the department did not simply demand that all public servants provide the department with their identity numbers within a certain time period, Visser said the suggestion would be considered.

Continued on Page 2

Public service (250)

Continued from Page 1

BD 14/8/96
It was hoped that the major portion of the expected savings on the public servants salary bill would be made from "vacant funded posts" — posts which were budgeted for but were currently unfilled.

The public service administration was visiting each department in the national and provincial governments to establish the extent of savings that could be achieved. However, he could not specify how much had been saved.

The next step would be to determine how many posts were needed for the functions that government wanted to perform. This investigation would take about three years, he said.

Outrage, but MPs defend pay hike

Star 16/8/96

(228) (250)

After two years, 15% is fair they say

By **PATRICK BULGER**
AND **LARA SMITH**

Parliamentarians have defended their 15% pay increase as being the first awarded to them in two years – amid a storm of indignation from cash-strapped civil servants.

ANC MP Carl Niehaus said today the increase was fair. "There has been no re-adjustments or increases since April 1994."

The increase was for ordinary Members of Parliament to the level of whips only Chairmen of committees and chief whips would not get a cent, he said.

The hike means an MP or a Senator who was receiving a salary of R125 000 a year will now receive R167 900 a year and MPLs who were on R118 000 will now get R143 750. Car allowances for all representatives have been jacked up from R32 000 a year to R42 111 a year.

But nurses, teachers, policemen and public prosecutors have reacted with dismay and outrage to yesterday's announcement.

The cost-of-living increase is the first since they took office 28 months ago and is less than the 10% average increase which, according to economist Dr Azar Jammine of Econometrix, was awarded private-sector employees in each of the last two years.

"We were not allowed to use inflation as a bargaining tool in

the Public Service Bargaining Chamber," said Eileen Brannigan, the acting executive director of the South African Nursing Association.

Suzanne Rees, president of the Association of Professional Teachers (APT), said "We battled long and hard for our puny increases. Teachers were awarded an average 15% increase, but the amount varied from individual to individual."

"With tens of thousands of teachers being laid off country-wide (I think), the Government's sense of responsibility is seriously lacking. MP's salaries are already enormous."

Speaking for the nursing fraternity, Brannigan said that, over the last 28 months, senior nurses had to make do with a 12,5% increase, although junior nurses fared well in the public service restructuring.

"But even with a 44% salary increase, junior nurses still earn only R40 800 a year – less than R3 500 a month," she said, adding that nurses had to agree to the retrenchment of 300 000 public servants to win the increases.

"We find the MP's 15% increase totally unacceptable and insensitive to public servants," Brannigan said.

South African Police Union national secretary Peter Don Brandt said it was interesting to note that, after policemen were

► To Page 2

Outrage over MPs' 15% hike

Star 16/8/96

► From Page

(228) (250)
told there was no possible way Government could offer them higher increases than they were given due to budgetary constraints, it seemed as if there was in fact money available to cover the MP's salary increases.

"It seems a little ridiculous," he said.

The increases, which will add about R20-million to the average annual packages paid to public representatives, were welcomed by the political parties.

MPs also receive a "reimbursable allowance" of R36 000 a year which goes towards the expenses incurred during the course of political duties. This allowance will not be increased.

Not surprisingly, politicians were in favour. NP leader F.W. de Klerk said an increase was justified.

And the Democratic Party's Douglas Gibson said the Melamet Commission grades agreed to had been an "interim arrangement" and that the increase was in line with the inflation rate.

CAR ALLOWANCE R42 000 A YEAR

MPs' salary increases anger public servants

CT 16/8/96

(128)(250)

AFTER BEING TOLD it was impossible to pay them more because the state didn't have enough money, public servants are incensed to hear that public representatives are voting themselves substantial increases in salaries and allowances.

PUBLIC servants are furious about the 15% salary increase awarded to MPs and members of provincial legislatures

The Ministry of Finance announced yesterday that MPs and MPLs would receive bigger salaries and bigger car allowances, backdated to July 1.

"We battled long and hard for our puny increases," said Ms Suzanne Rees, president of the Association of Professional Teachers. "The salaries paid to MPs are already

enormous."

The hike means an MP or a senator receiving R125 000 a year will now get R167 900, and MPLs getting R118 000 will get R143 750. Car allowances for all representatives are raised from R32 000 to R42 111 a year.

Ms Eileen Brannigan, acting executive director of the SA Nursing Association, said even with a 44% increase junior nurses were earning less than R3 500 a month.

"We practically had to sign

away our lives to get decent salaries," she said, referring to the conditions linked to the increases. One was that 300 000 people would be retrenched

SA Police Union national secretary Mr Peter Don Brandt said that after they had been told there was no money, there was in fact enough to cover the MPs' increases.

Mr Johan Cronje of the Prosecutor's Association of SA, said if there was money to increase MPs' salaries, there was money to increase prosecutors' salaries too.

The ministry said parliamentarians' living standards had been eroded by inflation. The increases were moderate by private sector standards. — Political Writer

Lower salary grade MP's package now R186 000

BD 16/8/96 (250)

Tim Cohen

CAPE TOWN — The Cabinet has approved a 15% increase in national and provincial MPs' salaries and a 30% increase in their car allowances, lifting the pay package of ordinary parliamentarians from R158 200 to just less than R186 000 a year.

Announcing the increases, the finance department said inflation had eroded the living standards of parliamentarians significantly since they took office in 1994. As they had not had an increase since then, the increases were "inflation-related".

The Cabinet considered the fact that there was a "hue and cry from the public" when political office bearers voted themselves salary increases, but said the increases compared favourably with those in the private and public sectors.

The commission for the remuneration of political office bearers (the Steyn commission) was close to final-

ising its report on the levels and structure of remuneration. The Cabinet said it did not wish to second-guess its findings or alter remuneration in a manner which might prejudice its work.

Because of this it decided to approve the increases, but only as an interim arrangement, pending the commission's report.

It was hoped the report would be available by November.

The increases were only for representatives in the lower salary grades. While increases could be justified for representatives on higher salary grades, the Cabinet had decided to wait for the Steyn commission's findings before making changes.

MPs and senators' annual salaries increase from R125 000 to R143 750, while provincial MPs' salaries will rise from R118 000 to R135 700. Their car allowances will go up from R32 200 to R42 111. Ordinary party whips' salaries will increase from R146 000 to R167 800, backdated to July

MPs' salary hike comes under fire

Sowetan 19/8/96 (250) (228)

By Joe Mdhlela
Political Reporter

Azapo, Hospersa feel civil servants were cheated under guise of inflation

THE HOSPITAL PERSONNEL TRADE Union of South Africa (Hospersa) and the Azanian People's Organisation (Azapo) yesterday criticised the Government's planned 15 percent salary increase for members of Parliament.

The Cabinet last week approved a 15 percent hike for the MPs whose salaries will now be perched at R143 750 a year, an annual increase of R18 750. MPs and senators previously earned R125 000.

They will also have their car allowances increased from R32 200 to R42 111. Members of provincial legislature currently earning R118 000 will now earn R135 700 a year.

Hospersa general secretary Mr Rod Macfarguhar said the Government's

action raised suspicion that they negotiated in bad faith when they gave public service workers only 7,5 percent in salary increases, using inflation as an excuse.

"Our members are extremely unhappy because of this announcement. The increase for the MPs is double that given to public service workers. We used the inflation argument to convince our members to accept the 7,5 percent, and now what are we supposed to say to them?" charged Macfarguhar.

Azapo president Mosibudi Mangena said it was immoral for the Government to offer people who were already earning higher salaries a 15

percent increase when civil servants were receiving as little as eight percent pay adjustment.

In justifying the increase, the Finance Ministry said it was inflation linked and also took into account that there was a moratorium on salary increases since the new Parliament was established in 1994.

Mangena said he viewed the increases as insensitive by the government which had constantly refused to improve civil servants' salaries.

"If it is acceptable for people who are already earning higher wages to get a 15 percent increase, I do not see why the civil servants should not demand a 15 percent increase," Mangena said.

MPs get down to work again, setting the rules and salaries too

Star 19/8/96 (250)

Parliamentarians, returning to Cape Town after a six-week winter recess, debated a code of conduct regulating their financial affairs. They also received a 15% salary increase backdated to July 1 to bring their packages — unchanged after 28 months — in line with inflation

The code was introduced by Water Affairs and Forestry Minister Kader Asmal, who headed the multiparty committee which drew it up. He introduced it into the National Assembly, describing it as "the start of a process whereby an all-pervasive culture of disclosure, and therefore accountability, can be achieved."

The debate was particularly topical because although this particular code does not cover financial donations to political parties, the intention is to broaden it at some stage. Nonetheless, hotel magnate Sol Kerzner's R2-million donation to the ANC was raised during the debate.

For now, however, the code covers only the financial affairs of MPs and senators and, to a limited extent, their spouses

The code requires the opening of a register of members' interests within 30 days of its being adopted. Disclosures will be updated annually and the contents of the register will be open to the public.

It calls for public disclosure in 10 areas: shares and financial interests held in any public or private company; any remunerative employment; any directorships of a corporate body; consultancies and retainers; financial sponsorships from non-party sources; gifts or hospitality with a value greater than R350 (excluding personal gifts within the family); any other benefit of a material nature; travel abroad excluding personal

travel; all interests in property; and any public or private pensions.

In addition to a public register, a confidential register will also be opened in which the exact value of certain interests and the interests of family members will be kept

A committee on members' interests formed by all the parties with a built-in majority of one for the majority party will administer and enforce the code. The committee may recommend reprimands, fines, a reduction of salary and the suspension of parliamentary privileges in instances where the code is flouted

Kerzner bogy still in the air

Petrus Matthee for the National Party said the NP "strongly and enthusiastically" supported the code and called for a similar code for ministers and senior government officials. The NP's support was based on the principles of "selflessness, openness, honesty, leadership, integrity, objectivity and accountability", all of which the code would promote. Matthee said the code was flawed, however, in that it went against international examples by insisting that the majority party should have a built-in majority on the committee enforcing the code.

Sybil Seaton for the Inkatha Freedom Party said the public perception "is that we politicians are all on the gravy train and mostly dishonest", and the code of conduct would not change that. The IFP supported the code's intentions but had serious misgiv-

ings and did not believe the code would achieve the desired goals.

"Merely having a code of conduct does not change individuals who may have dishonest ways," she said, arguing that the code could well lead to increased dishonesty and evasion. The proposed committee lacked the necessary independence from Parliament and especially from the majority party, the ANC. A law was necessary. The IFP would abstain from supporting the code and would make a call on the ANC to reconsider the composition of the committee.

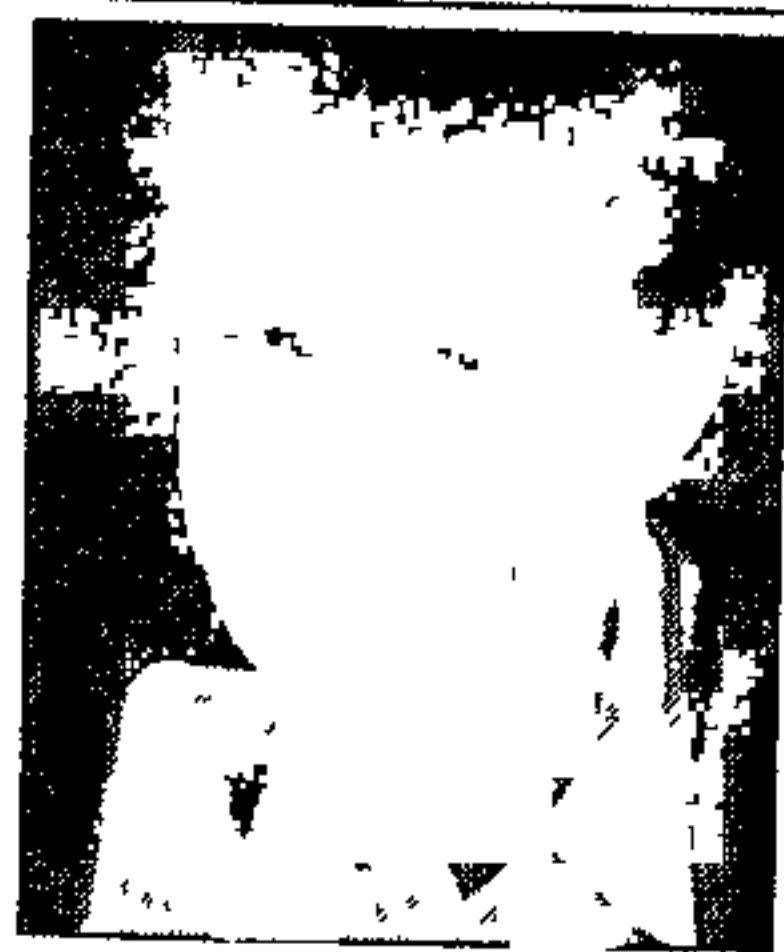
Douglas Gibson, for the Democratic Party, said the DP supported the code but he raised the issue of Bantu Holomusa, Kerzner and the R2-million donation to the ANC which the ANC originally denied but which President Nelson Mandela later confirmed. He also raised the issue of a cabinet code of conduct, a copy of which, he said, Deputy President Thabo Mbeki had offered to give to him two months ago.

"I want to make it clear that there is nothing wrong with donations to parties from private people or from companies or institutions. That is how the political process operates. It is when donations are given or accepted with corrupt intent that there is something wrong," Gibson said

Patricia de Lille, for the Pan Africanist Congress, said the code was important to the legitimacy of Parliament but that there was a need for an independent body to monitor and investigate cases

The PAC proposed that there be a single commissioner, as in the case of the United Kingdom. The issue was whether Parliament was going to try to police itself.

Kenneth Meshoe of the African



PARLIAMENT REVIEW

By Patrick

Bulger

Christian Democratic Party supported the code

The Senate's adoption of the code on the next day coincided with an announcement by the Ministry of Finance that MPs were to receive an average 15% interim increase following representations by the party whips to the Cabinet.

The increase was justified by reference to the inflation rate since the initial salary package was worked out by Mr Justice Melamet before the April 1994 election. The increase means that the salary of an ordinary MP jumps from R126 000 a year to R143 750, while the car allowance goes up from R32 200 a year to R42 111.

The increases were granted even as the Commission on the Remuneration of Public Representatives under the chairmanship of Mr Justice Jan Steyn is sitting to establish a fair salary for an MP.

The ministry argued that the increases compared favourably with increases in the private sector.

Also in Parliament last week, the South African Schools Bill and the Films and Publications Bill were introduced.

MP'S MONTHLY BALANCE SHEET



Mavivi Myakayaka-Manzini

INCOME (Gross)	
Old salary	R13 017
New salary	R15 488
Increase	R2 471
EXPENDITURE	
Bond (Jhb)	R 3 000
Rent (Cape Town)	R 140
Water and lights (Jhb)	R 600
Rates and taxes (Jhb)	R 213
Car repayments	R 2 143
Insurance	R 519
Telephone (Jhb)	R 200
Telephone (Cape Town)	R 300
Cellular phone	R 250
Domestic helper	R 500
School fees	R 150
ANC levy	R 300
Petrol	R 450
Groceries (Jhb)	R 400
Groceries (Cape Town)	R 1 000
PAYE	±R 3 000
Pension	±R 250
Medical aid	±R 250
Accounts	R 250
Edgars	R 250
Woolworths	R 250
Overdraft repayment	R 467
Miscellaneous	±R 500
Total	± R15 132

GRAPHIC JIGMASA DIAR

Only bank overdraft lets me survive, says parliamentarian

By JOYAL RANTAO
Political Correspondent

Parliamentarian Mavivi Myakayaka-Manzini survives on a bank overdraft and she says her financial situation reflects that of most of her colleagues. She says she has not tasted the "gravy" that so many opposition politicians talk about. Her well, she says, has never overflowed. Hers has been a constant uphill struggle - spurred on by strong political beliefs - to keep her head above water.

Myakayaka-Manzini is your typical MP from Gauteng. She has to maintain two houses - one in Cape Town and the other in Johannesburg. She lives a simple life. She does not and cannot afford to wear expensive designer clothes, and drives a simple middle-of-the-range Toyota Corolla. She does not have the money to do her hair every month.

Myakayaka-Manzini, who was recently appointed parliamentary counsellor to Deputy President Thabo Mbeki, most of the time finds it difficult to satisfy the needs of her young son and two nephews who live with her.

"We survive on a bank overdraft and a clothing accounts from chain stores such as Edgars and Woolworths," she told The Star.

In addition to paying a R3 000 mortgage bond for her Johannesburg home, the former ANC whip also pays R140 rent for her Cape Town home. The rent was reduced from R700 a month ago.

Myakayaka-Manzini also pays two telephone bills and a separate cellular telephone account. "After paying for everything that I have at the end of each month, I'm left with practically nothing. I live on the overdraft, which keeps on accumulating," she said.

From her income of R13 017 (plus car allowance), Myakayaka-Manzini cannot meet her monthly financial obligations. In fact, she overspends by over R2 000. The recently announced 15% salary increase - which has elicited angry reactions from opposition parties and the trade union movement - will improve things slightly but will not solve the problem. Myakayaka-Manzini's new salary is expected to help her break even.

Parliamentarians toil for their money, she adds. Her day starts at 5.30am when she goes to the gym - "so that I can cope with the day." From 8am onwards she is locked in meetings which vary from ANC gatherings to other four committees that she is involved in. She is a member of the provincial affairs and constitutional development portfolio committee, the rules committee, and two ad-hoc committees on gender equality and the Termination of Pregnancy Bill.

MP's overdraft

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To Page 2

Salaries hike 'to cushion inflation'

By Rafiq Rohan
Political Correspondent

(256) (256) *seweta 20/8/96*
Parliamentarians have not had
salary increments since May 1994

PARLIAMENTARIANS have increased their salaries to make up for "the erosion of living standards" they had to live through when they took office in 1994, according to the Finance Ministry

Ordinary members of Parliament and senators can now look forward to an extra R18 750 a year when they open their salary cheques.

Senators and MPs received R125 000 a year and with the increase they will now get R143 750 a year

Whips in the House see their salaries rise from R146 000 a year to R167 900

Members of provincial legislatures were not left out when the financial pie was cut. They see their salaries rise from R118 000 a year to

R135 700 a year

Apart from the salary increases, parliamentarians' motor vehicle allowances have been hiked from R32 200 to R42 111 a year

Inflation-related increases

The Ministry of Finance says that, in addition to the erosion in living standards suffered by parliamentarians since taking office in 1994, Cabinet also pointed out that the salary increases were based on the recommendations of the Melamet Commission

It said: "The increases are inflation-related for the period since May 1994 and comparisons with increases in both the private and public sectors will show the increases favourably and moderated"

The Steyn Commission is currently finalising its report on both levels and structures of remuneration

"These increases," the Finance Ministry says, "are only for representatives in the lower salary grades"

"While increases can be justified for representatives on the higher salary grades, it was decided against applying them and, instead, to wait for the report of the Steyn Commission"

The salary increases are back-dated to 1 July, 1996.

Government does expect a public outcry over these increments.

"Often there is a hue and cry from the public in various countries when political office-bearers are deemed to vote themselves salary increases," says the Finance Ministry

Severance sparks exodus of experts

Greta Steyn

GOVERNMENT's offer of voluntary severance packages to public servants has led to an exodus of experts from the SA revenue services and other departments.

Commissioner for inland revenue Trevor van Heerden said yesterday that about 900 employees of the revenue services had asked to leave.

The trade and industry department has also lost trade expert Bert Pienaar and deputy director-general Gerhard Breyl. There has also been an exodus of senior staff from Central Statistical Service.

However, surplus staff in provinces have not shown any interest in accepting the voluntary packages. Van Heerden said a couple of staff members had been convinced to stay on, but the finance department felt it would be a mistake to try and force people to stay.

"There is a school of thought that believes one can veto employees' decision to take the package, but once someone has decided to leave, it is hard to motivate them again." He admitted that the planned departures were a setback to government's plans to recover billions of rands in uncollected tax, but insisted that this year's Budget target of an extra R1,5bn would be met.

Van Heerden said the departure of important employees would be staggered so that there would be no sudden gap. He said

BD 20/8/96 (250)
the revenue services would be advertising for new employees soon, but admitted that it would be difficult to compete with private sector salaries. "We are still in the public service," he said.

However, observers have noted anomalies in government's remuneration structure, with consultant Charles Stride said to be costing the finance department more than R60 000 a month.

Reuter reports from Cape Town that Finance Minister Trevor Manuel said yesterday a major problem with the downsizing of the public service had been whether senior staff opting for voluntary severance packages could be replaced.

"Some ministers have not signed any voluntary retrenchment packages because of the uncertainties," Manuel said.

"Probably the hardest part at this stage is the fact that these are voluntary severances and not retrenchments and therefore it depends on the willingness or otherwise of individuals (to leave)."

In certain provinces there were excess staff none of whom actually wanted to leave the public service, he said. "Right now the prognosis does not look very good but it is something being battled through in the (public service) bargaining chamber," Manuel said the multi-year plan to cut the public service by between 100 000 and 200 000 while introducing a new salary grading system "is going to be an extremely hard battle".

Striking workers go on rampage

sewetan 21/8/96

270
1970

Marching workers interfere with traffic lights and bring city to a halt

By Muzi Mkhwanazi

TRAFFIC ground to a standstill in the Johannesburg central district as hundreds of angry traffic officers and municipal workers went on a wildcat strike, turned robots off and ordered passengers from municipal buses yesterday.

The workers marched through the city after their union, the Industrial Municipal and Allied Workers' Trade Union, and the Johannesburg Transitional Metropolitan Council reached a deadlock during wage negotiations.

The workers are demanding a R500 across the board increase, while the council is prepared to pay R275 to those earning R1 500, R250 to those earning above R2 000 and a once-off increment of a R1 000 to those who earn above R4 000.

Traffic came to a standstill as scores of buses and passengers were left unattended at most major intersections in the city. Marchers then proceeded to the Braamfontein bus depot and forced the workers to join them.

An irate commuter, Mr John Mokwena, said "I have missed my test because the strikers decided to order us from the buses. If things are allowed to continue in this manner the country will be plunged into chaos and lawlessness."

Union spokesperson Mr Keith Swanepoel said his organisation was not involved in the action and termed it a spontaneous reaction by the workers.

An IMATU shopsteward, Mr Peare Rizzo, said the union was accountable to members and members were the union. They wanted to voice their frustrations.

Greater Johannesburg Transitional Metropolitan Council acting town clerk Mr Sonnyboy Matsoso, when accepting the workers' memorandum, said their demands would be forwarded to the national executive committee of the council who would then respond to the workers' demands.

He emphasised that a principle of "no work, no pay" would be affected because the strike was illegal.

He said the council reserved the right to effect disciplinary measures against the strikers.



About 800 municipal workers, including bus drivers and traffic police, marched on the civic centre in Johannesburg yesterday to highlight their dissatisfaction with the deadlock in wage talks with the greater Johannesburg transitional metropolitan council. Picture GARTH LUMLEY

AIDS play still not seen on road

Kathryn Strachan

BD 21/8/96

NEARLY three months after it was announced that an anonymous businessman had taken over the health department's funding of the R14m anti-AIDS play *Sarafina 2*, the show has yet to be seen on the road.

A spokesman for playwright Bongeni Ngema confirmed the play had not been on since government withdrew its funding.

Ngema has been unavailable for several weeks.

"He is just not available, he cannot be reached and he is not going to give comment to anyone," the spokesman said.

Health Minister Nkosazana Zuma has refused to say who has put up the money, despite being asked a parliamentary question on the issue by DP MP Mike Ellis on Monday.

Zuma said the mystery donor would contribute R10,512m towards funding the play. She has said taxpayers would not be liable for any of the play's R14m costs.

Nomavenda Mathiane reports that sources said junior dancers in the play were earning up to R8 000 a month during performances, compared with the salaries of principal dancers at Pact who earn R4 000 a month.

Senior and leading artists received up to R4 000 a week while performing, said an actor in the play, who refused to be named.

She said junior dancers earned R1 000 a week plus a R250 living allowance during the rehearsal period and R2 000 a week during performances, while senior and leading artists received R4 000 a week while performing.

Union leaders wash hands of city march

BD 21/8/96

(250)

Reneé Grawitzky

SAMWU and Imatu leadership distanced themselves yesterday from the action of municipal workers who brought traffic in the city to a standstill as they marched on the greater Johannesburg transitional metropolitan council to highlight wage demands.

An estimated 800 members of the Independent Municipal and Allied Trade Union (Imatu) and to a lesser extent members of the SA Municipal Workers' Union (Samwu) took to the streets to put pressure on the council to agree to worker demands in the wake of months of negotiations.

The council indicated that the action, predominantly by bus drivers and traffic department officials, represented a fraction of the total work force of 30 000, with minimal disruption caused to bus services. Other services provided by the council operated normally.

Samwu branch secretary Weizmann Hamilton said last night that following a stalemate in negotiations last week the two unions had agreed to report to their respective constituencies and decide together on future action. The union's branch shop steward committee is meeting today to decide on its position.

Despite this it appeared that a joint Imatu-Samwu strike ballot form was being circulated and its origin at this stage was unknown. The council indicated that a formal dispute had not yet been declared by any of the unions.

It appeared that certain mem-

bers had jumped the gun either with or without support from their respective unions.

Hamilton said initially the unions had tabled a joint demand of R500 across the board for workers earning between R1 500 and R4 000 and increases escalating between R500 and R1 000 for those earning between R4 000 and R13 000. During negotiations this position was revised downwards a number of times and at certain stages the unions became divided on positions. It appears the present joint union demand is a R300 across-the-board increase.

The council was not prepared to divulge its position, but a union official indicated that a revised council offer ranged between R275 across the board for those earning up to R2 000, and R250 across the board for those earning between R2 000 and R4 000 a month. Those earning above R4 000 were offered a non-pensionable bonus of R4 000 payable together with a 13th cheque.

A union spokesman indicated that workers were impatient at the slow progress in negotiations and as a result disregarded official positions and took to the streets.

The council indicated that a crucial interim industrial council meeting was being planned for later this week or early next week to continue wage negotiations. In the event of action today, which is not expected, contingency plans have been put in place.

The council said a number of workers had returned to their posts after the march yesterday.

Gauteng gets 7 400 applications for severance packages

BY JANINE SIMON
Medical Correspondent

Gauteng has received 7 400 applications for voluntary severance packages, most coming from its two largest departments, education and health.

The total figure includes applications from 2 500 health employees, including 750 nurses, 30 doctors and 50 therapists.

Gauteng finance and economics head Roland Hunter said the number of applications had not left the province much room to manoeuvre, and it was faced with juggling the need to downsize with that of keeping services afloat

Departmental reports on the impact on services of accepting the applications are due in to provincial cabinet today, and the bulk of applicants must have left by March 1997

The province's personnel budget would be drastically underfunded by between R400-million and R500-million in the 1997-98 financial year if the downsizing was not achieved, Hunter said

"In broad terms we would solve the fiscal problem if we accepted all 7 400 applications, but we have to be careful as the effect would be to wreck the service."

The provincial cabinet would probably take a policy decision on

the severance packages along the principle of not allowing gaps that would have a severely negative consequence on service delivery.

Deputy director-general for health Dr Eric Buch said the health applicants were spread across a variety of categories throughout the province.

Health managers met for more than eight hours at the weekend to analyse post by post the implications on service delivery of allowing the applicants to leave, he said.

The downsizing was agreed in the public service bargaining chamber as a condition for funding the improved salary structures for health and other public

sector workers.

New salary scales were implemented on July 1, but were only partially funded, leaving departments to cobble together the difference from other sections of their budget.

"Everyone is kicking and screaming about the downsizing, but there is no option," Hunter said.

It was hoped that once the approvals became known, more people would apply for packages, particularly in health where staff were reluctant to apply because many had been turned down in previous similar schemes, he added.

Star 21/8/96

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Chaos as council workers go on strike

(250) (88)

Angry businessmen call for criminal charges to be laid against the unions

Star 2/18/96

By **TROYE LUND AND MELANIE-ANNE FERIS**

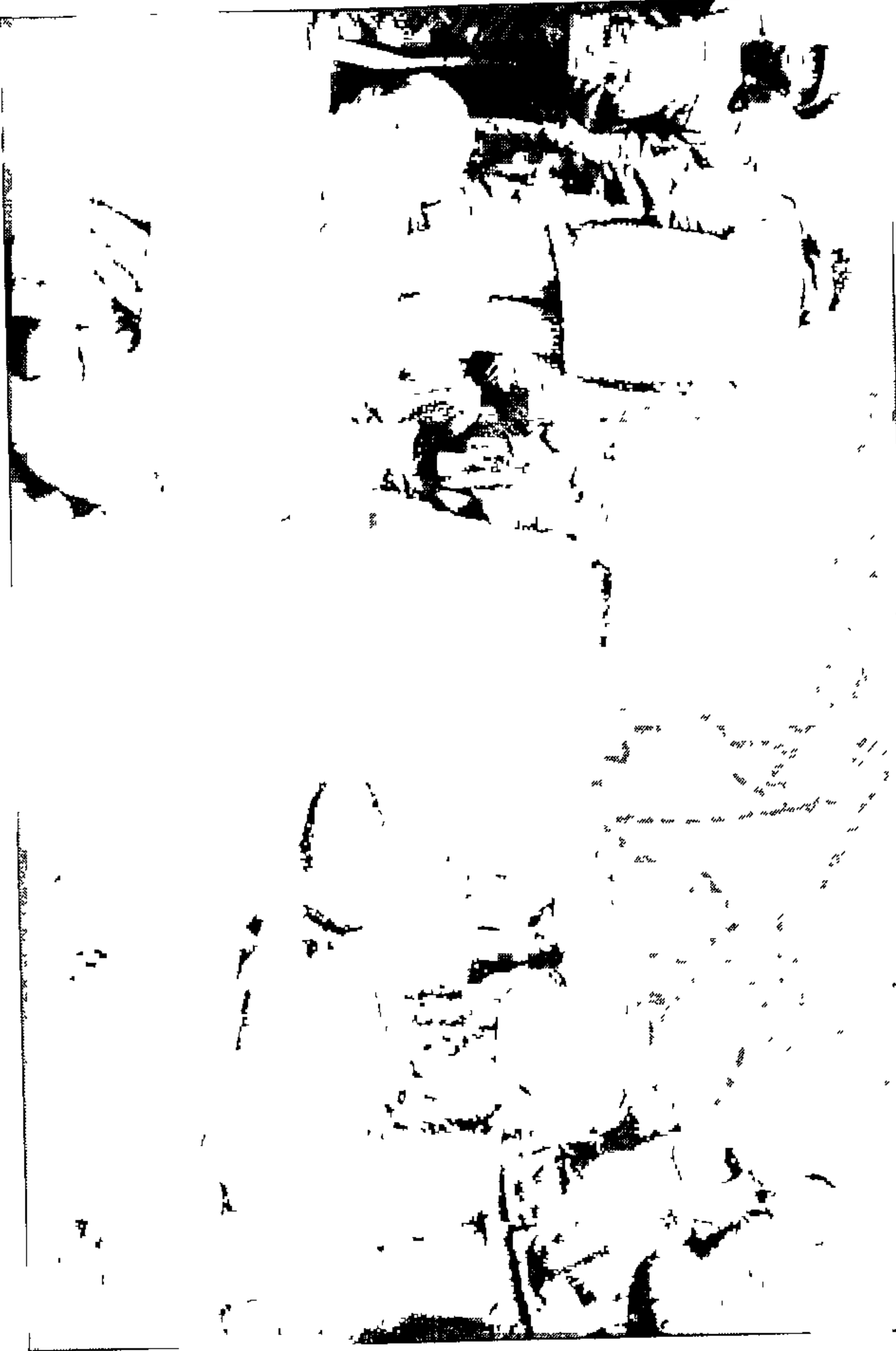
Striking council employees who disconnected traffic lights and drove up one-way streets in central Johannesburg yesterday have incensed businessmen who are calling on the council to press criminal charges against the unions.

"Twelve council vehicles were speeding the wrong way up streets with their sirens on Council employees in uniform were drinking. The law has collapsed. It was mayhem. Culprits should be prosecuted," said Brian Robertson, the owner of a Commissioner Street business.

But the Greater Johannesburg Transitional Metropolitan Council says it can do no more than deny the 800 strikers pay for the two days they stayed away from work. The council has also informed strikers that it had reserved the right to take disciplinary action against them for their illegal strike.

GJTM Council human resources spokesman Sonnyboy Matsoso, who accepted the list of wage demands from workers yesterday, said criminal charges could only be laid if complainants identified and named individuals, as well as supplied proof that they were involved. He said the council had contingency plans if more of its 30 000-strong workforce supported a full-scale strike.

The Independent Municipal and Allied Trade Union (Imatu) refused to take action against its



Mayhem ... traffic officers block roads in the Johannesburg city centre. They were among Johannesburg council employees who embarked on a strike yesterday.

members, saying the GJTM Council should "deal with the consequences". The South African Municipal Workers' Union, however, said it had warned its members that it did not support the strike and would not defend workers who faced disciplinary action.

Imatu said mainly traffic officers were involved in yesterday's

protests and their actions were "completely understandable" because of their salaries.

Traffic officers had to work for five years before reaching the lowest salary rung of R2 300, while their executive bosses were earning R37 000 a month, the union said.

Although its strike was not

well supported yesterday, the union is confident the next one, which would "bring Johannesburg to its knees", was not far off.

Eugene van Rooyen, manager of a large chainstore in the city centre, supported calls for the council to take legal action.

"Normal people get locked up if they do this. I have friends who

work for the council. I know how lousy their pay is, but this behaviour makes me lose sympathy completely," he said.

A Market Street shopowner, Barry Chat, said: "Failed strike or not, it certainly killed business for us for the day. The council has to do something to help and save city business from these incidents."

Thousands could leave civil service

Star 22/8/96

Manuel optimistic over economy,
predicting 3% growth and 8% inflation

BY PATRICK BULGER
Cape Town

Up to 40 000 civil servants could apply for government retrenchment packages this year, according to Finance Minister Trevor Manuel.

He told the debate on the national Budget - presented in March and finally approved by Parliament yesterday - that the drive to reduce the civil service by up to 100 000 posts a year would be "relatively easier" this year than in coming years.

"There are 60 000 funded vacancies in the public service and the number of applications for severance could reach the remaining 40 000."

In terms of the Government's macro-economic strategy, the

(250)
downsizing of the public service is a critical element in the attempt to reduce the fiscal deficit - the difference between the Government's revenue and its expenditure - to 5,1% by next year.

Manuel painted a relatively bright picture of the economy, saying South Africa was in line for 3% growth this year and inflation of below 8%.

He conceded that the devaluation of the rand in new economic circumstances was still new to him, but said the circumstances were also new to Reserve Bank governor Chris Stals. South Africa had to take advantage of the rand's value by developing its export capacity.

Manuel described interest rates and the exchange rate as being "two sides of the same coin".

Big stink as MPs get R1-m homes

Scheme not approved by tender board

By Khathu Mamalia

THE Northern Province government is building luxury houses costing R33 million for members of the provincial legislature in a scheme that has not been authorised by either the tender board or the cabinet.

An investigation by *Sowetan* has revealed that the construction of the 33 houses, which started in January this year, has sharply divided the provincial cabinet with those opposing the scheme being branded as dissidents.

Information at our disposal is that the tender board is now under increasing pressure to approve the project, which is already under way.

The secrecy surrounding the project, which was apparently given the go ahead by premier Mr Ngwako Ramathodi, also left the legislature, the African National Congress parliamentary caucus and ANC provincial executive in the dark.

Although tender board chairman the Reverend Zwotwaho Nevhutalu could not be reached for comment, *Sowetan* can reveal that he approached a cabinet member seeking help over the pressure to approve an already existing project

“In this case, simultaneous reports were made to the tender board... there is no tender board approval to purchase this particular property.”

The issue has since been discussed at cabinet level where the divisions came to the fore. The ANC was briefed two weeks ago and has shot the project down as it felt there was no justification for the project as houses could be acquired for the MPLs at reasonably cheap prices.

Own risk

However government spokesman Mr Jack Mokobi denied that the government had approved the project. He said the developer who was building the houses for MPLs had undertaken the project at his own risk.

“The cabinet accommodation committee has the authority to enter

into discussion and negotiate with the developers. Only when a clear position has emerged can the committee report to the executive council, which can sanction the proposals or reject them.

“In this case, simultaneous reports were made to the tender board with a view to obtaining authority to purchase and secondly to the cabinet in order to obtain a decision.

“There is no tender board approval to purchase this particular property,” said Mokobi.

The developer, Mr Demetrios Kouroumbelides, confirmed that the public works department consulted about building the houses. He said two other developers had also been consulted but the department selected his proposal.

However, there was no written agreement between him and the department.

“They told me they liked my concept. They accepted my offer,” he said, adding that he had asked for R33 million for the project.

Sources said it was unlikely that the developer could start a multi-million project without a guarantee that the government would buy the houses.



Northern Province premier Ngoako Ramathodi - apparently agreed.

New salary grading system

Pay hikes for top public servants

(250)

BD 26/8/96

David Greybe

CAPE TOWN — Management-level public servants qualified for salary increases of between 14%-42% from July, says the Public Service Commission.

It was their first salary increase in two years, in which time inflation has risen by about 16%.

The increases were awarded under a comprehensive new salary grading system hammered out in the central chamber of the public service bargaining council between government and public service unions.

Most public servants below director level received increases of between 7,5%-10% under the new salary plan. A few received much higher increases.

The top earners — directors, chief directors, deputy directors-general and directors-general — will qualify in future for one of three salary notches in their respective "occupational class".

The previous salary system was revamped to allow for "enhanced progression" within and between occupational classes by public servants because of widely recognised disparities.

The new salary grading system, linked to the right-sizing process under way in the public service, will be implemented over the next three years.

The 42% salary increase at management level has been reserved for chief directors, who qualify for a "third

notch" salary of R212 400. The annual salary of chief directors was increased by between 29%-42% from R148 599 to R191 712 (first notch), R202 056 (second notch) or R212 400 (third notch).

The commission said: "The second and third notches can be awarded only to a person if his/her personal profile meets a required standard."

Sources said only a small percentage of chief directors would qualify for the third notch salary.

Government and union negotiations are wrangling over what criteria to use to award the second and third notch increases under the new salary plan. A technical team comprising employer and employee representatives was looking at the issue. Meanwhile, government would award increases on merit, a source said.

In terms of the new pay scales, directors-general will receive increases of between 14%-24%. Their salary of R266 784 will be increased to a minimum R303 591 (first notch), R317 898 (second notch) or R332 205 (third notch). Deputy directors-general are to receive a 27%-40% increase on their previous salary of R183 432. In future they will earn R233 079, R244 833 or R256 587. Directors — they previously earned R131 478 a year — have received increases of between 24%-35% and will in future earn R163 260, R170 373 or R177 486.

Council, unions to resume talks ~~(250)~~ (250)

Reneé Grawitzky

BD 26/8/96

NEGOTIATIONS between the greater Johannesburg metropolitan council and both the SA Municipal Workers' Union and the Independent Municipal and Allied Trade Union resume this week in the wake of last week's industrial action.

Although the labour action was not seen to be sanctioned by the unions, it highlighted their respective demands and the council's failure to address their concerns.

It is anticipated that negotiations could prove to be tough as the parties have reiterated their demand for a R300 across-the-board increase while indications were that the council was looking for a settlement in the R200 to R250 range.

Samwu branch secretary Weizmann Hamilton said it was possible for the R300 increase to be met if the council agreed to transfer 50% of the budget allocated for overtime to fund the increases.

He said the council had already agreed to transfer R14m from the overtime budget to fund the increases, therefore there was no reason not to take an additional amount.

Strike threat over firing

(250)

Staff Reporter

ARG 28/8/96

THE Helderberg branch of the South African Municipal Workers' Union (Samwu) is threatening to embark on a 10-day strike to demand the reinstatement of a dismissed traffic officer

Percy Williams, who appeared before a recent internal municipal disciplinary hearing, was fired by the Helderberg municipality for theft in July 1994 from a car that had been impounded in the municipal grounds.

Williams was convicted of theft and fined R800 on February 14 this year in the Somerset West Magistrate's Court.

Helderberg Samwu leader Dunovin Feris said the union had sent letters to political parties and other Samwu branches, asking for opinions and support for the strike action

Mr Feris said an appeal hearing scheduled for Monday this week had not taken place after municipal officials failed to arrive.

He said Samwu also appealed to the Cape Metropolitan Council (CMC) to intervene.

Approached for comment, municipal spokesman Paul Venter said. "It is a very sensitive matter

"At this stage the issue is sub judice and we are following the proper route regarding the matter

"I can't comment"

Helderberg Pan Africanist Congress leader Colin Meyer and African Christian Democratic Party (ACDP) spokesman Kenneth Paterson confirmed that they had received the letters from Samwu leader Mr Feris

SACP slams 'scandalous' luxury homes for MPLs

ARG 28/8/96

228 250

The Argus Correspondent

PIETERSBURG - The SA Communist Party in Northern Province has strongly criticised the provincial government for building 33 houses for members of the legislature at a cost of R33 million

In a strongly worded statement, SACP provincial secretary Samson Phophi said "There is no way in which we can support a project that will benefit the elite and leave our people in their state of extreme poverty - not in a province like Northern Province

"It is politically scandalous to proceed

with a project of this type, which deviates from our election promises as an alliance - a better life for all, and not only for elected public representatives

"A broad liberation movement promised our people jobs, better roads, electricity, water, better education, better health care, houses and a better life - not villas for parliamentarians.

"It is politically unpardonable to begin to behave like Kamuzu Banda, Idi Amin, Jean Bedel Bokassa, Mabuto Sese Seko and Houphoet Boigny, to live in splendour while our people live in squalor"

Mr Phophi said the SACP was worried

about institutions of transformation such as the Tender Board not being transparent about government projects

Azanian People's Organisation spokesman Kgalabe Kekana said it was insensitive for the government to build luxury houses for MPLs while unemployment in the province stood at 60 percent and houses used by former politicians were empty.

"Reports of this nature kill public confidence in those elected to take care of the provincial affairs," he said

National Party spokesman Burger Lategan also condemned the project

Probe to root out corruption

(250) Star 29/8/96

By Waghied Misbach
Political Reporter

THE Government continues to uncover widespread corruption involving millions of rands in the foreign affairs departments of the former homelands

However, investigations which are backed by a R1-billion reserve fund, are being hamstrung by lack of financial documentation, the Joint Standing Committee on Finance was told in Parliament yesterday

In his briefing to the committee, Foreign Affairs director general Mr Rusty Evans said that his department was still discovering "all kinds of irregularities", from the private use of state owned vehicles to cases involving salaries being paid to dead officials

Evans also told the committee that his department was at an advanced stage in its legal action against a United States citizen who had allegedly defrauded the defunct Bophuthatswana government of over R17 million in a complicated property deal

While Evans admitted that it was unlikely that the state would get the full amount back and could only get a "small settlement", it would nevertheless continue in its lawsuit against the person involved in the alleged fraud

Three days ago a US court dismissed an application to have the case dismissed by the person being sued.

Auditor general Mr Henri Kluever also confirmed that his department could not conduct proper audits of financial accounts in the

former homelands because of the lack of financial documentation

When asked by committee chairman Mr Ken Andrew whether he could say money had been lost in the amalgamation of the foreign affairs departments of the former TBVC states into South Africa, Kluever said he was not sure.

This is despite the auditor general's office producing three reports to the committee on the state of affairs in these regions

"I cannot give audited figures because the supporting documentation is not there," Kluever said

Evans said his department was taking "strenuous steps to rectify the situation" and that a number of police investigations were underway to root out corruption

MEC defends low rent

sewetan 29/8/96 (250) (250)

By Khathu Mamaila

NORTHERN Province MEC for finance Mr Edgar Mushwana has defended civil servants who paid cheap rents in government-acquired houses

Responding to a statement that there were officials who were paying as little as R200 a month for staying in a town house, Mushwana said "You must understand that we are dealing with human beings. Most of these people have houses in their areas and they continue to pay their bonds and they

cannot be expected to pay huge amounts in rents"

He said market-related renting would be introduced within three years. He said the government had purchased a total of 189 housing units at a total value of R29,6 million to accommodate civil servants

Public workers

About 5 600 public workers would be based in Pietersburg. He said office accommodation was also a problem, adding that the government was spending about R15 million a year to rent

offices. He added that the government would make an announcement on the building of a government complex before the end of the month.

The issue of government officials who were not paying their rent was also raised in the provincial legislature on Tuesday.

MPL Mr Benny Boshelo wanted to know the amount the government was losing because of lack of payment of rent.

The matter is likely to be debated at the next sitting of parliament next month.

ART 30/8/96

Civil servants in pay demo

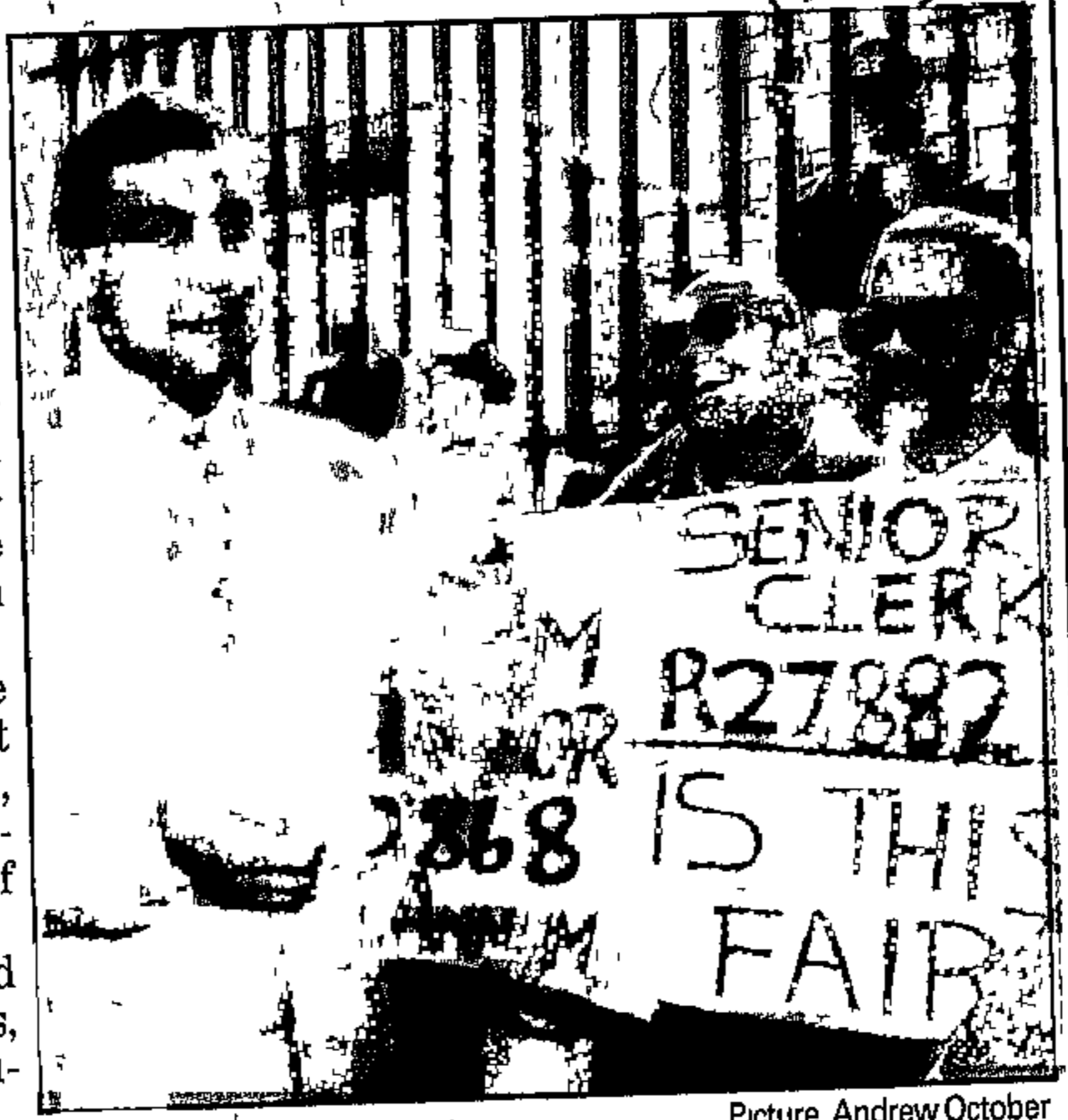
(250)

MARIO WYNGAARD
Staff Reporter

HUNDREDS of civil servants unhappy about a salary increase of 7,5 percent marched to parliament and handed in a memorandum for Minister of Public Service and Administration Zola Skweyiya.

They say that of the increase, five percent is deducted for tax, giving them an effective take-home rise of 2,5 percent

Protesters included clerks, typists, porters, messengers and drivers



Picture Andrew October

Haron Esau, a spokesman for the group Civil Servants for a Living, said labour peace in the public service could not be maintained much longer

"We have to march time and time again because our voices are not being heard," he said "Our patience is running out and if things don't improve soon, we will have no choice but to take industrial action"

They say the gap between the pay of unskilled staff and more skilled workers such as clerks is too narrow and

OMAR TALKS: Minister of Justice Dullah Omar addresses civil servants outside Parliament.

they want the salary notch for clerks to be raised

Minister of Justice Dullah Omar accepted the memorandum on behalf of Mr Skweyiya, who was unavailable

Mr Omar said he would hand the memorandum to Mr Skweyiya and urge him to attend to the matter immediately

A large contingent of police watched the proceedings but the marchers dispersed peacefully

QUESTIONS

Indicates translated version
For written reply

Education: overseas trips funded by State
391 Mr P G MARAIS asked the Minister of Education

(a) How many times did members of staff of his Ministry go on overseas trips funded entirely or partially by the State in the latest specified calendar year for which information is available and (b) what was the (i) purpose, (ii) cost to the State, (iii) destination and (iv) duration of each such trip?

The MINISTER OF EDUCATION N701E

(a)	(i)		(b)	
	Purposes	Cost to the State	Destination	Duration
1	Accompanied the Minister	R4 544 12	Zimbabwe	2 Days
2	Accompanied the Minister	R41 156 39	United Kingdom, France and Netherlands	14 Days
3	Accompanied the Minister	R55 318 34	Australia	13 Days
4	Accompanied the Deputy Minister	R23 826,89	United Kingdom	6 Days
5	Commonwealth Youth Minister's Conference	R13 010,00	Spain	5 Days
6	UNESCO Conference	R10 892,00	Seychelles	7 Days
7	Education Conference	R16 819 38	Washington—NY	6 Days

Note 1995 Calendar year

441 Mrs T J MALAN asked the Minister of Education

[Signature]

The MINISTER OF EDUCATION

(a) What percentage of the (i) African, (ii) Coloured, (iii) Indian and (iv) White population, and (b) (1) how many members and (ii) what percentage of the economically active population, were classified as illiterate in each of the provinces in December 1995?

N756E

(a) No official classification on illiteracy is available. The following table showing the percentage of the population 15 years and older with standard 5 or less was obtained from the report, *ABE Capacity Building Research*, published by the University of Natal earlier this year. The Central Statistical Service October Household Survey, 1994, is quoted as the source of the information. A provincial breakdown of these figures is not available.

Table Percentage of the population 15 years and older with no formal schooling, having obtained between Grade 1 to Std 5 or between Std 2-Std 5 in 1994

	Total population 15 years and older	No formal schooling	Grade 1-Std 1	Std 2-Std 5
African women	9 623 870	15,6%	4,2%	27,5%
African men	8 898 795	12,3%	4,6%	27,6%
Coloured women	1 221 787	7,2%	3,2%	28,4%
Coloured men	1 133 940	6,7%	3,7%	26,1%
Asian women	375 715	6,9%	1,6%	15,9%
Asian men	360 401	1,3%	0,7%	8,5%
White women	2 068 362	0,4%	0,04%	1,5%
White men	2 012 201	0,3%	0,03%	1,1%
Total women	13 289 736	12,2%	3,4%	23,2%
Total men	12 405 338	9,5%	3,7%	22,6%
Total both	25 695 071	10,9%	3,6%	22,9%

(b) Figures on the level of education of the economically active population are not available

Public Service and Administration
White Papers

[Signature]

594 Mr I J PRETORIUS asked the Minister for the Public Service and Administration +

- Whether his Department has released any White Papers since 27 April 1994, if so, when, in each case,
- whether any comments have been received on these White Papers; if so, what was the (a) nature and (b) extent of such comments in each case,
- whether any steps are envisaged with regard to such comments, if not, why not, if so, what steps?

N1046E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

- Yes, one White Paper was released. The White Paper on the Transformation of the Public Service was published in Government Gazette No 16838, Volume 365 on 24 November 1995.
- yes, comments were received from directors-general, the Public and Provincial Service Commissions, national departments, provincial administrations, employee organisations, universities academics, certain organisations and individuals. The (a) nature and (b) extent of their comments were as follows:
 - The directors-general prioritised the following issues as a vital basis for the final version of the White Paper and for the on-going process of transformation:
 - The need for the implementation of the vision contained in the White Paper
 - The need for a national audit of the Public Service
 - The need for greater managerial autonomy
 - The need to make the system more output-orientated
 - The need for a five-year plan for right-sizing the Public Service
 - The need for a comprehensive communication strategy
 - The need to devise and introduce performance measures
 - The Public and Provincial Service Commissions welcomed the first draft of the

MONDAY, 26 AUGUST 1996

1750

White Paper, as it contained a vision and way forward for a non-racist, non-sexist and service-orientated Public Service. Nevertheless they felt that there were a number of important areas where the document could be amended. These were that—

- the White Paper should provide a longer term vision than that provided for in the draft document,
- the White Paper should clarify in greater detail the relationship between the transformation structures, the political and administrative heads of department and the national and provincial tiers of government

— the White Paper needed to include clear and detailed strategies for implementing the vision and goals,

— the section on affirmative action in the draft White Paper needed to specify more clearly and in greater detail time-frames, soft targets and evaluation mechanisms, the responsibilities of different role players in driving affirmative action, the importance of support mechanisms, monitoring mechanisms and the content of the proposed legislation, and

— the section on training needed to emphasise the importance of multi-skilling and the provision of adequate financial resources to provide training

• The responses from national departments, provincial administrations, employee organisations, universities, academics, certain organisations and individuals related to the following

- Efficiency services should be re-positioned to effect the required changes
- Whether the Public Service will be responsible for the delivery of services?
- A developmental public service goes beyond what the White Pa-

per states. It implies a service which actively promotes economically, environmentally, socially or politically sustainable development. The emphasis must be on a holistic and integrated approach executed by a public service which is multi-disciplinary and has both interdepartmental and inter-sectoral links

— Hierarchy and authoritarianism are not necessarily synonymous. In an organisation which is either re-orienting or contains a large number of relatively inexperienced staff, a greater degree of hierarchy will be required. This has implications for the programming of transformation

— There is a need for a clear statement of policy in regard to life-long career pathing for the Public Service

— There need to be much greater management autonomy for departments within broad parameters set by the Department of Public Service and Administration. A strong commitment to this should be part of the new policy

— The section dealing with "Policy Framework for Change" focuses on strategies which are rather mechanical. What is required, is a dynamic approach in this regard

— Areas such as management information systems, will have to take into account the need for rapid and modern communication, but this must be balanced with the realities of a developing nation with its special needs

— The White Paper covers training and career development extensively. The proposals contained in the document may be augmented by including training programmes which are specifically designed to be executed "on the job" and also utilises the energies of the society or consumers for the Public Service. The intent of this approach

1751

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1752

is to create a dynamic exchange of skills where both the Public Service and the communities are beneficiaries

— The evaluation of the direct responsibility for the Public Service and the desirability of devolving functions to other public or private agencies should be reflected in the White Paper

— The national Government should outline the boundaries of an "envelope autonomy" within which provincial decisions can be taken. This should include a limitation on the raising of standards which would, after all, be decisions affecting the national (not just the provincial) interest by virtue of its impact on the overall labour market

— Affirmative action is an ongoing process. Whilst it is important to plan within time-frames, the question arises whether the time-frames quoted are realistic and whether those goals are in fact practically achievable

— It is strongly agreed that disadvantaged groups should receive, as a matter of urgency, adequately defined career paths and related training opportunities to enable such groups to occupy posts in the management echelon of the Public Service, and

(3) yes, the comments which were received have been considered and were, where possible, given the nature and scope of the document as a policy framework, included as part of the second and third drafts, as well as the White Paper, which was published on 24 November 1995. The White Paper is only the first of a number of policy documents, including possible future white papers, that will be needed to guide the on-going process of administrative transformation and reform in the Public Service. As these additional policy documents are developed, the above-mentioned comments on the White Paper will be revisited and consultation sought with the

various role players to ensure that a widely acceptable document is again released

Prisons: percentage over-population

659 Rev M M PHENETHI asked the Minister of Correctional Services †

What was the percentage over-population in prisons in each of the provinces as at the latest specified date for which information is available?

N1170E

THE MINISTER OF CORRECTIONAL SERVICES

As on 31 July 1996

Province	% over-population
Eastern Cape	18,8
Free State	15,2
Gauteng	29,9
KwaZulu-Natal	19,5
Mpumalanga	12,4
Northern Cape	24,5
Northern Province	40,5
North West	33,3
Western Cape	43,7

Olympic Games: Minister's visit to Atlanta

689 Dr T G ALANT asked the Minister of Finance

(1) Whether he went on an overseas trip to Atlanta, USA, during the duration of the Olympic Games, if so, (a) who invited them, (b) who funded the trip, (c) what was the purpose of his visit, (d) what was the duration of the trip and (e) what was the total cost of the trip, including accommodation,

(2) whether any members of his (a) staff and/or (b) family accompanied him, if so what are the names of these persons,

(3) whether he attended any official appointments, if so, what appointments?

N1261E

THE MINISTER OF FINANCE

- (1) No
- (2) Falls away

THE argument that this government will be unable to realise its goals as set out in the macro-economic framework — generally recognised as this country's main strategy for growth and development — is unfortunately gaining currency.

This pessimism is uncalled for, as the macro-economic document itself points out that, against the background of a successful democratic transition, the stagnation that characterised the 80s has come to an end. Considerable progress has been achieved in the following areas

- Securing a return to long-term growth in excess of population growth,
- Reducing the Budget deficit, reforming the tax system and re-prioritising public expenditure,
- Bringing down inflation and easing the balance of payments, and
- Establishing policy frameworks and programmes for the delivery of social services

A whole host of reasons are given as to why the government might not achieve its goals of a competitive economy and income redistribution.

Unfortunately for us in the public service, and many others who labour daily to transform the public sector, a popular misconception at the moment is that the civil service is not being cut down or reduced to an appropriate size swiftly enough

Unfortunately this was the view taken by the Sunday Times editorial "Promises, promises" (August 11).

The editorial offers figures that indicate a further swelling of the public service

In fact, these figures only reflect the numbers of those employed by the state in the past two years

What the figures do not indicate are

- The natural attrition rate of seven percent annually;
- The fact that thousands have not been incorporated into the new rationalised civil service,
- The numbers of those who are leaving the public service in droves to begin a new life on the land or in the private sector, and
- The approximately 60 000 funded posts to be abolished this year

While it would be somewhat irresponsible to say exactly how civil servants are involved or at what levels, it can be said that the granting of severance packages is evidently having the desired effect

The Department of Public Service and Administration is in the process of analysing the information coming from the provinces and national departments, and the full picture is likely to emerge shortly



Contrary to general perceptions, the battle to reduce the size of our bloated public service is being won, writes ZOLA SKWEIYA

Cutting the civil service's blubber

ST 1/9/96

The macro-economic strategy envisages a society in which health, education and other services are available to all, and an environment in which homes are secure and places of work productive

Fiscal discipline is synonymous with the proper management of wages and salaries within the public service, since remuneration constitutes almost 50 percent of the non-interest Budget

However, if the wage bill is maintained at the expense of adequate conditions of service for civil servants, the overall efficiency of the government would be reduced.

The government's approach in this regard has been novel. For the first time in the history of the South African civil service, it linked salary negotiations to the right-sizing of the service and signed a deal with the unions in this sector

It is not true, therefore, that, according to the statistics quoted in the editorial, the government would have an ever-increasing civil service and a completely unmanageable wage bill.

All evidence points to the contrary. While an initial boost in funding may be needed to pay for right-sizing, spending declines, and savings are

eventually realised.

During 1996/97 the restructuring package will cost the exchequer an additional R7,4-billion, increasing to R8,5-billion in 1997

This will be financed with R6,5-billion set aside under the improvement of conditions of service vote, a supplementary appropriation of R950-million, R550-million of projected savings on the wage bill and R450-million from reduced contributions to the pension fund.

The settlement takes the total wage bill from R56,7-billion in 1995/96 to R64,1-billion in 1996/97.

Then, for each of the next two years, the wage bill will increase by R6,5-billion, thus raising it to R70,6-billion in 1997/98 and to R77,1-billion in 1998/99.

The real increment in the wage bill will be three percent in 1996/97 and 0,5 percent in 1997/98. It will decline in 1998/1999.

The restructuring agreement provides that any savings from the right-sizing of the civil service will go towards additional salary increases, although the overall increase in the wage bill must remain within the limits set out

Right-sizing will involve the reallocation of resources currently budgeted against unfilled posts, the elimination of posts no longer required, and the removal of supernumerary officials.

We estimate that around 135 000 posts are unfilled, of which 60 000 — as previously mentioned — are to be eliminated. This means a saving of R2-billion

The estimated 25 000 excess officials in the provinces will be given severance packages and the defence force is to reduce its staff complement by up to 40 000

The granting of severance packages is at the discretion of directors general in affected departments.

Severance packages will be self-financing through the use of savings from unfilled posts, accumulated rollovers and other savings at departmental level

Expenditure on the restructuring project will be carefully monitored to ensure that the right-sizing does not place any additional burden on the Budget.

I hope this attempt at communicating the state of affairs in the public service rectifies some of the misconceptions

It is no idle promise to say that, as we reach the midpoint of this government's term of office, the right-sizing of the public service has become a reality.

● Skweyiya is the Minister of Public Service and Administration

BD 319/96
**Retirement
 compromise**

(250)

CAPE TOWN — Government yesterday proposed an amendment to the Public Service Act that would allow public servants to retire from age 55 and save the state R400m in the first year.

The public service and administration department said the package formed part of its post-apartheid review of public service rules.

The Bill proposes that officials should be allowed to retire without penalty from the age of 60, rather than at age 65.

Officials wanting to retire from the age of 55 should be allowed to do so, but with a 4% pension and gratuity penalty for every year of early retirement prior to 60.

The department estimated that early retirement would cost R570m in the first year. But lowering the pensionable age would allow the state to cut its contribution to pension funds by one percentage point to 17% of pensionable salary.

Even after the cost of early retirement, this would yield a net saving of R400m. — Reuter.

ecutive Club when the agreement became effective in November.

Witkin said Comair, which sched-

earnings rose to 29,1c from 19,4c The year to June figures will be published next week.

FNB ~~BD 319/96~~

Continued from Page 1

to the police commissioner, had been cashed at FNB's Ulundi branch.

On one occasion the bank had cashed the cheques without written instructions. The cheques had been cashed after verbal instructions were given to the bank telephonically. The bank kept no record of the people who gave the instructions.

Volker said he believed FNB had made payments of about R2,6m in this manner, but the exact figure had yet to be established. FNB could be held liable for the cost of the cheques, as its actions amounted to negligence.

The committee accepted a proposal from Volker that legal advice be sought to recover the money from FNB.

FNB Ulundi branch manager Paul Bouden said he could not comment. Other spokesmen could not be reached late yesterday.

The funds to pay the unit members had come from the police budget. However, no official from the safety and security department had anything to do with authorisation of cheques.

He said vouchers for issuing cheques had been signed by, among others, acting finance department secretary Daan de Waal.

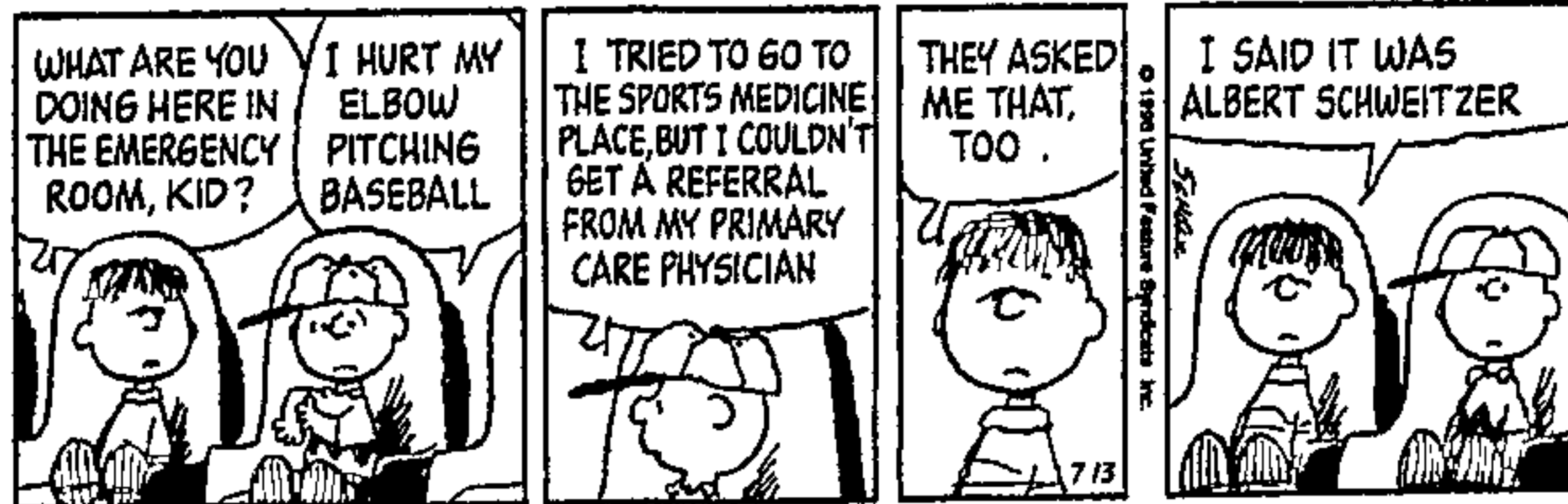
Volker said only one KwaZulu-Natal government employee, Muzi Lombobo, had thus far had legal action instituted against him in connection with the irregularities. This was despite the fact that there were "strong indications" that other government employees had also been involved.

The committee decided to request from provincial director-general Otty Nxumalo that disciplinary proceedings be instituted against implicated employees and criminal charges be brought where necessary.

Volker said he had sought meetings with Mdlalose and provincial MECs to inquire about Lombobo, but "the whole issue seems shrouded in secrecy"

PEANUTS

By Charles Schulz



Commission into civil servant salary corruption finds irregularities persist

BY PATRICK BULGER
Cape Town

Illegally promoted Transkei civil servants were still drawing inflated salaries in spite of a judicial commission of inquiry which proposed their demotion, Parliament heard yesterday.

Mr Justice C White, who heads a commission which is looking into the illegal promotion of about 50 000 civil servants in the run-up to the 1994 election, said his commission had finalised 1 664 cases and a further 2 730 cases would be heard over the next few months.

He was appearing before Parliament's portfolio committee on public service and administration.

The committee heard that the completed cases, together with the 558 cases heard by Judge White's predecessor, Mr Justice Browde, brought the number of illegal TBVC promotions close to being finalised by the commission to about 5 000, involving overpayments of about R200-million.

From next month, the South African Police Service (SAPS) would begin investigating the cases of about 8 000 policemen promoted

illegally

It was unclear, however, whose responsibility it was to recover payments made to illegally promoted employees.

In the case of justice department employees in the former Transkei, Judge White told the committee. "The officer investigating the complaints relating to the erstwhile Transkei has informed me that although the commission made find-

Responsibility for repayment rested with departments

ings of irregular promotions granted there during 1995, those promotions have not been reserved and the public servants are still being paid as if the irregular promotions are extant

"If the commission's findings are not enforced, is there any purpose in its continued existence?"

The judge said an instruction to the civil service of the former Venda

(250)
homeland that the homeland's salary grades should be "translated" to grades used in the former republic had been interpreted as an opportunity to make up for years of discrimination.

As a result, some civil servants who were receiving R40 000 a year suddenly found themselves getting R80 000.

The judge said the responsibility for claiming repayment of the overpayments should rest with the departments for whom the civil servants worked.

"My investigators have neither the time, knowledge nor staff to determine the exact overpayments and I have instructed them to simply estimate the amount overpaid."

State law advisers said it was not possible to change the regulations to give the commission's findings the same force as a court of law.

The judge said the addition of eight more investigators meant the commission would be able to finish its work at the end of next year.

Hearings would be held at Thohoyandou, Mmabatho, Midrand, Harrismuth, Durban, Bloemfontein and East London over the next two months.

Move to cut huge payouts to retiring employees

BY PATRICK BULGER
Cape Town

The Government yesterday tabled new legislation to lower the voluntary age for retirement from the public service from 65 years to 55 in a move to stop huge payouts being made to employees retiring because of "ill-health" before age 65.

The Public Service Second Amendment Bill, introduced by Public Service and Administration Minister Dr Zola Skweyiya, is expected to save the Government millions of rands

It is part of the ongoing process

of public service reform

The move was welcomed yesterday by Public Servants' Association general manager Casper van Rensburg, who said the PSA had been fighting for the change for the past 23 years.

"I expect public servants to take advantage of this from the age of 58 depending on their individual financial positions," Van Rensburg said

The change affects 800 000 people in the public service and another 300 000 in the different education departments

Van Rensburg said the move

would allow employees to absorb some of the liability of the State in respect of pensions

In a memorandum submitted to Parliament's portfolio committee on public service and administration, the department said the amendment "will promote mobility within the public service and facilitate the transformation of the public service"

"It is also expected to lead to a decrease in the suspected manipulation of the different provisions of the retirement and discharge system of the public service," the department said.

Civil servants overpaid by R200-m – despite finding

PATRICK BULGER
Political Staff

ARG 3/19/96

ILLEGALLY promoted Transkei civil servants are still drawing inflated salaries in spite of a judicial commission of inquiry having proposed their demotion, Parliament has been told

Mr Justice C S White, who heads a commission looking into the illegal promotion of about 50 000 civil servants in the run-up to the 1994 election, said he had finalised 1 664 cases and was busy on 2 730.

He was appearing before Parliament's portfolio committee on public service and administration yesterday

The committee heard that the completed cases brought

(250)
the number of illegal TBVC promotions close to being finalised by the commission to about 5 000, involving overpayments of about R200 million

From next month, the SA Police Service would begin investigating the cases of about 8 000 police promoted illegally.

In the case of Transkei justice department employees, Mr Justice White said: "The officer who is investigating the complaints relating to the erstwhile Transkei has informed me that although the commission made findings of irregular promotions granted there during 1995, those promotions have not been reserved and the public servants are still being paid as if the irregular promotions are still extant"

R2bn illicit pay hikes inquiry unless action is taken

(252)

CAPE TOWN—An inquiry into last-minute promotions under apartheid could uncover irregularities worth about R2bn, but would be useless if no action was taken, Judge Colin White said yesterday.

White told Parliament's committee on the public service that no action had been taken on irregular promotions ordered reversed a year ago in the former Transkei homeland.

He said scores of justice department officials were still occupying ranks and drawing salaries to which they were

not entitled.

"If the commission's findings are not going to be enforced, is there any purpose in its continued existence?" he asked.

White said that the commission, established in terms of the interim Constitution, had dealt with about 5 000 cases worth an estimated R200m. He said the vast majority of complaints were valid.

With about 50 000 promotions to be probed before the commission's mandate expired at the end of next year,

the total cost of irregular promotions could top R2bn, he said.

The commission was established to examine reports of excessive promotions and salary grade increases in the public service during the last days of the apartheid era.

In some instances, White said, people had awarded themselves pay increases of 100%.

The recovery of overpaid salaries should, however, be handled by departments themselves, and not by the commission, he said.

White said that there were reports of similar promotions and pay hikes outside of the former homelands. But he stressed that his commission could respond only to complaints by "interested parties".

While some public servants had had their promotions reversed in a particular department, colleagues who had not been the subject of a complaint had escaped the same penalty.

As the commission could not initiate investigations, investigating officers had been instructed, when they came

across such cases, to write to the department head concerned and request him to file a blanket complaint.

The commission's capacity to deal with outstanding cases had been boosted by the appointment of a further eight investigating officers to the original three-member investigating team, he said.

The police had also agreed to assist in the investigations as from next month, when the commission would begin probing the promotions of about 8 000 policemen.

White

Union conditionally accepts Jo'burg council's final pay offer

Reneé Grawitzky

250
BD 4/9/96

THE SA Municipal Workers' Union (Samwu) yesterday indicated its members would conditionally accept a final wage offer tabled by the Johannesburg metropolitan council

The Independent Municipal and Allied Trade Union (Imatu), also party to negotiations, has not as yet indicated its acceptance of the offer

Samwu members gathered at a rally in

central Johannesburg yesterday, where the leadership reported back on negotiations

Samwu walked out of the interim industrial council last week, while Imatu had rejected the final employer offer and had proposed arbitration

The final employer offer provides for an across-the-board increase of R250, to be implemented now, and a further R50 to be implemented next January. The R50 will, though, be backdated if a joint union-management exercise realises more savings

Imatu spokesman Ben Kotze said for most union members, the offer amounted to 5% or less, as they did mainly skilled work.

Samwu spokesman Weizmann Hamilton said the interim industrial council constitution allowed the employer or a minority union to go to arbitration.

The union would thus conditionally accept the final employer offer, based on the view that an arbitration award providing for a higher increase than the final offer would be extended to Samwu members

'Spare our jobs' plea to council

Metro Reporter

(250)
ARG 4/9/96

MUNICIPAL workers want an assurance they will not lose their jobs when city council land on the slopes of Table Mountain is transferred to the National Parks Board.

Cape Town municipality's executive committee will consider a demand from council unions that their members be given "100 percent assurance" that they will not lose their jobs

The parks and forests department has 148 staff members who will be affected by the transfer of land, which has yet to be finalised

The council believes it will be able to absorb them without creating an additional burden because of normal attrition in the workforce.

Consultants cost S Africa millions

(250) Souster 5/9/96

By Waghied Misbach

SOUTH AFRICA'S taxpayers are losing millions of rands each year to highly paid consultants because the Government does not have proper financial management controls to police the system

A special report tabled in Parliament yesterday by auditor-general Henri Kluever gave examples of shortcomings where taxpayers' money was abused

The report follows increasing pressure on the Government to investigate the use of consultants.

Early this year, a scandal rocked the Mpumalanga government after revelations that consultant Mr Eugene Nyati had been paid R15 000 a day.

The report says in some instances, departments did not follow tender procedures and appointed consultants with no expertise.

For instance, in 1986 R127,1 million was spent on staff who were

Although figures are not available, departments are paying too much

employed by the SA Air Force after the Government revised its contract with the Atlas Aircraft Corporation of South Africa

In another case, two provincial hospitals "duplicated" consultants to implement the same computer system. It cost the hospitals R2,6 million and R2,8 million, respectively

In yet another case, up to R30 million was not certified for work by a consultant at 36 provincial hospitals.

Kluever said management of consultants by various departments was not "consistently applied".

The report has not yet determined how much was spent on consultants each year "because the national budget does not provide for spending in this regard under separate items".

Departments covered in the report

included: Land Affairs, the former Department of Education and Training, SA National Defence Force, Health, Water Affairs and Forestry, Justice and the provincial administrations of Northern Province, KwaZulu-Natal, Free State and Western Cape.

Public hearings on the issue will be held on October 9 in Parliament.

The report also includes a number of "corrective steps" proposed by director-general of state expenditure Hannes Smit

- Using updated state tender procedures when employing consultants,

- The Office of the Public Service Commission should draft policy to "clarify" the appointments of consultants, and

- The progress of work by consultants should be evaluated constantly.

Kluever lashes out at (250) ET 5/19/96 expensive consultants

HIGHLY paid consultants employed by the government cost taxpayers many millions of rands and were not always worth what they cost, auditor-general Mr Henri Kluever told Parliament yesterday.

The special report on consultants used by the previous and the present government was tabled before Parliament's public accounts committee.

Kluever reported that there were widespread shortcomings in the consultancy system in spite of Parliament having asked for the guidelines to be drawn up as long ago as 1992. As a result, there is still no acceptable definition of a consultant and what they should earn.

"The examples of shortcomings included in the special report and the effects thereof involve millions of rands where the taxpayer did not receive value for money," he said.

Examples of shortcomings uncovered include:

- The SA National Defence Force spending in 1994-95 of R127 million on 1 130 people employed as consultants by the South African Air Force

- A former self-governing ternto-

ry paid R830 373 in "fruitless expenditure" to a consultant who "did not have the required expertise to perform the assignment".

- A provincial administration paid a hospital consultant R3,9m to effect savings without determining a basis for calculating the savings.

- A consultant failed to refund R24m in unclaimed pensions and which had been entrusted to him to pay pensioners.

- A hospital secretary and medical superintendent did not use management information developed by a consultant at a cost of almost R4m.

- A computer software consultant was paid R2,85m in 1992 after another consultant had been paid R331 522 to develop a similar scheme and a further R2,6m to implement it the year before.

Kluever's report recommended that consultancy services be concisely defined, that amounts should be budgeted for consultants, that evaluation criteria be developed, and that consultants should be forbidden from employing other consultants — Political Staff.

IN BRIEF

Durban harbour notches up its busiest two days

DURBAN harbour has experienced its busiest two months since the 1971 Suez Canal crisis, says Portnet executive director Siphon Nyawo.

A record 2 014 vessels had arrived in Durban during that period, an increase of 24% on last year, and gross registered tonnage had risen almost 27%, a clear indication that larger vessels were calling at the port, he said yesterday.

US court post for SA immigrant

BOSTON governor William Weld nominated SA immigrant Margaret Marshall to the Supreme Judicial Court of Massachusetts on Tuesday.

Marshall, Harvard University's general counsel, said "In the almost 30 years that I have lived here, I have learned to love my adopted country, first and foremost because of the rule of law and its central place in democracy."

Workers went on strike illegally

KILLEY Parker Plastics points out that workers it dismissed took part in an illegal strike in July. This dispute had nothing to do with Sustan. There are an industrial court ruling last year that it should re-estate dismissed workers, a ruling it failed to honour. Business Day regrets the error.

REPORTS BUSINESS DAY EDITORS, SA

Govt report targets consultants

Linda Enser

CAPE TOWN

National and provincial government departments were spending very significant sums of money on the employment of outside consultants, but the system was insufficiently controlled and poorly managed, the auditor-general said in a report tabled in Parliament yesterday.

The report documented the findings of a performance audit of the acquisition and utilisation of consultancy services in the public sector.

"The examples of shortcomings included in the special report and the effects thereof involve millions of rands where the taxpayer did not receive value for money," auditor-general Henri Kluever said when the report was presented to the joint standing committee on public accounts.

The most astonishing recent example of the use of consultants was the payment by the Mpumalanga government of R15 000 per day each for two consultants, one of them being Eugene Nyathi. The total 1995 consulting bill was reported to be R1bn.

The audit did not determine the extent to which consultants were being used in the public sector because it said departmental budgets did not include expected expenditure on consultants as a standard item.

"It is clear, however, that the annual amount paid by government departments and provincial administrations in respect of consultancy services is very significant," it said in the report.

However, it noted serious shortcomings in the management of consultants, which it said could be "considerably improved" and would result in greater value for money being derived from the consultants.

Deficiencies highlighted by the report included the fact that there was no definition of consultant or consultancy services in instructions from the treasury.

"Consequently a proper distinction between consultancy services and other services performed by, for example, contractors or persons contracted in, could not always be made. The amount budgeted and paid for consultancy services is not always readily identifiable," the report said.

Also, consultants were often appointed on a permanent basis, significantly increasing the size of the approved establishment and resulting in conditions of service differing from those of permanent staff.

For instance, R127m was paid in the 1994/95 financial year alone for more than 1 000 trained personnel supplied by Atlas Aircraft Corporation to the SAAF in terms of a contract signed in 1986.

Another example cited was that of a full-time legal consultant appointed in 1992 by a provincial administration to fill the post of deputy director at a consultant's tariff of R107 019 a year.

Other deficiencies were the absence of effective measures to ensure that only consultants with the requisite expertise were appointed, and the vagueness of some contracts concerning the way consultants were

to be paid for their work.

The work of consultants was not always properly controlled or utilised, and sometimes they were paid large amounts for work on projects which were subsequently abandoned. Also, sometimes their work was duplicated by other consultants.

The report recommended that a concise definition of consultancy services be included in relevant policy directives at all levels of government. Furthermore, the amounts budgeted for and actually spent on these services should be readily identifiable. Guidelines for the appointment of consultants should be drawn up and procedures introduced to prevent duplication.

Contracts of employment should be unambiguous and measures should be implemented to ensure that the products developed by consultants were fully utilised.

It was also recommended in the report that "consultants should be used in such a way that their skills and knowledge are transferred effectively".

Departments investigated during the audit were land affairs, defence, health, water affairs and forestry, justice and the former department of education and training, as well as the provincial administrations of Northern Province, KwaZulu-Natal, Free State and Western Cape.

The report said matters relating to specific provinces would be raised in the reports of the provincial auditors. The public accounts committee is to conduct a hearing on the use of consultants on October 9.

BD 519 96

Civil servants board pensions gravy train

(255) Mr 7/9/96

BY WILLEM STEENKAMP

A pension "buy-back" scheme, under which civil servants applying for voluntary retrenchment packages can earn profits of hundreds of thousands of rands without effectively laying out one cent, could leave the Government with a huge financial bill.

The *Saturday Star* can now disclose that loopholes in the Pension Act are set to force the Government to pay out hundreds of thousands of rands more as civil servants - opting for voluntary retrenchments - flock to "buy back" service years to the age of 18.

Senior civil servants with more than 20 years' experience are looking to receive retrenchment packages of more than R1-million - amounts that could be substantially higher if they

buy back a further 10 to 30 years of service. Even if they do buy back these service years, it does not mean they have to actually lay out any money.

If they have, for example, bought back 20 service years, they get paid out a pension calculated on their new extended service period.

The amount they would have had to pay to buy back extended years of service is simply deducted from their increased pension payout - but the substantial growth benefits coupled to their longer years of service hands up in their pockets.

In many cases these growth benefits can amount to close on R200 000 per individual - based on a simple paper transaction.

But the huge financial deficit that the Government faces through the payout of voluntary retrenchment packages and the

How to retire a millionaire

A typical example of how a civil servant can benefit under a buy-back scheme of service years

Civil servant: Joe Soap

Title: Deputy director-general

Age: 48

Number of service years: 20

Voluntary retrenchment package payout due: R1 542 055

Joe buys back another 10 years to age of 18.

Package payout after deduction of buy-back: R1 731 046

Profit: R189 991

buy-back options does not end there. Contrary to rules laid down that civil servants who have opted for voluntary retrenchments may not be re-employed in the civil service, this is indeed what is happening.

Some retrenched civil servants get immediate re-employment as so-called consultants at

hugely inflated salaries, in some cases nearly double their previous earnings.

Although Casper van Rensburg, chief executive of the Association for Civil Servants, warned that civil servants who took voluntary retrenchment were prohibited from being re-employed in government service, a senior

civil servant listed several examples of immediate re-employment of voluntary retrenched civil servants as "consultants".

He said these former civil servants simply registered themselves as close corporations and then "bounced back" to do the same job at substantially higher salaries.

Instead of Joe Soap coming back to the same job, Joe Soap close corporation would be re-employed. The senior civil servant - who asked not to be identified, for obvious reasons - said government departments were forced to re-employ these people as consultants because many departments were hovering on the brink of disaster after the mass acceptance of severance packages by civil servants.

A spokesman for the Department of Finance reacted with shock to disclosures that civil

servants could in fact buy back service years under loopholes in the act to increase their pension payouts.

The spokesman said the issue would be fully investigated. Van Rensburg confirmed that, under current legislation, civil servants could buy back service years until the year in which they had turned 18.

Frans Faber, deputy director of the directorate, pension administration of the Department of Finance, said he was aware that civil servants could buy back service years, but he said that, ultimately, the fact that these people would leave the civil service would save the state huge amounts of money in salaries and allowances. At this stage the department did not have figures on how many civil servants had opted for voluntary retrenchments, he added.

Government left with huge cost of civil servant deal

(250)
WILLEM STEENKAMP
STAFF REPORTER

ARG 7/19/96
A pension "buy-back" scheme under which civil servants applying for voluntary retrenchment packages can earn profits of hundreds of thousands of rands without spending a cent, could leave the Government with a huge financial bill.

Saturday Argus can now disclose that loopholes in the Pension Act are set to force the Government to pay out hundreds of thousands of rands more as civil servants - opting for voluntary retrenchments - flock to "buy back" service years till the age of 18.

Senior civil servants with more than 20 years experience are looking to receive retrenchment packages of more than R1 million - amounts which could be substantially higher if they buy back a further 10 to 30 years of service

Even if they do buy back these service years, it does not mean they have to actually lay out any money. If they have, for example, bought back 20 service years, they get paid out a pension - calculated on their new extended service period

The amount they would have had to pay to buy back extended years of service is simply deducted from their increased pension payout but the substantial growth benefits coupled to their longer years of service lands up in their pockets. Growth benefits can amount to close on R200 000 per individual based on a simple paper transaction.

Contrary to standing rules that civil servants who have opted for voluntary retrenchments may not be re-employed in the civil service, this is indeed what is happening.

Some retrenched civil servants get immediate re-employment as so-called consultants at hugely inflated salaries - in some cases nearly double their previous earnings

A senior civil servant listed several examples of immediate re-employment of voluntary retrenched civil servants as "consultants"

He added that government departments were forced to re-employ these people as consultants because many departments were hovering on the brink of disaster after the mass acceptance of severance packages by civil servants.

A spokesman for the Department of Finance reacted with shock to the disclosure. He said the issue would be fully investigated.

Mr Casper van Rensburg, chief executive of the Association for Civil Servants, said the "exploitation" of the government pension fund through the buy back option was cause for serious concern and the issue would have to be urgently addressed. Mr Van Rensburg said the intention of the buy back option had never been to allow civil servants to enrich themselves.

Frans Faber, deputy director of the Directorate Pension Administration of the Department of Finance, said he was aware that civil servants could buy back service years, but he said ultimately the fact that these people would leave the government, would save the state huge amounts of money such as their salaries, medical aids costs and car and housing allowances which would not have to be paid out anymore.

Mr Faber said at this stage the department did not have figures on how many civil servants had indeed opted for voluntary retrenchments and what the cost was to the government.

A typical example of how a civil servant can benefit under a buy back scheme of service years.

Civil Servant: Joe Soap

Title: Deputy director general

Age: 48

Number of service years: 20

Voluntary retrenchment package payout due: R1 542 055

Joe buys back another 10 service years to age of 18

New package pay-out after deduction of buy-back costs R1 731 046

Profit: R188 991

Storm over top Cape civil servant's R2,8m payout

ST 8/8/96 (250)

BY NORMAN WEST

A WESTERN Cape public servant will receive a R2,8-million golden handshake from the government.

Herbert Beukes, a former ambassador to Washington, is to retire as director general of the Western Cape provincial government at the end of next month.

The voluntary severance package includes "leave credit" of R344 860.

It is believed to be one of the biggest payouts to a public servant since the government decided to downsize the public service by offering voluntary retirement packages.

In a statement on Friday, Western Cape Premier Hennis Kriel confirmed Beukes would retire at the end of October.

"He indicated that he wants to exercise his option to accept the voluntary retirement initiative," Kriel said. "I have agreed to acknowledge his retirement according to the negotiated agreement."

The process of finding a replacement for Beukes had already begun, he added. The package, was slammed as "excessive" by National Education, Health and Allied Workers' Union regional chairman Wilfred Alcock.

Beukes's secretary said he was unavailable for comment on Friday because he was "busy with consultations". Contacted at his home yesterday, Beukes said: "I have no comment whatsoever."

But G R G Lubbe, chief executive officer of the Provincial Service Commission, said "the voluntary retirement initiative is available to all public servants

from junior to senior level". "It is an agreement negotiated between the Department of Public Services and Administration and all the unions and employee organisations, including the national leadership of Nehawu," he added.

"The arrangement is financially more beneficial to the government and the pension fund than the normal retirement benefit, and the government was so advised by consultant actuaries," Lubbe said.

But Alcock criticised the "pension payoff" of almost R3-million and said the money "could have been better spent on much-needed services in the province".

Alcock threatened to call on his 14 000-member public sector trade union to engage in mass action to support the union's demand for an immediate end to right-sizing and severance packages to public servants. He also criticised Kriel for having approved the golden handshake, and said he owed the people of the province, especially teachers, an explanation.

Beukes's career began in 1966 when he joined the diplomatic service. He was posted to the South African consulate-general in San Francisco in 1967 to 1971 and became political adviser to former foreign minister Pik Botha in 1978. He took a diplomatic posting in Washington in 1982 and was made ambassador in 1985. He became director general of the Western Cape in September 1991.



EMBARRASSMENT OF RICHES . . . Herbert Beukes leaves the civil service a wealthy man

No more 'circumblings' in public service - proposal

By DERRICK LUTHAYI

FRAIL, half-blind and tottering public servants will soon be a thing of the past - if the government has its way.

Minister of Public Service and Administration, Dr Zola Skweyiya this week tabled new legislation in parliament to lower the voluntary age for retirement from 65 to 55 years.

The introduction of the Public Service Second Amendment Bill is seen as a move to stop huge payouts being made to employees retiring because of poor health before reaching the age of 65, and the government is expected to save millions of rands

The successful lowering of the

retirement age will be seen as a victory to the Public Servants' Association (PSA), which has been battling for the change for over 20 years

If and when these changes are introduced, it would affect about 800 000 workers in the public service and 300 000 people in the education department

The Parliament's portfolio committee on public service and administration was told that the amendment would promote mobility within the public service and facilitate the transformation of the department

It will also lead to a decrease in the suspected manipulation of the different provisions of the retirement and discharge system in the

public service

Last month Dr Skweyiya told parliament that last year a total of R802 million rand was paid out to 6 594 public servants in retirement packages - and these figures did not include retirement from the police of the Eastern Cape provincial administration

He added that his department was still committed to abolishing 100 000 posts by June next year

The retirement packages in some circles described as "Manna from heaven" was also taken by young people, who saw it as a means to raise funds to enable them to start their own businesses

They took advantage of the system because the public reform measures governing voluntary ter-

mination of service states that all personnel may volunteer for severance packages in order to reduce the number of public servants, to create room for the absorption of supernumerary officials in other programmes, departments or administrations, and to facilitate the right-sizing of the public service

Meanwhile the Greater Johannesburg Transitional Metropolitan Council (GJTMTC) announced that between December 1994 and July 31 1996, a total of 3 335 staff members left the employment of the GJTMTC for various reasons.

These included resignations, early retirement, normal retirement, as well as death and medical boarding.

GJTMTC added that it needs to

be considered that the threat of pensions being taxed can be cited as a reason for most of the early retirements - and this was not considered as a brain drain

They said, at present a vacancy which arises is only filled if this is deemed critical.

They further said this is done because a major restructuring is taking place

The chairperson of the Corporate Service Committee, Councillor Patrick Flusk, said new administrators are being created for the GJTMTC and the four metropolitan substructures, and that during this restructuring 30 000 employees will be redeployed to the new administrative structures

(250) CP 8/9/96

Kriel warns of cutbacks

BD 9/9/96

(250)

Linda Ensor

CAPE TOWN — Warnings of a radical cutback in services and the number of public servants next year were made at the weekend by Western Cape premier Hernus Kriel.

Addressing a conference of businessmen, Kriel said the provincial government had been informed that it would receive R7,38bn next year, a sharp fall from this year's R8,82bn budget and the R9,2bn spent last year.

In the worst case scenario and taking inflation into account, the province would end up with a deficit of R1,6bn at the end of the 1997/98 year.

Severance packages for departing public servants would cost hundreds of millions of rand.

A total of 10 630 had applied for severance packages so far, 2 850 in health and 6 680 in education, leaving a vacuum in the management and delivery of services, Kriel said.

He would focus on growth and job creation in next year's budget rather than expenditure on social services. This would mean cutbacks in health, welfare and education services.

Instruments of growth cited were agriculture, tourism, small and micro-enterprises and infrastructure.

Kriel criticised the Financial and Fiscal Commission's formula for allocating grants to provinces, questioning why central government received 22,6% of total state expenditure when provinces delivered 90% of services.

"Why does the department of health have two deputy director-generals, ten chief directors and 22 directors? Why does education have three deputy director-generals, eight chief directors and 24 directors if we deliver the services in the provinces?" said Kriel.

R3-million payout 'disgusting'

27 9/9/96

(250)

The imminent retirement of the Director General of the Western Cape, Mr Herbert **Benke**, with a R3 million severance package, has been greeted with disgust by the National Education, Health and Allied Worker Union (Nehawu).

The regional chairman of Nehawu, Mr Wilfred Alcock, said that director general appointed on contract should not qualify for extra benefits. Benkes should

complete his contractual obligations and retire in four years.

The R3m could be better spent on necessary services.

Mr Erikkie **Odendaal**, spokesman for Premier Mr Hermanus Fritsch, said the voluntary retirement initiative was open to all public servants in terms of an agreement negotiated between the Public Service Commission and all the unions, including Nehawu.

SHAKE-UP FOR PUBLIC WORKS

Dept to cut 5 000 jobs

250

CT 10/9/96

ONE of the most notoriously inefficient government departments is about to be stripped of 5 000 staff and half of its functions, in a bid to solve problems of maladministration that have cost taxpayers millions. **HENRY LUDSKI** reports.

THE Department of Public Works — long considered one of the most grossly inefficient and bureaucratic government departments — is to have its staff numbers slashed and more than half its functions transferred to the private sector.

The plans to transform the department into a business-like operation, considered by many to be virtually impossible, were disclosed to the Cape Times by director-general Mr Shipo Shezi. The central thrust of the departmental "unbundling" — expected to take between three and five years and lead to a drastic cutback in its staff complement from 8 000 to 3 000 — was its commitment to using small and medium-sized companies, particularly from previously disadvantaged communities,

to carry out repair and maintenance and other routine work. "We intend commercialising all those functions which lend themselves to private sector involvement. This could easily result in more than 50% of our functions being outsourced," said Shezi.

He listed information technology and property management as among the responsibilities most likely to be hived off to the private sector, in a move he believes will save taxpayers millions of rands. "The department has a 20-year maintenance backlog amounting to billions of rands which could also be allocated to the private sector. This will unlock the potential to create hundreds of thousands of jobs and at the same time provide a tremendous boost for the economy."

Two separate performance

audits of the department in the past two years — one by the Auditor-General and another by an independent firm of management consultants — came across "shocking" maladministration that included unacceptable standards of service, extraordinary financial losses due to the inefficient use of state facilities, excessive waste, cost overruns, a rise in theft and an "abhorrent" lack of appropriate administrative procedures.

A confidential Public Works document that formed the basis of a recent presentation to Deputy President Thabo Mbeki outlines serious problems that have resulted in millions being spent on unoccupied accommodation, a disregard of policy in decisions which had major cost implications, a lack of management information and formal procedures and poor project management that resulted in delays of up to 18 months.

In the transformation plans — devised with the help of international business and management

consultants and several overseas governments — Public Works is expected to be transformed into a business-like operation with a new emphasis on client services, benchmarking, best practice and management excellence.

Shezi said certain areas falling within the ambit of Public Works, which currently administers one of the largest departmental budgets, could be better and more efficiently managed by the private sector.

Specific areas of responsibility would be "outsourced", allowing the department to offload staff on to companies which would be urged to provide jobs, particularly for people from previously disadvantaged communities.

"The private sector will be encouraged to take over our staff and the department will in turn give them guarantees of enough work to ensure that it becomes a viable proposition," said Shezi.

Asked what the savings and costs would be, he said this was still being investigated.

Local govt warned on salary bills

(250)

BD 11/9/96

Greta Steyn

THE finance department has warned local authorities that government will pull the financial plug on them if their wage and salary bills rise excessively.

It is concerned that local authorities facing shortfalls will come knocking at its door for more money. Financial resources at local level are under extreme pressure and councils need to improve service delivery dramatically. The local authorities have a combined budget of about R45bn.

In a memorandum on local government wage and salary negotiations for this fiscal year, the chief director of intergovernmental relations, Ismail Momoniat, warned: "Local governments showing huge increases in their recurrent expenditure levels risk disqualifying themselves from both capital and recurrent grants and weaken their ability to secure loan and equity funding from public entities like the Development Bank of Southern Africa and the private sector."

Momoniat warned local authorities they would be expected to pay for all their recurrent expenditure — including the wage and salary bill — from their own revenue collected. A failure to recognise that wage and salary levels had to be affordable "could lead to the collapse of many local authorities".

Momoniat said yesterday the department was looking into the fact that some local authorities had set the salaries, inclusive of all benefits, of their senior officials at higher levels than those of a director-general in a national government department. The finance department also expressed con-

cern about the wisdom of permanent appointments for highly paid management staff. "We believe the appointments should have been done on a contract basis, rather than permanently." He feared that councils were sending out the wrong signals on salaries.

However, central government did not have the power to intervene on local government employment decisions. "There is a limit to what we are allowed to do in terms of the constitution, but our grants are conditional and we have pointed out that they can be withdrawn. We do not want local authority employment decisions squeezing out our ability to deliver on RDP infrastructure commitments."

His memorandum pointed out to local government that capital and recurrent expenditure this fiscal year could not increase by more than 10% respectively. In the most optimistic scenario, a 10% rise in the average salary and wages bill for a council would require a rise in total revenue of at least 9%. That assumed that personnel expenditure made up about 30% of the total budget and that other expenditure would not rise by more than the estimated 8,5% inflation rate. However, the share of personnel expenditure in some local authorities was closer to 70% rather than the 30% average. If local authorities failed to ensure salary bills were affordable, there would be serious implications for the RDP. Delivery would need real increases in rates and service charges which would probably be politically acceptable only if other costs were curbed.

Continued on Page 2

Local govt

BD 11/9/96

Continued from Page 1

Momoniat said government had retained the control measures over local government finances of the previous government, but was working on refining them. A decision had been reached in principle on creating one fund for municipal infrastructure grants, but this would not affect a range of transfers that occurred via national line departments. At least R4bn in subsidies went to local authorities for implementing functions on an agency basis, such as in the health sector. "The system is opaque, and we have been con-

centrating on identifying the flows to be able to target the poorest and provide effective oversight."

Momoniat said government wanted to focus on shifting grants towards capital spending, although the R800m intergovernmental grant was still being provided for recurrent spending. The department was looking at ways of using such recurrent grants towards government's poverty alleviation strategy.

"The biggest problem facing the local authorities is that their customer base has grown but their revenue base is still the same. Adjustments will have to be made."

Government was encouraging local authorities to seek partnerships with the private sector.

'GRAVY TRAIN' NOT AN EASY RIDE

Parliamentarians 'pay big price for political life'

FOUR parliamentarians speak out about their salaries and their expenses and are not impressed by "gravy train" allusions. Some feel they are paying a heavy price to follow a political career. **DIANE CASSERE** writes.

Suzanne Vos, MP for Inkatha Freedom Party

SUZANNE VOS dug out her latest pay slip to square the figures and give a breakdown of her expenses and income.

As a single parent of one child who is at a private boarding school and who has to maintain two homes, one in her constituency and one here, she says she has no luxuries and even had to mortgage her Johannesburg home to buy a flat in Cape Town.

"Being a woman MP is not a matter of designer clothes and freebies," says this outspoken MP.

"My salary as an ordinary backbencher is R10 416,67, car allowance R2 683 and parliamentary allowance R3 000. Gross earnings R16 100. My total deductions come to R5 228,35, being Paye, pension (a sum is taken off before she gets her salary — there is no pension fund) and Parmed (medical aid).

"The increase, backdated two months to July 1, comes to R3 124 and for the car allowance,

R1 651,84. The deductions from this come to R1 799,31. I also pay R800 a month to a separate pension fund to provide for my old age.

"I spent more than 10 years as media consultant for (Chief Mangosutho) Buthelezi and had no pension fund.

"Many MPs have come from the struggle and they don't have medical aids, housing subsidies, and companies and businesses of their own. I supplied my own computer, copier and fax equipment.

"If you don't buy a car with the car allowance or show you are travelling or doing work in your car, the taxman comes after you. I also pay R600 a month to my party, and sometimes they ask for money for other expenses.

"I'm a single parent and I spend R2 000 a month on school fees, boarding and extra tuition. As I travel often and am often late home, my son needs to board

"I can't afford a fancy car and I run an eight-year-old Jetta, which is now an Etta because the J fell off some time ago. Over and above the

R24 000 a year for schooling, there is sports equipment, school trips (I recently paid R500 for one), uniforms and clothing to think of. (Her son Adam will be 13 in December).

"Because I am not from the Cape I don't have a support system when I am away, nor parents or friends who can take Adam for weekends when I have to be away.

"We are given 54 single tickets a year, after which we start paying ourselves. This works out to four tickets a month and I have to attend the national council (of the IFP) in Ulundi once a month as well as get to my constituency in Gauteng, where I also maintain a home.

"In Ulundi I try to stay with friends, but other MPs have to pay to stay at the Holiday Inn.

"It is difficult to set aside real time for your constituency (I'm on the national list) but this job has a shelf life of five years. If you don't get voted back in, you are out of work. For that reason, I keep my home in Gauteng, where I also pay a gardener R500 a month just to tidy up the garden regularly. I pay two lots of rates and electricity, two lots of insurance.

"Some MPs have other business, such as law practices. I have no other job and wouldn't have

the time. If you don't come back to Parliament, there is no golden handshake, you are just out.

"I had to set myself up with the basics here."

Vos lives in Sandown and tries to get home often, both for constituency work and to do basic housekeeping. "I couldn't afford to keep a maid there to clean and I either have to take my son with me (using her tickets) or find somewhere for him to stay."

Vos' sense of privacy made it impossible for her to live in the "compound" at Acacia Park or Pelican Park, so she mortgaged her Sandown home (then fully paid up) to buy a small flat in Queen Victoria Street. "I now pay bond, rates and electricity on both, plus insurance for two homes."

Vos, who is always elegant and well-groomed, says she is dressed "strictly Woolworths".

She says MPs are underpaid, work long hours, incur large bills for maintaining two homes (to keep "alive" in their constituencies) and for travel.

Single parents, particularly those who are supporting extended families, are the real losers in Parliament, she says. She feels she has paid a huge price to follow a political career and has no guarantees for the future.

She is particularly tired of being told, on being introduced as an MP: "Oh, one of those on the gravy train".

Arnold Stoffie, ANC chief whip, national assembly

Stoffie says it is ironic that as a political activist he fought for housing subsidies and pension funds for all and now has neither of these benefits.

His constituency is in Alice, where he also keeps a home. As chief whip, he was one of those who did

CT 11/9/96

250



NO PENSION: The Rev Arnold Stofile

not receive an increase (that was only for MPs) and points out that over two years, the increase is in fact 7% plus 8%. "In 1995 when we went through a belt-tightening exercise, as chief whip my salary was reduced by 5%. That has not been made up.

"All ministers and deputy ministers and all MPs above the rank of chairpersons of committees will not get the 15%."

Stofile has three children, one at UCT and two at high school at St Cyprian's. His wife works in a non-government adult education agency.

Their home here is a government flat in Rondebosch at Rygersdal Flats and he has to visit Alice twice a month. When I interviewed him, he was on his way to his constituency again: "I'm paying for tomorrow's trip out of my own pocket. I try not to think about the money, I would probably have a heart attack. We now have to maintain two homes and I have to go to Johannesburg a lot."

He has one car (a Mercedes), which is in Cape Town, and another car belongs to his wife.

"Being a parliamentarian has added not one iota to my lifestyle, rather I have paid for it. And there is no guarantee that I will return in 1999."

However, he is an ordained minister of the Presbyterian Church and was a lecturer at Fort Hare and the University of the Transkei before returning to Fort Hare for two years to work in development and public relations before going to Parliament.

"Is this what they call an increase?" he asks.

Thembeka Gamndana, ANC

Gamndana is not sure exactly what her salary is "except that it is not enough", but says she would get the same as Vos.

Her constituency is Mpumalanga, what she calls "the Golden Province". Gamndana lives a frugal life, says she dresses "from people in the street", meaning informal traders, but manages to look gorgeous with ethnic Xhosa beads and a traditional scarf, tied over her shoulders with a pin beaded with the South African flag.

Gamndana says she enjoys the African look in Parliament but appeals to members to wear not only African dress, but South African. "We should dress South African, eat South African and talk South African," says this feisty senator.

She is not married and has no children, but has seven dependants, including her parents who live in Gauteng.

She lives in Pelican Park, which she enjoys: "It is a lovely place and we have made it most comfortable. When we are there we are not IFP or ANC or any party, just family."

She was about to leave for her province, where she is very much in demand. While I was there a woman from Mpumalanga phoned to ask when she was arriving. A child had been killed and raped and they were waiting for

250

CT 11/9/96

her for the funeral.

"My family are in Gauteng and I saw my parents only three times last year and once so far this year. I have to spend a lot of time in Mpumalanga. I think all my free tickets are finished now and I have to start paying 20%."

Most of her income goes to her extended family and to maintaining her home in Mpumalanga.

"When I came down here in 1994 I had one plate, one mug and one spoon. I didn't want anyone to come and visit me. But then one day I had to get a woman in to clean the windows because it had been raining a lot, and I was forced to cook for her. Then someone from my constituency arrived, so I fed him too. I gave the cleaning woman the plate, the constituent ate out of the pan and I didn't eat at all.

"After that I had to accept that I had to buy everything down here as well, a heater (eventually I needed two because I was so cold here) and plates and a TV and things like that. Now I have two lots of insurance.

"I use public transport both here and in my province. I enjoy it, I come to work by bus.

"I used to teach and although I didn't earn more as a teacher, I didn't have the travelling and other expenses I have now. I look at people in Parliament who used to have big businesses or who were lawyers and doctors, professors, and I see what they have sacrificed.

"No I don't entertain, I hate to cook, but I donate a lot. In my constituency, and other places where I speak, I offer R1 000 to any child who gets an A in maths and sci-

MPs flex intellectual muscles at 25p a minute", and he says he is seriously considering returning to law, his profession, not only in 1999 but even at the end of this year.

Senator Ngcuka is fortunate in that his constituency is here, in Milnerton where he lives, but he also travels frequently. However, his wife, Phumzile Ngcuka, is a deputy minister of Trade and Industry and needs a base in Pretoria as well.

They have one child, at a local school. Each of them owns their own cars (he declines to say which make).

"We entertain a lot and have expenses like any other people, we are not given any special dispensations. I pay my party R375 now but until recently it was double that. Plus, the party can call on us at any time, for example we are expected to pay for the regional conference."

"This job has long working hours, you arrive in the morning and leave at night. There are no weekends, no family life. There is no pension fund and no housing subsidy, although I believe these are being discussed by the Steyn Commission. As an MP or senator, you need to have a second job but there is no time.

"I earn R14 000 plus, the same as Mr Stofile. What does the chief whip do? You get all the flack from both sides!

"If we want a secretary full time, we have to pay someone. On average there is one secretary and one computer for every 10 members. As you can imagine there is a very high turnover of secretaries."

He points out there there is also a limit on telephone units: Go over the limit and you pay for your calls. "We are treated as workers."

Computers for members have been requested through assistance from the European Parliamentary Communities, such as the Danes.

"It used to be that Parliament was in session for six months of the year, now it is all-year round. There is a short recess at Christmas, but with that recess and the one in July, you have to do constituency work.

"In this job you have to be re-elected. You can't lose touch with your constituency or you are dead. And if in the Christmas recess there is a disaster,

such as the fire at Marconi Beam (and there are always fires in January), I must be available."

Ngcuka's constituency also has an office on the west coast, at Vredendal, and he has to travel back and forth regularly: "You pay for this petrol yourself. The government expects you to pay for yourself to go to work."

He does not consider living in Pelican Park or Acacia Park an option. "It's like living in a compound. You work together and you are expected to relax together. It reminds me of being at boarding school."



BACK TO LAW?: Bulelani Ngcuka

ence, and R1 500 if it is a girl. I'm invited all over the place and I can't keep my purse closed."

For National Women's Day, Gamndana had 142 elderly women from Mpumalanga driven to the Union Buildings in Pretoria in a luxury bus, for them the treat of a lifetime.

Bulelani Ngcuka, chief whip ANC (senate)

Ngcuka points to an article in the London Times in which the headline reads "Value for Money

GRAVY TRAIN A MYTH

Out-of-pocket



GRAVY TRAIN OR SACRIFICE? That's the big question about parliamentary salaries. MPs and senators were given a 15% increase recently — their first in two years. DIANE CASSERE interviewed a representative cross-section of parliamentarians who said it was still not enough — and they could prove it.

ET 11/9/96

(250) (10)

MANY MPs feel they don't earn enough money to stay in Parliament and some have even threatened to walk out.

Yesterday they hit back at the "gravy train" allegations that have followed the recent announcement that they were to receive a 15% salary increase.

They said they had to make financial sacrifices to remain in Parliament. Some said they would not consider returning after the 1999 elections.

They pointed out that the 15% increase is a 7% and an 8% increase over

two years, because in a belt-tightening exercise in 1995 senior parliamentarians took a 5% drop in salary that has not been adjusted.

All ministers, deputy ministers and MPs above the rank of chairpersons of committees will not get the 15% increase.

Senator Bulelani Ngcuka, ANC chief whip in the Senate, told the Cape Times he was considering leaving — "perhaps at the end of the year" — to practise law.

Others said they were not sure they could afford to return in 1999.

The chief points raised by those interviewed were:

- Many MPs — including all whose constituencies are away from Parliament — have to maintain two households, for which they receive no special concessions or allowances.

- They must have a car to justify their motor vehicle allowances, otherwise the Receiver of Revenue claims the money back.

- They have no pension fund or housing subsidies.

- Many of today's politicians came from the struggle and do not have established businesses or practices to help support them.

- Many MPs and senators are single parents, supporting their own children and in some cases, extended families.

- The children of many of them are at expensive private boarding schools because they have to spend so much time away from home.

**MPs SHARE
BUDGET BLUES**
— Page 6

MPs threaten to quit

R50-m saved as Labour abolishes 500 posts

'Painful process'

ESTELLE RANDALL
LABOUR REPORTER

(13) (250)
ARG 13/9/96

The Department of Labour says it has saved nearly R50 million by abolishing 500 posts.

"We made a lot of progress but it was a painful exercise," said Department of Labour director-general Siphon Pityana of the restructuring process so far.

"People who were transferred are finding it difficult to settle down. We also asked people to leave so we could create representivity in the department."

He said that by February his department had abolished about 200 posts in the old (homeland) departments and another 150 after all the departments were integrated. Despite the difficulties of the process, Mr Pityana said it had been possible to strike a partnership between the old and new staff.

What also helped was involvement of trade unions, who the department has continued to include in further strategic restructuring plans.

"We've established a steering committee to develop and co-ordinate our strategic restructuring. We also have a project management team, on which all the unions are represented, to see that the restructuring plan gets implemented."

To prepare its strategic restructuring plan, the department did a survey among its 5 600 staff members. It also commissioned a survey - recently completed - among 400 people who use its services. Indications are that further realignment of its institutions is necessary to boost service.

Since the "right-sizing" plan to prune the civil service started in May, the department had abolished another 111 posts. About 200 applications for severance packages were also made by staff in his department - part of the general right-sizing exercise in the public service, Mr Pityana said.

ANC's public service revamp threatened

David Greybe

(250)

BD 16/9/96

CAPE TOWN — Government's transformation of the public service could be under threat following the Constitutional Court's rejection of a key clause in the new constitution on public administration.

Important elements of the ANC's transformation plans for the public service appeared unconstitutional, various stakeholders involved in the negotiations said at the weekend.

Government began earlier this year stripping the once-powerful Public Service Commission of its executive powers and transferring them to the

office of Public Service Minister Zola Skweyiya. The commission's large staff complement has been slashed.

The Constitutional Court ruled that Section 196 on public administration in the new constitution did not adequately safeguard the independence and impartiality of the commission.

The court said failure to specify the powers and functions of the commission made it impossible for the court to certify that provincial autonomy had been recognised and promoted.

Skweyiya's office was reluctant to comment: "We are studying the documentation and examining the implications", a spokesman said.

The cabinet in February approved an ANC-initiated plan for an overhaul and reduction of the commission. In future it would function as a "monitoring and research" body. All policy matters were to be placed in Skweyiya's hands.

An opposition party negotiator said he believed the ANC was in "deep trouble", and could be forced to restore some executive powers and functions to the commission. "I have serious doubts whether the Cabinet decision was constitutional", he said.

The negotiator based his argument on legal opinion presented to the Constitutional Assembly last week. If adopted, it would "definitely restore

some executive powers and functions taken away from the commission".

An assembly official blamed the ANC and NP — who negotiated the chapter — for the "mess we are in". The ANC negotiator, Janet Love, was unavailable for comment.

Skweyiya's new policy powers include conditions of service, labour relations, organisation development, human resource practices and information technology.

"All executive powers" relating to career matters, departmental post establishments and organisational structures would be transferred to the various ministers and departments

Govt restructuring plans hit snag

By Waghied Misbach

THE GOVERNMENT'S plan to save money by transforming the bloated civil service faces major delays due to difficulties experienced in setting up a new computer system

The government employs 1,2 million people

It was revealed at a Portfolio Committee on the Public Service and Administration briefing that various Government departments and provincial governments had not been able to complete their internal investigations into staff rationalisation. Most were still computerising their records.

Chris Dreyer, human resources director in the Public Service and Administration Department, told the committee they had not received information from the Department of Mineral and Energy Affairs and the Eastern Cape, Northern Cape, Northern Province and Mpumalanga

Departments are not computerised

provincial governments

In the Eastern Cape for instance, the government had to check the information of 120 000 people before implementing the Persal System

The old system only administered salary payouts, but the new system is able to include leave taken, overtime and personal information

Dreyer said various departments had been granted extensions to complete their internal investigations

A number of task teams were also working in the various provinces to implement the new system

His department was also trying to fill vacant positions

By July this year, the department had already overseen the filling of 57 percent of the posts

(250) *some Jan 17/9/96*
However, there were 62 405 Government employees who still had to be redeployed within the civil service, said Dreyer

Earlier, the committee was briefed by Professor Bax Nomvete who chairs the Presidential Review Commission (PRC) for the Transformation and Reform of the Public Service

The PRC, which was formed in March this year, will release an interim report in March next year

Its final report is expected by September 30 next year

While Nomvete welcomed the encouraging debate around the restructuring of the public service, he emphasised that the thrust of the PRC's work was research

"We are not a fire-fighting agency to be called upon to address problems of immediate concern in an ad hoc manner

"We are formulating a strategy that will be applied and developed over a number of years," said Nomvete

Civil servants' package

(250) Sowetan 17/9/96

By Waghied Misbach

A NEW piece of legislation that allows civil servants to retire at the age of 55 – and in special cases before that age – will save the Government R410 million in this financial year.

However, the law was almost not adopted yesterday in Parliament because the portfolio committee on public service and administration could not find a quorum to vote on the matter.

Portfolio Committee chairperson, Saie Manie, eventually found more people and the amendment to the Public Service Amendment Bill was finally adopted.

The committee heard that it will

cost the government R980 million to implement the legislation by offering packages to civil servants.

However, they were told that the Government would still make a net saving of R410 million in the process.

Included in this figure is a Government saving of R570 million in salaries of civil servants between the ages of 60 and 65 who will now retire.

The new law is meant to bring the South African Government's pension regulations in line with what is happening overseas.

It is also meant to generate savings in terms of the Government strategy to transform the public service which employs 1,2 million people.

Helderberg wants out of wages agreement

(250) ARG 19/9/96

NORMAN JOSEPH
METRO REPORTER

The Helderberg municipality has asked the industrial council for an exemption from an agreement on wages reached between local authorities and municipal workers' unions in the Cape metro.

Helderberg mayor Leon Deacon said if his municipality implemented the agreement, it could end up with a deficit of more than R3 million on the municipal budget.

Mr Deacon said that this would place the burden on ratepayers, who would face an additional 8,22 percent increase in rates to help meet the shortfall.

Unions recently demanded a salary increase of at least R220 a month, or eight percent across the board, whichever was greater, and a minimum wage of R1 600 with effect from July 1 this year.

The South African Municipal

Workers' Union has reported Helderberg's refusal to implement the increase to the industrial council.

The municipality is offering R130 a month or 7,5 percent across the board, whichever is greater, a minimum salary of R1 235 a month with effect from July 1 and R1 600 a month from April 1 next year.

The union's Helderberg spokesman, Donovan Feris, said that wages in the Helderberg region were historically lower than in other Cape metro areas.

He said it was time workers earned equal wages.

Mr Deacon said that bringing workers' wages in line with proposed new Cape Metropolitan Council wages would mean a 30 percent increase, which the municipality could not afford.

He said the municipality's application to the industrial council was being considered and he hoped agreement would be reached as soon as possible.

Public servants 'must be more productive'

(250) ~~250~~
OWN CORRESPONDENT

et 17/9/96

PRETORIA: If public servants are to be paid salaries similar to those in the private sector, they should seriously examine their productivity, Minister of Public Service and Administration Dr Zola Skweyiya says.

A person's value should no longer be graded according to years of experience, but product delivery, quality of service and depth and maturity of work decisions.

Skweyiya was speaking at the opening in Rustenburg yesterday of the Public Servants Association's annual congress.

New and old public servants alike needed to examine their attitudes as changes were necessary in the work ethos; attitudes to colleagues and performance.

Although salaries in the public sector were beginning to compare favourably with those in the private sector, civil servants should demand of themselves greater standards of productivity than those in the private sector.

"Service orientation is something we need to become highly trained for and attuned to."

The Government Employees Pension Fund needed a board of trustees, Skweyiya said. Scrupulous attention should be given to formalising the implementation of the restructured pension benefits.

Sapa reports that the president of the Public Servants Association, Mr Koot Myburgh, said attempts to retrench public servants in the guise of rationalisation needed to be addressed urgently.

Some government departments were ignoring guidelines for making their staffs more representative, he said.

Attempts are made to retrench personnel to make appointments from outside the public service, even at clerk level.

Myburgh also expressed concern that some government and provincial departments were not capable of coping with their larger degree of autonomy. Powers should be carefully delineated, he said.

Committee backs bid to drop retirement age to 55

David Greybe

CAPE TOWN — Parliament's public service committee voted unanimously yesterday to give public servants the right to retire from the age of 55.

The Public Service Secondment Amendment Bill would be put to the National Assembly for adoption in the second week of October, committee chairman Salue Manie said. Government officials were quick, however, to dispel any speculation that the move would result in a rush for early retirement. Public service department director for conditions of service Jan van Pletzen said less than 5% (about 60 000) of the estimated 1,2-million public servants were expected to exercise the right to early retirement.

Manie said the move would also help to redress the "representivity imbalance" at managerial level in the public service "if and where a position is not frozen or abolished". It could also help to right-size the public service.

At present, public servants retire at 60 or 65, depending on their posting. For example, the retirement age in the former TBVC states is 60, but in general in the rest of SA it is 65. The current mandatory retirement age of 60 or 65 will continue to apply where a public servant does not request early retirement under the new regulation.

Van Pletzen said public servants opting for early retirement faced a "pension penalty" of up to 20% — 4%

for every year between the ages of 55 and 60. For example, a 57-year-old official would be liable for a 12% penalty (three years at 4% a year). He said government estimated that the new pension package deal agreed with labour would result in a saving of R410m a year for the state. Most savings would result from an agreement that public servants' pensions would in future be calculated on the average salary over the last 24 months before retirement, not only the last month's salary.

Savings would also be made because of a deal to reduce service benefits linked to ill health and death.

The deal has taken government and labour negotiators in the Public Service Bargaining Council central chamber most of this year to put together

Meanwhile, Public Service Minister Zola Skweyiya said in Rustenburg yesterday the achievement of a rationalised single pension fund — part of the pension package — was a breakthrough. Transformation of the pension provision system was a key aspect of transforming the public service.

The rationalisation of the 10 former government pension funds and their benefit structures into a single pension fund with a uniform benefit structure was finalised "without any additional costs to the state", he said. "Labour tensions that existed with regard to inequalities should now be eased, as both sides have made formidable concessions to reach this point."

BD 17/9/96

(250)



Winning ways: Stan Katz of Newshelf 63 is congratulated by a well-wisher after hearing his consortium had won the Radio Highveld bid

PHOTOGRAPH SIDDIQUE DAVIDS

Jacaranda goes for a steal

M+G 20-26/9/96 (250)

Katy Bauer

THE sale of the South African Broadcasting Corporation's Radio Jacaranda, a snip at R70-million, was the bargain of the century. The winning bidders own a station which reaches five provinces and has as many listeners as the far more expensive Gauteng-based Highveld

Radio Jacaranda is stress-free wireless for a huge, fiercely loyal, largely white listenership. Not much news, lots of blasts from the past. A South African music quota mostly made up of the odd croon from Gé Korsten and a DJ style which is safely non-political.

The lucky winner, with a bid R20-million less than that of the opposition — Naledi — is Newshelf 71 (no relation to Newshelf 63 which won the more glamorous Radio Highveld bid, except for a common lawyer)

Prior to the announcement, Newshelf 71 was the arch outsider even its members considered themselves out of the running.

Andrew Manderstam (South African), representing Newshelf 71's foreign component, seemed thunderstruck by the decision. "I am very surprised but of course very happy." Manderstam is no stranger to radio

and controls 140 stations worldwide

The more popular, Pretoria-based "black empowered" Naledi consortium members — equally surprised though less happy — were rendered speechless by the result.

The Independent Broadcasting Commission's (IBA) Wednesday announcement on Jacaranda was so controversial it almost overshadowed the results of the more-publicised Highveld bid.

Highveld went to Newshelf 63 for a whopping R320-million and had both Stan Katz (Newshelf 63/Primedia bigwig) and Minister Jay Naidoo bursting with glee.

At first glance the IBA decisions appear highly conservative. A case of pandering to the rich guys as usual. However, on closer inspection the choices perhaps make better sense. The IBA's handling of the first privatisation deal in South African history had to ensure the most viable options for broadcasting were secured, provided of course certain criteria were met.

Newshelf 63 met those criteria as it had the largest proportion of historically disadvantaged shareholders. It also offered its black partners the cheapest money at a 11% interest rate. These partners, which include

trade unions and a women's group, have got themselves a huge slice of the action at Highveld without investing a cent, so far

The Jacaranda winners also boast the largest historically disadvantaged component, with New Africa Investments — the powerful new owners of Johnnie — having a 65.1% shareholding.

Newshelf 71 is also the only consortium with a foreign investor. The involvement of French broadcasting giants European Development International should guarantee access to a highly sophisticated network of foreign news, invaluable expertise in digital broadcasting and a sumptuous injection of French francs. Not even Stan Katz has all that.

Wednesday's decisions will certainly shift perceptions of the IBA as simply good Samaritan. Perhaps more of a blow for idealism than radio

The further controversy regarding the matter of proceeds from the sale being snatched from the Sing Corporation and going instead to the government elicited comment from SABC radio chief Govin Reddy. Relieved that Naidoo had already left the venue, Reddy denounced the decision, saying that SABC would be badly hit by the loss of revenue.

Pressure on public service review

(250) MTG 20-26/9/96

Marion Edmunds

PUBLIC Administration Minister Zola Skweyiya has had to bang heads together in the Presidential Review Commission — the body appointed by President Nelson Mandela to investigate transformation in the public service — to get it to do some work.

Before this week, the multi-million rand commission met only four times since it was inaugurated in March. And while there is evidence the commission has belatedly squared up to the enormous challenge ahead, MPs are concerned it has been fiddling while the demoralised public service burns.

The commission must, by the end of its tenure, provide a medium-term and long-term plan for restructuring the public service. This is crucial to save the African National Congress's promises of delivery

before elections in 1999.

In its defence, the commission says it has spent the past six months developing a business plan, identifying personnel and agreeing to an operating budget of R18,5-million.

One of the commissioners, Professor Fanie Cloete of the University of Stellenbosch, told MPs at a parliamentary portfolio meeting this week that progress had been held up by complicated negotiations with donors who had refused to release promised funds until its business plan had been refined.

Sources in the public service said problems with donors developed partly as a result of the unfortunate negotiating style of the commission's chairman, Professor Bax Nomvete.

It was also pointed out that much time-wasting has been caused by infighting among commission staff. Particular acrimony developed

around Nomvete, whose authoritarian manner demoralised commissioners and staff, and it was only after a meeting with Skweyiya and some "hard talking" in early August that difficulties were patched up and "everybody kissed and made up".

Nomvete has since acquired an official adviser from the public service, Professor Patrick Fitzgerald.

This week the commission has been meeting in Pretoria, working out its strategy of investigating the public service. This includes going to every government department in the country, evaluating its performance and reporting back. An interim report will be presented to Mandela at the end of next March.

An ANC MP said sceptically: "It may well be that they do get down to work, but if their past performance is anything to go by, they need pressure on them to know they have to deliver."



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Civil servants raised from the dead in salary rip-off

(250)

ST 22/9/96

By RAY HARTLEY
Political Correspondent

FORMER homeland officials have milked South African taxpayers of millions of rands by making false salary claims, in some cases for dead people, new evidence to Parliament's public accounts committee has revealed.

The Foreign Affairs director general, Rusty Evans, has outlined a litany of false claims and poorly documented payments involving former homeland "foreign affairs" officials.

Although the homelands were officially abolished in April 1994, they continued to submit salary claims for officials not yet placed on South Africa's automatic salary payment system.

In one of the worst incidents, Evans said advances to the tune of R9,8-million were made to the Eastern Cape government between July 1994 and April 1995 because the province was experiencing "cash-flow problems".

But, he added "To date, the department has not been able to obtain the necessary documentation from the province in order to finalise the abovementioned advances".

About R500 000 in transport claims from the Transkei were not paid due to "incomplete supporting documents".

Officials from the former Ciskei went a step further, raising the dead in an effort to defraud government.

Their submission of claims for R153 000 in January 1996 led to the discovery that "some of the officials whose names appeared on the salary sheets were dead, while others were the names of former ministers", Evans said.

Between April and August 1995 claims for a total of R2,7-million were received from the Ciskei, "but the department could not justify reimbursing or paying the claims in full because of faulty salary advices and a lack of supporting vouchers".

It was not clear to the department why a salary claim for August 1995 had been handed in since all homeland personnel had received their salaries from August 1995 through the automatic payment system in Pretoria.

"It could therefore be deduced that double payments were made," Evans said.

Foreign Affairs officials who visited the Ciskei in March this year to "take possession" of salary sheets, discovered the wrong salary scales were being used, that "huge amounts" were being backpaid on salaries, that tax and pension deductions were wrong and that subsidy payments were going to the wrong house owners.

Their conclusion was: "There is overwhelming proof of enormous overpayments in respect of salaries and allowances."

If the Ciskei was devious, officials of the former Bophuthatswana foreign affairs department were downright brash. They simply submitted claims for R20,6-million in salaries without supplying any supporting vouchers, said Evans.

The same was true of Venda, although on a less ambitious scale. Claims amounting to R4,8-million were received from the former Venda department of finance "without any expenditure vouchers or other supporting documents. Documentation was requested on many occasions, but to no avail."

Four earn R100m consulting for govt

BD 23/9/96 (250)

Josey Ballenger

CENTRAL government spent nearly R100m in the year to August on consultants from four major firms, industry sources said at the weekend.

The auditor-general and the State Tender Board said last week they were unable to quantify the public sector's expenditure on such fees, mainly because they could not define consulting.

But consulting groups said central government accounted for less than a third of the work, with provincial governments providing most of the work. Estimates put the total bill for consulting at about R1bn a year.

Andersen Consulting said it had received about R35m in the year to August from work for central government, with about 120 staff earning R197 an hour.

Another 80 staff generated R23m

for work for the Gauteng treasury department.

Deloitte & Touche's management consulting department said in the year ending August the firm made R25m — a 20% to 25% increase from the year before — of which central government consulting made up R18m.

KPMG had earned about R12m in the year to August. Price Waterhouse's public sector services department estimated its fees at about R2m.

The departmental breakdown was not available, but sources said as much as 80% of the fees was spent on information technology consulting.

The auditor-general presented a special report on consultants to parliament this month. It found the use of consultants by the public sector "could not be determined cost effectively during the audit ... it is clear, however, that the annual amount paid by gov-

ernment departments and provincial administrations in respect of consultancy services is very significant".

Auditor-general Henri Kluever said the report's examples of shortcomings "involve millions of rands, where the taxpayer did not receive value for money". But consulting firms said government's consulting expenditure compared well with offshore practice.

"They are looking for short-term assistance of one to two years, sometimes longer," Deloitte & Touche consulting director James Kennedy said. "There's a deliberate effort to reduce external dependence. The government has an enormous amount of work to do, but it does not have the resources available."

Andersen Consulting partner Willem Strauss said: "If you benchmark what other countries spend, this government has a much more sensible approach to spending."

'DON'T WASTE OFFICIALS' TIME BY ASKING REPEAT QUESTIONS'

Maharaj's plea to MPs

THE TRANSPORT MINISTER yesterday took a DP senator to task for asking the same question annually which meant officials in the department were taken from their jobs to compile the answer. **BARRY STREEK** reports.

EARLY retirement or resignation packages for 86 employees in the Department of Transport had been approved at a cost of R22,9 million, Transport Minister Mr Mac Maharaj disclosed yesterday.

In reply to a question tabled by Senator James Selfe (DP), Maharaj said the packages ranged from R1,8m for a senior traffic safety officer, R1,9m for a director of traffic legislation and R1,1m for a deputy director of administration to R27 983 for a senior typist and R16 692 for a general worker.

In reply to another question by Selfe, Maharaj said it took 60 man days last year for six government officials to find out the names of advisers and consultants in the

Department of Transport and what they were paid.

The task of compiling the exhaustive list of consultants and advisers last year had "involved withdrawing at least six officials from their normal daily activities over a two-week period".

The information had not changed substantially since then and he referred him to that reply.

Maharaj said: "I think I can fairly claim that my department has demonstrated our commitment to transparency and accountability

"Regular repeat questions of this degree of complexity neither assist the cause of transparency nor allow my officials to concentrate their efforts where they are most needed

"I would emphasise that I do not question the right of a member to access information. But I do appeal for consideration of the need for a balance which allows my department to meet its obligations to parliamentary scrutiny without negatively affecting its capacity to perform its duties."

Last year, he told Selfe his department employed three advisers, 72 consultants as well as six different consulting companies. They were either paid hourly rates, the highest of which was R250 an hour, or rates arranged with the consulting companies.

● Vandalism stripped 345 doors off metropolitan trains in Cape Town at a cost of nearly R600 000 in 15 months, Maharaj said yesterday.

This was nearly three times as many doors as removed from trains in Pretoria and seven times more than those taken off Johannesburg trains.

R73m subsidy for bus firm

POLITICAL WRITER

THE city's Golden Arrow Bus Service was paid R73,7 million in subsidies in the 1995/6 financial year, Transport Minister Mr Mac Maharaj said yesterday.

Golden Arrow was one of a number of bus companies that received subsidies totalling R902,7m in the year.

Maharaj, who was replying to a question tabled by Senator Gerhard Koornhof (NP), said Elwierda Tours of Stellenbosch received a subsidy of R1,6m.

Maharaj also told Koornhof there were 761 legal minibus taxis in Cape Town.

CT 26/9/96

GOVERNMENT COMMISSIONS

JOBS FOR PALS

FM 27/9/96

SA will spend almost R320m this year on 38 government-appointed commissions and task groups, according to an investi-

PROBING AWAY

Government-appointed bodies whose budgets have been disclosed.

	Rm
1 Truth & Reconciliation Commission	11,000
2 Commission on Gender Equity	4,000
3 Human Rights Commission	4,410
4 Pan SA Language Board	11,270
5 Volkstaat Council	1,100
6 Council of Traditional Leaders	4,210
7 Independent Broadcasting Authority	4,500
8 Language Plan Task Group	1,000
9 Public Service Commission*	111,900
10 Provincial Government Commission	1,000
11 White Commission of Inquiry into irregularities in the Public Service	1,000
12 Judicial Service Commission	1,000
13 Magistrates Commission	1,000
14 SA Law Commission	4,000
15 National Economic Development & Labour Council (Nedlac)*	1,500
16 National Housing Board	1,000
17 Immigrants Selection Board	1,000
18 Refugee Appeal Board	1,000
19 Directorate of Publications	1,000
20 Financial & Fiscal Commission	1,000
21 Tax Advisory Committee	1,000
22 National Advisory Council on Correctional Services	1,000
23 Correctional Services Board	1,000
24 Commission of Inquiry into the Financial Affairs & Administration of the SA Football Association & the National Soccer League	1,000
25 Commission on Restitution of Land Rights	1,000
26 Drug Advisory Board	1,000
27 National Commission on Higher Education	1,000
28 National Research & Technology Foresight Exercise*	2,000
29 National Research & Technology Audit	1,000
** Bodies whose budgets have not been disclosed (est minimum)	11,000
Total	317,360

*Figure supplied by FM

** Lund Committee for Child & Family Support, Research Committee, Dept of Health, NGO Funding Committee, Dept of Health, AIDS Advisory Committee, Commission of Inquiry into Taxation in SA, Presidential Review Commission, Commission on Remuneration of Representatives, Task Group on Government Communication, Youth Commission

gation by the SA Institute of Race Relations reported in the latest edition of *Fast Facts*

The institute's parliamentary affairs manager, Colin Douglas, says the findings raise questions about the efficiency and cost-effectiveness of several of the organisations.

He cites as an example the Pan SA Language Board, which has an R11,27m budget for the current financial year

The board must make policy recommendations, investigate alleged violations of language rights, and make funds available for language planning activities. It falls under the Department of Arts & Culture which has as yet failed to disclose what the R11,27m is to be spent on or how much the board's 13 members are paid

In contrast, the Tax Advisory Committee, which advises the Department of Finance, is conducting an investigation into 22 aspects of tax policy. It has a 1996-1997 budget of only R338 000. The 14 members do not receive salaries but claim R466 for each meeting which they attend

Says Douglas "Unlike elected institutions, government-appointed bodies cannot easily be held accountable even though they are funded by taxpayers and, unlike normal civil servants, their members are seldom expected to be non-partisan. Consequently, there is significant potential for some of these bodies to abuse the powers that they have"

The Human Rights Commission has been criticised on this score. "Some of its members have publicly accused private citizens and institutions of violating human rights, apparently without full investigation, procedural fairness or proper consideration of the law," says Douglas

"The institute is still waiting for the commission to furnish it with information about its investigations. This was requested three months ago. Despite being allocated a 1996-1997 budget of R6,4m, the commission does not appear to be fully operational a year after its appointment

Also in the pipeline are special investigation units, special tribunals and an electoral commission which could cost the country an additional

R15m a year.

Government seems to be ignoring Justice Minister Dullah Omar's warning against "the tendency to create structures and commissions on every conceivable subject."

Omar said issues could get lost and commissions might show "few concrete results" ■

Civil servant retirement packages are reduced

(250) AKG 28/9/96
All civil service retirements, including the early retirement severance packages, are to be based on average salary over the past two years.

This could result in a significant reduction in benefits for most civil servants, Mr Fanie Visser, of the Department of Public Service and Administration said.

However, as a phasing-in measure the greater of either the salary as at June 30 this year or the average salary over the past two years would be used as the base to calculate a monthly pension, giving existing civil servants some protection against the change

Deal on Public Service Commission

(250) CT 4/10/96

ALL political parties except the IFP have agreed on revised constitutional provisions detailing the functions and powers of the Public Service Commission.

A Constitutional Assembly sub-committee tasked with formulating the provisions took less than an hour yesterday to approve a text it had drafted with the aid of constitutional experts.

The IFP did not take part in the

proceedings. Its negotiator, Mr Ben Skosana, left the meeting shortly after it began, after telling the sub-committee its mandate did not allow for any progress on IFP concerns.

The IFP would require agreements reached over the past 18 months to be renegotiated, Skosana said.

The IFP wants the final constitution to provide for provincial

public service commissions

The issue was likely to be among those discussed in closed-door talks between the IFP and the ANC last night.

Provisions dealing with the Public Service Commission were referred back to the Constitutional Assembly by the Constitutional Court, after it found the commission's powers and functions were inadequately defined in the consti-

tution adopted on May 8

Provisions agreed to yesterday allow a single, independent and impartial commission regulated by national legislation, which is responsible for maintaining an effective and efficient public administration and a high standard of professional ethics in the public service. Other organs of state are obliged to help the commission in its work. — Sapa

Mass departure from public service

Linda Ensor

CAPE TOWN — More than 10 000 Western Cape public servants have applied for government's voluntary severance package so far, administration officials said yesterday.

Thousands of nurses, doctors, teachers and school principals, as well as senior administrative staff, have opted to leave.

Some departments, such as environmental affairs and local government, will be left with huge gaps in the administrative hierarchy. Government has targeted the re-

BP 8/10/96 (250)
removal of 100 000 public servants in a bid to prune the bloated sector.

Sources said yesterday that while the mass departure would strip the public service of layers of professional staff, it would open the way for more affirmative action. The ANC has complained that affirmative action in the province has been slow.

Of the 10 587 public servants who applied for severance, 2 600 included doctors, nurses and administrative staff in the health sector; 6 679 were teachers, principals and other staff in the education department; and 1 308 were from other departments.

Services body seen as neglected

Renee Grawitzky

THE essential services committee — an important element of the administrative structure of the new Labour Relations Act — has received limited attention in comparison to the commission for conciliation, mediation and arbitration and the Labour Court.

This was argued in an article in Contemporary Labour Law, published by Gavin Brown & Associates. The article said "little attention" had been paid to the committee that "will also play an important role in the application of the Labour Relations Act".

The committee, as envisaged in terms of the new legislation, was intended to be established under the commission with the labour

minister appointing people. The committee would be responsible for determining whether a service was essential or not. Parties operating in such services would be prohibited from embarking on a strike or lock out.

The article noted that given the fact that the committee had not yet been established it was "highly unlikely that any essential service will be designated as such prior to the Act coming into force".

It was envisaged, the article said, that the committee would be established by now, have conducted investigations and made designations prior to the Act coming into effect.

Labour Minister Tito Mboweni on September 18, at the launch of the new Act, said he had not been

satisfied with some of the nominations for the committee made by the social partners. Ideally, he said, the committee should have been in operation months ago.

He said a three-man committee would be established, comprising one representative from each of the social partners, and would operate for a three-month period. "Thereafter, it will be expanded to the larger committee we had originally hoped to appoint."

Mboweni said that the present definition of essential services could apply for three months from the date of commencement of the new Act on November 11.

The article said that although current legislation spelt out what services constituted an essential service, it was not satisfactory.



American Corporation of South Africa

Choosing between visible or undersea naval deterrents

Submarines are as much a foreign policy issue as a question for defence specialists, writes Stephen Laufer

WHEN the commander of the SA Navy, V-Adm Robert Simpson-Anderson, clears his throat to address Parliament's defence committee today, he could be tempted to take a short detour into naval history in his attempt to convince the politicians to buy four British Upholder class submarines.

Simpson-Anderson seems to have convinced committee chairman Tony Yengeni that the navy has been the Orphan Anne of the SANDF for too long.

If the request for the submarine deal, believed to be worth about R2bn, does not run aground in the heavy surf of Parliament's finance committee and the even cheppier waters of Cabinet budget allocations, the navy could soon find itself in charge of four almost new submarines as well as four brand-new corvettes.

Yet does SA need a maritime force which combines the warfare potential of these craft? Leaving issues of national reconstruction and development and the budgetary needs of other departments aside, the admiral could try to answer the question by pointing to the history books.

Simpson-Anderson might remind the committee that the German and British admirals who drove the massive arms build-up commonly believed to have been a key factor in precipitating the First World War were inspired by an old adage of naval warfare: you know a superpower when you see

it. After the build-up and the war came the peace treaties consigning Germany's navy to the David league, theoretically incapable of posing a significant threat to the British and US Goliaths.

Enter the submarine, an almost invisible warship to close the hardware gap to the world's bigger navies.

By their ability to keep out of sight under the waves for weeks on end, submarine vessels have proved to be a deadly weapon capable of intimidating large ships and navies — just because they might be out there somewhere.

With its 3,000km long coastline, SA was to experience their deadly effectiveness between 1939 and 1945 when 139 ships passing around the Cape of Good Hope were damaged or sunk by enemy submarines. The coastline has not changed. Simpson-Anderson will say. As a member of the mini Davids' club among world navies, we have to find the most efficient way of policing our waters.

The task seems easy to define: keep the key harbours of Durban, Richards Bay, Cape Town, and possibly Port Elizabeth open in times of crisis. Ensure that SA's natural resources in the maritime exclusion zone are not being pillaged in peacetime. Keep a range of skills in the navy which have taken years to acquire and which

would be lost forever if SA gave up submarines altogether.

If the debate ended there, little could be said against the purchase of the Upholders. Built within the past five years, they are faster than the old SA Navy Daphne class boats which are reaching the end of their useful life. They can dive deeper. They can stay under water and at sea for longer. They have more efficient engines, sonar systems, communications and electronics — all key to locating and responding to other ships.

However there is more to modern submarine warfare, says V-Adm Rudi Bohmer of the German navy, who visited Cape Town last week with a frigate squadron. As the chief of one of NATO's largest maritime forces, he also commands a submarine fleet of 20.

Yet he appears uncomfortable with his submarine force. Built during the Cold War for the highly secretive penetration of the eastern bloc's Baltic waters, where they would be waiting to hit back at the Third World War-broke out, they are not as suited to the NATO alliances, newly evolving role. That task increasingly implies peacekeeping operations such as in the former Yugoslavia.

Conventional submarines do have a strategic deterrent role, Bohmer says, despite their primarily offensive capabilities. But

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the nucleus of any defensive posture and power projection must be a surface vessel. Echoing the thinking of the pre-First World War admirals on both sides of the English channel, he argues surface vessels such as corvettes have the advantage of sending a clear signal.

"Their message is, 'I am here.' They have a long-standing capacity to stay at sea, and they can be used as platforms in a range of visible roles," he said. Particularly if they are equipped with helicopters as planned.

The argument for surface ships grows, the more peacekeeping and power projection in the interests of conflict prevention become the primary military task of the navy.

With SA's integration regionally, via the new Southern African Development Community security organ and within Africa and the world via the OAU and the UN, the expectation of SANDF participation in peacekeeping and peace-making missions is growing.

Besides land forces and transport aircraft, the navy could have a role in peacekeeping missions which goes beyond the transport of supplies. It could be called upon to assist in the enforcement of a sea blockade to interdict weapons supplies to a conflict area. But submarines cannot participate in blockades. Maritime law

requires blockading vessels to be visible. Surface vessels can be seen by ships trying to breach the blockade, can fire warning shots across their bows, and can stop and board suspected offenders. Submarines are unsuited for this.

Which leaves the entirely defensive argument for the Upholders. SA's long coastline and limited defence resources appear to be arguments in their favour. The manner in which the Argentinian navy was able to tie up vastly superior British naval forces during the Falklands war just because it was able to mobilise one submarine is an indication of the value of the silent, invisible deterrent.

Yet deciding to spend R2bn on the Upholders, plus whatever retraining of the crews and modernisation of the facilities in Simon's Town will cost, will require an answer to a question which is not part of the purely operational equation posed by the navy: who is the enemy likely to be?

It is not a question the SANDF can be expected to answer, save for it listing the bigger navies — among them the Australian, Indian, British, Russian, and US navies — capable of posing a real threat to SA's shipping.

That job must fall to the politicians and the long-range military and foreign policy planners. Growing security co-operation within

SAD and growing numbers of military co-operation agreements, for example with the Germans and the Indians, indicate it is becoming harder to identify possible enemies. Co-operation for defence requires a clearer understanding of the linkages between military hardware and diplomacy.

The defence review is trying to answer some of these questions. The policy review process underway within foreign affairs must make its contribution. Whether the submarines have a place in the final picture, or whether they should become invisible on the country's balance books is an issue requiring further public debate before a final decision is reached.

Yengeni believes rightly that the navy — if indeed SA is to have one — must become the first priority for defence capital expenditure, as it was starved of resources for decades as SA prosecuted its land wars in Africa.

The army and air force, both of which have long shopping lists of their own, can afford to and will have to wait. That way the defence budget can be tailored to the larger needs of the country while equipment is modernised.

To Simpson-Anderson, worried at the impending massive obsolescence of his fleet, will fall the task of convincing SANDF chief George Merling — an army general — and his colleagues in the other arms of service, that they should hold back while the navy gets first dibs.

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Hefty pay increase proposed for Public Protector's purse

Cape Town - The Public Protector should get a R73 650 pay increase, giving him a taxable annual salary of R367 650, a parliamentary committee decided yesterday

The increase, backdated to July, will bring protector Selby Bagwa's remuneration into line with the increases received by judges in midyear. By law his salary has to be at least that of a Supreme Court judge, but the committee decided to link his pay to that of Appeal Court judges.

After a vote, the joint commit-

tee on the protector's conditions of service also agreed to his request for a R2 250 personal entertainment allowance.

Senator James Selfe, of the DP, argued earlier that the essence of the protector's office was impartiality and independence, and that this "does not marry well with the concept of winning and dining people. Somebody who earns that much can probably entertain out of his own pocket".

ANC MP Philip Dexter said the allowance would be a safeguard

against people trying to curry favour by buying the protector lunch, while party colleague Senator Cheryl Gillwald said it would assist him in "civil and courteous" reciprocal behaviour.

In addition to his salary, the protector gets a non-taxable allowance of R3 500 a year. He is allowed a state vehicle no more expensive than a Mercedes-Benz S320A for private and official use, and a "settlement allowance" of R3 500 a month.

The committee approved 36

calendar days' annual leave for the protector, in addition to an existing leave benefit of three and a half months for every four years of service, granted at the discretion of the Speaker. Parliament still has to approve the decisions.

■ Legislation to allow public servants to retire at age 55 rather than 65 would save the State up to R400-million and promote staff mobility and representivity, Public Service and Administration Minister, Zola Skweyiya said. - Parliamentary Correspondent and Sapa.

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De Kock 'fought an ideology and not

Stephané Bothma

PRETORIA — Years of hunting Swapo guerrillas in former South West Africa had blunted Eugene de Kock's emotions to such an extent that he could kill in cold blood, the Transvaal Supreme Court heard yesterday.

He had therefore been vulnerable to exploitation by superior officers who had used the former Vlakplaas C10 commander to do their "dirty work", Unisa criminologist Anneli

van der Hoven testified

Van der Hoven was testifying in mitigation of sentence following De Kock's conviction on several murder, attempted murder, conspiracy to murder and fraud charges

"For De Kock the (bush war in South West Africa) never ended. He regarded the high crime rate as urban terrorism," she told Judge Willem van der Merwe.

His ideological beliefs — that communism and socialism must be combated — had been exploited

(251) Bp 10/10/96

She said De Kock had one main motivation for his actions, namely his mission to conquer the enemy.

The former policeman therefore fought an ideology and not individuals. However, she said he also had a need to achieve and to receive recognition for his achievements, which was probably why he had attempted to make C10 the best counter-insurgency unit in the police.

De Kock's crimes must not be seen in isolation, but rather within the system in which he operated. In

the bush and also at security police units such as Vlakplaas, norms, values and rules existed which radically differed from those of normal society," Van der Hoven told the court.

He had also learnt that the end justified the means and it did not matter how the enemy died, as long as the country was safe.

Referring to De Kock's childhood where his father, a strict and aggressive chief magistrate in Springs, had been his role model, Van der Hoven said in a typical Afrikaans culture

little boys were taught to be "men" and not to cry.

"Giving expression to aggression was acceptable and even encouraged by, for example, playing a contact sport such as rugby."

Children were also indoctrinated to have respect for authority. "Whatever government decides, is right," children were told, and as a result De Kock more readily accepted orders from an authority such as the police.

De Kock to a large extent dehumanised his victims. They were

not regarded as individuals with feelings, but as a stereotype subject

"During operations De Kock saw his victims as a terrorist, a communist, a robber, scum or a monster and categorised them as the enemy. He told me he got no personal satisfaction from killing his enemy. His purpose was to prevent the enemy from infiltrating SA," Van der Hoven said.

"I believe, however, that he did personally benefit from his deeds. He received several medals for bravery. He also achieved a certain status ...

and was promoted for the manner in which he performed his tasks."

She said a long period of imprisonment would in the long term not serve any purpose and would merely be retribution. She suggested he receive psychiatric treatment in prison and was helped to formulate a new purpose for life. "His feelings of helplessness ... and his suicidal tendencies will be enhanced only if he does not find a new purpose."

Evidence in mitigation of sentence continues.

INQUIRY: STEPHANÉ BOTHMA HEARS

Real power is economic

Govt is paying consultants R1b

(250)
Sewerjan
10/10/96

By Waghied Misbach
Political Reporter

GOVERNMENT currently spends about R1 billion to hire nearly 2 360 consultants in various national and provincial government departments, a special report by the Office of the Auditor-General revealed in Parliament yesterday

However, chairman of the joint standing committee on public accounts Ken Andrew, warned the committee that the "figures were very preliminary and very soft" because the amounts could include the total cost of a project including materials

According to the report some consultants earned well over R1 million

The report was completed within seven working days and does not

Some are earning well over R1 million, says special report

include figures from Deputy President's Thabo Mbeki's office, the Auditor-General's office, the South African Communication Service and the South African Management Development Institute

Only three of South Africa's nine provinces submitted figures

The report comes after the release of an Auditor-General's report last month that showed that the taxpayer was losing millions of rands because of inadequate financial controls to police the system

Government had been under pressure to tackle the problem after it was discovered that the Mpumalanga gov-

ernment had paid political and economic analyst Eugene Nyati R15 000 a day for his services as a consultant

The latest report showed that the Department of Water Affairs currently spends about R200m on 219 consultants, followed by State Expenditure at R91,5m on 304 consultants, the SA National Defence Force at about R86m on seven consultants, SA Police at R53,5 million on 32 consultants, Trade and Industry at R41,8m on 33 consultants, SA revenue Services at about R32m on 105 consultants, Correctional Services at about R15m on 48 consultants and Education at about R12m on 12 consultants

Bill for govt consultants (250) expected to exceed R1-bn

Star 10/10/96

Department of State Expenditure survey follows report which uncovered serious problems surrounding use of experts

SAPA
Cape Town

Thirty-five government departments and four of the nine provinces had allocated nearly R800-million for consultants' fees in the current financial year, a survey conducted by the Department of State Expenditure has found.

The survey was conducted very hastily and its results were not completely reliable, Tobie Verwey, a deputy director-general in the department, warned when he presented the figures to Parliament's public accounts committee yesterday.

The total government bill for consultants was likely to exceed R1-billion.

Five provinces, as well as the office of the Deputy President and the Reconstruction and Development Programme had not provided details of the consultants they employed. Uncertainty also existed as to the exact definition of a consultant.

The KwaZulu Natal government provided more than R241-million for consultants, and this figure was based on incomplete

figures. By comparison Gauteng's budget totalled R64,6-million.

Water Affairs and Forestry had the highest budget for consultants of all national departments (R173-million) followed by the Defence Force (R84-million) and Trade and Industry (R41,8-million).

The committee's hearing on consultants followed the release of a special report by the Auditor-General Henri Kluever, which uncovered serious problems surrounding the use of consultants by the state.

Kluever said shortcomings in the appointment process had largely been addressed, but directives governing this were still frequently ignored. There were still no guidelines as to suitable levels of remuneration for consultants.

Director-general of state expenditure Hannes Smit said there were few tender irregularities that went through the national tender board. Most problems existed within the provincial administrations.

He stressed that the issue of getting value for money was far more important than ensuring consultants were employed at the lowest possible price.

Cape chamber welcomes decision on public works

BUSINESS REPORTER

(250) (250) ARG 10/10/96

The plan to transform the Department of Public Works into a businesslike operation is most encouraging, says Alan Lighton, executive director of the Cape Chamber of Commerce and Industry.

Mr Lighton said he hoped similar programmes would be carried out not only in other national departments, but also in provincial and local government where urgent restructuring was just as essential.

"The chamber warmly welcomes the Government's recent announcement that the Department of Public Works is to cut its staff by 5 000, and transfer half of its functions to the private sector over the next five years

"Director-General Siphon Shezi says

that this is the upshot of two performance audits which highlighted shocking maladministration, including inefficient use of facilities, excessive waste, cost over-runs, and poor project management "

He said the chamber had lobbied Government "way back in 1986" to appoint an independent task group to implement a programme of performance audits to achieve greater discipline and efficiency in state spending.

"We urged the private sector consultants to be involved in the critical performance process to highlight wasteful and inefficient practices.

"The Government took the chamber's advice and, over the years, studies have undertaken in various departments - including Public Works - to pinpoint areas where cost savings could be achieved."

Consulting paralysis 'crippling' W Cape

ANDREA WEISS
METRO CORRESPONDENT

Consultation "paralysis" is crippling the Western Cape, according to the Red Tape Commission, which has delivered a lengthy report to Premier Hennis Kriel.

The commission, chaired by former cabinet minister Chris Hennis, was appointed by Mr Kriel to make recommendations on how to make the province more investor-friendly by streamlining existing planning legislation.

Mr Kriel said after receiving the report

that the only thing the province could do to encourage investment and to stimulate development was to create a more developer-friendly atmosphere. This was why he had appointed the commission.

The commission, which first sat in March last year, held 33 meetings and 58 working group meetings, interviewed 22 people and received 25 written responses to its work, looking at local government and the province.

Mike Schultz, who handed over the report on behalf of Mr Hennis who was ill today, said one of the chief recommendations focused on the consultation process

"To what extent do you streamline the process so that you do not fall into consultation paralysis, which we fear is at the other end of the scale," he said.

David Curry, also a commission member, said he was strongly convinced that consultation had become "an epidemic", and was retarding delivery to the poor, particularly of housing.

"The very people we are supposed to help are trapped in the consultation process," he said.

Mr Kriel said he would read the report, which examines about 30 laws, and then make it available to the press.

ARC-10/10/96

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Getting to grips with the boom in consultants

Lynda Loxton

THE government is finding that trying to get to grips with the booming consultancy industry is as difficult as wrestling with an octopus. This emerged in the Parliamentary Public Accounts Committee when it considered the special report by Auditor General Henri Kluever on consultancy services.

The committee heard this week that although the regulations covering the hiring of consultants had been beefed up since Kluever released his report, the government was still receiving proposals to appoint consultants at anything between R5 000 and R15 000 day, "which is not acceptable", Kluever said.

To measure the extent of the problem, his department undertook a snap survey of government depart-

ments. State Expenditure Deputy Director General Tobie Verwey said it appeared that the government was employing 2 359 consultants at a cost of about R1-billion this year.

He cautioned, however, that these figures were "very soft" as there appeared to be inconsistencies in figures supplied and replies had not been received from six of the nine provinces, nor from the office of Deputy President Thabo Mbeki.

Most of the consultants were professionals, such as lawyers and architects, who were employed at set rates. But 562, costing more than R230-million, were in the "problem categories" of advisers or information consultants.

There were no professionally set fees for such consultants and they appeared to be asking for what they wanted, no matter what the real value of their services were.

Kluever said there were still no guidelines on acceptable pay levels for consultants and it appeared that no matter how much the regulations might be tightened, "the biggest problem is that they are often ignored".

In view of the case of Eugene Nyathi earlier this year, who was paid R1 million for two months' work by the Mpumalanga province, Kluever was also concerned that the regulations did not, in terms of the Constitution, apply to the provinces.

"This is really a serious problem and we can't walk away from it and just let the provinces do their own thing," he said.

State Expenditure Director General Hannes Smit said, however, that he was liaising closely with the provinces on how to handle consultants.

He said the major problem was that there was no agreement on the definition of a consultant, "and we are running out of ideas on what a consultant is".

In the meantime, his department had decided to stick to the definition that consultancies covered "services contracted out and persons contracted in".

The World Bank, for its part, had said that "advisory and support services are those services that are contractually obtained from non-governmental sources in support of government/departamental policy development, decision-making, management and administration, support and improvement of management systems, and in supervising the execution of government projects".

African National Congress MP Barbara Hogan said she sympathised with Smit's dilemma as the word consultancy was being "used very freely

these days" and covered not only qualified professionals such as lawyers and engineers, but also human resource consultants, information technology experts and advisers.

The latter were "not necessarily vultures living off the state" and played an important role in helping to improve the capacity of the new government to deliver services.

The problem was that they were not "organised" under professional associations and charged a wide range of fees. The government would have to try to find a way of ensuring some consistency in the fees charged.

Officials said that although tendering procedures had been "sharpened up considerably this year" to ensure some control, not all consultants were employed through the Tender Board.

It was agreed that the answer did not only lie in tighter regulations, but in training to ensure that government officials could better manage their affairs, including the employment of consultants.

(250) M45 (PM) 11-17/10/96

'Red Tape' finds Cape brain drain

Civil service is suffering (250)

ANDREA WEISS
METRO CORRESPONDENT

The civil service in the Western Cape is experiencing an unprecedented brain drain due to the "rash" application of affirmative action and rationalisation policies.

This is the view of the "Red Tape" Commission appointed by Premier Hennis Kriel to investigate why development is being delayed in the province

The commission, chaired by former home affairs minister Chris Heunis, has released a lengthy report covering a wide spectrum of legislation affecting development as well as more general issues such as public consultation and the RDP.

But their views on affirmative action are not supported by one of its members, advocate Nona Goso, who says in a minority report on the subject

that she believes the Public Service Commission has done what it could to prepare people for transformation.

"People in the civil service who have chosen to take early retirement packages have elected to do so. Those who have chosen to stay are happy to live with the transformation process."

The commission's other seven members expressed "deep concern" that some of the "highly qualified and experienced officials" who had assisted them were considering leaving the provincial administration in the near future.

"We sincerely believe that the ability and effectiveness of your administration would be detrimentally affected in this eventuality," it says in the preface to Mr Kriel.

Under comments on bureaucratic structures, the commission notes that "political transformation has led to employment uncertainties, particular-

ly amongst senior officials in government departments".

This in turn has caused low levels of personnel motivation and a "general atmosphere of despondency and dejection".

"The loss of expertise and experience as a result of so many members of staff accepting redundancy and early retirement packages has a negative impact on the administrative capacity and quality of the government service in general," the report says

"There is an inclination among many civil servants to leave the service as soon as possible. This position is aggravated by the uncertainty of the future flexibility of the gratuities."

The commission says, while it supports the concept of affirmative action, it should be implemented with "care, circumspection and foresight" and not forced upon the civil service to be finalised in the shortest possible time.

ARG 12/13/96

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Report is critical of SA's big-budget commissions

(250) BO 14/10/96

Nomavenda Mathiane

THE SA government would spend more than R300m on commissions and task groups this year, the SA Institute of Race Relations' commission watch project reveals.

This research and advocacy activity project is being conducted by the institute's parliamentary affairs office. It spotlights and assesses the activities of the government-appointed bodies.

It questions the efficiency and cost effectiveness of several bodies such as the truth commission which has a budget of R75m for 1996/7, the Independent Broadcasting Authority whose budget is R41,5m, the Pan SA Language Board (Pansalb) with R11,27m; and the commissions on human rights (R6,44m), and public service which has an R11,9m budget.

The watch project makes a comparison of the work done by these high-budget commissions with that of the tax advisory committee that has a budget of R338 000 for 1996/7. This committee frequently reports to the finance minister and is presently

conducting investigations into 22 aspects of tax policy.

None of its 14 members is paid a salary. Instead, members claim a fee of R466 for every meeting they attend. Its secretariat consists of employees of the finance department, who fulfil other departmental tasks as well.

The watch project warns of a potential for misuse of powers at these government-appointed bodies as they cannot easily be held accountable for their actions. And unlike public servants, their members are seldom expected to be non-partisan.

The watch project is critical of the human rights commission for publicly accusing private citizens and institutions of human rights violations without conducting full investigations, or proper consideration of the law.

As part of its commission the institute has alerted several parliamentarians to its research results and Senator James Selfe (DP) proposed to the joint standing committee on the human rights commission that it conduct a review of its activities.

TUESDAY
OCTOBER 15, 1996 ★

3 000 MORE TO LOSE POSTS

Job cuts in Western Cape to cost R46m

CT 15/10/96
(250)

PUBLIC ADMINISTRATION consultants are "having a field day" as they are called in to help run departments short of skilled staff after senior officials accepted severance packages. **CHRIS BATEMAN** reports.

THE Western Cape government is faced with a R46-million bill to pay 3 970 staffers who have taken the state severance package so far — and this is likely to rise to R80m by next year as the target of 7 000 retrenchments is reached by March.

This has prompted calls for an urgent inquiry into how to retain critical skills and reduce the growing number of consultants

These were key points to emerge from a combination of questions in the legislature and the findings of a 17-month-old "Red Tape" Commission yesterday

Finance MEC Mr Kobus Meiring said each department was identifying critical posts to be re-filled — but no more than half of these would be

He confirmed that the province has a total workforce of 95 000.

The package, an attempt to cut long-term state spending by "right-sizing" state institutions, was reducing administrative and delivery capacity and encouraging top

staff to leave the service "as soon as possible", the commission found.

The eight-man commission, headed by former Minister of Constitutional Development Mr Chris Heunis, found civil servants to be unwilling, despondent and dejected, to have low loyalty levels, mediocre productivity and to be reluctant to take decisions.

Deputy director of personnel management, Mr Ivan Carolus, was unable to say what percentage of the total staff complement the 3 970 people represented, adding that he was "too short-handed to extract that information this afternoon"

Meiring said the Health Department had so far lost 2 662 posts, Transport and Public Works 480, Environmental and Cultural Services 245 and Social Services 184.

Environmental and Cultural Services has so far lost its chief director, six assistant directors, five deputies, three directors, (27 nature conservators and seven top scientists); Housing, Local Govern-

ment and Planning its chief director and seven deputy directors; Health has lost five assistant directors and one deputy, Agriculture two assistant directors and a deputy; Social Services nine assistant directors, one deputy, and 30 social workers; Transport three assistant directors and one deputy; Finance its director-general, a director, 10 deputy directors and six assistant directors

The R46m payout figure excludes teachers

The commission said newly appointed officials were invariably inexperienced, resulting in public administration consultants having a field day and charging "exorbitant" fees.

It supported affirmative action but urged "care, circumspection and foresight"

An opinion survey among local authorities showed inadequate administrative systems and staff shortages to be causing undue delays in delivery

The commission recommended that the province urgently introduce an incentive scheme to encourage experienced and trained staff to stay on and transfer their skills and orientate remaining colleagues before leaving.

Criticism of consultants 'harms professionals'

(250) BD 16/10/96
THE SA Association of Consulting Engineers expressed concern yesterday at reports that "so-called consultants were paid large sums" by the government "to produce apparently very little".

Association executive director Graham Pirie said the attorney-general's report on excesses and media reports had failed to inform the public that there is a "substantial difference" between consultants, as referred to in the attorney-general's report and consult-

ing engineers, architects and quality surveyors

"Generalisations reflect unfairly on professional consultants whose expertise is indispensable to the country," Pirie said. Failure to distinguish between professional consultants, and a variety of individuals calling themselves "consultants", mainly in management and information services, had caused consulting engineers, architects and surveyors harm.

"These professionals are cer-

tainly not overpaid, having been forced to operate in the buyers' market for more than a decade because of the economy's failure to generate capital projects."

Effective use of professional consultants could help develop the technical capacity of clients in provincial and local government, he said. Government had to encourage these processes and be responsible in its remarks. The Press had to be responsible in reporting these issues. — Sapa.

Halve Gauteng MPLs' annual pay, says DP's Peter Leon



Peter Leon ... critical comment

BY JUSTICE MALALA
Provincial Correspondent

The 10% increase in the salaries of Gauteng MPLs is unjustified and they should be paid half of the R167 000 per annum that they will now be earning, Democratic Party provincial leader Peter Leon has said.

Speaking in his personal capacity, Leon said the increase, which would be backdated to July, showed that the Gauteng government had "the whole thing

wrong; they should be paid half what they are earning".

He said national legislators deserved their salaries as they were working full-time, but the Gauteng legislature only sat for an average of about six weeks a year and passed only about six acts in that period.

He said the DP had not discussed the matter.

Deputy Speaker of the Gauteng legislature Lindiwe Zulu said MPLs' remuneration had not increased since they came into office

following the adoption of the Melamet Report in 1994.

The 10% increase comes as a result of a national cabinet decision to increase the salaries.

Zulu said, however, the increase was not final and was still due for review.

"This increase is an interim measure. The Steyn Commission is looking into the pay of office-bearers and it has been interviewing people about the issue.

"Finality will therefore come with its report, which will hope-

fully be ready sometime at the end of the year.

"It can make recommendations to increase the salaries or to reduce them, as it may decide," she said.

Before the 10% increase, MPLs were earning R154 000 a year, which included a car allowance, office expenses, medical aid and a pension.

With the increase their package will rise to R167 000 (R13 917 a month) and includes an untaxed car allowance of R43 000

(250) Star 18/10/94

'Ghosts' paid R1,5bn in KwaZulu-Natal

BO 21/10/96

(214) (250)

Farouk Chothia

DURBAN — The KwaZulu-Natal legislature's public accounts committee has set up a team of "ghostbusters" to track down an estimated 36 000 non-existent public servants who have been draining the province of about R1,5bn a year.

ANC MP Mike Sutcliffe said a meeting had been scheduled for today with finance MEC Ben Ngubane to win support for an investigation, which would also involve auditors from the private sector.

Sutcliffe said the biggest problem of payments to "ghost workers" appeared to be in the education and health

departments. This was due to the fact that they were the largest departments, and that employees such as teachers and nurses did not work "directly" in the provincial government.

Sutcliffe said there was also a case where salary payments were being made to 600 local government employees in Maritzburg's Edendale township, even though they did no work.

Some of the employees were never at work, and simply came to collect their salaries at the month-end. His estimate was that these payments alone amounted to more than R1m.

In terms of the amalgamation of departments, the Edendale employees ought to fall under the new Maritzburg

transitional local council, he said

KwaZulu-Natal auditor general Chris Foster was quoted yesterday as saying the problem of ghost payments was vast and had become a total "nightmare"

Employees who had resigned because of the amalgamation of the KwaZulu government, the Natal Provincial Administration, the House of Delegates, the House of Representatives and Department of Education and Training were still being paid, Foster said.

However, IFP MP John Aulsebrook said the figures provided by Foster were "purely speculative" as no personnel audit had been done

Exodus of communication service senior staff gains momentum

Stephen Laufer

THE debate about the future of the government's SA Communications Service (SACS) is being pre-empted by a massive haemorrhage of senior managerial staff, who are taking voluntary retrenchment packages.

Figures released by the service show that 62% of officials at assistant director rank and above are taking retrenchment. More than 50% of the organisation's total staff establishment, at least 320 of 602 approved positions,

will be vacant once severance packages have been paid out.

David Venter, adviser to SACS chief Solomon Kotane, said the staff exodus could increase before the severance process was completed next March.

The figures are the strongest indication yet that the SACS, which at peak employed 500 staff and has an annual budget of R50m, is becoming an empty shell and that debates over its future are increasingly academic.

Deputy President Thabo Mbeki's task group on government communi-

cations is to recommend closing the SACS and replacing it with a new and leaner organisation able to service ministerial communicators efficiently and cost-effectively.

However, opponents of the closure, including Kotane and Mbeki's communications chief Thami Ntenteni, who said he was speaking in his personal capacity, believe the SACS should be transformed rather than disbanded. The service should have the same opportunity as the police and defence force to refashion itself, they argue.

The retrenchment figures show that only 23% of headquarters' directorates and subdirectorates will still have a senior manager in charge.

Of two chief director's posts directly under Kotane, one will fall vacant. In the two following ranks, the situation is even more dramatic: 59% of directors' positions and 75% of deputy directors' posts will be vacant.

Four out of nine provincial offices will be without a chief, and some line functions will effectively no longer exist. The international liaison direc-

torate, which looks after guests from abroad and arranges conferences for government departments, will be without any staff.

Project management, which should have a staff of 15, will consist of a secretary and a junior communications officer. Marketing, which should have six employees, will have one typist.

In the provinces, the situation is equally bleak. The 62-strong Gauteng office will be reduced to 28, and the Free State office will have 13 instead of 27 employees.

Williamson denies involvement in Palme's

PD 22/10/96

Kevin O'Grady

SWEDISH Prime Minister Olof Palme was opposed to Soviet-style Marxism and would therefore not have been a political threat to the SA government, former security police spy Craig Williamson, who has been accused of involvement in Palme's 1986 assassination, said yesterday.

Speaking after his return at the weekend from Luanda, Angola, where he was jailed since October 4 by Angolan authorities investigating his business dealings in the country, Williamson denied any involvement in

killings.

He said he had not been to Sweden since before 1980 and said Operation Long Reach, the SA state security operation which allegedly included Palme's assassination, "did not exist until after Olof Palme was already dead".

Convicted killer and former Vlakplaas hit squad commander Eugene de Kock told the Transvaal Supreme Court during evidence in mitigation of sentence last month that Williamson and Operation Long Reach had a role in Palme's assassination. Williamson said he believed extensive international publicity

given to De Kock's statement had "sparked" his arrest by investigators in Angola's Cancer Two cleanup programme designed to rid Angola of illegal aliens.

He said he co-operated with authorities during his two-week incarceration at Luanda's Central Criminalistic Laboratory and was released on Friday "without being charged, deported or repatriated". "There was no contravention of immigration policy."

His business activities in Angola included importing fresh produce, consumer goods and "other perishables", construction, housing development and mining con-

tracking. He denied reports of his alleged involvement in diamond smuggling and gun running.

"I would have been released sooner if not for pressure brought on the Angolan authorities by Swedish officials investigating the assassination of Olof Palme," Williamson, who has admitted involvement in the bombing of the ANC's London offices, said.

On the morning of Williamson's release on Friday, he was collected from the prison "for what I believed would be the 8am flight from Luanda to Johannesburg". However, he was taken to an Angolan government guest facility

where SA intelligence agents and Swedish investigators were waiting for him.

He was questioned for three hours on his involvement in the SA intelligence community, his dealings with Swedish officials since 1975 and allegations of his involvement in Palme's murder, causing him to miss his flight to Johannesburg.

A request that investigators allow him to travel with them on their chartered flight that day was refused and he caught the next commercial flight on Saturday. Williamson said he believed his interrogation without benefit of

(251)

legal representation was highly improper" and he had asked his attorney to write to the Swedish government requesting transcripts of the interrogation.

He said he co-operated with the investigators because "the circumstances prevailing at the time made co-operation seem rather attractive". All future dealings with the Swedish investigators would now be done through his attorneys, Allen Levin and Associates.

Williamson confirmed his attorney had also been in contact with the truth commission's investigative unit with a view to his testifying before the body.

Killing

Northwest aiming for 'leaner' public service

Nomavenda Mathiane
and Kathryn Strachan

BO 22/10/96

(250)

NORTHWEST Province was committed to reducing its public service and would eliminate at least 300 posts in the next few years, provincial finance and economic affairs MEC Martin Kuscus said yesterday.

Speaking at the 40th annual convention of the Institute of Personnel Management at Sun City yesterday, Kuscus said the public service was well oiled but "overblown". The jobs cutback would enable the province to have a "mean and lean machinery".

Northwest premier Popo Molefe told the convention that only by harnessing its human resource potential could SA reverse the legacy of its past.

Molefe said it was necessary to harness this potential as "no political democracy can survive and flourish if the majority of its people are not equipped with skills required to participate in the process towards the goals they themselves helped to define".

Workers were poorly equipped for the rapid changes taking place in the world economy. Small and medium enterprises were underdeveloped, while highly protected industries lowered investment in research, development and training.

The new government had been confronted by two critical challenges: a non-existent labour market policy and a terrible legacy of ingrained discrimination and inequality; conflict on the shop floor, low levels of productivity and a great absence of the managerial and technical skills required to drive an internationally competitive economy.

Wooltru executive chairman Colin Hall said that in order to meet the challenges of the new SA managers had to change their mind sets and redefine their role in terms of leadership.

Sigcau to decide on parastatal salaries

bd 22/10/96 (250) (250) (250)

Lukanyo Mnyanda
and Robyn Chalmers

PUBLIC Enterprises Minister Stella Sigcau would take over responsibility for determining executive salaries at parastatals and had asked privatisation adviser HSBC Simpson McKie James Capel to draw up guidelines, the ministry said yesterday.

This follows a public and media outcry over the "gravy train" salaries of almost R1m a year of some Transnet executives.

Sigcau said at a privatisation seminar yesterday that HSBC was investigating Transnet's pension fund and medical aid in conjunction with Transnet management and the finance ministry.

This followed last week's comments by Deputy Finance Minister Gill Marcus on the pension fund. These included allegations of gross mismanagement and possible fraud.

Marcus called on Sigcau to re-determine the retirement policy and rules of the fund and to "manage down" the deficit of the fund without inflicting further damage to what was an "invaluable asset". The fund's deficit stood at R3,2bn on March 31 this year, a funding level of 89,5% compared with 64,2% a few years ago, she said.

Sigcau told the seminar that "we are on top of the situation and we have been aware of the problems relating to the pension fund and the medical aid there".

Ministry spokesman Wandile Zote said Transnet's salary struc-

tures had existed before Sigcau took over and it was unfair for those who saw them as excessive to blame her.

Government was committed to increasing its control over salaries paid by parastatals and would formulate a policy once it had received a report from its advisers. It was difficult to say how long the process would last.

The advisers would look also at the possibility of linking executives' salaries to the performance of their companies.

"Policy will be formulated with the assistance of independent advisers. We need to get guidelines in place to ensure that the decision does not lie just with the minister," Zote said.

He was critical of the "furore" after the disclosure of Transnet's salaries last week and said it was also worrying that some critics were playing the "race card" by singling out incoming MD Saki Macozoma.

The salaries had been disclosed before, but some people were becoming more vocal about them now that some of the recipients were black.

Meanwhile, a public enterprises department spokesman said the department expected to release comparative information on the salary scales at other parastatals by Thursday.

Asked if the department, with its staff of just 36 people, would be able to monitor salaries effectively at parastatals, he said: "Not a chance."

Investigation launched to blitz ghost workers

Farouk Chothia

(250) BD 22/10/96

DURBAN — KwaZulu-Natal director-general Otty Nxumalo would spearhead an investigation to bring to an end the estimated payment of R1,5bn a year to non-existent public servants in the province, finance MEC Ben Ngubane announced yesterday.

The decision was taken at a meeting attended by Ngubane, Nxumalo, treasury secretary Siphon Tshabalala, auditor-general Chris Foster and members of the legislature's public accounts committee, in response to widespread concern over "ghost" payments.

Ngubane said Nxumalo and Foster had been requested to employ a consortium of auditors to conduct the first phase of investigations. It would have to complete its work by the end of next month.

ANC MP Mike Sutcliffe said the consultants would identify problems in the personnel salary system. This would include names of public servants appearing more than once and people of retirement age listed for payment.

The consultants would report on a weekly basis to Nxumalo and committee members, Sutcliffe said.

Ngubane said the problem had arisen as a result of the amalgamations and rationalisation of departments. He said both the executive and legislature were committed to finding solutions.

Foster said at the weekend that public servants who had resigned were still drawing salaries. Sutcliffe said there were reports of teachers who drew salaries but were never at school.

A second phase of investigations would identify culprits and legal steps would be taken against them.

Zuma vows to intensify fight

Kathryn Strachan

SA HEALTH Minister Nkosazana Zuma vowed yesterday to intensify her anti-smoking campaign in the wake of a scorching attack by Rembrandt Group chairman Johann Rupert.

She would do everything in her power and within the confines of the constitution to ensure that ever fewer children smoked in SA. Making cigarettes less affordable and banning advertising were important elements of her plan to do this, she said.

The World Health Organisation had recommended banning tobacco advertising and promotions, but she stopped short at announcing any plans to put that recommendation into effect.

Rupert's attack came after Zuma said police were investigating charges against four tobacco companies flouting advertising regulations.

BD 22/10/96

No pay for 1 000 *amakhosi* employees

(250) Nov 23/10/96

By GOBA NDHLOVU

About 1 000 employees working for 20 traditional authorities in the former KwaNdebele in Mpumalanga province have not been paid their salaries for five months.

The employees of the KwaNdebele *amakhosi* (traditional chiefs) include *amakhosana* (princes), *indunās*, tribal executive

committee members, administrative clerks, tribal police, and cleaners. They are employed by the Ndzuzu-Mabhoko, Somphalali, Fene, Makerane and other smaller traditional authorities.

Mpumalanga Premier Mathews Phosa's spokesman Oupa Pilane said the employees of the traditional authorities did not fall under the Mpumalanga provincial government.

Huge reshuffle of council workers

CT 24/10/96 (250) (25)

PETER DENNEHY

THE Cape Town City Council is to lose 7 000 of its 18 500 employees to other councils in the next eight months in a huge local government reshuffle, consultant Mr Nico McLachlan said yesterday.

Most will probably join the Cape Metropolitan Council

The council's executive committee yesterday approved a new slimmed-down structure of its own departments — while two of the council's unions protested in a room across the passageway

The new structure reduces the number of departments from seven to five. One of the five new top posts, head of a transformation department, will be filled on a contract basis and fall away after three years

The jobs of the top dozen or so council officials will be advertised. People in the jobs will be entitled to re-apply for their own posts. Appointments of the town clerk and the five heads of departments will be made on December 12.

The new departments are finance, municipal services (which include engineering, fire, traffic and ambulances), planning and

economic development, transformation, and community development (which includes housing, health, libraries, amenities and parks and forests)

Even officials in posts just below that level will have to re-apply for their jobs where the job description changes significantly with restructuring.

Mr Chris Hagen, deputy secretary of the Cape Town branch of Imatu, a 10 000-strong union branch within the council, confirmed yesterday that his union and the Professional Staff Association had objected to the way the restructuring was being done

Six of the present seven heads of department are union members — Mr Gys Hofmeyr, Mr Ed Landsberg, Mr Arthur Clayton, Mr Fred Berwyn-Taylor, Dr Michael Popkiss and Mr David Beretti.

Hagen said agreement had been reached that "staff must follow function" — if your job is transferred to another municipality, you must go with it. He regarded the redefining of posts as new jobs as unfair and against the spirit of agreements already reached.

The dispute will now go to the full Labour Forum.

No severance pay queues at agriculture

(2) (250)
Louise Cook

NO 24/10/96

THE agriculture department was not facing a major staff exodus at this stage, with 235 applications for severance packages approved so far, director-general Frans van der Merwe said yesterday.

This was not a large number, taking into account Pretoria had a staff complement of well over 3 000, he said. "But we are holding back on a further 40 applications, most of them at the directorate of plant and quality control. Those are key positions and could affect services."

Plant and quality control acting director Eben Rademeyer said the applicants were experienced technicians involved in testing plant and animal material, earmarked for international trade. The department was negotiating with them to ensure the service was not affected.

The relatively small number of applications in the Eastern Cape and Northern Province agricultural departments have dashed hopes of trimming staff levels.

So far only 50 people in the Eastern Cape — mostly senior extension officers — and 38 out of more than 11 000 in Northern Province had applied for severance packages.

5 000 jobs to go in public works restructuring

BY JOVIAL KANTAO
Political Correspondent

The Department of Public Works is to retrench more than 5 000 workers in the next five years and embark on a programme to privatise some of its services

The department has also revealed plans to sell or lease superfluous assets and encourage government budgetary reform and the principle of user charges

These proposals were contained in the department's green paper, which was launched in Midrand yesterday.

Director-general Siphoshezi said the document was an attempt by his department to establish a durable strategy that outlined key departmental programmes for the next few years. It also demonstrated how the Government's broader socio-economic objectives would be met in part through expanded investments in public works and dynamic changes in the department's

approach to property investments, property, facilities and project management.

Shezi said his department would continue to examine and restructure the way in which it provided public facilities.

"Internally we will apply strategic management procedures in pursuit of sound business practice, in the context of socio-economic objectives. This will entail a process of departmental right-sizing over a period of five years in which, through attrition, severance packages and voluntary transformation of employees into entrepreneurs, our staff component will be significantly reduced," he said.

On the commercialisation of some services, Shezi proposed that some maintenance, property management and other essential services carried out by his department should be privatised and offered to small, micro and medium-sized enterprises (SMMEs)

"SMMEs will be given priority

consideration in maintenance outsourcing, and the limited scope for entry for less experienced providers will be addressed, including reducing the severe limitations imposed by existing procurement requirements. Support will be provided to small maintenance contractors in four main areas: continuity of work, access to advice, access to training and finance," he said.

The paper also proposes the establishment of a property investment policy and guidelines for the Government to have a uniform policy, principles, procedures and criteria for property investment to apply to all state bodies and users.

Shezi said challenges facing the department included revising the regulatory environment and persuading client departments to take control of their accommodation budgets with the proviso that, for a further three years, the departments should be obliged to purchase property and facilities management from the Public Works Department.

Radebe plans to save in salary, operational and capital expenses

Public works builds for future

JONATHAN ROSENTHAL

Johannesburg — Jeff Radebe, the public works minister, said yesterday that his department would be restructured to achieve savings in salaries, operational expenses and capital expenditure

The department plans to cut 5 000 of its 8 000 posts amid the commercialisation and privatisation of its building maintenance functions and a five-year phase-in to allow full private sector competition in the provision of buildings for government departments

Reducing the department's staff complement over five years would be achieved through offer-

ing staff severance packages, attrition and "the voluntary transformation of employees into entrepreneurs

"The government's macro-economic strategy for growth, employment and redistribution stresses that careful management of the overall government wage bill is central to our fiscal strategy," Radebe said

Among the proposals outlined in a Green Paper released yesterday was a revision to the regulatory environment which would see government departments taking responsibility for their own accommodation budgets

Accommodation costs for departments, estimated at about

R450 million a year, are presently reflected on the department of public works' budget. Three years after assuming responsibility for their own accommodation budgets, departments would be able to source property and facilities management services directly from the private sector

Cabinet had passed a memorandum providing guidelines for public and private sector partnerships whereby the private sector would design, build and manage property assets for the state

The department was also conducting an audit of superfluous properties in state hands which could be leased out or sold. These included a property in Tokyo,

which could be worth \$100 million, and 900 prestigious houses in the North West province

Dick Persson, the director-general of the New South Wales public works department which assisted South Africa in the formulation of the Green Paper, said his department had embarked on a similar restructuring in 1988

Persson said his department had faced the threat of closure, with all its functions moving to the private sector

"It is now clear that where governments around the world did close down their capital works and property services arm, they have usually come to regret it."

(250) CT(BR) 25/10/96

Shake-up in public works dept policy

BD 25/10/96
Ingrid Salgado

THE public works department has proposed a broad restructuring process which includes reduced capital expenditure, commercialisation, greater private sector involvement and staff cuts.

The proposals were presented by Public Works Minister Jeff Radebe in Midrand at the launch of the department's green paper yesterday.

The focus on core activities would reduce the department's staff complement from 8 000 to 3 000 posts, public works director-general Siphon Shezi said. This would be effected through severance packages, attrition, commercialisation — in which some staff could be absorbed into new structures — and retrenchment.

Administrative staff were expected to be most affected by the effort to do away with duplication and fragmentation. The department hoped to minimise retrenchments, which were nonetheless "a reality", Shezi said.

Radebe said right-sizing would deliver substantial savings in the salary bill and operational expenses. Capital spending would also be cut by using a focused capital investment strategy, proper financial controls and the possible scaling down of capital projects to use accommodation space optimally.

The green paper proposed a greater role for the private sector in maintenance services to address a massive maintenance backlog. Small, medium and micro enterprises should be given priority when out-sourcing, and limitations imposed by the procurement system should be reduced. Cleaning, security, gardening, maintenance and

property administration functions could be commercialised.

Shezi said the department envisaged working more closely with the construction industry in property development — public works spent more than R700m a year on capital projects alone — and hoped to co-ordinate industry involvement in this sphere. This presented scope to improve job provision and to develop skills and small, medium and micro enterprises.

From the 2002/03 financial year, departments would be able to source property and management of facilities services from the private sector.

The department's core function was infrastructure delivery but job creation would be facilitated by changing the rules governing the provision of infrastructure to increase labour intensity and to focus on community-based public works programmes.

Property management, which was haphazard, should be consistent with broader policy objectives. For example, it would be fruitless to build extra correctional services facilities when the crime prevention strategy could curb crime over the next few years. The department, which had to establish a comprehensive assets register, hoped to sell or lease superfluous properties and land holdings within its portfolio.

The green paper said social objectives should inform property investment decisions. This included packaging properties up for sale into smaller units for easier acquisition by small business, increasing labour-intensiveness in the construction industry and paying more attention to government facilities in underserved areas.

Govt cracks down on salary fraud

John Dlodlu

HARARE — Eastern Cape's government would stop using the electronic payment system within the next two months to clamp down on teachers fraudulently drawing salaries, Deputy President Thabo Mbeki said last week.

The case involved hundreds of "ghost teachers" who continued to draw salaries from government without offering any lessons, Mbeki told the International Herald Tribune conference on trade and investment. He said the province had uncovered "ghost teachers" — people who drew salaries from the state although they did not work — and said the practice appeared to be the legacy of the previous regime.

Mbeki disclosed the move to clamp down on corruption soon after the KwaZulu-Natal public accounts committee established a team of "ghost-busters" to track down 36 000 fictitious public servants who had drained the provincial fiscus of about R1,5bn.

On Friday Eastern Cape director-general Thozamile Botha said a sample of 10% of the province's teaching profession had found that 152 "teachers" were being paid although they did not work for government. He expressed fears that the scale of corruption could be extensive.

An estimate of the cost could not, however, be obtained.

Botha said a tender would be put out for accountants in the next month to help the province uncover the extent of corruption and to conduct a massive head count.

Public servants would be asked to physically collect their own salary

cheques at the end of each month to verify their existence.

The investigation by independent accountants would also identify the culprits, although both Botha and Mbeki said this appeared to be part of the baggage they had inherited from their predecessors.

While it was relatively easier to detect corruption within the education department, it was difficult to do so in the welfare department, where monthly grants continued to be paid out to people who did not exist.

"Corruption in welfare is a sophisticated system of fraud. It is not easy to detect," Botha said.

Provincial sources said the problem of corruption appeared to be worse in provinces which had inherited the former bantustans, where controls were lax or non-existent.

Eastern Cape, which brought together public servants from the former Cape provincial administration and the Transkei and Ciskei homelands, was also facing problems in implementing plans to reduce its public service and improve conditions of service.

Botha said the province had discovered that the number of bureaucrats seeking severance packages had suddenly soared to nearly 2 000 from 1 000. This was due to the fact that people who had been given posts in the rationalised provincial bureaucracy had now applied for severance packages, he said.

It was not immediately clear how much the taxpayer would have to pay if the superfluous public servants also had to be cut loose from the public service with severance packages.

250

BD 28/10/96

No policy for paying advisers

Sowetan 29/10/96
(250) (~~259~~)

By Rafiq Rohan
Political Correspondent

Premiers of the Western Cape and Free State do not employ advisers

IN THE ROW that has erupted between the portfolio committee on home affairs about the earnings of the special adviser to Minister Mangosuthu Buthelezi it has emerged that there appears to be no uniform policy regarding payments to different special advisers.

However, they all earn astronomical salaries courtesy of the taxpayers.

Dr Mario Ambrosini, adviser to Buthelezi, earns a monthly salary of R28 800 a month with huge expense claims.

Some of the ministries, like Arts, Culture, Science and Technology pay advisers by the hour. They have four advisers, Dr G Sibuya, Mr M van Graan, Professor L Schlemmer and Professor J Sellschop, who all earn R150 an hour.

Correctional Services, Land Affairs and Defence pay their advisers R24 000 a month.

Ambrosini earns the same as the advisers of Deputy President Thabo Mbeki, Advocate M Gumbi, Mr V Mavimbely, the Reverend Frank Chikane and Mr M Ngoasheng, who earn R28 800 a month.

President Nelson Mandela's one adviser, Professor Fink Haysom, earns the same.

Lowest paid adviser

Minister of Justice Mr Dullah Omar's special advisers are the lowest paid. Both Mr V Pikoli and Mr E Daniels earn R18 150 a month each.

Also, Gauteng premier Tokyo

Sexwale pays his two advisers, Ms M Xayiya and Mr M Phillips R24 000 a month, Eastern Cape premier Raymond Mhlaba pays P Maqubela R28 800, Northern Cape premier Manne Dipico pays both Mr M Mthembu and Mr K Mathews R28 800 a month.

Northern Provinces pays Mr L Mahlangu, Mr G Pitje and Mr P Mothle R24 000 a month each.

North West pays Professor Coetzee R180 an hour while KwaZulu-Natal pays Mr W van der Merwe and Mr A Ngcobo R19 000 each.

The premiers of the Western Cape and Free State do not employ special advisers.

Govt packages spur skills loss

Farouk Chothia

(250)

BD 30/10/96

DURBAN — KwaZulu-Natal local government MEC Peter Miller said he was opposed to the voluntary severance packages and retirement schemes offered to public servants, as it was resulting in government losing much needed skills and expertise.

He supported affirmative action, but it was "unwise to throw the baby out with the bath water". A perception had set in among white males that they were not wanted, and they were leaving in "droves".

Miller said ministers should decide on retrenchments. The current system had created a situation where staff whom the government had to "get rid" of were staying, while competent officials who were "readily employable" elsewhere were leaving.

only sets out key programmes for the next few years, but conclusively demonstrates how government's broader socio-economic objectives will be met in part through expanded investments in public works, and dynamic changes in the department's approach to property investments, property and facilities management, and project management "

PWD director-general Siphso Shezi, the driving force behind what he calls a "paradigm shift" in public works, aims to rationalise the department's staff complement, commercialise many services and promote partnerships with the private sector

Shezi also foresees the "launch of the most ambitious and potentially most rewarding programme of infrastructural development ever seen in Africa," which would "ensure sustainable growth throughout SA society "



Jeff Radebe

In carrying out its mandates to provide government accommodation, maintain facilities and "influence and stabilise the construction and property industries," the department takes its cue from the RDP, government's macro-economic strategy and the White Paper on transforming the public service

The PWD aims to play a major role in generating higher growth and employment, partly through job creation and by efficiently managing public assets which represent major investments in infrastructure, electrification, telecommunications and information technology

The department says it has a strong basis from which to "influence" developments in construction and the property market. Each year investment by public authorities accounts for 10%-15% of all new residential buildings, 15%-25% of all new nonresidential buildings and 50%-75% of all construction works

The PWD property portfolio includes 112 000 properties (excluding those in the former TBVC homelands)

Of these, 58 000 are parcels of land, 26 000 residential (excluding government's public housing stock), 3 600 offices and 25 000 other buildings. An additional 7 500 properties are leased, including 1 700 offices

PUBLIC WORKS

250

A NEW APPROACH

FM 1/11/96
The Public Works Department (PWD) aims to transform itself into an effective, efficient and cost-effective service, while contributing to government's socio-economic objectives. These goals are set out in a Green Paper released for comment by Minister Jeff Radebe last week.

Based on "international best practice" to guide policy, the document attempts to establish a "durable strategy that not

He is adamant that he will never do business in Uganda again. "If this had been a bad business decision on our part, I will accept that. What however concerns me is the total breakdown of justice in that country and that we are unable to obtain a court order to stop the vandalising." *Eddie Botha*

Skweyiya admits he's in trouble

(250) MTG 1-7/10/96

Marion Edmunds

THE Minister of Public Service, Zola Skweyiya, acknowledged this week he was in trouble. At a meeting held behind closed doors in Parliament, he bluntly sketched the serious problems undermining transformation in the public service and appealed to parliamentarians, officials and international development experts for help.

It is expected that the Parliamentary Portfolio Committee will, as a result of the meeting, start to play a more active role in monitoring the public service, and putting pressure on wayward departments to tighten their belts.

According to a range of sources, Skweyiya admitted that the rationalisation of government departments had been too slow at best, and non-existent at worst. He reportedly said provincial departments had not rationalised at all, despite frequent promises to do so. He singled out the departments of Health, Education, Labour and Home Affairs as those which had been making an effort to cut down on costs and numbers.

He reportedly also told the group that the government's right-sizing programme — which aimed to cut down the number of unnecessary posts in the public service — was severely undermining expertise in the public service, and resulting in a haemorrhaging of essential skills. These skills were necessary to get the troubled administrations of provinces back on their feet.

He also spoke of the waste of money through the payment of "ghost" workers, which he said was a larger problem than acknowledged by authorities. He said that more than a billion rand was being spent on ghosts' salaries.

Skweyiya's difficulties will be further compounded by negotiations in the Public Service Bargaining Chamber which start in Cape Town on Monday. It has been rumoured that an agreement signed between the unions and the government this year — in which unions secured higher wages for their members in coming years following the abolition of government posts — may have to be revisited because of a failure to abolish enough posts in time. It is said that only 15 000 of the intended 40 000 have been abolished.

This was sharply denied yesterday by Skweyiya's representative, Thandeke Gqubule, who said the government was committed to paying public servants' salary increases and there was no link between the success of the voluntary retrenchment programme and the payment of salaries.

Should this be the case, it is expected that tensions between Skweyiya and Minister of Finance Trevor Manuel will rise in Cabinet as the public service fails to make the personnel cuts necessary to make the savings on the wage-bill demanded by the macro-economic plan.

This week a report on administrative problems in the Eastern Cape was tabled in Cabinet, with recommendations on how to solve some problems.

Skweyiya and the Parliamentary Portfolio Committee chairman, Salie Manie, say they will hold a media conference on Tuesday to announce a plan of remedial action to fix the Public Service's problems. They will also announce their intention to stage a major conference early next year to discuss the problems inhibiting the delivery of government services.

Public service employment keeps rising

Greta Steyn (250)

A MASSIVE increase in black employees in government was evidence that affirmative action programmes in national departments had been successful, the Central Statistical Service said in an analysis of racial trends in the public service released yesterday.

The figures showed the rise in black staff numbers had not been completely offset by a reduction in white workers, so that the total number of employees in the public sector continued to rise.

BD 11/11/96

Overall, central government departments had employed 25 807 more people in the year to June, while the provinces had added 12 207.

The increases occurred despite government's commitment to cut back staff in a move to create a leaner, better paid public service.

Up until now the salary increases have taken place, but there has been no evidence of cutbacks in staff.

The statistics showed a rise of 11-

Continued on Page 2

Employment (250)

Continued from Page 1

most 12% in the number of "Africans/blacks" employed in national departments in the year to June. The number of new black employees totalled 31 437 workers.

The CSS said the number of blacks employed in the national departments was increasing steadily and was near-

ing the 300 000 mark after an increase of 8 006 between the first and second quarters of this year.

Employment in the public sector as a whole, including parastatals, rose by 43 476 workers or 2,3% in the year to June.

CSS said public corporations had shown a significant increase of 3,1% in the number of blacks employed between the first and second quarters of this year, while white employment fell almost 3% or 2 108 workers.

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THE government will this week dispatch an emergency task team to bolster the Eastern Cape's administration — in danger of total collapse as a result of corruption, maladministration and massive fraud.

Dr Zola Skweyiya, the Minister of Public Service and Administration, will oversee the operation. He said the province was facing "a terrible crisis".

The high-powered team will be headed by the director general of the Department of Public Service and Administration, Dr Paseka Ntsholo. It will include international specialists with experience in rebuilding collapsed administrations in countries such as Uganda. The move follows Deputy President Thabo Mbeki's direct involvement in efforts to halt what Skweyiya has described as a "paralysis" in the administration of Eastern Cape.

Four weeks ago, Mbeki led a cabinet delegation to the Eastern Cape to discuss the crisis with the provincial executive. It included Skweyiya,

Finance Minister Trevor Manuel and the Minister of Provincial Affairs and Constitutional Development, Valli Moosa.

A team headed by Ntsholo was asked to do a follow-up investigation.

Its report, which is still being finalised, is expected to highlight:

- Serious shortcomings in the province's accounting system, to an extent that, for example, the welfare department does not know how many people get grants yet wants more money from the central government,

- A shortage of properly trained staff,

- The number of superfluous public servants in the province since the amalgamation of the former administrations of the Transkei, Ciskei and South Africa,

- Enormous expenses incurred hiring independent companies to do the job,

- Low morale among public servants, who report for duty but do no work,

- The government garage's failure to keep a record of the number of cars under its control, or of how many have been bought, sold or crashed in the past five years, and

- The problem of "ghost teachers" fraudulently drawing salaries. The extent of this problem is not known, but it is believed the fraud runs into billions of rands.

"There is a crisis, a terrible crisis which we cannot sit on or hide," Skweyiya said this week.

However, the director general of the Eastern Cape, Thozamile Botha, vehemently denied his administration had lost control.

"The notion of a mess is wrong. We are asking central government to help us solve our problems. We have been able to identify strengths and weaknesses and have asked for assistance," he said.

He said he was in control of the situation, but admitted the "ghost teachers" had to be sorted out.

By CYRIL MADLALA
Parliamentary Correspondent

Gauteng Public Service Commission, and the director of public service reform, Dr Mala Singh.

They will be bolstered by experts from the British Overseas Development Agency and Swedish economists, Alf Carling and Bjorn Bengtson, who are gurus on the impact of maladministration on local economies.

The Britons are Dr Ashley Steele, who specialises in organisational development and restructuring, and Trevor Davis, an expert in human resource management.

The British and Swedish governments have committed aid worth R14-million to help the province get its house in order.

Skweyiya would not be drawn on the political implications of having a provincial government that could not administer its affairs.

"The report will be sub-

mitted to President Nelson Mandela.

"Probably, he and the national executive committee of the ANC, together with the provincial leadership will look into that," he said.

Mandela was scheduled to meet the Premier of the Eastern Cape, Raymond Mhlaba, at Qunu in the Transkei on Friday.

Mhlaba is believed to have told senior colleagues in the ANC he is willing to step down if asked to do so by the party.

The ANC's provincial congress next month is expected to start preparing for Mhlaba's departure by strengthening the region's leadership with members of Parliament.

ANC members say the party's chief whip, the Rev Arnold Stofile, is likely to take over as leader of the ANC in the region but is unlikely to replace Mhlaba as premier yet.

"We need to have that cleaned up before the next financial year in April," he said.

Skweyiya said the emergency team would include Chris Dreyer, the director of human resource management, Advocate Sandile Nogxina, the deputy director general of human resource development; the chief director of human resource development, Grlie Majola-Pikoli, the Rev Walter Mbete, a member of the

ST 3/11/96

(260)

Ghost civil servants steal billions from beleaguered province

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"merciful or forgiving" about the NP, which governed over a "rotten system" that bred "prime evil"

The DP would remain an independent party, but would still co-operate with other opposition parties to check the "hegemonic" tendencies of the ANC

Anglo American group public affairs consultant Michael Spicer said

he was optimistic about SA's future. He was getting frustrated with the gloomy scenarios portrayed at dinner table discussions, and "ultimately people should either put up or go"

He believed the DP should help dampen "panic-stricken voices" It should not be associated solely with criticism. Criticism should come from being "actively involved".

Foreign govt advisers to require Cabinet approval

SD 4/11/96

David Greybe

(250)

CAPE TOWN — Government's multi-million rand system of special advisers is to continue until at least the 1999 election — but foreign advisers, such as Mario Ambrosini of home affairs — will require special Cabinet approval

The decision was taken at a Cabinet meeting two weeks ago, the office of the Public Service Minister Zola Skweyiya, who presented a report on the issue, said at the weekend

Public service spokesman Thandeka Gqubule said the Cabinet had decided there would be no change to the government policy which allows ministers and provincial premiers to appoint special advisers. "The existing rules regarding special advisers are still relevant"

At present at least 45 special advisers are reportedly employed by members of Cabinet and provincial premiers Gqubule said the only policy change was a decision by Cabinet to stop the appointment of "non-SA citizens" as special advisers, such as Home Affairs Minister Mangosuthu Buthelezi's controversial adviser

Buthelezi would have "to go before the Cabinet and motivate for Ambrosini's continued appointment", the spokesman said on Friday

Finance Minister Trevor Manuel also has a foreign adviser, R Michell.

The reason which led to the appointing of special advisers, "ANC anticipation of an icy bureaucracy on coming to

power", still applied, Gqubule said..

She said the system of special advisers would last for the remainder of the so-called "transitional years" until the next general election in 1999.

The issue of special advisers came to a head last week in Parliament when Ambrosini appeared before the home affairs committee for supposedly running up excessive expenses, and for working for the IFP and not the state.

However, the attempt by the ANC-dominated committee to put the IFP leader's adviser on the carpet backfired when Ambrosini pointed out that presidential adviser Nicholas Haysom had done similar work, including work of a constitutional nature, for the ANC.

Ambrosini was called to account for R500 000 in expenses over the past 27 months His salary for the same period totalled an estimated R777 000 before tax Ambrosini said all his expenses claims had been properly processed by the department, and this was confirmed by home affairs director-general Piet Colyn

According to documentation handed in at the hearing, only seven national ministries and two premiers have not appointed special advisers.

Within national government, Deputy President Thabo Mbeki and the arts and culture ministry, at four each, have the highest number of special advisers. Northern Province premier Ngoako Ramatlodi appointed three advisers at a salary of R24 000 a month at the beginning of this year

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Hunt on for 'ghost (250) civil CF 6/11/96 servants'

BARRY STREEK
POLITICAL WRITER

THE government has established a "ghostbuster" squad to get rid of civil servants who are paid salaries but do no work.

Public Service and Administration Minister Dr Zola Skweyiya estimated yesterday that between four and six percent of civil servants were "ghosts".

Ghost civil servants are those who are paid a salary but do not go to the office or work for the government.

Skweyiya said ghost workers not only existed but were even being promoted.

He did not know how much these "ghost" workers were costing taxpayers.

South Africa has some 1,2 million public servants. On Skweyiya's estimates, between 48 000 and 72 000 ghost civil servants are being paid — and promoted.

Skweyiya told an ANC media briefing that the problems surrounding the public service had become a national issue, because there was no way the government could improve the lives of all South Africans without an effective and efficient public service.

Change, rationalisation and transformation were therefore essential.

The media and the public had to be patient because this process would affect the lives of "many of our people", especially in the former homelands, where there was little alternative employment.

The government needed the co-operation of the private sector to create jobs and assist in training.

Skweyiya said a special task team had left for the Eastern Cape yesterday to take steps aimed at rectifying the problems it had identified in the province's civil service and to determine training needs.

There were similar problems in the Northern Province, North-West and KwaZulu-Natal.

Skweyiya said much had been done already in Gauteng and Mpumalanga, but problems still existed in all the provinces.

Govt's bid to end corruption

Sowetan 6/11/96 (250)

By Waghied Misbach
Political Reporter

THE Government will send task teams of "ghostbusters" to all nine provinces to help crack down on the "ghost" workers who are robbing the state of billions of rands and to tackle widespread corruption and fraud

This follows a Government report earlier this week which revealed that the Eastern Cape administration is facing total collapse because of corruption and poor administration

A task team was dispatched this week to the region to tackle what has been described as a "terrible crisis" It has been estimated that the state has

already lost R1,5 billion to "ghost" workers in the Eastern Cape

Minister of Public Service and Administration Dr Zola Skweyiya told journalists at a briefing in Parliament yesterday that he could not give an accurate figure in the country, but it ran into billions

Funding Investigation

The Ministry was also trying to raise funds from Government, the private sector and Western governments to help fund the investigation into fraud in the nine provinces

The British and Swedish governments have already pledged to support investigations

The investigation into the Eastern Cape administration has already cost about R14 million, Skweyiya said.

The task team sent to the Eastern Cape would attempt to tackle problems such as lack of proper accounting systems, poor controls over the use of state vehicles and the problem of "ghost" teachers fraudulently drawing salaries

The Eastern Cape investigation was sanctioned by Deputy President Thabo Mbeki, who led a delegation to the province a month ago

The delegation had included Finance Minister Trevor Manuel, and Provincial Affairs and Constitutional Development Minister Valli Moosa

Bid to overhaul police

By Rafiq Rohan
Political Correspondent

(250)
Sawetan
6/11/90

TRANSFORMING the police from its role as an apartheid force to the role it has to play in a democratic order was a tortuous process, Deputy Minister of Safety and Security Mr Joe Matthews said on Monday. He was addressing a workshop on 'Transformation in

the South African Police Services organised by the parliamentary portfolio committee on safety and security

He said that while we still had a long way to go before the SAPS became truly representative, there was "no excuse for the status quo to exist"

"Equality of opportunity for all personnel remains our priority," he said

Matthews said that policing in a democratic society was difficult and "in South Africa the problem is compounded by the fact that our police service does not have a human rights background"

Human Rights

According to a report presented to the workshop from the In-Service and Specialised Training wing of the SAPS, a Human Rights Database will be established in the SAPS next month and it will audit and monitor all human rights violations by members of the police

The database will also

- Further the establishment of a human rights culture,
- Assist with training members in human rights,
- Promote transparency, and
- Assist the Independent Complaints Directorate

Presenting a progress report on representativeness and the equal opportunities programme in the SAPS, Assistant Commissioner Zelda Holtzman said that the police were putting together an affirmative action programme that would redress unequal employment

Matthews also noted that corruption, and the perceived inability of the police to overcome crime, had the potential to discredit the service.

Severance package attracts 'wrong type'

(2570) BD 6/11/96

David Greybe

CAPE TOWN — Government would have to renegotiate a moratorium on the retrenchment of public servants with unions because a voluntary severance package was attracting the wrong type of employees, Public Service Minister Zola Skweyiya said yesterday.

He also said it was estimated 4% to 6% of the state's annual wage bill was being paid out to so-called ghost workers, mainly in the former bantustans in the Eastern Cape, Northern Province and KwaZulu-Natal.

With a wage bill of R64,1bn for the current year, it meant that R2,6bn to R3,9bn was being claimed by ghost workers.

Skweyiya said an added problem was that "ghost workers get promoted too". He described the problem as "very big", and said his department was working closely with the provinces to resolve the problem. A team of investigators began work yesterday

in the Eastern Cape. The Northern Province and KwaZulu-Natal would follow. Skweyiya said government might appeal to the private sector for assistance.

While the rationalisation process under way at national and provincial level had identified surplus staff, government could not retrench them under an agreement concluded with unions in April this year, Skweyiya said.

About 35 000 public servants had applied for the voluntary severance package, but an official said yesterday that most of them were not the type identified as surplus and who government had hoped would accept the package.

The official said the main problem was that most of the surplus workers were from the poorest areas such as the former bantustans, and people living there had no other viable employment opportunities.

Government indicated at the beginning of the year that it wanted to reduce the 1,2-

million-strong public service by about 100 000 employees this year.

Skweyiya said the finance ministry had "complained" last year that the retrenchment package agreed to with unions in December 1994 was proving too expensive and called for it to be renegotiated.

As a result, government and union negotiators agreed in April on an alternative voluntary severance package as part of a three-year scheme to improve conditions of service and remuneration of public servants. The "cheaper" voluntary severance package was instituted in June.

Skweyiya said the rationalisation process had identified employees who had no future in the public service but government's dilemma was that "we cannot retrench them". Staff went to work only "to play cards".

Negotiations are expected to be conducted in the new year in the central chamber of the public service bargaining council.

Cape bid to enforce taxi agreements is postponed

Linda Enson

BB 7/11/96

CAPE TOWN — A Supreme Court judge refused to proceed with an urgent application by the Western Cape government for two rival taxi organisations to submit lists of their operators and routes, until replying affidavits were filed.

The refusal by the Cape Organisation of Democratic Taxi Associations, the Cape Amalgamated Taxi Association and six individ-

ual taxi operators to comply with an agreement they signed two months ago led provincial transport MEC Leonard Ramatlakane to bring the application in the Cape Town Supreme Court.

The application was opposed and postponed to a date to be arranged by the parties. While refusing to proceed until the respondents had time to file affidavits, Justice GA Khun said it did not appear Ramatlakane's applica-

tion could succeed as the agreement he was trying to enforce had no legal or contractual basis.

Ramatlakane hoped a court order would force the taxi associations' members to keep to agreed routes, register with the National Taxi Task Team and surrender all radius permits as they had agreed to do on September 20. The parties have signed eight agreements this year — all of them broken shortly after being signed.

Consultants cost Gauteng R120m

Kevin O'Grady

250

THE Gauteng government had spent more than R120m on employing 1 053 outside consultants and 129 firms of consultants during financial 1996-97, it was disclosed yesterday.

DP provincial MP Ivi Davidson also requested the data in the Gauteng legislature, and some of the sums spent on consultants appeared excessive and one — R54m — spent in 18 months on one consultant doing inquiries, research for the education department, was outrageous.

Other payments Davidson said seemed extraordinarily high were R14,5m spent by the public transport, roads and public works department on 129 consultants during the 1996-97 financial year.

— R11,6m spent by the housing and land affairs department on 26 consultants, and

R420 603 spent by the welfare and population development departments on consultants during a period when figures supplied in the legislature showed that no consultants were employed by the department.

Davidson said the reply by premier Tokyo Sexwale raised many questions than answers, and he intended to ask for details of the consultants' identities, the period of their contracts, total cost per contract and then nature of work undertaken.

In response to questions by Davidson, Sexwale also disclosed that several departments placed no limitations on the ability of consultants to subcontract additional consultants.

BB 7/11/96

BANK HOLDINGS LIMITED

Business set to train government officials

Linda Ensor

CAPE TOWN — The National Business Initiative (NBI) has launched a programme to engage its 140 member companies in training local government officials in vital aspects of financial management and administration.

NBI CE Theuns Eloff said yesterday the project would build on the nationwide networks of NBI members and local business chambers in order to ensure "a significant contribution to improved governance at the local level on a national scale".

National Business Initiative members include most of the blue chip conglomerates listed on the JSE, as well as other large multinationals, accounting and legal firms and financial institutions.

Companies would be encouraged to share their skills in such critical areas as credit control and basic administrative methods.

Eloff said the NBI had agreed to form a local government facilitation unit with offices in Gauteng, KwaZulu-Natal and the Western Cape, which would focus on building capacity in local government and creating an environment for public-private partnerships.

The date for implementation of the project had been set for September next year. Pilot projects would be implemented in Gauteng, KwaZulu-Natal and the Western

BD 12/11/96 (250)
Cape in the three months prior to the implementation date. "Many local authorities are currently unable to meet the challenges of delivery at local level."

"This is due largely to the severe lack of resources, skills and capacity within local authorities," a National Business Initiative strategy document stated.

"The structural and capacity constraints imposed by the local government transition process, and the fact that many of the more than 800 local authorities are governed and staffed by councillors and civil servants with little or no experience in local government, all have a detrimental effect on economic growth, social development and the consolidation of democracy at this very important level of governance."

A related problem was the inability of many local authorities to consider service delivery options beyond the usual traditional approaches.

The document noted that international experience had demonstrated clearly that public/private partnerships were "one of the most exciting approaches contributing towards sustainable growth and development at the local level."

"The National Business Initiative is uniquely positioned to facilitate the formation of successful public/private partnerships and contributing to economic growth, social development and enhancing democracy at the local level."

Senate is to shrink, but not the bills

BD 14/11/96

250

Wyndham Hartley

CAPE TOWN — Senators made redundant when the Senate is replaced by the smaller National Council of Provinces early next year will continue to be paid by Parliament even though they will become members of provincial legislatures.

The DP's Senator James Selfe, who chaired a committee charged with making preparations for the council's introduction, told a workshop yesterday that the new constitution made it clear that Parliament would continue to pay for all

senators regardless of whether they became permanent council members or not.

There had been concern in some provinces that the legislatures would have to foot the bill for the senators' return.

The present Senate has 90 members, but the council will have only 54 permanent members. There will also be 36 special delegates who are provincial legislators.

Selfe pointed out that permanent delegates and the other special provincial delegates would need office and residential accommodation in both the

provincial capital and in Cape Town. While the permanent members will be required mainly in Parliament, they will have to attend sessions of the provincial legislature they represent. Conversely the special delegates will spend most of their time in the provincial capital, but will have to on occasion attend full council sittings in Cape Town.

At the conclusion of the workshop, Senate ANC chief whip Bulelani Ngcuka said a number of teams would be set up to finalise outstanding matters for the council's launch.

Committee set up under labour act

Reneé Grawitzky

BO19/11/96

THE essential services committee — operating under the auspices of the Commission for Conciliation, Mediation and Arbitration — will be calling shortly for written submissions on whether a service should be designated essential or not.

The committee, an important administrative structure provided for in the new Labour Relations Act, has been established and has already begun its work.

The committee's main function is to determine whether a service is essential or not. Parties operating in essential services will be prohibited from embarking on industrial action. In terms of the right to strike and lock out, the act makes a distinction between an essential and designated maintenance service.

The interim three-man committee set up by Labour Minister Tito Mboweni consists of labour lawyer Dhaya Pillay, the chairman, former National Union of Metalworkers of SA legal adviser Sunil Narian; and University of Cape Town Graduate School of Business director Kate Jowell.

The act provides for the appointment of a committee after consultation with the National Economic, Development and Labour Council.

However, Mboweni indicated in September he was not happy with the nominations and in the interim appointed the three-man committee for six months.

Until the committee had completed its investigations and designated which services were essential or not, the definition of essential services in the old Labour Relations Act and the Public Service Labour Relations Act would apply.

Pillay said the committee would also deal with disputes about whether a service was essential or not.

Affirmative-action process challenged in court

Mar 21 / 11 / 96

(25) (250)

PRETORIA CORRESPONDENT

The Pretoria Supreme Court has been told that the Justice Department has failed to adhere to rules relating to affirmative action.

Leading evidence yesterday on behalf of the Public Servants Association (PSA) against the minister of justice, advocate Gerhard Grobler, SC, said the department had violated an agreement reached between it and the PSA.

Grobler told the court, presided over by Mr Justice JDM Swart, that the application was not in opposition to affirmative action

or the constitution. The question was whether the state was acting according to the agreed rules of the affirmative action programme.

Grobler said the PSA had brought the matter to court in order to resist the abuse of power by the department. He said that when the minister issued directions for the advertisement of posts last year, specific requirements infringed on the rights of white male attorneys.

This went against the constitution, which outlaws discrimination on grounds of race and gender.

Judge Swart asked what would

have happened if applicants to those posts were only white males, to which Grobler answered "They would not have appointed anyone. They may have re-advertised the posts."

Grobler said white male attorneys had a legitimate expectation to be promoted or appointed on merit.

If appointments were made from the outside, new posts should be created to accommodate the new candidates. This would ensure that the rights of serving personnel were not infringed.

The case continues

Omar's affirmative action posts opposed

(2/20) (1/11/96)
CT 21/11/96

PRETORIA: An application by the Public Servants' Association (PSA) against the Department of Justice concerning affirmative action appointments in the department that allegedly discriminated against white males, started in the Supreme Court here yesterday.

The department, earlier this year, was interdicted from making any further affirmative action appointments, pending the outcome of the PSA's application.

Mr Hermanus de Clercq, PSA assistant general manager, said in an affidavit that Justice Minister Mr Dullah Omar in October last year decided to earmark certain vacant posts at the various offices of the State Attorney as "affirmative action" posts, as opposed to so-called "section 11" posts.

It was also decided to fill all posts which became vacant during 1996 on the basis that the majority of such appointments would be "affirmative action appointments" according to a quota fixed at two or three "affirmative action appointments" for every one "section 11 appointment".

Several existing employees applied for the widely advertised posts, but not one of them was even interviewed by the department's selection committee.

De Clercq said they were eliminated from the candidates selected for an interview "purely on the basis of their gender and race".

The Department of Justice has filed a counter-application seeking an order that section 11 of the Public Service Act did not permit and require the race and gender of applicants for vacant posts in the public

service to be taken into account.

This was whenever it was necessary or appropriate to do so to promote a public administration broadly representative of the South African community.

In the alternative, the department sought an order declaring section 11 of the act to be inconsistent with the constitution and invalid in so far as it did not permit the race and gender of candidates to be so taken into account.

The Minister of Justice stated in court papers that the offices were being seriously hampered by the delay which might even, in the longer term, adversely affect the proper administration of justice.

Yesterday PSA senior counsel Mr Gerrit Grobler submitted that the application dealt with the questions relating to the powers of the state, as employer to make "affirmative action" appointments in various posts in the State Attorney's offices in the Department of Justice.

It also dealt with the competing rights of white male officials, now serving in the department, to be considered for appointment in those posts.

He said each of the officials involved in the application qualified to be appointed in one of the vacant promotional posts, possessing excellent qualifications and experience.

Yet none was even considered for the advertised posts.

"Not one white male was invited for an interview. At the same time, white females who are junior to and lower on the preference lists for the occupational classes concerned were invited for interviews," he said. — Sapa

Court asked to set aside justice dept appointments

Stephané Bothma

(250)

BD 21/11/96

PRETORIA — In the first case of its kind, public servants yesterday challenged the right of government departments to make arbitrary affirmative-action appointments

The Public Servants' Association and a senior state attorney claimed in the Transvaal Supreme Court that anti-discrimination laws promulgated by President Nelson Mandela had been blatantly ignored by Justice Minister Dullah Omar and Public Service Minister Zola Skweyiya at the expense of highly qualified white, male justice officials.

The 100 000-member association and attorney Fanie Swanepoel claimed the departments had acted unlawfully by reserving vacancies at state attorney's offices for affirmative-action appointments

This follows Omar's decision to fill 30 vacant posts by means of a quota system which would see two affirmative-action appointments to every one merit appointment. The court is being asked to set aside affirmative-action appointments made last year and to set aside the quota system of filling vacancies in the justice department.

Sixteen white, male state attorneys, in line for promotion to the advertised posts, applied but were never called before a selection panel. The men had experience ranging from four to 21 years and had all been earmarked for priority advancement because of the quality of their work, the court heard.

The justice department's decision to reserve senior vacancies for women and people of colour was conveyed to senior officials on October 27 last year. This decision, the court heard, had been in contradiction of the public service staff code which states that "methods used and/or instruments utilised in the selection process should be free of racial and gender bias" The association claimed this decision was unlawful because it had not been negotiated or come about through consultation.

Omar's decision also violated their constitutional rights which guaranteed equality, administrative justice and legitimate expectation.

Omar, in papers opposing the application, denied that white, male applicants were ignored. "Their appointment would, however, obviously not promote, but indeed undermine, the constitutional demand for greater representivity. That is why the selection committee preferred those candidates whose appointments would promote greater representivity"

He submitted that Section 11 of the Public Service Act — which states "no person who qualifies shall be favoured or prejudiced" in filling government posts — was in conflict with the requirement of section 212 of the constitution that the public service be representative and efficient. The act also demands that only the qualifications, efficiency and suitability of candidates for public-servant posts be considered.

The applications continue today.

Public service in the dock over affirmative action

Stephané Bothma

PRETORIA — Affirmative action went on trial yesterday when 16 senior white state advocates accused Justice Minister Dullah Omar and Public Service Minister Zola Skweyiya of discrimination and unlawful disregard for the Public Service Act

"From July last year they started ignoring the provisions of the Act and took decisions in the dark corners of their offices without anyone knowing," senior advocate Gerrit Grobler told the Transvaal Supreme Court.

He argued on behalf of the Public Service Association and senior state attorney Fanie Swanepoel that the two ministers and the Public Service Commission should be interdicted from amending existing provisions of the act. A justice department decision that all advertisements for vacant posts in the department should state intent to promote representivity should also be set aside, he told Judge Buddie Swart.

The application was supported by 15 state advocates who applied for senior posts last year but were not even called before a selection panel

The court was asked to set aside 30 appointments made by the department last year, including nine of deputy state attorney and 18 of senior assistant state attorney, and to order the department to fill the posts strictly in accordance with the act, which stated that no person who qualified would be

favoured or prejudiced and that only qualifications, training, merit and efficiency would be taken into account when appointments were made.

The attorneys turned to the Supreme Court after Omar's decision in October last year that only women and people of colour would be considered for posts to promote the constitutional demand for greater representivity in the public service. This led to state attorneys with experience of four to 21 years — most with merit ratings — not even being considered for promotion.

Instead, a woman, Gadja Behardien, who had only a year's experience in the state attorney's office and four in law elsewhere, was appointed deputy state attorney.

Her husband, MN Hendricks, was employed by the department and was the man to whom inquiries about the advertised posts had to be directed, court papers said

At least nine of Behardien's white male colleagues applied for the post. All had been senior assistant state attorneys for between eight and 10 years and each had about 19 years' service with the department.

The state attorneys told the court they recognised that affirmative action was necessary and lawful to attain the objectives of the constitution. However, Omar had ignored the provisions of the constitution which entrenched

Continued on Page 2

Advocates

Continued from Page 1

equality by unfairly discriminating against white males, had infringed on their right to administrative justice, and failed to apply procedurally fair administrative action, threatening their rights or legitimate expectations.

Omar filed a counter application for an order declaring that the act permitted the race and gender of candidates to be taken into account to promote a public administration representative of SA's community

The application, which could end up in the Constitutional Court, continues today

See Page 5

BD 21/11/96

BD 21/11/96

(250)

(250)

Public Service's affirmative-action policy in the dock

(250) (250) Star 22/11/96

Counsel for the Public Service Commission and Public Service Minister Dr Zola Skweyiya yesterday told the Pretoria Supreme Court that any public authority was entitled to adopt a policy on affirmative action and needed no statutory authorisation to do so.

Senior counsel JJ Gauntlett argued before Mr Justice Swart that an application by the Public Servants' Association against the commission, Skweyiya and Justice Minister Dullah Omar, concerning affirmative-action appointments in the department which allegedly discriminated

against white males, should be dismissed.

Counsel for the PSA, G L Grobler SC, argued that an amendment to the Public Service Staff Code in respect of affirmative action had been made arbitrarily and without any negotiation or consultation. Grobler said the applicants' fundamental rights not to be discriminated against on the grounds of race and gender and their right to procedurally fair administrative action had been infringed.

Gauntlett said the PSA's argument that the affirmative-action

policy was unfair discrimination in terms of Section 8 of the Constitution was "wholly misconceived".

"It is submitted that affirmative-action measures, far from interfering with equality, actually ensure that equality can be achieved," he said.

Wim Trengrove, counsel for the Justice Minister, said the Department of Justice was required in terms of the Constitution to promote greater representation in making appointments.

It was unrepresentative of SA's community due to past discriminatory practices, he said. - Sapa

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Diplomats' salaries slashed

SAF MHC 22 - 28/11/96

SOA (250) (1996)

A survey has found that diplomats at 51 out of 71 missions are overpaid — so they're taking heavy salary cuts, writes **Mungo Soggot**

THE Department of Foreign Affairs has slashed the salaries of South African diplomats — some by as much as 50% — after exploring what it really costs them to live abroad

The cuts, said deputy director general of administration Jan Botha this week, could save the department between R20-million and R30-million a year. Diplomats are paid in the cur-

rency of the countries to which they are posted — With the help of London-based consultancy Equal Employment Conditions Abroad (ECA), the department surveyed 71 South African missions and found diplomats in 51 of them to be overpaid "It was astonishing to see how people were both underpaid and overpaid," Botha said. Many of the instances of overpayment occurred in countries which had undergone

major economic restructuring, often associated with the transition to a market economy. Botha said that, for example, diplomats in former Eastern Bloc countries like Poland had been paid according to the cost of living in neighbouring Western countries like Austria and Germany, as it had been impossible to gauge accurately the cost of living there. Those salary rates had remained for the past few years, meaning many diplomats had been receiving salaries out of line with the new cost of living. In similar instances, diplomats had received high salaries in countries suffering from hyper-

inflation, but their paymaster had not caught up with the radical economic reform programmes which had successfully slain rampant inflation. So South African diplomats in Brazil, which has undergone such an anti-inflation programme, received a 33% cut in salary last month. Botha noted that many diplomats in the Far East had also been overpaid

Botha said many instances of underpayment occurred in countries in Africa, where diplomats had been struggling to perform their duties

He said ECA had sent cost of living questionnaires to the missions and had also referred to its own data gleaned from its other clients before recommending the cuts. The Public Service Commission (PSC) had approved the cuts as an interim measure while a consultant — Louis Kluever, former director general of the PSC — investigated a thorough rationalisation of the department's expenditure.

Botha said that among the diplomats hit with severe cuts there had been "some flack at first ... but at the end of the day they accepted it"

One embassy official at the South African mission in Brazzaville, the capital of Congo, confirmed this. He said the cuts had been inevitable considering the new government's demands, adding that they would force embassies to be more prudent.

"We now have to ask ourselves when considering a trip 'Will this really help promote South Africa's interests?'"

Affirmative action argued in court

PRETORIA: Any public authority was entitled to adopt a policy on affirmative action and needed no statutory authorisation to do so, counsel for the Public Service Commission and Public Service Minister Dr Zola Skweyiya told the Supreme Court here yesterday. *PT 22/11/96*

Mr Jeremy Gauntlett, SC, argued before Mr Justice J Swart that an application by the Public Servants' Association against the commission, Skweyiya and Justice Minister Mr Dullah Omar, about affirmative action appointments in the department that discriminated against white males should be dismissed.

The Department of Justice has filed a counter-application.

Counsel for the PSA, Mr G L Grobler, SC, has argued that an amendment to the Public Service Staff Code on affirmative action had been made arbitrarily and without any negotiation or consultation in the relevant negotiation forums.

The application continues today. — Sapa

MOVE TO CHECK GRAVY TRAIN

MPs' pension plan 'profligate'

CT 22/11/96 (250)

THE existing pension scheme for MPs is "indefensibly generous", says the Steyn Commission Political Writer **BARRY STREEK** reports

The gravy train pension scheme voted by MPs under the old dispensation shortly before the April 1994 elections — and which will cost taxpayers R800 million over 10 years — was strongly criticised yesterday by the Steyn Commission.

It said the pension scheme was "indefensibly generous" and that it would be "manifestly wrong" to perpetuate the structures in place under the previous dispensation.

The Commission on Remuneration of Representatives, chaired by former judge Mr Jan Steyn, also said it could find "no valid reason" that justified the privileges of former ministers and political office-bearers being granted free tickets on domestic flights.

"They were granted by way of a cabinet decision and can therefore be terminated by a decision of the cabinet to that effect, provided the rules of natural justice are adhered to. We advise accordingly."

The parliamentary pension scheme introduced before the 1994 elections cost the government R440m to pay off capital and interest. During the 1996/7 financial year, taxpayers paid R70m for the scheme, including R37m in capital and the rest in interest.

By the end of the 10-year period, the scheme would have cost about R800m, a Ministry of Finance spokesperson said yesterday.

The commission said that if

Grade	Position	Recommended Package	Past Package	Present Package	Increases		
		Total Package	Total Package (ex. "financial relief")	Total Package (inc. "financial relief")	Increases	Total Increases	Real Increases
Grade G	Executive Deputy President	R343 920	R480 000	R480 000	R85 920	14%	14%
Grade F	Cabinet ministers Chairperson Constitutional Assembly Premiers President of Senate Speaker National Assembly	R343 920 13% R474 713	13% R423 360	R423 360	R51 353	12%	12%
Grade E	Deputy President of the Senate Deputy minister Deputy Speaker of National Assembly Executive council members Leaders of official opposition Speaker of provincial legislature	13% R385 946	23% R344 100	R344 100	R41 846	12%	12%
Grade D1	Deputy chairperson of the Constitutional Assembly Deputy Speaker of provincial legislature	10% R318 964	20% R287 280	R287 280	R63 580	22%	22%
Grade D2	Chief whip of majority party Parliamentary councillor office of the President	10% R318 964	9% R264 480	R264 480	R54 484	21%	21%
Grade C	Chairperson of committee of any legislature Chairperson of any standing committee Chief Whip of official opposition Parliamentary councillor office of the Deputy President	10% R289 967	8% R245 886	R245 886	R44 081	18%	18%
Grade D	Leader of any legislature Leader of other minority parties Whip of any legislature	10% R283 606	13% R218 400	R246 011	R45 208	21%	7%
Grade A1	Member of National Assembly Member of Senate	10% R239 642	13% R193 200	R221 861	R48 442	24%	8%
Grade A2	Member of provincial legislature	10% R217 856	3% R184 000	R213 811	R33 856	18%	2%

the approach in the previous pension scheme were continued it would cost the state an additional amount of about 75% of the salary bill for legislators.

However, it had been advised that the old pension scheme had been legislatively entrenched and that it would be extraordinarily difficult to reverse.

But the commission would try "to ensure that there is no opportunity for this kind of profligacy in any fund established for elected representatives."

It had advised pension provi-

sions which were "economically defensible and do not expose the taxpayer to the risk of meeting the open ended, generous commitments incurred by the previous dispensation".

It recommended a defined contribution pension fund, in which the employer contribution was 15% and the employee rate 7.5, and said this should be accepted "as a fair, reasonable and economically defensible base for a pension structure."

This would limit the state's contribution to the parameters

defined in the rules of the fund.

The commission said the air, rail and transport privileges for former political office-bearers varied from free unlimited domestic travel privileges, paid for by Transnet, to 48 single tickets for former ministers, such as those who had two years of continuous service as minister before November 22, 1989.

Provision was also made for 48 single domestic tickets a year for former ministers appointed after November 22, 1989, who had four years' continuous ser-

vice. Half of these privileges could be utilised by a spouse, and the widow/widower qualified for six single domestic travel privileges.

For former deputy ministers with four years' continuous service 36 single domestic travel privileges were available of which a spouse could use half.

The commission said it was also aware that these travel privileges were extended to the same magnitude or to a lesser extent to ex-political office bearers in Parliament, the Senate and the four previous provincial governments.

Sale of prestige state residences endorsed

BARRY STREEK
POLITICAL WRITER

THE proposal to sell off the government's R57,4-million portfolio of prestige residences — except those for the president and deputy president — and the three parliamentary villages in Cape Town was endorsed yesterday by the Steyn Commission.

It also supported the move to drastically reduce the government's car pool and encourage ministers and officials to use their own cars.

The government owns 61 prestige residences, with an estimated value of R57 408m but seven are unoccupied.

The sale of prestige residences

and the parliamentary villages in Cape Town could have a profound impact on the property market.

It costs R9,3m to maintain and administer the occupied prestige residences and R972 000 to maintain and administer the unoccupied residences.

Excluding the presidential residences, the average cost of maintenance for each residence is R168 000, but if the cost of financing is added, the average cost per dwelling is around R243 713.

But the income from rent during the 1995/6 financial year was estimated to be R754 959.

The cost of maintaining ministerial residences in Cape Town

in the 1995/6 financial year was R4,932m, and the cost of administering the parliamentary villages was R8,867 million.

The commission said there were persuasive arguments for reducing substantial expenses to the state by removing hidden benefits in the form of state housing and vehicles for political office bearers.

Public Works Minister Mr Jeff Radebe had testified that the considerable costs of maintaining and servicing homes owned by the state was not a cost-efficient way of managing the housing needs of ministers, premiers and other high-level office-bearers.

The commission said, "In our approach to create appropriate

remuneration packages at the higher grades, we took into account these expenses.

"As a result, we ensured that such allowances would be built into individual packages thus removing a need to provide state support for these items. By doing so, there is a further move towards transparent remuneration."

The commission said Transport Minister Mr Mac Maharaj had advocated a similar approach to state-owned vehicles.

"This testimony painted a picture of an ongoing nightmare of administrative hassles, abuse and demands on scarce manpower resources in order to manage the car pool.

"Even with a fairly substantial increase in the kilometre tariff payable to political office-bearers for using their own vehicles for official purposes in lieu of state-owned vehicles, the state will save several million rand per annum.

"While there are undoubtedly certain state-owned properties — including those occupied by the president and deputy president — that should not and cannot be alienated (Groote Schuur Estate would be one example), and while a small pool of state-owned vehicles will always be required, the commission strongly supports the approach advocated by the ministers concerned," the commission said.

Pay hike for MPs on cards

(250) ET 22/11/96
THE STEYN COMMISSION has recommended pay hikes for elected politicians. Political Writer **BARRY STREEK** reports.

SWEEPING changes to the salary packages for MPs and cabinet ministers, and the sale of government-owned prestige houses and parliamentary villages, were proposed yesterday by the Steyn Commission.

It also recommended an eight percent pay hike for MPs, and increases of up to 22% for senior political office-bearers, which could come into effect on January 1 if President Nelson Mandela accepts them.

The recommendation by the Commission on the Remuneration of Representatives, chaired by former judge Mr Justice Jan Steyn, will result in increases totalling 24% in MPs' salary packages since May 1994, bringing their packages to R239 642. Senior political office-bearers have not had an increase since they were elected.

Steyn said at a news conference there was "no doubt" that MPs had been full-time politicians since their election, but this would have to be monitored in future.

"A fair remuneration does not mean a sacrifice when serving the country."

The packages for MPs were below that for a director in the civil service, but slightly above that of a deputy director.

It recommended that provincial legislators get a two percent increase over and above the cost-of-living increases they received in August, bringing their total packages to R217 865.

It said ministers and deputy ministers should get hikes of 12%, bringing their packages to R474 713 and R385 946 respectively.

If the recommendations are adopted by Mandela and the provincial premiers, legislators will get total packages,

instead of a salary and various allowances.

To promote merit-related pay, it had proposed the introduction of a three-notch system of pay for MPs, based on experience.

The commission has also recommended the appointment of an ombudsperson in the office of the Speaker of the National Assembly to ensure "a conscientious implementation of disciplinary measures via an independent protector."

This would contribute to "reassuring the public that Parliament is serious in seeking to maintain minimum standards of due performance of the obligations entrusted to representatives."

It rejected a National Party proposal that the Leader of the Opposition should have the rank of a cabinet minister, suggesting instead that the leader have the rank of deputy minister, as opposed to chief whip, as proposed by the ANC.

The commission said the evidence of former finance minister Mr Chris Liebenberg should be considered that Parliament be reduced from 490 to 300 members.

The report, which was handed to Mandela on Tuesday and provincial premiers yesterday, said public representatives had enjoyed "indefensibly generous" pension provisions under the old dispensation, and it would be wrong to perpetuate these.

The new retirement benefit fund should be market-related, and a 15% employer contribution would be appropriate, the report suggested.

● See Page 8

Commission moots pay hike for MPs

BD 22/11/96

(250)

Tim Cohen

CAPE TOWN — Government's commission on elected representatives' remuneration has suggested scrapping "economically indefensible" perks for MPs of the old order and recommended an 8% pay rise for current MPs.

The commission, chaired by Jan Steyn, recommended a system introducing an element of merit to the remuneration structure. Recommendations on pay scales for elected officials mean an ordinary MP will earn just under R20 000 a month, or R239 642 a year — 24% more than MPs earned at the time of the 1994 election and 4% more than the increase in the cost of living in the past two-and-a-half years.

It recommended smaller increases for other categories of elected representatives, including hikes of 14%-18% for the chairmen of parliamentary committees and senior politicians whose salaries had not risen since the election. Steyn said he appreciated that pay hikes would be controversial. The commission had tried to establish "fair and reasonable" remuneration on the basis of evidence presented.

It mooted a vigorous publicity campaign to correct misperceptions of a "gray train" and stronger disciplinary measures for errant elected representatives.

The commission accepted all the recommendations of its private sector advisers, bar one proposing that the leader of the oppo-

sition be graded at the same level as the chief whip of the majority party.

Because an effective, well-led opposition was an important requirement for democracy and there was an international precedent for a higher grading, NP leader FW de Klerk would be graded the same as a deputy minister.

The commission criticised the previous government's pension fund system as "not only overly generous but ... economically indefensible". It cost 75% of payroll compared to the average employer contribution in the private sector of 10%-14%. Steyn said constitutional provisions would make this situation difficult to amend, but it ought to be revisited. The commission recommended setting up a pension fund system for MPs which would cost no more than 15% of payroll.

Former political office bearers' travel perks — which included unlimited free domestic flights for former minis-

Continued on Page 2

Position	Recommended packages	May 1994 packages	August 1996 packages	Increases	
				Since May 94	Since Aug 96
Cabinet ministers	545 920	180 000	180 000	14%	14%
Premiers					
President of Senate					
Speaker: National Assembly	474 713	423 360	423 360	12%	12%
Deputy Speaker					
Committee chairman	385 946	344 100	344 100	12%	12%
Member	289 967	245 886	245 886	16%	16%
Member of provincial legislature	239 642	193 200	221 851	18%	2%

Graphic: KAREN MOOLMAN Source: STEYN COMMISSION

ing houses owned by the state. The maintenance and administration of prestige accommodation worth R57m cost the state about R10m a year, excluding financing charges.

Transport Minister Mac Maharaj had described a nightmare with administrative problems, abuse and demands on scarce manpower in the management of the car pool. "There are persuasive arguments for reducing substantial expenses to the state by removing hidden benefits in the forms of state housing and vehicles for political office-bearers," the report said.

The report has been given to government for a decision. The commission will also report on other elements concerning elected members of local government and traditional leaders.

See Page 4

ters and long-serving MPs — should be terminated, Steyn said.

The commission recommended a three-notch system to introduce an element of merit into the system, with a base salary for new incumbents, promotion after a year's service and a third notch for those re-elected for a second term. Fines for non-attendance without valid excuses should be increased from R100 to R500.

On housing and transport provision, Steyn said Public Works Minister Jeff Radebe had testified that the state was employing substantial numbers of public servants and incurring considerable costs in maintaining and serv-

MPS (250) (188)
BD 22/11/96
Continued from Page 1

'Need' tips scales

Stephané Bothma

PRETORIA — White male state attorneys in line for promotion had been considered for 30 vacancies in the justice department, but the pressing need for affirmative action tipped the scales against them, the Transvaal Supreme Court heard yesterday.

Wim Trengove SC, representing Justice Minister Dullah Omar in a matter in which 16 white male state attorneys are questioning the constitutionality of the justice department's affirmative action programme, told the court that Omar was under a constitutional injunction to promote broader representivity in his department.

The attorneys applied for senior vacant posts last year, but claimed because of discrimination they had not even been called before a selection panel. Less experienced women and people of colour had been appointed.

"The department did in fact consider all the applications received, but the need for wider representivity was stronger. The department had to put a thumb on the scale in favour of affirmative-action appointments," Trengove argued.

Omar denied agreeing to implementation of a quota system of two or three affirmative-action appointments for every one other appointment. Trengove said the department last year was in a position where many vacancies had to be filled urgently.

"But the minister was faced with a dilemma. In terms of the constitution and the Public Service Act he was obliged to pursue and promote a greater representivity within his department, and this could be done only by taking the race and gender of applicants into account."

However, the directives of the Public Service Commission on the

other hand obliged the minister to ignore race and gender.

"Minister Omar found himself between the devil and the deep blue sea," Trengove told the court. Omar turned to Public Service Minister Zola Skweyiya for "help", the court heard.

Skweyiya then issued a special directive stating that affirmative-action candidates would be preferred and not that other candidates would not be considered, which directive Omar followed "exactly as requested", the court heard.

"Whether the directive is valid or not, as far as the justice department is concerned, it acted at all times as it was obliged to do under the constitution and the directive," Trengove said.

Jeremy Gauntlett SC, representing Skweyiya, told the court there was no need for the matter to be brought to court and structures existed where the issues could have been dealt with.

The matter continues.

BD 22/11/96

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Cheques in payment of interest will be posted in Johannesburg on or about 23 December 1996.



Secretaries

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Rise in number of complaints to public protector

Edward West

THE public protector's office had received 337 complaints last month, a substantial increase on the average 200 a month since the protector, Selby Baqwa, was appointed in June last year, the public protector's assistant, Tinus Schutte, said yesterday

Schutte said six new posts for qualified legal personnel were being created in the office because of the increased workload. The office was currently staffed by five attorneys, apart from Public Protector

Selby Baqwa and Schutte

Schutte said between 600 and 700 cases were finalised up to August. Depending on the case, the priority given to the case and the workload at the office, it could take anything from a week to a year to have a matter resolved.

Among the most frequent complaints received were those from employees of state institutions on matters of employment, and the payment of pensions. Schutte said there also appeared to be a growing number of complaints relating to tendering procedures.

One of the matters under investigation by the public protector was the allegation by the Scrap Metal Merchants' Association that Transnet had improperly awarded a five-year contract estimated to be worth more than R100m to a company of which the SA Railway and Harbours Workers' Union was a joint owner.

Schutte said this complaint, which was not being investigated yet, was one of about 12 complaints received about Transnet. Most of the other complaints dealt with employee grievances.

(250)

BD 22/11/96

White men take on Omar in war of experience versus colour

(250)

By MARLENE BURGER

(ST) 24/11/96

AFFIRMATIVE action was in the dock in the Transvaal Supreme Court this week. Arguing for it was counsel for the Justice Minister, Dullah Omar. Opposed was counsel for a senior white male employee of the Justice Department and his trade union.

The case, the first affirmative action lawsuit in South Africa, has for the past year held 30 senior posts in state attorneys' offices countrywide to ransom.

Brought a year ago by a senior assistant state attorney, Fanie Swanepoel, and the 100 000-member Public Servants Association, the case's outcome will have far-reaching implications for all white male public servants seeking advancement.

It will also serve as an embryonic test of the power of the Constitution to override legislation designed to protect public servants from discrimination on the grounds of race or gender.

The case accuses Omar and the Public Service Minister, Zola Skweyiya, of unlawfully reserving vacant posts for affirmative action appointments, and of doing so without first negotiating with the trade union.

Swanepoel, who has 13 years of experience as a state attorney and was earmarked for promotion, is one of 16 white males who applied for the posts, advertised last November, but were never even called before the selection panel.

Appointments were offered instead to less-experienced women and people of colour, none of whom have so far been able to start work. The appointments were frozen when the court granted the Public Servants Association an interdict in February to halt the process pending the outcome of its lawsuit.

One of those who was offered a post as a deputy state attorney is Gadija Behardien, who had a total of five years' experience. Nine of her white male colleagues, all senior assistant state attorneys for between eight and 10 years, were overlooked for the post.

The dispute was sparked by a decision taken on October 27 last year that vacant posts in the Justice Department would be reserved on a ratio of two to one for affirmative action appointments, and that all posts which fell vacant this year would be filled according to this quota.

However, legal argument presented before Mr Justice Buddy Swart this week shows that the case has ramifications far beyond the filling of the 30 posts, in Pretoria, Johannesburg, Cape Town, Port Elizabeth and East London.

At the heart of the dispute is the legal interpretation of Section 212 of the

interim constitution, and the measure of protection of individual rights offered by Section 8.

Section 212 prescribes the promotion of an efficient public administration which is "broadly representative" of the South African community.

Omar's counsel, Wim Trengove SC, argued that this requirement made it incumbent on the minister to ensure that appointments reflect the racial and gender make-up of the population and that, in terms of a special dispensation granted by Skweyiya, he was perfectly entitled to implement his affirmative action policy.

Trengove's argument stands in sharp contrast to Section 11 of the Public Service Act, promulgated by President Nelson Mandela shortly after taking office, which states that "no person who qualifies ... shall be favoured or prejudiced" in filling government posts.

According to Gerrit Grobler SC, who is acting for the association, Omar and Skweyiya began ignoring the legal provisions governing appointments from July last year, and "jumped the gun" by obtaining dispensation to implement an affirmative action plan without consulting the union.

The outcome will have far-reaching implications for the careers of all white male public servants

"In a state of transition, where the majority is pressing for the immediate realisation of those ideals for which they have fought so long, a culture of abusive power might easily be created, but this must be resisted with all the guar-

antees offered by the Constitution. This case is not about resistance to affirmative action, it is about whether the state subscribes to the very rules created for the process, and whether the cabinet ministers involved are acting according to the Constitution," Grobler told the court.

The Public Service Act clearly states that only the qualifications, efficiency and suitability of candidates should be taken into account for public service posts. But Trengove argued that this supports Omar's action, since "suitability" of candidates extends beyond such factors as experience and qualifications when seen against the constitutional demand for a "fully representative" public service.

He told the court white male candidates had been considered for the vacant posts, but the urgent need for broader representivity had weighed more heavily than their prospects of advancement.

Judgment in the case is not expected before January, but the matter is unlikely to end there. Whatever the ruling handed down, it is likely the losing side will pursue the matter on appeal. It might ultimately be up to the Constitutional Court to decide the fate of white male public servants seeking promotion.

Pay commission wants cuts in politicians' pensions

CHRISTO VOLSCHEK

ECONOMICS EDITOR

Cape Town — The Commission on Remuneration of Representatives urged the government last week to scale down on the "overly generous and economically indefensible" pensions paid to the politicians of the old order.

The commission proposed handsome rises to elected representatives' paychecks but it also said the pension benefits accru-

ing to politicians elected to national, provincial and local governments after April 1994 should be scaled down to the level of a typical private sector fund.

The typical private sector fund employs a much less generous formula for calculating pensions payable than the state.

In a report presented to President Nelson Mandela the commission said legal experts had agreed that a scale-down of pension benefits of old order politi-

cians would require an amendment to section 246 of the interim constitution, which protected the pension benefits offered to parliamentarians by the Closed Pension Fund Act of 1993.

"However, the state has an obligation to revisit this matter and investigate whether steps can be taken to redress the issue of the benefits promised the members of the Closed Fund," the commission said.

Regarding the pension regime

in place since April 1994 the commission said "it would be manifestly wrong to perpetuate the indefensibly generous pension structures which were in place under the previous dispensation".

It proposed the less generous pension benefits be backdated to April 27 1994 and that dependants of politicians who died after that date be paid the less generous benefits.

The commission proposed the government's contribution to the

pension fund be increased from 14 percent to 15 percent of an employee's pensionable salary. Employees should contribute 7,5 percent of pensionable salaries.

The commission said pensions should be calculated by the less generous formula, where the number of years' service would be multiplied by the average basic salary over the past two years and divided by 50. At present, pensions are calculated by multiplying the number of years

of service with the last basic salary and dividing by 15.

The commission softened the blow by suggesting the housing subsidy and car allowance be included in the definition of basic salary.

The new fund should be a defined contribution fund and not a defined benefits fund, as is presently the case. It should be fully funded and not operate on a pay-as-you-go basis, the commission said.

(122) (250) ET (PR) 25/11/96

Private sector to second executives to aid govt

Shareen Singh

THE private sector is to second senior executives and managers to state departments as part of a programme to bolster government's skills from next year.

The presidential programme, through which managers would work in government for periods from three to 12 months, would be administered by the SA Management Development Institute, a government training institution.

The programme, named for President Nelson Mandela, was funded at \$153 000 by the United Nations education and training programme for Southern Africa. The institute had allocated a further R220 000 from its budget for the training programme.

Institute chief director Itumeng Mokate said the initiative was aimed at enhancing public service employee skills and efficiency.

The initiative would also seek to foster a better understanding with-

in the private sector of how government worked and vice versa, she said. Government employees would be selected from time to time to do a stint in the private sector.

The institute would finalise an agreement with business organisations on the secondment of management personnel once the programme had been formally launched next February.

A second component of the programme involved the training of university and technikon students

in management and leadership skills. Students selected to participate in the programme would be placed in government departments for three to 12 months.

Each trainee would be assigned to an official in the department who would mentor that individual.

A selection panel consisting of representatives from government, the private sector and nongovernmental organisations would be appointed next January to screen and select 50 trainees a year.

Although the training programme was aimed at encouraging students to consider a career in the public service, trainees would not be guaranteed employment at the end of the course.

Since last April the institute had been reporting directly to Public Service and Administration Minister Zola Skweyiya. Prior to that, the institute, with a budget of R13m for the 1996/97 financial year, was accountable to the Public Service Commission.

(2585)

B026/1196

Public service seen shedding 100 000 jobs this year

David Greybe

CAPE TOWN — Government said yesterday it had approved 19 000 out of 29 000 applications for voluntary retrenchment in the public service.

It also said the public service had shrunk by 14 785 employees since the ANC came to power, to 1 176 545.

Some senior members of government had estimated at the beginning of the year that the public service would shed 100 000 jobs this year.

However, a public service department official said the figure was significantly higher with the inclusion of thousands of voluntary retrenchments — which can

take up to 18 months before being implemented — and teachers who were leaving the public service.

The department said of the 29 191 applications for retrenchment received by the end of last month, 2 948 had been deemed, while 7 029 requests "still have to be processed". The figures excluded teachers, who applied separately for severance packages.

It was "unfortunately" not yet in a position to say from which occupational classes or at which levels the applications had been made. However, it did give a breakdown, based on government departments and provincial administrations, of the applications received

The highest number of applications was 6 593 in the SA National Defence Force. A total of 4 290 applications had come from the Western Cape administration, 4 011 from the Gauteng government, 1 659 from Eastern Cape government, 1 022 from KwaZulu/Natal, 2 501 from the correctional services department, 1 367 from the SA Revenue Service, 1 216 from the water affairs and forestry department, 816 from the SA Police Service, 779 from the public works department, 579 from the justice department, 533 from the home affairs department, and 417 from the labour department.

The public service department spokesman said no cut-off date had yet been de-

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AR 4 28/11/96
sided for public servants to apply for the voluntary retrenchment packages.

"Given the purpose of the voluntary severance package, inter alia to create a leaner public service, no termination date has been set in order to allow ample opportunity for officials to opt for the package," he said.

A specific target had additionally not been set because the package on offer was voluntary. The package was first offered in May this year, but public servants were slow in applying for it, the official said. However, the process had since "gained momentum".

The department was at pains to stress that "care should be taken not to compare

information supplied by this department in respect of the number of public servants with information supplied by the Central Statistical Service in respect of the number of people employed by government, as two different bases for calculations are used."

"The information supplied by this department for instance refers to personnel in the public service whose improvements of conditions of service are financed in full, or in part, from the budget vote on improvement of conditions of service, whereas the information from the Central Statistical Service also reflects personnel employed on an ad hoc basis in the public service such as casual workers."

'Brick wall of cover-up' hampers probe

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'Consultation fee is within legal limits'

David Capel

(250)

DD 29/11/96

FORMER NP minister in charge of gambling legislation, Chris Fismer, yesterday defended his position as a government consultant on the establishment of a national lottery, saying his R456 an hour fee was within the limits set down by the legal profession.

Fismer's appointment as a consultant came in for severe criticism this week from his former colleague and NP trade and industry spokesman David Graaff, who said he was opposed to the concept of the government using consultants and advisers as the system was open to serious abuse. He pointed out the government would spend more than R1bn on consultants this financial year.

DP leader Tony Leon said the retention of Fismer as a consultant on the very legislation he had authorised and piloted through Parliament a few months ago was illegal in the US.

Leon said such "questionable" appointments called into question government's stance on transparency and accountability.

However, Fismer said the work he would be doing as a consultant was merely a continuation of the work he had done as a cabinet minister.

"My fee was determined after a thorough tendering process. Not only is it within the limits set down by the attorneys' profession, of which I am a member, but it is below those limits," Fismer said.

He was unable to say how many hours he expected to work at his new task, but said his contract restricted him to 720 hours. If he worked the full period, he stood to earn R328 320.

Graaff said the concept of using consultants and advisers had brought down the socialist government in Spain and was open to abuse no matter where it was used.

WHAT POLITICIANS EARN

Position	Recommended packages	August 1996 packages	May 1994 packages	Increase	
				Since Aug 96 14%	Since May 94 14%
Deputy President	5 920	480 000	480 000	14%	14%
Cabinet Ministers					
Premiers					
President of Senate	474 713	423 360	423 360	12%	12%
Speaker National Assembly					
Deputy Minister Executive		344 100	344 100	12%	12%
Council members					
Leader of official opposition					
Committee chairman	289 967	245 886	245 886	18%	18%
Member of National Assembly	39 642	221 861	221 861	8%	24%
Member of Senate					
Member of provincial legislature	217 856	213 811	184 000	2%	18%

SOURCE: STEYN COMMISSION

tives has taken care to ensure that its recommendations released last week are not interpreted as more lashings of gravy. It recommends:

- That fines for nonattendance in parliament be raised from R100 to R500,
- That an ombudsman be appointed to monitor the remuneration, discipline and performance of politicians,
- A rigorous publicity campaign to correct the misconception of a gravy train,
- That politicians be paid total packages rather than separate allowances, so that hidden benefits are revealed,
- An end to the "indefensibly generous" travel perks and pension packages enjoyed by former politicians,
- The introduction of a three-notch salary system, to reward politicians according to seniority and, hence, merit,
- That government consider reducing parliament, possibly from 490 to 300 members,
- The sale of government-owned residences, parliamentary villages and luxury cars, and
- MPs' air ticket quotas not be increased or extended to MECs.

Nevertheless, if President Nelson Mandela accepts the proposed 8% increase for ordinary MPs, it will bring their annual remuneration to nearly R240 000 — 24% more than they earned on being elected in 1994 and 4% in excess of increases in the cost of living since then.

Deputy Ministers will receive a 12% increase, to bring their annual earnings to R385 946. The leader of the opposition

will also be accorded this status, which is beneath the rank of Cabinet Minister as sought by the NP but above that of chief whip of the majority party, which the ANC thought appropriate.

The commission was influenced by the belief that "an effective, well-led opposition is an important requirement of a successful democracy."

Cabinet Ministers will earn R474 713/year, a 12% increase.

All increases include allowances to cover the cost of MPs arranging their own accommodation and transport.

The commission accepted the advice of Public Works Minister Jeff Radebe that the State sell residences worth R57m, which are costing R10m a year to maintain and administer.

It also acted on the evidence of Transport Minister Mac Maharaj that the State would save several million rand a year if politicians were paid for using their own vehicles for official purposes. Managing the car pool was "a continuing nightmare of administrative hassles, abuse and demands on scarce manpower resources."

The commission suggested that the Cabinet consider cancelling the perks afforded to former politicians, many of whom still enjoy free unlimited domestic air and rail travel courtesy of Transnet.

It found the "outrageously generous" pension perks voted in by MPs of the old order before the change in government "economically indefensible." Implementing a new fund along the same lines

Continued on page 54

MPs' PAY

(250)

TRANSPARENTLY UP

fm 29/11/96

The recommendation that MPs receive an 8% pay increase — bringing their remuneration close to R20 000/month — will not inspire confidence among an electorate weary of parliamentarians who doze at their benches in a depleted House and of committees which regularly fail to achieve quorums.

However, the Steyn Commission into the remuneration of public representa-

Continued from page 50

would absorb 75% of the current salary bill. While recognising that the scheme is constitutionally entrenched, the commission said the State had a duty to revisit the situation and seek redress.

The commission recommends that the State contribute 15% of employees' pensionable salaries to a new market-related fund where pension benefits are calculated according to a less generous formula than now prevails.

The commission is a permanent body and will undertake an annual review of remuneration packages. Its first report reflects a genuine and thorough attempt to determine fair and reasonable remuneration for public representatives. ■

15 000 civil servants in Cape face the axe

By NORMAN WEST, Political Reporter

THE Western Cape is to shed a further 15 000 civil servants this financial year because of budget cuts forced on the province by central government, according to Finance Minister Kobus Meiring.

The 15 000 amounted to nearly two-thirds of the national cut-back of 24 000 civil servants, he said, adding that this proved very little effort was being made by the other eight provinces to effect similar fiscal discipline.

Further staff cuts would be forced on Western Province by continued central government cut-backs to the province and this could force a drop in service standards, Meiring warned.

The recommendation of the Financial and Fiscal Committee meant that the Western Cape would receive an even lower allocation "in spite of the fact that the Western Cape was subsidising the budgets of other provinces."

The Western Cape contributed about 15 percent to South Africa's Gross Domestic Product of about R600-billion, he said.

Yet the province received only R8,1-billion or 5,4 percent of the state revenue of R150-billion, which worked out at R1 for every R3 contributed to the GDP.

Staff cuts resulted in only 21 officials being employed in the premier's department in the Western Cape, compared with 513 officials in the Northern Province, 128 in Northern Cape, 284 in Mpumalanga and 287 in the Free State.

"Deputy President Thabo Mbeki said recently the Eastern Cape had 22 000 unproductive staff whiling their time away by playing games on their computers," Meiring said.

Meanwhile Keith Ravens, the Director, Accounting of the Provincial Treasury Department, has pointed to another headache for the province — no proper inventory of the Western Cape's assets because of lack of staff and funds.

(250) (253) ST (ECT) 1/12/96

WEDNESDAY
DECEMBER 4, 1996 ★

KEY OFFICIALS 'IMPEDING REFORM'

Govt 'paralysed' in tackling civil service

POLICIES to streamline the public service are being ignored and turf battles are adding to the problem, says SACP MP Mr Philip Dexter. Political Writer **BARRY STREEK** reports.

THE government is paralysed by the question of what to do with the public sector and cynicism is "creeping in", says ANC and SA Communist Party MP, Mr Philip Dexter

The incumbents of key government posts are "a significant impediment to reform", he says.

Dexter's outspoken criticism of the government's approach to the public service appears in the latest edition of the South African Labour Bulletin.

Dexter, Western Cape secretary of the SACP and a former trade unionist, wrote "It must be acknowledged that there has been a paralysis in government in relation to the public sector

"This is caused by turf battles between departments in relation to specific powers, assets and enterprises, a constant unresolved tension in relation to privatisation and the general lack of vision in relation to corporate governance in the public sector"

Before 1994, the ANC sent cadres on "crash courses" in other countries to prepare them for the public service, but many had not been given posts.

"In general, there has been an extremely bureaucratic approach to training"

Dexter said the government had been slow to develop, refine and articulate policy from its base documents. It had tended to leave movement from frameworks in the hands of technical experts, without involving the ANC-led alliance's constituency.

"When choices have had to be made people have not been taken along in the process. The result is a loss of morale in the public sector and an increasing cynicism on the part of workers and the public"

Senior public servants continued to manipulate the rules and regulations and to receive unreasonable perks and high salaries, Dexter said. This could lead to serious problems

The national liberation movement — despite its sound policies, RDP vision and political control of most democratically elected structures — was failing to address the reform and transformation of the public service coherently, strategically or effectively

Policies designed to flatten hierarchies and increase the public sec-

(250) et 4/12/96
tor's entrepreneurial role and efficiency were being ignored

"Instead there is a cynicism creeping into government circles which echoes the views of proponents of the free market This holds that the public sector can never be efficient and cannot deliver the goods to the public."

Dexter said the "naive notion" that the private sector would deliver more quickly, cheaply and reliably should be contested vigorously

"There are few examples, if any, where this has proved to be the case, particularly in a development country with such acute social backlogs."

The government would respond only to pressure. At present, it was under pressure from conservative forces. These were "the unions of the already privileged, business, who see the public sector as ripe for the picking, and the forces of neo-liberalism who want to ensure that any building block for socialism is decisively smashed"

Dexter said the government owned 51% of South Africa's capital stock. There were 1,2 million public servants, 300 000 employees of state-owned enterprises, 233 000 local government employees and 100 000 employees of universities, parastatals and agricultural marketing boards.

Retrenchments in public service likely

Greta Steyn

GOVERNMENT is expected to begin retrenching public servants next year after its efforts to cut staff numbers through voluntary severance packages failed to produce meaningful results.

A government source said a retrenchment plan would be in place from the start of the next fiscal year in April. A public service and administration department spokesman said she was unable to confirm the plan.

Government aimed to cut 100 000 jobs annually from the present fiscal year for three years, but is running well behind on its target for the first year. At the time of the Budget, officials said that 100 000 fewer jobs at an average annual salary of R50 000 each would save government R5bn a year. As the job cuts are expected to fall far short of the target, government can no longer count on the savings.

However, finance director-general Maria Ramos said the fact that the job cuts were behind target would not create problems for the implementation of the deficit targets in government's macroeconomic strategy. She said the economic model for the growth, employment and redistribution strategy had assumed that staff numbers would not be cut as drastically as targeted. "We were very conservative in our assumptions (The strategy) will not be jeopardised by the fact that the full targets will not be reached," she said.

BD 5/12/96 (250)
The appendices of the strategy show that far from budgeting for a reduction in staff numbers, the finance department is expecting the public service to grow modestly in spite of retrenchments. An economist who worked on the model said it assumed a cut of about 20 000 jobs in the first year of the strategy (1996), followed by a flat year and then increases of 20 000 a year. Job cuts in some areas would be offset by employment growth in others such as education, police and health, and public works programmes.

The appendices of the strategy say employment in education will need to grow in response to anticipated enrolment growth of 3% a year. "Innovative financing arrangements and containment of real salary increases will be necessary if these growth targets are to be achieved."

Ramos said the approach to the public service was not simply to cut jobs for the sake of doing so. It was a "right-sizing" exercise aimed at creating an effective public service whose size was not a burden on the state. Government needed to invest in people to have the right skills at its disposal.

However, critics of the economic strategy have pointed out that the model's assumptions of wage restraint in the public service combined with low growth in staff numbers appeared to contradict the public administration department's policy of a smaller, well paid public service.

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Trouble and strife in high places

(250) November 5/12/96

By Sharon Chetty

THE GOVERNMENT'S high-ranking committee investigating the transformation of the civil service appears to have run into difficulty with the Ministry of Public Service and Administration.

But, while the chairman of the Presidential Review Commission and staff at the ministry deny that there are any problems, rumours persisted this week about a break in the relationship between the two.

PRC chairman Professor Bax Nomvete was emphatic in an interview last week that it was "business as usual". There is no such thing as a dispute between the PRC and the ministry", said Nomvete.

However, sources working with the PRC say Public Service and Administration Minister Dr Zola Skweyiya and his senior staffers questioned the appointment of PRC commissioners and the process involved in setting up task teams.

At the centre of the unhappiness was the imminent duplication of the work of the ministry and the PRC, which is independent of the Government.

A newspaper reported recently that the Government was looking at de-proclaiming the commission and that Skweyiya had instructed his staff to prepare a Cabinet memorandum about this.

This week a member of Skweyiya's staff said the minister was unable to comment on questions about the PRC put to him by *Sowetan*.

Body set up to investigate transformation of civil service encounters problems

Nomvete, a retired professor who is the executive director of the Africa Institute for Policy Analysis and Economic Integration, was asked by the Government to head the PRC.

He says he found the system more or less in place when the PRC came into being by presidential proclamation in March. It was officially proclaimed as the Commission of Inquiry Regarding the Transformation and Reform of the Public Service.

Broadly, its task is to examine the public service and recommend how it can be transformed into a streamlined, efficient and cost-saving service. At present the bureaucratic civil service is over-staffed, wasteful and does not deliver vital services to the public.

Six task teams have been set up to look at specific areas. These will include:

- Investigating the structure and functions of the public service and its statutory bodies,

- Auditing and reviewing each ministry, department, provincial administration, organisational component, office and agency regarding its objectives, structure, function, staffing, financing and other related matters,

- Conducting a review and revision of the systems and planning procedures, budgeting and financial operation of the public service so as to make recommendations and proposals for its transformation and reform;

- Looking at the performance-monitoring system of government and establishing criteria by which to assess the delivery of service, and

- The making and implementation of policy, public participation in and the transparency of government, human resource development and upgrading of the Government's information systems and technology.

The PRC is made up of 14 commissioners, four of whom are foreigners from Canada, Britain, Sweden and Zimbabwe. Nomvete and a secretary of seven are employed fulltime, while the rest are parttime.

The commissioners are Fanie Cloete, Al Johnson, Anne Letsebe, Norman Levy, Ayesha Mahomed, Neva Seidman-Makgetla, Vincent Maphai, Aaron Ndlovu, Lot Ndlovu, Lennart Nilsson, Maryawanda Nzuwa, Gavin Pieterse, Kenneth Stowe and Clem Sunter.

A range of specialists and professionals are employed to work parttime with the task teams.

Eighty percent of the R18 million price tag for the 18-month-old commission is to be paid for by donor countries - UK, Canada and Sweden - and the rest (R4 million) by the Government.

At present they are undertaking their investigations and an interim report will be ready by March 31 next year. The PRC's final report will be

delivered on September 30 1997.

"We are still in the field," says Nomvete. "This is not an academic exercise. We will evaluate the different areas of government and make practical recommendations."

"If we are lucky, we will have the transformation of the civil service lock, stock and barrel."

They will try to lay down a strategy for the transformation of the entire system over three or four years, he added.

In order to ensure cooperation in every ministry, a civil servant who is a permanent employee of that department has been appointed to work with the task teams.

Nomvete says while the Government was making an assessment of its various ministries, the PRC's role is to be coordinated and will look at long-term solutions. Individuals from consultancies have been commissioned to work with



Zola Skweyiya ... questions the appointment of the members of the Presidential Review Commission investigating the transformation of the civil service.

the PRC. He also said the commission will work with research institutions and universities as their policy is not to use consultancy companies to do the work for them.

While their brief is not specifically to look at affirmative action, the "democratisation of the civil service" is one of their tasks.

"Ours will be straightforward and blunt recommendations on how to re-structure the civil service from one that served apartheid to one that can serve democracy."

'Alarming' loss of skilled municipal staff

Robyn Chalmers

THE loss of skills from municipal treasury and electricity departments, was taking on alarming proportions, the National Electricity Regulator warned at the weekend.

Ian McRae, who recently announced his resignation as regulator chairman, said the loss of skills, particularly at management and technical level, was cause for concern.

"This causes major problems which require attention," he said. Qualified engineers, technicians and artisans focusing on electricity supply were essential to ensure quality

of supply, optimise systems' potential to cut costs, and react quickly to emergencies like big power interruptions.

The regulator's newsletter said there were a number of reasons behind the exodus of skilled staff. Senior staff feared that the current pension fund policies would be changed during next year and they would forfeit their benefits in respect of income tax breaks on their retirement benefits.

Municipalities also gave employees generous early retirement and severance benefits so they could afford early retirement, and a growing number of staff were taking this option. While electricity supply was munic-

ipalities' most important income generator, it was generally not seen as a high priority area in terms of resource allocation and capital for expenditure.

In addition, the compartmentalised management of electricity supply meant that the city electrical engineer had no say in tariffs and financial matters, but was responsible only for the technical aspects of supply, which was causing frustration.

McRae said the general situation was deteriorating rapidly at a number of municipalities.

"The main focus is on the deteriorating financial position with regard to an inability to pay bulk accounts to

Eskom, run the distributors efficiently, contain tariff increases, bring about effective credit controls and to deal with non-payment of accounts," McRae said.

A successor to McRae as chairman of the regulator has yet to be announced, but McRae said he was currently evaluating the option of remaining as non-executive chairman until March next year.

McRae has previously indicated that he wished to take the position of non-executive chairman on a more permanent basis. For this to occur, a new CEO would have had to be appointed.

PD 9/11/96

(250)

NEWS

11 000-job drive in civil service discontinued

(250)

ARC 11/12/96

Bid 'hampered'

CLIVE SAWYER
POLITICAL CORRESPONDENT

The "Jobs for South Africa" recruitment drive for 11 000 posts - to make the public service more representative - has been discontinued, Zola Skweyiya, Minister for the Public Service and Administration, said today.

The campaign was announced shortly after the 1994 elections, as a short-term measure to correct the white male dominance of the public service.

Great strides had been made in ensuring the service became more representative, Dr Skweyiya said.

But the 11 000-post campaign had been hampered by the processes of rationalisation and restructuring of the public service.

"The right- and down-sizing of the public service also had an impact on filling these vacancies"

The former Office of the Public Service Commission co-ordinated the advertising of the posts while departments and provinces were responsible for filling their respective vacancies

It had been found that some of the 11 000 vacancies were not available for filling.

Only 9 629 posts should have been advertised

Dr Skweyiya said his ministry and the former Public Service Commission had monitored the situation to ensure representativeness was achieved.

By May this year 2 311 posts had been filled.

"The level of representativeness has been achieved with the advancement of 1 096 Africans, 151 Indians and 268 coloureds. Eight disabled people were appointed"

Of the vacancies filled, just more than half of those given jobs were from outside the public service, which meant there had been progress in making the public service more accessible

So far 43,8 percent of the posts were abolished because of rationalisation, while others were redefined and not considered part of the 11 000 anymore.

Shake up the 'old guard' public service

(250) 27 12 196

PHILIP DEXTER outlines factors impeding the transformation of the public service and makes suggestions for rectifying the "paralysis" in the service.

I RECENTLY published an article assessing the state of the public service in the SA Labour Bulletin (Vol 20, No 6, December 1996), which the Cape Times reported on December 4 and commented on on December 5

In my original article I provided an analysis of the problems that are impeding reform and transformation in the public sector as a whole. Few would disagree with my summary of the public sector being, by and large, unrepresentative, unresponsive, and regarded as being inefficient and ineffective

It would be difficult for anyone to disagree that reform of the public sector has been slow and transformation has barely begun. The process of reform and transformation has been impeded by, among other things

- The ambivalent attitude of some government officials
- The resistance to change of old-guard public servants
- The ideological battle between proponents of the "less state is better" view and the "more state is best" view, as well as those either in favour of or against privatisation
- The failure of government to develop detailed policy following on from the RDP.
- The bureaucratic approach to training in the public sector
- A creeping cynicism on the part of management and the workers in the public sector, albeit for different reasons
- The continued practice of senior

officials rewarding themselves undeservedly from the public coffers, while the average public servant earns a pitiful salary

The Cape Times report on my Labour Bulletin contribution, whilst commendable for attempting to reflect some views on this debate, makes little mention of all these complexities and, what is more, reduces my comments to the public service only

The report also fails to mention any of the suggestions I made in the same contribution to attempt to rectify these problems

I have suggested that in, addition to the already significant ANC policy on the matters of the public sector, we need to develop our policy further and in more substantial detail

I have also suggested that the government and organised labour take the initiative in leading the reform and transformation in a creative and aggressive manner

It is my view that a specialised ANC alliance structure is needed to co-ordi-

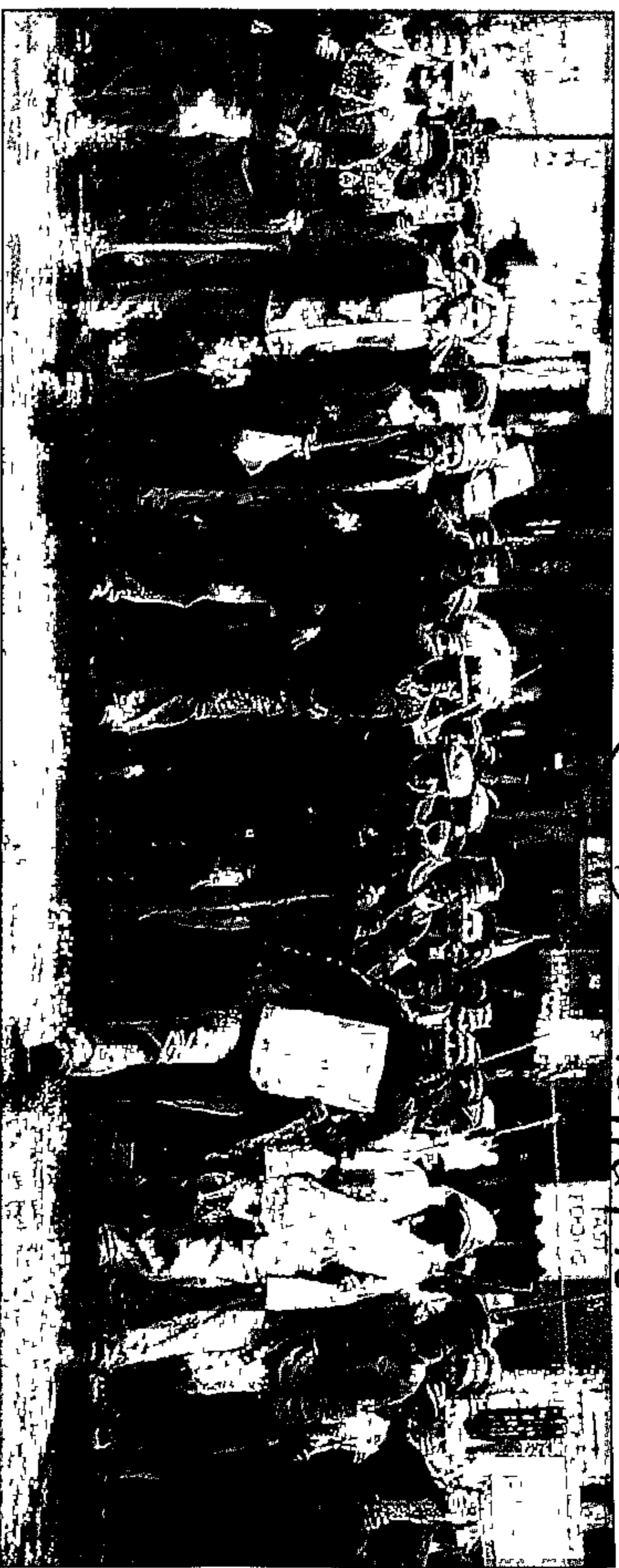
In view of the critical nature of the public sector in our society, it cannot be left to those who do not perform to run this sector...

ate the activities of the alliance in respect to campaigns for the transformation of the public sector

This would allow the public to participate in the process, and the trade unions to utilise their strategic position to lead the transformation process and ensure that it is a thoroughly working-class transformation in favour of the poor

Workers have a role to play because they will benefit from change that is led by political forces that are biased in their favour

The public should participate because they are, after all, the service recipients. This would help ensure that such things as a citizens' charter are put in place to



ON THE MARCH ANC MP and Western Cape Communist Party secretary Phillip Dexter writes that spokespeople for working-class organisations such as the Communist Party and the unions are deliberately marginalised by the South African press

help change the public sector into a people-friendly sector of the economy

But government also needs a co-ordinating mechanism to ensure smooth management of the process of reform and transformation and maximum cohesiveness in the public sector. In this regard I have suggested the establishment of a committee of directors general to deal with key public sector portfolios.

Whilst the reform process must be always mindful of budget imperatives, the driving force behind this process must be political organisation and vision that will ensure the best for the majority of South Africans

The liberation movement, headed by the ANC, is best equipped to lead this process

Lastly, I have suggested that the Public Service Commission, as it is envisaged in the new constitution, could be a vital instrument for public sector reform, but that what is required is dynamic leadership

In this respect I find the current man-

agement of the public sector generally lacking

In view of the critical nature of the public sector in our society, it cannot be left to those who do not perform to run this important sector and that management in the public sector be employed on performance-related contracts

The Cape Times report on my original article is notable for its oversimplification of my arguments, not to mention the erroneous description of me as being a "SACP MP"

The editorial in the Cape Times of December 5 is notable for its opportunism, tardy journalism, and blatant anti-communism. This dishonest piece reveals the need for transformation and reform throughout our society and in the press in particular

I have tried to raise what are serious matters of public concern. I did this as an ANC MP with some not inconsiderable experience in matters of the public sector gathered while working in Nqawu, Cosatu and the ANC

For the editorial to reduce this contribution to being an attack on the ANC, my own political organisation, or part of a fictitious communist plot, and to weave it into some apparent pattern of conflict between the alliance organisations that exists in the mind of the author of that editorial alone, is not only mischievous but also lowers the tone of what I consider to be a serious debate

If each time an ANC MP who happens to be an SACP member, or a former Cosatu representative, or any other alliance, MDM or Patriotic Front organisation speaks, they are reduced to being a reflection of some sectarian point of view, then what anyone says will soon not be taken seriously

It is little wonder that those of us in the ANC, including the President, find the newspapers of this country wanting in the quality of journalism displayed

□ *Phillip Dexter is an ANC MP and the Western Cape secretary of the SA Communist Party*

Govt gives up on 'Jobs for SA' plan

Drew Forrest

GOVERNMENT'S Jobs for SA project, in terms of which 11 000 affirmative action posts were advertised in the public service, has been abandoned with fewer than a quarter filled

Public Service Minister Zola Skweyiya said yesterday that because of problems in filling the posts and "the length of time it has been dragging", it had been decided to stop the project.

Jobs for SA was launched shortly after the 1994 general election in an attempt to promote a more racially representative public service.

The project raised questions of how government would honour its pledges to downsize the service, make it more racially representative and retain those already in jobs.

A government spokesman said the posts, including 246 of director and above, had fallen vacant because of natural attrition over several years.

The former office of the Public Service Commission had co-ordinated the advertising campaign in the national media, while state departments and provinces had been given responsibility for filling vacancies.

There were reportedly 2-million applications for the jobs, mainly from black people

A 150-member interdepartmental team reportedly worked around the clock processing the applications

Skweyiya said it had subsequently been found that the actual number of vacancies was 9 629. Of these, a total of 2 311, or 24%, had been filled by means of transfer, promotion and appointment of candidates

BD 12/12/96 (250)

A further 4 222 posts, or 43,8%, had been abolished as a result of the rationalisation of the public service, leaving 3 307 posts unfilled. It would be the job of departments and provincial administrations to fill these posts, Skweyiya said.

He said that despite the slow pace of recruitment, progress had been made in making the public service more accessible. The project had resulted in the advancement of 1 096 black people, 268 coloured people and 151 Asians, while eight disabled people had been appointed.

Gender representativeness had been addressed by the recruitment of 1 026 women, or 44,4% of the total.

Government sources said the recruitment drive had foundered because of poor planning. In particular, departments and provincial administrations had provided inaccurate information on the number of vacancies, having included both jobs which were filled and "funded vacancies" destined to be abolished in terms of public service rationalisation.

"Posts were put on hold because of the uncertainty surrounding them," a source said. "The process was overtaken by restructuring."

In addition, many of the applications had come from those lacking the necessary job qualifications.

Public service ministry spokesman Thandeka Gqubule said the aim of Jobs for SA had been to make the public service "psychologically acceptable" to formerly disadvantaged groups by showing that it was now open to them. Affirmative action in the public service remained a high priority, she said.

4 SOUTH AFRICA

State faces big pay-offs

MTG 13 - 19/12/96
(250)

Marion Edmunds

NATIONAL Public Service Commissioners are hoping to claim hundreds of thousands of rands of financial compensation for early retirement next year, even if they continue to work in the public service.

Forty-four public service commissioners — appointed after 1994 in terms of the interim Constitution — will have to retire early from their positions next year to make way for a new Public Service Commission, which has been shrunk and redesigned by the new Constitution.

The current commissioners are paid at the level of chief director, at an average of R332 000 a year, and were employed after the 1994 elections at different times on contracts from between three to six years. Many commissioners will have their contracts broken and will have to be compensated by the government. Those who were last appointed and have worked the shortest time will be compensated the most

The chair of the Parliamentary Portfolio Committee on Public Administration, Salie Marie, said this week government and Parliament were discussing the problem, but that provision would be made for the commissioners.

"They will have the option of being absorbed into the public service, but if they have a contract, the government will have to find a way of saying "good-bye" to them, because we can't just tell them to pack their bags and go."

Should the current commissioners, two of whom were appointed last month, be absorbed into the public service, it is unlikely that they will take lower salaries than they are currently earning

Public service insiders say some commissioners have already secured top jobs elsewhere, in anticipation of taking their lucrative retirement packages and leaving.

Within the public service, minister Zola Skweyiya has come under fire for the late appointment to the commission this year of his special

ministerial adviser, John Erntzen, and his deputy director general, Dr Fanie Visser.

There is concern that their appointments — when the fate of the Public Service Commission was uncertain — were made to put these two people in a position for re-election to the commission, so undermining the new constitutionally defined parliamentary selection process. Further concern is voiced as to whether their close association with Skweyiya (since 1994) will prevent them from fulfilling their role of watchdogs over the executive and his ministry.

However, the Public Service Commission has asserted that the appointments were made on the basis of merit and experience to replace two commissioners who had resigned. Skweyiya said the men were his choice and they were important to the new public service because they played critical roles in winning over the unions to the transformation process.

A spokesman said it was feared that criticism of the appointment of Erntzen and Visser was fuelled by people wanting to wage a war against Skweyiya.

Dispute declared over Barnard appointment

CT 13/12/96

(250)

STAFF WRITER

THE National Education, Health and Allied Workers Union (Nehawu) has officially declared a dispute with the Western Province government over the appointment of Mr Niel Barnard as Director-General of the Public Service in the Western Cape.

Mr Puddy February, the Nehawu regional secretary, alleged there had been irregularities in the procedure of Barnard's appointment, a failure to adhere to the appointment criteria as outlined in the Public Service Act, a failure to comply with the Constitution, a failure to adhere to Provincial Public Service Bargaining Chamber (PPSBC) decisions which instructs the premier (Hernus Kriel) to respond within seven days to Nehawu's queries around the appointment, and a failure to apply transparency in the making of the appointment as legislated in the Public Service Act.

At a PPSBC meeting on Tuesday an agreement was reached with the provincial administration to convene a dispute

meeting in the first week of January 1997

The parties will finalise the date for this meeting soon.

Nehawu has allocated the first weeks in January to settle the dispute and to ensure the reversal of Barnard's appointment. Failing a resolution of the dispute during the period, Nehawu would ballot its 13 000 members in the province for strike action.

January had also been declared the month of mass action against the Kriel administration and the campaign would include the mobilisation of "our members for pickets, marches, go-slows and ultimately strike action" and would be extended to the 240 000 members of Cosatu in the Western Cape.

The union would further embark on a public awareness campaign among community based organisations and civil society at large focusing on Barnard's history as chief of the National Intelligence Services during the apartheid era.

Nehawu would not accept Barnard's appointment and vowed to use whatever means at its disposal to have it reversed.

ST GEORGE'S CATHEDRAL
**MASS IN
B MINOR**

SUPREME COURT ROLL

THIRD DIVISION
Court No. 16
Divorces

v R S Lotterng, P JA v S D Mar-
nus, E L v W Marthesé, B v E
Michaels, F v A Tjoordien, J v S R.

Public service medical aid loses R87-million

'Gross mismanagement' alleged

(250)

ARC 14/12/96

DENNIS CAVERNELIS
STAFF REPORTER

The Pro Sano Medical Aid Scheme has lost R87-million in the past two and a half years, the Cape Supreme Court heard during an application for the scheme to be placed under judicial management.

The Registrar of Medical Schemes, Daniel Kolver, brought an application for the Pro Sano Medical Aid Scheme to be placed under judicial management in terms of the Medical Schemes Act and the

Companies Act. Pro Sano is the third largest medical scheme in South Africa, with 210 000 members and dependants. They are drawn mainly from the public service, including teachers, the Post Office, local government and Telkom.

Mr Kolver said in his affidavit that Pro Sano's "financial position has deteriorated dramatically. Since December 31 1993... the respondent has lost nearly R87-million."

Mr Kolver said that an inspection of Pro Sano revealed "gross mismanagement and maladministration in the con-

duct of its affairs," including "significant irregular payments" made to Pro Sano's principal officer and the chairman and members of its management council.

He said the payments were made "in an apparent attempt to buy influence with Pro Sano... it appears some of these payments may have amounted to bribes".

Mr Kolver said members of the scheme were "at risk of losing the substantial investments they had made and being left without any medical aid whatsoever".

Mr Kolver has asked for an

order that the vice-chairman of the Council for Medical Schemes, Anthony Leveton, and chartered company secretary Brian Wilson be appointed as Pro Sano's judicial managers.

The case will be heard on January 15 after further papers have been filed.

Mr F D J Brand presided. J J Gauntlett, SC and G W Woodland, instructed by the State Attorney, appeared for the applicant and M A Albertus, SC and H L Schreuder, instructed by Mallinicks, for the respondent.

'CONSUMER' NEEDS PARAMOUNT

Govt out to improve ET 18/12/96 image of public service

THE FOCUS of a major government campaign next year will be to improve delivery by the public service. Political writer **HENRY LUDSKI** reports



THE popular image of civil servants as dour, unco-operative, clock-watching individuals could change — if a government campaign to improve "service delivery" in the public service succeeds.

The initiative is also aimed at making South Africans, particularly in under-serviced areas, aware of their right to efficient service — with a smile.

The issue of "service delivery" is the focus of one of the key campaigns for next year of a special public service and administration unit concentrating on transforming the public service into a slick service-oriented operation where the needs of "consumers" are paramount.

The government's slow pace of delivery in a number of crucial areas continues to be strongly criticised by communities throughout the country.

Also the general transformation of

the public service in areas such as affirmative action and rationalisation, in particular, has not yielded enough results.

Next year is expected to be a crunch year for the department, with major unions pushing for the best deal for their members, many of whom have decided to take severance packages.

Parliamentary public service portfolio committee chairman Mr Salie Manie believes service delivery will be the test of whether the government has been able to translate its policies into tangible results.

It will be the year in which the electorate will be watching particularly closely to see whether the ANC-led government delivers on its election promises.

Dr Mala Singh, director of the department's public service reform directorate, said that for many South Africans one of the few tests for mea-

112/96 (250)
suring the government's performance was the extent to which the transition to democracy had changed the material conditions under which they lived.

"At the end of the day they want to see that they also voted for better services."

While acknowledging the enormous task facing the government in imbuing the monolithic public service with a new user-friendly, corporate culture, Singh and her team know that the poor standard of performance and service provision could "no longer be tolerated".

Singh knows what she is up against in creating an environment in which South Africa's 1,2 million civil servants will be more conscious and responsive to the service needs of "consumers".

Stressing the need not to create unrealistic expectations, she speaks instead of making a "modest start".

"We need constantly to evaluate how we are doing and continue to make improvements."

The campaign would be directed especially at the 40% of South Africans who had been deprived of basic services, said Singh.

Academic tackles public service

50
(250)

BARRY STREEK
POLITICAL WRITER

CT 19/12/96

THE man spearheading the reform of the Public Service Commission, Professor Stan Sangweni, is an environmentalist with a masters degree in rural sociology from Cornell University in the US.

But, he says, throughout his academic and professional life he has been concerned about delivery on the ground, rather than about theories and experts. "I am a hands-on man, not so much theory," he said in an interview.

Sangweni was born in Newcastle in KwaZulu-Natal where his parents, whom he visits regularly, still live.

He trained at Mariannhill as a teacher, and taught in Dundee for three years before going to Roma University in Lesotho for a degree in history and geography, thinking he would go back to teaching.

The introduction of Bantu Education changed all that. "I knew I could not be a teacher in South Africa"

Instead, he joined the ANC in 1960, went to Canada to study at Codi, and then to Cornell, before returning to Africa to work in Swaziland to help establish the University of Botswana, Swaziland and Lesotho campus there. In 1974 he worked for the UN Economic Commission for Africa while based in Lusaka

In 1981, he joined the UN Environment Programme (Unep) in Nairobi.

Unep, he said, concentrated on a catalytic role, and he used this approach when he established the School of Rural and Community Development at the University of Natal in Mantzburg at the beginning of 1992.

He was appointed to the Public Service Commission in 1994 and became chairperson earlier this year

Sangweni, who married in exile, has two children, who now both live in South Africa

Top project 'not being scrapped'

(250)

BARRY STREEK

CT 19/12/96

REPORTS that the government was considering deproclaiming the R15 million Presidential Policy Commission (PPC) appointed to recommend the long term reform of the civil service were absolute rubbish. The chairperson of the Public Service Commission Professor Stan Sangweni said yesterday.

The PPC mandated to report to the government within 18 months of its appointment would submit an interim report in March and a final report in September next year. He said in an interview.

His commission has been working closely with the PPC because this is in the long term interest of reforming the civil service.

Most of the PPC's cost - R15 million - is to be provided by the British, Canadian and Swedish governments who have provided a service report to it.

Anglo-American, Mr Glen Sumner, and the chairperson of the Zimbabwe Public Service Commission are also members.

Do you think President Mubvumba would just scrap the PPC when it has such high profile people working on it? Sangweni said.

The PPC is going on. It is a long term project.

It is doing a comprehensive review of the structures and functions of the civil service. Sangweni said.

The Public Service Commission had an excellent working relationship with the PPC, he added.

STRICT MONITORING OF LOCAL GOVERNMENT

Radical new deal

CT. 19/12/96 for public service (250) (E)

A NEW COMMISSION will be established next year to monitor all levels of government, including local government and state-owned enterprises, to enforce standards and promote service delivery. Political Writer **BARRY STREEK** reports.



SWEEPING changes will be made to South Africa's public service next year, following the adoption of the country's new Constitution in a ceremony at Sharpeville last week.

The chairperson of the existing Public Service Commission, Professor Stan Sangweni, said yesterday the proposals were "a very radical development".

Central to the proposed reforms are the scrapping of the existing Public Service Commission — "this horrendous monster", Sangweni described it — and the nine provincial service commissions, the transfer of executive decisions from the commission to the Minister of Public Service and Administration, and a new Public Service Commission to be established in the middle of next year.

The new commission will monitor all levels of government, including local government and state-owned enterprises, to enforce standards and promote service delivery.

Sangweni said it would be "a true champion of excellence in governance".

Legislation to change the Public Service Act and the Public Service Commission Act has already been approved by the cabinet and will be submitted to the Portfolio Committee on Public Service and Administration early in the new year.

The existing structures were based on the old Commission for Administration, a secretive and bureaucratic body which obstructed reform and drew up technical regulations that made the civil service almost impossible to administer. It had to approve every salary, allowance, ranking and promotion.

Sangweni said he had five volumes of regulations governing the civil service.

The Public Service Commission has slashed its staff from 400 to 180, with a budget of R27,1 million in the 1996/7 financial year. With a projected budget of R23,738m in 1997/8, it will reduce its staff by another 32 posts.

The new Constitution, to come into effect on February 7, clearly defines how the public service will have to operate in the future. For the first time it will apply to local government as well.

"Public administration must be governed by the democratic values and principles enshrined in the Constitution," the Constitution says.

This includes:

- A high standard of professional ethics.
- Services must be provided impartially,

fairly, equitably and without bias;

● People's needs must be responded to, and the public must be encouraged to participate in policy-making;

● Public administration must be accountable;

● Transparency must be fostered by providing the public with timely, accessible and accurate information; and

● Public administration must be broadly representative. Employment practices must be based on "ability, objectivity, fairness and the need to redress the imbalances of the past."

Although the practical effect of these principles is a matter for interpretation by the Constitutional Court, they will clearly pave the way for a new approach by all levels of government.

The Constitution itself says these principles will apply to "administration of every sphere of government; organs of state; and public enterprises".

In theory at least, local government will no longer be able to collect garbage in Bellville but not in Khayelitsha and the Post Office will no longer be able to deliver letters in some areas but not in others.

The key body in promoting these changes will be the new Public Service Commission. It will only be established after the legislation has been adopted by Parliament, five new national commissioners have been chosen by the National Assembly and each of the nine provinces has elected a commissioner.

Sangweni expects this process to be completed by mid-July.

"The public service must be able to deliver services," he said in an interview. The existing structures were "totally unsuitable for transforming the public service".

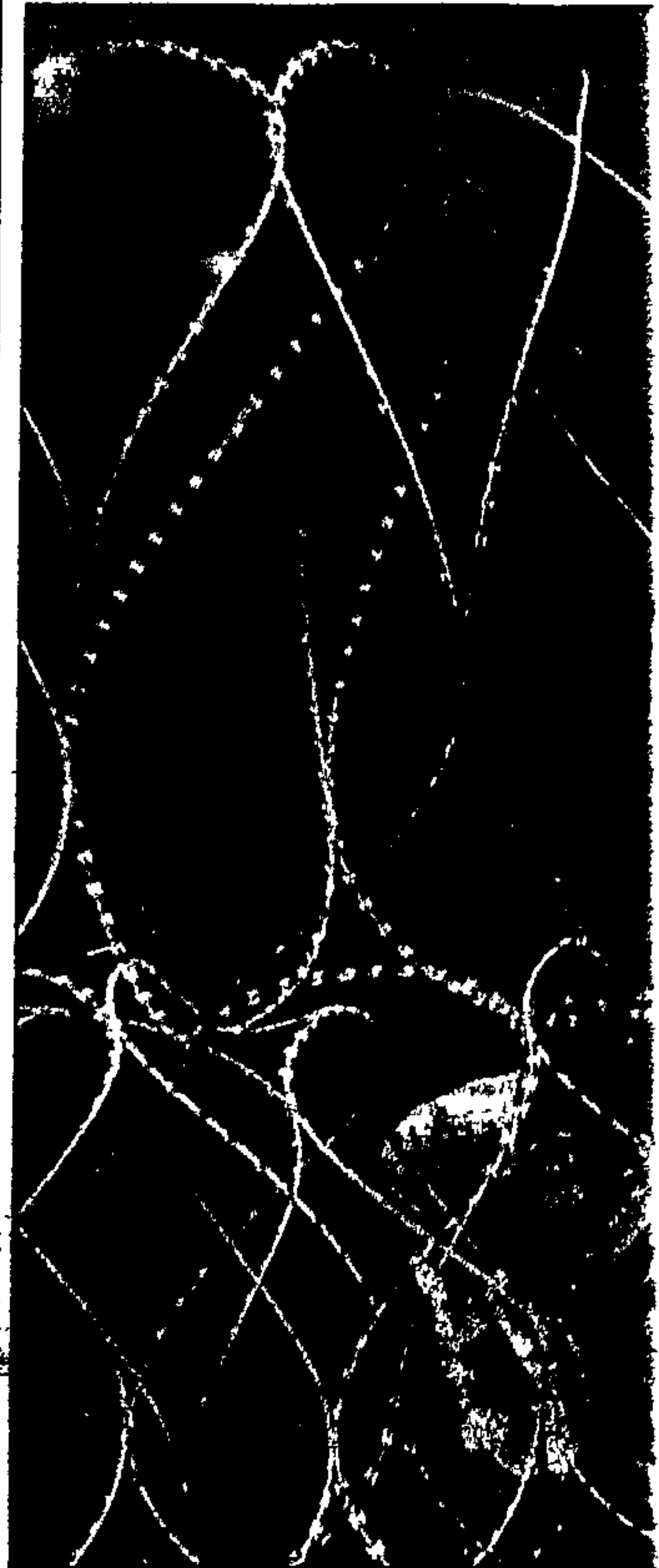
Sangweni said he would be available for nomination to the new commission and was very excited about the prospects for reforming the public service.

"It calls for a high standard of professional ethics. It calls for economic efficiency and the effective use of resources. This can only lead in the direction of providing greater service."

The new commission, which would be independent of the government, would also draw up a code of conduct for the public service in consultation with all stakeholders. The code was important as corruption in the civil service "runs into billions, not millions".

"I am not saying the code will perform miracles, but it will go a long way," Sangweni said

● See Page 7



DIVIDING LINE: Three layers of razor wire keep Page 7 from giving the police what they want.

Jonty: Fame out as Bacher is capped

JONTY RHODES has been dropped from the South African test match side for the first time since making his debut four seasons ago.

Also out of favour is fast bowler **Fanie de Villiers** while there are recalls from injuries for **Allan Donald** and **Shaun Pollock**.

The only new cap is **Adam Bacher** of Transvaal who seems certain to bat at No. 3

● See Back Page

Page 7 to give

POLICE have to tell the org to give them because police rouse people the morning"

Police spokesman **Stellenberg** says that warrants national chairman **Aslam Toefy** a national chairman **Abdoes-Salaar** signed yesterday

Call to restructure 'over-generous' pension scheme

(250) (300)
Samantha Sharpe

BD 24/12/96
CAPE TOWN — The Steyn commission yesterday called for an urgent restructuring of the municipal councillors' pension fund to reduce an excessive burden on taxpayers.

The commission, investigating elected government officials' salaries, found a R90m surplus in the fund which it said could be used in the restructuring.

Releasing its latest report, commission chairman Jan Steyn said the commission believed the fund, which enjoyed a 33,25% contribution from local councils, was "overgenerous".

While supporting the existence of a national pension fund for councillors, he said the assets of the existing fund would have to be distributed in a way that would balance the protection of fund members with the interests of taxpayers, "whose generous contributions to the funds have contributed substantially to the surplus".

The fund, established in May 1988, had only 1 936 active members and 735 deferred pensioner and pensioner members as a result of many councillors' belief that it was "immoral" for local councils — and ratepayers — to pay the 33,25% contribution.

As most councillors could join the fund only if the cost of the pension fund arrangement was less than 0,33% of the local authority's total annual revenue budget, it precluded councillors from the poorer and smaller councils from joining.

Steyn recommended that 29% of the surplus be distributed to members through an enhancement of their actuarial reserve.

Such a move would be accompanied by a change in the fund from being a defined benefit fund to a defined contribution fund.

The accompanying change to the rules of the fund should then allow the councils to cut their contributions and use the surplus to subsidise these contributions.

The issues should be settled through negotiations led by the finance ministry.

Chiefs must get higher pay — Steyn

Tim Cohen
and Samantha Sharpe

THE commission on remuneration of representatives has proposed a new formula for the payment of city councillors to restrict the number of local government representatives and has recommended a salary increase for senior traditional leaders.

Announcing the commission's findings on remuneration of local government officials and traditional leaders yesterday, commission chairman Jan Steyn said it was proposed that chiefs be paid R72 000 a year and headmen R13 000.

The commission's findings will mean that the total salary bill for SA's roughly 700 chiefs is likely to double to R50m, while the salary bill for SA's 2 000 headmen will remain roughly at its existing level of R27m.

However, the commission suggested that members of the provincial houses of traditional leaders — bodies established by the constitution to advise provincial legislatures on customary issues — should be paid only when the houses are sitting.

This would mean members of these houses would not be paid annual salaries, as was currently the case in Mpumalanga, for example, where they were paid R232 000 a year.

The commission recommended that ordinary members of these houses should be paid an allowance, including a subsistence allowance, of R650 a day, with travel allowances to be determined by the transport department. The houses have met only briefly during the past two years.

On local government representatives, the report recommended a model based on the number of inhabitants in each councillor's area of jurisdiction. Sapa reports that it also recommended payment be based on a three-tier hierarchy — mayors and executive committee chairmen in one tier, executive committee members and deputy mayors in another and ordinary councillors in the third.

The total pool of funds available for remuneration would be determined by multiplying the number of inhabitants by six.

The pool should then be distributed to each tier of local government in the ratio of 5:3:2 and divided by the number of councillors in each tier. The maximum remuneration in total package format could not be more than the equivalent of a member of provincial government and the minimum package should be R1 500 a month.

The model meant that the more councillors there were, the less each would be paid.

Funding for remuneration should be the responsibility of local government itself, although relief from central government should be made available where local governments were too small or without the necessary resources to self-fund. The commission also recommended that training and monitoring mechanisms be put in place to enhance the capacity of those elected at local government in a bid to serve their constituents.

According to the report, the determination of the remuneration of

Chiefs

Continued from Page 1

ditional leaders had proved extremely difficult.

The effects of colonial designs, the grand design of "separate development" and present political requirements had left their mark on the legitimacy and credibility of traditional leadership structures.

These problems had been compounded by the absence of a clear policy from the present government.

But the recognition of the institution in the new constitution, albeit in very general terms, obliged the commission to determine appropriate remuneration.

In the existing system, the commission had encountered "a totally unacceptable situation — major disparities as a result of determinations already made at provincial level".

Chiefs in Mpumalanga were receiving R72 000 a year while others in former QwaQwa, for example, were receiving as little as R2 400.

The commission proposed that these discrepancies should be eliminated with a standard, national salary.

The commission had not been able to generate all the information required to make recommendations for remunerating kings and paramount chiefs and had reserved judgment on the issue. It would conduct further in-

vestigations and report not later than April 1997.

The commission proposed that pension and medical aid provision was inappropriate for traditional leaders.

Farouk Chothia reports from Durban that IFP KwaZulu-Natal MP Walter Felgate said the IFP welcomed the commission's recommendation on traditional leaders as a "step in the right direction", but said the provincial government and not central government should pay them.

ANC KwaZulu-Natal spokesman Dumisani Makhaye said the ANC was not particularly concerned about who would make the actual payments, but that central government should define "enforceable" tasks that chiefs throughout the country would be required to perform.

They could not be paid "so much for doing nothing" as this could lead to a revolt against them in their communities, he said.

Makhaye said a role for chiefs in bringing about development and peace in a non-partisan fashion should be identified.

He said the IFP, while claiming to be the champion of traditional structures, paid KwaZulu-Natal chiefs "peanuts" and treated them as "cannon fodder" with which to achieve party political objectives.

This had led to some chiefs falling into the trap of alcoholism, and central government was now determined to restore their dignity, Makhaye said.

(250)
24/12/96

Continued on Page 2

PUBLIC SECTOR - GOVT. - GENERAL

1997

SA Rail Commuter Corporation profits

784 Mr M F CASSIM asked the Minister of Transport

Whether the South African Rail Commuter Corporation (SARCC) is currently functioning as a profit-making enterprise, if not, why not, if so, how profitable is the SARCC?

N1377E

The MINISTER OF TRANSPORT

The SARCC (South African Rail Commuter Corporation), of which the Minister is the sole shareholder, is an independent Public Corporation (State corporation), reporting directly to the Minister of Transport. It manages rail commuter assets (including rail stations) and services, as well as the annual subsidy of R1 332 m, on behalf of Government.

Because rail commuter services in the metropolitan areas in South Africa, as operated by Metrorail (a division of Transnet), are heavily subsidised, the Corporation can not be regarded as a profit making entity. All rail commuter trips undertaken by commuters are subsidised by ± 65% by Government in order to make commuting affordable to the public. A total of more than 2 million passengers make use of rail commuter services daily.

The SARCC is however, managed by transport professionals and business people. It also has its own Board of Control consisting of members from the communities and the private sector, appointed by the Minister. The Corporation has further established a wholly owned property subsidiary company to manage its property on behalf of the Corporation. This property company (Inter-site Property Management Services) has done very well since its establishment in 1992 not only in improving station areas and precincts to enhance the commuter experience, but to earn healthy profits from developing State owned infrastructure.

Property revenues contributes ± 12% of total revenues. Therefore the profits made by Inter-site Property Management Services are profits of the SARCC and eventually profits of Government.

Members of public service discharged/transferred/salaries reduced

788 Mr J A JORDAAN asked the Minister for the Public Service and Administration

Whether any members of the public service employed by any national or provincial departments were (a) discharged, (b) transferred or (c) had their salaries reduced on the grounds of misconduct during the latest specified period of 12 months for which information is available, if so, (i) how many and (ii) in each case, (aa) what are the details concerning the incident of misconduct, (bb) where was the person employed and (cc) what action was taken?

N1381E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

The DPSA does not maintain such information in view of the delegations and devolution of powers to heads of Departments and Provincial Administrations. However my department conducted a survey in this regard throughout the Public Service and twenty-nine organisational components have replied, the details whereof are as follows:

1 (a) Yes: Five hundred and thirty-two (532) members of the Public Service were discharged from organisational components in the Public Service on the grounds of misconduct.

(b) Yes: Forty (40) members of the Public Service were transferred from twenty-nine (29) organisational components in the Public Service on the grounds of misconduct.

(c) Yes: Sixteen (16) members' salaries of the Public Service were reduced within the twenty-nine (29) organisational components in the Public Service on the grounds of misconduct.

The full details concerning the incidents of misconduct, where the person was employed and the action taken in respect of the 29 organisational components for which information is available are set out in annexure A hereto.

(1) With reference to information pertaining to misconduct during the period of 1 April 1996 – 31st March 1997, whether any members of the Public Service employed by any national or provincial departments had the following actions taken against them:

(a) discharged,

(b) transferred, or

(c) had their salaries reduced, and

(aa) what were the details concerning the incident of misconduct,

(bb) where was the person employed

Department/ Administration (bb)	Action Taken			Total Number	Detail of Incident (aa)
	Discharged (a)	Transfer (b)	Salary Reduced (c)		
1 Trade & Industry	0	0	1	1	Theft R500-00 fine
2 Central Statistical Service	4	0	0	2	Two were discharged for absence the other two were discharged for misuse of government vehicles and the last two were charged with misconduct but the process has not yet been finalised
3 SA Defence Force					Section 25(4)(a)-Resigns from the Publ Serv before misconduct case has been concluded and section 17(5) (a)-Absence without leave

Hansard
(250)

Department/ Administration (bb)	Action Taken				Total Number	Detail of Incident (aa)
	Discharged (a)	Transfer (b)	Salary Reduced (c)	Warnings and fines		
4 Welfare and Population Development	0	0	0	0	0	Detail of incident not indicated
5 Independent Com- plaints Directorate	0	0	0	0	0	Detail of incident not indicated
6 Health	0	0	1	0	1	Demoted in rank and salary
7 Minerals and Energy	0	0	1	0	1	Forged matric certificate salary over payment of R2 180 000 but was recovered in 12 monthly instalments and was downgraded to Senior Admin Clerk from Asst Admin Officer
8 South African Communication Services	0	0	0	0	0	Detail of incident not indicated
9 State Expenditure	0	0	0	0	0	Detail of incident not indicated
10 Housing	0	0	0	0	0	Detail of incident not indicated
11 Public Service and Administration	3	0	0	0	3	Misuse of state property
12 Arts Culture, Science and Technology	0	1	0	0	1	Fraud regarding the use of a rental car
13 Home Affairs	11	0	0	0	11	Fraud, corruption and unauthorised leave
14 Office of the President	0	2	0	4	6	2 = Concealed previous convictions on Z83 Forms Disciplinary hearing to be conducted 1 = Gave interview to Hustler magazine without the Director-General's approval 1 = Faked identity document
15 SAMDI	2	0	0	0	2	2 Misrepresentation of Position (Fraud Concerning Std 8 certificate and criminal offences not declared on Z 83 discharged in accordance with Act 17(2) (G) of the PSA 1994
16 Constitutional Development	0	0	0	0	0	Detail of incident not indicated
17 Agriculture	5	0	0	0	5	Officials were guilty of seven charges in terms of section 20(f) of the Public Service Act, 1994 and Absconding

Department/ Administration (bb)	Action Taken				Total Number	Detail of Incident (aa)
	Discharged (a)	Transfer (b)	Salary Reduced (c)	Warnings and fines		
18 Provincial Administration Mpumalanga	73	3	0	0	76	Disciplinary hearings pending
19 Provincial Administration KwaZulu-Natal	40	0	0	0	40	- From the four, three were fined R500 00 and one received a warning - Theft of government Funds, misappropriation and drunkenness, misappropriation of government vehicles and school funds.
20 Public Works	11	0	0	0	11	Warning issued due to indecent assault, false statement in claiming Home Owners Allowance, theft and unauthorised usage of GG vehicle
21 South African Police Service	326	0	5	0	331	Incident not stated
22 Provincial Administration Western Cape	18	0	0	0	18	Absent from duty, misappropriation of state property and guilty of criminal offence
23 Labour	3	2	0	0	5	Case of stolen goods i.e theft Case of false documentation i.e fraud and use of alcohol
24 Provincial Administration Free State		0	0	0	0	Detail of incident not indicated
25 Sport and Recreation	0	0	0	0	0	Detail of incident not indicated
26 Transport	3	0	0	0	3	Acting outside delegated authority, theft of money and of a GG vehicle
27 Land Affairs	3	0	2	2	7	The person forged matric certificate absent at work without notification, Absence and drunkenness
28 Correctional Services	9	30	5	0	44	
29 Provincial Administration North Province	19	2	2	4	27	Fine of R500-00, theft of government funds, misappropriation of government funds, misappropriation of government vehicles and funds
<i>Total</i>	532	40	16	13	601	
<i>Grand Total</i>	601					

courtesy dinner in a crowded public restaurant during which general matters of interest in the nuclear area, were discussed

Finally, Dr Stumpf confirms that no further contact had been undertaken since then (or even before then) with any Iranian Government official and that the AEC has had no business or other dealings with Iran in the past nor are any being considered at present

Should the Atomic Energy Corporation have any business or other dealings with Iran in future, these will take due cognisance of the requirement of the LTN's nuclear Non-proliferation Treaty, to which both Iran and South Africa have acceded, as well as South African legislation prohibiting the non-proliferation of weapons of mass destruction and other international agreements, such as the Pelindaba Treaty, which has declared the African continents a nuclear weapon free zone

(2) No

Failure of Public Service Act: impediment to curbing corruption

*20 Mr J A JORDAAN asked the Minister for the Public Service and Administration

(1) Whether the failure of the Public Service Act, 1994 (Proclamation R 103 of 1994), to enforce the disclosure of the findings of closed disciplinary hearings and to make provision for protection for officials who go above their immediate superiors to report corruption, has been found to be an impediment to the Government's efforts to curb corruption, if not, what is the position in this regard, if so, what are the relevant details.

(2) whether he or his Department intends taking any steps aimed at correcting the situation, if not, what is the position in this regard, if so, (a) what steps and (b) when? N1976E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) No, this has not been shown to be an impediment to the Government's efforts to curb corruption

The principle underpinning discipline in the Public Service, is that it should be corrective in nature. Deriving from this approach, good practice dictates that discipline should be dealt with confidentially in order to protect those officials who report corruption. As such, the Public Service Act does not specifically enforce the disclosure of disciplinary hearings. The consequences of the disciplinary hearings, will of course, become known as it could entail, *inter alia*, the transfer, discharge or reduction in rank of an official

Chapter M of the Public Service Regulations provides for a Code of Conduct for the Public Service Regulations M4 4 1 0 of the said Code of Conduct directs that an employee in the course of his or her official duties, shall report to the appropriate authorities, fraud, corruption, nepotism, maladministration and any other act which constitutes an offence, or which is prejudicial to the public interest. If an employee contravenes or fails to comply with any provision of the relevant Code of Conduct, he or she shall be guilty of misconduct in terms of section 20(t) of the Public Service Act 1994, and may be dealt with in accordance with the relevant section of the said Act

Should an official who has reported any form of corruption to his immediate superiors be victimised by the alleged transgressor in any manner, such victimisation will in itself constitute misconduct on the part of the alleged transgressor and he/she may be dealt with in accordance with the relevant sections in the Public Service Act. The reason being that the latter's actions are to the prejudice of the administration, discipline or efficiency of a department, office or institution of the State

(2) Considering the underlying principles, no specific steps are envisaged

SARS: money withdrawn from taxpayers' bank account

*21 Mr K M ANDREW asked the Minister of Finance

(1) Whether the Commissioner of the South African Revenue Service has any powers to withdraw money out of a taxpayer's bank account, if so, under what circumstances,

(2) whether the taxpayers involved are advised of the Commissioner's intention to withdraw such money, if not, why not, if so, what are the relevant details,

(3) whether any money was so seized during the latest specified period of twelve months for which information is available, if so, (a) what amount and (b) how many taxpayers were involved? N1978E

The MINISTER OF FINANCE

(1) Yes. If a taxpayer owes the Commissioner any tax or interest, the Commissioner may appoint any person in terms of section 99 of the Income Tax Act to act as the agent of such taxpayer and such agent may be required to pay over taxes or interest due by the taxpayer from moneys which the agent holds on behalf of the taxpayer

(2) No. It would defeat the purpose of the garnishee order if the taxpayer was informed in advance that it was the intention to withdraw money from the account as he or she would ensure that there was no money in the account. In normal circumstances the placing of a garnishee order is the last resort in a long process of trying to collect tax and the taxpayer would be well aware that tax is owing and South African Revenue Service was attempting to collect it

(3) The appointment of agents is done throughout South African Revenue Service and many millions of rands of tax are collected in this manner but statistics of the number and amounts are not kept

Persons remitting capital abroad

*22 Mr K M ANDREW asked the Minister of Finance

(1) Whether any individuals have taken advantage of the relaxation of exchange controls permitting them to remit capital abroad as from 1 July 1997, if so, (a) how many individuals and (b) what amount had so been remitted as at the latest specified date for which information is available.

(2) whether consideration is being given to the further relaxation of exchange controls, if not, why not, if so, (a) what is envisaged in this regard and (b) when will such further relaxation become applicable? N1979E

The MINISTER OF FINANCE

(1) Yes

(a) Up to 31 August 1997 the number of applications processed in regard to individuals amounted to 2.035. It should be borne in mind, however, that a period of 2 to 3 weeks elapses from the original application being completed by an individual and final processing by the Exchange Control Department of the South African Reserve Bank

(b) For the month of July 1997 the total amount remitted was R144 million, and for August 1997 the amount was R131 million

(2) There is an ongoing review of exchange control measures, and further reforms will be made in due course

Number of members of federation of trade unions

*23 Comdt A BLAAS asked the Minister of Labour †

Whether he will make known details on the number of members of a certain federation of trade unions the name of which has been furnished to his Department for the purpose of his reply, if not, what is the position in this regard, if so (a) what was this union's enrolled membership number as at the latest specified date for which information is available and (b)

100 000 face government job chop

By CAROL PATON

PUBLIC servants are bracing themselves for a tough year in which at least 100 000 people could be retrenched following the collapse of the government's plan to transform the public service.

The deepest cuts are expected in the provinces where personnel audits under way have already revealed over-staffed and wasteful administrations.

The government transformation plan, which was agreed to with unions last March, intended to create a leaner, more efficient public service in three years by shedding 300 000 jobs — either through voluntary retrenchments or by doing away with vacant posts — and granting large pay increases to

key skilled personnel such as doctors and nurses.

The first round of salary adjustments came last year. The government promised at least R6,5-billion would be set aside for salary improvements in both 1997 and 1998.

It was calculated that projected savings from voluntary retrenchments and the scrapping of vacant posts would increase this amount to R11,3-billion for each year.

For the plan to have worked, 100 000 jobs would have had to be scrapped

this year — either through voluntary retrenchment or the abolition of posts.

Instead, only 19 000 applications for retrenchment have been approved, and 18 000 posts scrapped. Although another 79 000 vacant posts exist, departments and provinces have resisted attempts to have them scrapped.

This week, as annual wage negotiations began, the government admitted that the voluntary retrenchment plan had failed because "the wrong people had applied".

They said the cabinet had therefore decided to end the offer of voluntary retrenchment on March 31 to make way for forced retrenchments.

Angry unionists have accused the government of "voodoo economics", saying the plan had been "sheer guesswork and nothing else".

Unionists said the estimated number of retrenchments being talked of within the public service was 100 000.

But not only has the voluntary retrenchment

package failed to attract civil servants and therefore generate savings, a question mark has also appeared over whether government can afford the promised R6,5-billion.

While the Minister of Finance, Trevor Manuel, would not confirm whether the government would come up with the money — he said this was "the meat of the negotiations" — he stressed that government had, since the announcement of the plan, adopted a new approach to managing its deficit.

"We would be lying if we said there were no problems. There have been changes in how we deal with the deficit. You will see huge shifts between now and March 1998."

The Director General of the Department of Public Service and Administration, Paseka Ncholo, said the government was committed to the agreement, but voluntary retrenchment was not enough.

He added that it was impossible to speculate on how many retrenchments would be necessary

ST 2/2/97

(250)

Changes 250

mooted for CT 5/2/97 bureaucrats

POLITICAL WRITER

MAJOR changes had to occur in the public service and a range of reforms would be required, Public Service and Administration Minister Dr Zola Skweyiya said yesterday.

"To meet the new challenges which face our country, and in particular to improve the quality and equity of service delivery, it is absolutely imperative that the public service draws upon the skills and talents of all South Africans.

Speaking at a forum on human resources and affirmative action, he said transformation and reform were necessary to place the public service on a sound footing and to ensure sustainability.

Skweyiya said various matters had to be addressed as a matter of priority, including the improvement of skills and capabilities of public servants, as well as sound management practices.

Another priority was "replacing the excessive centralism of the current system of public administration with an approach that permits maximum departmental autonomy and managerial responsibility with a coherent national public service".

Legislation which established a clear set of principles and parameters, and which were easily understandable, had to be developed.

An approach to accountability in which indicators were developed for measuring, monitoring and evaluating the quality of performance had to be created, as well as mechanisms for the public to address issues and complaints concerning the delivery of service.

Trimming of public service on course, says

David Greybe

CAPE TOWN — Contrary to expectations, government was on course to cut the public service by 100 000 posts this financial year, Public Service Minister Zola Skweyiya said yesterday.

Also contrary to recent reports, Skweyiya told the parliamentary public service committee that government had the R6,5bn for the next leg of a three-year wage improvement plan negotiated with public service unions.

Skweyiya assured the committee that government would not act unilaterally on forced

retrenchments, following a recent cabinet decision to end the moratorium.

The decision, due partly to the poor response to its voluntary severance scheme, led to speculation that government would be unable to cut the 1,2-million-strong public service by 100 000 a year for the next three years as announced last year.

Skweyiya said the bulk of the cutback — about 58 000 — would result from public servants who had opted for early pension.

A further "minimum" 18 000 saving would result from the scrapping of vacant posts at national and provincial levels, Skweyiya said.

The remaining 24 000 would come from public servants who had successfully applied for government's severance package. By the end of October last year, 19 214 severance packages were approved, while 7 029 were still being processed.

Skweyiya said the 58 000 included teachers and employees in the safety and security department, as well as "natural attrition".

He said training within the public service would be a priority for government. This followed the finding by a task team of a general lack of expertise within the public service. Skweyiya declined to reveal details of the

task team's findings

Tim Cohen reports that Education Minister Sibusiso Bengu suggested yesterday that government might rethink its policy of granting voluntary severance packages to teachers, acknowledging the "shotgun approach" aimed at achieving equity in teacher spending had had negative side-effects.

Bengu said government's system of balancing teacher numbers across provinces might have to be revised and might even be renegotiated.

But he denied his ministry had made a mistake in offering the packages in the first

place "We certainly did not make a mistake. Even if it was a mistake, it was not my mistake, not that we would deny making mistakes if we had made them," he said.

The rationalisation and redeployment programme had resulted in "difficulties", he said, but government would not give up its objective of equalising education expenditure.

Bengu blamed the National Party (NP) for creating confusion about the teacher crisis in the Western Cape.

NP Education spokesman Renier Schoeman said Bengu's allegation was a "political smokescreen".

(270)

PD 11/2/97

Minister

More than 4 000 civil service posts scrapped

(250) Stan 14/2/97

Cape Town - A total of 4 222 public service posts have been scrapped, Public Service and Administration Minister Dr Zola Skweyiya said yesterday.

He was replying to a question from National Party MP Sam de Beer on whether the Government had abandoned its campaign to fill 11 000 posts.

The minister said the Public Service Department had started a process to end recruitment.

"During May 1996 it was identified that, due to rationalisation, 4 222 posts were abolished. Other vacancies under these projects were subsequently redefined by various departments/provincial administrations and thus not considered part of the estimated 11 000-posts exercise."

This had resulted in 2 311 posts being filled by transfers, promotions and appointments of candidates, of whom 1 209 were recruited from outside the public service, while 1 112 posts had been filled through promotions and transfers. There were still 3 307 vacancies to be filled.

■ A total of 3 488 016 visitors from overseas and Africa entered South Africa last year, an increase of 6,5% over 1995 figures, Environmental Affairs and Tourism Minister Dr Pallo Jordan said. He said 2 571 050 visitors from Africa had come to South Africa and there were 799 256 European visitors.

■ The Government will spend a total of R450-million to pay

special pensions to former members of liberation movements and political prisoners, Finance Minister Trevor Manuel said in a written reply to a question from NP MP Dr Theo Alant. He said it was not possible to state how many people would receive the pensions because applications were still being processed.

■ A new system streamlining identification systems was announced by Home Affairs Minister Chief Mangosuthu Buthelezi. It will come into effect late next year, with old-age pensioners being the first to be registered. The Government will then phase the rest of the population into the system over an eight-year period.

"The identity card will allow three levels of verification to ensure that an individual is who he or she claims to be," he said.

The new system would ensure that there was order in the pension-payment, unemployment-insurance and health systems.

And two fingerprinting systems would be introduced, one for "civil" use and the other for the justice system.

■ The Government was on target with its pre-election plan to build a million houses by 1999, Housing Minister Sankie Mthembu-Mahanyele said.

She said her department had put in place mechanisms that would accelerate housing delivery over the next two years - Political Staff and Sapa.

Public sector unions plan to march

BD 19/2/97

(250)

Reneé Grawitzky

THE Congress of SA Trade Unions' (Cosatu's) six public sector unions would march on Parliament during the reading of the 1997/98 budget on March 12 to call for a "people's budget" ensuring the delivery of reconstruction and development programme-related services, the unions announced this week.

The decision comes ahead of Finance Minister Trevor Manuel's roadshow later this week, aimed at wooing the markets ahead of the budget.

The unions' co-ordinating committee said the march was aimed at counteracting Manuel's macroeconomic strategy and to draw Parliament's attention to the delivery of education, health, welfare, public works and water.

The committee also decided on four guiding principles for the planned changes in the public service, to be raised when the public service bargaining chamber reconvenes next month.

The principles are the introduction of a national minimum wage for local government workers; a human resources strategy which focuses on training, the end to forced retrenchment; and a shift away from set teacher-pupil ratios.

The Hospital Personnel Trade Union of SA agreed with Cosatu's stand against forced retrenchments.

Hospersa spokesman Albert Wocke said forced retrenchments did not fit in with a national programme for the delivery of education, health, welfare and police services.

He said government did not

seem to have the clout to make national programmes a top priority. Spending in provincial governments was out of control. The unions believed priorities were being neglected to meet a national deficit target and forced retrenchments would target lesser-skilled people.

Government dropped forced retrenchments in 1995 because it was a political liability, Wocke claimed.

Meanwhile, in his address to the Frankel Pollak annual investment conference yesterday, Manuel discussed the RDP at length. "Far from replacing the RDP, as some have alleged, our macroeconomic strategy is a fundamental cornerstone in this larger project; a broad framework within which longer term goals can realistically met," he said.

Cabinet to decide on job numbers before Budget

Public service cuts reviewed

et (BR) 19/2/97 (250)

CHRISTO VOLSCHENK

ECONOMICS EDITOR

Cape Town—The cabinet will decide on the future of plans to cut jobs in the public service in the weeks before the March 12 Budget, Zola Skweyiya, the public service and administration minister, said in parliament earlier this week.

Reducing the size of the public service could lead to shedding 300 000 jobs in three years. The government and the public sector unions agreed last May to a three-year restructuring plan which included cutting 100 000 jobs a year for three consecutive years.

But yesterday a Public Servants' Association spokesman said the government might decide against shedding 100 000 jobs in the coming financial year.

"Government has set R6,5 billion aside for the second phase of the restructuring plan and may decide against lay-offs for the sake of savings," said Anton Lourens, the deputy manager of the association.

The government pledged R6,5 billion a year to implement the plan. It agreed with the unions that the expected savings of up to R4,8 billion in a year might be added to the R6,5 billion for salary adjustments.

"With R6,5 billion government will be able to implement the basic plan. Savings will allow for bigger salary adjustments," the spokesman said.

A committee drawn from the public service and administration and state expenditure departments would decide whether jobs should be abolished in the coming financial year.

Skweyiya said in parliament last week that the committee would submit its proposal to the cabinet in the near future. An announcement on the government's plans for the coming financial year might be included in the Budget on March 12.

The association said the government would have to resort to forced retrenchments if it wanted to shed another 100 000 jobs in the coming financial year.

"Voluntary severance packages, early retirement and the abolishment of funded but vacant posts have contributed as much as they can to rightsizing. Another 100 000 posts will not be squeezed from those sources," the association's spokesman said.

He said forced retrenchments would cost the government more than the voluntary severance packages and would have to be negotiated with the unions before they could be implemented.

Public service restructuring has led to saving of R10-bn

Cape Town - Civil service restructuring had resulted in savings to the state of about R10-billion, Dr Paseka Ncholo, director-general of public service and administration, said yesterday.

Ncholo was responding to questions at a media briefing in Cape Town. He avoided giving a direct answer as to whether the number of public servants had increased.

The aim of the restructuring was to reduce the total public service salary bill as opposed to the number of employees, he said.

An assumption had been made that the average salary of those people who took severance packages was about R50 000 a year, while new employees would be earning less than that.

Positions which became avail-

able as a result of people taking retrenchment packages were filled only through the redeployment of existing public servants.

Public Service and Administration Minister Dr Zola Skweyiya said that by February 12 about 58 731 civil servants had asked for voluntary severance packages and 39 501 of the applications had been approved. By December 31 last year, 214 681 people had left the civil service.

The rightsizing programme had also resulted in the abolition of 18 246 posts with a financial value of R665-million.

Steps were also being taken to eliminate so-called ghost workers, particularly in the former homelands.

"The first step has been to issue identity documents to all public servants so as to weed out any duplication of people on the payroll," Skweyiya said.

Star 15/2/97

Stage set for battle between govt and its employees

(250) BD 19/12/97

SPECULATION on the budget next month has started earlier than usual, probably because it will be the most visible test of Finance Minister Trevor Manuel's credibility. Even at this early stage, it is clear that the public servants' salary bill represents the key to whether Manuel will be able to deliver.

Delivery will entail more than pretty budget numbers; the figures will be far less impressive if there is even the slightest chance that spending will increase unexpectedly, as a result of an angry government labour corps.

Signals on the budget, next month, suggest that the deficit target of 4% of gross domestic product (GDP) will be met through spending cuts rather than higher taxes. A spending total of R186bn has been banded about, which represents an increase of only 5,6% on the current year's projected final outcome. The obvious question is whether such a spending total is really feasible — given a projected average inflation rate of 8,5%-9%.

Some reports have insisted that the R186bn figure will remain intact despite the fact that the spending overruns in the 1996/97 fiscal year will lift the base from which the increase is

The only way government can keep its deficit promise in next month's budget is to break its pay promise to public servants, Greta Steyn reports

It is likely that the increase in spending will translate into a substantial cut in real terms. Further analysis of the numbers yields the following results: Nominal GDP is estimated at about R622bn from about R560bn, which means the deficit has to be about R25bn to be 4% of GDP. Revenue could grow at about 10% from this year's projected outturn of R147,4bn (a slightly slower rate of growth than nominal GDP) to yield about R162bn. Add that revenue figure to the deficit, and it makes spending of R187bn possible. The spending total could be higher if the revenue grows at more than 10%. How can this be achieved?

No one expects any major tax increases or decreases in the budget. There will be something extra from the usual expense duty increases, a

higher fuel levy, and possibly something on fringe benefits and estate duties. In addition, Manuel could argue that improved tax collections will bring in another R1,5bn or more — that amount was exceeded in the present fiscal year. But this could be offset by tinkering on fiscal drag to relieve the lower-income earners' burden.

The bottom line is that there will not be enough extra revenue to finance spending of much more than R188bn, and probably less. (These are rough calculations which, of course, depend on one's "guesstimate" of nominal GDP.)

The figures show government will have about R12bn extra to spend in the 1997/98 fiscal year. It will be hard pressed to make ends meet with that amount, given its huge interest bill and the promises made to the public servants.

On the interest bill, government budgeted in the 1996/97 fiscal year to spend R34,4bn servicing its debts — an amount which is projected to turn out marginally higher. Manuel and his colleagues have said that about R41bn will be needed to service the state debt in

the next fiscal year. The increased cost of servicing the state debt alone will eat up about half the extra amount available to government this fiscal year.

Add to that the fact that government agreed to set aside R6,5bn to improve the public servants' conditions of service in the 1997/98 fiscal year — and it is clear that all the extra money available in the new fiscal year is consumed by interest costs and salary adjustments. There is literally nothing left for anything else.

That worrying conclusion disregards savings from staff cut-backs in the public service, as well as from better management of state debt. But it is already clear government failed miserably to meet its targets on staff cuts.

Debt and cash management strategies could help reduce the interest bill — but by how much? Finance director-general Maria Ramos is pleased that government has hardly overspent this fiscal year on servicing its debt, despite the double whammy of the rand weakening and interest rates exceeding expectations. This says

something positive about the way in which cash and debt is being managed in government — but it is not enough to make the massive difference required.

The problem is, quite simply, that the interest bill and the pledges made to the public servants together are too much to be accommodated. Something will have to give.

It seems clear that the R6,5bn agreement cannot be met — something that Manuel has already hinted at. President Nelson Mandela, in his opening address to Parliament, confused the issue by saying government stood by the agreement, and then adding that its implementation had depended on staff numbers being cut.

One of the newspaper reports on the coming budget, which was apparently based on a leaked cabinet memorandum, mentioned a figure of R3bn allocated to improvement of conditions of service.

For government to pay the public servants an extra R6,5bn, service its debt, slash its deficit and keep taxes largely unchanged will require a miracle. Manuel is doing a good job as finance minister, but he is not yet a miracle worker. The stage is set for a battle between government and its workforce.



RAMOS

Pay pledges 'will be honoured in budget'

BD 21/2/97

(250)

Greta Steyn

GOVERNMENT would keep its pay pledges to public servants with a R4,8bn allocation for increases in next month's budget, Finance Minister Trevor Manuel said yesterday.

He told economists and other players in the financial markets in Johannesburg that public servants' pay demands would not stop government from meeting its aim of slashing the deficit to 4% of gross domestic product (GDP). The pay increase was the only concrete information which emerged on next month's budget, and confirmed that government would have to slash spending excluding salaries and the interest bill in the next fiscal year.

Economists had thought that R6,5bn was needed to meet the terms of the agreement struck with public sector unions last year. However, Manuel said the increases were meant to be implemented only from July, which reduced the figure to R4,8bn for the 1997/98 fiscal year.

The disclosure of the figure ends uncertainty that government would be able to afford the minimum terms of its accord. The uncertainty surfaced after

Manuel met the unions this year. Union sources indicated yesterday that tough negotiations were still on the cards to get more than the minimum, which they felt they were entitled to because of savings achieved by cutting staff numbers and changing the pensions system.

Manuel said the agreement with the unions allowed for certain changes as a consequence of adverse economic circumstances. "But that is not an issue now. The R4,8bn can be done within the constraints of a 4% deficit."

The target to cut public servant staff numbers by 100 000 a year was not cast in stone. Negotiations would start on forced retrenchments, and "getting all the unions to agree seems a hard thing to do, but we have to do it".

Manuel impressed the markets with his commitment to greater transparency in next month's budget. In response to a comment that he was aiming to meet the deficit target "by hook or by crook", he said there would be no "crook(ing). No smoke, no mirrors, no sale of oil, no proceeds of privatisation." The comment drew applause from the audience, which came away with a greater sense of confidence than

before in Manuel's ability to deliver.

He said proceeds of privatisation would be used to retire debt, and for capital spending by public utilities such as Telkom.

Questions from economists in Johannesburg and Cape Town showed there was concern over local government finances. Fears were expressed that government would have to pick up the tab for local government debt. Manuel responded by pointing out that the finance department was vetting municipal budgets to ensure they were spending within their means. He said the key to the local financing problem was to try to broaden the revenue base by, for instance, resuscitating the Masakhane campaign, and also to try and keep spending on services at a level that communities could afford. He said sorting out these issues would be "a heck of a long process".

Reserve Bank governor Chris Stals, who spoke on the economic statistics, emphasised the positive trends in the economy. He said GDP statistics for the fourth quarter could show a small pickup in the annualised quarter-on-

Continued on Page 2

Budget

Continued from Page 1

quarter growth rate from the third quarter's 3,2%. Domestic spending had slowed down enough to bring the rate of increase in spending closer to the growth in production. The quarterly annualised growth rate of gross domes-

tic expenditure could even have fallen in the fourth quarter.

Stals was unhappy about inflation trends, though, noting that labour costs were adding to the pressure. The labour cost per unit of production had increased in the first three quarters of last year, even after increases in productivity had been taken into account.

See Page 13

Bureaucracy job cuts to save about R1bn a year

(250) 80 26/2/97

SOMERSET, WEST —

The public service reduction programme had already saved about R1bn from the public service department, general Paseka said yesterday at the inter-governmental forum.

He told delegates government had approved 39 800 out of about 58 000 applications for a voluntary severance package, and 24 124 people had left government service by the end of last year. The rest would leave by early next year.

With redundancies of about 19 000, the reduction of the service would amount to about 60 000 jobs out of a total staff complement of about 1,2-million, Ncholo said.

The offer remained open and applications were still coming in. The

package could come up for review in talks due to start on March 10.

Ncholo said the average income of the people seeking retrenchment was higher than R50 000 a year and government was concerned about the loss of skills.

About 5 000 applications had been denied in the public interest.

Ncholo said the aim of the restructuring was to keep the state's salary bill constant at roughly 58% of nondebt state expenditure for the next three years.

Government had planned to sacrifice about 100 000 jobs at an average of R50 000 a year, but it might already have achieved the desired saving by abolishing 60 000 higher-level jobs — Reuter.

GOVERNMENT'S GOLDEN HANDSHAKES

MORE HEAD FOR THE DOOR

(250) FM 4/4/97

The costly side effects of government's efforts to streamline the public service have emerged in stark detail following the report last week by Auditor-General Henri Kluever

Kluever said the generous provisions contained in the voluntary severance package (see table) are encouraging the highly skilled to leave for the private sector, impairing government's capacity for sound financial management

Further skills losses from departments and institutions would "cause grave problems and positive steps to prevent this should be taken urgently," he said

The Public Service & Administration Department estimates the packages cost the Exchequer nearly R1bn to end-1996. In Education, seemingly the worst affected ministry, each package cost the taxpayer an average of R66 300

The rush is likely to accelerate in the light of Finance Minister Trevor Manuel's Budget announcement that private and public pension funds will be treated equally from March 1998 — meaning the package will no longer be tax-free

The package is heavily weighted in favour of the experienced and skilled individual. Top people also have the best job

prospects in the private sector and some perceive their chances of promotion to be threatened by affirmative action

There is also a "bandwagon" effect, some fear that if they don't leave soon, acute skills shortages will force government to impose a mooted "18-month rule" — forcing them to stay on to train replacements or have their applications refused

A further motivation to leave, especially for skilled specialists, is the likelihood of being rehired as a highly paid consultant, as is already happening in departments such as Justice and Transport

Public Service & Administration DG Paseka Ncholo acknowledges the dilemma but insists it is cheaper for government to grant employees severance and rehire their services, if required

Public Service Minister Zola Skweyiya acknowledges that with the severance package, "you run the risk of losing your best people." Hence the 18-month rule

But few officials have had trouble leav-

ing. Of the roughly 60 000 applications for the package between May and December, 40 000 have been accepted and only 6 000 have been refused.

The question is how many more of the applications will be refused once government realises the extent of the damage

The Department of Finance is pressing for an end to the moratorium on forced

PUBLIC SERVICE GOLDEN HANDSHAKES†

Years of Service	10	20	30	50 000	66 000	100 000	165 000	265 000	500 000
Number of Employees	33 000	86 000	170 000	130 000	170 000	255 000	430 000	685 000	1,30m
Cost (R)	33 000	86 000	170 000	255 000	340 000	510 000	845 000	1,35m	2,54m

†Including severance pay, excluding six months' benefits, leave owing, medical aid, motor finance, home-owners' allowance, etc. Assuming pension contribution rate of 7,5%
*Salaries are approximate averages and must have been maintained for the last three years

retrenchments. This has applied since May 1996, when the package was introduced, and no change is likely until the matter is discussed in the Central Bargaining Chamber this month

Public Service & Administration is still committed to honouring the three-year agreement. "We will stick to the three-year contract agreed to until 1999 and we have no plan to change the voluntary severance package," says Ncholo

Public Servants' Association GM Caspar van Rensburg says "We are sitting tight. The labour law is on our side."

Meanwhile, in addition to the erosion of skills in government, efforts to build a leaner, meaner civil service have fallen far short of the Growth, Employment & Redistribution (Gear) strategy guidelines. By February 14 an estimated 18 253 funded posts, to the value of R665m, had been abolished, instead of the goal of 60 000. Robert Sanders

ANC IN GREY SHOE SHUFFLE

FM 4/4/97

Turf wars, budgetary squabbles and alleged meddling by government have hamstrung the Presidential Review Commission (PRC), set up last year as a semi-autonomous body to help revamp the public service

The commission's problems may have permanently undermined its function — and could give the ANC government freer rein to mould the public service as it wants

Such is the bad blood between the commission and the Department of Public Service & Administration, which controls the commission's finances, that the 16-member panel received only part of its R14,4m budget last year and has been in virtual limbo for the last three months

The commission planned to produce a final report on public service restructur-

36 CURRENT AFFAIRS

ing last month. But now that report is not expected before August next year.

The troubles began soon after the commission was formed in March last year. Newspaper reports, fuelled by leaks from unnamed sources, attacked the commissioners' competence and large salaries and disclosed details of squabbling within itself and with the department.

The bubble burst in January when commission chairman Bax Nomvete resigned after reports that he had a blazing row with Public Service & Administration DG Paseka Ncholo.

The commission is funded mostly by foreign aid (British, Swedish and Canadian), with a smaller input from government. But the department controls the entire budget, including donor funds.

Last month, commissioner Fanie Cloete defended the PRC, calling the leaks "malicious, deliberate efforts to discredit the commission in favour of the

department." In a scathing letter, Cloete blamed the department for the commission's problems. He accused it of being "reluctant to allow the PRC to conduct its activities independently from government." The department, he said, had

asked foreign sponsors of the PRC's task teams to "withhold their money and rather spend it on the departmental audit teams."

Cloete also claims that research assistants' fees, some going back nearly a year, have not been paid. But he has offered to withdraw his rebuke in return for the ministry's support.

Public Service & Administration Minister Zola Skweyiya rejects Cloete's allegations as false — though he does acknowledge that the commission has been starved of funds,

to the extent that commissioners have had to use "their own money to fly around the country." The State will re-fund them, he says.

Skweyiya surprised everyone — not

least the commissioners themselves — by saying recently that the commission had been "formally suspended" after Nomvete's resignation. But he dismissed rumours that the Cabinet intends to disband the commission.

The sniping and backbiting might be amusing, but it is wasting public money and delaying an important element of public-service reform.

Cloete says the commission's recommendations are vital for government to have an independent view of how to proceed with the reform.

Financial & Fiscal Commission research analyst Clive Pintusewitz says the PRC is key to the necessary process of relating public-service reform to budgetary reform.

There are already signs that the delays have undermined the PRC's status. Britain, the commission's chief donor, is reportedly considering switching its aid funding to a programme run by its own Overseas Development Agency to assist Skweyiya's department directly to reduce the public service.

"This means the PRC is being bypassed as an important policy-making instrument for civil service issues," says Centre



Zola Skweyiya

R1bn down the brain drain

Government admits civil service programme backfired

RAY HARTLEY
Political Correspondent

THE government has wasted R1-billion on a programme to trim the civil service that has robbed the service of its best brains and further damaged the government's financial management capacity

The Minister of Public Service and Administration, Zola Skweyiya, admitted this week that the voluntary severance offer had failed. "It is the best people who are leaving the public service and you are left with the people you would like to have retrenched"

The government had spent R999-million on severance packages by December — and the figure is set to rise when 58 731 top civil servants' applications for severance are processed

Skweyiya's admission came a week after Auditor General Henri Kluever suggested that the public service was being crippled by a skills crisis. In a damning report on government finances, Kluever said "It is clear that quality of financial management and administration in many institutions has deteriorated"

Skweyiya said the crisis was worse than Kluever claimed because his report covered only the 1995 financial year — before the voluntary severance package deal had accelerated the flight of skilled officials from the service

A report being prepared by his director general, Paseko Ncholo, for presentation to President Nelson Mandela next month would show "it is very bad"

"The basic issue is the lack of clear financial management systems in almost all the provinces. The human resources development systems are bad, especially in those which have

inherited bantustans," he said

Skweyiya also said that the government had decided on its target of cutting 300 000 jobs in three years "unscientifically" "We have to see whether we are capable of getting the 300 000 target. It should be scientifically proved that 300 000 is the right number. We are going from department to department to find the best size for each," he said.

If the figure is revised, the government's pay deal with public sector unions could collapse. In terms of the deal, pay increases are supposed to be financed by the savings made through job cuts.

A revision of the job-cutting target is unlikely to affect the government's growth, employment and redistribution plan because it was calculated on the basis of only 20 000 job cuts in the first year.

Faced with rapidly deteriorating management in the service, Skweyiya called on universities, technikons and the private sector to assist him in a massive training programme

Skweyiya said his officials had been "driven out" of some provinces that wanted to cover up the poor state of their administrations.

Premiers had supported the investigations but, he added, "I don't think the majority of directors general are very helpful"

Skweyiya said the public sector was having difficulty competing with salaries paid in the private sector

"The employees in the public service cannot expect the government, at the moment, to offer better. They cannot expect to get what the private sector is offering if they don't provide a service of the same quality," he said.

Uncertainty over jobs had contributed to morale problems, he said

All will pay for health scheme

PAT SIDLEY

ST 6/4/97

ALL employees in the country will be forced to contribute to a new national health insurance fund by 1999 — if the Department of Health gets its way

According to the department's director general, Dr Olive Shisana, the new scheme would ensure that all employees, including lower-paid workers in "formal" employment, contribute towards their health care

According to Shisana, the contributions would not be a payroll tax. However, these contributions would be paid by employers who are likely, in turn, to deduct the amounts from individual employees' pay packets.

This money will flow into a new state-controlled fund, perhaps in the form of a parastatal, she said

The package of benefits for employees would cover basic health care needs including hospital stays

Asked if the department believed the scheme would find favour among lower-paid workers and their unions, Shisana said the department had already canvassed opinion within Cosatu, who viewed the plan favourably.

One of the reasons for the new plan is the fact that millions of workers in formal employment rely solely on the state for their health care needs, without any contributions. Also, many employees' existing medical aid packages run out by mid-year, and they then use state facilities for free

Public sector unions demand figures on staff

Reneé Grawitzky

PUBLIC sector unions have demanded that government produce figures on savings which could have resulted from the reduction exercise carried out in the public sector.

Labour is demanding this information so that it will be able to evaluate whether government will be able to finance fully the implementation of year two of the three-year agreement reached last year in the public sector central chamber.

Labour said yesterday that during a meeting in the chamber last month, it asked government to provide information on the extent of savings. The parties are due to meet in the first week next month when, labour said, government is supposed to provide the requested information. In turn, labour had agreed to prioritise its demands.

Government and labour acknowledged that the reduction exercise had not achieved the expected savings and government indicating that at this stage it had no evidence of savings to finance further improvements. Labour, however, believed there had been savings but that government did not wish to acknowledge this as it had redirected funds to meet deficit targets.

Public Servants' Association director Casper van Rensburg said yesterday there were strong indications from government that no savings ex-

isted. Labour believed that there had been savings as a result of reduced employer contributions to the pension fund, the abolition of vacant posts; savings from not filling posts; and savings from the payment of severance packages, as compared with retrenchment packages in cases where posts were abolished.

He said both agreed that there had been no savings where severance packages were paid but the posts were not abolished.

The agreement would bring about regrading and personal notch increases. Hospital Personnel Trade Union of SA (Hospersa) official Albert Wocke said the additional amount was necessary to implement the agreement for year two.

Van Rensburg said the agreement was sold on the basis that the R6,5bn would be supplemented up to R11,3bn. Sources close to the process said the only way government could achieve the savings was by forced retrenchments.

Wocke said, however, that forced retrenchments to date had not been tabled and the union would not consider this until government had resolved the issue of ghost workers, roll-overs and which vacant posts were to be abolished.

The department for public service and administration would not comment.

BD8/4/97

(250)

Reduction savings

Unions want Budget allocation increased

Public service standoff looms over pay claim

CHRISTO VOLSCHENK

ECONOMICS EDITOR

Cape Town — A confrontation is looming between public-sector unions and the government over this year's salary and wage increases for public servants.

The unions want the government to top up the R4,8 billion earmarked in the Budget for salary increases this year with R3,6 billion to pay for an average increase of about 11 percent.

The unions insist at least R3,6 billion had been saved from steps taken to restructure the public service in the previous financial year, and have requested Zola Skweyiya, the public service and administration minister, to reveal the amount of the saving.

"The R4,8 billion allocated in the Budget will only pay for an average increase of 8 percent, which is not enough," said Cas van Rensburg, the senior manager of the Association of Public Servants of South Africa (PSA).

He said public servants would fall further behind the private sector with an average 8 percent increase, defeating the object of the three-year pay plan between government and the unions. Last year salaries in the private sector increased on average between 10 percent and 11 percent.

He said actual increases in the public service would vary widely around the average increase, with some public servants getting much less than the average.

CT (BR) 9/4/97 (250)
Last year public servants received an average increase of between 14 percent and 15 percent in the first phase of the pay plan.

The PSA calculated the average salary of public servants to be 45 percent below the average of comparable private sector workers at the start of the plan.

Despite recent pronouncements by Skweyiya that right-sizing cost the state R1 billion in the past year, public sector unions are convinced government made significant savings through rightsizing, rationalising pension funds and restructuring pension-fund benefits.

Yesterday Van Rensburg said rationalisation and restructuring alone had cut the government's contribution to public service pension funds by hundreds of millions of rand last year.

"Public-sector trade unions are concerned government will declare a lower figure for savings than the actual figure.

"The amount declared will be compared with the unions' calculation of the savings. Should government's figure be lower we will take the issue to arbitration.

"Government sits on a time-bomb with the wage issue, but we are prepared to go all the way. The Federation of Unions of South Africa (Fedusa) has the majority vote amongst public sector unions and all Fedusa's unions have agreed to stand together on this issue," Van Rensburg said.

Govt must find an extra R230m to pay public servants after ruling

Renée Grawitzky

GOVERNMENT must come up with an extra R230m to pay a one-off notch increment to about 170 000 public sector workers who, in terms of a previous wage system, were eligible for this payment on July 1 last year.

This forms part of an arbitration handed down yesterday by Independent Mediation and Arbitration Services arbitrator Prof Mzungulu Mthombeni. He ruled in favour of an argument lodged by most unions and

employee bodies involved in the public service central bargaining chamber.

The Public Servants' Association (PSA) said last night it would be interesting to see how quickly government implemented this award and where it got the money from. The PSA believed sufficient savings had been accumulated in the wake of the initial phase of the rightsizing exercise.

The dispute arose in July last year after the implementation of the new salary grading system signed in April. The unions and employee associa-

tions argued that in terms of the old wage system, a person qualified for a notch increment after every year of satisfactory service. Those completing 12 months' service on June 30 last year were eligible for a notch increment on July 1, the unions argued. That would effectively be the last notch increment granted to public servants as the new salary grading system had done away with the system.

The dispute arose when government refused to grant notch increments to that group of employees. Gov-

ernment argued that the notch increment had fallen away following agreement on the new salary and grading system and it was not obliged to pay it. The PSA said government argued that by implication the unions had agreed to the amendment of the wage system and had waived their right to the July 1 notch increase.

The unions argued that before the state could implement the new arrangements, outstanding provisions of the old system had to be complied with. The PSA said the increase would differ

from person to person, but could go as high as R1 200 a person for the year.

The effect of the arbitration award is that government will have to retroactively grant the notch increase to those affected employees and thereafter recalculate the 7,5% wage increase on the new salary rate. The 7,5% increase was agreed to as part of the three-year salary grading system. The PSA acknowledged that this could constitute an administrative nightmare, but said it had a responsibility to fulfil to its members.

(250) BD 11/4/97

State ordered to pay civil servants R230-m

Star 11/4/97

(250)

By **NORMAN CHANDLER**
Pretoria Bureau

The state has been ordered to pay about 170 000 civil servants notch pay increases totalling R230-million in terms of an arbitration ruling announced yesterday.

The arbitration court finding means that public servants who qualified on July 1 last year for an annual notch hike would receive salary adjustments of at least 7,5% after the notch increases.

The increases would determine whether officials would be moved into higher notches of the revised salary scales, the Public Service Association (PSA) said yesterday.

The bonus is the result of an arbitration court ruling in favour of the PSA on the question of whether the Government had correctly interpreted and implemented a public service salary agreement signed between public service organisations and the state in April 1996.

All public servants, even if they are not members of the PSA, will receive the backpay.

The PSA argued that the agreement had not been interpreted correctly, but the Government

claimed that, as increments in respect of various salary notches had fallen away on July 1996, officials could not qualify for increases.

According to a ruling handed down on March 24, but only made public yesterday, public servants could expect to be paid R230-million if they were not on the maximum level of their salary scales and had qualified on July 1 last year for an annual notch increase.

The PSA said yesterday that positions held by officials in government departments would now have to be re-evaluated and salaries adjusted according to the salary grading system.

It added: "After numerous meetings in respect of the matter had taken place, an agreement was reached late last year that the dispute would be referred to arbitration."

"The arbitrator heard the parties on March 24 and has just made his decision known. He has rejected a number of the state's legal arguments and his decision is binding on the state."

PSA ministry spokesman Themba Masilela said a statement would be issued later today.

Job shuffle hits 30 000 city staff

Sackings ruled out

ANDREA WEISS
METRO CORRESPONDENT

ARG 15/4/97

A huge upheaval is about to begin for about 30 000 municipal staff facing job moves, as the city embraces the post-apartheid era and reorganises itself into new municipalities.

The unbundling of the 19 old administrations involves the vast logistical process of matching each staff member to a post in the six new municipalities and the Cape Metropolitan Council.

For thousands of workers this means they will soon be reporting to new bosses and, in many instances, working in different places. The most seriously affected areas will be the core administrations, which will have to split up or merge to serve the new municipalities. Workers in the field will continue to do the same jobs.

There will be no job losses during this phase, which peaks on July 1, the date set for staff transfers to the new municipalities, but the possibility exists that municipalities will cut staff after restructuring.

In some instances they may have to take on new staff. The guiding principle is that staff will follow function.

The process is being managed under a series of agreements struck at the Metro-

politan Restructuring Forum in conjunction with a Metropolitan Labour Forum.

The six municipalities and the metropolitan council are represented on the restructuring forum, and all unions and employers on the labour forum.

Agreement has been reached on provisional post allocations for each new local authority. The next phase, likely to be the trickiest, is putting a name to each of those posts and dealing with disputes. Provisional allocations are 1 600 for Blaauwberg, 1 500 for Helderberg, 1 700 for Oostenberg, 3 600 for South Peninsula and 7 000 for Tygerberg.

Cape Town municipality has about 17 000 staff, but will be shrunk to about 11 000 as it loses several thousand personnel to the Cape Metropolitan Council and the South Peninsula, and a few to Tygerberg and Blaauwberg.

The metropolitan council, which has about 6 500 staff, will shrink to 3 500, losing some to the municipalities and gaining bulk water and sewerage staff from Cape Town municipality. In future the CMC will focus primarily on metropolitan co-ordination and services to consumers will be provided by the six municipalities.

Tygerberg will have to incorporate separate municipalities such as Bellville and Linglethu West into one administration

People-friendly civil service is the aim

Star 18/4/97 (250)

By HOPEWELL RADEBE

Provincial Reporter

The Gauteng government deserved a transformed, disciplined and people-friendly public service that would make its citizens proud, Premier Tokyo Sexwale said yesterday.

Addressing about 150 heads of department and managers at the Gauteng government's award inauguration conference, Sexwale said many white public servants resented the transformation stage when the old Transvaal Provincial Administration was being incorporated into a newly established Gauteng administration. This was because of the call for the implementation of affirmative action.

However, the premier said that if these white civil servants were honest about the fact that apartheid had created gross imbalances, they would be the ones implementing affirmative action before the victims of their policies asked for it.

He said South Africans should not be embarrassed to declare that while the public service had a duty to all its citizens, history compelled them to pay particular

attention to redress the past.

He said civil servants should understand that they were no longer rendering service to a passive citizenry but to a more "active and critical civil society". People still had a perception that the public service was corrupt, nepotistic, maladministered and not

Managers must instil a sense of pride and productivity

adding value to taxpayers' money.

Sexwale decried the fact that there were people "who took retirement while still at work". These people were a "destructive and cancerous" component of the public service. Managers should instil a sense of pride and productivity in their teams and be able to root out unproductive people.

Sexwale said the government wanted to identify and reward excellence in all departments by presenting hard-working teams and

individuals with service excellence programmes and service excellence awards respectively.

Public Service and Administration Minister Dr Zola Skweyiya said his main task was to radically transform the basic structure of the public service, such as its management practices, ethos, size and composition. The ministry would try to establish an enabling policy framework to transform the public service and improve service delivery.

He believed space had to be created for frontline managers in all provinces by dismantling a "web of regulations that disabled managers, inhibited creativity and often led to complacency". He warned that space for creativity should always be implemented within the parameters of fiscal discipline.

He said the constitution explained the basic values and principles that should govern administration. It provided for an accountable and transparent public service - a service that responded to people's needs, provided an impartial and equitable service, and used resources efficiently, economically and effectively.

orders to place the bomb on the...
Public service body takes shape

250
Jacob Dlamini

BD 22/4/97

CAPE TOWN — The shape of the new public service commission began to emerge yesterday with an announcement by current chairman Stan Sangweni that a lean 14-member body would be set up to monitor the public service.

In a briefing to the National Council of Provinces, Sangweni said the new commission would consist of five members appointed by the National Assembly and nine provincial delegates to be chosen by premiers.

The 14 commissioners would be put in office once a new public service commission act had been approved by the assembly and passed by the council.

Sangweni said the current commission, set up under the interim constitution to promote efficiency, merit, transparency and sound ethical behaviour in the public service, had re-

defined its rôle to cope with the demands of the new constitution.

The commission had made interim arrangements which included the re-allocation of staff and resources to the public service and administration department and to transfer its executive functions to a number of ministries.

Sangweni said the new commission would be required to promote the ethos of the new constitution and to monitor the administration and personnel practices of the public service.

The new commission would also be required to suggest measures aimed at ensuring effective performance within the public service. It would also determine guidelines which would ensure personnel procedures comply with accepted norms and standards.

Sangweni said the new body would also propose a code of conduct to govern behaviour. The code would be used to motivate public servants

education is...
education is...

Damning report due on public service

BD 24/4/97
(250)

David Greybe

CAPE TOWN — Government would have to mobilise the nation's resources, including those of the private sector, to prevent the disintegration of the public service in certain provinces, public service director-general Paseka Ncholo warned yesterday

Ncholo, who is heading a special task team set up by President Nelson Mandela, Deputy President Thabo Mbeki and Public Service Minister Zola Skweyiya to investigate the state of the public service in the nine provinces, said his report would be "damning and very explicit — quite terrible, actually".

He described the administrative snarl-ups in some provinces as "really bad — worse than (indicated by) the auditor-general's report", and said it would take more than two years to remedy them.

The most severe problems had been encountered in the Eastern Cape, Northern Province and KwaZulu-Natal, due largely to the state of public administration in the former homelands these provinces had inherited. In the remaining provinces, the capacity generally existed to deal with the dif-



SKWEYIYA

iculties identified

Ncholo's final report is expected to be presented to Mandela next month. He is likely to make it public

Some problems identified were:

Government books had not been closed in certain homelands, "in some

cases for 10 years";

- The total absence of personnel, financial and leave records; and
- A critical shortage of competent managers

"The problem is there exists a mirage of rules and regulations that have no relation to the strategic direction government is taking"

Ncholo said it would take at least a year to build personnel systems where they did not exist, and more than two years to sort out all the problems. "We will have to mobilise all national resources, including the private sector. There will have to be a total rethink of governance issues."

Ncholo said there would have to be major changes in such fields as management and financial systems, leadership positions, organisational structures and training

Despite the organisational disarray, public service morale was generally good "People are anxious to get things right, but the problem is getting the right expertise in the right places." Contracting functions out to the private sector would be an important way of achieving this. Ncholo said his team had not yet calculated the possible costs of remedial action

Public Service: personnel reductions

52 Dr G W KOORNHOF asked the Minister for the Public Service and Administration

- (a) To what extent was personnel in the public service reduced during the latest specified 12-month period for which information is available in each (i) department and (ii) province and (b) what is the target in respect of personnel reductions in the public service for the (i) 1996-97 and (ii) 1997-98 financial years in each case? C58E

THE MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

- (a) and (b) Efforts to reduce the size of the public service should be understood within the context of present right-sizing initiatives

The first phase of the right-sizing process focused on the abolition of funded vacancies. To date, a total of 18 253 posts to the value of R665 million have been secured for this purpose

Working committees consisting of officials of the Departments of Public Service and Administration

and State Expenditure have liaised with all departments and provincial administrations to make proposals on all inclusive right-sizing targets for the 1997/98 financial year. The above-mentioned working committees focused on the 1997/98 post establishment/staffing needs of departments/provincial administrations which should be adequate for service delivery, against the background of government policy to reduce the size of the Public Service and the limited funds available to fund the personnel account. Whereas the first phase of the right-sizing process focused on the abolition of funded vacancies, the discussions to determine all inclusive right-sizing targets focused on the actual number of personnel employed (in approved posts and additional to the establishment), funded and unfunded vacancies, the number of voluntary severance packages granted and the rate of natural attrition. This process is in an advanced stage and information will be made available once this is completed.

With regard to applications for the voluntary severance package, it can be reported that a survey conducted on 12 February 1997, showed that 58 731 applications had been received at stage, of which 39 501 had already been approved.

QUESTIONS

†Indicates translated version

For written reply

Eskom: debt of local authorities

25 Mr W F MNISI asked the Minister for Public Enterprises

- (1) (a) What amount was owed to Eskom by local authorities in each of the provinces for (i) electricity and (ii) interest on unpaid bills as at 31 December (aa) 1994, (bb) 1995 and (cc) 1996 and (b) over what period did these amounts accumulate,

(2) whether Eskom has taken any action to improve the payment of rates by councils, if so, what action,

(3) whether such action has produced any results, if so, what are the relevant details,

(4) whether Eskom has considered, in consultation with local authorities, the installation of pre-paid meters to prevent further escalation of arrears, if so, (a) what progress has been made in this regard and (b) what are the further relevant details? C31E

THE MINISTER FOR PUBLIC ENTERPRISES

(1)(a) The allocation per province is not available for the periods 1994, 1995 and 1996, however, the amounts outstanding in respect of local authorities for the periods in question are as follows

	<i>Interest excluded</i>	<i>Interest included</i>
A1 31 December 1994	R570m	R 810m
A1 31 December 1995	R750m	R1 136m
A1 31 December 1996	R761m	R1 314m

(b) These amounts were accumulated since September 1990

(2) and (3) Eskom has been in ongoing contact with those local authorities who have experienced problems in paying their monthly electricity accounts. This has resulted in the majority of cases in agreement between Eskom and local authorities on the payment of current

accounts and arrears over a specific period of time through negotiations with the various stakeholders

In cases where payment could not be concluded, Eskom took over the electricity supply to individual customers from local authorities either by renting the electricity networks for a nominal fee or by transferring the networks to Eskom in lieu of the outstanding debt. This was also done through the process of negotiations with stakeholders

In those cases where payment agreements were concluded, good results have been seen thus far

(4)(a) and (b) Eskom has embarked on a major electrification programme over the last number of years with all meters installed in this programme being pre-paid meters. Some 1.5 million meters have been installed to date.

In the forums between local authorities and Eskom the experience in terms of metering is shared. Some local authorities are also installing pre-paid meters while others continue to meter electricity consumption through conventional metering.

Eskom has no detailed information about pre-paid metering in local authority areas. Approximately 30% of Eskom's pre-paid meters are "bypassed" by customers. Strong action is taken against those customers who "bypass" their meters. Eskom has developed and introduced detailed action plans in order to minimise theft of electricity and results are encouraging.

Western Cape: community policing forums

39 Mr J SELFIE asked the Minister for Safety and Security

(1) (a) How many community policing forums existed in the Western Cape as at 31 December 1996, (b) what are the principal functions of these forums and (c) what has been their success rate to date

(2) whether any funding sources have been obtained to allow these forums to continue into the 1997-98 financial year, if so, what are the relevant details, if not,

(3) whether this will result in the disbandment

Number of government employees continues to increase

Greta Steyn

EMPLOYMENT in government and local authorities grew last year — in sharp contrast to the private sector, which again shed jobs after a brief respite in 1995.

Central Statistical Service figures released yesterday showed large numbers of jobs were created at the central and local levels of government last year. However, the picture at the provincial level is murky as the figures

are unreliable.

CSS provides estimates which show a sharp fall in employment at provincial level last year, which — if correct — would almost offset the rise at central government level.

However, CSS said only two of the nine provinces had submitted particulars for the last quarter of last year and the figures for the others were based on estimates. The service warned against drawing conclusions about data including the provinces.

Excluding the provinces, the picture is one of robust growth in central government employment last year, although signs emerged at the end of the year that the employment boom could be over. There was an increase of 16 291 in the number of people employed at central government level to 593 753 over the year. In the last quarter, however, there was a fall of 0,6% in employment at national departments — suggesting that the jobs spree could be over.

At local authorities there was a rise of 8 189 to 237 499 over the year to December. Staff numbers continued to grow in the last quarter of last year.

UCT professor Iraj Abedeian said: "One of the key problems in reforming the public service is data. There does not seem to be a sense of urgency to clear this up." Abedeian noted that there had been, and still was, major scope for cutting jobs in the provinces which had inherited homeland structures "We

Public service

(250)

Continued from Page 1

Other economists pointed out that even if the CSS estimates for the provinces were on the right track, government had failed miserably in its effort to cut a net 100 000 workers from its payroll. However, they questioned whether the target had been feasible.

The CSS is expected to release soon a summary of overall employment in the economy last year. It is expected to show a decline — which contradicts the growth, employment and redistribution (Gear) strategy's assumption of an increase of 1,3%.

This year is also expected to be flat to negative, while the Gear strategy assumes a 3% rise in employment.

Comment: Page 15

are talking multiplication, not duplication." The mass retrenchment of teachers could also affect the figures. Abedeian cautioned against a knee-jerk reaction to cutting public service staff numbers, as the result could be that delivery was hampered and new staff had to be employed at a later stage. "Rightsizing the public service has to take place within the context of a medium-term expenditure plan."

Continued on Page 2

CSS

QUESTIONS

†Indicates translated version

For written reply*

East London police district crimes

4 Mr E K MOORCROFT asked the Minister for Safety and Security:

How many cases of (a) murder, (b) culpable homicide, (c) assault with intent to do grievous bodily harm, (d) common assault, (e) rape, (f) robbery, (g) theft, (h) damage to property, (i) housebreaking, (j) motor vehicle hijacking and (k) possession of drugs were reported at each specified police station in the East London police district in 1996? C4E

The MINISTER FOR SAFETY AND SECURITY

Statistics for the period January to August 1996, are as follow

	Beacon Bay	Berlin	Bisho	Bluenwater	Bolo	Komga	Kubisi- drift	Mdantsane	Mooiplas	Ndlovana
(a)	5	1	7	2	4	6	0	49	5	9
(b)	6	7	3	4	0	7	0	15	0	5
(c)	51	17	103	18	21	53	0	426	42	118
(d)	42	5	44	16	10	62	0	258	9	33
(e)	8	4	11	7	2	9	0	131	9	21
(f)	17	3	28	8	0	5	0	264	4	23
(g)	376	130	255	68	58	71	0	734	44	112
(h)	464	4	57	10	7	24	7	734	44	112
(i)	162	42	69	31	17	10	3	267	14	44
(j)*	1	1	1	0	0	85	12	352	40	36
(k)	6	3	6	1	7	40	10	19	0	2
						71	0	37	0	6
						NUI3	Panzama	Sautterheim	Tamara	
(a)	36	37	3	3	27	24	7	22	9	9
(b)	4	23	2	2	12	10	0	9	4	4
(c)	371	177	24	24	303	212	41	214	57	57
(d)	2-3	198	5	5	139	85	12	164	15	15
(e)	51	47	7	7	24	40	10	31	16	16
(f)	88	128	7	6	90	49	8	32	9	9
(g)	394	2 090	20	6	297	191	24	404	35	35
(h)	229	205	4	4	109	75	13	106	17	17
(i)	175	907	6	6	128	95	7	221	22	22
(j)*	4	8	0	0	1	7	1	2	3	3
(k)	38	63	0	0	10	7	0	29	2	2
						Vundelala	Zele	Zwelisha		
(a)	76	36	7	7	3	32	17	6	9	9
(b)	9	23	6	6	5	7	2	1	4	4
(c)	574	341	82	82	52	266	134	183	57	57
(d)	343	485	46	46	22	137	28	67	15	15
(e)	88	85	21	21	10	65	12	13	17	17
(f)	164	230	27	27	14	111	7	21	35	35
(g)	376	3 588	187	187	47	333	67	103	54	54
						118	25	50	17	17
						117	53	50	22	22
						8	0	1	3	3
						22	9	21	2	2

Note
(j)* Only motor vehicles

HANSARD

Public service: programme of right-sizing

7 Mr W F MNISI asked the Minister for the Public Service and Administration

(1) Whether, with reference to his reply to Question No 27 on 28 February 1996, the programme of right-sizing the public service has been completed, if not, (a) why not and (b) what progress has been made with this programme, if so, with what results;

(2) whether this programme of right-sizing has set any targets in respect of the optimum number of public servants in South Africa; if not, why not, if so, what are these targets,

(3) whether any public servants left the public service in 1996, if so, (a) how many and (b) what were the reasons for their leaving,

(4) whether any persons were taken into employment by the public service in 1996, if so, (a) how many and (b) what were the reasons for new staff being employed,

(5) what was the total number of persons employed by the public service as at 31 December 1996? C10E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1) No The process of right-sizing the Public Service is conducted in terms of a phased approach focusing on both the short and the medium to long terms

Short term First Phase

In terms of a Cabinet decision last year, right-sizing targets had to be established in consultation with departments/administrations, primarily with a view to effecting savings to supplement the shortfall in funding the improvement of conditions of service package for public servants. In the first phase of this exercise 18 253 funded vacancies to the value of R0,665 billion have been abolished during October 1996

Second Phase

In response to the follow up decisions of Cabinet and the Ministers' Committee Negotiations in the Public Service and

Educator Sector on setting right-sizing targets for departments/provincial administrations, working committees consisting of officials of the Department of Public Service and Administration and State Expenditure visited departments/provincial administrations to determine right-sizing targets

The object was to determine all inclusive right-sizing targets for 1 April 1997, which focused on the actual number of personnel employed, funded and unfunded vacancies; the number of voluntary severance packages granted and the rate of natural attrition Establishment/staffing needs of departments/provincial administrations which should be adequate for service delivery, against the background of government policy to reduce the size of the Public Service and the limited funds available to fund the personnel account of the Public Service, are taken into account. This process is now in an advanced stage of completion

Medium to long term

In order to effect right-sizing over the medium to longer term, the British Overseas Development Administration (ODA) has been approached for expert assistance to determine future right-sizing targets. This entails the development of justifiable criteria which will form the basis of norms and standards and the application thereof to -

(a) prioritise government functions,

(b) link performance evaluation indicators and levels as well as service delivery levels with right-sizing targets and the budgetary process, and

(c) deal with its personnel implications (including the rendering of assistance to possible supernumerary personnel)

Discussions have already taken place and terms of reference for advisers have been agreed upon. In terms of these, three advisers have been appointed by the ODA and will commence with activities in South Africa by the end of March 1997. The three advisers will respectively focus on right-sizing and retrenchment management and will be working together with a core team consisting

of members from the Department of Public Service and Administration, of State Expenditure and selected other national departments and provincial administrations. The duration of this project is programmed to be 31 weeks

As far as right-sizing is concerned, the work to be undertaken will entail:

- (a) a review of right-sizing activities to date,
- (b) a comparative study of successful right-sizing exercises in at least two comparable developing African countries and two other leading countries to identify best practices and techniques relevant to South Africa,
- (c) formulation and testing of right-sizing methodology based on objective criteria,
- (d) obtaining of understanding and acceptance of right-sizing methodology from key stakeholders, including unions, and approval from Ministers, and
- (e) testing and implementation of proposals, which would include right-sizing targets for all departments for 1998/99 and 1999/2000;

- (2) No. In terms of current policy right-sizing targets for departments/provincial administrations must be reviewed and set on an annual basis. The process of setting the first right-sizing targets is described in section (1) of this reply (phase two of the right-sizing process) and has not yet been concluded.
- (3) Yes; (a) and (b)*
- (4) Yes; (a) and (b)*
- (5) The total number of persons employed by the Public Service as at 31 December 1996 was 1 182 846.

* Information was requested from PERSAL/PER-SOL, but due to short notice the information could not be provided. The information will be forwarded as soon as it is available.

HANSARD
THURSDAY, 6 MARCH 1997

Prisons closed down

12 Mr J SELFFE asked the Minister of Correctional Services

- (1) Whether any prisons were closed down during the period 1 January 1995 up to the latest specified date for which information is available, if so, (a) which prisons, (b) what amount of accommodation was lost as a result of these closures and (c) what is the estimated value of the (i) buildings and (ii) land involved;

- (2) whether any decisions have been taken as to the purposes for which these prisons and prison grounds will be utilised, if not, what is the position in this regard, if so, what was the decision in regard to each prison?

C15E

THE MINISTER OF CORRECTIONAL SERVICES:

(1) Yes

- (a) Old Umata prison
Bloemfontein prison
Verulam prison
Bulwer prison
Libode prison
Klein Drakenstein prison
Paarl prison
Matikeng prison
Old Lusikisiki prison
Old Umzinto prison
Robben Island prison

(b) 2 111 units

- (c) (i) Approximately R373 million (based on present replacement value)
- (ii) The Department of Public Works is the "owner" of all State land, and sworn appraisers will have to be appointed by that department for a valuation to be made

- (2) The Department of Correctional Services is only a user department and the relevant buildings and land were therefore, after closure, handed back to the Department of Public Works for disposal

QUESTIONS

†Indicates translated version

For written reply:

Export of wild-caught primates

14 Mr E K MOORCROFT asked the Minister of Environmental Affairs and Tourism:

- (1) Whether his department is responsible for the control over the export of wild-caught primates; if not, who is responsible; if so,
- (2) whether his Department received any applications in (a) 1995 and/or (b) 1996 for the export of any wild-caught primates, if so, in each case, (i) how many, (ii) from whom, (iii) for the export of how many primates, (iv) for export to which countries and (v) for what purpose,
- (3) whether any of the applicants have been granted permission to export primates, if so, (a) which applicants and (b) why in each case;
- (4) whether any conditions were attached to the granting of such permission, if so, in each case, (a) what conditions and (b) why?

C17E

THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM

- (1) The Department of Environmental Affairs and Tourism is not responsible for the control of the export of wild-caught primates, the provincial conservation authorities are responsible for control;
- (2) This Department did not receive any applications for the export of wild-caught primates,
- (3) Not applicable, and

(4) Not applicable

Number of baboons/vervet monkeys

15 Mr E K MOORCROFT asked the Minister of Environmental Affairs and Tourism

- (1) (a) What is the estimated population of wild (i) baboons and (ii) vervet monkeys in South Africa in each province (b) when was a count done in this regard and (c) how was the count carried out,

- (2) whether there are any regulations governing the trapping and killing of wild primates, if not, why not; if so, (a) how is the implementation of these regulations monitored and (b) what are the further relevant details?

C18E

THE MINISTER OF ENVIRONMENTAL AFFAIRS AND TOURISM:

- (1)(a) Numbers in each of the provinces are unknown as it is very difficult to count primates because of the mobility of these animals according to leading mammal researchers under leadership of Dr I L Rautenbach, Director, Transvaal Museum
- (b) As far as known, counts were undertaken by nature conservators the old Cape Province as reported in a research report, dated September 1976 and in Natal by Natal Parks Board in 1988 and Dr Peter Henzi of the University of Natal during 1994 and 1995
- (c) The Cape Province did their count by using questionnaires and both the counts in Natal were estimates of the numbers
- (2) The nature conservation ordinances in the provinces regulate the capture and killing of wild primates and it is therefore a provincial matter

Training to speed up public service delivery

250

By Abdul Milazi

The Government has announced a new initiative to speed up public service delivery through training. The initiative is aimed at improving the efficiency of public service delivery and reducing the waiting time for citizens. The Government has announced a new initiative to speed up public service delivery through training. The initiative is aimed at improving the efficiency of public service delivery and reducing the waiting time for citizens. The Government has announced a new initiative to speed up public service delivery through training. The initiative is aimed at improving the efficiency of public service delivery and reducing the waiting time for citizens.

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New direction for public service urged

By JACQUI REEVES

Bad management, insufficient training and widespread corruption have resulted in mass disillusionment among South Africa's public servants, academics said this week.

If the public service was ever going to deliver on the Government's promises of transformation, a new direction would need to be plotted for this struggling sector.

Academics from across the country met this week in Cape Town to discuss the way forward for the public service.

Delegates focused on case studies, which were based largely on real experiences in various provincial public services, and used them as catalysts for discussions about both local and national issues.

Having discussed the issue, conference delegates then set about looking at ways to present the experiences to public administration students.

Unclear leadership, poor goal-setting and suspect prioritisation of leads were listed time and again as factors causing poor morale among public servants.

Confidential research conducted in one of SA's provinces last year appeared to support this. Only 52% of the public servants believed they were correctly trained to perform the functions required.

Most said they needed on-the-job training.

A great frustration felt by the province's public servants was their department's high degree of centralisation and their superior's lack of delegation skills. Officials were frustrated at having to keep asking "head office" for permission to perform even simple tasks.

saying projects often came to a grinding halt in the increasingly tangled red tape.

Another worrying factor was their distrust of MECs, human resources personnel and the Public Service Commission.

Working in such a distrustful atmosphere breaks down morale and will impact on service delivery as officials feel less committed to their work, conference convener Peter Franks said.

Delegates agreed that public servants needed to be consulted in the setting up of prac-

tical goals, and needed better training in policies and procedures to help increase their efficiency.

The opinion of the 65 public administration academics attending the conference appeared to be one of cautious optimism.

"The 'ra-ra' surrounding South Africa's new democracy has now quietened down. The delegates did not try to smooth over the public service's problems, but rather spent the week consulting on ways to solve the problems," Franks said.

(270) Star 18/1/97

Stofile's new challenge

CT 24/1/97

~~250~~ (250)

THE premier designate of the Eastern Cape, Arnold Stofile, faces a monumental task when he takes office next month to establish effective government in the province — and deal with large numbers of civil servants who are being paid for doing very little. Colleague Patrick Cull of the Eastern Province Herald uncovered a few examples of issues he will have to deal with: (see table below)

Vrystaat

THE President of the outgoing Senate, Kobie Coetsee, and new senator Patrick "Terror" Lekota simply could not help their provincial selves when the former Free State premier was sworn in this week. "Welcome to the Senate," Coetsee said at the end of the ceremony, "Now it's a Free State."

Lekota paid tribute to "the outgoing chairman, a fellow Free Stater", saying he was one of the key figures in the emergence of South Africa into a democracy.

With Lekota virtually certain to be the first chairperson of the new National

Council of the Provinces, provincial control over the leadership of the Upper House is ensured.

A way to go

A CIRCULAR sent this week to Cape Town ratepayers showed that it has, to a large extent, been able to avoid the new South Africa wave of affirmative action. The glossy photographs of its five top senior officials are all male — and not one of them is Xhosa-speaking.

Spellcheck

PROFESSOR Mahmood Mamdani of the University of Cape Town has written a long and interesting review of *Reconciliation Through Truth: A Reckoning of Apartheid's Criminal Governance* by Kader Asmal, Louise Asmal and Ronald Suresh Roberts in the latest issue of the *Southern African Review of Books*.

But one has to wonder how well he read the book.

Although Kader Asmal's name is printed on the cover of the book, it is spelt "Kadar" in the review.

User-friendly public service in the pipeline

(250) Star 14/1/97

Surly, unco-operative government officials will be a thing of the past, according to green paper

By **NORMAN CHANDLER**
Pretoria Bureau

Attitudes and services to the public from civil servants are to be radically altered, with Parliament to decide whether service delivery is up to scratch

Correspondence and official forms are to be simplified, and it will no longer be tolerated for surly or unco-operative government officials to give the average citizen the run-around

It will mean that, for the first time in the majority of departments, the slogan "the customer comes first" will be the norm in government offices, and service will have to be delivered with courtesy, friendliness and helpfulness. Three areas have been nominated

as pilot areas the Department of Health, Department of Home Affairs and the North West provincial government

A green paper issued in Pretoria yesterday by the Department of Public Service and Administration on transforming public service delivery says national departments and provincial governments will have to outline specific short, medium and long-term goals for service provision, and set five-yearly targets for delivery of specific services as part of transformation. "They will be required to report to Parliament on their achievements," it says.

The green paper, for which comment is being sought, says a transformed public service will be judged on one criterion above all - its effec-

tiveness in delivering services which meet the basic needs of all citizens. It adds that public services are not a privilege in a civilised and democratic society but "a legitimate expectation".

It says democracy and accountability require consultation, service standards, courtesy, information, transparency, responsiveness and value for money.

Customer surveys, interviews with public service users, consultation groups, and meetings with consumer bodies are all part of transformation, which is also aimed at redressing imbalances of the past and focusing on the needs of people living below the poverty line as well as rural women who have been disadvantaged in terms of service delivery. The results of

all consultation processes will have to be made public.

There will also be a shift away from inward-looking, bureaucratic systems, processes and attitudes towards new ways of working which place the needs of the public first, (and) "is better, faster and more responsive to meet those needs".

The green paper adds that the public is unable to take its business elsewhere and cannot exert pressure on government departments in order to force an improvement in delivery. "Departments and administrations which fail to satisfy their customers do not go out of business because of a lack of competition. Complaining often has little effect and can, in any case, be a daunting and time-consuming process.

"The lack of information and complex regulations are two further barriers in dealing with departments and administrations. Too many government forms are complicated and not designed with the user in mind, too many letters are written in a stilted, non-personal style which is off-putting, and finding the right person to speak to can be very trying."

Accountability to the public includes an annual report to "citizens/customers" which has to set out staff employed by departments, the names of senior officials, performance ratings in terms of financial savings, efficiency and improved service, resources consumed (including salaries), income, and targets for the next year.

Public-service exodus feared

BY MONDLI MAKHANYA
Political Reporter

Government departments are facing a crunch period in the coming months as senior public servants' acceptance of voluntary retrenchment packages leaves gaps which cannot be filled.

Hundreds of senior public servants have taken the retrenchment packages offered by the Government as part of the restructuring and rationalisation programme, thus draining the Government of senior expertise. But according to the rules of the Public Service Restructuring Plan, people taking the packages cannot be replaced.

In the Department of Trade and Industry, where senior officials are among the 140 employees who have left, the post vacated by deputy director-general Gerhard Brey cannot be filled.

Trade and Industry Ministry spokesman Ismail Lagardien said there would be another round of retrenchments next month and in August, during which the department would shed yet more employees.

Lagardien said that while the ministry understood and sup-

ported the need to rationalise the public service, the process was imposing constraints on the ministry's ability to deliver.

"It affects us at the coalface as it stretches our resources to a limit. If a chief director for industrial promotion resigns, we lose that position. Does that now mean we do not need industrial promotion policy?"

It is understood that some ministers are delaying the

Experts simply can't be replaced

approval of some retrenchments out of fear that they will not be able to replace key employees.

Some departments are even planning to approach the Public Service Administration Department with a view to having the rules relaxed. Public Service Administration representative Thandeka Gqubule said a comprehensive figure would be available only at the end of March.

Minister aims to put the civil back into service

WILLIAM-MERVIN GUMEDE
POLITICAL STAFF

(250)
ARC 17/1/97
The Government will dedicate this year to improving the quality of the public service and making South Africa's widely criticised civil servants more customer friendly.

Zola Skweyiya, Minister of Public Service and Administration, promises the standard of public service will improve rapidly "although resources are limited".

A key to improving public service delivery would be a relentless search for increased efficiency and reduced costs.

"Every rand saved will be invested in improving services."

He said the first step was the release last month of his department's Green Paper on transforming public service delivery. The policy document, titled Batho Pele (Sotho for "people first") put across a fresh approach to the delivery of public service which put customers first.

Public servants would be expected to treat all citizens with courtesy and respect. Codes of behaviour and training would be provided to ensure this happened.

The Green Paper identifies seven areas to change the face of the public service: consultation, service standards, courtesy, information, openness and transparency, responsiveness and value for money.

Dr Skweyiya said every national and provincial department would be expected to publish by the end of this year reports on how they performed.

In future, public service users should be consulted about their needs.

"More accessible and responsive arrangements will also have to be developed to enable individual members of the public to get something done if standards are not met," he said.

The envisaged programme has four key target dates.

■ End of February when there will be a national service delivery conference in Bisho.

■ End of March when a White Paper government policy document will be published to coincide with the start of service delivery programmes.

■ End of December when all the national and provincial administrations publish their statements of public service improvement programmes.

■ December next year when the results of the first year of the programme must be published.

Eskom plans a R1bn upgrading and

Ingrid Salgado

ESKOM is to spend more than R1bn this year on expanding and upgrading its transmission network as well as upgrading a portion of its telecommunications system from analogue to digital.

Transmission commercial resources manager Antonie Marnes said the utility would channel about R150m into infrastructural development to support Iscor's

(260)

SA 20/1/97

Saldanha steel mill as Eskom reached the peak of its work there.

Electricity to Saldanha Steel, which will draw a power load equal to a quarter of that of the whole of Cape Town, would be switched on by August 15.

The year's capital expenditure programme forms part of a five-year plan to spend R5bn on the transmission network in SA and in the region. About 100 projects are to benefit from the programme

this year.

Eskom transmissions project manager Gert van Zyl said a few regional projects were on the cards this year, but Eskom's capital expenditure plans would focus on SA. "We have a responsibility to first ensure the SA consumer gets electricity."

The year's primary southern African project was re-linking Mozambique's Cahora Bassa substation and Eskom's Apollo sub-

station near Centurion Eskom also envisaged a link to Swaziland from Mpumalanga, but the project was still in feasibility stage and a decision had not yet been taken, Van Zyl said.

A 900km link from Eskom's Aries substation to Windhoek was likely to get under way next year. Also in the pipeline was a link to Gencor's aluminium smelter in Maputo. A decision would be taken in March.

Marnes said Eskom would spend about R200m upgrading telecommunications infrastructure. Schemes in the Free State, Western Cape and Eastern Cape were nearing completion as the upgrading project began its third year. More than R70m would be spent upgrading infrastructure in Northern Province this year.

He said the capex programme would target transmission expansion, but about R250m had been

expansion

set aside for upgrading the network. Major refurbishment would continue at the Hydra renewal project near De Aar.

Eskom's generation group said it would spend more than R1bn this year on the Mayuba power station. This included installing pulse jet fabric filters instead of electrostatic precipitators to reduce environmental damage. Precipitators would also be replaced at Hendrina and Arnot.

Public service reform

(250) Semelan 22/1/97

Public Service Minister Dr Zola Skweyiya has unveiled an ambitious plan aimed at transforming the public service within one year. Political reporter **Waghied Misbach** weighs up its chances of succeeding...

THE GOVERNMENT has successfully identified the problems it faces in transforming the public service into an efficient agent of delivery. But the real task that lies ahead is whether it can implement the plan.

Public Service Minister Dr Zola Skweyiya certainly sounded confident that the battle could be won when he announced details of an ambitious plan in a Green Paper entitled *Batho Pele* (Sesotho for "The people first").

Skweyiya's strategy has been to tackle the problem of service delivery as a private sector company by introducing performance and behaviour criteria – with the credo "The customer comes first".

The basis of the plan is to change the attitudes of South Africa's 1,2 million public servants towards the public, as well as trying to reduce the staggering R142 billion yearly costs of keeping the bureaucracy ticking.

Skweyiya has also set a punishing time schedule of one year in which to get the plan up and running in all national and provincial departments. The starting point is the national departments of Health and Home Affairs and North West provincial administration.

Plan's aim

There are seven basic principles that underpin the plan's aim to ensure democracy and accountability.

- **Consultation** Users and consumers of public services should be consulted about the level and quality of the services they receive and, wherever possible, be given a choice of the services offered. National departments and provincial administrations will be required to conduct customer surveys and interviews with representative consumer groups.

- **Service standards** The public should be made aware of the level and quality of the service on offer so that they know what to expect. Skweyiya's plan is for all national and provincial departments to publish standards for the level and quality of services by the end of 1997.

For instance, health departments may have to stipulate the standards a patient can expect in a hospital, including how long they can expect to wait at the outpatient clinic, the maximum waiting time for a non-urgent operation, the name of the person responsible for the case, and the information on the treatment they are going to receive.

- **Courtesy** The public has to be treated with courtesy at all times. The Green Paper has recommended that each department draws up a "Behaviour Code" which will give guidance to public servants on how they should react to the public.



Public Service Minister Dr Zola Skweyiya wants to change the attitude of South Africa's 1,2 million public servants towards the public.

By the end of March Skweyiya plans to publish a White Paper based on public comments

- **Information** There should be full and accurate information about the services on offer, which includes the requirement that clear and concise language is used to convey the message.

- **Openness and transparency** The public should know how national and provincial departments are run, how much they cost and who is in charge.

Departments will be required to publish a Citizen's Report, outlining details of the work being undertaken in each department, including detailed financial information.

- **Responsiveness** When the Government

does not deliver on its promises, an apology should be offered as well as a full explanation and a quick remedy to the problem.

- **Value for money** The public should expect that services are provided as cheaply and economically as possible.

Skweyiya argues that if the Government can make a 10 percent saving after implementing this plan, it could save as much as R14,5 billion each year – which could be used to further improve standards and delivery systems.

However, the major problem facing the plan is the tight time-frames in which Skweyiya wants it implemented.

He says it is "ambitious but achievable". By the end of next month, a national service delivery conference is planned for Fort Hare University in collaboration with the parliamentary portfolio committee on public service and administration.

White Paper

By the end of March, Skweyiya plans to publish a White Paper based on public comments on the current Green Paper, with particular details on how the departments of Health, Home Affairs and the North West provincial administration's problems will be tackled.

And by the end of this year, he wants national and provincial departments to publish their statements of Public Service Commitment.

The Green Paper envisages that in the next 12 months South African citizens will see the "first tangible signs of a major change in the way that public services are delivered".

It will be the start of a "continuous process of improvement which will lead in time to public services that the public has a right to expect and that public servants are proud to provide".

Whether this will happen, time will tell. The plan has its shortcomings. There are broad, sweeping goals but little detail, the time-frames seem a little too tight; and government departments face such huge problems they are seemingly insurmountable.

There is also the real danger this could remain merely a plan because of the often interminable delays and obstructions that occur normally within government bureaucracies.

But the general direction seems to be correct, which is certainly part of the battle won.

KwaZulu salary database 'baffling'

22/1/97 (250)

Farouk Chothia

DURBAN — One-year-olds and 94-year-olds are among those listed as employees of the KwaZulu-Natal administration in the province's personnel salary system database, an investigation into fraudulent salary payments has found.

KwaZulu-Natal director-general Otty Nxumalo said yesterday the government-ordered investigation — conducted by Buzani consortium, which included accounting firms — had identified a "baffling state of affairs".

A total of 10 employees were aged one, nine were aged two, eight aged three and six aged four. At the other extreme, several others aged between 66 and 95 were listed as employees.

Nxumalo said a special task team — consisting of himself, departmental heads and provincial MPs — would seek to "verify the existence of all employees whose age is under 16 years and over 66 years".

Nxumalo said the consortium had conducted the first of a three-phased investigation. It had identified priority areas to focus on, and would proceed to "stop" financial losses and make recommendations on the implementation of new personnel procedures.

The investigation had, Nxumalo said, shown the system made it "possible for one person to have more than one appointment". Each person was allocated a number, but "the system revealed names of people with identical numbers, dates of birth and identity numbers", he said.

"The system did not reject the same number when given to a different name or person," Nxumalo said.

The consortium found that there were 179 472 "unique" numbers last October, but "it could not declare" that there were 179 472 employees.

Nxumalo said central government was aware of the "apparent helplessness of the system", and had called for tenders to develop an "integrated (and)

computerised human resources management system".

The consortium had reported that the provincial human resources system had weaknesses. Lack of qualifications, skills and data expertise had therefore delayed the probe into the inventory of personnel per skill and expertise, Nxumalo said.

He said the investigation found 12 employees were classified as exempted from paying taxes. Yet "no one" knows how this classification came about. Departmental staff would now physically inspect staff and conduct interviews to get to the bottom of the matter.

Nxumalo said the system also made it possible to "generate" identity numbers for those who did not have ID books. All such numbers were to be eliminated. He said he had held talks with home affairs department officials to facilitate granting of ID books to all public servants. Those who lacked ID books would not be able to draw their salaries from end-February.

Union threatens Kriel with 'war' over Barnard

(250)


~~WILLIAM-MERVIN GUMEDE~~
POLITICAL STAFF

AGU 23/1/97

The National Education Health and Allied Workers Union will make an urgent application in the Supreme Court for an order overturning the appointment of former spy boss Niel Barnard as director-general of the Western Cape.

The union failed to reverse the appointment of Dr Barnard at a meeting with the provincial administration yesterday when the meeting ended in deadlock

"We will be lodging an urgent application in the Supreme Court to overturn the appointment of Barnard and believe we have enough legal grounds, in terms of the constitution and the Public Service Act," said Wilfred Alcock, Nehawu regional chairman.

He said the union would back the application with mass action

"If, as a result of the deadlock, the public service is brought to a total standstill in the Western Cape on Monday, Kriel must take full responsibility for the non-delivery of services to the people."

He said after the meeting failed to resolve the dispute, "other measures to overturn the appointment of Barnard needed to be used. In 1996 we promised Kriel war if Barnard was appointed. We vow to keep the promise"

Mr Alcock said the dispute, declared under the Labour Relations Act and lodged with the provincial bargaining chamber, was based on an allegation that Mr Barnard's appointment was unconstitutional as it failed to meet the requirements of representivity.

taxes - Sapa-AFP
1.1.97

Govt set to clash with unions over reintroduction of

David Greybe

CAPE TOWN — Government and public service unions are set to clash during negotiations next week over a plan to end a moratorium on forced retrenchment in the public service.

Union officials claimed yesterday that government had decided to end a moratorium on forced retrenchment in the public service after the failure of its voluntary severance scheme failed, senior union officials said yesterday. The public service ministry refused

to deny or confirm the claim. Public Service Minister Zola Skweyrya did not respond to faxed queries.

However, a government official said "this very issue" would be discussed with unions at a meeting of the central chamber of the Public Service Bargaining Council next week.

A union official said the decision to end the moratorium "has already been taken by cabinet".

Presidential spokesman Joel Ntshenzhe said he was unaware of such a decision and referred the query to

Skweyrya's office.

Union officials said the main reason for reintroducing forced retrenchments was the failure of last year's voluntary severance package offer to attract sufficient numbers of applicants, particularly in "blighted public service areas" such as the former homelands.

A union official estimated that in the Eastern Cape alone there could be up to 50 000 redundant public servants, mainly in the former Ciskei and Transkei administrations. Government said last year it would

cut the 1,2-million-strong public service by 300 000 over three years.

However, figures from the public service and administration department show only 29 191 public servants had applied for severance by end-October last year. Of that number, 19 214 had been approved, 2 948 denied and 7 029 "still have to be processed".

The official dismissed as "too soon" claims that retrenchments would take place from March.

A union official said Finance Minister Trevor Manuel and deputy Gill

Marcus — and not Skweyrya — were the "driving force" behind plans to end the moratorium on retrenchments agreed to by unions and government.

The freeze on retrenchments took effect simultaneously with the introduction of the voluntary severance package in May last year.

The unionist also said government intended to use the bargaining chamber to try to negotiate a smaller and therefore less costly, retrenchment

Continued on Page 2

Severance

Continued from Page 1

package for public servants

The official said the unions would demand clarification from government at the start of next week's negotiations, including retrenchment target figures for departments and provinces, before the talks could proceed.

"This issue could create serious labour unrest," he warned. "There are just too many stories flying around."

The department, in reply to queries this week, would only say "it is expected" that the results of the voluntary severance package would be dealt with at next week's negotiations.

The department mentioned that one of the outstanding issues was the payment of pension benefits as part of the retrenchment package.

Retrenchments
23/1/97

Pay proposals 'will leave MPs worse off'

POLITICAL CORRESPONDENT

(250)

The Steyn proposals on a new system of pay for MPs have come under fire from all parties.

Mr Justice Jan Steyn, head of the commission, is to be asked to give evidence on his report this week to a special parliamentary committee.

Tax officials are also to brief MPs on the implications, said to be expected to leave them more out of pocket than before.

The proposals were released in November in the first report of the permanent commission on remuneration and pensions for members of the national Parliament and provincial legislatures

The commission recommended a three-notch salary system and some adjustments to salary gradings, notably a cut in pay for the chairman of the Public Accounts Committee.

The report, handed to President Mandela last year, is to be reviewed by a parliamentary committee which will propose a response to it

Naledi Pandor, an African National Congress whip and a member of the committee, criticised the report for inaccuracies and a lack of insight into the nature and working of the parliamentary hierarchy.

Inaccuracies extended to the job descriptions of Cabinet ministers and reporting lines in Parliament.

ANC senator Mohseen Moosa said

the tax implications appeared to be that MPs would lose out on their take-home pay

National Party chief whip Hennie Smit said the Steyn report had serious shortcomings. Among these was that it did not address the diversity of spending by MPs, with members from the Western Cape having to spend less on housing, airfares and vehicles.

Recommendations by the commission that parties be put in charge of allocating their members' air tickets were not viable.

Mr Smit said downgrading the chair of Public Accounts was "not viable".

Inkatha Freedom Party MP Hennie Bekker supported the NP criticisms.

ARG 27/1/97

KwaZulu salary database 'baffling'

22/1/97 (250)

Farouk Chothia

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A total of 10 employees were aged one, nine were aged two, eight aged three and six aged four. At the other extreme, several others aged between 66 and 95 were listed as employees.

Nxumalo said a special task team — consisting of himself, departmental heads and provincial MPs — would seek to "verify the existence of all employees whose age is under 16 years and over 66 years".

Nxumalo said the consortium had conducted the first of a three-phased investigation. It had identified priority areas to focus on, and would proceed to "stop" financial losses and make recommendations on the implementation of new personnel procedures.

The investigation had, Nxumalo said, shown the system made it "possible for one person to have more than one appointment". Each person was allocated a number, but "the system revealed names of people with identical numbers, dates of birth and identity numbers", he said.

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computerised human resources management system".

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Huge job for ghostbusters

(2no) CP 26/1/97
A fortune in taxpayers' money is being spirited away

**By CHRIS HLONGWA
and CHIARA CARTER**

GHOSTS ARE understood to be the spirits of the dead – but in the civil service the term has acquired a different meaning.

Fraudsters in several regions are the "ghosts" who are costing the country millions of rands. These crooks of flesh and blood feed fictitious information into government computer systems in order to get money – usually salaries they have not earned.

The inadequate salary system used by the civil service has enabled these thieves to siphon off millions of taxpayers' rands.

Last year, Minister of Public Service and Administration Zola Skweyiya told parliament that the ghosts were costing the country at least R1 billion a year.

The regions worst infested with "ghosts" are those including former homelands – particularly the Northern Province, KwaZulu-Natal and the Eastern Cape.

□ This week, KwaZulu-Natal's administration brought its spooks into the open, with Director General Otty Nxumalo disclosing that a government-initiated probe had found many discrepancies in the payroll.

Nxumalo said it was a "baffling state of affairs".

His amazement is understandable. Investigators discovered that some of the employees listed in the province's salary system database as "civil ser-

vants" were mere babies or frail old men.

"One-year-olds and 94-year-olds were among those listed," Nxumalo said.

He said the identity numbers of ten employees depicted them as being one year old, nine were depicted as two-year-olds, eight as three-year-olds and six as four-year-olds.

"The other extreme is that the system reflects several employees who are 67, 68, 69 . . . up to 94 respectively."

The report also found that 200 employees were exempted from paying tax.

At least 5 000 civil servants held "multi-appointments" – but the auditors did not establish whether these people were being paid two or three salaries for doing just one job.

Premier Frank Mdalose and his Cabinet said they were determined to crack down on salary crooks and other fraudsters milking the government.

"We are beset with more fraud cases with ever higher amounts involved – as if each criminal tries to outdo the last!" Mdalose said.

He cited reports about crime syndicates, ghost employees, overpayment to suppliers, abuse of government vehicles, misappropriation of funds and bribery.

However, police have complained that they lack the manpower needed for a crackdown on crooks.

Faced with a moratorium on the employment of more policemen, provincial commissioner Chris Serfontein said officers would be roped in from other sections of the force.

With about 170 000 civil servants in the region, the ghostbusters' task is Herculean. A head count entailing a visit to each and every employee has to be made to make sure they exist!

"They'll have to check every salary payment and relate it to a live individual," said Richard Humphries of the Centre for Policy Studies.

It would take a great deal of time and effort to trace the crooks, he said. "It can't be done quickly – not in a month or two."

Democratic Party MP Wessel Nel welcomed the crackdown and said the next task would be to tackle "sleepwalkers" – to make the civil service efficient and cost-effective.

□ Mdalose this week launched an anti-fraud and corruption hotline in KwaZulu-Natal. By Friday more than 100 calls had been received from members of the public.

Calls to the hotline can be made 24 hours a day and anonymity is guaranteed. The number is 0800 31-32-33.

Meanwhile, several other anti-corruption measures are under way in the region.

□ The education department and the police have started a campaign to identify "ghost employees" and eliminate the use of false certificates and overpayments.

□ The transport department has deployed a special force of traffic police to crack down on the abuse of government vehicles.

□ The health department is investigating irregularities at various provincial hospitals

□ The finance department recently

conducted a workshop to train officials in methods of combating fraud.

□ Finance minister Ben Ngubane announced that within three months suppliers would be paid electronically, cutting down on the number of cheques in circulation – and the opportunities for fraud.

From April 1, all civil servants will receive their salaries through banks and not by cheque.

□ Meanwhile, several fraud trials are taking place, including that of three government employees alleged to have defrauded the welfare department of millions of rands in a fraud syndicate.

Another case involves a group of 11 charged with a massive scam in the issuing of fake learner's licences. Several testing ground bosses and their underlings face nearly 300 cases of fraud, bribery, corruption and conspiracy to commit crime involving more than R1 million.

However, some cases have not been tried in two years because of the backlog.

□ Meanwhile, in the Eastern Cape, where fraud is rife in the public sector, civil servants have been told the government will no longer regard their old homeland documents as valid and they will have to get South African identity documents.

□ Scams are thought to be taking place in other regions where former homeland civil servants have been incorporated into the country's administration.

The national government has called for tenders for an integrated computerised personnel management system.

R1-m salary shock over Niel Barnard

Officials give details

WILLIAM-MERVIN GUMEDE
POLITICAL STAFF

Taxpayers will fork out about R1-million a year plus perks to the newly appointed director-general of the Western Cape, former spy boss Niel Barnard, if he gets his way.

Senior sources in the Public Service Commission estimate that Dr Barnard's basic salary as head of the provincial civil service is R266 000 a year. His perks include a car allowance for R250 000 over three years and housing, medical and entertainment allowances.

But they claim Dr Barnard has demanded that in addition to this he is paid his salary for his previous job as director-general of the national Department of Constitutional Development until 1999.

Constitutional Development Minister Mohammed Valli Moosa and Public Service and Administration Minister Zola Skweyiya oppose Dr Barnard's demands.

The public service sources say Dr Barnard maintains he is entitled to this double salary in terms of the "sunset clause" in the constitution, which was agreed to between the African National Congress and the previous government.

In terms of this clause, civil servants

WHAT BARNARD COULD GET

- R266 000 a year as Western Cape director-general
- R360 000 as Constitutional Development director-general until 1999
- About R400 000 pension as former director-general of Constitutional Development

He also gets

- A lump sum gratuity of R4-million
- R145 000 from the former National Party government
- A car allowance of R250 000 over three years
- Housing, medical and entertainment allowances

who served in the previous system cannot be retrenched until 1999, but Dr Barnard is known to have been uncomfortable under Mr Moosa, an ANC minister.

In his previous job Dr Barnard earned a salary of about R360 000 a year as well as perks, the sources said. Perks included the right to live in a government house until 1999 and to keep his car financed under the government car scheme.

The two basic salaries add up to more

his secretary said he was not available. Meanwhile, the National Education, Health and Allied Workers' Union has said it objects strongly to Dr Barnard's appointment to the province and will apply for a Supreme Court interdict to block it.

But provincial Minister of Finance Kobus Meiring said the union had conceded at a meeting of the Provincial Chamber that the chamber could not address issues concerning Dr Barnard and indicated that it wanted the procedure reviewed.

"The call to overturn the appointment of the director-general does not gel with their stated objective of reviewing the procedure and is therefore a classic case of goal shifting," Mr Meiring said.

Barnard was to get his salary until 1999 as well as his pension, but allegedly had not told the Government he was going to take the job of Western Cape director-general.

Although it was not specifically stipulated in the agreement, it was assumed that, by implication, he would not be working for the state until 1999.

In addition to the salary, pension, gratuity and perks, the previous government agreed to pay each director-general R145 000 to reward them for their service and encourage them to stay in their posts after the 1994 democratic election.

Dr Barnard is understood to have got this amount. The Cape Argus tried for several days to contact him for comment, but

From page 1

than R600 000 a year. As he has left his job in the central government, he is entitled to a lump sum retirement gratuity estimated to be around R4-million.

In addition to this Dr Barnard, who was the longest serving director-general, is entitled to an annual pension that has been estimated around R400 000. With the double salary Dr Barnard wants, this amounts to about R1-million a year.

When Mr Moosa took over as Minister of Constitutional Development last June, he and Dr Barnard decided by mutual agreement that Dr Barnard would leave the department by November 30, 1996. Dr

To page 3

CMC ASKED TO DIG INTO RESERVES

R460m for council

pension deal

STAFF of the Cape Metropolitan Council want the council to put up funds to guarantee lump-sum payments and medical aid for employees who lose their jobs through restructuring. PETER DENNEHY reports



CT 28/1/97

THE Cape Metropolitan Council (CMC) is to be asked this week to put R46 million of its own reserves into pension and medical aid funds that can be drawn on by staff who have retired, or will soon lose their jobs through restructuring.

This request by CMC committees and officials comes at a time when the six Cape Town municipalities need all the financial help they can get from the umbrella body.

The CMC has about 6 000 staff perhaps another 2 000 retired, retrenched or "medically-boarded" former staff who enjoy lifelong CMC-sponsored membership of their medical aid fund.

It is not known how many present employees will lose their jobs through restructuring.

Two-and-a-half years ago the Cape Joint Pension Fund, which is run separately from the CMC but to which many CMC staff belong, changed its rules to allow retiring staff to convert all their pension fund money into a lump sum that can be withdrawn.

Council employees are also wanting to lower the retirement age from 65 to 60 or even 55.

At present, employees can opt to retire at 60 but then have to sacrifice about 2,4% of their pension for every year they still have to go till the official retirement age. Negotiations are in progress to see whether the penalty can be dropped. Some employees would like to be able to retire at 55.

While the pension fund could probably support lowering the age of retirement to 55 with the penalty of 2,4% remaining in force, and supports dropping the penalty for those aged 60 to 65.

Ministerial permission is needed to authorise any changes or to transfer money to the pension fund.

Attempts have also been made to obtain a similar arrangement for the medical aid fund, in terms of which the council would pay an outside body to take over the burden of the continuing medical aid membership of retired former employees.

But none of the institutions approached had shown sufficient interest in such a deal, said Mr Philip Schenck, chief director of CMC financial services. So the CMC still had to try to ensure that its reserves were "sufficiently funded" to meet these liabilities.

Tomorrow the cash-strapped CMC will be called on to consider transferring R46m from its reserves to top up its own pension and medical aid reserve funds.

Of this, R40m should go into the medical aid reserve fund. Retired members remain "continuing members" of the medical aid fund until they die.

The remaining R6m of the R46m is meant to go into another pension fund, the General Revenue Pension, for black former Cape Divisional

Council employees who were excluded until 1970 from what is now the Cape Joint Pension Fund.

In this case, too, beneficiaries are allowed to convert their rights into lump-sum payments on retirement.

In terms of the CMC's own medical fund rules, the CMC must continue paying medical fund contributions for former employees who either retired at the prescribed age, or stopped being employed before the age of 65 due to restructuring or ill health.

Substantial sums are involved. Schenck said yesterday that a person with no dependents who earns over R4 000 a month must contribute R508, of which the council pays 60% (R305) and the employee 40% (R203). If the member receiving the same salary has, for example, a dependent wife and three children, his total monthly payments will be R729 a month, with the same 60% to 40% split.

From the time he is "medically boarded" or retrenched, however, the council's share of his social security payments increases to 70%, until he reaches retirement age.

The council was unable to provide figures yesterday on how many people are continuing members of the medical aid fund.

Deputy finance chief Mr Hennie Smit estimated that there could be between 1 000 and 2 000 former employees still on the medical fund.

Actuaries had been called in to try to put a figure to the council's future liability in respect of amounts it had to pay to the medical aid fund on behalf of former employees.

In mid-1995, this was estimated at R28,7m; by the middle of last year it had risen to an estimated R40m.

The CMC has to be clear on exactly what its assets and liabilities are, as part of the process of transformation of local government.

Schenck said the CMC had well over R40m in reserve funds, but there were many calls on those reserves. He doubted that the entire recommended R46m would be transferred into the actuarially-underfunded accounts in a single financial year, even if the required ministerial approval could be obtained.

(250)

Government staff resist pay cuts

Steyn Commission report described as having 'serious shortcomings'

By Rafiq Rohan
Political Correspondent

GOVERNMENT office bearers are up in arms and set to challenge a detailed report by Judge JH Steyn that recommends a reduction in their take-home packages

Yesterday an ad-hoc joint committee, set up after talks between political party whips in Parliament, expressed concern at the Steyn Report's recommendations and its failure to take into consideration the workload carried of the parliamentary hierarchy

The committee insisted that the way forward would be to get Judge Steyn to appear before it to explain his rationale in arriving at his conclusions, described as inaccurate

Steyn has indicated that he will only be available at the end of February but committee chairman and ANC MP Mr Philip Dexter said that there was no reason why another member of Steyn's commission could not stand in for him.

The National Party's Hennie Smit told the meeting that there were "serious shortcomings" in the report, a sentiment agreed to by all party representatives present.

One of the recommendations made by Steyn is that the number of members in the National Assembly be reduced

However, Smit pointed out that was a constitutional matter and "not one for the commission" to decide

He said that the issue of a pension

scheme for members - they don't have one - be looked at as a matter of urgency "even if everything in the report be put on ice"

ANC MP Ms Naledi Pandor supported Smit and agreed that the report contained inaccuracies. She said that inaccuracies extended to job descriptions of cabinet ministers and reporting lines in Parliament

Judge Steyn sent the report to President Nelson Mandela towards the end of last year with, among others, the following recommendations:

- An appropriately tax-structured "total package approach"
- The remuneration of an MP be fixed at a level comparable to an appropriate position in the public service. The report says this position must be the same as that of either deputy director or director,
- The salary of the leader of the opposition be the same as that of the chief whip of the majority party,
- That fines for non-attendance of house sittings without a valid excuse be upped from R100 to R500,
- That free air-tickets be administered by political parties; and
- That there be an annual review of remuneration packages of members and that an ombudsman be appointed to oversee "remuneration, discipline and performance" of members

The ad-hoc committee will meet again on Thursday afternoon, Dexter said, when it would hear evidence and come up with its own recommendations

(250)

sowetan
28/1/97

Decision on retrenchments confirmed

David Greybe

CAPE TOWN — Relations between government and public service unions were further strained yesterday when government negotiators confirmed a cabinet decision to end a moratorium on forced retrenchments on March 31.

The admission led to a temporary suspension of the year's first round of negotiations in the public service bargaining council when union representatives demanded details of government's intentions

The two sides were given a few hours to discuss the matter among themselves. The talks in Pretoria are scheduled to last until Friday

The public service ministry refused to comment on the matter, but Public Service Minister Zola Skweyiya said later that Finance Minister Trevor Manuel "has agreed to address the unions in the bargaining chamber at a mutually agreed upon date"

Senior union officials have accused

Manuel and his deputy, Gill Marcus, of being the "driving force" behind the decision to end the moratorium on retrenchments agreed to by unions and government last year

One union official said government's decision to end the moratorium "smacked of bad-faith negotiating". He warned that unions would not accept the decision if it meant smaller severance packages for public servants who were retrenched

Government's decision to end the moratorium has been blamed on the failure of its voluntary severance scheme which, union negotiators said government representatives admitted yesterday, had attracted the "wrong" public servants

A public service spokesman said before the start of yesterday's negotiations "We (government) will do everything in our power to meet the commitments we have to the unions in the bargaining chamber. We remain committed absolutely to co-determination

(250) BD 28/1/97
and will continue to seek joint, and mutually beneficial solutions to the problems and challenges that we face in the public service"

It was agreed in the central chamber last year between government and unions that the moratorium would last for as long as "rightsizing" of the public service was being achieved by voluntary severance packages.

There was an agreement, union negotiators said yesterday, that lifting of the moratorium had to be negotiated between the two sides. If the moratorium was lifted retrenchments had to be handled by individual departments and provincial administrations according to agreed procedures.

However, a lot would happen before that happened, one union official predicted. He said there was "ample opportunity to limit forced dismissal", including "adequate remedies available to control unilateral or unfair actions".

Continued on Page 2

Retrenchments

(250) BD 28/1/97
Continued from Page 1

The freeze on retrenchments was instituted when the voluntary severance package was introduced in May last year

Government said at the time it would cut the 1,2-million-strong public service by 300 000 in three years. How-

ever, only 29 191 public servants had applied for severance by the end of October last year. Of that number, 19 214 applications had been approved, 2 948 were denied and 7 029 were being processed. The public service ministry said yesterday that "contrary to some prevailing myths the severance package offer has gone well. There have been some delays as departments have, at times, taken a while to approve some applications."

MPs unite against pay report

ED 28/1/97

Wyndham Hartley

CAPE TOWN — Members of Parliament are united across party lines in their opposition to the report of the Steyn commission of inquiry into the salaries and benefits of MPs and other elected officials

This emerged yesterday during the first meeting of the ad hoc joint committee formed to discuss the recommendations of the commission. The report was handed to President Nelson Mandela late last year. The committee is mandated to make recommendations on the commission's report.

Topping the complaints from both the African National Congress (ANC) and the National Party (NP) is the charge that the Steyn commission has taken no account of the tax implications of its proposals. Steyn recommends a "package approach", which ANC senator Mohseen Moosa said could result in MPs having less real

(250) (250)
disposable income. This was echoed by NP chief whip Hennie Smit, who said that the tax implications of the package approach were not clear.

ANC deputy chief whip Naledi Pandor said there were inaccuracies in the Steyn report and an apparent lack of knowledge of Parliament and how its ranking system worked.

Smit said another shortcoming was that it did not take into account the differences in spending between, for example, MPs from the Western Cape and those from elsewhere, in terms of transport, housing and telephone bills.

All the parties were opposed to a Steyn commission suggestion that the salary of the chairman of the parliamentary public accounts committee be cut. MPs also criticised a proposal that the political parties be put in charge of the issuing of airline tickets to MPs.

The committee decided to call a member of the commission and a tax expert to give evidence.

UNIVERSITY
SAL

Manuel to address angry unions on lay-offs

David Greybe

CAPE TOWN — Finance Minister Trevor Manuel is scheduled to address the public service bargaining council's central chamber today after unions expressed anger yesterday over government's handling of the retrenchment issue

Government confirmation earlier of a cabinet go-ahead — reportedly at Manuel's urging — for the termination of a moratorium on forced retrenchments on March 31 led to suspension of talks after unions demanded clarity on government's intentions and, in the words of one union negotiator, "they could not" provide it

An offer by govern-

ment to get Manuel to address the bargaining chamber was rejected by some unions at first, but was eventually agreed to after hours of behind-the-scenes negotiations.

One angry union official remarked that Manuel's attendance was "simply an attempt by Public Service Minister Zola Skweyiya to get the guy who created the problem to face the music" He expected Manuel would face a grilling from unions today

The public service ministry has kept mum on the year's first round of negotiations Senior union officials were quick yesterday to say they now feared for this year's planned second phase of a salary plan,

which was agreed to by government and unions last year

They said they were concerned that the reintroduction of forced retrenchments would prove more costly than the current voluntary severance scheme This would make it difficult for government to find an estimated "minimum" R6,5bn to implement this year's salary plan, plus R1,5bn for "rank" promotions

A senior union official said: "There is great concern that government will not be able to pull off the second phase of the salary plan." The talks in the central bargaining chamber are scheduled to last until Friday.

It emerged yesterday

that some government departments, reportedly in consultation with the public service commission, had already informed their personnel that applications for severance packages had to be handed in before a specific date in March

Another union official accused government of acting "totally in bad faith" on the matter, and of "creating unnecessary friction" with the unions

Union negotiators have warned that they will not accept the decision to end the moratorium on forced retrenchments if it means smaller severance packages for those retrenched

"They can never decide unilaterally on a smaller payout pack-

age," one official said. He warned of "serious labour unrest" if government attempted to force the issue

"It boggles the mind to think government may think the unions will agree to a reduced severance package"

Union negotiators in the central chamber said government representatives had blamed the decision to end the moratorium on the failure of its voluntary severance scheme, which had attracted the "wrong" public servants

R40m medical aid for 447 ex-staff

ET 30/1/97

~~250~~ (250)

METRO WRITER

THE 447 "continuing members" of the Cape Metropolitan Council's medical aid fund have rights whose present value has been estimated by actuaries to average more than R89 000 each.

The CMC hopes to put a total of R40 million into a special medical aid account for the 447 existing retired or retrenched employees whose medical aid contributions the CMC still has to subsidise until

they die. If ministerial permission is obtained, it will take care of the future medical aid fund liabilities.

A further R6m is to go to a reserve pension fund. Beneficiaries of this one already have the right to convert their pensions into cash at any time from when they retire.

The ministerial permission may be conditional and may set a limit on how much may be put away into the fund in a given year.

Actuaries have not yet completed their calculations of the present

value of the future CMC medical aid liabilities, but in mid-1995 they were said to be R29m and in the middle of last year they were estimated to be R40m.

In the case of the medical fund, beneficiaries are not able to convert their rights into lump sum benefits.

They may be able to do so in future. Once the liabilities are "fully funded", the officials who administer the scheme may be able to interest an outside body in tak-

ing over the job, and thus succeed in "farming it out". Attempts have already been made to do that.

The rules of the scheme could then be changed, if the fund members and managers all agreed to do this — just as was done 2½ years ago with the Cape Joint Pension Fund.

● Close to 90% of private-sector companies pay for or subsidise medical benefits for their employees after retirement, according to a survey last year.

Hospital is un...
Pictures' RO...

MPs unhappy about Steyn proposal to cut their income

Wyndham Hartley

(250) bD 31/11/97

CAPE TOWN — Members of Parliament will have R1 000 less each month to spend if the Steyn commission proposals on their remuneration are accepted by President Nelson Mandela, MPs were told yesterday.

Parliamentary officials, addressing a meeting of the ad hoc committee established to report on Steyn's recommendations, said the tax implications of the proposals would cause MPs to lose R1 000 a month compared with what they earned now.

They explained that at present 35% of an MP's car allowance of about R32 000 a year was taxed. The Steyn commission proposed that salary and car allowances of public representatives be treated as a "package" and then be taxed.

The officials said they did not know how much of that tax could be claimed back from the SA Revenue Service in the annual tax assessment.

This loss in real disposable income as a result of the package deal would be despite the 8% salary increase which

Steyn recommended for MPs. MPs' salaries are about R160 000 a year now, with a car allowance of R32 000.

A Steyn commission representative was scheduled to brief the committee on the reasoning behind the proposals, but the briefing was cancelled at the last minute.

All political parties in Parliament are united in their criticism of what they see as the shortcomings of the Steyn commission recommendations.

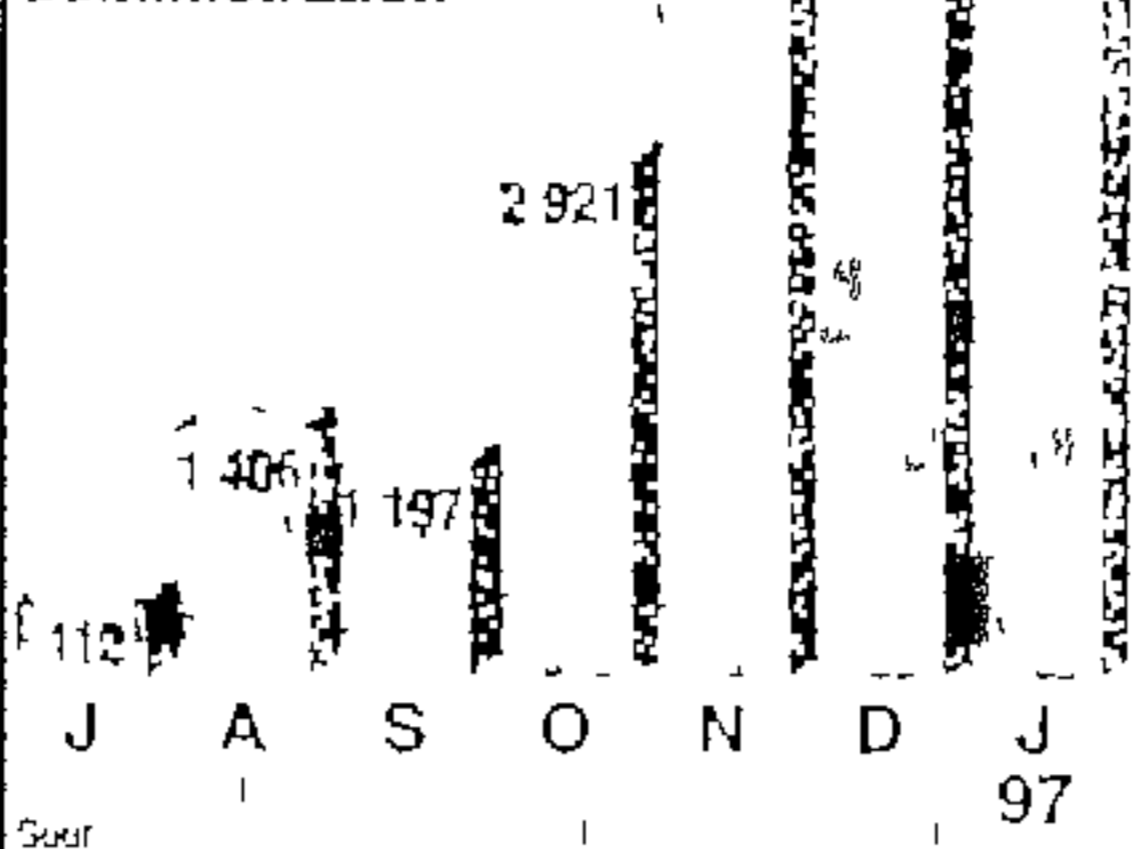
The committee, under the chairmanship of the African National Congress's (ANC's) Phillip Dexter, decided that a pension fund for MPs was now of such urgency that a special task team should be established to make recommendations. Freedom Front MP Joseph Chiole was chosen to head the task team. MPs have been without a pension fund since 1994.

ANC deputy chief whip Naledi Pandor said work-related allowances for MPs should not be considered as part of the basic remuneration.

The committee decided parties should work on responses to the commission's report.

Voluntary severance packages

received in the chief
director's pension
administration



Delay in payments of severance packages

(250)
Belinda Beresford

BB 31/1/97
THE stream of applications for the public service redundancy programme, together with administrative laxness and confusion, had caused delays in payment of severance packages, the finance department said yesterday.

Chief director of pensions administration Piet Maritz said prompt payment of pensions was being hampered by the failure of government departments and provincial administrations to submit paperwork in time.

Finance department employees were working seven days a week to clear the backlog, he said.

A total of 55 722 pensions documents had been received in the last eight months of 1996, including all pension paperwork and not just that related to the severance package. Of these, 90% had arrived at the department four to five weeks after the relevant retirement dates. A total of 21 335 redundancy applications had been received since the beginning of July, nine out of 10 also arriving late.

The backlog was expected to be cleared by the end of February.

Maritz said the severance part of the retirement packages — for example, a six-month housing subsidy and week's salary for each completed year of pensionable service — should be paid by the employer department. This should prevent financial problems for applicants while they were waiting for the pension element.

Persons employed by Public Service

626 Mr J A JORDAN asked the Minister for the Public Service and Administration **(250)**

- (a) How many persons, including persons in the former homelands were employed by the Public Service on 1 July (i) 1994, (ii) 1995 and (iii) 1996, (b) what was the total expenditure on personnel in each of these years and (c) how many applications for early retirement and voluntary resignation had been approved as at the latest specified date for which information is available? N1066E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

With reference to the above question, the following information is furnished

Date	Total persons employed	Salary expenditure
30 April 1994	975 234	28 822 981 091
30 September 1995	1 270 112	39 954 530 680
30 September 1996	1 176 545	47 286 404 895

Notes

- 1 The only information available for 1994 is as on 30 April 1994. Figures include the former self-governing territories but exclude the former TBVC states. No statistics are available for the former TBVC states. It is anticipated that the actual size of the public service on 30 April 1994 was significantly higher than 975 234.

- 2 As a result of the rationalisation of the Public Service the only information available for 1995 is information as on 30 September 1995.

- 3 Payroll information as on 1 July 1996 is not available as a result of the implementation of the grading system.

- 4 From 1995 onwards, figures include the former self-governing territories and former TBVC states.

- 5 Salary Expenditure is the sum of the per year notch of personnel.

Total personnel turnover due to early retirement and voluntary resignations from 1 June 1994 to 31 May 1995

Provision/incident	Total Personnel Number
Early retirement	1209
Voluntary resignation	26 581
Total Turnover	27 790

Total personnel turnover due to early retirement and voluntary resignations from 1 January 1996 to 31 December 1996

Provision/incident	Total Personnel Number
Early retirement	936
Voluntary resignation	13 048
Total Turnover	13 984

Visit to Cuba

656 Mr S J DE BEEER asked the Minister for the Public Service and Administration

- (1) Whether (a) he, (b) the Director-General and/or (c) members of staff of his Department visited Cuba during the period 1 May 1994 up to the latest specified date for which information is available, if so, in each case, (i) how many visits were undertaken, (ii) when were such visits undertaken and (iii) what was the purpose of each visit.

- (2) whether any agreements were finalised during these visits, if so, what did each such agreement entail,

- (3) whether Cuba granted any amounts to his Department during the above-mentioned period, if so, (a) what amounts and (b) how were these amounts allocated? N1096E

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

- (1) Neither the Minister, the Director-General nor members of staff of the Department visited Cuba during the period 1 May 1994 to date.

- (2) No agreements were finalised with the Department during the period 1 May 1994 to date.

- (3) No amounts were granted by Cuba to the Department during the period 1 May 1994 to date.

Number of murders/hijackings/ rapes/armed robberies

660 Mr A J LEON asked the Minister for Safety and Security

- (1) How many (a) murders, (b) hijackings, (c) rapes and (d) armed robberies occurred during the period 1 January 1997 up to the latest specified date for which information is available.

- (2) whether any suspects have been arrested following these crimes, if so, how many in each of the above categories,

- (3) whether any persons have been charged with any of these crimes, if so, how many in each of the above categories? N1102E

The MINISTER FOR SAFETY AND SECURITY

- (1) (a), (b), (c) and (d) No crime statistics for 1997 are available for publication at present, as the statistics are being collated and evaluated before being announced by the Ministry during June 1997.

- (2) Not applicable

- (3) Not applicable

SAPS members: life/disability benefits

661 Mr F P SMITH asked the Minister for Safety and Security

- (3) No amounts were granted by Cuba to the Department during the period 1 May 1994 to date.

- (2) whether, in view of the dangers facing members of the SAPS, he or the SAPS has established whether existing life and disability benefits are adequate, if not, what is the position in this regard, if so, what are the relevant details,

- (3) whether he, his Ministry and/or the SAPS has engaged in any negotiations with employee organisations in connection with these benefits, if not, what is the position in this regard, if so, what are the relevant details

- (4) whether he will make a statement on the matter? N1103E

The MINISTER FOR SAFETY AND SECURITY

- (1)(a) (i) The Act on Compensation and Occupational Injuries and Diseases (Act No 130 of 1993) provides compensation for death and permanent ability that occurred while on duty.

- (ii) No benefits are provided by the State outside the pension fund. In both above-mentioned cases members are free to take out individual insurance policies. The pension fund provides for the next of kin in cases of death on and off duty.

- (b) Disability is awarded according to the Act on Compensation and Occupational Injuries and Diseases by the Compensation Commissioner. Apart from visible injuries physical disability includes afflictions of any organ or sense whereby a person's functioning is impaired. This includes diseases contracted during service, such as parasitic and contagious diseases and toxic conditions.

(c)(i) (aa) 5

(bb) 270 during 1996

(ii) (aa) Murder	73
Motor vehicle accident	74
Accidents - Other	9
Accidents - Firearm	6
Suicide	0

The less than public service

CAROL PATON

(250)
THE management of police stations, magistrate's courts and even the prize Union Buildings gardens are to be placed in private hands as the government takes steps to trim the public service.

The maintenance of government buildings, gardening, cleaning and security were among the services the Department of Public Works would put out to tender, its deputy director general, Nazeem Martin, said this week.

First in line for privatisation are the Union Buildings' terraced indigenous gardens.

Martin said his department aimed to go much further than buying ancillary services and would

contract out the management of its property portfolio. "The rationale behind it is to ensure that we provide our clients with a more efficient and cost-effective service. We have also been forced to look for other alternatives since large numbers of people left the public service through voluntary severance packages," he said.

Although firms in the private sector often outsourced only 50 percent of their services, the Department of Public Works would probably set a higher target.

Martin said a pilot study, probably of buildings in Gauteng, would be in place before the end of the year but was still subject to negotiation with other government departments which were clients of its services.

ST 2/3/97

Deadline set to root out public service ghost workers (250)

David Greybe

CAPE TOWN — Government has given itself until the end of the year to exorcise an estimated 47 000 "ghost workers" in the public service who are costing taxpayers up to R5bn a year

Public service director-general Paseka Ncholo, heading the clean-up operation, vowed yesterday: "If we do not get rid of all ghost workers this year I will pack my bags. I deserve to be dismissed if one ghost worker is still around at the end of the year."

Public service delivery could not succeed while thousands of ghost workers — individuals on the government payroll who performed no function — were on the public service payroll, Ncholo said. Their elimination was important to a number of areas, including improved public service management via decentralised responsibility, clean government and improved training.

He said it was generally accepted, based on government research on the public service, that about 4% — or 47 000 — of the 1 174 766 public servants at the end of January were ghost workers. He calculated that ghost workers cost the state about R5bn a year, including salaries and benefits such as medical aid contributions, pensions and housing.

At the very least, Ncholo said, the cost of SA's ghost workers "must run into billions of rands". He stressed, however, that the true cost "will only be known at the end of this exercise".

A government investigation team he had led had found that ghost workers were overwhelmingly confined to Eastern Cape, Northern Province and KwaZulu-Natal. These were the most rural regions and had inherited seriously flawed homeland administrations. His department, with the home affairs department, had launched campaigns in the provinces to root out ghost workers. The first stage focused on issuing identity documents to all public servants. The second stage would be based on a "physical head

Continued on Page 2

Ghost workers (250)

Continued from Page 1

count" of public servants.

In the Eastern Cape, Ncholo said, 23 000 public servants had applied for identity documents by end-January, following a media blitz begun last December. By last Friday home affairs had issued 22 000 new documents. Ncholo praised home affairs for its "very good support" of the campaign.

Any public servant in the Eastern Cape who failed to produce an identity document at the end of last month had not been paid, Ncholo said. He was awaiting figures.

Some public servants had false documents, and the next phase of the

clean-up operation would flush them out. This phase would focus on a "reconciliation of personnel records with a head count plus identity document"

A similar campaign had been launched in Northern Province where the level of corruption was less sophisticated than in the Eastern Cape.

The KwaZulu-Natal provincial administration had, like the Eastern Cape, launched its clean-up campaign last year, Ncholo said. He was confident it would be "one of government's bigger success stories"

He said the decision to use public servants to conduct the campaigns was taken after it was discovered that it would cost the Eastern Cape at least R14m if the private sector did the job

That would have proved "unaffordable and unreasonable"

Paid for no work

Job Council workers draw large salaries while sitting idle

Sowetan Correspondent

THE Auditor-General is to be asked today to examine claims, that several senior officials in the Johannesburg Metropolitan Council are being paid large salaries and receiving full benefits but not doing any work.

Jobimba Buthe, Metro councillor and leader of the Democratic Party in the Eastern Suburbs, Mr. Clare Quind and yesterday that at least seven, but probably more, highly skilled officials were still being paid after their work had been delegated to other employees.

Many of the people concerned had applied for new posts, mainly as strategic executive officers or depart-

ment heads during the recent restructuring of the department but were turned down.

Quail said some of the officials were offered positions on a lower level but their conditions of service did not allow them to be employed on the same level.

Mr. Quail, party leader and Johannesburg Council executive committee member, Mr. Fakooob Makhda said: "We are aware of these problems and are monitoring the situation closely. The council is still busy with the redeployment and restructuring of the administration and we realise that inevitably there will be a period in which our people have nothing to do.

The restructuring process has

involved the re-appointment of 30 000 staff from their positions in 13 separate administrations to new posts in the Johannesburg council and the four substructures.

Redundancy demanded

The Interim Industrial Council, represented in equal parts by employees and employers, established early last year to handle negotiations concerning the new appointments. Yet during this time the Industrial Council itself has undergone restructuring, resulting in the larger restructuring process taking longer than planned.

Officials concerned are now demanding that they be made redundant, or be given suitable work to do.

Sowetan 10/3/97

"We are concerned that some of the officials will take a legal route in their actions. The council cannot afford the financial or human resource losses we are facing," Quail said. Makhda denied weekend reports that 20 idle staff members were costing ratepayers about R500 000 a month, claiming the figures were simply a "thumb suck". He said his party was not "overly concerned, but 'things don't sit right' happening within time frame we feel is reasonable they would start pressing for action to be taken.

Mr. Sonnybov Matsoso, head of the Johannesburg Council's human resource department said he was unaware of any council officials not having work to do. "Every official is

(258)

being paid to do specific work. Nobody is receiving a salary while not executing any duties. If we find this to be the case we will look into it."

Chairman of the council, Mr. G. P. rate services Mr. P. Thek also discounted the allegations. "We are the local authority, are not a service of people who are not part of it. We would have preferred if the situation had been brought to our attention so that we could have taken action. But we start investigating the situation and if we find that people are not doing what they have been appointed to do we will take disciplinary action from them."

Mr. Matsoso said: "The DP has decided to refer the matter to the Auditor-General."

State attorneys refused severance option

Stephané Bothma

(2172)

BS 11/3/97

PRETORIA — A large number of state attorneys deemed too male and too pale for promotion had applied for severance packages in recent months but were turned down by the justice department.

Despite a move by Justice Minister Dullah Omar last year to promote only people of colour and women — a decision described by the Pretoria High Court last week as unfair discrimination — only one out of 173 applications for voluntary severance by white justice department employees with a law qualification was approved this year.

In the light of Omar's commitment to create a fully representative depart-

ment, employees said at the weekend the rejection of their applications for packages was confusing and frustrating. "They will not give us deserved promotions but also will not let us leave the employ of the state," a department employee, who wished not to be identified, said.

Those whose options were refused were given no specific reasons except that it "was of no benefit to the state".

"By granting us packages, positions will be opened for appointments that will facilitate the promotion of representivity," the employee said.

The Public Service Association and state attorney Fanie Swanepoel, supported by 15 colleagues, last week won an 18-month legal battle against Omar

and Public Service and Administration Minister Zola Skweyiza when the court halted a process of appointment in the justice department whereby less qualified women of colour were appointed to senior positions over the heads of senior white male colleagues.

Pretoria High Court judge Buddie Swart ruled that the department's system of reserving a quota of vacancies for affirmative action appointments was unfair discrimination against white men and in attempting to fill its vacant posts, the department had acted with no discernible rationale.

The state attorneys who opted to leave the public service applied for severance packages in terms of a 1996 offer by the public service and adminis-

tration department. They met all the criteria demanded by the scheme — aimed at rightsizing the public service and "creating capacity to facilitate the process of promoting representivity".

Meanwhile, a document released by the department on February 26 indicates existing vacancies in the department include seven posts for state attorney, 10 for deputy state attorney and 18 for senior state attorney.

The document states that by 1999 "the nine approved posts of state attorney should be occupied by four blacks, three women and two whites".

"There is no future for us in this department. This plan to fill vacant posts is still based on quotas, despite the court ruling," a state attorney said.

Public service slowly but surely changing face

(258) Alan 11/3/97

BY JOVIAL RANTAO
Political Correspondent

Cape Town - Only 14 of the Government's 25 departments have introduced structures aimed at enhancing the transformation of the public service, according to Public Service and Administration Department deputy director-general Boyce Mkhize

He told Parliament's portfolio committee on public service and administration that other government departments, with the exception of the Department of Finance, had already taken steps to establish transformation units.

"The director-general in the Department of Finance (Maria Ramos) has a different view with regards to transformation units. She feels that the structure is not what she is looking for. She wants a strategy that will be holistic in its

approach. Once a strategy is in place, she will consider setting up a unit," Mkhize said.

At the provincial level, the North West has emerged as the leading province in terms of establishing provincial structures to facilitate transformation.

Mkhize said the province had already embarked on a number of pilot projects. These ranged from performance management to participation in the Department of Public Service and Administration's service delivery initiatives

Northern Province was the only provincial government that had so far not established transformation units.

Mkhize said the lack of progress was because the provincial director-general felt that a bigger structure than a transformation unit was more appropriate to drive the process in the province

The director-general also felt that management should drive the process

In his report, Mkhize said the Gauteng provincial government has adopted a strategy-led approach.

"They envisage that this year the strategy will be made operational at a unit level where processes such as cost-saving, efficiency, development of a professional ethos, and improved service delivery will be more successfully tackled, while the role of the corporate centre will be to facilitate, enhance and monitor transformation," he said.

He said Gauteng's management and performance plan was well co-ordinated and utilised the involvement of various stakeholders in the formulation, decision-making and evaluation of programmes.

Public servants reassured on wage gains

(250)

90 13/3/97

David Greybe

CAPE TOWN — Government would meet its obligation to improve public servants' wages and had set aside R4,8bn as required, Finance Minister Trevor Manuel said yesterday.

This was despite the lower than expected figure of 39 000 successful applicants for the voluntary redundancy package offered.

The total public service wage bill would increase by 9,1% from R67,6bn to 73,8bn in the 1997/98 financial year, which amounted to 39% of total expenditure, according to the Budget Review.

Three-quarters of expenditure on goods and services was budgeted for remuneration of employees, the review said.

Manuel said the implementation of the second phase of a three-year conditions of service adjustments package, agreed to with unions in 1996, "entails a full year cost of promotions and improve-

ments in the conditions of service of R6,5bn".

However, he said "Since these increases only come into effect in July 1997 — the anniversary of the Public Service Bargaining Chamber accord — R4,875bn is provided to cover the nine months of this fiscal year."

According to the review, about 39 000 of 58 000 applications for voluntary severance packages have been approved to date. The public service department was busy "determining all-inclusive rightsizing targets which should be in place by April 1997".

The figures would take into account the actual number of personnel employed (in approved posts and additional to the establishment), funded vacancies, the number of voluntary severance packages granted and the rate of personnel attrition.

"The department is responsible for determining personnel needs of departments and provincial ad-

ministrations adequate for normal service delivery, against the background of government's aim to reduce the size of the public service and taking into account financial constraints," the review said.

Public Service Minister Zola Skweyiya announced last year government planned to cut the 1 174 766-strong public service by about 100 000 employees a year.

He said last month that contrary to expectations, government was still on course to meet this financial year's cut.

Skweyiya told the parliamentary public service that government had the R6,5bn for the next leg of the three-year wage improvement plan.

Skweyiya said the bulk of the cutback — about 58 000 — would result from public servants who had opted for "early pension". A further "minimum" 18 000 would result from the scrapping of vacant posts at national and provincial levels.

Budget blow for Cape civil servants

Meiring warns of job cuts

ARG 15/3/97

PIETER MALAN
STAFF REPORTER

The Western Cape Education and Health departments, hard-hit by last year's voluntary severance packages and budget cuts, could face another round of job cuts after the provincial budget was slashed by Finance Minister Trevor Manuel.

Western Cape Finance Minister Kobus Meiring has warned that the Education and Health departments in the province will have to bear the brunt of the budget cuts announced by Mr Manuel.

In real terms the Western Cape will receive 12 percent or R780-million less from central Government than it did last year.

He warned this could have a disastrous effect on the province.

The budget cuts were in line with the recommendations of the Financial and Fiscal Commission (FFC) that all provinces should receive the same per capita amount from central Government.

Mr Meiring said although he had no quarrel with the principle of equity between the provinces, he believed this was done too quickly.

He said this was compounded by the national Department of Finance not having drafted legislation authorising provincial legislatures to supplement their income by levying a provincial tax – as envisaged by the FFC.

He said the department was not expect-



Warning: Kobus Meiring

ed to finish this legislation in the foreseeable future.

Mr Meiring said he feared the reduced budget would severely affect services in the province, especially education and health.

"Eighty-five percent of the Western Cape's total budget goes towards three

departments – welfare, health and education," he said.

"The welfare budget can't be cut as most of the money goes towards pensions, the value of which is laid down by law."

He said this meant the brunt of the budget cut would have to be absorbed by health and education.

"Eighty percent of all money in these departments goes towards salaries.

"If we must cut, we'll have no option but to cut on the people side," said Mr Meiring.

He said this put him in a very difficult position, as these departments had already been cut to the bone during the past year.

"If we cut any further, we'll cut through the bone," he said.

Of the 25 000 civil servants who had taken retrenchment packages last year, 15 000 had come from the Western Cape.

While the province was doing its best to tighten its belt, other provinces were just not playing the game, Mr Meiring said.

The province will have to wait until Mr Meiring's own budget speech on Thursday to hear what the cuts will mean in terms of service delivery in the province.

He said he was investigating all avenues, including constitutional, to ensure the cuts would not cripple the province.

"One could argue that in terms of the Constitution, the budget cuts mean that the province is not getting its equitable share from national Government to provide basic services and functions," Mr Meiring said.

(250)

Public service trimmed by 2 000 posts

Wyndham Hartley

CAPE TOWN — Government's failure to honour its pledge to "rightsise" the public service has been thrown into harsh relief by the disclosure that about 2 000 more posts were abolished last year than were created.

Public Service Minister Zola Skweyiya said in reply to a question last week by the Democratic Party MP Kobus Jordaan that while 133 760 posts had been scrapped in 1996, 132 059 new posts had been created. The result was a net decrease in public service posts of 1 701 during the calendar year. Last year, Skweyiya often repeated that the target remained to scrap 100 000 posts.

The narrow gap between the number of posts abolished and created shows that government has been unable to reduce the size of the public service and scrap posts that have become vacant as a result of tens of thousands of early retirements. An example of rationalisation is the almost 12 000 posts lost to the finance department but created in the new SA revenue service. Gauteng provincial administration figures are the most striking, with 80 488 scrapped and 74 866 created.

Departments and provinces that showed a net reduction in posts were agriculture (434), environment affairs and tourism (46), foreign affairs (78), health (51), housing (20), labour (105), land affairs (206), mineral and energy affairs (350) the office of the public service commission (446), public works (324), state expenditure (88), trade and industry (56), transport (330), water affairs (947), welfare (40) Free State

BD 17/3/97 (250)
(1.692), Gauteng (5 622), Mpumalanga (12), North West (596) and the Central Statistical Service (32).

Posts were increased in correctional services (1 173), defence (1 537), education (23), SA revenue services (11 612), home affairs (61), justice (69), public service and administration (256), SA Management Development Institute (101), executive deputy president's office (22), the president's office (2), Northern Province (5 397), Western Cape (1 097) and the independent complaints directorate (36).

No posts were abolished or created in seven departments.

Jordaan said Skweyiya's reply showed that more questions had to be asked about the creation and abolition of public service posts. Considering all the rationalisation that had taken place, with departments being amalgamated and split, it was difficult to understand how some departments had neither created nor abolished posts. The key issue now was how many posts were vacant, Jordaan said. It was clear government had not abolished posts vacated by thousands of employees who had taken retirement packages.

Skweyiya also said accumulated leave pay of R454m had been paid out to 33 575 public servants who had retired in 1995 and 1996.

Tim Cohen reports that Finance Minister Trevor Manuel told the National Assembly's finance committee that the voluntary retirement process had not been successful. But government was honouring its commitment in terms of the three-year agreement with public servants, adding an extra R4,9bn to the salary bill.

16 000 scrapped posts 'saved R1,1bn'

Tim Cohen

CAPE TOWN — The number of public servants dropped by 16 000 to 1 260 000 last year, effecting a saving on government's ordinary salary bill of R1,1bn, public service director-general Paseka Ncholo said yesterday.

He told the assembly finance committee's budget hearings that the total ordinary salary bill, excluding benefits, for the public service, including commissions of inquiry, amounted to R38,966bn last year, compared to R40,152bn the previous year. Salary expenditure of central government was R11,245bn and provincial govern-

ments R27,522bn.

The number of employees of both national and provincial governments declined by roughly equal amounts, while the expenditure savings were also roughly equivalent.

Referring to the "rightsizing" agreement with the public service commission last year, Ncholo said it would be possible to say whether targets had been met only once the first year of the three-year agreement expired in June. In terms of a cabinet decision, rightsizing targets had to be established in consultation with departments and provincial administrations.

David Greybe reports that

(250) BD 19/3/97
Ncholo said earlier that the interim constitution had made rationalisation necessary, in order to consolidate the 11 public services which had operated in SA into one public service within a defined period. However, in terms of the Public Service Act, every time a department rationalised, "you have to abolish all structures and then recreate them", Ncholo said.

This then created the impression of a large-scale scrapping of posts, "but in reality there had only been a paper scrapping of posts and not the real thing".

The "real thing" — rightsizing — was a separate exercise from the one of rationalisation.

Former public servants return as consultants

(250) Mar 20/3/97

Year 2000 challenge causing brain drain

By Jovial Rantao

Cape Town

Skilled personnel were leaving the public service for greener pastures in the private sector, and some have left to sell their skills in Europe and other parts of the world, Public Service Director-General Dr Paseka Ncholo said.

Ncholo told the parliamentary portfolio committee on finance that there were also instances where civil servants left the service only to come back as private consultants or as employees of companies rendering services to the Government. No numbers were given.

Civil servants who opt for voluntary severance

packages are prohibited from being re-employed for two years, but there are no regulations which prevent them from being contracted as consultants.

Ncholo said it was cheaper for the Government to release employees and then hire their services.

"If you look at areas like information technology, the country is losing more and more people. Not only leaving for the private sector but for overseas. The Year 2000 Challenge has posed tremendous pressure on our information technology resources and people are leaving for double or 10 times the salaries they earned here," Ncholo said.

He reiterated that the

Government's right-sizing exercise was on course. He said an estimated 18 000 jobs had been scrapped in a project which started last year. The scrapping of the posts translated to a saving of R665-million.

A total of 50 000 posts was vacant and individual departments would decide on whether they wanted to fill the vacancies.

"The right-sizing began in the middle of last year when we (the unions and the Cabinet) made a commitment to fund the new grading system over a three-year period at the cost of R6,5-billion. The savings made from the right-sizing exercise will be used to augment the R6,5-billion," he said.

Public service brain drain sets off alarm bells

CLIVE SAWYER
POLITICAL CORRESPONDENT

(250)

ARG 25/3/97

Parliament's finance committees have called for an urgent inquiry into the Government's voluntary retrenchment policy in the public service after reports that the best officials are leaving.

The committees went so far yesterday as to suggest that the Government should

consider a policy of "targeted, involuntary retrenchments" instead.

Those taking the "voluntary package" were of a high calibre who could easily find work in the private sector.

This evidence was disturbing, the committees said, given the aim of making the public service better and cost-effective.

The committees also urged a review of spending on salaries and wages, and a measure of the size of the public service in rela-

tion to delivery.

They said that the Growth, Employment and Redistribution (Gear) strategy announced last year called for a reduction in the ratio of government consumption expenditure to Gross Domestic Product to 18 percent in the year 2000, which was not being met.

There was concern that government consumption spending had been rising, reaching 21 percent of GDP last year.

Sawetan 26/3/97

(250)

'Sharpen up plan to rightsize govt'

Own Correspondent

PARLIAMENT'S finance committees say the Government should consider "targeted involuntary retrenchments" to cut the civil service.

In a report tabled yesterday on Finance Minister Trevor Manuel's first Budget, the committees said they had a number of concerns about the Government's present strategy to "rightsized" the public service.

The Growth, Employment and Redistribution (Gear) strategy calls for a reduction in the ratio of government consumption spending to Gross Domestic Product (GDP) to 18 percent by the year 2000.

Committees call for an inquiry into who is leaving the civil service

The committees said they were concerned that Government consumption spending had been rising, reaching 21 percent of GDP last year.

"This could undermine the otherwise impressive performance on macro-economic targets," it said.

The Government's target of 100 000 civil service job cuts had not been met. The committees were also worried that savings from the voluntary retrenchment programme would not be enough to cover the proposed regrading of the salary system.

They called for an enquiry into the kind of civil servants who were leaving, after anecdotal evidence that those taking the package were of a high calibre and could easily find work in the private sector.

This evidence was disturbing, given the aim of making the public service high quality and cost effective.

Among recommendations on the public service were that ways be found to evaluate spending on salaries and wages and to measure the size of the public service in relation to delivery.

Govt brought to book as brain drain bites

Star 27/3/97

(250)

Auditor-General warns money control skills are in a sorry state as overspending reaches R150-million; political parties blame restructuring of civil service

By Jovial Rantao
Cape Town

Parliamentary parties have called for immediate action to improve the Government's financial management. This follows a warning from Auditor-General Henri Kluever of a deterioration in how state books are kept.

A National Party spokesman said the drop in standards in financial management was a result of the ill-judged manner in which affirmative action had been applied to the public service.

The NP's Dr Theo Alant said the auditor-general's report was further proof that the ANC lacked the will to govern effectively.

Democratic Party spokesman Ken Andrew said the report was an indictment of the Government's so-called right-sizing of the public service. "The potentially disastrous consequences of the Government not being able to maintain control of its finances need to be recognised and immediate action taken," Andrew said.

ANC spokesman Ronnie Mamoepa said his organisation had noted the auditor-general's report and would comment after studying it.

Presenting his 600-page report on the 1995-96 financial year, Kluever said the main contributing factor was the flight of experienced



Warning ... Auditor-General Henri Kluever sees problems.

personnel from the service, most of whom had opted for lucrative voluntary severance packages.

Kluever warned that any further loss of skills would cause grave problems, and he called for urgent steps to be implemented.

"If the powers that be do not accord a higher priority to experience, skills and the consequent ability to do the job, the capacity to deliver is going to be severely impaired," he cautioned.

The financial-management problems have led to unauthorised government expenditure of R150-million from March 1995 to March last year.

Kluever revealed that most of

the unauthorised expenditure was as a result of tender procedures being violated as well as money paid to consultants - more than R50-million during the period under review.

At R58-million, Dr Nkosazana Zuma's Health Ministry accounts for the bulk of the R150-million in unauthorised expenditure. The Ministry of Finance accounts for R48-million, Correctional Services for R35-million, Education for R150 019, Environmental Affairs for R74 711, Foreign Affairs for R8,1-million, Housing for R674 423, Mineral and Energy for R119 094, and promotion of the RDP for R975 295.

On the Health Ministry's over-expenditure, Kluever explained as follows.

■ R30,1-million was paid to consultants for a "fast-track" clinic-building programme without complying with State Tender Board directives. The amount may be higher.

■ R15,5-million from which R2,3-million was paid to the CSIR and R13,2-million to pay 1 779 consultants to audit the health facilities funded from RDP money.

■ R10,5-million payments to a theatre company for the production of the *Sarafina 2* Aids play.

■ R1,1-million paid to an organisation for the marketing of primary health care without complying with State Tender Board directives.

■ R361 892,81 paid to unofficial members who served on 13 different reconstruction committees without tenders having been invited.

■ R345 908 was paid to a firm for the arrangement of a special event, on Aids Day.

■ R129 485 was paid to a university during the 1993-94 financial year for the establishment of a management information system.

The Health Ministry would not comment, but the NP reintroduced its call for Zuma to be dismissed.

The Finance Ministry accounts for the second biggest unauthorised expenditure, R48-million of which was spent as follows:

■ R7 065 437 payments to consultants for maintenance services of the computerised system for VAT.

■ R55 200 for consultancy services for research for the committee of the investigation into inter-governmental fiscal relations.

■ R40,8-million from which R14 181 was for consultancy services and R40,7-million being interest payments to outstanding debts.

The bulk of Foreign Affairs' unauthorised expenditure was in R7,8-million in surplus of contributions to Channel Africa, which were illegally carried forward and not paid back to the department.

► More reports

Flight of skills has knocked govt's financial management — Kluever

BD 27/3/97

Linda Ensor

CAPE TOWN — The flight of skills from government institutions had contributed to the deterioration in the quality of financial management and administration, auditor-general Henri Kluever reported yesterday.

He was submitting his report for the 1995/96 year to Parliament's public accounts committee.

He said 22 out of 88 audit reports on different aspects of departmental activities had been qualified. This was

largely because of inadequate financial management systems, which had worsened because of the number of skilled staff taking voluntary severance packages.

The report noted a total unauthorised expenditure of R152m. This expenditure included R58m which was the responsibility of the health department, R47m in the finance department and in R35m the correctional services department.

Kluever warned "Any further loss of skills from departments and insti-

tutions is going to cause very grave problems indeed, and positive steps to prevent this should be taken as a matter of urgency.

"If the powers that be do not accord a higher priority to experience, skills and the consequent ability to do the job, the capacity to deliver is going to be severely impaired."

He said there was an urgent need for a coherent framework for financial management, the absence of which was manifested in the length of time taken by departments to finalise their

appropriation accounts properly. One department had submitted its report in January, nine months after the end of the financial year.

"This clearly has sustained negative effects on the timeous completion of this report and militates against effective public accountability," Kluever said. To address the problem, departments would be given responsibility for finalising their own accounts.

Areas of concern were the lack of priority given to financial management in central government; the fail-

ure to comply with procurement procedures; inadequate administration of assets, stores and equipment, the "formidable" problems arising from rationalisation of the former TBVC countries and self-governing states, and problems with the newly introduced basic accounting system (BAS).

Implementation of BAS had given rise to serious problems in some departments, which prevented the monthly closure and reconciliation of

Continued on Page 2

Kluever

Continued from Page 1

accounts, Kluever said.

State expenditure director-general Hannes Smit said there were no quick-fix solutions, the only way out being to train staff. Most departments had been operating on a streamlined BAS system since April last year. A draft white paper on reform of the expenditure budget and the improvement of financial management, compiled by his department, was due out soon.

Kluever expressed concern over the exponential rise in unspent funds surrendered by central government departments over the past five years. These amounted to R14bn in 1995/96 (10% of the total appropriation), com-

pared with R8,6bn (7,2%) in 1994/95 and R4bn (4,3%) in 1993/94. He also pointed out that the billions of rands tied up in stocks and stores were not being tightly managed.

Regarding local government, Kluever noted the "disturbing deterioration of the quality and the timeousness of annual financial statements".

On November 30 last year, a month after the closing date for submission of the 1995/96 annual financial statements, the statements of 184 local government bodies for the 1994/95 financial year had been outstanding.

Provincial governments were also experiencing severe problems with financial administration and controls, but provincial auditors were now in a position to complete their reports.

See Page 5

Samwu steps up anti-privatisation

(250) seweran 27/5/97

By Abdul Milazi

Planned handing over of basic services to private sector rejected

THE SOUTH AFRICAN Municipal Workers Union (Samwu) is to petition the Government next month on the privatisation of municipal services as part of its ongoing campaign aimed at putting an end to the planned handing over of the provision of basic services to the private sector.

The Nelspruit, Johannesburg and Cape Town municipalities were already looking at offering tenders to interested companies, as water and waste service provision becomes more expensive because of the failure of the Masakhane campaign to get people in black suburban areas to pay for services.

Samwu has extended the deadline

for signatures to June 30 to give people more time to join the petition. It has also vowed to intensify its anti-privatisation campaign this week.

Samwu general secretary Roger Ronnie said the union had launched a worker education campaign called *How to deal with Privatisation*.

Community awareness

"Workers need to be educated how to negotiate with councils on the issue of privatisation. We are finding that many municipalities across the country are taking it upon themselves to privatise services as they see fit," said Ronnie.

Ronnie said Samwu decided to

intensify community awareness of privatisation after the recent 10 percent increase in water prices "which many communities are not even aware of".

"The Government and city councils are saying that privatisation is the only means of escape from the local government funding crisis.

"This is why Samwu is currently drawing up proposals for public sector alternatives to privatisation of water and waste services in Nelspruit, Johannesburg and Cape Town.

"We recently found out that the Government intends carrying out privatisation regardless of any public sector alternatives or union opposition."

12 000 E Cape workers to protest privatisation

Demos planned for municipal offices

(270) ~~(270)~~
ARG 5/5/97

East London - More than 12 000 Eastern Cape municipal workers will join a nationwide protest action today against the threatened privatisation of aspects of the public service like water and electricity provision.

A national South African Municipal Workers' Union (Samwu) nine-day protest campaign was launched on Workers' Day last week but Eastern Cape participation has been delayed to allow for thorough preparations.

Samwu Eastern Cape secretary Nicholas Ndyalivani said the campaign involved lunchtime demonstrations outside municipal offices until May 9

Mr Ndyalivani said it was not expected that the campaign alone would shift the government trend towards privatisation but it would

educate local councillors on the negative side of privatisation.

The campaign would be followed up by more vociferous anti-privatisation action.

He said Samwu was against the privatisation of health services, including hospitals and ambulances, and water and electricity because this would make them unaffordable for most people

Samwu national spokeswoman Anna Weekes said "Samwu is of the opinion that services should be provided in the spirit of the RDP - to meet needs, not for the profit of foreign companies.

"It is rumoured that Biwater, a British company, has offered the Department of Water Affairs and Forestry R12-billion to privatise the water and waste services of the entire country Samwu will not

allow our water to be handed over for the profit of unsavoury multinational companies without a fight."

She said Samwu research showed that privatisation resulted in.

- a "drastic" rise in prices within two years of privatisation.

- a drop in quality of service because multinationals were difficult to control

- workers losing their jobs, with assurances of "no retrenchments" being broken within two years

- corruption when private companies resorted to bribery to win tenders.

- wastage of public money.

Ms Weekes said Samwu was developing pilot project proposals for public sector alternatives to the privatisation of water and waste services. - Ecna

d Civil servants owe taxpayers R700-million

Cape Town - Only R40 500 of a potential R700-million owed by civil servants who were irregularly promoted in 1993 and 1994 had been repaid to the state, Auditor-General Henri Kluever said in a report to Parliament yesterday.

He also said he was gravely concerned at the reluctance of government departments and the Eastern Cape provincial administration to reverse the promotions exposed by the White Commission.

An audit by his office in September had shown that more than

a year after most of them were uncovered by the commission, only 183 of 515 irregular promotions had been set aside, and only R40 500 recovered from just two employees.

Kluever said the commission, formerly the Browde Commission, had investigated 3 741 of the cases and still had 19 943 to go.

The audit by his office showed that 299 of the justice promotions and 77 of the inland revenue promotions had not been set aside. - Sapa.

Citing newspapers in KwaZulu Natal, Makhaye said the phenomenon was more pronounced in the white establishment print media of the province.

"Out of roughly 200 journalists, subeditors and editors of the Natal Newspapers there are only about 10 African journalists, and all of them are mere reporters. If you enter a newsroom in South Africa, you may be forgiven if one thought it was a newsroom in France or Germany," he said.

He added that the media situation is compounded by the sinister activities of the former apartheid covert forces littered in the media.

(250) Star 6/5/97



ere robbed of a vehicle, two and R17 550 after being by a gunman on Sunday.

- A 43-year-old Parkmore, Sandton, man was robbed of his car, four firearms, a video recorder and clothes when three armed men attacked him in his home at 7.50pm on Sunday
- A woman was raped while out cycling at Coronation Dam in Krugersdorp at 11am on Sunday.
- Three armed men held up Anthony

Karam (47) and staff at the Maraisburg Hotel in Roodepoort yesterday and escaped with R12 865 in cash and a wristwatch. No arrests had been made.

The Star will keep a daily count of all serious crimes in and around Johannesburg. If you know of such a crime, please call us on (011) 633-2410/1.



The Star

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200 liquor traders gather for march

BY CECILIA RUSSELL

Star 6/5/97

About 200 taverners, shebeeners and liquor store owners gathered at the Library Gardens in the Johannesburg CBD this morning to publicise the effect a Constitutional Court application by Pick 'n Pay could have on their businesses

They were to march on the court. "If the Constitutional Court allows supermarkets to sell liquor, then the majority of liquor stores will close," said Raul Teixeira of the South African Liquor Store Association.

Pick 'n Pay and the Western Cape based 7-Eleven stores applied to the Constitutional Court to set aside their restraint of trade of liquor in super-

Liquor traders said their main concern was that selling of alcohol would not be controlled. "Bottle store owners, taverners and shebeeners are responsible people. We don't sell to under-age people or to people who are already under the influence," said Teixeira.

He said business would suffer as the 4 000 bottlestores countrywide employ about eight people each, most of whom would lose their jobs.

This opinion was reiterated by Churchill Mrazi, who is a shebeener and a member of South African Liquor Traders' Association.

"There is more discipline in a shebeen than at the Waterfront (Randburg)," he said.

Commission fails to recover full amount in irregular promotions probe

David Greybe

ONLY R40 500 out of a possible R7m had been recovered by the White commission into irregular public service promotions, a report by the auditor-general has found.

The auditor-general said in a special interim report covering the period to end-September that if the commission was not given greater assistance from departments and provincial administrations its further existence "should be revisited".

It found that a serious problem experienced by the commission was the reluctance by departments (and provincial) administrations to implement commission findings.

The commission, set up to review possible irregularities in public service promotions between April 27 1993 and September 30 1994, did not have the power "to give effect" to its findings under the interim constitution. As a result, the parliamentary constitutional affairs committee recommended the auditor-general report on whether the

commission's findings had been implemented and whether potential savings had materialised.

The report found the commission also suffered from confusion regarding its purpose plus a serious lack of support staff. It said the commission was unable to provide documentation to substantiate the potential savings or recoveries for the state which, according to a commission representative, amounted to a "conservative estimate" of R700m. The audit showed only 183 of the

BD 6/5/97

252

515 irregular promotions found by the White commission were set aside, "in most cases more than a year after the finding date. Recovery of overpayments (R40 500) resulting from these irregular promotions took place in respect of two employees only."

It said the total recoverable amount in respect of the 183 promotions set aside "could be well in excess of R7m". The commission had investigated 3 741 individual cases out of 23 684 cases, which left a balance of 19 943 cases still to be investigated. "At this

rate of progress it could take many years to complete its task.

The progress made up to end-September last year by the commission was too slow to finalise its task before the end of this year as planned after one extension was granted to the commission earlier this year.

The report said the average cost of the commission's investigations to end-September last year was R935 per employee reviewed, "which means that the total cost to complete its task could be as much as R19m".

Non-payment of

Services widenspread

Deborah Fine

RECENT figures show the largest portion of greater Johannesburg's R1,5bn services debt stemming from the non-payment of municipal services in Gauteng has emanated from areas previously governed by the "old Johannesburg" administration.

When the press carries reports on the escalating local government debt, the immediate reaction is to blame this firstly on non-payment in the former black areas and then possibly on the wicked residents of Sandton, independent councillor Laz Clogg said yesterday.

Clogg works in the Greater Johannesburg Transitional Metropolitan Council's Eastern substructure.

However, she said, figures provided by the substructure in response to her questions on the overall levels of debt throughout the greater Johannesburg metropolis had indicated areas in old Johannesburg accounted for most of the region's debt.

The areas considered were run by the old Johannesburg city council prior to the establishment of the metropolitan council and its four local substructures.

Old Johannesburg was incorporated into three of the four new substructures and includes areas such as Robertsham, Ormonde, Selby and La Rochelle in the south; Parktown, Emmarentia, Claremont and Melville in the north; and Hillbrow, Bertrams, Orange Grove and

Kensington in the east.

Clogg said old Johannesburg accounted for R893m, or 56,9% of greater Johannesburg's accumulated arrears.

However, a spokesman for the southern metropolitan substructure, which issues municipal accounts for the areas of old Johannesburg falling within the eastern, southern and northern substructures, said yesterday it was "unfair" to label these areas as the worst non-payers based on debt figures.

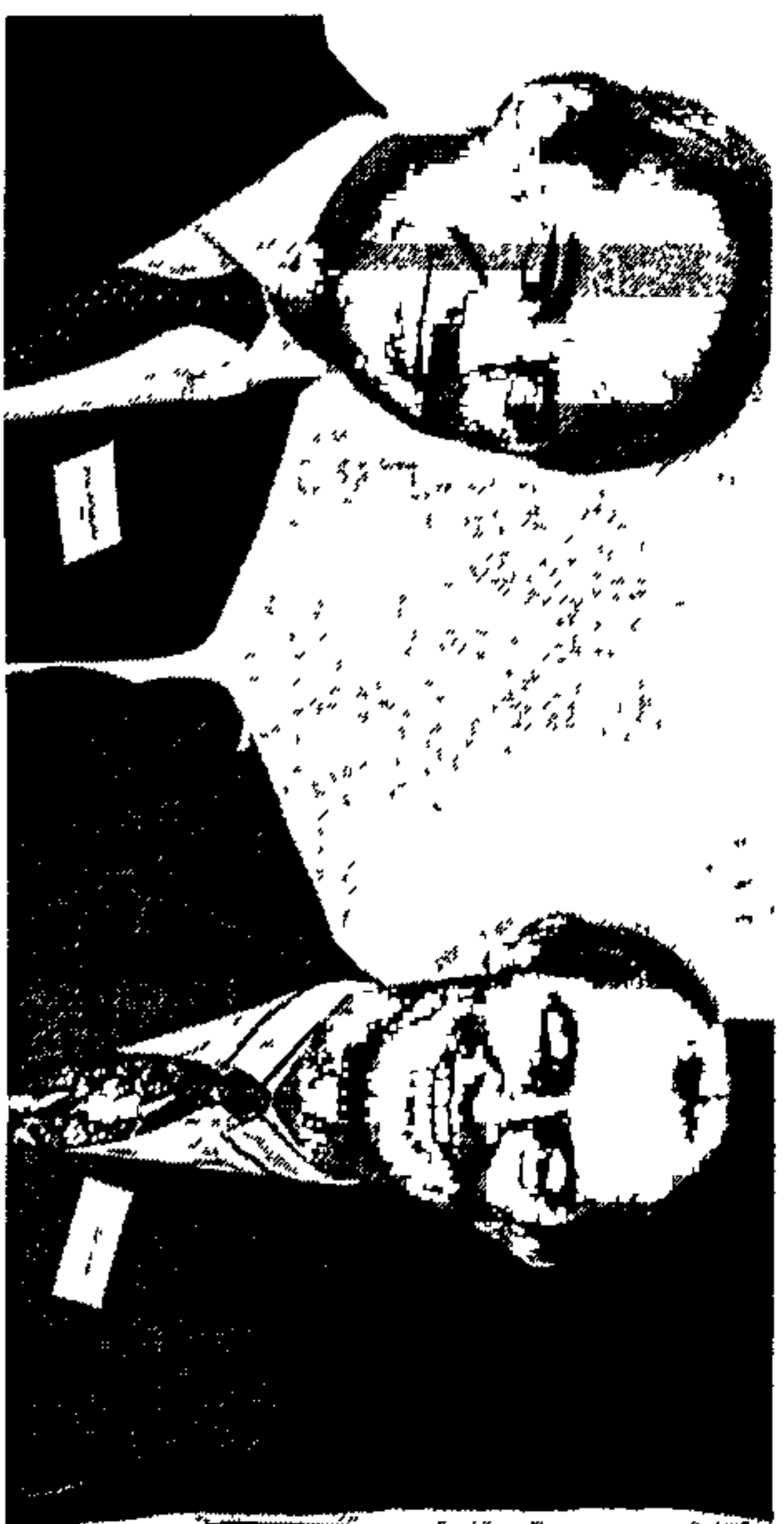
This was because the total value of municipal accounts sent out to these areas was larger than the combined value of all the accounts sent out to areas such as Sandton, Soweto, Randburg and Alexandra.

The huge value of the accounts meant even if the percentage of non-payers in old Johannesburg was the same as the percentage of rates-defaulter in other areas, old Johannesburg's debt would still be the greatest amount.

More than 260 000 accounts were sent out to old Johannesburg, while only 40 000 were issued in Randburg, for example.

He conceded there was a non-payment problem in the areas, and attributed this to "genuinely needy people who can't afford to pay".

He said there was also a culture of non-payment which had developed in these areas over a number of years. People had developed an attitude of "if people in Soweto don't pay, why should I?" he said.



Trade and Industry Minister Alec Erwin, centre, with SA Philips CEO and chairman Johan van Splunterer, left, and Philips Car Systems International CEO Wouter Dronkers at the official opening of a R25m car radio plant in Martindale, Johannesburg, yesterday.

Rightsizing savings questioned

Reneé Grawitzky

PUBLIC-sector unions were concerned that government savings resulting from rightsizing carried out in the public sector amounted to only R323m, a union source said last night.

This emerged after government advised unions at negotiations within the public sector central bargaining chamber yesterday that savings amounted to R323m. Some unions questioned this figure as they predicted that savings should be in excess of a R1bn. At the previous chamber meeting in March, labour had demanded such information from government.

The three-year agreement signed last year provided for an amount of R6,5bn (full-year cost) or R4,8bn (over nine months) to finance wage increases for this financial year. This amount would be supplemented with savings from staff reductions up to R11,3bn, which elements within labour wanted to use to correct anomalies created during the implementation of last year's agreement.

Representatives of public sector unions affiliated to the Federation of Unions of SA (Fedusa) said although the R4,8bn was available to finance increases, conflict could arise over how government wished to pay for the recent arbi-

tration, which it lost.

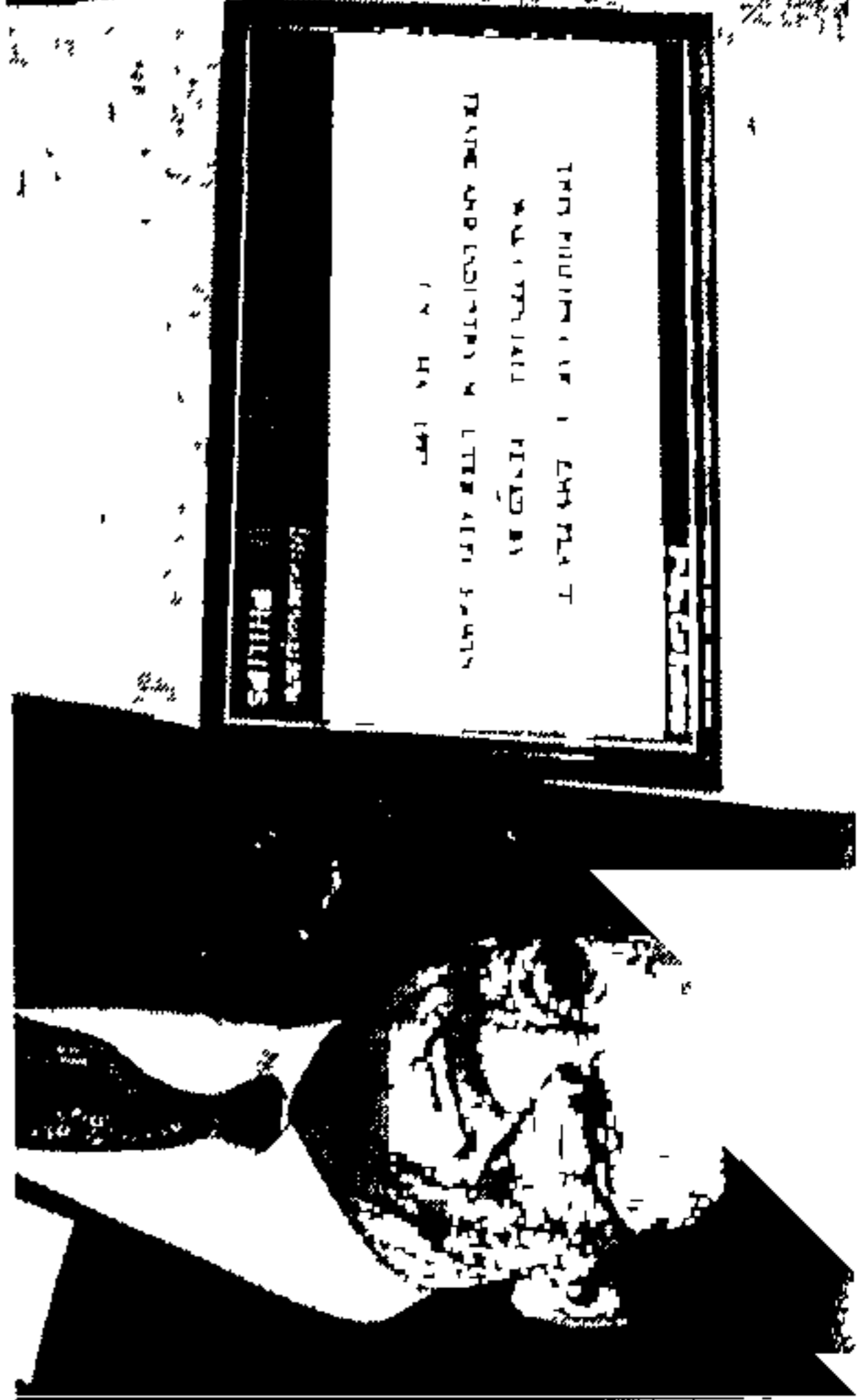
A recent arbitration ordered government to pay out an extra R230m as a one-off notch increment to about 170 000 public service workers who, in terms of a previous wage system, were eligible for this payment on July 1 last year. A dispute arose when government refused to grant the notch increment, saying that this increment fell away when the new three-year agreement was signed.

The unions said last night that government had proposed that the R230m be financed out of the R4,8bn which was set aside for wage increases this year.

Fedusa affiliates said it opposed this move and government had to find the money elsewhere. "It is not our problem that government incorrectly implemented the agreement. Government is expecting labour to pay the price for their mistake," a union official said.

The official said disagreement over this issue could possibly result in the breakdown of the three-year agreement.

Differences of opinion also existed over how the R323m from savings should be utilised, with some unions wanting to use it to raise the minimum wage while others wished to spread it across a number of categories of workers.



Picture: AP

SA can be 'key manufacturer' in the southern hemisphere

Edward West

GOVERNMENT was convinced SA would become a key manufacturer in the trade links developing between southern hemisphere countries, Trade and Industry Minister Alec Erwin said yesterday.

Speaking at the opening of a R25m car radio manufacturing plant constructed by SA Philips and Philips Car Systems International in Johannesburg, which is expected to produce up to 150 000 radios a year, Erwin said it was realised in 1992 that SA's manufacturing sector needed restructuring.

"Unlike East Asian countries where they have had an external orientation to business from the outset, we had an internal orientation. It was a recipe for disaster," he said.

Supply-side measures were being developed by government and trade links were being forged with other regions in Africa, Latin America and east Asia.

This year government had participated in trade missions to Malaysia, Indonesia, Philippines, Cuba, Mexico and Australia, with another visit to Australia expected in July.

Next month trade missions would depart for the UK and Germany, where the automotive, electronics and defence industries would be discussed. Trade delegations would also visit Brazil, Japan, Korea and possibly China before the end of the year.

INSUFFICIENT CONSULTATION

Municipal unions to oppose jobs reshuffle

CT 6/5/97

(250) (25)

TO KNIT together what apartheid had cast asunder at local level may prove more difficult than workers and management had thought, reports **PETER DENNEHY**.

THE largest reshuffle of municipal jobs in Cape Town was yesterday challenged by two powerful unions, the 18 000-member SA Municipal Workers' Union (Samwu) and the Independent Municipal and Allied Workers' Union (Imatu) with 10 000.

The reshuffle "unbundles" 19 administrations which date back to apartheid days, and places the employees in seven new ones.

Most staff will stay where they are and continue working for the same employer, or its legal successor — yet thousands will have to shift employment.

Yesterday, as the deadline for the reshuffle approached, Cape Town Samwu branch secretary Mr Robert Adams called for the process to be halted, at a four-hour protest meeting of 2 000 union members in the Cape Town Civic Centre.

He urged Samwu members not

to co-operate with the "unbundling of posts" unless the present process was stopped and started again, this time with more union consultation.

Imatu was not at the Civic Centre meeting, but it wrote an ultimatum to the chief executive officers of all seven local authorities in the metropole, threatening to disrupt the unbundling process.

"Should you fail to confirm your observance of the terms agreed .. you may anticipate the unbundling process will become fraught with complexities that may take years to unravel," said Mr Gawie Beukes of Imatu's head office.

Mr Pierre Uys, chairperson of the CMC's executive committee, said the terms of the ultimatum had not been met, although some councils had responded.

At a Metropolitan Restructuring

Forum meeting yesterday, the employers resolved to respond collectively to Imatu's concerns.

The last of the 30 000 existing municipal employees were allocated to municipalities on Friday, according to a notice signed by Cape Town city manager Mr Andrew Boraine.

Lists of who goes where are already open for inspection in various offices, and individual letters will be posted to employees this week informing them of their employers from July 1.

But Adams told the workers in the civic centre yesterday that it had come to the union's attention that the "services delivery audit" was flawed. This was a process of looking at how much time each employee spent delivering services to each new municipality, to determine where he or she would go.

"Management is using old methods to get rid of people," Adams said. "They are told by management, you will go here or there, without even being given a choice."

Samwu's anti-privatisation campaign picks up speed

ET (BR) 6/5/97 (250)
FRANK NXUMALO

Johannesburg — Thousands of workers allied to the South African Municipal Workers' Union (Samwu) had responded positively to the union's anti-privatisation campaign which began last week, said Anna Weekes, a union official.

In Cape Town, 12 000 workers met to state their demands on privatisation, and on the East Rand 600 workers demonstrated, said Weekes.

Samwu's Eastern Cape region would be taking its protest to Humansdorp today, while 1 000 municipal workers were expected to turn out on Thursday in King Williams Town, Queenstown

and East London, she said.

In Nelspruit the action was suspended while Samwu officials met with the council. It would resume today, however, with workers involved in lunch-time demonstrations.

Weekes said Samwu was working hard on developing "pilot proposals for public sector alternatives to privatisation of water and waste services".

The water and forestry affairs minister, Kader Asmal, said at the weekend that while his department "had to accept working in new ways with the private sector", Samwu's claim of a R12 billion offer to buy out South Africa's water resources by Biwater, a British company, was "nonsensical".

Few pay up over fake promotions

CT 6/5/97 (250)

ONLY R40 500 of R700 million owed by civil servants irregularly promoted in 1993 and 1994 had been repaid, Auditor-General Mr Henri Kluever said in a report yesterday to Parliament.

He was also gravely concerned at the reluctance of the government and the Eastern Cape administration to reverse the promotions exposed by the White Commission.

An audit by his office in September last year had shown that more than a year after most of them were uncovered by the commission only 183 of

515 irregular promotions had been set aside, and only R40 500 recovered from just two employees.

"The delays in the implementation, or the non-implementation of the commission's findings, are regarded as unacceptable and point to a lack of discipline, negligence and a failure to promote the interests of the taxpayer," he said.

This could lead to "serious and costly repercussions" and some irregularities might become impossible to discuss if not dealt with urgently. — Sapa

Probe will save Govt millions

Sowetan 7/5/97

By Josias Charle

AN INVESTIGATION into the state's thousands of "ghost workers" could save South Africa an estimated R700 million in salaries and benefits

This was revealed in a report by auditor-general Dr Henry Kluever after investigations by the White Commission, probing allegations of irregular promotions and payments in the public service

Already 183 state employees' promotions have been reversed, saving taxpayers R7 million

According to the report 3 741 cases of "ghost workers" are still being investigated. Conservatively, this means a saving of up to R700 million could still be realised

Mr Clarence Benjamin, the auditor-general's spokesman, confirmed the figure

yesterday. However, no conclusion had been reached as the White Commission investigation was continuing

Benjamin said only 183 of the 515 irregular promotions presently being probed had been set aside

Only two employees had paid back R40 500 which they were overpaid after irregular promotions

The commission is investigating promotions that took place between April 27 1993 and September 30 1994

It was appointed after revelations that thousands of public servants had been illegally promoted and were earning hundreds of rands more while getting various perks for doing less work

The commission said it lacked support staff and departments were reluctant to implement its findings.

250

State job cuts fail to save billions

(250) ARGUS 7/5/97
ARGUS CORRESPONDENT

Johannesburg – The Government's bid to trim the civil service has backfired, with only R323-million being saved from voluntary severance packages – almost R4,5-billion less than projected.

The saving of R323-million was disclosed by two teacher organisations yesterday after two days of salary negotiations in the public service bargaining chambers in Cape Town. The negotiations will continue today.

The figure was confirmed by

Education Department negotiator Duncan Hindle, who blamed the poor saving on about 50 000 public servants who were employed despite not being "needed".

The SA Democratic Teachers Union (Sadtu) and the National Professional Teachers' Organisation of SA (Naptosa) said negotiations had effectively halted because of the smaller-than-expected saving from job reduction.

Teacher unions had expected the envisaged larger saving to fund large increases this year.

Civil servants rehired on fatter pay

BY JOVIAL RANTAO
Political Correspondent

(250)

Cape Town - Sixty-six senior public servants who took early retirement or retirement on medical grounds since May 1995 have been re-employed, some at higher salaries.

The police alone had re-employed 23 from the ranks of warrant officer to brigadier, Public Service and Administration Minister Dr. Zola Skweyiya said in response to a question from Democratic Party whip Douglas Gibson.

Eight of the 23 police officers now earned higher salaries than they had when

they retired. M.A.L. Stolz, who retired as a brigadier on R94 188 a year, had been taken back at the rank of inspector, earning R131 478 a year.

Two colonels, P.H.G. Massyn and N. Keyser, who retired for medical reasons while earning R77 367 and R87 849 respectively, had been re-admitted at salaries of R88 230 and R115 412.

In the Department of Arts, Culture, Science and Technology, a chief language practitioner, J.A. Reynecke, who left the department earning R6 034 a month, had been hired as a consultant at a rate of R30 000 a month.

Star 12/5/97

Public servants go back to old jobs for more pay

CLIVE SAWYER
POLITICAL CORRESPONDENT

ARG 12/5/97

(250)

At least 56 public servants who quit in the past two years have gone back to their old jobs as consultants, many at equivalent or better salaries.

This was disclosed by the Minister for the Public Service and Administration, Zola Skweyiya, in reply to questions in the National Assembly from Democratic Party MP Doug Gibson.

Some of those who returned to the service were better off than when they left. An A W Johnson, a defence force pilot earning R25 884 a year, who left as part of a rationalisation programme, was brought back at R48 360 a year. An M A L Stoltz, who retired from the police on medical grounds as a brigadier at R94 188 a year, returned as a director (the same rank) at R131 478 a year.

Four police colonels - P H G Massyn, N Keyser, J B Taylor and P J Venter - retired on medical grounds and each returned as a senior superintendent on higher pay.

Dr Skweyiya said departments and provincial administrations did not report to his ministry, and that the information he gave had been supplied by those that had responded to his queries.

Keeping public service on straight and narrow

(250) / STW 13/5/97

Cape Town - A code of conduct for public servants will be promulgated by the Government next month as a separate chapter to the public service regulations.

Corruption as one of the main targets of the new code

Public Service Commission chairman Stan Sangweni said yesterday that government officials will be expected to report to the appropriate authorities any instance of fraud, corruption, nepotism, maladministration and any other act which may be deemed to be an offence or is prejudicial to the

public interest

He told Parliament's public service and administration committee that officials will be expected to be punctual.

While on duty, they will have to dress and behave "in a manner that enhances the reputation of the public service", he said.

In addition, they will have to recuse themselves from any official action or decision-making process that may result in improper personal gain.

They will also be expected to serve the public impartially and will not be allowed to dis-

criminate unfairly against any member of the public.

According to the code, they should display loyalty to the constitution, the Government of the day and the people they serve, he said.

The code, drawn up after a "wide consultation process", will be promulgated as a separate chapter of the public service regulations.

Any contravention will be dealt with as misconduct, said Sangweni. He said it was hoped the code would "conscientise" public servants not to do anything wrong. - Sapa.

CT 15/5/97
Eastern Cape 'ghosts' identified

SOME 556 ghost employees have been identified by eight departments in the Eastern Cape, Health MEC Dr Trudy Thomas said yesterday.

Delivering a speech during the debate on the Public Service in the National Council of Provinces on behalf of Eastern Cape Premier Mr Makhenkesi Stofile, Thomas said a moratorium had been declared on the filling of posts in January, with the exception of "essential" posts.

This had been done in response to widespread allegations about ghost workers in the public service.

Thomas said a Human Resource Project Team had been established to eliminate ghosts and to compile accurate staff records

(250) (250)
She said the "right-sizing" of the public service had begun.

More savings were expected from voluntary severance packages (VSP) and natural attrition, Thomas added.

Altogether 5 085 people had left the public service in the province, which represented four per cent of the staff complement, she said

"Our biggest problem is that the VSP has attracted the needed experienced and skilled people. There is a dire need to find a corrective measure on this matter."

She said a comprehensive study was being undertaken to eliminate duplications, overlaps and re-aligning functions at head office and regional offices. — Political Correspondent

Public sector to get bargaining council

David Greybe

CAPE TOWN — Negotiations on a new umbrella bargaining council for the public sector were nearing completion, government and union officials said at the weekend

The public service co-ordinating bargaining council would, for the first time, provide a bargaining forum for all public servants at national and provincial levels, as well as employees in education, police, prisons and civilian defence sectors

The new bargaining council would deal at a national level with all public service labour issues, including conditions of service, norms and standards, and cross-sectoral issues such as pensions, medical aid and housing benefits, a government official said

Government and public service trade unions would have equal representation on the new council, as under the present but fragmented system, the official said "There will be no change in the balance of power between the two sides"

The education labour relations council and the national negotiating forum of the police service would be transformed into sectoral bargaining councils. However, the central chamber of the public service bargaining council would be scrapped. The new national bargaining council was expected, once up and running, to establish "one or more" public service sectoral councils, the official said.

Provincial and departmental bargaining chambers would in future be known as bargaining councils, but would retain their present status, the official said. "They will deal with issues at that specific level and will act in-

dependently of the new national bargaining council."

Public Servants' Association deputy GM Anton Louwrens said "The main reason for the new public service co-ordinating bargaining council is to co-ordinate collective bargaining in the public sector. Up until now we have had a fragmented structure"

Mainly technical issues on a constitution for the new bargaining council and transitional arrangements for the public service sector were still outstanding, Louwrens said.

Public Service Commission member John Ernstzen told the parliamentary public service committee last week he was hopeful the new council "will get off the ground soon"

The government official said "Everyone involved is in favour of the new bargaining council being established as soon as possible."

A task team with government and union representatives is scheduled to meet at the end of the month to finalise the establishment of the new council, Louwrens said.

Agreement in principle was reached on most issues at a meeting of stakeholders last Thursday, he said.

However, some of the smaller unions protested at a threshold provision of 20 000 members for union admission to the new bargaining council. The draft constitution for the new council gives unions six months' grace to meet the threshold

Negotiations for the new public service co-ordinating bargaining council have been carried out under the auspices of the Commission for Conciliation, Mediation and Arbitration (CCMA), and in line with the provisions of the Labour Relations Act

Public service review body 'stagnating'

(250)

BD 20/5/97

David Greybe

CAPE TOWN — The Presidential Review Commission — set up to achieve a fundamental overhaul of the public service — had done no work for six months and would have to be resurrected, Parliament was told yesterday.

The commission was launched by President Nelson Mandela in March last year to investigate every aspect of the public service, including the scrapping of redundant departments. Its mandate expires at the end of the year.

Britain, Sweden and Canada undertook to provide R11,9m of the commission's R15,9m budget, with the SA government providing the rest.

Newly appointed chairman Vincent Maphai told the parliamentary public service committee yesterday the commission had been plunged into crisis when its business plan was rejected by the public service department last November. In March this year then-chairman Bax Nomvete resigned.

Maphai, accompanied by the commission's new deputy chairman, Norman Levy, said no substantive work had been done because task teams set up to investigate and report on the public service had been "killed off" when the business plan was rejected.

The rejection of the business plan meant none of the R15,9m had been released. A new business plan would be ready for approval only next month.

Commissioners were paid only for work done, Maphai said in response to MPs' queries about whether funds had been wasted. Some substantive work was done before the November shutdown, which would be incorporated into the final report to Mandela.

The Presidential Review Commission was given the task of reviewing

the public service's design, composition, efficiency, effectiveness, representivity, management, financing and use of resources, performance, service-mindedness and morale, and routine and procedures.

Insiders said the crisis was linked to rivalry with the public service department, whose director-general Paseka Ncholo was given responsibility for public service policy following a revamp of the department and the Public Service Commission.

Maphai conceded that the task facing the commission was difficult but said he was confident that with the support of the parliamentary committee and the public service department, "the commission will be able to fulfil its mandate" by end-December, albeit based on a revised business plan.

The revised work plan would be ready to be presented for approval by foreign funders and the public service department on June 6, Maphai said.

Advertisements would be placed in the media inviting members of the public, the business community and trade unions to make submissions on the public service. Under the new work plan, "strategic teams of experts" would be responsible for the outstanding substantive work.

Maphai said work "ground to a halt" when the commission received a directive from the public service department informing it that the procedure followed for the appointment of task teams "did not meet public service standards". The directive "really crippled our morale", and led to "disarray" within the commission. At a meeting with public service officials in December the commission was asked "to reconsider" its remuneration proposals for task teams' members.

Draft code of conduct for public service released

David Greybe

CAPE TOWN — The Public Service Commission released a draft code of conduct yesterday to help stamp out corruption in the public service and provide a better service to the public.

Commission chairman Stan Sangweni said the code came after two years of consultation "to introduce a new value system that will create a new culture in the public service".

"If properly assimilated, the code of conduct will go a long way in eliminating the problems in the public service," Sangweni told the parliamentary public service committee.

President Nelson Mandela is expected to promulgate the code, after which it will be distributed in all languages to departments in July.

Sangweni said contravention of the code would be dealt with under the Public Service Act of 1994, which provided for, among others, dismissal, reduction of salary and/or grade or transfer to another post.

He said the primary purpose of the code was to promote exemplary conduct by all public servants. The code is made up of five parts: an employee's relationship with the legislature; the executive; the public; and the relationship between employees; "performance of duty"; and "personal conduct and private interests".

Public servants must serve the public in an unbiased and impartial manner, be polite, helpful and reasonably accessible. They may not discriminate against anyone, or abuse their position to promote or prejudice any political party or interest group. The code bans the use of official positions "to obtain private gifts or benefits" or acceptance of gifts or benefits "when these may be construed as bribes".

Public servants must recuse themselves from any official action or decision-making process "which may result in improper personal gain".

They must refrain from favouring relatives and friends in work-related activities as well as party political activities at work.

Committee chairman Sahe-Manie (ANC) suggested the code deal with corruption in a separate section, and develop the issue of enforcement — what disciplinary action public servants faced who contravened the code. This would show the public that government meant business.

Sangweni said the Public Service Commission would monitor fraud and corruption within departments and what was being done to end it.

While the code was not essential for action against an official, it would tell public servants how to behave.

The success of the code would depend on political department heads.

BD 2015/97

(250)

Govt to continue with voluntary severance despite criticism

David Greybe

CAPE TOWN — Government had approved 39 661 out of 58 947 applications for voluntary severance in the public service and would push ahead with the scheme despite criticism that it had led to an exodus of skilled staff, Public Service Minister Zola Skweyiya said yesterday.

Government had denied 5 629 applications, while 13 657 were pending, Skweyiya said at a media briefing ahead of his budget vote speech in Parliament today.

He said government and public service unions had agreed to abolish 6 998 posts at a saving of R323m.

Public service director-general Paseka Ncholo said the public service "has been working quite well despite the loss of skills". The main reason for the refusal of applications for packages had been that the applicants' skills were considered necessary for the smooth functioning of the public service.

Ncholo said the voluntary severance scheme was "an opportunity for heads of departments to redesign their departments and do away with the old-style hierarchical way of doing things". He praised North West and Mpumalanga for their transformation efforts. Skweyiya said there was "no way" gov-

ernment would unilaterally terminate the voluntary severance scheme without the unions' agreement.

Ncholo said he was aware of the weaknesses of the scheme which had resulted in some of the "best people" leaving the public service for better-paid jobs. However, government had been forced to renegotiate an earlier, more costly forced retrenchment scheme. The voluntary severance package was the cheapest way to trim the 1,2-million strong public service.

Skweyiya, referring to a special task team headed by Ncholo to investigate the state of the public service in the nine provinces, said the "general trend" of the

audit findings pointed to "inadequate human resource development, inadequate financial systems, inadequate information management systems and a general lack of capacity". The issue would have to be tackled interdepartmentally and by the "whole government".

Rigorous training and capacity building programmes were needed. A comprehensive report on the provinces was being drafted for submission to President Nelson Mandela.

Meanwhile, Sapa reports key public service figures said implementing voluntary severance packages had turned out to be a nightmare because staff were un-

happy at being refused. The department, in the report tabled in Parliament, said it had surveyed "all external stakeholders", including heads of government departments and trade unions, on its performance last year.

Much tension had developed over unequal application of the package when some departments allowed all applicants to take it and others were selective.

Some felt the system was implemented without prior analysis of its implications for departments. Several respondents felt that it failed to reach the groups targeted for downsizing and had resulted in an uncoordinated skills drain.

ED 23/5/97

(250)

Govt to continue with voluntary severance despite criticism

Minister admits that there were hitches in severance deals

Cape Town - The decision to offer voluntary severance packages to public servants had its shortcomings, Public Services Minister Zola Skweyiya said yesterday.

These included that the scheme had not yielded the desired savings, and valued personnel were taking up the packages.

Information on voluntary retrenchments indicated 58 947 applications had been received, of which 39 661 had been approved, 13 657 were under consideration and 5 629 rejected, Skweyiya said in Parliament when introducing the debate on the public service budget vote.

"The initiative is being reassessed and a decision on the way forward will be taken as soon as possible."

An investigation had highlighted the need to simultaneously transform the public service and improve service delivery.

Audits by a provincial review team were completed two weeks ago and found there was a general lack of capacity and inadequate human resource development, financial systems and information management systems. These issues pointed to the need for rigorous training and capacity-building programmes, Skweyiya said.

The work of the Presidential Review Commission, mandated to investigate and make recommendations to transform the public service, was back on track and it would submit its report in December.

The commission, which was scheduled to complete its work in the first half of the year, had experienced financial and administrative problems but these had been resolved, he added.

A public-sector transformation forum was being established which would be affiliated to one of the National Economic Development and Labour Council's chambers. It would serve to create a partnership between the public service and civil society and play a role in policy development.

"Rest assured that a holistic, coherent and co-ordinated approach to the transformation process in the public service is being implemented."

A computerised job evaluation system to support the introduction of the new public service salary grading system was in its final stage of development, Skweyiya said. A task team was reviewing public service pensions to cut costs, increase the mobility of members

of the government employees' pension fund, and prevent possible manipulation of the retirement system.

The new Labour Relations Act had had a significant impact on the public service. A single bargaining mechanism, the public service co-ordinating bargaining council, would soon replace the three separate councils currently performing this task. - Sapa



ZOLA SKWEIYIA: Several issues must be tackled

Star 24/5/97

(250)

Commission uncovers more irregular

David Greybe

CAPE TOWN — The White commission said yesterday it had uncovered a further 3 785 irregular public service promotions, taking the total to date to 4 300.

The total amount recoverable was estimated at R250m, commission spokesman Pam Barnes said.

A report by the auditor-general a month ago found that 332 of 515 irregular promotions at the end of September last year had not yet been set aside.

The bulk — 299 — were in the justice department

However, justice spokesman Paul Setsetse said yesterday: "All the irregular promotions in the department of justice have since been set aside and the people involved have all been demoted."

Setsetse said the guilty personnel had their salaries cut in accordance with their demotions. The department was in the process of recovering the missing funds.

The auditor-general found that only R40 500 in salary overpayments result-

ing from irregular promotions — "in respect of two employees only" — had been recovered by the end of September.

The White commission was set up in February 1995 to review irregularities in public service promotions between April 27 1993 and September 30 1994.

Its operational period was extended to the end of December this year due to its heavy workload and a staff shortage.

Barnes said yesterday the commission had received complaints on about 50 000 alleged cases, but 28 200 were withdrawn

or referred to other institutions for finalisation

To date the commission had investigated 4 948 cases, of which 4 300 were found to be irregular promotions. No irregularities were found regarding the remaining 648 cases. Barnes said that meant the commission still had about 16 800 cases to investigate

Commission chairman Judge Colin White said yesterday he hoped the commission would complete its work by the end of December, as mandated

However, a recent auditor-general's report said that at "this rate of progress it could take years to complete its task"

According to commission members, a savings and recoveries that could result from the investigation could total as much as R700m.

After the auditor-general complained about a lack of assistance from departments Parliament's public service committee said it would investigate the slow rate of progress in the implementation of the commission's findings.

Promotions
80 3/6/97

DGs summoned on irregular promotions

ARG 6/6/97

(250)

East London – Directors-general of national and provincial departments are to be summoned before Parliament's portfolio committee on the public service to explain what actions, if any, were taken on the White Commission's findings.

The commission was set up in 1995 to investigate irregular promotions in the public service prior to the 1994 elections.

Auditor-General Henry Kluever said in

a report tabled in Parliament last month that provincial governments and some departmental delays in implementing the commission's findings pointed to a lack of discipline, negligence and failure to promote the interests of the taxpayer.

Minister of Public Service and Administration Zola Skweyiya said 4 300 people had been irregularly promoted. Most of these were in the former Transkei. – Sapa

Progress made in govt's wage talks

Reneé Grawitzky

(250)
80 6/6/97
GOVERNMENT and public service unions, the central bargaining chamber appeared to be making some progress towards an agreement on wage increases and career-pathing last night.

The parties said the government's revised offer was a minimum increase of 7,3% with a salary freeze on top management plus 11% for unskilled workers.

Sources said the package in effect amounted to a 9,5% increase. In addition to the proposed wage increases, it provided for promotional opportunities across a number of job categories, mainly benefiting unskilled workers, teachers and nurses.

The package also included an effective increase of 15% in the lowest three rates for police and correctional services. The intention was to move these workers up one grade.

The unions had rejected this offer but appeared divided on their final demand, with some unions proposing a minimum increase of 7,5% and others demanding 9%. There was also concern that teachers and policemen would get more than other public service workers.

Public sector wage gap closes

M+G (PM) 6-12/6/97 (250)

Ferial Haffajee

THERE is good news on the cards for teachers, nurses and police officers in this year's wage negotiations — they're likely to get better increases than other public sector employees.

And the government has proposed a wage freeze for all public servants from chief director level upwards — these categories comprise 0,2% of the public service.

The largest union in the sector, the National Education Health and Allied Workers' Union (Nehawu), has said an even greater number of public servants should not get increases. It proposed in this week's wage round that everybody from director level upwards not take increases this year.

Government this week offered an increase averaging about 9,5%, but it works out higher for "service-providers" in the civil service. In effect the raise for police officers, teachers and the like works out at about 11% — an inflation-busting

increase. The state has offered 20% more for the three lowest grades in the police service.

Major trade unions gave talks in the civil service a thumbs-up. "There's a decided change in the way government presented things. There's more openness and there's a sense that government's really taking charge," said Nehawu president Vusi Nhlapo.

Nehawu wants a minimum wage of R2 100, while government is offering a minimum of R1 900 a month. The Public Servants Association's (PSA) representative Caspar van Rensburg said the union "was not miles apart" from government, though it objected to the wage freeze.

But negotiations could come unstuck on the extra amount the government has set aside for increases in savings it made from slimming down the civil service. Government says there is R323-million available in addition to the R6,5-billion budgeted for increases. The PSA says much more should have been saved.

Govt and public service close to deal

Reneé Grawitzky

MONTHS of bargaining could be at an end as government and public service unions move closer to a settlement which would give effect to year two of the three-year agreement in the public service, and meet budgetary constraints

Negotiators said yesterday that at the previous meeting on Friday, government had tabled a revised offer of a minimum increase of 7,5% with unskilled workers receiving in the region of 11%. The package also provided for a wage freeze from chief direc-

tor upwards, with directors receiving a 4% increase.

The majority of unions have been pushing for a minimum increase of 7,5%, which they believe will give effect to year two of the three-year agreement.

The three-year agreement signed last year provided for an amount of R6,5bn (full year cost) or R4,8bn (over nine months) to finance wage increases this financial year. The intention was that this amount could be supplemented by savings from staff reductions up to R11,3bn. Savings had amounted to only R323m, while

(250) BD 9/6/97
unions had anticipated that they would exceed R1bn.

Government had indicated that in order to receive a minimum increase of 7,5%, unions would have to compromise and agree to the delayed implementation, for a maximum of two months, of rank promotions.

One of the main remaining disputes relates to government's attempt to include the costs of a recent arbitration award, in which it was ordered to pay an extra R230m to certain public service workers, in the total package. The parties meet again on Thursday.

Plan to delegate public service authority

BD 11/6/97 (250)

David Greybe

CAPE TOWN — Government released proposals in Parliament yesterday for a new public service act designed to decentralise public service management and place managers under greater pressure to perform

In a briefing to Parliament's public service committee, Barbara Adair, adviser to Public Service Minister Zola Skweyiya, said that with decentralisation came greater accountability. Government would discipline senior managers who failed to deliver

Current legislation reflected outdated and discredited notions of the functioning of government and were obstacles to reform.

Committee chairman Saleh Manie said the briefing was the start of an extensive consultation on the new act. Skweyiya, who attended the briefing,

said he hoped a draft bill would be presented to the cabinet next month.

Adair said the two principal themes underlying the proposed changes were:

- Replacing the excessive centralism of the current system of public administration with an approach that permitted maximum departmental and provincial autonomy and responsibility within a coherent national public service", and
- Replacing a rule-bound culture of work with one that was goal-orientated and promoted efficiency, development and the effective delivery of services.

Overall policy-making would remain with central government.

Adair said the current legislation had "contributed to a public service that it is overregulated and undermanaged. This disempowers managers and has resulted in inadequate managerial control in all levels of public service

institutions." The consequences included poor and delayed service delivery, disincentives for efficient and effective work and high levels of complacency and corruption

The proposals formed "part and parcel of the African National Congress's programme", Skweyiya said "We need to bring as much democracy as possible into the public service"

However, managers who failed to deliver in accordance with new "specific performance criteria" contracts faced the axe. The "archaic" public service staff code would be replaced with one which would introduce streamlined disciplinary procedures

Directors-general would have "original powers" to create or abolish any position, appoint anyone to any post, dismiss any employee in accordance with fair labour practices and institute appropriate management systems.

Law to promote affirmative action in public service

David Greybe

BD 12/6/97

(250) (EB)

CAPE TOWN — Government ministers will be able to make affirmative action appointments in the public service without merit being the "overriding principle", after a parliamentary committee agreed yesterday to amend the relevant legislation.

The public service committee agreed to an amendment to the Public Service Laws Amendment Bill proposed by the African National Congress (ANC), which committee chairman Salie Manie said would allow affirmative action appointments.

The amendment had to be seen in the light of last year's failed attempt by Justice Minister Dullah Omar not to consider white males for promotion to about 30 senior positions. Omar and Public Service Minister Zola Skweyiya were taken to court by a group of white male state attorneys who said they were victims of racial discrimination.

Manie said the Public Service Laws Amendment Bill aimed to bring legislation "in line" with the constitution and the Labour Relations Act until a new public service act was in place.

In proposing the amendment, ANC MP Maria Rantho said if the words "race, gender and disability" were not added to the clause which called for a public service "broadly representative of the SA people", it could be open to "various interpretations".

She said it was imperative to get rid of merit as the overriding principle in the appointment of public servants.

Public service deputy director-general Sandile Nogxina said his only concern was whether the issue was one of "mutual interest" to the employer and employee. If it was, the executive arm of government and trade unions had to discuss it in the Public Service Bargaining Council's central chamber.

However, Manie said he had taken legal advice and was told that as the legislative arm of government "even if it is a matter of mutual interest, it does not prevent the committee from amending legislation". While it was "advisable" to consult the unions, the committee could not be held to ransom.

New public service commission to take on a

David Greybe

CAPE TOWN — Agreement was reached in Parliament yesterday on a new public service commission with extensive powers to police national and provincial departments.

The commission's new watchdog role follows a decision by the African National Congress last year to strip it of its executive powers and transfer them to Public Service Minister

Zola Skweyiya.

Parliament's public service committee yesterday reached broad agreement on the Public Service Commission Bill. Many minor points were sent back to state law advisers for clarification and rewording.

Committee chairman Salie Manie said he expected the committee to formally adopt the bill in August. After this it would be sent to the National Assembly and National Coun-

cil of Provinces, he said.

The bill spells out powers for the commission to inspect, investigate and monitor departments and "other organisational components" in the public service.

It will report directly to Parliament, and not the executive.

"The commission will police the implementation of government policy in the public service at national and provincial levels," public service

director-general Paseka Ncholo said.

"It will in effect become the auditor-general of the public service," Ncholo said. "The commission will police all departments including my own."

The commission's role had to be seen in the context of the decision to decentralise public service management and administration, and place managers under greater pressure to perform, he said.

Public service deputy director-

general Sandile Nogxina said he had spent most of the past year moving around the country checking on the implementation of policy, instead of drafting policy. The commission would now take on this role.

Fellow deputy director-general Danie du Toit said the commission would be responsible for working out its own programme, but would probably work on a rotational basis of inspections of departments and reports

to Parliament

According to the bill, the commission may demand access to official documents and information from department heads or organisational components "necessary for the performance of (its) functions".

It may "conduct an inquiry into any matter in respect of which it is authorised by the constitution or the Public Service Act".

The commission may summons

any person who may be able to shed light on a subject under inquiry.

Any official who fails to answer fully or satisfactorily any question, or to produce any book, document or object required by the commission, "shall be guilty of an offence and liable on conviction to a fine not exceeding R2 000".

The commission may also pursue a convicted official under normal disciplinary regulations.

'watchdog' role (252)
BD 12/6/97

IFP hails plan to decentralise public service management

David Greybe

CAPE TOWN — Government plans to decentralise public service management had come a step closer to the Inkatha Freedom Party's objective of a federally structured public service for SA, the IFP said yesterday.

IFP MP and public service spokesman John Benghu was reacting to government's announcement this week "to replace an outdated public service act based on excessive centralism" with a new one which provided for maximum departmental and provincial autonomy and responsibility.

"While the envisaged bill will not create a truly federal public service dispensation with each province having its own independent public service, the bill is a step away from the excessively centralist order that prevails now," Benghu said.

But he said however positive government's proposals were the IFP felt they would not be of much benefit "until the constitution and specifically the centralist, unitary public administrative system it creates are amended".

Commenting on the publication of the Public Service Commission Bill in Parliament this week, Benghu said while the IFP welcomed the commis-

sion's new watchdog role, its centralisation without providing for independent provincial service commissions was "totally unacceptable".

Effective public administration in SA required independent provincial service commissions and provincial public services. But the constitution did not provide for this.

Benghu welcomed government's plans, under a new public service act, to place managers under greater pressure to perform "because many of government's well-intentioned plans are coming to naught because of inefficient and unaccountable public servants".

The department, in a briefing to the parliamentary public service committee this week, said the new act would also replace the rule-bound culture of work with one that was goal-orientated and promoted efficiency and effective delivery of services.

While overall policy-making would remain with central government, managers who failed to deliver in accordance with new "specific performance criteria" contracts faced the sack.

Public Service Minister Zola Skweyiya said he planned to present a draft bill to the cabinet next month, with the intention that it be passed by Parliament this year.

Civil servants' 'misuse' of official cars being probed

By SIFELANI MLAMBO

staff employees

TAXPAYERS have lost thousands of rands as a result of gross misuse of government vehicles by staff employed by the department of welfare and population development at Newgate House, Johannesburg

The improper use of vehicles has prompted the Gauteng Provincial Government to appoint a commission of inquiry into the misuse of state vehicles.

This followed reports that government vehicles were being used for private errands after working hours.

Disgruntled staff members working in the department's pension office told City Press that white officials were being allowed to take government vehicles home over weekends and holidays while blacks were not allowed to do so.

They said junior white officers took government cars home but senior black employees did not enjoy similar benefits.

Gauteng's Department of Welfare and Population Development deputy director general Vernon Van Wyk confirmed yesterday that a commission of inquiry had already started its probe.

He said it was not yet clear how much the taxpayer could have lost as a result of the alleged misuse and asked people with any information about the misuse to contact the commission.

He said the commission of inquiry would recommend appropriate steps to end the misuse of vehicles and also to find ways to deal with the alleged unfair allocation of the vehicles to

However, Van Wyk said he was disappointed by members of staff who had ignored the normal channels to lodge complaints, and had instead run to the Press.

"Our staff members are aware that there is an inquiry investigating the alleged misuse of cars and the so-called unfair allocation of vehicles so going to the press was not necessary," he said.

The black workers said they decided to blow the whistle on the alleged misuse by their white colleagues after they were told that things would remain the same until a decision had been taken by politicians.

They said Van Wyk had recently circulated a memo informing heads of departments that the criteria used to allocate cars to staff members before the 1994 elections would remain unchanged.

According to the black workers the criteria used discriminated against them.

Van Wyk confirmed that he had issued the circular based on the current regulations governing all public servants.

The regulations state that no civil servant would lose privileges he enjoyed during apartheid until 1999 when the civil service regulations are to be reviewed.

A spokesman for the black workers, who could not be named for fear of victimisation, told City Press that they had complained to the Department of Welfare and were told to exercise patience until the civil services regulations were reviewed.

Political comment and newsbills by K Sibiya and L Kalane, headlines and sub-editing by F Moyo, all of 2 Herb St, New Doornfontein, Johannesburg.

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Code of conduct for public servants will be launched

CT 16/6/97

(250)

THE ground-breaking code of conduct for the public service will be launched in Parliament this week.

The first in South Africa's history, this code of conduct follows shortly on the heels of national parliamentarians agreeing to a code for financial conduct and to the publication of the Register of MPs' Financial Interests two months ago.

In line with the 1996 Constitution, the revamped Public Services Commission, under the chairmanship of Professor Stan Sangweni, has the task of making recommendations for extending the values of the Constitution to

civil servants. This will include the promotion of a high standard of professional ethics in the public service. Given the graft associated with the civil service, under apartheid and since the new government took power, such a code has become imperative.

It is understood that employees who place themselves in breach of the code will be guilty of misconduct in terms of the Public Service Act and will be dealt with in terms of disciplinary provisions contained in the Act.

A draft code of conduct was published in the Government Gazette in 1994 for comment by interested parties. This was subsequently

widely consulted on with the Portfolio Committee on Public Service and Administration, Auditor General Henry Kluever, Public Protector Selby Baqwa, the Provincial Service Commission, the Central Chamber of the Public Service Bargaining Council, ministers and premiers, the Cabinet and the NGO Transparency International.

The code, which will be launched tomorrow by Minister Zola Skweyiya, has five sections:

- The professional nature of public service employees' relationship with Parliament and government, stressing loyalty and accountability.

- Relationship with the public, emphasising impartiality, fairness and respect in the delivery of services to the people.

- The obligations of individual public service employees in their relationships with one another as they interact in the workplace, emphasising co-operation, effectiveness and integrity.

- The values associated with performance of duties, aimed at "instilling ideals of honesty, efficiency, accountability and transparency, and fighting corruption, fraud, nepotism and conflict of interest among public servants"

- The principles and values related to personal conduct and private interests in order to inculcate responsible behaviour and integrity and provide guidelines to counteract bribery.

The intention of the committee is to embark on an extensive campaign to popularise the code of conduct among public servants and citizens.

Score-card for this half-session of Parliament

PARLIAMENT'S score-card six months down the line of the fourth session is mixed, although a number of positive developments can be noted.

- The new Constitution came into effect in February, laying the foundation for a constitutional state.

- The establishment of the National Council of Provinces to draft improvements on national legislation. However, lack of publicity, unclear mandates and too many problems continue to bedevil its work.

- Parliamentary committees becoming more proactive and confident about their roles. Some committees, especially on constitutional affairs, health and environment affairs, have started policy-making processes.

- Bills have been tabled by departments, with highlights included:

- The **amendment** of the Defence Review — a new look at defence structure, budget and other.

- The **Promotion of Multi-Party Democracy** Bill — a government over-ride of all private party political funding.

- The **publication** of a Register of Members' Financial Interests (with its shortcomings).

- The **debate** — the re-orientation of concern with the inability of Parliament to make an impact on the leadership although the White Paper on Budget Performance gives some hope. The true formation of Parliament has been bogged down with resignation of senior staff and the draft and for public hearings committee.

COMPILED BY IDASA'S PARLIAMENTARY INFORMATION AND MONITORING

Govt, public service unions near accord

(250)

Reneé Grawitzky

BD 17/6/97

PUBLIC service unions and government are on the brink of an agreement ranging between 7,5% on average up to 11% for unskilled workers as the majority of unions indicated their willingness to sign an agreement at the weekend.

Several unions, including the Democratic Nurses Organisation of SA (Denosa) and the National Education Health and Allied Workers' Union (Nehawu), were unable to indicate their acceptance at the last meeting on Friday while agreement has also not yet been reached with the teachers and police.

Union sources indicated that public service unions representing the majority of employees in the central bargaining chamber would sign the agreement. It is understood that those unions refusing to sign would still be bound by the accord if unions representing the majority of workers did sign. If unions embarked on industrial action their members would be not be protected. Government indicated the agreement, besides providing for wage increases, also ensured promotional opportunities across a number of job categories and would raise the average increase to about 9,9%. The main beneficiaries of the promotional opportunities would be unskilled workers, teachers and nurses.

However, to finance the total package, unions had to agree to the delayed implementation, for one month, of rank promotions. Some unions, including Denosa, opposed this.

If the majority of unions do sign the agreement, increases will be implemented from July 1, except for the management echelons, where agreement has yet to be reached on increases for director level upwards.

One of the main stumbling blocks throughout the talks has been the dispute over savings resulting from public service restructuring. The three-year agreement provided for a sum of R6,5bn (full year cost) to finance increases for this financial year. The intention was to supplement this amount by savings from staff reductions amounting to about R11,3bn.

The agreement was sold to unions last year on the basis that such savings would materialise so that in effect increases could have been about 15% on average. However, government negotiators last year did not properly calculate whether such savings would be realistic and presented unions with the best case scenario.

This year, much conflict and debate took place over this issue with government disclosing that only R323m had been saved. The unions had at first all rejected this figure.

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Skweyiya plans performance evaluation strategy

David Greybe

CAPE TOWN — Government planned to evaluate every public servant on a regular basis as part of a new performance management policy, Public Service Minister Zola Skweyiya told provincial premiers at the weekend. Evaluation norms and standards would be developed by his department, Skweyiya told a meeting of the Premiers' Forum on Friday.

Skweyiya made the announcement in the context of a new government programme to decentralise public service management but demand greater accountability and delivery from departments and provinces. Government released details last

week of plans to rewrite an "outdated" public service act which had produced an "excessively centralised" public service, and to establish a new Public Service Commission with extensive policing powers.

"The goal is that decision-making take place as close as possible to the point of policy execution," Skweyiya said. Overall policy-making would remain with Skweyiya.

He also announced he would be approaching Deputy President Thabo Mbeki about holding a top-level government workshop to deal comprehensively with the issue of the "rightsizing" of the public service.

"The purpose of the workshop will be to conduct a comprehensive analysis

of the rightsizing programme in the

public service, examine the mechanisms to be utilised for this purpose, and consider the successes and failures of the voluntary severance package scheme in the various sectors," Skweyiya said.

"This would ensure that all possible stumbling blocks and problems are attended to." In view of the new process, it was impossible at this stage to determine specific future rightsizing targets and mechanisms.

Rightsizing was one of three priority programmes for Skweyiya's department in the 1997/98 financial year.

The department had "just concluded" a discussion document on performance management

"We believe that an effective performance management policy in the public service that is acceptable to all parties is crucial to better service delivery," Skweyiya said.

"It is proposed that all public servants be evaluated on a regular basis and norms and standards be developed to facilitate this process."

Also, new proposals for greater flexibility and decentralisation in the provision of training were contained in the green paper on public service training and education.

"If we are going to improve the quality of public services it is important to ensure that those who are managing public institutions are empowered to do so," he said

Code obliges public servants to expose corruption

David Greybe

CAPE TOWN — Public servants will be obliged to expose corrupt colleagues in terms of the country's first code of conduct for public servants, unveiled yesterday.

Speaking at the launch in Parliament, Public Service Minister Zola Skweyrya said public servants should be encouraged to become "whistle-blowers".

"The African National Congress (ANC) had come to power in 1994 on a "clean government ticket" and, however difficult, "we need to act on that", he said.

While the code's primary purpose was a positive one — to promote exemplary conduct among the 1,2-million public servants

Skweyrya said a critical reason for its introduction was the "ever looming spectre of corruption and fraud in the service".

However, research had shown that corruption could be efficiently combated by means of regulations, legislation, codes of conduct and professionalism among officials. "We believe the code of conduct should go a long way in providing the right climate for an ethical culture to thrive, and promoting a professional ethos among public servants at all levels," Skweyrya said.

While the public service commission had developed the code, heads of department were responsible for its implementation.

Government would not tolerate breaches of the code, Skweyrya said. Heads of depart-

ments had to ensure such breaches were "properly dealt with" in terms of the Public Service Act.

The code, promulgated by President Nelson Mandela last week, covers five areas:

- The professional nature of a public servant's relationship with the legislature and executive, stressing loyalty and accountability;
- Relationships with the public, stressing impartiality, fairness and respect in the delivery of services;
- The obligations of individual employees in their work relationship with one another, emphasising co-operation, effectiveness and integrity;
- Values associated with the performance

of duties, aimed at instilling ideals of honesty, efficiency, accountability, transparency, and to fight corruption, fraud, nepotism and conflict of interest among public servants; and

The principles and values related to personal conduct and private interests, in order to instil responsible behaviour and integrity, as well as provide guidelines to counteract bribery.

The code states, for instance: "An employee shall report to the appropriate authorities fraud, corruption, nepotism, maladministration and any other act which constitutes an offence, or which is prejudicial to the public interest."

In compiling the code, a comparative

study was undertaken of codes in the Philippines, Singapore, Australia, Canada, the US and Uganda.

Skweyrya said the code would need to be updated as issues became critical under the public service transformation process.

Public service commission chairman Stan Sangweni said the commission would begin a six-month programme next month to popularise the code at national and provincial levels.

Next year the commission would work on a rotational basis of inspections of departments and reports to Parliament, under extensive new policing powers envisaged for the commission in draft legislation before Parliament.

Public Service Commission Chairman Stan Sangweni

BD 18/6/97 (250)

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New code of conduct for civil servants

(270) Star 18/6/70

POLITICAL CORRESPONDENT

Cape Town - The Government has declared war on corruption, inefficiency and unfriendliness in the public service.

Public Service and Administration Minister Zola Skweyiya yesterday launched a code of conduct in Parliament for all public servants. The code was intended to establish an "ethos of dedication and service" in government departments.

It was drawn up by the Public Service Commission.

Describing the code - presented in brochure form embellished with colourful traditional African designs as "truly a South African product" - the minister said it would make public servants accountable for the powers they enjoy.

Skweyiya said maladministration had reached alarming heights in the public service, but he believed incidents of corruption and fraud could be efficiently combated by means of regulations, legislation, the code of conduct and professionalism among officials.

The chairman of the national assembly public administration committee, Salie Manie, said incidents of public servants using State resources to furnish - and in some cases even construct entire homes - had to stop.

While praising a solid corps of public servants, Manie said there was a public perception that many officials did little other than collect their pay cheques.

The minister said heads of department would be responsible for policing the code based on the principles of accountability, impartiality, fairness and equity in dealing with members of the public, loyalty to Parliament, transparency and responsibility.

Pharmacists delay introducing prescribing fee

PRISCILLA SINGH

A pharmacy dispensing fee, proposed to begin today, has been delayed pending talks which started yesterday between United South African Pharmacies and Medscheme. Julian Solomon, chairman of United South African Pharmacies, said there could be a one-week embargo on the implementation of the R20,90 fee. Keith Hollis, chairman of

Medscheme, which administers 57 medical aids, said the two bodies held intensive discussions yesterday.

"The professional role of the pharmacist was recognised, as well as the need to remove perverse incentives currently operating in the medicine distribution chain.

"The need for cost containment by medical schemes was also recognised," said Hollis. Pharmacist Matau Tsiki of

the Bertrams Link Pharmacy said it would have been impossible to bring in the fee today anyway because they had not received new pricing structures for medicines. "We are still working on the old system."

The fee was introduced after the Government decided to drop the 50% markup on drug prices, resulting in patients paying only the cost of prescribed medicines and the dispensing fee.

(183) Mar 26/6/97

Civil servants' pay hikes cost govt R64-m

(250) / Star 26/6/97

White Commission of Inquiry says amount may increase

SAPA
Nelspruit

Irregular promotions of 4 300 homeland civil servants cost the Government at least R64-million in the months leading up to the 1994 general election, according to the White Commission of Inquiry.

Commission administrator Pam Barnes said the amount may rocket to more than R4-billion once an additional 28 000 promotions of civil servants from all 10 former homeland administrations, and from what was South Africa proper, are reviewed later this year.

The commission, under Mr Justice Cohn White, is investigating irregular promotions and pay increases in the civil service across the country.

It held hearings in Mpumalanga last week and proceedings began at police headquarters in Nelspruit. An early report shows that some officials, including po-

lice officers in homeland areas, were promoted by three or four ranks without the necessary qualifications or experience.

During one year of investigations, and despite initially being hamstrung by a lack of investigative staff, the commission successfully reviewed the promotions and salaries of 22 000

Some staff promoted by 4 ranks

civil servants

Officials being investigated initially brushed aside the commission. They adopted "a strange attitude of *laissez-faire*... believing that nothing would come of the findings, and that they did not have to concern themselves with its activities," said Judge White.

But recent steps by provincial

government departments to demote guilty officials and reclaim irregularly paid salaries had changed this attitude.

Barnes said some officials were not aware they had been irregularly promoted. "Some of these guys were totally innocent. Their superiors promoted whole batches of officials after being pressured or intimidated by small groups of civil servants.

"Homeland officials also thought they were earning less than their counterparts in South Africa proper, and assumed they would be at a disadvantage. So they really fought for the promotions," she said.

So far, the commission has found that the Eastern Cape was the province with the most irregular promotions.

Minister of Safety and Security Sydney Mufamadi has asked the commission to broaden its investigation and to probe vehicle-financing and study schemes as well.

Cosatu unions reject wage accord

Reneé Grawitzky

THE Congress of SA Trade Unions' (Cosatu's) three main public sector unions have refused to sign the public service wage agreement providing for a minimum increase of 7,5% for educators, police and other public service workers.

The agreement reached with the majority of unions in the public service central bargaining chamber will raise the minimum wage to R1 583 a month and comes into effect next week.

The other component of the agreement provides for rank promotions, which would affect 80% of workers in the lowest-paid categories and could lead to some workers getting increases ranging between 11% and 29%.

The National Education, Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil-Rights Union (Popcru) are among the unions

refusing to sign the agreement reached in the central chamber. The SA Democratic Teachers' Union and Popcru refused to sign agreements in their respective chambers.

Despite this, the agreement will be implemented for those covered by the central bargaining chamber.

Nehawu president Vusi Nhlalpo said government's signing of an agreement with reactionary staff associations which had benefited from negotiations with "their masters, the NP, in the past" would embarrass those in the tripartite alliance. Cosatu affiliates were angry about this and were seeking an urgent meeting with alliance leaders, he said.

The leaders of the affiliates planned to meet last night to discuss the issue while Nehawu's policy conference, starting today, would emerge with a clear programme on how to unlock the dispute with government.

Nehawu was demanding a minimum wage of at least R1 750, an across-the-board increase of 9% and a wage freeze for the management echelon of the public service.

The agreement, which comes into effect on Tuesday, will apply only up to the level of director, as the parties were unable to agree on whether to institute a wage freeze or grant nominal increases for senior management levels.

Public Servants' Association spokesman Caspir van Rensburg said government had proposed a 5% increase for director level, 3% for chief director and a wage freeze for the remaining levels.

He said this would imply that government would renege on the three-year agreement as it was intended to ensure the management echelon received a minimum 7,5% increase.

Parties would meet in the next two weeks to try to resolve this issue.

Meanwhile, the Society of State Advocates said the justice department barred it from the departmental chamber of the public service bargaining council's meetings yesterday.

The society said the department's alleged mandate — to allow only unions with more than 250 members to join the chamber, was "discriminatory and completely unfair. The sole motive seems to be to prevent the society from discussing and negotiating matters of particular concern to its members."

The society said the department's action flew "in the face of the spirit of the Labour Relations Act", which allowed organisational and participatory rights for all sufficiently representative unions. "The society was the only representative trade union of state advocates, having about 200 out of a possible 250 professional staff, who were attached to the offices of the attorneys-general, as its members

bd 26/6/99

(252)

CAPE TOWN — A comprehensive job evaluation survey commissioned jointly by government and public service unions has recommended that public servants' salaries be increased by 15% annually for the next five years.

The survey, which was conducted by KPMG public service over the past year, also recommended that public servants' salaries be increased by 15% annually for the next five years. The survey also recommended that public servants' salaries be increased by 15% annually for the next five years.

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Survey recommends performance-related pay hikes for public service

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Employees take the trade and industry department to court

John Dlodlu

A DECENTRALISATION plan by the trade and industry department, which would result in the closure of its communications directorate next month, ran into problems this week after it emerged that two affected employees were taking the department's management to court.

A lawyer for the two communications officers yesterday confirmed that the case would be heard in court today, but refused to disclose more details as the case was still sub judice.

However, sources said the officials had resorted to seeking a court interdict as they were not consulted. The decentralisation of core communications functions is to kick in next month.

A departmental document on the decentralisation plan states that the directorate's officials would be decentralised. Some would be attached to three chief directorates — of industrial

BD 27/6/97 (250)
promotion, foreign trade relations, and the small business promotion centre.

The sources said the officials were concerned about the lines of command that would result from the plan and about what would happen to previously advertised positions in the directorate. The post of communications director was recently advertised.

The officials also questioned the rotation arrangement of the communications officers put forward in the plan.

A memorandum from the head of the communications directorate, dated June 17 1997, asked the directorate's staff to consider the "first draft of the final proposals" prepared for the department's director-general. The letter gave staff two days and asked them to respond in writing on June 19.

Staff claimed to have been given only a day to respond in writing.

The plan further envisages that certain functions — including publications — be outsourced.

Public Protector takes hammering from DP

BD 30/6/97 (250)

Wyndham Hartley

CAPE TOWN — The Democratic Party (DP) in Gauteng has severely criticised the Public Protector for failing to respond to numerous cases referred to him and challenged that the office might not be free from political influence.

Gauteng DP leader Peter Leon said yesterday the record of cases resolved by Public Protector Selby Baqwa, was deplorable. He said if public representatives received no response from the protector "then what chance (has) the ordinary people who he is supposed to protect".

The level of service provided by Baqwa's office was worrying in the light of "its vital constitutional function and vast powers to discourage and prevent corruption and maladministration", Leon said. He and DP colleague in the Gauteng legislature Jack Bloom said they knew of at least seven cases which they had referred to Baqwa's office without result.

The cases varied from a complaint that the move of the Gauteng administration from Pretoria to Johannesburg was done with little thought, to individual cases from voters in Alexandra over unfair treatment relating to impounded cattle.

Bloom said "We are getting to the stage where the Public Protector should be referred to the public protector for investigation." Many of the maladministration issues referred to Baqwa's office were prevalent in that same office.

"The man in the street stands no chance," he said.

Other issues to which the DP has had no response are: a complaint that matric markers were

still unpaid; the increases in licence fees before they were gazetted; unauthorised promotions in the education department; allegations concerning the behaviour of the AIDS section of the Gauteng health department, and a complaint the Gauteng provincial government was acting unconstitutionally.

Bloom said Baqwa was able to react speedily to high-profile cases against African National Congress cabinet ministers such as in Sarafina 2, but in others all that was forthcoming was a standard letter saying the office was in receipt of the complaint.

Leon told the International Bar Association Human Rights Conference in Berlin last year: "Although the protector found that state tender procedures were blatantly ignored, blaming two old-order officials for this, the Public Protector's report is strangely silent on the culpability of Health Minister Nkosazana Zuma.

"The minister had incorrectly told Parliament that the funds for Sarafina 2 emanated from the European Union, which had approved the production. While the Public Protector found that this amounted to unauthorised expenditure and that the ministry knew that there were inadequate financial controls over the production, he stopped short of calling for the ultimate in political accountability: the minister's head."

A spokesman for Baqwa's office said many of the cases were still before the Public Protector. He said two of the DP complaints could not be traced. An undertaking to provide more information on the state of the DP complaints never materialised.

Public-sector unions to embark on mass protest

(250) Star 30/06/97

By ADAM COOKE

For the first time since the ANC took power, teachers, health workers and police have warned that they will bring the public service to a halt if the Government does not accede to their demands for change

Past disputes have centred around salary negotiations, but a combined briefing of the SA Democratic Teachers' Union (Sadtu), the National Education, Health and Allied Workers' Union (Nehawu), the Police and Prisons Civil Rights Unions (Popcru) and the Insti-

tute of Public Servants on Friday showed that members were not happy with transformation in the public sector

They plan to begin a programme of mass protest tomorrow with pickets and marches at local level, leading to a combined national march on July 25

"If, after the action, no response is given by the employer, the unions will consider a complete national strike at unprecedented levels. There is a possibility of a total collapse of the public service nationally," the unions said.

Apart from a dispute over the "unacceptable" salary adjustment of a minimum of 7,5%, members believe there is a lack of real transformation in the public service

Popcru said it was unhappy about the slow introduction of affirmative action in the Safety and Security Department; Sadtu said rationalisation in education was undermining public education, and complained that its proposal for a future education system had been ignored by the state, and Nehawu was unhappy with the downsizing in the sector.

The unions claim the state has reneged on a three-year agreement signed last year

The agreement sets up a new grading system known as "broadbanding" and covers issues of restructuring and rationalising the whole of the public sector.

The unions claim the promised salary increases which should have seen a 20% increase this year have not been adhered to

And they say the rightsizing process has simply become downsizing and has resulted in mass retrenchments.

Public service unions building up to a national strike over pay deal

Reneé Grawitzky

THE public service faces disruptions from tomorrow which could culminate in national strike action as four Congress of SA Trade Unions (Cosatu) public sector unions begin a campaign to challenge government's final pay offer to teachers, police and others.

The unions said the action would start with a march in Gauteng tomorrow. Thereafter other provinces would hold various forms of demonstrations during lunch and tea times.

The unions said the protests would culminate in a national march on July 25. If there was no satisfactory response from government the unions would consider a national strike.

"We therefore want to warn in advance that there is a possibility of a total collapse of the public service nationally." They indicated they would "consult the broader community" on the planned action.

The Cosatu affiliates negotiating in the public service central bargaining chamber refused to sign a wage agree-

ment providing for a minimum 7,5% increase. The agreement, signed by the majority of other unions in the chamber, comes into effect tomorrow.

The Cosatu unions warned they were considering interdicting government from implementing it.

No agreement has been reached in the education and police chambers.

Government negotiators said at the weekend the offer was a good one given government's fiscal constraints, and it was going as far as it could to meet union demands. The total package,

which included the extension of promotional opportunities, amounted to an average rise of 9,5%.

The SA Democratic Teachers' Union, Police and Prisons' Civil Rights Union, National Education, Health and Allied Workers' Union and Institute of Public Servants said the offer failed to provide acceptable salary adjustments and lacked transformational measures. They are demanding increases ranging from 22% in the lowest categories to 9%.

The deal reached in the central

chamber provides for rank promotions which will affect 80% of workers in the lowest-paid categories and could lead to some getting increases of up to 29%.

Government said short-sighted action on the part of labour could disrupt processes which could meet union demands on transformation.

The four unions said an incorrect impression had been created that other staff associations and unions were in the majority in the public service. The Cosatu affiliates constituted the ma-

LABOUR Municipal workers sue union for R5m, but union blames Springs council for losses

Samwu task team to investigate allegations

CT 29/8/97

FRANK NXUMALO

Johannesburg — The central executive council of the South African Municipal Workers' Union (Samwu) has appointed a five-member task team to "directly investigate" the events leading to 583 Springs municipal workers suing it for more than R5 million in damages.

The damages are to compensate for lost employee benefits after the union allegedly incited them to go on an unprotected strike in June 1993.

The workers were fired but later re-employed after a protracted legal wrangle, but lost their long-term benefits in the process. Some of them had worked for the council for more than 30 years.

Anna Weekes, the Samwu spokesman, said the team would look into allegations of intimidation against union members who were not supportive of the court action, and the apparent direct involvement of certain Springs Town Council officials.

She said the task team would also investigate allegations that "some of the workers are not aware that they are suing the union" but were under the impression that they were suing the Springs Council.

"The matter at hand is not so much about members of Samwu suing the union as it is another attempt by certain elements to destroy the union in Springs.

"The action must be located within the attitude of local government employers in general towards Samwu when we first started organising in the

Paper union cries foul

CT (BR) 29/8/97

He said these companies were opposed to a central chamber because main agreements would benefit all the workers of a given grade regardless of race.

"We believe the government has a duty to assist in enforcing at least part of the law in the whole scenario. We find it quite amazing that such companies should be allowed to operate in South Africa.

"In our view they should be closed down because they belong to the old order of racism," Tshabalala said.

But Anton Lombard, the Sappi Group industrial relations manager, denied that the company was opposed to the establishment of a centralised bargaining chamber. "We are participating in the negotiations and we are not trying to prevent the establishment of a central bargaining chamber. All we have asked for is that we should establish different models of bargaining chambers."

FRANK NXUMALO

Johannesburg — The Paper, Printing, Wood and Allied Workers' Union said yesterday efforts to set up a centralised bargaining process for the industry were being frustrated by "the lack of co-operation from the main companies organised by the union, including Sappi, SA Timbers and Republican Press."

The union said these companies had taken it upon themselves to "derail the progress about the establishment of the centralised bargaining."

Alfred Tshabalala, a union spokesman, said this had raised serious concerns as to whether these companies were committed to forging harmonious industrial relations at all.

Tshabalala said their apparent refusal to establish a bargaining chamber for the industry was the main cause of wage deadlocks, national strikes and poor worker-management relationships.

Govt to stop public servants retiring and returning as advisers

David Greybe

CAPE TOWN — Finance Minister Trevor Manuel and Public Service Minister Zola Skweyaya were to meet to devise a strategy to stop the "back-door" rehiring of voluntarily retired public servants on lucrative government contracts, a top government official said yesterday.

The problem, the official said, stemmed from an earlier agreement between government and unions that employees who took

voluntary severance were not allowed to be re-employed in the public service in terms of the Public Service Act.

However, the agreement did not address the question of employment in the public service in terms of treasury instructions and tender board regulations. As a result, former employees were "slipping back into the public service" as consultants and advisers, the official said.

"The government will have to address the problem as a matter of urgency."

The official said the two ministers would have to go back to the central chamber of the Public Service Bargaining Council "to renegotiate an extension of the prohibition to cover also those employed in terms of treasury instructions."

A mechanism would have to be put in place to ensure that tender boards were kept properly informed about public servants who had taken the voluntary severance package.

The issue was raised in the parliament

tary public service committee this week, when MPs expressed serious concerns about the continuing problem during a briefing by the public service department on new affirmative action and employment policies.

Committee chairman Salie Mame called on the department to come back to the committee with a proposal on how to deal with the problem.

The government official said there were no reliable figures on the numbers involved,

but he was aware of "quite a number of reports" of voluntarily retired public servants who had been re-employed on contracts which, in some cases, were considered lucrative.

The official said also Skweyaya and Manuel had met and agreed on a mechanism to resolve the issue of accountability between provincial directors-general and heads of departments highlighted in the provincial audit report released last week.

Provincial administration had suffered

as a result of the lack of clarity on the accounting roles of the directors-general and administrative heads of departments, the audit reported.

It said the Provincial Exchequer Act seemed to contradict the provisions of the National Exchequer Act, and had effectively "relieved" provincial directors-general of their duties as accounting officers.

It was agreed that the National Exchequer Act be amended to resolve the problem, the official said.

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Civil unions to picket over pay

(250)

By Pule Molebedi

THREE public sector unions are expected to conduct lunch hour pickets today in protests against the Government's salary offer of seven-and-a-half percent

The three unions are the Police, Prisons and Civil Rights Union (Popcru), the National Education, Health and Allied Workers Union and the Institute of Public Servants (Ips)

A fourth union which is expected to be part of the campaign is the South African Democratic Teachers Union (Sadtu)

However, because of school holidays, teachers are not expected to take part in today's protests

Sadtu secretary general, Thulas Nxesi said the pickets were a build up to the July 25 nation-wide marches. The schools re-open on July 22 and Sadtu will be able to be part of the marches, said Nxesi

In addition to the rejection of the Government's seven-and-a-half percent salary offer, the four unions are against downsizing in the public service which leads to retrenchments, said Nxesi

Sadtu, the National Professional Teachers Organisation and other teacher unions are engaged in a dispute with Government over the wage increment which was expected to be effected from today

Sadtu has in the past accused Government of reneging on agreements with teachers.

Teachers received an average increase of 15 percent last year

sewetaan 11/7/97

Privatisation the issue in municipal march

By CECILIA RUSSELL

An SA Municipal Workers' Union (Samwu) protest hit Johannesburg today, hamstringing council bus services and disrupting other services.

Only 20% of metropolitan bus services were operating as drivers joined the 20 000 Samwu members expected to take to the streets to march against privatisation of services.

There were no refuse removal services. Greater Johannesburg council labour relations executive Potso Mohajane

said the council had made plans to keep essential services - like emergency services, traffic, water and electricity - running.

A protest march by the union started with workers gathering at the Library Gardens and is set to continue into the afternoon with a march to the Metro Centre in Braamfontein.

Mohajane said the council was upset about the march because it was being targeted for a policy of privatisation which it had "not even contemplated."

"We are bearing the brunt of

decisions made in other municipal areas," he said.

Samwu branch secretary Themba Nxumalo said many municipalities were privatising services at the expense of workers and consumers.

"When the Government came into power they promised effective, efficient and accessible services," Nxumalo said. But, he said, privatisation lowered standards of services, made them more costly for the consumer, and led to job losses.

Today's march is a build-up to a national campaign against privatisation.

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SACW

1/7/97

Nehawu backs public service workers' protest programme

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Reneé Grawitzky

THOUSANDS of public service workers are expected to march to the Pretoria offices of Deputy President Thabo Mbeki today to present a memorandum highlighting their opposition to the public service salary agreement.

The march, part of an overall programme of action to put pressure on government, was endorsed at the National Education, Health and Allied Workers' Union (Nehawu) policy conference at the weekend.

The programme will culminate in a march on July 25 involving all the Congress of SA Trade Unions' (Cosatu's) public sector affiliates. The union also endorsed a two-day strike on August 7 and 8 if government had not reconsidered its position.

Cosatu's public sector unions have rejected the wage agreement signed in the central bargaining chamber providing for a minimum increase of 7,5%, in line with year two of the three-year wage agreement signed last year.

The policy conference also endorsed the need for a radical restructuring of Cosatu.

"The current state of Cosatu is undesirable and must be rectified as a matter of urgency," Nehawu said.

The conference said Cosatu needed more power over affiliates, and sufficient capacity to "effectively engage in campaigning and challenging the bosses and the state".

The union, in reviewing its support for the tripartite alliance, acknowledged the current weaknesses but recommitted itself to building and strengthening the African National Congress (ANC) and the SA Communist Party. Nehawu said that, despite its weaknesses, the ANC remained the only organisation with the potential to "bring about a better life for all".

The union rejected the view that the ANC was no longer a force for change. However, a discussion paper presented at the conference suggested one of the major issues to be resolved was the fact that the ANC government was not implementing ANC and alliance policies.

"Government was elected by the ANC supporters on a mandate, the reconstruction and development programme. It must carry out this mandate to the letter."

HEALTH SERVICE VICTIMISATION ALLEGED

Rescue workers fired

THE HEALTH AND Public Service Workers Union, which is not recognised by the Cape Ambulance Rescue Services, claims members are being fired for political reasons. ROGER FRIEDMAN reports.

NTINE Khayelitsha-based members of the Cape Ambulance Rescue Service who say they booked off sick after eating a cow's head have lost their jobs after being charged for leaving the work-place without permission.

Health services in Khayelitsha appear to be in a state of disarray. About a month ago Mrs Thobeka Madayi died tragically in a wheelbarrow, during a futile attempt by her husband to obtain medical attention.

And last week — in a case that was not publicised — the ambulance service's control room haggled over whether to transport a critically wounded man from a primary health centre to a hospital, and the man died. Now nine ambulance men have been fired, about a

third of the Khayelitsha staff.

A spokesman for the nine, who asked not to be identified, yesterday accused management of abusing disciplinary procedures to get rid of workers it did not want for political reasons. The nine are all members of the SA Health and Public Service Workers Union (Sahpswu), which is not recognised by the ambulance service.

While the union continued its quest for recognition, its members were being squeezed out of their jobs, he said.

The head of the service, Mr G Pillay, who chaired the disciplinary committee which found the nine guilty, did not return the Cape Times' call yesterday.

Sahpswu rose to prominence two years ago when its members occupied

the service's control room in Pinelands, demanding the service be restructured.

Since then, the spokesman said — and in spite of Pillay being brought in to replace Mr Rod Douglas — management had been out to get rid of union members.

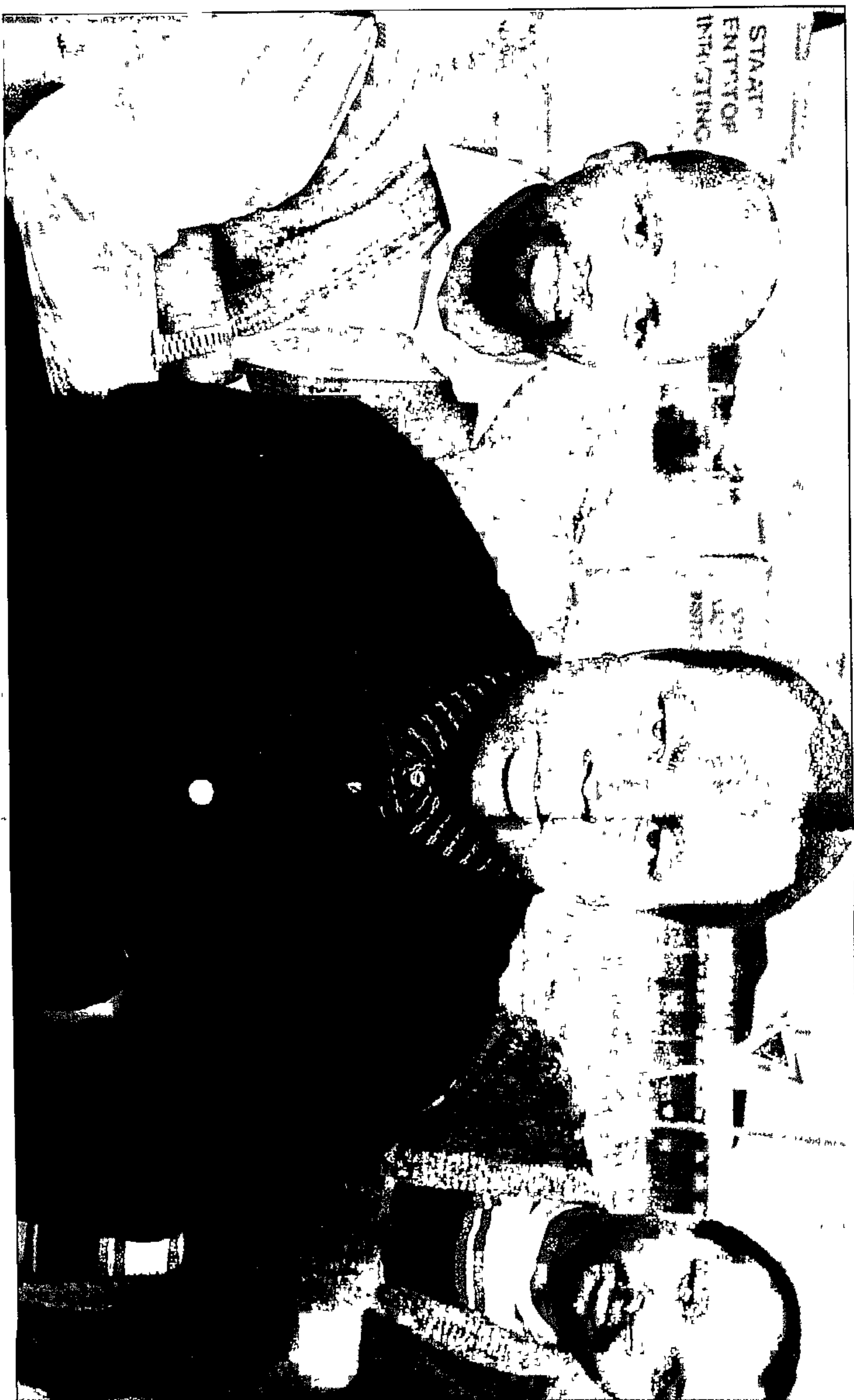
The case against the nine goes back to the night of January 22. They claim they followed the correct procedures to book off sick after eating the cow's head, and although other ambulance service members booked off sick from Mitchell's Plain and Ndbeeni on the same night none of them had been dismissed.

"It boils down to a case of dismissing our Xhosa comrades, while another ethnic group in Mitchell's Plain who were found guilty on the same charges were spared after appealing," the spokesman said.

"It goes back to 1995 when Sahpswu took action here demanding our rights, a change in the attitude of management and other things.

"We were particularly concerned for our people in the townships who were and are still dying. We needed more people there. We still need more people there."

He said: "The wheelbarrow case was not the first and it will not be the last."



DISMISSED: Themba Nyama, Themble Masito and Monde Jamela believe their belonging to the unrecognised South African Health and Public Service Workers Union was the real reason for their dismissal from the ambulance service.

PICTURE: BEN

Union gives Mbeki deadline

Reneé Grawitzky

BD 2/7/97

(250)

THE National Education, Health and Allied Workers' Union (Nehawu) has called on Deputy President Thabo Mbeki to respond within seven working days to its demand to review the public service wage agreement.

The call was outlined in a memorandum presented to Frank Chikane, Mbeki's special adviser, during a Nehawu march on the deputy president's Pretoria office yesterday.

The march was to highlight the union's opposition to the salary agreement signed by the majority of public service unions and staff associations, which provides for a minimum wage increase of 7,5%.

The union said the agreement, if implemented, would reverse the transformation priorities and policies of the government which are intended to redress disparities and ensure service delivery to the previously disadvantaged communities.

Nehawu and other public service unions have rejected the agreement and have adopted a programme of

mass action which will culminate in nationwide marches on July 25 and strikes in August.

The union said it believed government, with the agreement, had made a conscious decision to "identify with the staff associations and satisfy the interests of the higher management echelon of the public service".

The agreement, which came into effect yesterday, provides for a minimum increase of 7,5% which is coupled with rank promotion increases which could affect 80% of workers in the lowest categories. As a result of such promotions, workers could effectively receive increases of up to 29%.

The union said in its memorandum it was demanding a 9% increase, a salary freeze for the management echelon, that 4% of the wage bill be used for training and that rank promotions be implemented with immediate effect and not from August 1.

The government had proposed that, in order to finance the total package, rank promotions be postponed for one month. Most other unions had accepted the proposal.

Metro will heed Samwu's call

CT (Par) 2/7/97

(250)

Johannesburg's local authorities were given a 14-day ultimatum yesterday to respond to a demand by the South African Municipal Workers' Union (Samwu) for a moratorium on privatising municipal services.

More than 10 000 Samwu members staged a protest march in Johannesburg yesterday, during which they presented a memorandum to metro officials.

Samwu said it wanted an end to outsourcing contracts and private-public sector partnerships, as well as the termination of any

government involvement with private multinational companies.

Kenny Fihla, deputy chairman of the executive committee of the Greater Johannesburg Transitional Metropolitan Council, denied the council had taken any decision on privatisation but agreed to respect Samwu's 14-day ultimatum.

"The council has not yet taken a policy decision on privatisation, and it does not intend doing so without consulting with labour first," Fihla said — Frank Nxumalo, Johannesburg

Cape Town bid 'a force to be reckoned with'

IOC visitor impressed

ARG 2/7/97

MICHAEL MORRIS
ON THE OLYMPIC BID

Cape Town's bid is a "force to be reckoned with" and is being taken seriously in the race for the 2004 Games, says Kevan Gosper, one of two visiting International Olympic Committee members from Australia.

"Of all the five bids, this is the most ambitious and complex, and the one that's most important to the IOC because it is the first serious contender from this continent," he said.

Mr Gosper was speaking at the donation of R228 000 to the Bid Company by Shell South Africa as a contribution towards funding visits by IOC members.

Mr Gosper, who first visited South Africa in the early 1990s with an IOC commission sent to judge whether the country should be allowed back into the Olympic fraternity, added: "The

fact that Cape Town is a finalist is very important. It means you have already defeated six great cities in the bid for 2004, and you can win."

He believed Cape Town's bid was important "because it demonstrates this country's determination to reconcile the past and the present. It is complex and important because of the message it can send the world".

He was particularly encouraged by the high level of government, corporate and public support for the project, and stressed the importance of ensuring the support of African nations.

Errol Marshall, managing director of Shell South Africa's oil products division, said the corporation was keen to back the bid because "we feel the 2004 Games will not only be a success for Cape Town, but also for South Africa and Africa as a continent".

Mr Ball said. "We are getting plenty of advice and are trying hard to assimilate it and give effect to it."

10 000 municipal strikers bring Jo'burg to standstill

ARGUS CORRESPONDENT

Johannesburg - Commuters were stranded and cleaning services ground to a halt as three-quarters of Johannesburg's municipal workforce took part in a protest march against privatisation.

More than 10 000 members of the South African Municipal Workers Union (Samwu) gathered at the Library Gardens yesterday and marched to the civic centre to hand over memorandums to Greater Johannesburg Metro Council chief executive officer Nicky Padayachee and the chairman of the executive committee, Kenny Fihla.

Bus services were severely disrupt-

ed and cleaning services were affected at all of Johannesburg's local councils.

Samwu branch chairman Christoph Mabaso told the crowd of chanting workers that the "threat of privatisation was always there".

Three memorandums were handed to the council officials, one demanding speedy resolution of wage negotiations; the second demanding the employment of all casual and temporary workers and the final one demanding that all privatisation efforts of the council be stopped.

Mr Fihla replied that the metro council had not made a decision to privatise and would not change its policy without negotiating with workers.

NEWS

State suggests wage freeze after last year's increases

Dispute over pay rises for senior public service staff

CHRISTO VOLSCHENK

ECONOMICS EDITOR

Cape Town — Senior managers in the public service are still not sure if they will get salary increases this year as dispute settlements between the government and unions on the issue of pay rises will only start on Friday, Cas van Rensburg, the general manager of Public Servants Association (PSA), said at the weekend.

The government has suggested public servants from chief directors upwards accept a pay freeze this year after they received handsome raises last year.

But a dispute was called after the unions got legal opinion that the three-year wage restructuring agreement entered into last

(250) CT(BR) 7/7/97
year obliged the government to give all public servants — including top management — at least 7,5 percent increases in each of the three years.

Other public servants will receive their pay rises of 7,5 percent across the board on July 15, despite the fact that a few Cosatu-affiliated unions (including National Education, Health and Allied Workers' Union and Police and Prisons Civil Rights Union) are unhappy with the agreement reached two weeks ago between the government and the majority of public sector unions in the central bargaining chamber.

On August 1, grade increases for about 200 job grades will kick in, pushing the total pay rise to public servants to between 9 per-

cent and 29 percent, depending on seniority. For instance, the wages of the lowest-paid workers will jump anything from 20 percent to 29 percent when grade promotions are added.

At the end of the year, workers may be in line for another increase. "The public sector unions and government are still in dispute over the amount of the savings effected with right-sizing to date, and the parties aim to find a solution to the dispute by November," said Van Rensburg.

The government has calculated the saving at R323 million, but the public sector unions contend it is much higher. Should the unions win this battle, wages will be increased retroactively to July 15.

Action taken against corrupt public servants

(250) /row 7/7/97

Dozens of officials charged

By **DEREK RODNEY**
Crime Reporter

More than 78 Gauteng civil servants, ranging from policemen and traffic officials to court and home-affairs officials, have been charged with corruption in the first half of 1997 - and many more cases are pending against government officials.

The corruption clampdown in the public service is gathering momentum as anti-corruption units in the police and other departments tighten the net on wayward civil servants.

The Star, in a series of articles published since March this year, has revealed how a number of senior policemen, attached to specialist police units, have been implicated for corruption, incompetent investigative work and in some instances collusion with organised-crime syndicates.

In one instance, six members of the Kaserne Truck Theft Unit, including the commander, were transferred to other units and replaced after an independent investigation revealed misconduct over more than two years in which more than 1 000 dockets were mismanaged or not investigated.

A criminal investigation is pending against the policemen.

The Independent Complaints Directorate, a body established in April to investigate and supervise police conduct, has

recorded 117 cases of misconduct by Gauteng police in the past three months. The cases vary in degree from death in custody to petty complaints.

The Home Affairs Department, in its fight against corruption, has established an internal inspectorate to work with the police.

More than 14 officials have been arrested this year and police believe this will rise as investigators close in on those working with syndicates helping illegal immigrants get identity documents and passports.

Gauteng Anti-Corruption Unit members arrested Diepkloof Sergeant Lebakeng Sekoai (41) in connection with six cases of car theft, corruption and defeating the ends of justice. He was released on R6 000 bail after appearing in court last Thursday. The case was postponed until Thursday 17 July.

In another case, a 32-year-old policewoman, a Captain Engelbrecht, appeared with a Sergeant Kellerman (27) in a Johannesburg court on Thursday on fraud charges.

They were suspended from duty and released on R300 bail.

Krugersdorp Home Affairs officials, Thabani Nkonao (41) and Patrick Nthsauba (32), also appeared in court on Thursday after allegedly accepting R450 from an illegal immigrant.

They were released on R2 000 bail and the case postponed to Wednesday July 23.



Thousands of SA Municipal and Allied Workers' Union members marched yesterday from the Library Gardens in Johannesburg to the Civic Centre to protest against the privatisation of basic services

Picture CATHY PINNOCK

Strike leaves bus service 'near paralysis'

ABOUT 80% of the 30 000 municipal workers in the greater Johannesburg area joined yesterday's one-day strike called by the SA Municipal Workers' Union, a spokesman for the greater Johannesburg metropolitan council said.

The strike affected services in all areas, Piliswa Dhlámini said.

According to transport department spokesman Connie van Niekerk it virtually paralysed Johannesburg's bus service.

The strike was 100% effective at the city's bus depots in Milner Park and Village Main. However, it had no effect on bus services operating from the Roodepoort depot on the West Rand.

Yesterday morning's peak hour bus services in Johannesburg operated at 20% of normal strength, Van Niekerk said. By 9.30am the service was down to between 5% and 10%.

Drivers from the Roodepoort depot were roped in as reserves in Johannesburg.

Van Niekerk said some striking drivers might report for duty once the union's planned march through Johannesburg was over.

However, she advised commuters to make other transport arrangements to get home as she did not expect conditions to improve.

The union organised the march in protest against privatisation of municipal services. — Sapa.

Services will grind to a halt — workers

CT 10/7/97

(250)

STAFF WRITER

HOSPITAL and education workers who are members of the National Education Health and Allied Worker's Union (Nehawu) have vowed to bring the public service to a "total standstill" today when they march to Parliament in support of wage demands.

The workers hope to hand over a memorandum to Deputy President Thabo Mbeki which contains their demands for a minimum wage of R1 750 and a 9% increase.

Last month Nehawu, the South African Democratic Teachers' Union and the Police and Prison's Civil Rights Union refused to sign the 1997 wage agreement of a 7,5% increase and a minimum wage of R19 002 a year, saying it was in "total contradiction" with the three-year plan agreement signed last year to close the "apartheid wage gap" by improving the salaries of civil servants.

The union is demanding a minimum monthly wage of R1 750 and a 9% increase for workers such as nurses, teachers, artisans, police and paramedical staff, and a wage-freeze for the management echelons.

Ms Pam Harris, Nehawu regional vice-chairperson, said top civil servants should not qualify for any increment this year. Instead their salary hikes should be used to fund the increase for lower paid workers.

"We also demand an upward mobility

(plan) to enable workers to be trained and promoted as there are no promotional aspects for the majority of workers in the public service," Harris said.

To close the apartheid wage gap, 4% of the wage bill should be allocated for the human resource development of all workers in the public service, she added.

At a wage report-back meeting held yesterday, the union reaffirmed its rejection of the government's offer.

Harris said the march will start at a Kaizergracht assembly point and move to the provincial legislature to demand the immediate dismissal of Western Cape director-general Dr Niel Barnard.

The union said it received a "positive response" from the Truth and Reconciliation Commission's investigative unit to subpoena him next month for his role as head of the National Intelligence Service.

Speakers there will include Cosatu secretary general Mr Sam Shilowa, top Nehawu office-bearer Mr Fikile Majola and provincial secretary of the South African Communist Party Mr Philip Dexter.

The marchers will then move to Parliament where it is expected that Mbeki will receive the memorandum.

"Our campaign must be seen in the light of our union's fight for transformation of the public service," Harris said.

Nehawu 100 go on strike

By Abdul Milazi

MORE than 100 members of the National Education, Health and Allied Workers' Union (Nehawu) downed tools at the Transvaal Provincial Administration medical depot in Auckland Park, Johannesburg, yesterday in support of their demands for better wages and the transformation of the public sector.

Nehawu began its "rolling mass
Sowetan 10/7/97

action" on July 1 with sit-ins, pickets and occupation of management offices throughout the country.

National spokesperson Mr Joe Lekola said the action would continue until July 25 when the union would hold joint marches with other public sector unions countrywide.

Nehawu gave the Government until July 7 to respond to their demands, but had had no response since

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Union threatens 48-hour strike (250)

STAFF REPORTER

ARG 11/7/97

The National Education, Health and Allied Workers Union is threatening to paralyse the public service next month in a 48-hour strike to back its pay demands.

Hundreds of members of the union marched to Parliament yesterday to hand in a list of demands.

Union spokeswoman Pam Harris said demands included a minimum annual wage of R21 000 and a minimum increase of nine percent. The Government's offer of 7,5 percent was seen as a major hurdle.

Regional Communist Party chairman Phillip Dexter said: "The 1996 wage agreement was a mistake and the ANC supports the higher demand for the public service."

The memorandum was handed to Selby Mbatha, a representative of the deputy president's office.

'EXCESSIVE WORKLOADS, INADEQUATE RESOURCES'

Prosecutors protest over pay

JUSTICE SUFFERS because too few prosecutors are being paid too little to do too much, say a group of them who marched to Parliament yesterday. **ELISSA GOOTMAN** reports.

PROSECUTORS say they are paid less than court orderlies who escort prisoners, and have to deal with up to eight murder cases a day — and that justice is suffering because of it.

A group of about 80 public prosecutors marched on Parliament yesterday to highlight what they say are their "shocking" working conditions, low pay, excessive workloads and inadequate resources.

They demanded that the Ministry of Justice address these concerns "as a matter of urgency". Prosecutors said:

● One prosecutor may be responsible for 180 cases at a time

● In the past year, Cape Town Regional Court had to process 700 more serious cases than two years ago — with no increase in resources.

● Prosecutors handle six to eight cases a day, while attorneys handle only one.

● Mitchell's Plain Magistrate's Court equipped to serve 500 000 people, was serving 2,5 million

● The Wynberg Magistrate's Court received an average of 22 new murder cases a week. It has received 400 more cases in the first half of 1997 than in the whole of 1996

CT 11/7/97

(150)

Public service

strike threat

STAFF REPORTER

CT 11/7/97

(150)

with 111 cases
"We could make more money packing racks at Woolworths, and we have six years of training," said prosecutor Ms Tanya Nockler, who works at the Goodwood Regional Court

This was not the first time prosecutors united to lodge these complaints

HEALTH workers belonging to the National Education and Health Union (Nehawu) threatened to go on strike from August during which they would shut down the public service if the government failed to agree to their demands.

● Overworked prosecutors in murder trials sometimes only consult witnesses and examine police dockets five minutes before trial

The go-slow ended after three weeks, when Justice Minister Mr Dullah Omar promised several measures to improve the prosecutors' position

During a march by hundreds of health workers in the city, Nehawu requested suspension of the government offer of 17 500 rands and a minimum wage of 13 000/2 over a

● The state's legal representatives earn around one-sixth the salary of advocates in private practice, even when the latter are subsidised by government legal aid

● Poor conditions and low pay have led to a brain drain of skilled prosecutors to the private sector.

Director of parliamentary services Mr Esser Allers accepted the prosecutors' memorandum on behalf of Omar, who was in Pretoria

The union wanted the government of 10 rands per hour by September and a 10% increase in the cost of living with "white revolutionary" associations. It also threatened the 7 500 rands and minimum wage of 13 000/2 over a

● In the past few months, all commercial prosecutors in the Cape Town Regional Court had resigned, leaving three new prosecutors to cope

STRUGGLING TO COPE: Selby Baqwa, the public protector, says his office has been snowed under by an 'avalanche' of complaints

Top watchdog under attack for tardiness

CARMEL RICKARD

SOUTH Africa's top watchdog body, the public protector's office, is not doing its job properly — allegedly because it does not yet have enough resources to cope with the public's complaints

This has emerged from a Sunday Times investigation into problems experienced by two Black Sash advice offices in getting the protector's office to respond to their complaints

After more than 16 months of fruitless attempts, Black Sash officials were at their wits' end. And they are not alone — several human rights lawyers said they are now so frustrated by the lack of response from the office that they will ask the High Court to order that the public protector do his job.

Black Sash correspondence with the public protector began in March last year, when the Legal Resources Centre in Grahamstown wrote to the watchdog body and asked that it investigate a complaint of maladministration related to the system of social pensions

The letter referred to 258 cases handled by the Eastern Cape government where delays of up to 15 months were experienced, and asked for an inquiry

A year later, when nothing had happened, Black Sash regional director Rosemary Smith wrote again asking for a meeting with the public protector. Again there was no response.

After inquiries by the Sunday Times, the assistant to the public protector, Tinus Schutte, said that the workload of

the office had increased so dramatically that it was proving almost impossible to keep up. The public protector himself, Selby Baqwa, said the complaints coming in could only be described as an "avalanche"

However, within two hours of the Sunday Times inquiry, the Black Sash correspondence was found and Schutte contacted Smith to set up a meeting

He apologised for the delay in responding to their letters saying it was caused partly by the lack of staff at the time the complaints were received by the protector's office, and partly by confusion because both the Black Sash and the Legal Resources Centre had written about the same issue, causing the letters to be misfiled

Smith welcomed the new response from the protector's office as well as the planned meeting, but said the delays had caused immense frustration. "It sounded great to have a person who could look into these problems and safeguard people's rights. But nothing happened for nearly a year and a half. I had to keep on at them like a terrier dog, and I felt bloody annoyed"

"In this office, we have access to phones, faxes and other resources and we were still unable to get the protector's attention. What hope would there be for someone from Riebeeck East to get access to him?"

Baqwa told the Sunday Times that his priority was to set up regional offices so that complaints could be handled locally, instead of centrally, and that this would help ensure matters were dealt with more quickly and efficiently.

(250) ST 13/7/97

Salary increases go to arbitration

(250)
Reneé Grawitzky

00 17/17/97

PUBLIC service unions and government are to take a dispute over management pay increases to arbitration.

The dispute revolves around the interpretation of the three-year wage agreement signed last year. The unions are demanding that government comply with the agreement, which they believe grants management a minimum increase of 7,5%

Government argued the agreement did not stipulate the 7,5% increase be granted in year two and three, but only in the first year.

Government has offered a 5% increase for directors, 3% for chief director and a wage freeze for those above that level. This reflects efforts to narrow the apartheid wage gap. Instead of granting across-the-board wage increases, management would still receive increases following job evaluation exercises, government said.

Public Servants' Association GM Casper van Rensburg said if the unions lost the arbitration over interpretation they could revert to negotiations on the quantum increase.

If this failed, the unions had the further option of reverting to arbitration on the quantum. If all these options failed, the employer offer would still stand.

Nehawu president Vusi Nhlapo said the demand for a management pay freeze was based on the principle of reducing the wage gap.

The management echelon had received higher wage increases in the past, he said.

South Africa's army of civil servants is still growing

(250)

Public jobs for one in 17

ARG 18/7/97

ARGUS CORRESPONDENT

Durban – South Africa's public service continues to grow in spite of the African National Congress election promise to prune 300 000 jobs from the taxpayer-sponsored payroll.

Latest figures show that South Africa is a nation of public servants with one in every 17 people in public employment.

Information released by the Central Statistical Services yesterday shows that 2 185 500 people are paid by taxpayers and ratepayers out of a population of 37,9 million. About 10,2 million people are in formal employment.

The figures show that nearly one in five people work for a national department or a province, local authority, parastatal institution, university or technikon, agriculture marketing board or other public corporation.

More than three years after coming to power, the ANC still does not have an accurate reading of how many people are on the public payroll. The CSS said information on three of the nine provinces was "not yet available". Also, some institutions "do not have final figures" on how many people they employed.

There were some inconsistencies between public service data released by the

CSS yesterday and information given by Minister of Finance Trevor Manuel in his Budget speech in March.

The ANC came to office with a promise to cut 300 000 public jobs. Instead, it seems to be moving in the opposite direction.

The CSS said employment in the public sector showed an increase of 4 371 workers, between March 1996 and March 1997. The salary bill rose by 13,9 percent. By comparison, in this period government revenue increased by 15,6 percent, inflation by 7,4 percent and the gross domestic product by three percent.

Average public service pay cheques increased in this period by 13,6 percent from R3 828 to R4 350 a month, the CSS said. Vacancies rose by 13,5 percent from 119 354 to 135 429 posts in this time. The figures exclude Transnet, the Post Office and Telkom.

Figures released earlier by Minister of Public Service and Administration Zola Skweyiya show that up to the end of February this year the Government had spent R1,7-billion on severance packages for 30 459 public servants.

A senior public servant said in Durban that R7,5-billion of Reconstruction and Development Programme money had not been spent because of incapacity in government "Amazing," he said

Watchdog bodies may be closed

(250)
OWN CORRESPONDENT

19/7/97
PRETORIA: South Africa's democratic watchdog bodies — including those on gender equality, land restitution and the Volkstaatraad — could be rationalised or even closed, Public Protector Mr Selby Baqwa said yesterday.

He said there had been top-level talks on rationalisation to improve the public service.

Bodies now protecting individual and constitutional rights were not as effective as they should be, and there should be fewer bodies, delivering a combined, more meaningful service, Mr Baqwa said.

He said the debate around rationalisation followed a presentation by Justice Standing Committee chairman Mr Johnny de Lange earlier this year at a Pan-Commonwealth seminar.

De Lange called for an audit and review of all non-judicial bodies.

THE
Drew Forrest

Fewer Whites Employed as Public Service

The number of public servants employed by national departments rose 0.4% in the 12 months to March in spite of a government pledge to cut the public service by 100 000 jobs — data released last week by the Central Statistical Service (CSS). The total size of the public service was more or less static, the CSS figures show that the overall full-time staff complement of national departments rose from 580 651 to 583 361. The provincial workforce fell 0.7% from 689 702 to 684 494. Three provinces did not supply figures last year — about 8% of the public service. Public Service Minister Zola Skweyva said it was on track in February for 100 000 posts in the year to cut the service. By late last year, 19 000 voluntary redundancy programme has made little impact on the size of the public service.

Provincial figures for the first quarter of this calendar year showed a larger and salaries fell 0.6% provincially. The CSS statistics suggest that affirmative action policies and the state's national wage bill was the main concern, not employment numbers. The CSS figures also indicate a racial shift in the full-time staff complement. At the post office, parastatal corporations and Telkom, the increases were 1.9% for blacks and 2.5% for whites.

in employment and March numbers was a falling off in the one bright spot. The complement of national departments fell 0.3% from 585 307 to 583 361. The complement of provincial departments fell 0.3% from 689 017 to 684 494. Total wages and salaries fell 0.6% provincially. The CSS statistics suggest that affirmative action policies and the state's national wage bill was the main concern, not employment numbers. The CSS figures also indicate a racial shift in the full-time staff complement. At the post office, parastatal corporations and Telkom, the increases were 1.9% for blacks and 2.5% for whites.

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Redundancy continues to grow, says CSS

some effect on the programme. The number of blacks in national departments are having the public service. The number of blacks in national departments are having the public service. The number of blacks in national departments are having the public service.

Public sector union furious over new deal

(250) Semeton 24/7/97

By Abdul Milazi

THE distribution of the R6,5 billion public sector wage budget is at the centre of a row between Government and the National Education, Health and Allied Workers Union which is threatening to cause major disruptions in the health, education and police sectors

About 70 000 workers are expected to march to Parliament and to government offices around the country tomorrow to protest against the government's alleged failure to honour a three-year public sector wage agreement it signed with trade unions last year which set the minimum wage at R21 000 per year

Nehawu president Vusi Nhlapho said public sector unions within Cosatu were shocked when the government signed another agreement with white staff associations last month offering to revise the minimum wage to R19 002 a year plus a

7,5 percent increase

Nhlapho said "This agreement puts more money into the pockets of unproductive bureaucrats rather than reward professionals such as teachers and nurses

"It also increases the apartheid wage gap by giving a five percent increase to management personnel"

Nhlapho said in terms of the constitution of the Public Sector Central Bargaining Chamber, adopted in 1993, Nehawu and all other public sector unions were bound by the second agreement even though they did not sign it.

Government public sector negotiator Flip Vos said the three-year agreement provided for the upgrading of salaries only after promotions "subject to negotiation" "When we signed that agreement we didn't know how much the budget would be"

Nehawu has threatened to go on a full-blown strike if the government does not revise the second agreement

SA NEWS DIGEST

(250) ET(OL) 24/7/97

Cosatu-aligned unions plan protests tomorrow over state wage increases

Over 375 000 members of public sector unions aligned to Cosatu will hold protests at government offices countrywide tomorrow to press their demands for a 9 percent wage increase, a union official said.

Makgane Thobajane, the general secretary of the National Education, Health and Allied Workers Union (Nehawu), said the state was offering a 7,5 percent increase across the board. Nehawu has formally declared a dispute with the government. The dispute was referred to the Commission for Conciliation, Mediation and Arbitration. The unions have also demanded a wage freeze for civil service management grades from director up to an actor-general level. Thobajane said the "apartheid wage gap is too huge and the management bureaucrats have benefited".

Other key union demands included automatic rank promotions for general assistants from level one to two after 20 years service, and the implementation of affirmative action in the public service. Thobajane said Cosatu was demanding a minimum wage of R1 750 a month. Other unions supporting the action included the South African Democratic Teachers' Union and the Police and Prisons Civil Rights Union. — Frank Ncumalo
Johannesburg

MORE PUBLIC EMPLOYEES THAN EVER

grows
(2607)

Civil service grows and

ET 24/9/97

THE GOVERNMENT is committed to reducing the public payroll by 100 000 jobs, but official figures show there are now more people in public employment than ever, and that the growth is chiefly in local governments and parastatals. **CHRIS BATEMAN** reports.

As protesting public servants prepare to take to the city's streets tomorrow, it emerges that South Africa's civil service continues to grow, in spite of drastic cut-backs.

The Department of Public Service last year bettered its commitment to prune 100 000 jobs from the state payroll — but overall there are now more civil servants than ever.

A comparison of figures from Dr Zola Skweyiya's department and the Central Statistical Services (CSS) reveals the "mysterious" growth to be in the myriad local governments and parastatals — effectively neutralising the "right-sizing" effort.

Skweyiya's figures — and commitment to reduce staff by about 300 000 in three years — covers only national departments and provincial administrations.

The more comprehensive CSS figures show that South Africa remains a nation of public servants — with one in every 17 people in public employ.

The CSS figures show that employment in the public sector increased by 0,2% (or 4 371 workers) between March 1996 and March 1997. The salary bill rose by 13,9%.

In this period, government revenue increased by 15,6%, inflation by 7,4% and the GDP by 3%.

Average public service pay increased in this period by 13,6% from R3 828 to R4 350 a month, the CSS said.

Today's "down tools" and march to Parliament is by the SA Democratic Teachers Union (Sadtu), the National Education and Health Workers Union (Nehawu) and the Police and Prisons Civil Rights Union (Popcru).

The unions — not party to the 7,5% wage agreement with the government last year — are demanding quicker transformation of a public service they claim remains dominated by the previous regime — with massive "apartheid wage gaps" and enforced lay-offs.

A major march theme will be the 15% pay rise parliamentarians recently asked for.

Organisers believe they will marshal 100 000 people and promise an orderly, peaceful protest.

The figures of Skweyiya's statistical department show that on April 30, 1994, the public service employed 1,19 million people (including those in the self-governing territories and the TBVC homelands). By September

30, 1995 the number was 1,27m, and by March 31 last year it was 1,28m. But by March 31 this year the figure had dropped to 1,16m.

The latest drop of 9,02% (or 115 412 people) — caused mainly by the attractive voluntary service package that Skweyiya himself has admitted means "the best people leave".

Mr Boyce Mkhize, a spokesman for Skweyiya, said yesterday: "It's not that the package has failed — yes, sometimes we lose people we'd like to have retained — but an analysis before we began showed that forced retrenchments would've cost three times as much".

Mkhize said that while "it may not be the perfect system, it's the most cost-effective".

Up to the end of February this year the government had spent R1,7 billion on severance packages for 30 459 public servants.

Departmental sources said now that the fat "and muscle" had been trimmed, the next 200 000 retrenchments would be more difficult to achieve, if at all possible.

CSS figures show that 2 185 500 people (in a population of 37,9m) are paid by taxpayers and ratepayers.

About 10,2 million people are in formal employment.

This means nearly one in five people works for a national department or a province, local authority, parastatal institution, university or technikon, agriculture marketing board or other public corporation.

More than three years after coming to power, the ANC still has no accurate figure for how many people are on the public payroll.

The CSS said information on three of the nine provinces was "not yet available".

Several institutions could not provide "final figures" on how many people they employ.

Mr Neil Coleman, head of the Congress of South African Trade Unions' parliamentary office, said the civil service had to be substantially expanded in some areas to enable the government to deliver.

The Cape Metropolitan Council, which has a moratorium on hiring or shedding staff until December, has experienced "no significant change" in staffing levels since inception.

However, the Cape Town City Council, according to spokesman Mr Ted Doman, has reduced the staff from 17 000 to 10 000 since the transition.

BUREAUCRATS 'WEAKEN DEMOCRATIC ORDER'

Ginwala slates civil service

AUDITOR-GENERAL Mr Henri Kluever has suggested that the power to recover unauthorised spending from officials be lodged with him or the public accounts committees.

SOUTH Africa was battling a civil service that daily weakened the democratic order, the Speaker of the National Assembly, Dr Frene Ginwala, said yesterday.

Opening a conference at Parliament of the Association of Public Accounts Committees, she also said legislatures, including her own, had not done enough to strengthen the committees, which act as an important watchdog on public spending.

"We need to find ways of providing resources, skills and support so that these committees are able to carry out their designated functions," she said. "I commit myself to ensuring that these resources are made available to you."

Ginwala said public servants had corrupted the system of welfare payments, the collection of revenue, and payment of salaries and wages for their personal profit. "The police service had to spend

an inordinate amount of energy trying to stem corruption in its own ranks and was unable to deal with corruption in society.

Last year, 55 000 cases of white collar crime were reported in the private sector, yet auditors had reported only five frauds or thefts during the same year.

"Clearly those who are supposed to be the watchdog against financial mismanagement are not willing or able to adequately carry out their responsibilities to shareholders and the public, and there are calls for a reassessment of the profession," she said.

If corruption and nepotism, poor performance of government institutions, financial mismanagement and arbitrary rule marked political life, it was doubtful democracy would survive in South Africa.

Morality, like values, could not be legislated because it was about a voluntary submission to a higher



GETTING TOUGH: Frene Ginwala

code of probity.

Organs of civil society could play an important role helping to develop public awareness of corruption and its consequences and in monitoring politicians' behaviour.

They could help produce a knowledgeable public that would demand accountability and leaders who would respond, and who would not be able to claim that they were drawn into questionable behaviour through ignorance.

Deputy Auditor-General Professor Bertie Loots told the meeting there were no detailed and documented guidelines on how public accounts committees should deal with unauthorised spending by state institutions.

The negative implications for macro-economic stability of unauthorised spending being allowed to continue or escalate should not be overlooked. "If this time bomb is allowed to tick away, it is going to explode," he said.

Auditor-General Mr Henri Kluever said many years ago it had been the auditor general's responsibility to recover a surcharge or fine from officials who misspent.

At present responsibility for this legal process was with the state. "Then you get this to and fro-ing and eventually the money is never collected."

He suggested this power be restored to his office or to public accounts committees.

In two decades of experience he could recall only two cases in which officials were forced to repay unauthorised spending — Sapa

STRIKE WARNING

Public servants set to march on Parliament

(250)

CT 25/7/97

PUBLIC SERVICE union Nehawu warned the government yesterday that if its demands are not met, a 48-hour strike will take place on August 7 and 8. **CLAUDIA CAVANAGH** reports.

LARGE sectors of the public service — including hospitals and schools — will be affected today when public servants take to the streets in a protest march on Parliament in support of wage demands.

Teachers, police officers, correctional service workers, nurses, social workers, administrative staff, caretakers, cleaners, porters and radiographers are all set to join the march, which meets in Keizergracht at 10am today before proceeding along Darling Street, into Adderley Street, and up to Parliament

Offices affected include the Department of Home Affairs, roads and works, sections of the Defence Force, and facilities such as the National Gallery, Kirstenbosch and the South African Library, said National Education Health and Allied Workers' Union (Nehawu) branch secretary for state adminis-

tration, Mr Ebrahim Samsodien

"It has, however, not been our policy to shut down essential services and it's not our intention to cripple the public services with this march," said Samsodien.

"Some departments may run a little slower than normal, but I doubt if anything will shut down.

"We are part of the community and do not want to punish community members," he said

Spokesmen for Groote Schuur and Tygerberg hospitals said the facilities would attempt to run as normal today

"We will, however have to assess the situation again tomorrow," the spokesman for Tygerberg said yesterday "We've no way of predicting just how bad it'll be."

Sadtu provincial secretary Mr Don Pasquallie said although the action would affect schooling, no schools would be closed

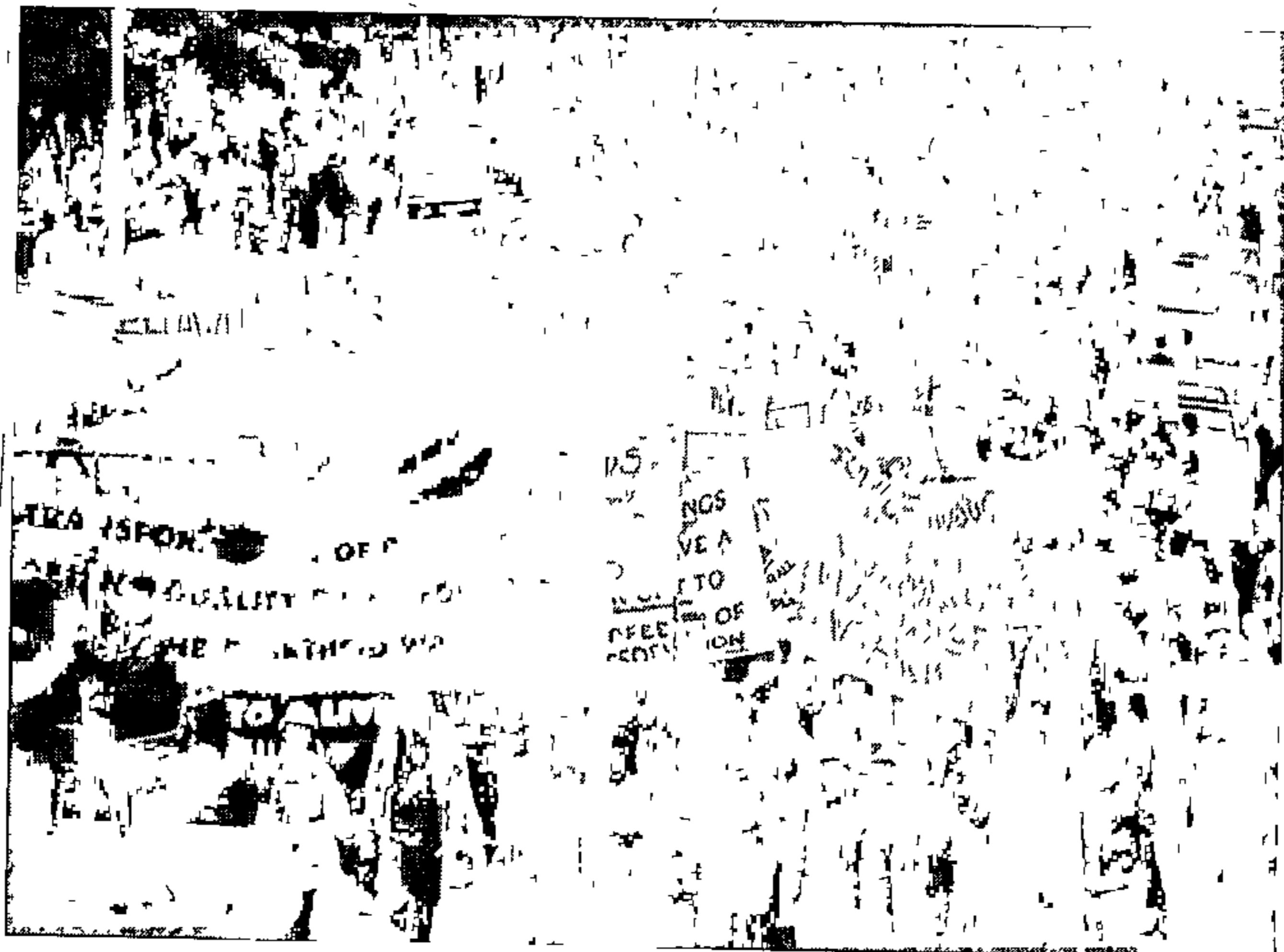
"We have spoken to parents and pupils explaining why we have to embark on this action," he said

Police spokesmen Senior Superintendent John Sterrenberg yesterday said policemen could take part in the march, "provided they do it when they're off duty, not in uniform and stay within the parameters of the law"

He said contingency plans were in place for the march and no problems were expected.

The unions' list of demands includes the transformation of the public service, the immediate implementation of affirmative action, a minimum wage of R1 750 per month, manageable class sizes and work loads for educators, free quality public education, and closing of the apartheid wage gap.

"A number of meetings are currently taking place between the national leadership of our unions, the Ministry of Finance and the Deputy President: if no agreement is reached, we embark on a 48-hour strike on 7/8 August," warned a Nehawu statement yesterday.



BRENTON GEACH

On the march: Cosatu-aligned trade union members en route to Parliament to demand a living wage

5 000 public sector workers take pay claim to the streets

JERMAINE CRAIG AND BEAUREGARD TROMP

STAFF REPORTERS

APR 25/7/97

About 5 000 public sector workers, disillusioned with the Government's stand on wage negotiations, marched through Cape Town today.

The marchers aligned to the Congress of South African Trade Unions (Cosatu), marched to Parliament to hand over a memorandum demanding a nine percent inflation-related increase and a minimum wage of R1 700.

The march was one of many throughout the country by thousands of workers including general assistants, administrative staff, teachers, nurses, police, doctors and lawyers.

In recent talks, the Government negotiating team offered an increase of 7,5 percent, which was rejected.

There were no incidents during the Cape Town march by members of the South African Democratic Teachers Union, the National Education, Health and

Allied Workers Union and the Police and Prisons Civil Rights Union.

Cosatu's assistant general secretary, Zweluzima Vavi, said the marchers "gathered in an angry mood".

The memorandum said the Government had not transformed the public sector and this was detrimental to a civilised society.

"The Cosatu public sector unions signed a three-year bargaining agreement with the state to ensure the transformation of the public sector. The state has reneged on the major principle of this agreement," it said.

The unions said the state had failed to come up with an improved salary offer for public sector workers.

The unions will evaluate the effect of today's protest action before deciding whether to go ahead with a 48-hour strike from August 6.

"This decision depends, among other things, on the receipt of a reasonable response from the state," they said.

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Public service corruption 'threatens SA's democracy'

BD 25/7/97

(25) (250)

Linda Ensor

CAPE TOWN — Widespread corruption in the public sector threatened to undermine SA's democracy, National Assembly speaker Frene Ginwala warned yesterday.

At the first meeting of the Association of Public Accounts Committees, Ginwala noted that an extensive network of corrupt officials in virtually all sectors of the public service were being exposed almost on a daily basis.

"Public servants have corrupted the system of welfare payments, the collection of revenue, and the disbursement of salaries and wages for their personal profit. There is widespread criminal behaviour in the law enforcement agencies and in the functioning of the criminal justice system. Public property, including drugs, medicines and equipment, is stolen regularly in the public health sector," Ginwala said.

Furthermore, the police service had to spend an inordinate amount of energy trying to stem corruption within its ranks, and so was unable to deal with the corruption in society, she said.

"It should not be a surprise that international drug syndicates and crime cartels moved in with relish to take advantage of our vulnerability."

It was not only in the public sector that corruption was rife. Ginwala noted that last year 55 000 cases of white collar crime had been reported, yet auditors had reported only five frauds or thefts. Moreover, shareholders and investors had lost over R1bn in collapsed companies over the past few years.

"Clearly those who are supposed to be the watchdogs against financial mismanagement are not willing or able

to adequately carry out their responsibilities to shareholders and the public, and there are calls for a reassessment of the profession," Ginwala said.

Deputy auditor-general Bertie Loots also warned that continued unauthorised expenditure by government departments was a time bomb which if "allowed to tick away, is going to explode" He called for the introduction of a regime which would include tighter sanctions, ranging from reprimands, adjustments to remuneration, to fines. Loots also highlighted the role of public accounts committees in demanding accountability from the executive.

State expenditure official Karel Hohls suggested that to tighten punitive sanctions against unauthorised expenditure, the report of the auditor-general should distinguish between unauthorised expenditure resulting from technical negligence and originating from undisciplined overspending.

Auditor-general Henri Kluever proposed that the power to impose fines, currently vested in the state, should revert to his office, as in the past.

Several members of the provincial public accounts committees noted that they were treated with a lack of seriousness, with official arrogance and a lack of understanding.

Ginwala emphasised the important role of the provincial and national public accounts committees in holding state departments and institutions financially accountable

"If the institutions we have set up do not expose the actions of those indulging in unethical and corrupt behaviour, faith in those institutions and in democratic ideals will be undermined," she said

NUM condemns killing of mine manager

Cosatu in mass showdown with Government

(250) ~~199~~
ARG 26/7/97

BEAUREGARD TROMP AND JERMAINE CRAIG

More than 5 000 Cosatu-aligned public sector workers marched through the streets of Cape Town to back the trade union's demands for a minimum wage of R1 700 and an increase of at least nine percent.

The march was a clear indication that relations between the Congress of SA Trade Unions and the Government had suffered a serious setback and was at an all time low, said Cosatu Assistant General Secretary, Zwelinzima Vavi.

Mr Vavi made these remarks at Parliament yesterday when he addressed the crowd of about 5 000 marchers. He said Cosatu was a staunch supporter of the ANC during the apartheid era and the march was another indication of the strain on the relationship.

The marchers, members of the South African Democratic Teachers Union, National Education, Health and Allied Workers Union and the Police and Prisons Civil Rights Union, handed a memorandum to Government officials demanding a nine percent inflation-related increase and a minimum wage of R1 700.

In recent wage negotiations, the Government proposed an increase of 7,5 percent, which was rejected.

Mr Vavi said the marchers "gathered in an angry mood" as the Government had failed to negotiate with the unions in good faith, and had not stuck to its previous agreements. It had also failed to structure the bargaining process in a way that would lead to a constructive outcome.

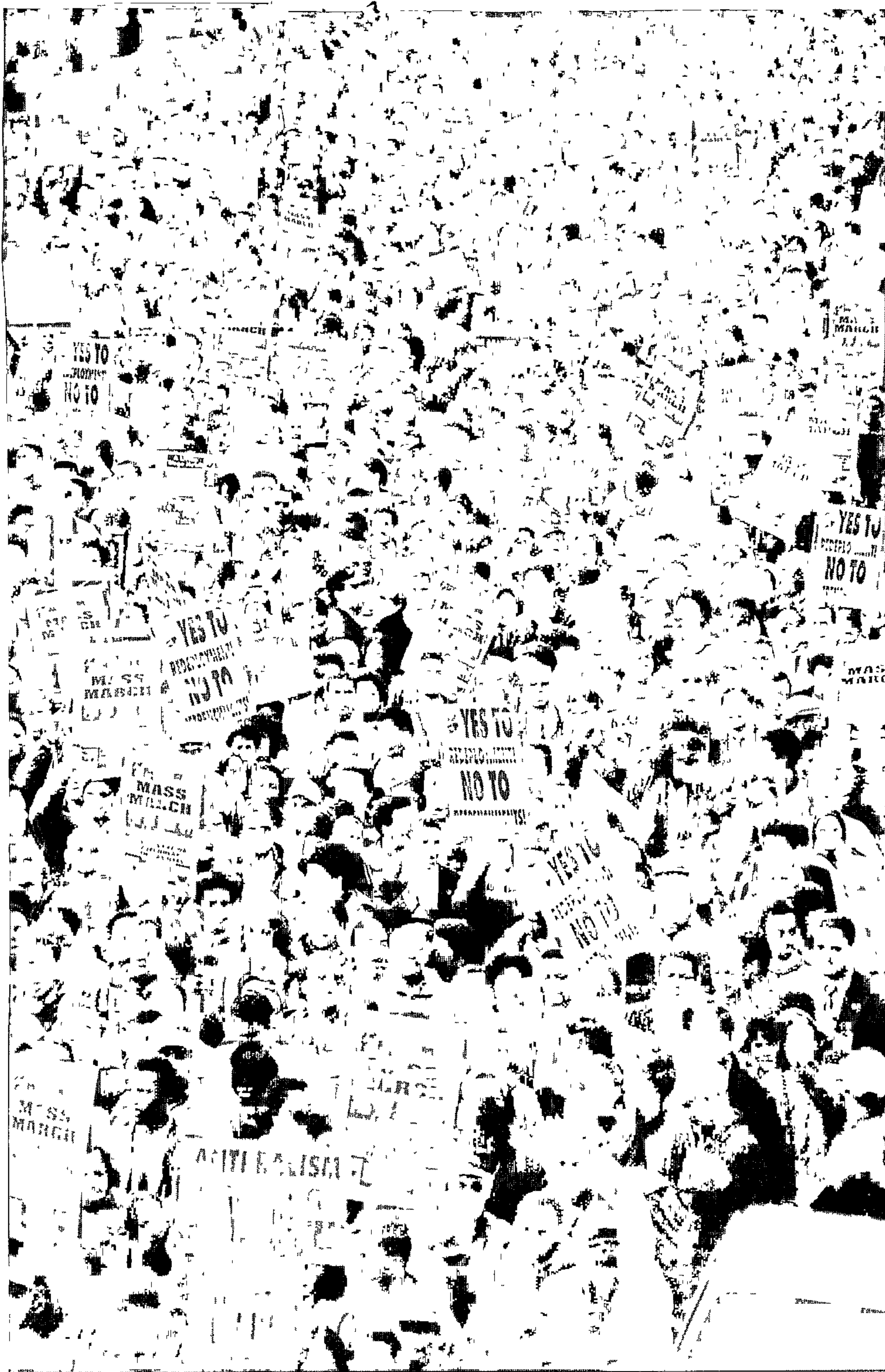
"It is public sector workers who must work to improve education, make us feel safe and secure, improve public health care and ensure greater access to water and sanitation. As the largest employer in South Africa and with the ANC in power, we would expect Government to set a good example - and be a model - for other employers."

Mr Vavi added that immediate demands included:

- closing the apartheid wage gap;
- a minimum annual wage of R21 000,
- a nine percent increase for all workers up to the level of deputy director;
- a salary freeze for top managers;
- renegotiated grading and ranking,
- the implementation of a human resource development policy;
- an agreement on the workload and redeployment of school teachers, and
- an agreement on the definition of right-sizing the public service.

Mr Vavi said workers felt betrayed by the Government's inability to tend to their demands sufficiently.

The Cosatu-aligned public sector workers have threatened a national strike if their demands are not met.



BRENTON GEACH

Mass movement: Cosatu-aligned members march to Parliament yesterday to hand over a memorandum demanding increased wages

Corruption puts us in peril, Parliament told

Police top list of offenders

ARG 26/7/97

(250)

CLIVE SAWYER
POLITICAL CORRESPONDENT

As calls mount for strong action against public corruption and misspending, it has been disclosed in Parliament that more than 500 public servants have been fired in the past year for misconduct.

Forty have been transferred and 16 have had their salaries cut for the same reason, Public Service Minister, Zola Skweyiya said.

The disclosures coincided with a landmark conference of national and provincial parliamentary public accounts committees, where calls were made for steps against misspending of public money.

Auditor-General Henri Kluever told the conference his office, which depended on informers for a great deal of its information, had vowed to protect the confidentiality of these informers.

And the new Transparency International South Africa, which has high-powered political backing, called for a broad anti-corruption drive at all levels of government and private sector life.

One of the main aims of the anti-corruption strategy would be to provide back-up to "whistle-blowers", including psychological and legal counselling.

The organisation, which wants to extend its endeavours to other Southern African Development Community member states and the Organisation for African Unity, also proposes including corruption as an issue in the school curriculum.

Frene Ginwala, the Speaker of the National Assembly, warned that democracy in South Africa would be imperilled unless corruption was eradicated.

Dr Skweyiya, in a written reply to questions by Kobus Jordaan of the Democratic Party, furnished details of the misconduct in the past year which led to disciplining and firing of public servants.

The cases included 11 Home Affairs officials fired for fraud, corruption and unauthorised leave, three officials in Dr Skweyiya's own department, who were axed for misuse of state property, and an

employee of the Department of Arts, Culture, Science and Technology, who was transferred after being found to have committed fraud regarding the use of a car.

Four employees of the Central Statistical Service were discharged for offences ranging from absconding to misuse of government vehicles.

In two cases in the office of the president disciplinary hearings were to be conducted against staffers alleged to have concealed previous criminal convictions when filling in application forms to join the public service.

Dr Skweyiya's list also included Lilian Arrison, transferred after an offence listed as "gave interview to Hustler magazine without director-general's approval".

Five Department of Agriculture officials were fired for offences in terms of the Public Service Act and absconding.

Seventy-three employees of the Mpumalanga provincial administration were dismissed and three transferred.

Forty employees of the Kwazulu Natal provincial administration were fired for offences including theft of government funds, insubordination and drunkenness, as well as misappropriation of government vehicles and school funds.

Eleven Public Works employees had been fired after offences including indecent assault, making false statements in claiming home owners' allowances, theft and unauthorised use of government garage vehicles.

Eighteen Western Cape provincial employees were discharged for being absent from duty, misappropriation of state property and being guilty of criminal offences.

In the Department of Correctional Services, nine people were fired, 30 transferred and five had their salaries cut.

Ironically, by far the largest number of dismissals took place from the SA Police Service.

Three hundred and twenty-six police were dismissed and five had their salaries reduced.

A list of their offences was not given.

Retrenched white officials re-employed

The Department of Labour has been forced to reinstate 71 white officials wrongly retrenched last year.

The department sent out letters to the employees this month offering re-employment after reaching an agreement with public service unions and lawyers.

But the about-turn has done little to quell the ire of those retrenched - particularly due to the harsh terms of the re-employment offer.

"We are planning to challenge this further with legal action," said Dave van der Merwe, co-ordinator of the retrenched workers. "The terms of the letter are ridiculous."

Among the terms angering Van der Merwe is an insistence that the former staff reimburse all pension and leave benefits paid on their retrenchment last

July. "We've been through hell. Many of us lost our homes and can't find jobs. Our families have suffered tremendously.

"We want compensation for what they've put us through. After all, it wasn't our choice to take retrenchment - they forced it on us. We didn't make the mistake - they did," he said.

While stopping short of admitting fault, the department did confirm yesterday that the reinstatement offer followed a challenge of the retrenchments in terms of an agreement reached in the Central Chamber of the Public Service Bargaining Council last May.

In terms of this agreement, a moratorium was placed on all forced public service retrenchments from May 1 last year. Anyone forcefully retrenched thereafter had to be reinstated.

- Pretoria Correspondent.

(250) Star 28/7/97



Frank Chikane, special adviser to deputy-president Thabo Mbeki, receives a memorandum from Congress of SA Trade Union public service workers who marched to the Union Buildings in Pretoria on Friday to protest against the public service wage agreement. Pictures CATHY PINNOCK

Reneé Grawitzky

Services normal despite union protest

BD 28/7/97

THE Gauteng health department reported that services operated normally on Friday, despite some staff shortages in laundries and kitchens, after thousands of workers participated in a march to the Union Buildings in Pretoria.

Members of three Congress of SA Trade Union (Cosatu) public-service unions embarked on countrywide marches to protest against the agreement signed by other public service staff associations and unions.

The agreement, implemented for all public servants except policemen and teachers, provides for a minimum increase of 7,5%.

Cosatu assistant general secretary Zweluzma Vavi said during a march to Parliament:

"The trust between Cosatu's public sector unions and government's negotiating team has suffered a serious setback and our relations are at an all-time low. As the largest employer in SA and with the African National Congress in power, we would expect government to be a model for other employers"

(50)

The Hospital Personnel Trade Union of SA (Hospersa), an affiliate of the rival Federation of Trade Unions in SA, said the action would not achieve its objective and that it was aimed at discrediting the majority of the other public service unions in the public service central bargaining chamber.

Hospersa president Gavin Moultrie said the union was convinced additional savings would be found to finance further increases.

However, he said the Cosatu affiliates would take credit for this when in fact it would be a product of an extra negotiation process.

Public service unions and associations met in the central chamber last week to discuss a number of issues including the question of savings.

Ministers and their directors - general sign performance agreements

20/28/7/97

(2/50)

Stephen Laufer

IN A pilot project with major implications for future senior public service appointments, performance agreements detailing key responsibilities and government ministers at least four government ministers and their directors-general, says public service and administration director-general Paseka Ncholo.

If successful, similar agreements connected in some departments to further contracts between the director-general and subordinate staff — would be extended to other departments.

The departments which had included performance agreements in transport, finance, and safety administration, where Minister Sydney Mufamadi said police commissioner George Fiyaz would sign a contract, yet no formal legal basis for the contracts, but in the case of directors-general they were regarded as an extension of fixed-term employment contracts. Failure to perform as detailed for inefficiency. Contracts with officials lower down the hierarchy were problematic because they had tenure and the range of sanctions for nonperformance was not as great. Ncholo said he had nevertheless signed agreements with his officials, who had to deliver measurable contributions. "If they do not deliver, I am out of a job."

It was an exciting management system, Ncholo said. "It gives one a sense of purpose and the ability to intervene in and evaluate the work of officials."

Transport department manager tel said the agreements between director-general Khetso Gordhan and some directors were public documents. Every director member in the department — believed to have been the first to institute the contracts — had a performance agreement. Targets included completing the privatisation of Sun Air

by August, setting a roads agency by April 1998, completing phase one of a long-term plan for transport and creating four agencies as part of plans to downsize the bureaucracy.

Ncholo said his contract and issues central to the restructuring of the public service. The agreement to deliver on three each year of his five-year contract had compelled him to break down hierarchies, create task groups and shorten reporting lines.

March hint of strike chaos?

(250)

ELISSA GOOTMAN AND FATIMA SCHROEDER

CT 28/7/97

TENS of thousands were expected, but less than 3 000 Capetonians participated in what Cosatu public sector union leaders had billed the "biggest ever public sector march" on Friday morning.

The march on Parliament was intended to highlight the government's "unfulfilled promises" on issues including wage increases, affirmative action, educational funding and transformation of the SAPS. Organisers threatened a 48-hour strike from August 6 to 8, if the unions' demands were not satisfied.

Despite the low turnout, critical services suffered when public sector employees left work to march — hinting at the havoc that a two-day strike would wreak.

William Porter Reform School in Tokai was "basically paralysed" when over half of their staff, including teachers and care officers attended the march, according to staff member Mr Lawrence Hoepner. He said teachers at special schools like William Porter were especially "furious" about their working conditions.

"It appears the state has stopped special allowances that teachers at special schools are entitled to, so we're all R100-150 poorer this month."

Mr Obrey Renoster, who teaches at Grosvenor Primary School in Atlantis, said 28 of his school's 35 teachers abandoned class for the march.

"We did this to prove a point," he said. "If our demands are not met, the schools will suffer and the community will suffer."

Mr Jonavon Rustin of Manenberg High School estimated that 70-80 of the Peninsula's schools were represented at the march, and that a strike would draw even more support.

Mrs Pat van Voore, an English teacher at Elswood High in Elsie's River, said: "I think some people are playing the waiting game. More people will strike (than marched) if it comes to that. People are now totally fed up with working conditions and promises not kept."

Mr Larry Lewis, principal of Bokmakierie Primary School, said the majority of his staff would have marched had they known about it.

"If we had known, we would have made prior arrangements to dismiss school early."

The already overburdened Cape Town Magistrates' Court was also crippled, when unionised police officers took to the streets in protest.

The city's courts normally employ 40 police. On Friday, all but 12 had taken leave to march, leading to "an unproductive day," said Captain Joss Kraukamp.

According to Mr Rasheed Matthews, Control Prosecutor at Cape Town Magistrates' Court, the march disrupted the work of 90% of local courts.

Mr Mike Greenwood, Regional Court Control Prosecutor, said the lack of court orderlies meant that a gang rape case awaiting trial since January 1996 was postponed until October.

Shop owners in central town said they are "fed up" with "rowdy" marches as "business tends to be slow."

(250)
Star 29/7/97

State departments waste millions due to poor management

Cape Town — The defence force had wasted millions of rands buying unnecessary aircraft components and spares which became obsolete, an investigation by the auditor-general shows

It found stock worth an estimated R820-million had been kept in storage for three years without being used, while components worth R6,111-billion had not been timeously or properly accounted for.

The findings, released yesterday, formed part of performance audits carried out in five state departments during the last six months of 1995 and

in 1996, and highlighted major shortcomings in management and resource utilisation.

The performance of the defence force focused mainly on vehicle management and certain aspects related to 1 Military Hospital, as well as to the administration of aircraft components and spares.

The department of trade and industry audit showed a French firm had been initially contracted to design and develop a software system for the Patents and Trademarks Office. By August 1995, the system was about 80% complete and R6,6-million had already been spent

The performance audit at the department of public works uncovered that a feasibility study had not been undertaken before R2,063-million was spent on infrastructure for a prison at Vryburg

It was subsequently found there was a high clay content in the soil at the site and an additional R8,5-million would have to be spent to reinforce the foundations. The project was subsequently abandoned.

The audit found the deterioration of a building in central Johannesburg contributed to the escalation of repair costs of R1,45-million — Sapa

600 get the chop for 'misconduct'

250

Sowetan 29/7/97

By Rafiq Rohan
Political Correspondent

Civil servants fired, demoted or transferred for various offences

MORE than 600 members of the public service have been sacked, transferred or had their salaries reduced for misconduct

In a detailed document placed before Parliament this week, Public Service and Administration Minister Dr Zola Skweyiya, reveals that the workers were punished for stealing, absconding from work and lying on their job application forms.

Skweyiya revealed that 532 members of the public service were discharged for misconduct, 40 members were transferred, 16 members had their salaries reduced, and 13 were warned or fined

He said that due to the delegations and devolution of powers to local governments, his department did not maintain records of all public servants being

punished for misconduct

"However, my department conducted a survey in this regard throughout the public service and 29 organisational components have replied," he said

One of the more notorious punishments was meted out to Ms Lillian Arrisson who worked in the Office of the President. She posed nude for a girlie magazine last year

She was transferred because she "gave an interview to Hustler magazine without the director-general's approval", says the document

Arrisson was not the only person targeted in Mandela's office. Skweyiya's document reveals that another staffer who "concealed previous convictions on Z 83 Forms" is still to be disciplined while another faked

an identity document

Skweyiya says 40 public servants were discharged from the KwaZulu-Natal provincial administration on charges ranging from stealing government funds, "insubordination and drunkenness" and misappropriating school funds

Drunkenness forms a common thread for dismissals in several provincial administrations including the Northern Province and Western Cape.

In the Department of Mineral and Energy Affairs one member's salary was reduced for forging a matric certificate and receiving a salary overpayment of R2 180

The person was downgraded from Assistant Administrative Officer to Senior Administrative Clerk

Pupils hardest hit as teachers stay away

By Khathu Mamaila

THOUSANDS of pupils in the former Venda homeland lost another day of learning yesterday as the mass stayaway by civil servants entered its second day.

Schooling in the area has come to a standstill since Monday after hundreds of teachers downed chalk following a call by Daba-lo-rivhuwa Pension Crisis Forum on all public servants in the area to embark on a stayaway for a week.

More than 22 000 public servants are demanding the rest of their pension payouts.

A mass meeting on the protest action last Friday urged all public servants to stay away from work.

However, it appears that only teachers have heeded the call. There was virtually no learning in the area yesterday.

Government offices were open. Education department spokesman Mr Sello Lediga said yesterday the effects of the stayaway on schools was serious. He said the disruptions were wide-spread.

All schools visited by *Sowetan* on Monday morning were largely deserted with only a few pupils hanging around.

A Grade 11 pupil at Tshiemuemu Secondary in Tshakhuma, Lufuno Magogodela (17), told *Sowetan* that his teachers told pupils to report for school on

Monday next week.

According to chairman of the forum that is leading the protest action, Mr Tshifhuwa Makhale, public servants should be paid out the rest of their pension, which amounted jointly to R6 billion.

He said about R800 million remained in the fund after the first payout in 1992.

The money has since accrued interest and is now over R1 billion. He also claimed that they had documents that indicated that some of the money was invested in Taiwan.

However, chief director in the Ministry of Finance Mr Peet Maritz said the strike was "futile" as the former Venda government liquidated the pension fund.

ET(BA) 1/9/97

Big march

may halt

services

(250)
~~250~~

FRANK NXUMALO

Johannesburg — More than 32 000 South African Municipal Workers' Union (Samwu) members in Gauteng are expected to take part in today's march against the privatisation of municipal services.

The action is expected to cripple local government services across the province.

Workers will gather at the Library Gardens in central Johannesburg this morning and will be addressed by Roger Ronnie, Samwu's general secretary.

They will march to the offices of the MEC for local government in Sauer Street to hand over a memorandum calling for "an immediate moratorium to be placed on all major contracts currently under negotiations between the private sector and local authorities".

A union spokesman said at Samwu regional meetings last week leaders expressed their members' frustration at the apparent "continued local and provincial plans to privatise services", and they have endorsed a call from members to take the battle against privatisation "to the employers' doorstep".

The spokesman said Samwu's central executive committee also gave "their whole hearted support" to the march.

Govt asks public service to discuss deal

(250)

Reneé Grawitzky

BD 11/9/97

GOVERNMENT negotiators have called for a meeting with public service unions to discuss extending the teachers agreement signed two weeks ago to other public servants, union sources said yesterday.

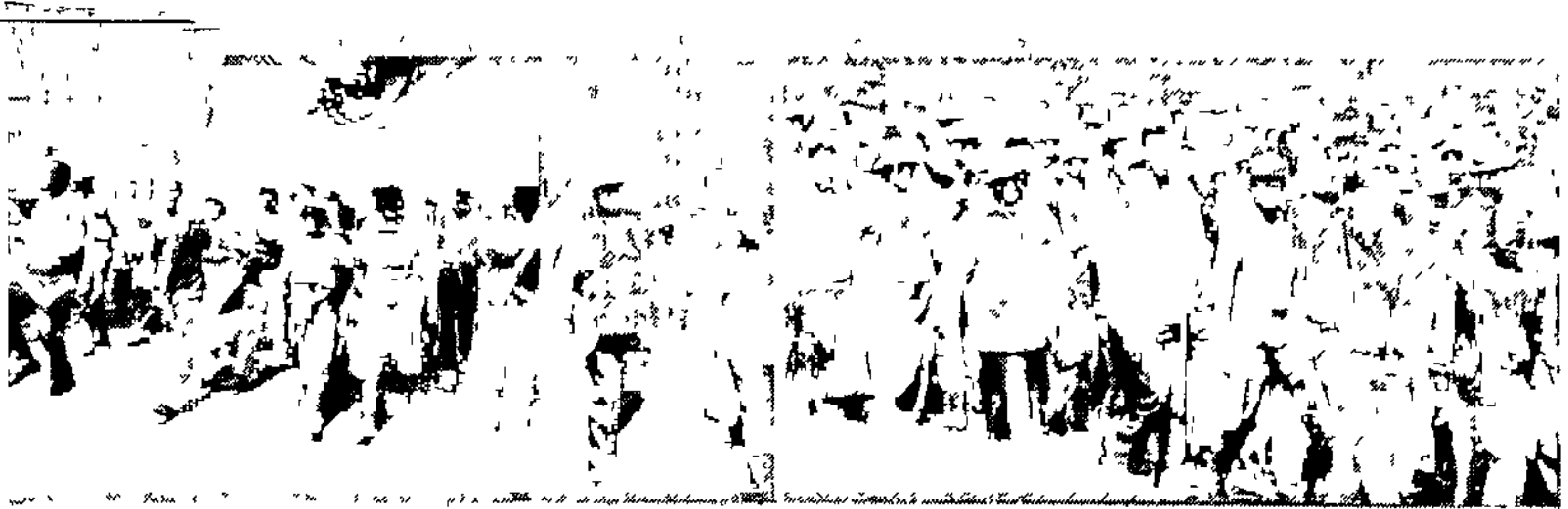
Extending the teachers' settlement to unions in the central bargaining and police chambers could cost an additional R100m to R200m. It is unclear where this money would come from.

Public service unions believed government had "freed up" additional savings from restructuring the public service, while the task team to investigate savings had allegedly found R320m.

The SA Democratic Teachers Union (Sadtu) agreed to an increase ranging from 8% to 11%. Teachers would also be compensated for improving their qualifications.

The Federation of Unions of SA was concerned about the agreement as it did not include performance-based increases. Sadtu and the education department agreed this would be dealt with by next year.

Public service and administration deputy director-general Neva Seidman-Makgetla said government negotiated the same salary scale in the three chambers, so the teachers deal would have to be implemented in the other chambers.



Thousands of SA Municipal Workers Union members yesterday marched to the Greater Johannesburg Metropolitan Council in protest against government's intended plans to privatise water, refuse removal and transport provision.

Pictures. CATHY PINNOCK

Council workers' jobs 'not at risk from privatisation'

Pule Molebeledi

THOUSANDS of council workers who took to the streets yesterday in protest against the proposed privatisation of municipal services were assured by the Johannesburg metropolitan council that their jobs were not at risk.

The undertaking came from greater Johannesburg metropolitan councillor Patrick Flusk, who was addressing members of the SA Municipal Workers' Union (Samwu).

The workers said the privatisation of some responsibilities of local government would result in job losses and lead to the deteriora-

tion in the provision of services.

Flusk said negotiations with the union were continuing on the restructuring of the council which was in a financial crisis.

He questioned the continued subsidisation of the airports, petrol stations and beer halls by the council. "How could we pay you better when we are subsidising services that have got nothing to do with council?"

Samwu's Gauteng secretary Victor Mhlongo said the union opposed government moves to involve the private sector in the provision of basic services. He said the union would canvass support from the African National

Congress, SA Communist Party and labour federation Cosatu.

Samwu also sought the intervention of Gauteng development, planning and local government MEC Sicelo Shiceka. They handed over a memorandum which was accepted on Shiceka's behalf.

Council spokesman Mxolisi Ngxamngxa confirmed there were plans to privatise. He said the council would apply a "no work, no pay" policy to those workers who did not report for work.

He said the march had not affected the provision of essential services, as measures had been put in place to minimise the effect of the protest.

BO 2/9/97

(250)

Public service unions want to see pension fund report

Rene Grawitzky

BD 4/9/97

PUBLIC service unions have called on the finance department to release a copy of the actuarial report on the funding levels of government's pension fund as they fear government might dip into the fund to finance public service wage increases.

Unions, including the Public Servants Association, had put in a request two months ago to finance director-general Maria Ramos for a copy of the report and had still not received a response. Unions believed they were entitled to a copy as their members, like their employers, were "owners" of the fund.

Finance department spokesman Jennifer Wilson said there was no connection between the actuarial report and wage negotiations. The department, she said, was analysing the report and would release it when it was ready to do so.

Public service and administration deputy director-general Neva Seidman-Makgetla said any additional funds required to finance extending the teachers'

settlement to all other public servants would not come out of the pension fund.

Union sources believed extending the teachers' wage settlement — a rise of between 8% and 11% — would require additional funding.

It is believed the majority of the funding would come from the reallocation of existing funds, while it was still unclear where an outstanding amount of between R100m and R200m would come from.

Wilson said the department could not respond as it could not be involved in wage negotiations. This was despite the fact that Finance Minister Trevor Manuel sat on the mandate committee.

The actuarial evaluation would show the annual status of the fund in terms of liabilities and funding position. Unions believed that the pension fund was overfunded. If that was the case, government faced the option of considering the negotiation of a reduction in its contribution of 17% of employees' salaries, which could save it billions. This contribution was almost three times the amount paid in the private sector.

(250)

Freeze on firings public servants is

David Greybe

CAPÉ TOWN — The public service department informed Parliament yesterday it was investigating lifting the moratorium on forced retrenchments under a new right-sizing policy.

The announcement by the department of its "right-sizing project" had to be seen in the context of the failure of government's "more humane" voluntary retrenchment scheme to reduce the

1,2-million-strong public service.

In a briefing to Parliament's public service committee, members of the project, established in April, stressed that they still had to consult various stakeholders, particularly public service managers and unions, as part of their investigation.

Public service director-general Paseka Ncholo said later he was unaware of a reported earlier cabinet decision to end the moratorium on forced retrenchments on

March 31.

Ncholo said the cabinet would only discuss the issue if Public Service Minister Zola Skweyiya accepted the project's final report and recommendations, due to be completed by end-March next year at the latest, and Skweyiya then presented it to the cabinet.

The department's "in-house consultants" would not be conducting its investigation if the cabinet had already taken a decision to reintroduce forced re-

trenchments, Ncholo said.

Right-sizing project head Corrie Smit said the general sentiment in the public service was that the voluntary severance package had "served its purpose". Managers are saying they need to be empowered to deal with excess staff, Smit said.

However, the right-sizing project was still at the initial stage of analysis, with thus month set aside for consultation, he said. "A project description is at pre-

BD 4/9/97

(250)

sent being finalised in consultation with role-players such as the departments of finance and state expenditure and the Public Service Commission.

Committee chairman Salie Manie said there was a need for "a proper scientific approach to right-sizing" which focused on service delivery in order to achieve a lasting solution.

To avoid a repeat of the voluntary severance problems, the public service department had to de-

vised "a mechanism to drive the right-sizing process" from central government level.

Skweyiya conceded earlier this year that the voluntary severance scheme had failed to attract the required interest and had resulted in a loss of skilled staff.

Smit said right-sizing had been identified in the white paper on the transformation of the public service as a key strategy to achieve a leaner and more cost-effective public service.

Reconsidered

Public service jobs practice ruled offside

BD 8/9/97

(250)

David Greybe

CAPE TOWN — Two "test case" rulings against the public service practice of placing personnel in higher posts in an acting capacity without promotion or compensation could prove costly to the state, the Public Servants' Association said yesterday.

Last week the association won the two cases in the Industrial Court and the Commission for Conciliation, Mediation and Arbitration (CCMA) using the Labour Relations Act

Association GM Casper van Rensburg said his union knew "of thousands of similar cases of exploitation at most levels in every department at central and provincial levels of government".

He said the Industrial Court and the CCMA found the situation in the two cases to be an unfair labour practice and instructed retroactive promotion. "The correctional services department was the employer in both cases

Van Rensburg described the rulings as a "major breakthrough for thousands of officials". They illustrated the fairness principle of the Labour Relations Act, "and the consistency with which it is applied by separate dispute-

settling institutions"

"A drastic increase in cases of this type can now be expected," Van Rensburg said. "Other test cases are already on the roll of the Industrial Court in Pretoria and a verdict in a similar case in Port Elizabeth is expected soon"

He said the practice of placing public servants in positions without the accompanying benefits "has been occurring for decades and should have been eliminated long ago".

Staff had worked in such positions for up to six years. It was only the introduction of labour legislation for the public service in the form of the Labour Relations Act which had made it possible to challenge the practice

Van Rensburg said that before the act was passed unions had fruitlessly tried to negotiate with the former National Party government for compensation in cases where public servants were employed in an acting capacity.

"There is so much 'acting' in higher posts going on that personnel now sarcastically refer to the public service as the Hollywood of SA," he quipped.

The implications of the findings for government "could prove to be a nightmare because either those affected

must be promoted retroactively or compensated retroactively", Van Rensburg said. Either way it could prove costly to the state.

An added problem, he said, was that government did not have a mechanism to compensate public servants acting in a higher position without being forced to promote them, which was what it was trying to avoid in the first place. "The implication for government is that fair action in personnel administration will have to be drastically improved or steps will have to be taken to compensate officials who act in higher posts," Van Rensburg said.

A so-called "acting allowance", which applied only in education, had solved the problem in that sector. However, it had recently been abolished in terms of an agreement between government and a majority of public service unions, Van Rensburg said.

Public service deputy director-general Sandile Nogxina said the department would study the findings and their implications on government policy. "If we are happy with the findings we will realign our policies accordingly. However, if we are not satisfied we will appeal against the findings."

Public service jobs practice ruled offside

DD 8/9/97

(250)

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Public service department 'powerless' to correct provinces' problems

David Greybe

CAPE TOWN — The public service department was powerless to correct some of the serious problems uncovered in the damning provincial audits. Ncholo told Parliament yesterday.

"We see things go wrong in the provinces, but we cannot intervene due to constitutional and legal constraints," Ncholo told the public service committee during a debate on a revised draft white paper on transforming

public service delivery. The paper was adopted with two minor amendments.

"Something has to be done, and pretty fast, if we want to jack up a fragmented public service," Ncholo said.

Committee chairman Salie Manie called on the department to come up with concrete proposals on how the committee could assist it. He suggested a workshop involving the committee, national and provincial stakeholders be held to find solutions for the problems raised by the audit reports.

Ncholo said neither central nor provincial governments had supported the department in its offer to help devise co-ordinated rescue plans for the beleaguered provinces.

The cabinet had rejected a proposal to set up a 60-member team to tackle the problems over a nine-month period, and the department directors-general resented "interference" from national and legal constraints.

Public service deputy director-general Sandile Nogxina said there was scepticism as to whether a second

option cabinet plan for national departments to assist their provincial counterparts would solve the "serious areas of public administration" in key areas of help was despite the fact that the department had assisted, and was continuing to assist, most provinces in solving administrative problems.

The audit reports depicted provincial public services as being crippled by grossly inadequate financial, information and human resource management

systems and reported a chronic shortage of appropriately skilled staff.

Ncholo said many of his audit team members were close to physical and mental collapse from overwork. "Some things are going to break," he warned.

National Party MP Sam de Beer said he was "very worried" because the department's job was to formulate and implement policy.

The African National Congress rejected De Beer's suggestion that President Nelson Mandela be briefed.

(250) 20 12 19/197

Unions 'will not accept cheaper retrenchment

PD 23/9/97

David Greybe

CAPE TOWN — Public service unions would not agree to a cheaper forced retrenchment scheme than the one currently under a moratorium in the light of the failure of the voluntary severance scheme, the largest union, the Public Servants' Association, said yesterday.

"I would have to have a hole in my head to agree to something like that," association G.M. Casper van Rensburg said. "No union in the world would agree to give up its members' benefits, especially in the case of retrenchments."

Van Rensburg was reacting to recent comments by government officials, includ-

ing Public Service Minister Zola Skweyiya, that the voluntary severance scheme had failed and negotiations were needed on a cheaper forced retrenchment scheme.

A moratorium was placed on forced retrenchments in July last year because they were too costly.

According to Van Rensburg, government was tackling the problems of insufficient takers for the voluntary severance scheme, and a skills flight where there had been takers, from the wrong perspective.

"What we need is a co-operative approach between government and the unions and not a unilateral approach from central government," Van Rensburg said. "We need a national commitment to the issue of the

size of the public service."

He said the main problem was that the public service department did not have the power to enforce so-called "right-sizing" in departments and provincial administrations because these powers had been assigned to the departments and provinces.

"We need something more than the existing legal arrangement — we need a central government legal mechanism to force departments and provinces to right-size."

Firstly, specific right-sizing targets should be drawn up for every department at national and provincial level. Secondly, the severance scheme should be targeted at "bloated" departments in specific geographical areas such as the former homelands

"The key is not to offer the voluntary severance scheme nationally to SA's 1,2-million public servants, but to direct it where it is needed," Van Rensburg said.

As far as the association was concerned, the voluntary severance scheme "is the most affordable severance scheme government can hope for". It could have worked "if it had been sold properly by departments and provinces, but it never was".

Van Rensburg said negotiations on the issue of forced retrenchments in the central chamber of the public service bargaining council should commence only once the central government had been empowered to enforce right-sizing. Government and the unions could then discuss the possible im-

ing of the moratorium and government's desire for a cheaper forced retrenchment scheme in the central chamber.

However, the actual implementation of retrenchments should be left to departments and provinces to negotiate individually within their appropriate bargaining structures. Van Rensburg warned, though, that this process in terms of the Labour Relations Act provisions would be lengthy.

According to the public service department, at the end of May this year 58 947 public servants had applied for voluntary severance, of which 39 661 had been approved under the scheme. Denied were 5 629 applicants, while 13 657 were still under consideration.

Scheme

Thousands of irregular public service promotions found

David Greybe

CAPE TOWN — The White commission had uncovered a further 1 768 irregular public service promotions, bringing the number of such promotions between April 1993 and September 1994 to more than 5 700.

Only three of the latest batch of 1 771 promotions being investigated by the commission were found to be regular, commission spokesman Pam Barnes said.

The overwhelming bulk of the latest batch of irregularities — 1 752 — had

taken place in the former Transkei. The remaining 16 irregular promotion cases concerned the department of foreign affairs.

Barnes said the commission had still "heard nothing" about the implementation of any of the commission's findings from either departments or provincial governments.

Thus was despite a decision by the parliamentary public service committee at the beginning of last month that the findings had to be implemented regardless of difficulties over the issue of the recovery of overpayments.

The special parliamentary hearing

heard evidence that irregular promotions were not being set aside because of reluctance by departments to recover the overpayments, "conservatively" estimated by a member of the commission to be at least R350m.

Barnes said what with another 18 000 cases still under investigation it was going to be extremely difficult for the commission to meet its own deadline of the end of March next year to complete its work. Fortunately, the constitution did not specify a deadline. However, the completion of the com-

mission's work also depended on whether it received any new complaints, Barnes said. For instance, the commission had recently received three new complaints concerning 280 public servants.

The latest irregularities in the former Transkei concerned the departments of post and telecommunications (496 irregular cases), justice (388), education (305), health (275), works and energy (127), finance (67), office of the auditor-general (42), local government (39), military council (12) and trade and industry (1).

SA's new maximum security prison draws mixed response

A MAXIMUM security prison for SAs violent criminals opened by Correctional Services Minister Sipo Mzimela this week received mixed reactions from correctional services watchdogs.

The Centre for the Study of Violence and Reconciliation condemned features of the new closed maximum security prison in Pretoria as "punitive", while the SA Human Rights Commission welcomed the prison.

The centre said that while secure facilities were needed for high-risk prisoners, the new jail seemed to indicate a move towards harsher punishment rather than humane treatment with reintegration as its goal.

Surveillance and security procedures at the institution seemed extreme.

Rules which forbade smoking, interaction between prisoners, confinement for 23 hours daily, sleeping on concrete slabs and showering in cages were distinctly punitive, the centre said.

While the correctional services department might be right in stating that its measures were not an abrogation of

BD 25/9/97



the constitutional rights of the inmates, the regime at the facility was inhumane and impaired human dignity, the centre said.

The severe restrictions on communications between prisoners cut off what was a clear emotional and developmental need for all people. The denial of this was inhuman. Such treatment could engender a range of psychological problems ranging from depression to psychosis.

SA Human Rights Commission spokesman John Mojapelo said anybody found guilty of serious crime should serve the sentence imposed.

"We hope the new facilities will securely hold the sentenced prisoners and not make it possible for them to escape, cause more havoc and worsen the disturbing crime rate in the country," Mojapelo said.

The commission was pleased with assurances given by correctional services that jailed prisoners would enjoy basic human rights. — Sapa.

See Page 15

Scene of Cape blast 'chaotic' — policeman

CAPE TOWN — Police rushing to the scene of a bomb blast in Worcester on Christmas Eve last year arrived as the second bomb exploded, the Cape High Court heard on Tuesday.

Worcester Det Insp Christo Engelbrecht was testifying at the trial of right-wingers Johannes "Voetbal" van der Westhuizen and two accomplices, Cluffy Barnard and Abraham "Koper" Myburgh, who have all pleaded not guilty to 18 counts, including four of murder and one of attempted murder.

Four people were killed and more than 50 seriously wounded in the December blasts.

Engelbrecht told Judge Hannes Fagan he received news of the incident on a notice radio

Northern Province 'loses' millions by overpaying

PLETERSBURG

Northern Province businesses which have supplied items and services to the provincial government might have been overpaid by millions of rand, finance committee chairman Manie Kriel said yesterday.

He said auditors had discovered cases, possibly totalling millions of rand, in which officials had issued firms duplicate cheques for items and services supplied.

Kriel said he had a list of the businesses that had received double

Kriel allayed fears that the matric exams in the province might not take place this year because of a lack of funds. Sufficient funds had been issued to the provincial education department to ensure the exams would go ahead, Kriel said. — Sapa.

MP retracts 'racist' Chinese reference

GATFENG MP Davi and von can't say what is

SALARIES HIGHER THAN THOSE OF COMPANY EXECUTIVES'

Commissions the big spenders

ET 11/10/97 (2/5)

THE DEMOCRATIC PARTY suggests some commissions be axed and budgeting improved, but the ANC says government and Parliament cannot interfere Political Writer **DONWALD PRESSLY** reports

AN opposition call for reconsideration to be given to expensive "independent" commissions — whose staff receive top-notch salaries, cars and luxury office space — has not fallen on deaf ears in the African National Congress.

The Democratic Party's report on seven leading commissions — including the Independent Broadcasting Authority, Commission on Gender Equality and Truth and Reconciliation Commission — says there are wide disparities in the salaries of commissioners and that some commissions duplicate much of each other's work.

The DP, which prides itself as a financial watchdog in Parliament, believes that the annual R330-million bill to the taxpayer could be cut by up to R70m if certain commissions were axed.

Top of its hatchet list is the Youth Commission, which swallowed R2,5m last year and is to spend R6,9m this year. It believes the Commission on Gender Equality should be absorbed into the Human Rights Commission (HRC) and the Volkstaat Council, convened to set up "an unobtainable" Afrikaner homeland, scrapped.

The work of the Commission on the Promotion and Protection of Cultural, Religious and Linguistic Minorities — which has yet to be established — should be carried out by the HRC, the DP suggests.

Mr Willie Hofmeyr, ANC MP and a leading member of the parliamentary committee on justice, said last night the government would consider the DP's proposals about increasing the financial accountability of the commissions. There are about 40 commissions.

However, Hofmeyr warned the DP not to undermine its argument, made during the constitutional negotiations,

that commissions should be free of intrusion by the government and Parliament.

In a "chauvinist" world, it would not be justified if Parliament dictated policy to the gender commission.

The duplication of work should be discussed by the commissions rather than be subject to dictates by government and Parliament, Hofmeyr said.

The DP proposes that the Exchequer Act be amended to allow Auditor-General Mr Henn Kluever and the Public Accounts Committee — chaired by DP MP Mr Ken Andrew — to recover unauthorised expenditure from officials who permitted the transactions.

This would avert a recurrence of the debacle in the IBA, whose staff were granted loans without proper contracts, used hotels near their homes and failed to provide supporting documents for expenses paid by credit card.

The DP also proposes that:

- All commissions link expenditure to performance by basing their budgets on their activities
- The Public Accounts Committee devise guiding principles whereby a commission's performance may be reviewed annually by the portfolio committee
- Commissioners and commission staff be appointed under performance contracts, which are being phased into the public service.

DP national director Mr James Selfe believes the Youth Commission's work can be carried out by the deputy president's office. He says this office could draw up a national youth policy that should include a special employment programme.

The Youth Commission's work amounts to "a state secret" and its chairman, Ms Mahlengi Bhengu's salary is



'INDEPENDENT'
Willie Hofmeyr

far too high at R350 000 a year, Selfe says. Archbishop Desmond Tutu, chairman of the TRC, earns less than R300 000 a year.

Hofmeyr said he believed the DP's figures might be inaccurate as some probably excluded "fringe benefits". According to the DP's research, the head of the IBA is paid R411 520 a year. Next-best paid is the chairperson of the HRC, who receives R400 000 a year.

The chair of the Gender Commission is paid R212 400 a year. Ordinary commissioner's packages range from R163 260 a year for gender commissioners to R328 322 for IBA councillors.

The gender commissioners also receive an R877 monthly home allowance and a R3 709 car allowance. The DP argues that these salaries should be compared with those of other senior public servants.

The national commissioner of police earns R303 000 a year and the chairperson of the parastatal Transnet, R530 400.

Using 1994 figures from the Human

Sciences Research Council, the DP said some commissioners' salaries compared favourably with the average of R366 200 a year earned by the chief executives of private companies. A medical specialist with 20 years' experience could expect to earn about R248 000 a year in the private sector.

Teachers with 13 years' experience earned less than R70 000 a year.

Hofmeyr noted that the DP had supported the establishment of all but the gender commission.

"The DP, more than anyone else, was pushing for them to be strongly independent of Parliament and the executive," Hofmeyr said.

"One does get the feeling at times that the DP's left hand does not quite know what the right hand is doing."

Explaining this, Hofmeyr said the DP supported plans by the National Party-dominated Western Cape legislature to create more commissions, including an environment commission and a children's commission.

Commissioners Salary packages

Commission	Chairman	Full-time Comm	Part-time Comm
Human Rights Commission	R400 000	R300 000	Not available
Gender Commission	R212 400	R163 260	R80 per hour
Youth Commission	R352 366	R276 937	Not available
IBA	R411 520	R328 322	Not available
TRC	R292 200	R285 000	Not available
PansALB	Not available	Not available	Not available
Volkstaat Council	R256 587	R191 712	R761 per day

Jennifer Wilson said last night that commissioners' salaries and benefits were examined by a central evaluation committee which fell under the State Expenditure Department, which in turn answered to Minister of Finance Mr Trevor Manuel. It was guided by salary parameters.

Commenting, Selfe said that if this was true, these bodies obviously were not doing their jobs.

Wilson said Manuel's argument was that the commissions had been set up in terms of the Constitution and were supposed to be "at arm's length" from the government.

"Any interference by government could undermine the function they have to fulfil."

Selfe, however, said commissioners were granted packages without regard to their qualifications or experience.

"Serving on a commission should be seen as an honour awarded to those who have reached the top of their fields, not a money-making opportunity. Voluntary and part-time service should be encouraged."

● See Page 8

Comparison of Various Salary Packages

Occupation	Public Sector		Private Sector		Self-Employed	
	Experience	Rands	Experience	Rands	Experience	Rands
Accountant (CA)	10	145 700	10	149 300	24	200 000
Attorney	13	118 000	10	77 700	24	163 600
Computer Programmer	06	84 100	04	72 800	10	115 100
Economist	10	111 400	10	132 400	24	170 000
Managerial	19	150 100	18	182 700	22	219 200
Mechanical eng.	18	120 000	06	123 600	21	200 000
Medical specialist	19	149 400	20	248 900	21	240 000
Professional nurse	18	53 500	10	54 000	21	240 000
Quantity surveyor	10	136 600	08	103 600	24	140 900
Teacher	13	68 800	12	59 600	24	140 900

Everything keeps going right

TOYOTA

Cosab meets Fivaz, Omar on robberies

They Reutner

THE Council of SA Banks (Cosab) had been holding regular meetings with national police commissioner George Fivaz in an attempt to combat bank robberies, and had also met Justice Minister Dullah Omar on the legal process, Cosab spokesman Dave Allen said yesterday.

Allen said Cosab CE Bob Tucker had held regular meetings with Fivaz since April after an increase in bank robberies earlier this year.

They agreed on the necessity

of close co-operation by the banking industry with the SA Police Service (SAPS) in order to reduce crime.

The meetings took place against the background of the implementation of a SAPS plan of action to combat bank robberies and theft of cash in transit which began in March. Since then 124 suspects have been arrested in Gauteng.

SAPS deputy commissioner B van der Walt, who is in charge of the operation, said the strategy was aimed at enabling the police to act more quickly and thus be in a position to prevent

the robberies.

The operation involved special response units focusing only on bank robberies. These units had immediate access to helicopters, aircraft, highway patrol cars, communication channels and a crime intelligence database.

Van der Walt said the publicity given to crime had been of great assistance.

The efficiency of the banks in reporting robberies and their co-operation in using the latest alarm and surveillance technology had also improved.

The banking industry appre-

ciated the police action, but Tucker said he had feared their success was in danger of being undermined by the criminal justice system and he had therefore met Omar in June.

The justice system still operated too slowly, said Tucker, many of the suspects were still on court rolls and the system was not always able to effectively prosecute offenders.

He was also concerned that none of the crime syndicates had been broken. "This, and resolving the problems in the criminal justice system, are the next major steps," he said.

Ministry considers voluntary retrenchments

Stephané Bothma

PRETORIA — The granting of voluntary severance packages and the freeze on forced retrenchments were being examined by the public service and administration ministry as part of an analysis of right-sizing measures implemented to date.

Public Service and Administration Minister Zola Skweyiya said yesterday his ministry had launched a number of initiatives to remove impediments to transformation including the institution of performance accountability systems in all departments.

He told a presidential review commission and Commonwealth seminar on challenges facing public service reform that other projects were legislative reform, transforming service delivery, the development of a new management code and right-sizing.

He said the project on transforming service delivery engendered a customer orient-

tation and held public servants accountable for the services they provided.

"It is about consulting users of services, setting service standards and getting the best possible value for money. Procedures to be put in place will include specification of measurable outcomes, the development of efficiency and cost-effective indicators, the entrenchment of public reporting systems and the institution of effective complaints and grievance procedures," he said.

The project on right-sizing the public service was expected to make recommendations for implementation after March next year, Skweyiya said.

He said the project was conducting an analysis of the right-sizing measures which had been implemented and was examining the abolition of funded vacancies, the granting of voluntary severance packages, the redeployment of supernumerary personnel and the freeze on forced retrenchments.

Skweyiya said legislative reform would see a clear devolution of powers to executing authorities which would ensure powers on aspects such as internal organisation, appointments, promotions, discharges and other career incidents of public servants.

He said the projects would also propose changes to the personnel administration standard to decentralise control over work organisation within government departments and provincial administrations.

Presidential review commission deputy chairman Norman Levy said transformation had to be undertaken incrementally.

"These include the identification and creation of structures that will ensure quality, development and equity that will foster human resource development planning and ensure that financial planning and management systems are in place to effect savings, avoid waste and improve the quality of delivery," Levy said.

State pays R7bn in severances

CT (BR) 9/10/97 (250)

LYNDA LOXTON

PARLIAMENTARY CORRESPONDENT

Cape Town — The government has paid out R7 billion in voluntary severance packages from the state pension fund to 43 000 civil servants since May last year, Peet Maritz, the chief director of pensions at the finance department, said yesterday.

He told the parliamentary public accounts committee that applications had bottlenecked late last year and earlier this year because of delays by departments in submitting applications. Many civil servants had to wait for months for their packages, often without pay.

More staff had had to be assigned to processing the severance package applications and the backlog had been whittled down to about 10 000 by July. This had now been eliminated.

"The inflow has tapered off substantially and in September we only received 1 720 applications. I think we are now over the hill," said Maritz.

The aim now was to process the applications within 60 days. A group of consultants had been appointed to upgrade and develop the funds' information technology and it was hoped to eventually shorten this period to between 30 and 35 days.

Maria Ramos, the director general of finance, said the government pension fund was being completely revamped to improve administration and communication. She had been astonished to find out that it had no way of communicating directly with its 1,2 million members.

She said a great deal, however, depended on input from other departments and she had appealed to them to provide information

quickly and accurately. She said the delays in granting the severance packages had resulted in severe hardships for a lot of people who had been made to wait for months for a payout.

Maritz said 60 percent of the documents received had been incomplete, while 80 percent had arrived long after staff had left the civil service.

Ramos also said it had been discovered that interest payments made to the closed pension fund set up for members of the previous government were not allowed in terms of current legislation. The fund had subsequently been asked to repay the money.

Ramos said the pension fund legislation should be changed to prevent that being repeated. Alternately, she said, the actuarial evaluations of the fund to meet its commitments during its nine-year life span should be changed.

Labour Act may thwart bid to transfer staff

(260)

CLIVE SAWYER

POLITICAL CORRESPONDENT

ARG 10/10/97

Legislation to transfer more than 12 000 public servants to the municipalities they are assisting may prove ineffective because the Labour Relations Act forbids compulsory transfers.

Thousands of public servants have been posted to local governments to get these municipalities operational. But they are not formally part of the hierarchy or answerable to municipal executives.

Crispin Olver, deputy director-general of constitutional development in charge of local government, said the Transfer of Staff bill was "extremely contentious".

But, while it was against the law to compel anyone to accept a transfer, incentives could be offered, he said.

State losing control of its computers

ET(BR) 16/10/97 (250)

LYNDA LOXTON

PARLIAMENTARY CORRESPONDENT

Cape Town — The government was losing control of its computer systems because it could not afford to pay the market-related salaries demanded by information technology experts, the auditor-general and parliament's public accounts committee said yesterday.

The committee was briefed by the revamped Public Service Commission (PSC) about its plans to upgrade the civil service and make it more efficient and professional.

After the presentation by Stan Sangweni, the PSC chairman, committee members said they appreciated the lofty ideals expressed but were seriously concerned that the state was losing millions of rands a year. This was because it could not pay the salaries needed to attract top information technology and



Henri Kleuver, the auditor general

PHOTO JOHN WOODROOF

financial managers

"We are losing millions and millions of rands because of incompetence, inefficiency and corruption in the computer systems, simply because we cannot afford to get the right people," said Gavin Woods, an Inkatha Freedom Party MP.

"While you are busy sorting

out things and getting the plans crystallised, the state is vulnerable to extraordinary losses, particularly in information technology," said Cheryl Gillwald, an African National Congress MP.

Henri Kleuver, the auditor-general, admitted that computer systems were becoming a problem.

"I would not say that it is collapsing, but they (departments) are definitely experiencing staff problems," he said.

"It has reached the stage where departments have not got the minimum number of staff you need for the department to control the information technology process."

Kleuver's latest special report on computer auditing said that although there had been improvements in some departments since his last special report in 1993, serious problems still remained.

Public service outlines plans to train more than half its employees

CAPE TOWN — With more than half of its public servants in need of training, SA's public servants in education to play a much bigger role in resolving the chronic problems in the public sector. It was disclosed in the public service training and development strategy document drawn up by the public service department.

SA Management and Development Institute, managed to train only about 15 000 public servants last year.

The public service committee adopted a white paper on public service training and education, as well as a strategy document that 660 000 of public service head Harry Nengwengku told the committee that the institute, SA's 1,2-million public servants were in need of training. The figure, the result of a skills audit by the institute, included "pre- and post-1994" public servants and cut across all levels. The committee chairman Sale Manie said: "The figure is startling

hits at the very heart of the chronic problems in the public service. Recent provincial audits identified serious deficiencies in human resources and financial management systems. They depicted provincial public services as being crippled by inadequate financial, information and human resources management systems. Nengwengku said the institute's limited budget had meant it was able to train only about 15 000 public servants last year, but it hoped to increase

this figure to 35 000 in the next financial year. It has 37 training staff. Manie noted that under this setup it would take a comprehensive five-year plan to tackle the skills shortage, after which the committee would try to secure additional funding and resources. Nengwengku said training divisions in the public service were used in the past as a place to dump inefficient and underperforming officials in a bid

to get them out of the way. He said the principal aim of the white paper was a clear framework to guide new policies to transform training and education. The paper set out standards, together with decentralised provision, by state and nonstate providers in a competitive framework. Existing training and education procedures and rules would be reviewed, and changes made to overcome constraints on the implementation of policies spelt out in the white paper.

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Project launched to upgrade skills

Ingrid Salgado
PROJECT 2000, a state-sponsored programme to upgrade the skills of public sector employees holding managerial posts, reaffirmed government's commitment to empowerment, Deputy President Thabo Mbeki said at the project's launch in Johannesburg yesterday.

State-owned corporations had an important role to play in human resource development and response to the project from parastatals had been positive, Mbeki said.

An initiative of the public enterprises ministry, the project aims to develop more than 2 000 managers over the next four years. Eskom has already committed itself to sending 30 employees a year on integrated manager development programmes at Warwick University, with Spoornet and Alexcor following suit.

The programme focuses on technology in a manner that integrates studies into students' work environment. It has been implemented in countries across the globe, such as India, Malaysia and China.

It follows the establishment of a human resource audit and development unit by Public Enterprises Minister Stella Sigcau, with the responsibility of collating information on the skills needs of departments under public enterprises and recommending long-term remedial actions.

Sigcau said yesterday that government was in a "unique" position to use parastatals as the engine rooms for growth.

She said a local joint venture operation, the Warwick/Morgan international competitiveness programme, would establish two centres at the University of Zululand in KwaZulu-Natal and the University of Transkei in the Eastern Cape to ensure that skills transference and capacity building had a multiplier effect.



Deputy President Thabo Mbeki and Public Enterprises Minister Stella Sigcau launch Project 2000, a programme to boost managerial skills in the public sector, in Johannesburg yesterday.
Picture: TYRONE ARTHUR

Govt gives SABC R235m for public interest services

POLITICAL CORRESPONDENT

THE SABC is to receive R235 million in additional funding from the government to pay for public interest broadcast services that do not generate revenue

It was also disclosed yesterday that the Independent Broadcasting Authority (IBA) and the South African Telecommunications Regulatory Authority (Satra) are to be merged into a single regulatory authority as part of a government move to streamline frequency management and the closer regulation of broadcasting

Post and Telecommunications Minister Mr Jay Naidoo said the government had agreed to the SABC's request for additional funding even though the corporation had recently trimmed down its spending.

The SABC had asked for R307m to cover its public broadcasting projects in television and radio. These include Channel Africa and

broadcasters in the former TBVC homelands.

From the R235m, the SABC plans to spend R55m on regional broadcasting, R36,1m on education programmes on TV and radio, R8m on the Truth and Reconciliation Commission, R3,3m on Parliamentary coverage, R2,8m on "special events", R12m on human resource development, R32m on infrastructure and R85,5m on restructuring.

In allocating the money to the SABC, Naidoo stressed that financial accountability to Parliament under the Exchequer Act was a critical component, bearing in mind the lesson from the recent financial mismanagement at the IBA.

"Sorry, there are no blank cheques. We explained to the SABC that their request for funding

must be premised on the reality that there are competing needs for limited financial resources.

"There are overwhelming social priorities to provide people with schools, health, water, electricity and other basic needs," the minister said.

He encouraged the SABC to get better value out of the R2 billion budget it already had to sharpen its marketing and scheduling strategies to attract advertising revenue.

The SABC, which is going through a major restructuring, has made a profit of R72m in the first six months of this year.

Naidoo said the government had committed itself to medium to long-term funding of the SABC on the basis of a coherent business plan and financial plan for the next three years.

'Financial accountability to Parliament is a critical component.'

(250) ET 23/10/97

Call to reverse 'irregular' promotions

David Greybe

BD 23/10/97 (250)

CAPE TOWN — The irregular promotions of public servants before and after the 1994 general election should be reversed immediately, the parliamentary public service portfolio committee agreed yesterday.

Committee chairman Salie Mame also proposed that the committee consider a reduction in the money owed by public servants who were irregularly promoted, possibly by "capping" the period to be repaid at somewhere between two and four years.

The committee was meeting to discuss its draft report on a two-day public hearing in August on Judge White's commission into irregular promotions in the public service between April 27 1993 and September 30 1994.

It decided to separate the issue of terminating the irregular promotions from the issue of the recovery of overpayments. Said Mame: "The reversal process must proceed immediately, but in the recovery process we must meet the relevant structures to discuss the alleviation of hardship."

Proposing a cap on the payment of arrears, he said many of the almost 24 000 cases referred to the White commission were those of public servants who had been victims of a particular set of circumstances at the time.

Many of those who were irregularly promoted were not aware of it, and could therefore not be expected to make repayments that would cripple them financially.

The committee decided to meet the public accounts portfolio committee and auditor-general's office to discuss ways to alleviate the hardship facing public servants irregularly promoted, before finalising its report to Parliament.

Mame said the committee could not decide on the matter on its own, and could only make recommendations. It also first had to find out what was legally possible.

Mandela dismisses US o

TRIPOLI — President Nelson Mandela, sternly dismissing US reservations about his mission, arrived in Libya yesterday for a visit described by diplomats as the most important for Muammar Gaddafi since the United Nations (UN) clamped sanctions on his nation in 1992.

Mandela, his companion, Graca Machel and Foreign Minister Alfred Nzo arrived at the Libyan border town of Ras Adjir by helicopter from the nearby Tunisian resort island of

Djerba and drove to Tripoli.

The trip was made by road because of an air embargo imposed on Libya by the UN.

Mandela's 50-vehicle convoy passed under a series of welcoming banners, including one that set the tone for his visit saying: "Mandela's visit to Libya is a devastating blow to America." After a triumphant cavalcade around downtown Tripoli, Mandela was greeted by Gaddafi.

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SABC changes its fortunes

BD 23/10/97 (250)

Jacob Dlamini

CAPE TOWN — The SA Broadcasting Corporation (SABC) had wiped out its R60m deficit and was expected to post a surplus by March next year, SABC group CEO Zwelakhe Sisulu told the parliamentary communications committee yesterday.

Announcing the first substantial change in the fortunes of the SABC in two years, Sisulu said the corporation had successfully completed its restructuring and was now well poised to operate as a professional business enterprise.

Sisulu said it was possible that the SABC would achieve complete financial independence in the next two years.

Advertising revenue had in-

creased 27% and the corporation's channels had succeeded in boosting audience levels.

The SABC could manage without government funding if piracy, currently running at 60%, was brought down to under 50%, Sisulu said.

This followed an announcement by Communications Minister Jay Naidoo that the government had agreed to fund the SABC's public-interest projects to the tune of R235m. These projects would include the truth commission hearings, parliamentary coverage and educational programming.

SABC finance CEO Talib Sadik said it was projected that the corporation would save R535m over three years.

Sadik attributed the change in fortunes to a massive staff

reduction which saw the SABC's staff complement brought down to 3 100 from a high of 6 000 in 1991. The corporation had also altered its programming and lowered the local content requirement.

Sadik said the SABC had undertaken an asset audit in order to remove its obligation on noncore assets. The corporation had also adopted a marketing-orientated strategy.

Enoch Sithole, the corporation's communications CEO, said it had no intention of scrapping television licences as these provided it with money it could not do without. Scrapping licences would leave the SABC with untold deficits.

He said the SABC was considering a variety of measures to improve the licence system.

Ethnic violence in SA 'likely to escalate'

BD 23/10/97 (250)

Louise Cook

PRETORIA — SA must be ready to cope with an escalation of ethnic violence as this was the most likely conflict area of the future, Freedom Front leader Constand Viljoen warned yesterday.

Contrary to popular belief, poverty and poor socioeconomic conditions were not the main

causes of violent crime, but there "was a real danger that the country was moving increasingly towards ethnic conflict", Viljoen said at a Pretoria Press Club luncheon.

He said he had recently travelled extensively in Europe to probe crime patterns and had had several discussions with the Organisation for Security and Co-operation. Stud-

ies done on the European situation and which focused on Yugoslavia after the collapse of the Soviet Union showed ethnic violence was the conflict area of the future.

The European experience showed faction fighting associated with KwaZulu-Natal was likely to spread to other provinces unless preventative measures were taken.

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Contrary to popular belief, poverty and poor socioeconomic conditions were not the main

causes of violent crime, but there "was a real danger that the country was moving increasingly towards ethnic conflict", Viljoen said at a Pretoria Press Club luncheon.

He said he had recently travelled extensively in Europe to probe crime patterns and had had several discussions with the Organisation for Security and Co-operation. Stud-

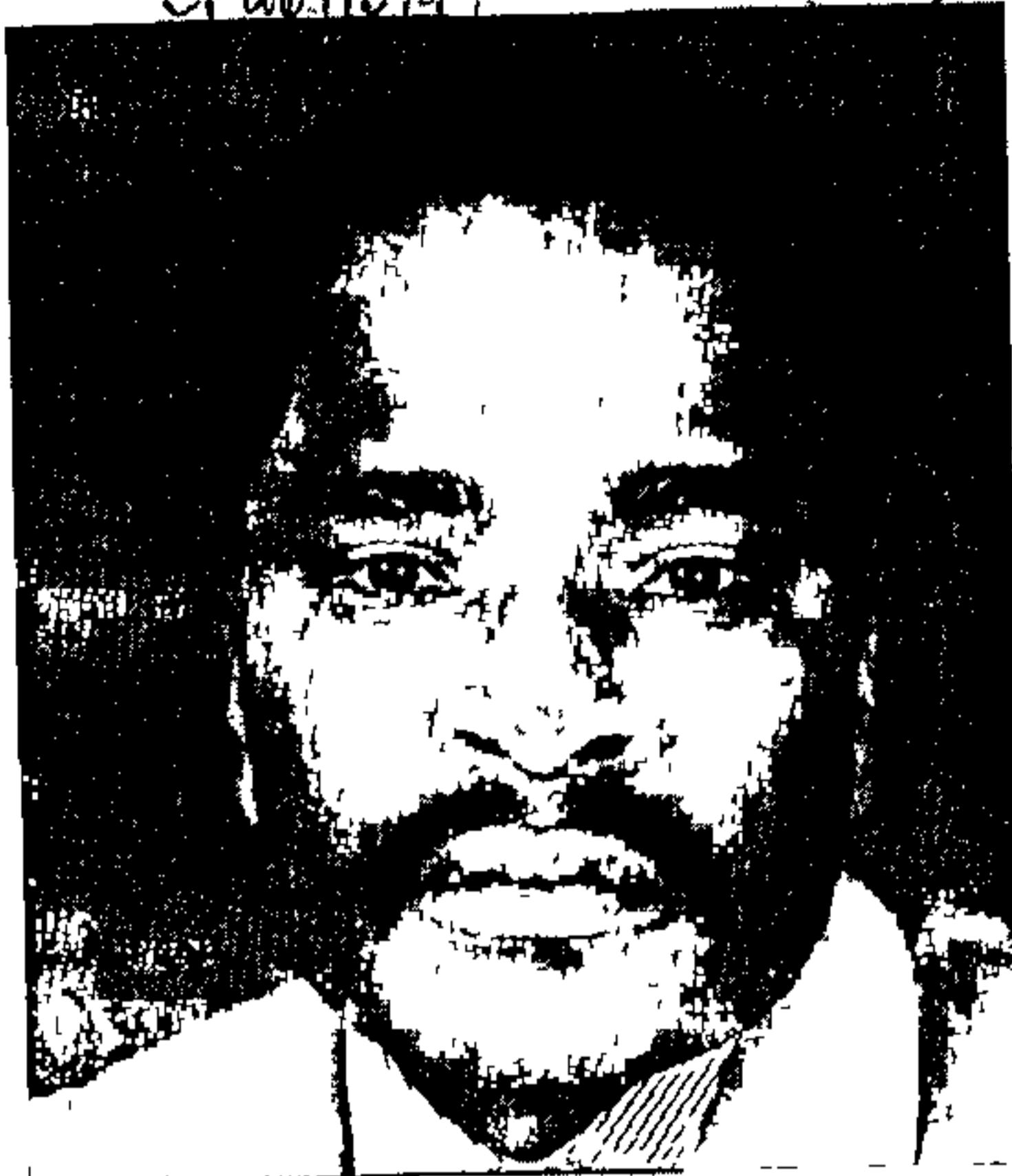
ies done on the European situation and which focused on Yugoslavia after the collapse of the Soviet Union showed ethnic violence was the conflict area of the future.

The European experience showed faction fighting associated with KwaZulu-Natal was likely to spread to other provinces unless preventative measures were taken.

'Ban civil servants from active politics'

CP 26/10/97

(250)



THE HON. RAMATHODI

BY JIMMY SLUPE

A DRAFT document circulated within ANC circles is calling for a ban on civil servants being active politicians, City Press can reveal.

This radical call, which is expected to cause a stir, is contained in a discussion document written by Northern Province premier and ANC leader Ngoako Ramathodi prepared for the ANC's national conference in December.

The document - "How The ANC Should Govern", leaked to City Press this week - calls for a radical shift in the organisation's policy where leading figures within the organisation's national and provincial executive committees occupy high positions in government as civil servants.

Ramathodi's discussion document comes at a time when civil servants in both provincial and national governments have been playing leading roles within political organisations leading to conflicts of interest in practice.

In recent weeks opposition parties have called for action against leading presidential spokesperson and ANC member Joel Netshitenze, who is alleged to have used his position as presidential spokesperson to attack the United Democratic Movement.

"We must consider prohibiting senior members of the civil service from holding senior positions in political organisations. Our members should be included in this category," says the Northern Province premier.

Ramathodi says the country should strive to build a professional but politicised civil service which will not be answerable to certain political parties.

"The current situation where senior politicians are also administrators is untenable as it contributes to inefficiency and paralysis in government."

"The institutional stability of the organs we are building should not be destabilised by changes in the political leadership of the constitutional structures of the movement."

"Career civil servants should enjoy sufficient security to enable them to perform their duties without having to be unduly concerned about the politician who may occupy a specific position at any given time."

Recently, rumours were rampant that Gauteng Director General Vincent Mtambo was about to be replaced once premier-elect, Dr Mathole Motsheng, assumes office. Al

Ramathodi says the organisation would need to clear the relationship between the ANC's constitutional structure and official organs of the state.

He says the activities of cabinet members should also be cleared.

The Northern Province premier, in the same document, calls for the ANC to do away with giving too much autonomy to provincial structures of the organisation including government, in favour of 'democratic centralism'.

Ramathodi says national structures must retain the right to intervene at the level, partly because provincial structures are prone to opportunism and may fall prey to infighting by individuals over positions.

"Our opponents are calling for the so-called decentralisation of policy making in the name of democracy," he writes. "If we succumb to this pressure, it will be at our own risk, as it will inevitably lead to fragmentation."

Ramathodi says the organisation cannot afford the fragmentation of policy making into different provincial structures.

"It is no secret that the ANC has broken into provincial pseudo-empires in dealing with a variety of issues, especially the so-called 'soft boundaries' of provinces."

"In allowing itself to be fragmented into provincial units, the ANC has succumbed to the whims of our opponents - whose agenda is foremost to ensure that we lose our coherence as a national movement," he says.

And in sharp contrast to deputy minister of Environmental Affairs and Tourism, Peter Mokaba, Ramathodi calls for the strengthening of the ANC alliance with the South African Communist Party and the Congress of South African Trade Unions.

"Our experience suggests that in our condition it would be extreme folly for the ANC to begin to dress its members in different shades. The force which has brought us this far is the one that shall see us through to the end."

"It would not be in the interests of the working class if the SACP was to embark on a programme which would undermine the ANC," says Ramathodi. "Equally, it would be counter-revolutionary if ANC programmes were to advance the interests of a particular class to the exclusion of others."

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'Drastic' public service jobs shake-up looms

R2-bn wage bill cited

ARG 3/12/97

(250)

CLIVE SAWYER
POLITICAL CORRESPONDENT

The Presidential Review Commission is poised to recommend a "drastic" shake-up of the public service.

This is expected to include a restructuring of the presidency, a clustering of some departments, restructuring of some offices, and the centralising – and decentralising – of some government functions.

Commission head Vincent Maphai said the commission was rethinking the "core business" of several ministries with related responsibilities.

It had called into question the viability of certain departments.

The announcement by the commission coincides with the tabling this week in Parliament of figures showing the public service has a salary bill of more than R2-billion a month for full-time staffers.

This is according to figures given by Zola Skweyiya, Minister for the Public Service and Administration, who said there were 834 560 full-time staff employed in 29 national and provincial departments.

Replying to questions in the National Council of Provinces by James Selfe of the Democratic Party, Dr Skweyiya

said eight national departments and five provincial administrations had failed to supply information about permanent staff wage bills.

Mr Maphai said intergovernmental relations and the role and relationships of national and provincial directors-general might also undergo big changes.

Many recommendations being considered were drastic, but the report would be fair. "It will contain measures to ensure the civil service never goes back to its old ways."

There would be proposals about training and development to speed up skills training.

The commission was also considering key recommendations in financial planning and management.

It was looking at steps to ensure public involvement in policy-making processes.

A draft report would be adopted at a meeting on December 17, and it was hoped to present a final report to President Mandela by April.

The Government is eager to ensure the capacity problems of provincial administrations are resolved.

Dr Skweyiya sent in task teams to assist provinces after disclosures in the Ncholo reports about widespread problems with financial and administrative management of provinces.

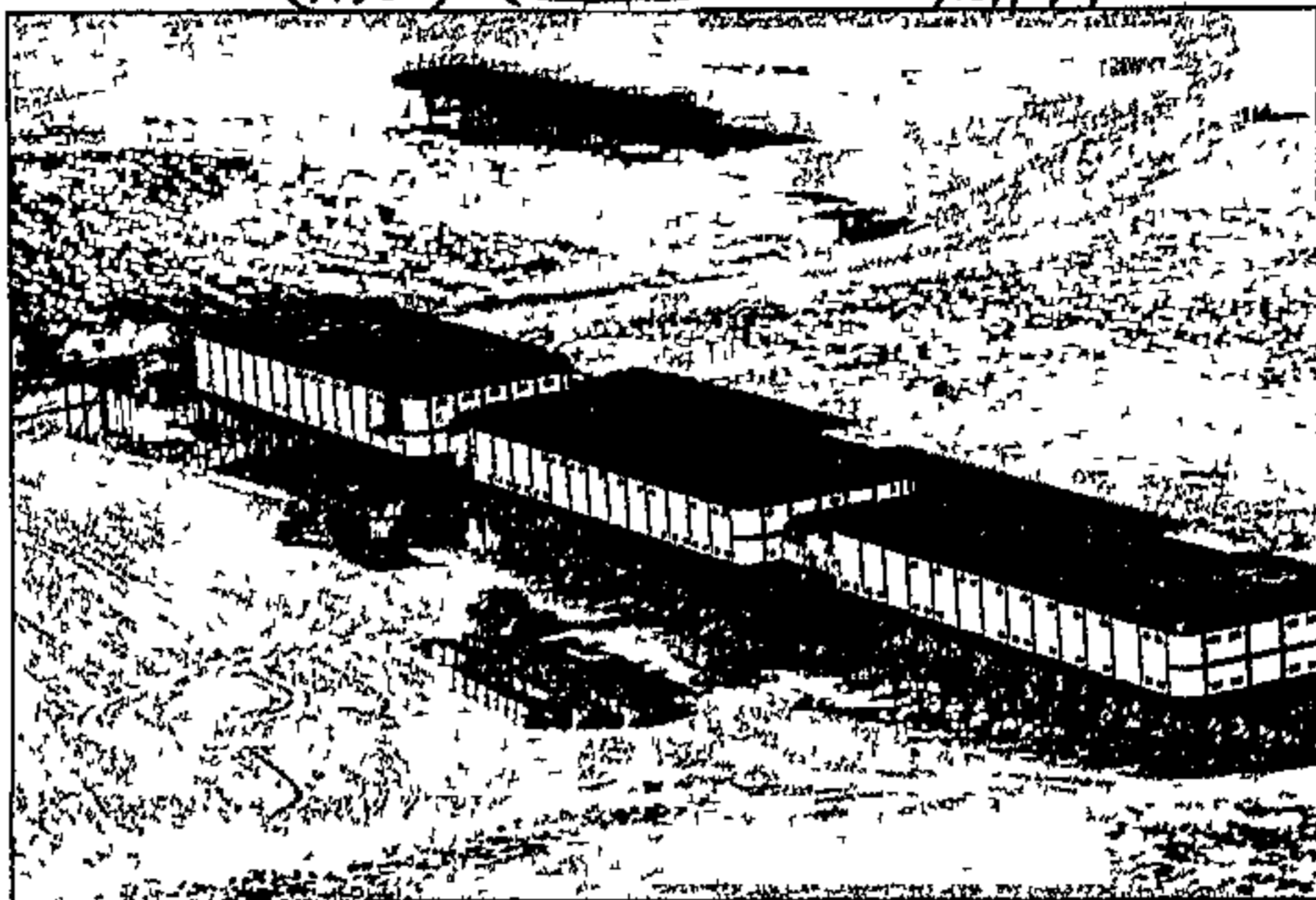
Consultants cash in on Government

Departments pay out R900-million

(250) (250) AR 4 3/12/97

INSIDE STORY

The Government has spent more than R900-million on consultants in less than four years – among them a research specialist to investigate and organise 'documents of historical concern' to help in the writing of former president F W de Klerk's memoirs. Political Correspondent **CLIVE SAWYER** reports from Parliament



More than R900 million has been spent on consultants by ministries and departments since May 1994

The details, disclosed by Deputy President Thabo Mbeki, are

PRESIDENT'S OFFICE

The office of President Mandela spent R3,2-million on consultants, including a legal adviser, administrative consultant, communications consultant and public relations consultant.

Other consultants to the president's office were those advising on remuneration and pensions for office-bearers and traditional leaders

Mr Mandela's office paid a research specialist to investigate and organise "documents of historical concern" to help in the writing of former president F W de Klerk's memoirs

DEPUTY PRESIDENT'S OFFICE

Mr Mbeki's own department spent R2,8-million between April 1995 and August 1997 on consultants who reviewed government communication policies at national, provincial and local level and reviewed ownership and control of South Africa's media.

LABOUR MINISTRY

Minister Tito Mboweni spent about R1,8-million on consultants between February 1995 and October last year.

Estimates were that the department had spent R4,9-million since 1994 on consultants for the department, R27,4-million a year for the Compensation Fund and R856 639 a year for the Unemployment Insurance Fund. The consultants had co-ordinated the drafting of the Labour Relations Act and advised on labour market policy

WATER AFFAIRS AND FORESTRY

Minister Kader Asmal did not use any consultants, but the department spent R285,6 million on consultants on issues ranging from water quality management to the water law review.

PUBLIC ENTERPRISES

Minister Stella Sigcau said the Government as a whole had used HSBC Investment Bank to help in restructuring matters, spending R12,9-million.

SA POLICE SERVICE

The SAPS spent about R18-million on consultants assigned to the office of Safety and Security Minister Sydney Mufamadi, as well as on other matters.

CONSTITUTIONAL DEVELOPMENT

The department said it had spent R3,3-million on several matters including the white paper on rural development strategy, advice on local government councillors' allowances and pensions, the Masakhane

Deep south: the Government paid for advice on South Africa's Antarctic base and programme

campaign and the white paper devoted to local government.

CORRECTIONAL SERVICES MINISTRY

Minister Sipo Mzimela used no consultants, but the department spent R44-million on consultants on training and development, information technology, social work services, legal services, logistics and communications

FOREIGN AFFAIRS

Minister Alfred Nzo said the department used Washington DC law firm C R International to advise on various issues involving the United States, including trade and investments and the Binational Commission. He said it was not possible to obtain the cost involved in the short time allowed.

TRADE AND INDUSTRY

Minister Alec Erwin said his department had spent R26,3 million on consultants since 1994

The consultants had worked on issues including the re-evaluation of regional industrial development, the motor industry development programme, gambling and lotteries, and compilation of a step-by-step guide to exporting for small, medium and micro-enterprises

DEFENCE

Minister Joe Modise said the South African National Defence force had allocated R6 million towards the costs of two teams of foreign military advisers, each from Britain

These teams were helping with the integration process and the development of the defence secretariat.

PUBLIC WORKS

The department spent R294 million on consultants who helped in the design and administration of construction projects

POSTS AND TELECOMMUNICATIONS

Minister Jay Naidoo said he had spent no money on consultants.

However, the Department of Communications paid about R11 million on issues ranging from the cellular telephone industry to an investigation of the telecommunications industry

MINERALS AND ENERGY

Minister Penuell Maduna said his department had spent R3,1-million on consultants on the development of systems, investigations of mining accidents and formulating policies and legislation.

FINANCE

The department spent R5,1 million on consultants, including several retired officials who trained their successors

HOUSING

Minister Sankie Mthembu Mahanyele and her predecessor, Joe Slovo, paid R32-million for various consultants on policy development, the maintenance of the debtor system and management of RDP projects

ENVIRONMENT AFFAIRS AND TOURISM

The department paid R4,2 million for services, including advice on the SA National Antarctic Programme, the development of a departmental communication strategy and advice on the Sea Point aquarium and the new Sea Fisheries headquarters

EDUCATION

The department paid about R16-million for consultants on training, development of the schools register of needs and support for the independent examination board.

TRANSPORT

The department spent R40-million on consultants on a wide range of issues from road safety to economic empowerment of small bus operators.

HOME AFFAIRS

The department spent R930 983 on consultants, including obtaining advice on the development of a new computerised identification document

ARTS, CULTURE, SCIENCE AND TECHNOLOGY

The department paid R14,9 million to consultants, including R4-million to a public relations agency for a multilingualism campaign

WELFARE

The department spent R1,2-million on consultants who worked on the white paper on social welfare and other items.

HEALTH

Minister Nkosazana Zuma made use of no consultants, but the Health Department used several, spending R9,9 million on issues from a new Food Bill, using traditional healers in the struggle against HIV-Aids, development of the female condom, reviewing the amendment of health legislation and preparing the health status report.

JUSTICE

Minister Dullah Omar and his department used several consultants, together spending about R5,6-million on former officials to help with the transition and other matters

PUBLIC SERVICE AND ADMINISTRATION

Minister Zola Skweyiya's department spent R975 387 for negotiations in the public service bargaining council, a probe into the foreign service and the restructuring of the public service, and to develop a job evaluation and grading system

Government prepared to jail some ghost workers, says Skweyiya

By David Greybe

CAPE TOWN — The government is prepared to get tough with ghost workers in the public service, even jailing some, Public Service Minister Zola Skweyiya said yesterday.

He was reacting to the latest figure of more than 10 000 ghost workers in the Eastern Cape which, it was estimated, was costing the provincial government at least R400m a year.

"Anyone found defrauding the state will have the full gamut of legal and disciplinary steps thrown at them," Skweyiya said. "We intend to make an example of some ghost workers, jailing them if necessary."

Public service deputy director-general Sandile Nqoxana said yesterday ghost-worker audits had been started recently in the Northern Province, Mpumalanga and Free State.

Public service director-general Paseka Nicholo said a pilot project to investigate the use of invisible ink, such as that used at elections, to speed up the physical head count of public servants was nearing completion in the Northern Province.

If adopted, all employees in a department would be called on to "vote" on a specific day, which would determine the precise numbers of workers and their identities, Nicholo said.

The physical head count of Eastern Cape public servants began in November last year and was expected to be completed only at the end of January next year.

Skweyiya said he intended holding urgent talks with Finance Minister Trevor Manuel and his deputy Gill Marcus to secure "reward" funds to be offered to public servants who identified ghost workers.

"I personally believe there are quite a number of public servants who know the identity of ghost workers," Skweyiya said.

He would be making a similar appeal for assistance to the public service trade unions.

He said the speed of the follow-up prosecution of Eastern Cape ghost workers depended on how fast the government task team working there was able to obtain precise details of recipients of fictitious salaries.

Task team leader Chris Dreyer said yesterday he was confident his team of 16 would be able to identify all the recipients of illegal payments.

Despite the "laborious task" of identifying offenders by name and address, the task team had already completed 15 files on the identity of ghost workers, Dreyer said. However, it would still take "some months" to complete the job.

Skweyiya said yesterday his department intended to assist Dreyer's team to speed up the completion of its year-long task.

Dreyer said once identified, the details of a ghost worker still in the employ of the province would be passed on to the permanent secretary of the relevant department, who would be responsible for the recovery of the monies owing. Anyone unable to repay the money owing would have their belongings attached by a court of law.

Ghost workers no longer in the state's employ would be handed over to the national unit investigating corruption, set up in March, Dreyer said.

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Public service dept wins salary case

(250)

David Greybe

CAPE TOWN — The public service department won a salary arbitration case yesterday — which it was estimated would save the state R50m a year — against a group of public service unions.

The ruling, by a panel of mediators from the Independent Mediation Service of SA, was the first major ruling in favour of the public service department in the past two years against a group of unions led by the Public Servants' Association.

At issue were increases for employees at senior management level.

The unions had demanded a minimum 7,5% increase because, they argued, this was what was stipulated in the three-year salary deal struck last June between the department and the unions.

However, the department argued that the 7,5% increase applied only in the first year of the three-year deal.

The department said it was prepared to offer directors only a 4% increase, chief directors a 3% increase and no increases for deputy directors-general and directors-general. This compared with the minimum 8% increase provided for public servants below management level.

The arbitration panel heard the case at the end of last month and ruled yesterday that the three-year salary deal did not bind the state to a minimum annual increase of 7,5%.

The Cosatu-affiliated National Education, Health and Allied Workers' Union opposed salary increases for management, arguing for a further narrowing of the wage gap between the lowest- and highest-paid workers.

Public service deputy director-general Neva Makgetla said yesterday the ruling meant a saving for the state of about R35m this year and R50m a year from next year.

IBA to decide who will run free-to-air TV

Vuyo Mvoko

A DECISION on who would run SA's first national private free-to-air television channel would be made by March 31, the Independent Broadcasting Authority said yesterday.

Unveiling details of the process leading to the licensing of the broadcaster, IBA councillor Roy Williams said hearings would begin on February 3 and end on March 6.

The applicants are Station for the Nation, Free-to-Air, Midi, New Channel, Afrimedia, Community Television Network and Island Television.

Strict adherence to the provisions of the IBA Act would be demanded of applicants at all times, Williams said.

He gave, as an example, the IBA council's decision that only information already supplied, and no new information, would be considered.

Between now and January 7 the only new information allowed would be that specifically requested by the IBA council.

Bidders wanting to take up issues with their competitors during hearings would be allowed to do so only if the particular issue they wanted to raise was raised in their own submission.

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Govt to restructure science councils

BD 11/12/97

Jacob Dlamini

GOVERNMENT looks set to go ahead with plans to restructure state-funded science councils after the completion of an investigation into their management structures.

Deputy Arts, Culture, Science and Technology Minister Brigitte Mabandla said a report had been drawn up and would be presented to an interministerial committee early next year.

The report would list recommendations calling for the restructuring of the top echelons of the science councils and the streamlining of their functions to avoid duplication.

Mabandla said the restructuring was likely to be "painful and to cause restlessness among staff", but government had committed itself to addressing the concerns of those affected.

Institutions likely to be affected by the changes are the Human Sciences Research Council, the Foundation for Research Development, the SA Bureau of Standards, the Medical Research Council, the Atomic Energy Corporation and the Weather bureau.

Mabandla said the investigation had aimed to establish how the various councils could be changed and resourced to serve

government intentions to give SA a competitive edge.

The results of the investigation, which began in August and was completed last month, would help government identify core functions for the councils, introduce performance assessments and develop a suitable commercialisation policy.

Mabandla said the results would also assist with the development of appropriate affirmative action programmes and the alignment of the councils' functions with the National System of Innovation.

She said government had changed the way funds were allocated to the councils and had introduced an output-based measurement to make them more productive and accountable.

The arts, culture, science and technology department had begun working together with the labour and education departments to devise a human resources development strategy for SA, she said.

Mabandla said government would launch a five-year public awareness campaign next year to promote science and technology. The campaign would be funded jointly by government and the private sector and would involve provinces, schools and state departments.

Govt plans to retrench staff at lower cost

David Greybe

CAPE TOWN.— A cabinet subcommittee had approved proposals for cheaper forced retrenchments in the public service based on private sector norms, a government official said yesterday.

Public servants targeted for retrenchment would probably be offered a package equivalent to between six months and a year's salary plus pension benefits and a social plan, the official said. The scheme suspended in July last year because it was too costly, offered four to five years' salary.

The old retrenchment scheme was two to three times higher than the private sector and favoured higher level public servants, the official said.

Government intended negotiating the new retrenchment scheme with unions next month.

"There is general agreement within government that we need to move fast on this issue," the official said, referring to growing pressure from government departments and provinces on the need to reduce staff.

Provincial governments had identified about 50 000 "redundant" personnel, due mainly to the merger of the former homelands and SA departments. However, it was unclear how many would eventually be retrenched.

The recommendation to seek cheaper retrenchments was made by cabinet's mandating committee last week and would be put to the full cabinet early in the new year, the official said.

The committee includes Finance Minister Trevor Manuel, Public Service Minister Zola Skweyiya, Defence Minister Joe Modise, Health Minister

BD 19/12/97 (250)
Nkosazana Zuma, Posts and Telecommunications Minister Jay Naidoo, Trade and Industry Minister Alec Erwin, Education Minister Sibusiso Bengu and Safety and Security Minister Sydney Mufamadi.

The virtual impossibility of retrenching surplus staff was placing a burden on the budget of R2bn to R4bn, according to government's medium-term expenditure framework.

With about two-thirds of the 50 000 "redundant" staff considered unskilled and less skilled it was expected that the social plan would cost "hundreds of millions of rands", the official said.

The social plan would fit in with the framework being devised by the National Economic, Development and Labour Council, and would include training and retraining and participation in development schemes. The subcommittee felt it was critical that those retrenched should not join the long-term unemployed, the official said.

The retrenchment proposal leaves the planning and negotiation of actual retrenchment and social plans to the individual departments and provinces — in line with recent legislative steps to decentralise power to departments and provinces.

Government has come under growing pressure to secure the backing of the unions for a more affordable forced retrenchment package, after it conceded that the voluntary severance package which replaced the forced retrenchment scheme had failed.

The provinces' inability to reduce surplus staff has been blamed for the provincial budget deficit of more than R5,5bn this fiscal year.

question, all departments were provided with a list of questions by the Drafting Committee covering the following areas

- Legislation to be put in place to eliminate discrimination against women
- non legislative initiatives introduced to eliminate discrimination
- measures introduced to eradicate discrimination
- availability of desegregated data

The information received therefore, covered areas of legislation, policies and programmes they are putting in place in line with the process of transformation taking place in the country and in particular the equal opportunity process in departments. On the basis of the questions provided, it would therefore not be fair to say whether departments are implementing CEDAW or not. Now that we have a report which is a benchmark for the country, it is recommended that the Office on the Status of Women (OSW) using the report as a tool, begin to monitor the implementation of CEDAW and to provide a report within a given period to the CEDAW Ad Hoc Committee on progress made and areas which need attention.

(c)(i) The report has been submitted to Core Ministries (Foreign Affairs, Justice, Welfare and the Deputy Ministry in the Office of the Executive President) through the Minister for Welfare and Population Development on 22 July 1997 and will be submitted by the second week of September to Cabinet and then later this year to Parliament.

The original report writing process included provincial and national public hearings. The Core Ministries, co-ordinating the delivery of the CEDAW report, will have due to time constraints decided on public hearings of the report by the CEDAW Ad Hoc Committee to solicit further input to the report. The existing brief of the Drafting Team ends with the submission of the Draft Report to the Core Ministries.

(ii) We clearly will not have a problem to make this report available to the public and I envisage that the Ad Hoc Committee will also play a role in this regard

Irregular promotions (250)
953 Mr J A JORDAAN asked the Minister for the Public Service and Administration

- (1) How many irregular promotions have been found by the White Commission of Enquiry to have taken place in each government and provincial department,
- (2) whether all these irregular promotions have been set aside, if not, what is the position in this regard, if so, what are the relevant details,
- (3) what is the total amount that was found to have been overpaid in salaries in this regard,
- (4) whether this amount has been recovered, if not, what is the position in this regard, if so, what are the relevant details,
- (5) whether the Public Service Commission has completed its investigation into the slow rate of progress in the implementation of the commission's recommendations, if not, why not, if so, (a) what were the findings and (b) what action has been taken to improve the position?

The MINISTER FOR THE PUBLIC SERVICE AND ADMINISTRATION

(1)(a) To date, promotions of approximately 4 000 people were found to be irregular

(b) All 4 000 promotions were set aside. However, not all investigated cases were set aside since, of the 4 000 promotions, 648 promotions were found to be in order and confirmed

(c) Approximately R7,2 million has already been calculated as overpayment by Departments/Provincial Administrations. However, most Departments/Provincial Administrations are still in the process of determining the exact amounts owing to the State

(d) A large portion of the overpayments has not been recovered yet as the Department of State Expenditure is still in the process of developing guidelines and standard formulae for Departments/Provincial

Administrations to follow when determining overpayments

(2)(a) The Portfolio Committee on the Public Service and Administration conducted hearings on the 7 and 8th August 1997, with all the Heads of Departments/Provincial Administrations to whom the Judge White Commission has referred cases of irregularities. It was evident at this forum that most Departments/Provincial Administrations were experiencing problems with the implementation of the Commission's findings. The following are some of the problems experienced

- (i) No clear guidelines exist for the calculation of overpayments
- (ii) There is no uniform approach amongst Departments/Provincial Administrations when calculating overpayments as each follow their own procedures especially with regard to the following
 - Income Tax
 - Contribution to the Government Employees Pension Fund
 - Motor Finance Scheme for Senior Officers
 - Interest on overpayments

(iii) As pointed out by the Commission, huge amounts are to be repaid by some officials which will result in undue financial hardship. It seems that most repayment periods will be longer than 12 months with the result that approval from Treasury will be needed

(b) At the hearing, Departments/Provincial Administrations were instructed to set aside promotions immediately on receipt of the findings of the Commission as this in itself would constitute savings. The calculation of overpayments could be done at a later stage.

As already mentioned, the Department of State Expenditure has been requested to develop a set of clear guidelines and standard formulae which Departments/

Provincial Administrations can use to do the calculations on an equitable manner

Minister/Deputy: remuneration for speaking engagements

968 Mr K M ANDREW asked the Minister of Finance

- (1) Whether he and/or his Deputy minister accepted remuneration for any speaking engagements during the period 1 June 1996 up to the latest specified date for which information is available, if so, (a) for how many speaking engagements and (b) what total remuneration did he and/or his Deputy Minister receive as a result,

(2) whether this remuneration was retained by his Department, if not, to whom was it paid out, if so, what are the relevant details,

(3) whether any state resources, including transport for Ministerial staff and transport provided by the State, were employed in preparing for and attending these engagements, if so, (a) what are the details concerning the resources so employed and (b) what was the total cost incurred in employing such resources?

N1670E

The MINISTER OF FINANCE

(1) No

(2) Not applicable

(3) No

Cites: department's role in downlisting elephant

970 Mr P F SMITH to ask the Minister of Foreign Affairs

- (1) Whether he or his Department played a central role in securing the decision of the South African Government to support the requests of Namibia, Botswana and Zimbabwe to downlist the elephant from Appendix I to Appendix II of the Convention on International Trade in Endangered Species of Wild Fauna and Flora (Cites), if so, (a) on whose authority

W Cape seeks OK for

public service staff cuts

CLIVE SAWYER

POLITICAL CORRESPONDENT

ARLT 21/8/97

A national inquiry headed by Public Service Department director-general Paseka Ncholo has recommended a wide range of reforms to the Western Cape provincial government, which it found to be over-centralised, underfunded and facing a staff crisis.

The report has been forwarded to the Western Cape government for comment.

In a startling revelation, the report said the province had asked permission to go ahead with retrenchments.

"The province is of the opinion that it has exhausted all possibilities for downsizing utilising the voluntary severance package. An urgent plea was directed that another instrument be made available,

possibly .. the Public Service Act, to introduce employer-initiated retrenchments."

The report found that the Western Cape administration was too centrally managed, departments were not yet fully representative of the population; capacity to deliver had been hard-hit by more than 10 000 people taking voluntary severance packages; and there were failings in human resources issues.

However, especially compared to other provinces, the Western Cape was well-resourced to deliver high-quality services.

Overall, the biggest factor affecting the provincial government was found to be the R1,2-billion cut in its budget this year.

Reports on all provincial administrations were presented to the Cabinet yesterday by the Public Service Minister, Zola Skweyiya.



Rescue: Public Service Minister Zola Skweyiya

Salary increases of 11 to 20% for politicians

CT 22/8/97

THE cabinet has approved salary hikes for the deputy president, ministers, national and provincial MPs of between 11% and 20% — pushing the salary bill for political office-bearers to R264,86 million a year.

This will push the salary bill for politicians up by R33m a year.

Deputy Finance Minister Ms Gill Marcus said the president's package was dealt with separately and was not included in the Steyn Commission's recommendations on salary levels for public office-bearers.

Speaker Dr Frené Ginwala welcomed the "relief" of financial pressure on MPs. She said that since the 1994 elections, increases for MPs amounted to 7,5% a year.

Marcus pointed out that this was below the inflation rate of about 8,5% over this period.

Provincial MPs earned R184 800 a year in 1994, and received R213 811 after a hike last year.

They will now get R242 355 — a 13% increase on their present package and a 31% hike since 1994.

The leaders of the official opposition parties in the nine legislatures will have their packages increased by

11% from R264 480 to R294 768, backdated to January.

National MPs and members of the National Council of Provinces (NCOP) will receive a 13% hike on their packages of R221 861 to R251 649 a year.

The chairpersons of standing committees of parliament will receive 20% increases, increasing their packages from R245 886 to R294 768.

Cabinet ministers, premiers, the chairman of the NCOP and the Speaker of the National Assembly will get a 12% hike — raising their packages from R423 360 to R474 162.

The hikes for MPs will be backdated to January and those for cabinet ministers to April this year.

The deputy president's package rises by 12% from R480 000 to R535 600 a year.

● The leaders of opposition parties in the National Assembly will also benefit from the hikes. The leader of the largest minority party (the NP) will receive a 15% hike to R304 152 a year — up from R264 480. The leaders of other minority parties will get R282 912 — up 15% on packages of R246 011 — Political Staff

Mandela approves higher salaries for elected officials

80 22 | 8 | 97
Wyndham Hartley

CAPE TOWN — President Nelson Mandela had approved salary increases of between 12% and 20% for elected political representatives, the president's office said yesterday.

It said the increases, recommended by the cabinet, were based on salaries at the start of the new order in 1994, and were thus below inflation.

Sports Minister Steve Tshwete, who chaired the cabinet committee which deliberated on the packages, said MPs were not awarding themselves increases. The increases were based on the recommendations of the Steyn commission, which investigates the remuneration of public representatives.

Those receiving increases would get back pay to January.

Ordinary MPs and members of provincial legislatures will receive a 13% raise. Their packages, which include provision for a car, will go up to R251 649 a year from R221 861.

All senior posts, including cabinet posts, will receive substantially less than the salaries suggested by the Steyn commission.

The increases are between 1% and 31% more than the packages with which MPs started in 1994. Deputy President Thabo Mbeki's package is more than R60 000 less than the R600 000 he started with in 1994.

Cabinet ministers will receive a package of R474 162 a year, 1% more

(250) (250)
than their starting salaries in 1994 and a 12% increase over their present packages. Premiers and the presiding officers in Parliament earn packages on the same level as the cabinet.

Tshwete said the deputy president's salary cut was much larger when inflation was taken into account.

A presidential proclamation is needed for some of the salaries to become effective, while for premiers, MECs and permanent delegations to the council of provinces, special legislation will have to be passed.

Tshwete also announced that the cabinet had departed from the Steyn commission in adopting a resolution that future annual salary increases for all public representatives would be no more than the inflation rate less 1%.

Deputy Finance Minister Gill Marcus said senior members, including the cabinet, had taken voluntary cuts of between 3% and 20% in 1994. If the 1% increase on the starting salaries of ministers was calculated in annual terms, it amounted to a 0,25% increase a year since taking office. She said there had not been increases for four years, while the public service had received annual increments.

National Assembly speaker Frene Ginwala said the packages were effectively increases of 7,5% a year since 1994, while inflation had run at between 7,4% and 9,9% over that period. This meant they were still effectively earning less than when they started.

Cosatu urges citizen's charter of rights

AR 425/8/97 (250)

The Congress of South African Trade Unions says there should be a citizen's charter spelling out people's rights to public services and administrative justice.

The federation made the call in a submission to the National Assembly committee on the public service during hearings on a draft

white paper on improving public service delivery

The paper calls for a change of emphasis in the public service towards delivery, an approach which will require, among other things, more responsiveness to people's needs - Political Correspondent

Govt plans for transforming public service delivery criticised

David Graybe

CAPE TOWN — Government plans for transforming public service delivery were criticised at a public hearing on Friday for, among other reasons, lacking institutional capacity and failing to consider other government policy initiatives.

The public sector "should not mechanically ape the private sector", which was driven by the profit motive and effectively provided goods and services "to those who can afford it and where there is demand".

Poor public service delivery was a key finding of the provincial audit reports released last week by Public Service Minister Zola Skweyiya.

The Black Sash, in its comment on the draft white paper on transforming public service delivery, said that in the area of social services delivery the situation was "not a lot better on the ground" in post-apartheid SA compared to before.

Black Sash national legislation monitor Alison Tilley said "the waiting time on the ground" from submission of a pension application, for example, to the first cheque, "is still between a year and 18 months".

A key oversight in the white paper was the omission of the public's right to administrative justice, Tilley said.

The Gauteng Provincial Services Commission said the white paper failed to mention new budget reforms which were central to departmental service delivery objectives into action. This budgeting approach would "undoubtedly impact dramati-

cally on departments' capacity to set service standards".

The commission's deputy director of policy research, Aspasia Karras, said there was no mention in the white paper of how delivery would be integrated with the new code of conduct for public servants, the findings of the Presidential Review Commission into the public service, pending legislation, or the new Public Service Commission. As a result the white paper ended up being "just another document in a vacuum put out by the

(public services) department".

It was the commission's belief that service delivery had to be understood as a much broader concept than presented in the white paper.

Ian Assam, the project manager who authored the white paper, said in response "instead of focusing on a macro solution which might take years to agree on, let us start tackling the reform process on a micro level now and, in so doing, tease out the systemic problems and their solutions". Government would begin

by consulting the "customers", identifying their needs and priorities. Departments would then have to determine "where they are in relation to the identified problems" and "try to close the gap progressively".

Public services committee chairman Salie Mamee said a key shortcoming was the omission of the crucial area of service delivery at local government level. The control of the three tiers of government would be an important test of co-operative governance, he said.

(25a) B0 25/8/97

Star 26/8/97

Union taken to court by workers

~~(211)~~ (250) ~~(18)~~
Spirings - Spirings municipal workers yesterday took their union, the SA Municipal Workers' Union, to the Spirings Magistrate's Court for allegedly advising them to participate in an illegal strike which resulted in workers being fired and losing their long-service benefits.

About 800 municipal workers went on strike in June 1993 to demand the reinstatement of four shop stewards, who were re-employed, but the striking workers were all fired, SABC TV reported.

The workers were re-employed a year later.

Samwu denied encouraging the workers to participate in an illegal strike. - Sapa

By Abdul Miliazi

Unprecedented case as workers sue union

Southern 26/8/97

(256) ~~(216)~~ (159)

A new precedent

Labour dispute comes to end

Sowetan 27/8/97

By Muzi Mkhwanazi

THE labour dispute between the government and members of the National Education Health and Allied Workers Union at the Diepkloof and Roodepoort mortuaries has been resolved.

Gauteng Public Safety and Security MEC Ms Jessie Duarte said yesterday the labour problems which had been experienced in the past three weeks in which laboratory assistants refused to perform some of the duties beyond what was expected of them had been resolved.

Duarte said the backlog which had been created as a result of the workers' action would be handled by other mortuaries within the Gauteng province.

"We would like to apologise to all families that were affected by the situation and give them the assurance that every effort will be done to minimise the delays.

"It is with regret that families who are at a stage of grief and anguish had to postpone funerals of their beloved ones because of the problems at mortuaries. I would like to give my total commitment in making sure that such incidents will be averted in future," Duarte said.

Sapa reported that Duarte promised a total commitment to make sure that such incidents were averted in future.

She said discussions were taking place at national level to resolve the matter.

At the time of going to press, Nehawu national spokesperson Mr Joe Lekola could not confirm whether his organisation had resolved the dispute with the government.

360 casual labourers protest

Sowetan 27/8/97

By Russel Molefe

MORE than 360 casual labourers have been staging a sleep-in at the Orange Farm municipal offices since their contracts were terminated on August 1

The labourers, who were hired in June last year and earned R45 a day, believe the termination of their contracts was unfair because the work they have been doing such as cleaning parks and streets has now been allocated to private companies

The spokesman for the workers Mr Azaria Ncube said the labourers were told that the funds for their wages have run out

"While they are telling us that funds for our wages have run out, private companies were being contracted to do our jobs. This does not make any sense

"We perceive this as part of corruption that is rampant in our municipality

"You find a site being sold to more than five people," Ncube said

Ncube said no one from the Southern Metropolitan Substructure has addressed them on their problem. Southern MSS representative Mrs Bonnie Msimang and other senior members promised to meet the workers on Monday but failed to turn up, he said

"We were also fed up with empty promises. The municipality promised to employ us permanently in October last year but nothing happened," he said

When contacted for comment on her cellphone after she could not be found at her workplace, Msimang said

"You can't just call and start questioning me. I need to be warned first and there are procedures in this regard" She then hung up

Strikers want R5-m from union for loss of earnings

BY ADAM COOKE

250
27/8/97
In a court case that could change the way trade unions operate, municipal workers are claiming more than R5-million in compensation from a trade union they claim incited them to enter an illegal strike.

The 583 members of the South African Municipal Workers' Union are seeking damages for loss of earnings after they spent a year without employment as a result of the strike action.

Specialists say that if the trade union members win the case, which is being heard in the Springs Magistrates' Court, this could have major implications for the future of industrial action.

The case stems from an illegal strike in June 1993 in which several hundred Springs municipal workers refused to work until the Springs council management entered into arbitration with the union over the earlier dismissal of four shop stewards.

The striking workers were fired after they could not adhere to a council ultimatum that they return to work.

Samwu said the workers were never incited to strike, and that the union followed up their dismissal with lengthy court battles and the eventual reinstatement of the workers through the Industrial Court.

FW's pension R500 000 a year

POLITICAL STAFF

ARG 27/8/97

(250)



National Party leader F W de Klerk will receive a pension of at least R510 147 a year - or R42 512 a month - when he retires next month.

This means he will get more than as President Mandela. The current President's pension is R209 000 a year.

De Klerk's pension is open to his first wife for her part of the pension.

De Klerk's pension is based on his salary as a cabinet minister. He will receive R209 000 a year when he leaves office in 1998.

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De Klerk will receive no pension for his last three years of service because Parliament has not yet established a pension scheme for them. He will get only his own contribution back at rest.

De Klerk's pension is based on his salary as a cabinet minister. He will receive R209 000 a year when he leaves office in 1998. He will also receive 30 days a year plus timeshare.

Council employee had ulterior motives, says union

Bonile Ngqiyaza

BD 27/8/97 (260)

THE SA Municipal Workers' Union (Samwu), which is being sued by 583 members for lost wages, accused the members' chief witness of having ulterior motives in testifying at the Springs Magistrate's Court yesterday.

Advocate Tim Brunders, for Samwu, asked the witness, Springs council employee Neville Rudman, whether he had ulterior motives in testifying for the plaintiffs. "If more claims ... result from wildcat situations, will it not be likely that unions will become less inclined to get involved in wildcat strikes?"

Denying he had sought to damage unions, Rudman conceded that when the plaintiffs started illegal action he had thought that they had a hidden agenda.

Springs council workers — many of them with the council for more than 30 years — lost their long-term benefits when they were dismissed in 1993 after a wildcat strike over the sacking of four shop stewards.

The union's legal team said the union went into the dispute as a third party seeking to help resolve the issue, making it incapable of inciting a strike.

Govt's severance policy criticised

(250)

CT 28/8/97

PARLIAMENT'S Public Service Committee has requested the government to review its policy on voluntary severance packages to avoid the flight of skills from the public service and to curb an abuse of the system.

Committee members yesterday asked representatives of the Department of Public Service and Administration to assess the needs of the government and whether the skills of the person applying for a package were needed before such an application was approved.

Concerns were expressed by parliamentarians that senior civil servants were being awarded severance packages — at the cost of millions to the state — only to return to work for the government on a contract basis.

It was revealed in Parliament recently that a number of senior civil servants who had received huge payouts when they took advantage of the severance packages had been re-employed, some at higher salaries.

A representative of the Department of Public Service said recipients of severance packages were being accepted back in scarce occupational classes because of the shortage of skills in the public service.

ANC MP Mr Phillip Dexter raised his objections to the re-employment of those who had been granted packages. He also objected to the "arbitrary" way in which the system was implemented.

Committee chairman Mr Salie Marie requested the department to draft new proposals on how the system should be implemented. — Political Staff

Government urged to review policy on severance deals

(250)

By JOYAL RANTAO
Political Correspondent

Star 28/8/97

Cape Town - Parliament's public service committee has requested the Government to review its policy on voluntary severance packages to avoid the flight of skills from the public service and to curb an abuse of the system.

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Committee chairman Salie Manie requested the department to draft new proposals on how the system should be implemented.

Union 'was told in advance about workers' dismissals'

Bonile Ngqiyaza

00 28/8/97
NEWS of the impending dismissals of SA Municipal Workers' Union members involved in a wildcat strike in July 1993 was faxed by a council member to the local offices of the union two days before they took place, the Springs Magistrate's Court heard yesterday.

Springs town secretary Johan Krog said under cross-examination the letter — faxed on a Friday in July 1993 — was a gesture of courtesy. It had advised union representative Silas Letsimo of the council's attitude, and informed him of what was to follow.

Krog, who was deputy town secretary at the time, conceded that the letter did not imply the involvement of the union as a party in the dispute, nor was it meant to hold the union responsible for the conflict between the council and its employees. If he had personal knowledge of official union involvement in the dispute, it would have been cited in a subsequent High Court dispute between 10 of the sacked workers and the council.

Counsel for the union suggested that the council was using delaying

(250) tactics by involving Samwu regional organiser Letsimo late in the dispute when the demand was to refer the dispute for arbitration.

Krog conceded this.

"On the Friday, the workers were given their ultimatum, as it were, and I had hoped that during that weekend they would have a cooling off period, and on Monday they would be susceptible (to persuasion)," Krog told Magistrate Sannet du Plessis.

Adv Tim Brunders expressed disbelief that Krog could send a man he said was "a saviour and the last person who could restore normality" a faxed letter as a courtesy and advisement of the council's attitude.

In his response, Krog said he respected Letsimo and still believed that if he were to explain a similar situation to workers, there would be a greater chance of an amicable solution.

Springs council workers — many of them with the council for more than 30 years — lost their long-term benefits after a wildcat strike over the sacking of four shop stewards. Fifty-three workers have entered a claim against Samwu for lost wages.

Municipal workers march to demand employment

(250) ~~(250)~~
ABOUT 1 000 municipal workers marched to the offices of the Gauteng premier and the Johannesburg city council yesterday to demand that all workers employed by subcontractors be employed permanently by the council.

Addressing African Miners and Allied Workers' Union (Amawu) members outside the council's offices in Braamfontein, union spokesman Richard Jaho said the council's awarding of waste removal tenders to subcontractors put the workers in a position where they were not guaranteed their jobs.

"Once the contract for the tender expires, work-

ers who have been employed are no longer needed because the new contractor will have his own workers," he said. "All workers in subcontracts must be employees of the municipality.

"As cleaning of towns is indefinite, the method of employing workers on a temporary basis should be abolished," Jaho said.

Amawu demanded that workers should be paid benefits, including cover for sudden death and permanent disability at work.

The union also demanded that new subcontractors use the same workers employed by the previous subcontractor.

Sapa.

BD 28/8/97

Public services plan sent back

Wider views and contributions from 'people outside Parliament' to be taken into account, as some issues were not adequately covered in draft legislation

By JOVIAL RAMTIAO
Political Correspondent

The draft white paper aimed at transforming public-service delivery is set to be amended to include concerns raised by trade unions, non-governmental organisations and other major stakeholders.

Chairman of Parliament's Committee on the Public Service, Sallie Manie, told 'The Star' at the end of public hearings on the draft white paper it would be altered "to include views of people outside Parliament".

"People who made presentations raised issues we did not cover adequately in the draft legislation. The committee will finalise different parts in the draft to include these issues."

The Congress of Trade Unions (Cosatu) called for the development of a Citizen's Charter to spell out citizen's rights to public services and ad-

ministrative justice.

Cosatu representative Siphwe Mazibuko said mechanisms should be developed to allow public servants the opportunity to raise issues about procedures and logjams and to offer suggestions.

Cosatu has also called for a

Cosatu calls for charter of citizens' rights

National Framework Agreement on Restructuring of the Public Service. It also raised its concern over the failure of the draft White Paper to identify in principle structures that should facilitate public input.

Mazibuko said Cosatu was concerned the draft white paper had not clearly identified mechanisms to develop service

standards which would be used to measure the performance of the public service.

Alan Taylor from the Gauteng Provincial Service Commission (GPSC) said the draft white paper did not draw the linkages between the service delivery programme and the other reforms being instituted by the Department of Public Service and Administration.

Taylor was concerned there was no mention of how the new public service code of conduct could be used to transform the service. It was also unclear how the various initiatives of the department were being co-ordinated for maximum effectiveness, nor where they should be located and co-ordinated in provinces and departments.

"If the final white paper is to be a truly effective tool for service delivery, and not an added burden to over-stressed frontline managers, then a very specific plan of integrated action

should be provided in the White Paper," Taylor said. He said all aspects of service delivery must be integrated into current and pending legislation.

Taylor said the GPSC was also concerned that the role of the new Public Service Commission, as envisioned in the Constitution, was not addressed in the draft white paper. It was also concerned that the new budget reforms such as the Medium Term Expenditure Framework were not mentioned or analysed in the draft white paper although they would dramatically affect the department's capacity to set service standards.

In its submission, the University of the Free State called for the inclusion of the principle of multilingualism in the draft white paper to combat language barriers; difficulties of communication should be addressed in implementing an effective service delivery

'Anti-squatter' legislation due to go before Cabinet soon

By JOVIAL RAMTIAO
Cape Town

The Government is drafting legislation aimed at curbing invasions of private and public land in urban areas, it was revealed yesterday.

Acting director-general in the Department of Housing, Neville Karsens, told the parliamentary housing committee that the "anti-squatter" legislation would be presented to the Cabinet on September 3.

Once approved by the Cab-

Bill being fine-tuned by legal advisers

net, the legislation would be tabled in Parliament.

Karsens told 'The Star' that the Prevention of Unlawful Occupation of Land Bill, which is currently being fine-tuned by the state's law advisers, will contain guidelines on how local authorities should deal with squatters.

Although he was not pre-

pared to go into detail, Karsens said the legislation would also outline penalties that illegal squatters would face once the law came into effect.

"The law will distinguish (between) instances where people have been on a piece of land for a year and longer, and new arrivals.

"It would also provide special measures that would be applied when there is an urgency to get people off the land," Karsens said.

The legislation is expected to be tabled in Parliament alongside the Extension of Security of Tenure Bill, which has been presented to Parliament's committee on land affairs.

The Ministry of Housing hopes the bill will be tabled before the end of the year.

Karsens said a separate piece of legislation, the Housing Bill, was in the final process of certification by law advisers and would be tabled in Parliament next week.

▶ Department budget busters to face music



Mufamadi, Ramos, Skweyiya and Fivaz linked by questions relating to individual performance

PUBLIC SERVICE

Job ratings for grey shoe shufflers

(250)

Performance would be the key criterion in decisions on promotion or dismissal in a new scheme to improve civil service efficiency

FM 1/8/97

The security of tenure enjoyed by civil servants may soon be a thing of the past as government gears up to introduce annual performance audits across the entire public service

Plans to introduce a new performance appraisal system have been submitted to the public service Central Bargaining Chamber and discussions with unions are under way

The new system is part of a drive to improve government service and efficiency and boost the pace of delivery. It represents a marked shift away from automatic promotions based on length of tenure towards performance-related rewards

Public Service DG Paseka Ncholo says he hopes to implement the new system next year. It will involve annual performance evaluations for promotions and salary increases. It will reward people for setting high standards and meeting them, not for routine work.

He is also driving a long-term plan that could see the Public Service Act overhauled so that all civil servants are employed on performance-related contracts.

Civil servants below DG level have security of tenure. Existing public service

employment contracts set out job descriptions but not annual goals and targets

Performance contracts seek to introduce efficient business practices into government and ensure that officials are held accountable for their performance. They set out key responsibilities and annual targets that must be met, thereby accelerating service delivery and ensuring that the taxpayer receives value for money.

Ncholo must report to Public Service Minister Zola Skweyiya by March 31 1998 on whether it is feasible to extend performance contracts to all civil servants.

He admits the proposal is "an ideal." He does not believe the civil service has the managerial capacity to implement and monitor performance contracts across the board without massive training. New Zealand is reconsidering the use of performance contracts because of capacity constraints, he says.

SA is experimenting with models from New Zealand, Britain and Canada in the departments of Transport, Finance and Public Service and Administration. But so far they have been applied in a mechanical way, says parliament's public service portfolio committee chairman Salie Manie.

"Once a year officials fill in a form but poor performance never results in any action. We have to bring the public service more in line with the business sector where if you don't perform you're out," says Manie.

The Department of Transport was the first to enter into performance contracts with all its staff which it did at the start of 1997, having observed the use of performance contracts in business.

Transport Minister Mac Maharaj's spokesman Didi Moyle cites the example of Heinz CE Tony O'Reilly whose 1994 package fell by almost a third to US\$1.9m because company profits fell below target and resulted in his performance-linked bonus being cut.

Moyle says the contracts serve as an incentive to encourage better performance but also include penalty clauses. Those who don't perform may find they do not move up a salary notch at the year-end while those that excel may be moved up several notches.

The contracts are subject to annual review while performance is evaluated at six-monthly intervals. Moyle says it is too soon to tell if they have improved performance, but she expects results in the long term.

Transport DG Ketso Gordhan's contract includes objective criteria, such as affirmative action quotas, but also subjective criteria that are less easy to measure, such as providing "support for the Minister."

His targets for 1997 include ensuring that 30% of departmental managers are either blacks or women, that 40% of the department is black, that at least 70% of taxi associations and 20 000 illegal operators are registered by the year-end, that the privatisation of Sun Air is complete by August 1 1997 and that a strategic equity

Public service law designed to exorcise ghost workers

BD 5/8/97 (250)
David Greybe

CAPE TOWN — Public servants absent for 30 days without good reason would be automatically dismissed in terms of new legislation discussed in Parliament yesterday, public service director-general Paseka Ncholo said.

Ncholo said the "anarchy" in the public service because of many ghost workers and managers who ducked responsibility would, to a large extent, be stamped out under the new legislation.

Ncholo was speaking on the first of a two-day public hearing by the public service committee into the Public Service Laws Amendment Bill and the Public Service Commission Bill.

Under the Public Service Laws Amendment Bill, employees who "absconded" from work for 30 days "automatically fired themselves", Ncholo said. The bill effectively provided for a "self-firing mechanism".

Currently, the onus was on the employer, under a drawn-out labour relations process, to prove an employee had absconded and should not be paid, before dismissal could be sought. "Absconded" employees accounted for most ghost workers.

"Original powers" to "hire and fire" would be allocated to the public service's senior management. National ministers would be responsible for policy and not its implementation.

Ncholo said the Public Service Commission Bill provided for a new public

service commission with extensive powers to "police" national and provincial departments.

The bill spells out powers for the commission to investigate and monitor departments and "other organisational components" in the public service.

Ncholo said it was impossible for him, as head of a department, to meet his performance contract under the current set-up.

Salary cheques continued to be printed and paid to employees even when they had absconded from work, resulting in massive mismanagement of state funds. Because powers under existing legislation were "delegated" to senior management — and therefore technically remained with national ministers — there was little incentive to act against culprits.

"We have created a vacuum — no one is willing to take responsibility," Ncholo said. "As a result we cannot hold ministers responsible."

Ncholo tried in vain last week to establish how many ghost workers existed in the 1,2-million-strong public service. "This amorphous body existing only in spirit accounts for quite a substantial amount of our expenditure".

The two Bills are expected to be put to the National Assembly later this month, before being sent to the National Council of Provinces for approval.

Committee members hoped that the two Bills would become law within this year.

2

Civil service overpayments will cost taxpayers R1-bn

Star 6 | 8 | 97 (250)

At least 50 000 civil servants nationwide have been overpaid between April 1993 and September 1994 – and by the end of the year this would have cost taxpayers R1-billion

This emerged last night from the White Commission, appointed by President Mandela in February 1995 to probe irregular promotions, staff contracts and overpayments

The commission is due to make its final report at the end of this year.

The staggering state salary bill, much of it still being paid out, has led to tomorrow's summoning to Parliament of department heads to explain

what they're doing to carry out Judge White's recommendations on recovering the money.

Department heads or directors general, ranging from Justice (425 cases), Home Affairs (293 cases) to the Northern Province (251) and Eastern Cape (144) will face the portfolio committee on public service and administration.

Pam Barnes, administrative head of the White Commission, said yesterday that many of the cases were from the former Ciskei and Transkei and other "homelands". She said comparisons between departments at present would be unfair because probes were ongoing. – Own Correspondent.

MPLs protected, civil servants fair game

256/8/97

(250)

KARIN SCHIMKE
POLITICAL WRITER

CALLING a civil servant "nothing but a bloody murderer" is not a breach of the parliamentary privilege of freedom of speech, but to extend murder allegations to members of a legislature is.

This was the finding of a committee of the Western Cape legislature appointed to investigate whether the ANC's Mr Yusuf Gabru breached privilege during a speech in which he questioned the wisdom of appointing Dr Niel Barnard director-general of the province.

Barnard is the former chief of the National Intelligence Service (NIS).

In the debate, Gabru said: "Many people out there believe his hands are soaked in blood. Many people out there believe he is nothing but a bloody murderer."

According to parliamentary convention, calling another member of the legislature names is unacceptable. Whether this was also true of commenting on civil servants was a moot point in the committee.

The committee, chaired by leader of the house Mr Gerald Morkel, found Gabru not guilty. In a surprising turn of events, however, it found him guilty of a breach of privilege by extending the allegations he made against Barnard to members of the National Party who belong to the legislature.

The committee will recommend that he withdraw some of his statements and apologise for them.

In Gabru's controversial speech, he said: "Dr Barnard and the security forces used any

means possible ... Millions was secretly spent on propaganda, internally and externally. There was state support for murderers, gangsters and violence. Front companies to deal specifically with the coloured community were set up. We all know about the allegations that some honourable members on that side of the house (the National Party) were, in fact, paid to be there."

Gabru has been found guilty of this sort of extension of allegations. A full committee report is expected today.

When Gabru was asked by the Speaker to withdraw his "bloody murderer" allegations against Barnard at the time, he refused, and earlier this week he told the Cape Times he would continue to refuse, even if the committee instructed him to withdraw them.

"Convention has it that we are not allowed to criticise other members of (the provincial) parliament or judges in the legislature. Niel Barnard does not fall in that category. He is a civil servant and he was not elected to his position."

Gabru said the NP continued to pretend that Barnard's appointment was normal, when his history clearly showed he was "an abnormal individual". This needed to be debated.

"The reason I refuse to withdraw my statement or apologise is because by doing so I would be accepting that freedom of speech does not exist in our parliament."

Yesterday, however, he could not say whether he would withdraw comments made about NP members until he had read the committee's report.

WHITE COMMISSION'S SHOCK FOR TAXPAYERS

Civil servants

ET 6/8/97

THE WESTERN CAPE has told the White Commission there were no irregularities in civil servant salaries and promotions in the period under investigation, Political Writer **CHRIS BATEMAN** reports.

AT least 50 000 civil servants nationwide were overpaid between April 1993 and September 1994 — and it is expected that the number of cases uncovered by the end of this year will have cost taxpayers R1 billion.

Initial findings were disclosed last night by the White Commission, appointed by President Nelson Mandela in February 1995 to investigate irregular promotions, staff contracts and overpayments. The commission is to submit its report at the end of the year.

The staggering state salary bill, much of it still being paid out, has led to departmental heads being summoned to Parliament tomorrow. They are to explain to the committee on public service and administration what they are doing to carry out Mr Justice C S White's recommendations about recovering the money.

The departmental heads and directors-general range from Justice (425 cases) and Home Affairs (293) to Northern Province (251) and Eastern Cape (144).

Ms Pam Barnes, administrative head of the White Commission, said yesterday that many of the cases had been identified in the former Ciskei and Transkei and other "homelands".

The commission had not received a single complaint from the Western Cape.

"We got a letter from Premier Hennis Kriel saying there were no irregularities in the Western Cape," Barnes said.

She said comparisons between departments would be unfair because the investigation was continuing. The reason the figure for the Justice Department was high was that "we began with them".

It is estimated that each of the 50 000 civil servants received an average of R15 000 extra — R750 million altogether — over the period.

However, as about 300 more cases have been identified and as the investigation is incomplete, it is expected the total figure will be found, by the end of the year, to have been "easily" R1bn.

Director-general of the Public Service, Dr Paseka Ncholo, said most of the irregular promotions had

☐ Turn to Page 3

(250)
Overpaid R1bn

P. T. O.

New bill designed to eradicate 'ghost' civil servants

□ From Page 1

R40 000 increase you take it, you don't question the legality. Then it's the public servant who becomes the victim — that's the sad part."

Ncholo cited, as an example, Venda civil servants who were paid out their public service pension funds but continued in service. Some middle-management

civil servants in the Eastern Cape had taken him and the White Commission to court last year in an attempt to prevent their having access to their official files. The civil servants lost the case.

Barnes said that, as far as she knew, no one had yet laid criminal charges. It was "up to individual departments to find out what happened."

The White Commission, based in the Midrand and served by 11 investigators and four administrators, relies on complaints made to it to build its case load.

Disclosure of the overpayments comes as the government is tightening up legislation to prevent civil servants absconding from work and continuing to collect pay cheques.

SA 6/8/97

Ncholo said the proposed legislation to a large extent would eradicate ghost workers and those who ducked responsibility.

Under the Public Services Amendment Bill, staff members who "absconded" from work for 30 days would "automatically fire themselves".

● The Auditor-General has found there was no effective man-

(250)

agement in the homelands and a high risk that serious irregularities might have gone undetected, Sapa reports.

The audit for Transkei, Bophuthatswana, Venda and Ciskei covered all outstanding financial records for the period ending March 31 1995 and entailed just over R15 million, excluding salaries.

Public service fails to recover overpaid R700-m

Departments on the carpet this week

CLIVE SAWYER
POLITICAL CORRESPONDENT

Fifteen government departments and provincial administrations have been summoned to Parliament to explain their failure to recover more than R700-million in overpayments to public servants.

The overpayments were investigated by the White Commission, which directed the departments to recover the overpaid amounts before June 3

An auditor-general's report recently found that departments had failed to implement the commission's findings

Salie Manie, head of the National Assembly committee on the public service, said the committee had undertaken to investigate the matter and had summoned department heads to account for their implementation of the commission's findings, especially about arrangements with affected employees to recover overpayments.

There were 144 cases in the Eastern Cape provincial administration and 251 in the Northern Province.

In the Department of Justice there were 425 cases, Home Affairs 293, Transport 82, SA Revenue Services 75, Labour 49, Trade and Industry 34, SA Police Service 16, Envi-

ronmental Affairs and Tourism five, Finance three and Foreign Affairs one.

Mr Manie said that at the hearings, over two days starting tomorrow, officials from the auditor-general's office would give an account for 92 cases referred to them.

The commission, headed by Mr Justice Colin White, told Parliament's public accounts committee earlier this week that it expected to complete its work by the end of this year.

It is investigating more than 5 000 irregular promotions between April 1994 and September 1995, and has received a number of new complaints, which could delay the completion of its work.

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III-gotten raises to be paid back

(250) 05 18 7/18/97

HEADS OF GOVERNMENT departments have been summoned to tell Parliament how they plan to recover the huge increases some civil servants fraudulently paid their colleagues. **CHRIS BATEMAN** reports.

MIDDLE management civil servants across the country "infiltrated" computers and fraudulently increased the pay packets of junior staff during the transition years, Deputy Finance Minister Ms Gill Marcus alleged yesterday.

Department heads are being summoned to Parliament as part of a probe into revelations that civil servants cost taxpayers at least R1 billion in overpayments between April 1993 and September 1994.

Marcus claims managers fiddled the computers, and now they will have to explain what they're doing to carry out Mr Justice C S White's recommendations on how to recover the money. Marcus backed claims by the director-general of the Public Service, Dr Paseka Ncholo, that many low-level civil servants were blameless and were now suffering, as they were asked to pay off irregular overpayments. She said, "A lot of people knew they got more money, but they didn't know

it was done illegally. They (the higher-level managers) infiltrated the computers and just did it and then told junior levels that increases had come through."

Marcus said each department would now have to ask who were on their pay system, what the procedures were when somebody died or left and verify that all staff on their systems were in fact "real".

It was essential to implement procedures, especially those recommended by the White Commission, and recover the amounts overpaid.

Marcus agreed with Ncholo that thousands of low-level civil servants were now paying the price of middle-management corruption and greed during the chaotic transition period.

Mr Kosie Louw, deputy commissioner of law administration in the Receiver of Revenue's office, said letters had been sent to staff in his department asking them to refund overpayments. "If they can't do it in one shot we ask



MANY BLAMELESS: Gill Marcus

them to pay it off over a period," he said. The White Commission was appointed by President Nelson Mandela in February 1995 to probe irregular promotions, staff contracts and overpay-

ments. It is due to present its final report at the end of this year.

At least 50 000 civil servants nationwide were being overpaid between April 1993 and September 1994 — and by the end of this year will have cost the state R1bn.

This was revealed by Ms Pam Barnes, administrative head of the White Commission, who added that many of the cases were from the former Ciskei and Transkei and other "homelands".

It was estimated that each of the 50 000 civil servants received an average of R15 000 extra over the period, accounting for some R750m.

But with some 300 cases newly added and much of the probe continuing, this figure was expected to "easily reach R1bn" by the end of the year.

Ncholo said most of the irregular promotions were made by the "regimes in power at the time" — a reference to the TBVC states and the former apartheid government.

"It's not their (the staff's) fault — the poor people were vulnerable — if you get a R40 000 increase you take it and don't question its legality," Ncholo said.

NEWS

Big drive to jack up efficiency of public service

Plan to 'put people first'

CLIVE SAWYER
POLITICAL CORRESPONDENT

ARG 7/8/97

(250)

Planners of an ambitious programme to revamp the culture and efficiency of the public service say it should be implemented in all government departments next year.

The programme, known as Batho Pele, is geared to "putting people first" with an emphasis on service delivery.

Parliament has begun processing a draft white paper on the project, with public hearings on the issue expected later this month.

Three departments - home affairs, the national Department of Health and the North-West provincial administration - will be guinea pig "pilot areas" for the programme.

Ian Assam, project manager of Batho Pele, said people saw the public service's problems as including its wasteful bureaucratic nature, inefficiency and poorly trained staff.

Responses from interested parties and non-governmental organisations on the Batho Pele project had included queries whether the ambitious project

could be implemented. There had also been calls for service delivery to be emphasised as the prime objective of the project.

People had requested "more and better" human resources in the public service, Mr Assam said.

The Batho Pele project urges that citizens be seen as "customers".

The draft white paper says. "To treat citizens as customers implies listening to their views and taking account of them in making decisions about what services should be provided, treating them with consideration and respect, making sure that the promised level and quality of service is always of the highest standard, and responding swiftly and sympathetically when standards fall below the promised standard."

National and provincial departments will have to consult "customers" about their needs and priorities, then draw up service delivery improvement programmes.

These will have to be submitted for discussion and agreement with their Cabinet ministers or provincial MECs.

COMMENTARY

Strike forces govt to make tough choices

(250) BD 7/18/97

The issues behind this week's public service strike are complex and multifaceted.

Labour reporter René Grawitzky analyses them

WHILE thousands of public service workers have begun disrupting services in protest against a perceived lack of transformation in government, some of their union leaders are in Cuba attending a conference on globalisation.

The importance of labour leaders meeting to discuss the threats of globalisation can be argued, but it is debatable whether it is a higher priority this week than overseeing a national dispute affecting more than 250 000 workers who are putting their jobs on the line.

Despite this apparent aberration, workers from three Congresses of SA Trade Unions (Cosatu) public service affiliates have been mobilised to take action and there has been an intense campaign to raise public awareness about the issues surrounding the planned disruptions.

The National Education, Health and Allied Workers' Union (Nehawu), the SA Democratic Teachers' Union (Sadtu) and the Police and Prisons Civil Rights Union (Popcru) have refused to sign a wage agreement with government which provides for a minimum increase of 7,5% and rank promotions for a large number of workers.

The agreement, they argue, perpetuates inequalities in the public service, benefits only the traditional staff associations, will reverse all transformation priorities and fails to comply with last year's agreement ensuring inflation-linked increases.

The unions have challenged government for co-signing the agreement with "reactionary" staff associations which supported the previous government.

Cosatu is determined to be the major union player in the public service and has targeted those unions affiliated to the Federation of Unions of SA (Fedusa) as the "number one enemy". One obvious tactic is to attempt to discredit the rival labour organisations.

The Cosatu affiliates are demanding a 9% increase, a minimum wage of R1 750, a salary freeze for management echelons

from director level and above and adherence to the three-year agreement signed last year.

A source close to the talks says the agreement is problematic in that it is divisive. It will result in some workers getting huge increases through rank promotions while others will receive only a 7,5% increase.

Clearly some cabinet ministers believe the flexing of muscles by Cosatu unions is motivated by an attempt to challenge government's growth, employment and redistribution strategy (Gear).

But the dispute obviously does go to the heart of government's commitment to fiscal constraint. A government source admits that if it were not for Gear, it would be possible to redirect funds for further wage increases. On the other hand, observer says, is the question of whether, in the currently constituted public service, workers deserve further wage rises.

Government's perception of an ideological attack on Gear is clearly not in labour's interests. It downplays the real problems labour has with transformation and shifts the dispute into another realm.

The creators of Gear within government are said to be determined to adopt a hard line against labour to prevent the strategy unravelling through the diversion of funds to meet labour demands.

It is clear that the dispute goes beyond Gear. It points to differences in how labour and government perceive transformation; reflects industrial relations failure and raises concerns about archaic centralised collective bargaining structures remaining in place.

But, underlying all these issues, is the basis on which all the public service unions signed last year's three-year agreement. The ministerial mandate com-

mittee drafted the agreement last year on certain unrealistic assumptions, which failed to materialise. The agreement ensured R6,5bn would be set aside for wage increases this year, and that this amount would be supplemented by savings achieved from right sizing the public service, bringing it up to R11,3bn.

In addition, rank promotions would be implemented from July 1. During negotiations this year, government disclosed that only R323m had been saved from downsizing.

This created major problems for all the unions which had sold the agreement to members last year on the basis that additional funds would be made available. Political pressure from various ministers was also brought to bear on Cosatu affiliates to sign the agreement — Nehawu claimed at its recent conference that Trade

and Industry Minister Alex Mda had actually misled members.

Nehawu president Vusi Nhlapo claims government agreed that workers would at least get an inflation-linked increase and that "broad-banding" would ensure a certain percentage differential between grades.

When it came to report backs this year, Nehawu shop stewards, for example, were angry and rejected the final offer. This could be partly a result of union leaders' failure to brief them properly on the negotiation process.

Public service and administration deputy director-general for remuneration and labour relations Neva Seidman Makgetla said the agreement was complex and, if carelessly explained, the benefits would go unrecognised. Complicating the issue are allegations from within unions that some union negotiators failed to

attend meetings consistently, sent junior negotiators and only raised current demands at the last meeting prior to the signing of the agreement. A government source said there appeared to be intense frustration, especially among teachers, nurses and police.

Nurses, teachers and other professionals below middle management have real problems with government's offer relating to rank promotions. Performance assessments are not being consistently conducted in the public service.

These professionals are not being promoted because performance appraisals are a prerequisite for promotion. The system is seen to be cumbersome, "too much hard work" and too complicated for those responsible for conducting assessments.

In addition, those responsible are inadequately trained, and where workers are assessed there

are concerns about the fairness of the exercise and how simple tasks can be assessed. The perception is, therefore, that white middle managers are preventing promotions, and assessments are seen as a "management tool to control how workers work so there will always be conflict".

The teachers have other problems relating to Education Minister Sibusiso Bengu's restructuring plan involving teacher/pupil ratios and the redeployment of teachers in pursuit of equity.

A government source says the dispute reflects a crisis of expectation, where the lives of ordinary workers, especially those in the middle levels of government, has not changed significantly since 1994. "People expected a qualitative change but the perception is one of no change."

He says that it suits some unions to perpetuate the myth that the old days of dominance by white Afrikaner public servants are continuing. But, in reality, things are changing, he says.

The most senior levels of the public service have been effectively transformed, with the majority of director-generals being black.

In fact, 70% of the entire public service is black, but the major problem area for the unions is the lack of transformation at the middle-management and supervisory levels. Seidman Makgetla agrees there is a need to focus more on transforming working conditions in the sense of "empowering people at work".

For government, transformation has meant changing the face of top management to ensure government policies are carried out. For labour, transformation means changes to working conditions, wages, the structure of the hierarchy and the way workers are treated.

There is strong opposition from members of the finance ministry to using pension fund surpluses to fund the increases which unions are demanding.

The key question is whether their colleagues in other areas of government will hold out against labour's tactics.



Police watch SA Democratic Teachers' Union marchers in Johannesburg yesterday.

Picture: CATHY PINNOCK

Overpayment court challenge

CHRIS BATEMAN

HUNDREDS of former homeland civil servants are using the courts to hold on to millions of taxpayer rands illegally paid out to them during the transition years, Parliament was told yesterday.

Correctional Services director-general Mr Khulekani Sithole, with several other departmental heads, was testifying before the public service and administration portfolio committee.

Sithole said recovery of overpayments had begun with just 13 of his clerical staff but they were having problems finding their files.

He told the Cape Times that more than 300 correctional services employees — all former Transkei Prisons Services staff ranging in rank from warrant-officer to major-general — had taken him and Judge Charles White to court, claiming their irregular promotions were "correct".

The White Commission was appointed by President Nelson Mandela during 1995 to probe irregular promotions, contracts and benefits awarded between

(250) CT 8/8/97
April 27, 1993 and September 30, 1994.

The commission has revealed that by December this year it will have uncovered at least one billion rand in irregular overpayments — based solely on complaints made to it nation-wide.

Yesterday's testimony to the committee included one dramatic example by Judge White of a homeland policeman who "used a firearm" to insist that an official put through his promotion.

Sithole and his fellow directors-general were called to explain to the portfolio committee how they were implementing White's recommendations for recovering overpayments (mainly through irregular promotions).

Sithole said the hundreds of former Transkei prisons service staff now on his payroll were dragging the matter out in the courts.

"They're using it as a time-wasting exercise," he claimed.

White warned Parliament that unless firm and decisive action was taken, the number of litigants holding on to overpayments would grow — with cases already pending against his commission in

the Grahamstown and Pretoria high courts.

Each time departments had tried to collect overpayments, the civil servants affected had taken them to court.

Both White and Justice Department director-general Mr Jasper Noethe told the committee that the litigants had "little chance" of winning their cases under existing law.

Noethe recently won a case against his staff who maintained he had no legal right to claim back "irregular" payments while judgment in a similar case was still pending.

Auditor-General senior official Mr Jabus Moolman told the committee that his department had probed 3 741 cases up until September last year, of which 515 were found to be irregular and were referred to individual departments for reclamation of the funds.

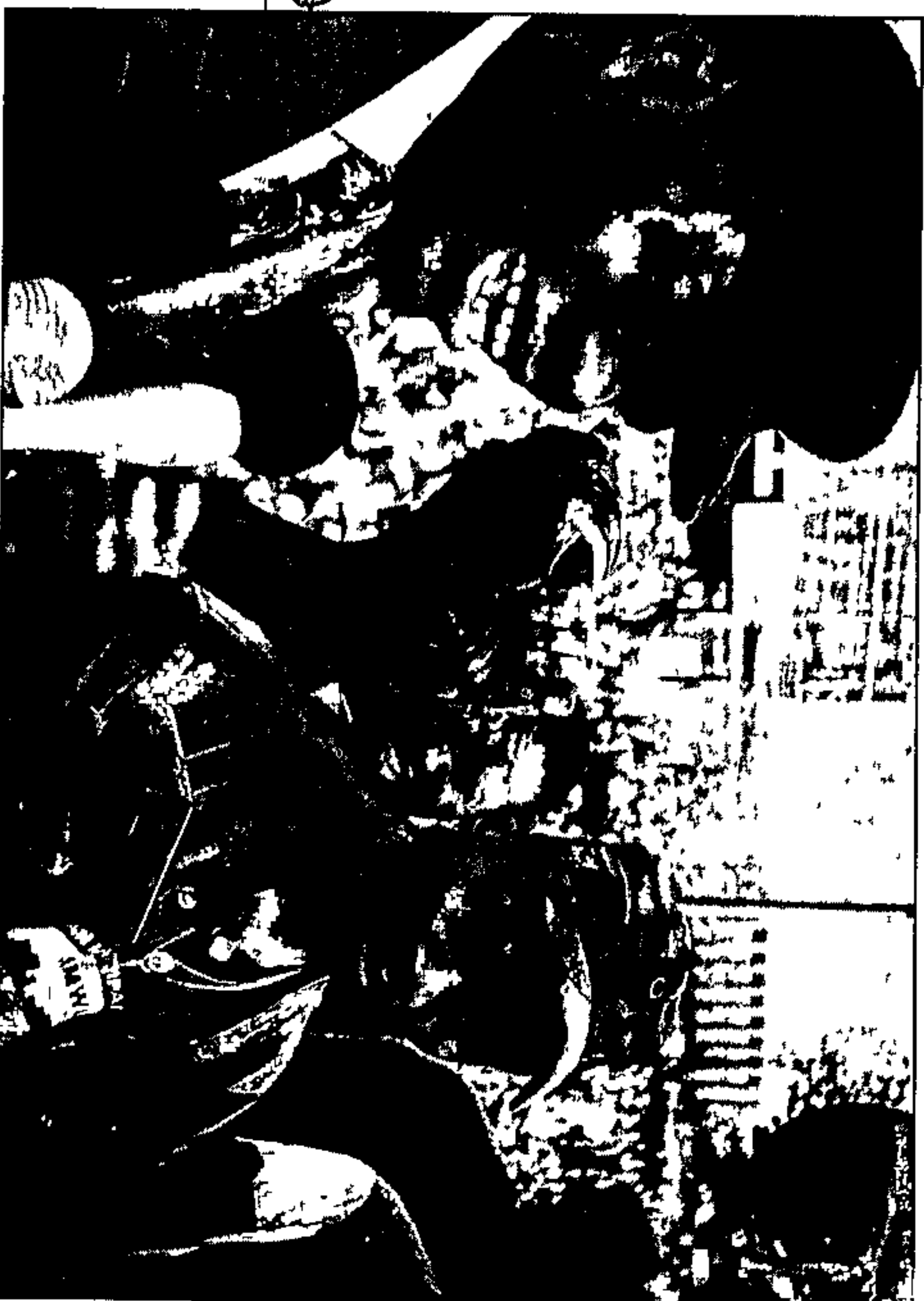
Moolman said 332 suspected irregular payment probes were continuing.

White said his commission expected to complete its work by March next year.

Close the Wealth gap, warns Cosatu

M+G (SM) 8-14/8 197

Cosatu's September Commission calls for a larger civil service and a reformed tax system in the war against poverty; reports Sechaba ka'Nkosi



Striking out Sam Shilowa criticises the government's position. PHOTOGRAPH: HENRI FRANKENFELD

The Congress of South African Trade Unions (Cosatu) takes another swipe at government economic policy in the September Commission report. The union federation calls for a shift in spending to development, and a bigger civil service to generate employment.

The commission was appointed by the federation's central executive committee last year to define the role of the trade union movement in South Africa. It is headed by Cosatu's second deputy president Comite September, and its commissioners include four other members of the federation's national office bearers, Deputy Minister of Mineral and Energy Affairs Susan Shabangu and MP Phillip Dexter.

A reduced state cannot meet the needs of social transformation and development

Cosatu criticises the targets set out in the growth, employment and redistribution (Gear) strategy as both ambitious and idealistic. It says

emphasis on fiscal discipline has neglected to address the developmental needs of the country.

The federation says if Gear fails to meet its targets, as Cosatu suspects it will, the government will have two choices to abandon the strategy and become more developmental, or to blame its failures on labour and other forces opposed to it and, therefore, adopt harsher forms of economic reform.

A reduced state cannot meet the needs of social transformation and development

To avoid this, Cosatu, led by Sam Shilowa, says redistribution must be fundamental in a war against poverty.

"The extreme contrast of wealth and poverty in South Africa makes redistribution a necessary condition for economic growth. A trade union strategy for state-directed redistribution is also a strategy for economic growth. The contrast between the blatant wealth of a minority and the desperate

poverty of the majority will continue to tear apart the fabric of society, generating crime and social instability. This is hardly going to improve investor confidence," argues Cosatu.

The federation says tax revenue is substantially lower than in comparable developing countries and advises the government to reform the tax system to target the wealthy and relieve the tax burden of lower- and middle-income groups. If deficit targets have to be met, taxes must be increased from 25.7% to 31% of gross domestic product to generate an extra R25-billion for the national coffers.

Another suggestion is for a substantial reduction in interest rates. Cosatu says lower interest rates would increase the purchasing power of consumers, facilitate the shift of capital from financial markets to productive investments and reduce the burden of public debt on the government.

The federation also calls for a re-

view of the public service pension scheme as a means to reduce the Budget deficit. It says the government spends about R90-billion to top up the fund so that the fund can meet its obligations, putting a further strain on the economy.

Instead, government must introduce a pay-as-you-go system. This means the government should stop subsidising the fund and divert that money to servicing the Budget deficit.

This suggestion could put Cosatu in conflict with unions that favour government participation in the fund, and argue that the funds would not be able to meet their obligations if government pulled out.

However, a surprise element in the report is the federation's rejection of a leaner public sector. Cosatu says the state has an obligation to extend the provision of basic services to those who were previously sidelined. The state needs to improve staffing levels, train civil servants and de-

velop effective management to improve its institutional capacity.

"A reduced state cannot meet the needs of social transformation and development, and is inappropriate in a society with our levels of unemployment."

"We propose the goal of a public sector which is enlarged to the extent required to effectively deliver universal services to all our people," the document states.

Cosatu concludes by advocating the regulation of the Reserve Bank and the financial markets.

"Policies should focus on producing more wealth and more and better job opportunities, meeting the needs of all citizens and allowing for the participation of workers to determine the conditions of their economy and priorities of economic policy," says Cosatu.

The September Commission report is scheduled to be released soon to give enough time for discussions among members before the federation's 6th national congress

Hospitals affected as strike broadens

Reneé Grawitzky

THE public service strike spread to hospitals around the country yesterday as thousands of health workers joined striking teachers to put pressure on the state to revise their offer of 7,5% plus rank promotions

The start of the 48-hour strike by the National Education, Health and Allied Workers' Union was accompanied by reports of intimidation by other unions in the health sector and provincial health authorities reports of a number of sit-ins at hospitals.

Hospitals in Gauteng, Eastern Cape, Mpumalanga and North West were affected as thousands of general assistants heeded Nehawu's call, af-

fecting the provision of kitchen and laundry services.

Health department sources said the strike had not affected professional staff, such as nurses, badly.

The union and government negotiators continued meeting through the Commission for Conciliation, Mediation and Arbitration. Senior commissioner Sue Albertyn said the process was continuing and the parties were very optimistic.

A Gauteng health department spokesman said some disruptions had been experienced, but patient services were not affected.

A representative of the Hospital Personnel Trade Union of SA, not party to the strike, said disruptions had

been experienced at Coronation, JG Strydom, Johannesburg and Baragwanath as nonstrikers were intimidated by Nehawu members. He alleged that at Coronation Hospital Nehawu members forced the hospital secretary from the premises and workers were threatened.

An Eastern Cape health department representative said strikers occupied the administration offices at the Uitenhage provisional hospital.

The education department was unable to provide a clear picture of the effect of the teachers' strike, but reports from Mpumalanga said that the majority of schools were affected. The Western Cape reported a 23% stay-away by teachers.

Reversal of irregular promotions 'important'

808/8/97

(250)

David Greybe

CAPE TOWN — The highly sensitive issue of the recovery of overpayments due to irregular public service promotions and the more important matter of the reversal of such promotions should be treated separately, Judge Colin White said in Parliament yesterday

White was speaking on the first of a two-day special hearing into the White Commission's most recent findings into irregular promotions in the public service between April 27 1993 and September 30 1994.

The hearing, organised by the parliamentary public service committee, followed recent reports that departments had been slow in implementing the commission's findings.

White said that the commission had to date found about 4 000 irregular promotions, mainly in the former homelands. Another 21 000 cases were still under investigation and he expected the commission to complete its work by next March.

White said he was loath to estimate the cost to the state of the irregular promotions, but a member of his commission said a "conservative guesstimate" was at least R350m by the completion of the investigation.

Difficulties in implementing the commission's findings, the committee

heard from a number of directors-general, was the link between the more problematic recovery of overpayments and the reversal of irregular promotions. As a result the irregular promotions had mostly not yet been set aside while departments tried to sort out the overpayment issue.

Problems related to the recovery of money included court action and threats of court action against directors-general, threats of industrial action, the absence of personnel files and public servants who were unable to repay sums of up to, in a case in the justice department, R129 000.

White said that based on yesterday's reports by the justice, home affairs, foreign affairs; defence, and correctional services departments, the auditor-general's office and SA Police Service, it was clear "very little of that money is going to be recovered"

It was more important to reverse the irregular promotions. "That is where the main savings will come from" The directors-general agreed with the judge

Appeals to the parliamentary committee (which has to make recommendations) for caution in its handling of the matter were well received. Committee chairman Salie Manie said the judge's comments had "struck a chord which the committee can relate to"

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Govt and unions to seek legal opinion

René Grawitzky

GOVERNMENT negotiators and public service unions agreed on Friday to seek legal opinion on the definition of savings from cutting back the public service — rightsizing — after disagreement arose as to what constituted savings.

Recent negotiations in the public service central bargaining chamber and in the police and education chambers were plagued by union claims that government had failed to disclose the total savings achieved from the rightsizing exercise in the service.

During negotiations government disclosed that only R323m had been saved from rightsizing. This amount was disputed by the unions which hoped a larger amount would be available to finance wage increases beyond the 7,5% offered by government. This was one of the underlying reasons

for the recent strike action by teachers, health workers and police.

The three-year agreement ensured R6,5bn would be set aside for wage increases and rank promotions this year, and this amount would be supplemented by savings achieved from rightsizing the public service, bringing it up to R11,3bn.

Unions, during negotiations last year, were made to believe that additional savings would be made available.

Public service and administration deputy director-general Neva Seidman Makgetla said union and government representatives at a task team meeting on Friday agreed that a disagreement existed on how "savings" was defined in the three-year agreement.

Government believed that the definition referred only to savings achieved from voluntary retrenchments, while the unions

believed that the definition should include other areas of saving from restructuring in the public sector.

National Education Health and Allied Workers Union general secretary Makgane Thobane said "Our understanding of the three-year agreement is that the definition of savings was broader than voluntary severance packages."

Sources said one problem was that although 30 000 people were granted voluntary packages only 1 200 jobs had been eliminated. It was only when the positions had officially been eliminated that the money would be available to department.

Meanwhile, mediation between teachers and the education department continues and if government finds more money to facilitate a settlement in the education chamber, this could pave the way for new negotiations in the central chamber.

BD 11/8/97

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State gets to grips with apartheid's 12 500

CHRIS BATEMAN

THE destruction of apartheid has left 12 500 civil servants in limbo, and they now treat their employers with contempt at a R1-billion annual cost to taxpayers, experts say

Town councils to which the staff report are powerless to ensure they put in an honest day's work because they are still paid, and officially employed, by provincial governments.

This exempts the new breed of "untouchables" from laws governing municipalities. They have become a virtual law unto them-

selves with hundreds simply not arriving for work — and others going home at any hour they please.

Their conditions of employment fall under the Public Service Act, designed to serve only first and second spheres of government, not local authorities.

The "untouchables" are mainly in KwaZulu-Natal and the Eastern Cape and most are drawn from the former Black Local Authorities, which merged with their white municipal counterparts after the 1994 elections.

To correct this, the Portfolio Committee on Constitutional Affairs yesterday began discussing

the Transfer of Staff to Municipalities Bill.

"It's part of the legacy of the old system — having people employed and paid by the wrong level of government and performing functions at other levels of government," said committee member Mr Salie Mamie.

The biggest problem facing legislators will be to avoid dumping huge salary bills on already beleaguered and, in some cases, bankrupt municipalities — and giving provinces unexpected financial buoyancy.

Yesterday committee members across party lines strongly urged that the bill compel staff to transfer to municipalities.

They also suggested that the new law allow for staff to be seconded to municipalities, with provinces continuing to foot the bill.

However, legislators will have to negotiate their way around a minefield of labour law to deal with the apartheid "untouchables".

State law adviser Mr Anton Venter told the committee that the Department of Constitutional Affairs would look into suggestions that an arbitration committee, set up under the draft bill, should also resolve disputes between staff members and town clerks.

At present the bill proposes that the arbitration committee keep the peace between the

CF 13/18/97

provincial MEC for Local Government and town clerks as they each try to unravel the apartheid legacy.

Mr Jaco Maree (NP) said the 12 500 "untouchables" got their salaries from the relevant province or Pretoria, and had no legal obligation to carry out tasks for town councils.

"Unless we do something, they could still be sitting in municipal offices doing nothing two and a half years from now," he added.

Maree said that to suggest that staff move voluntarily "from this heavenly situation is a fallacy I just cannot accept"

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The new bill allows the MEC for Local Government to limit the number of staff members transferred to town councils to those required to "render efficient municipal services", provided their conditions of employment are no less favourable.

Mr Mohammed Bhabha, (ANC), gave the example of Howick in KwaZulu-Natal where he said a tour by the Portfolio Committee revealed the town clerk to be "totally handicapped", with no control over staff affected by the legal anomaly.

Yesterday was the expiry date for public submissions to the bill

untouchable workers

Civil servants battle to make ends meet

Social workers show us their budgets

ARG 13/8/97 (250)

SABATA NGCAI
EDUCATION REPORTER

The parable of the loaves and fishes is not one well known to the three Athlone social workers who were forced to share a piece of fried fish, or the Khayelitsha principal and teacher forced to share the same lunch, because they couldn't afford anything else.

These civil servants are among the hundreds of thousands who have rejected the Government's 7,5% annual increase offer, demanding 9% instead. They say they are already battling to make ends meet and will not accept an increase "below the inflation rate"

One such civil servant is Nancy Mabuza, deputy principal of one of the Cape Flats' primary schools, who earns R6 100 but only takes home R1 028 once she has paid tax, her housing bond and her insurance policies

Ms. Mabuza has been teaching for 10 years after doing a two-year primary teachers' course in 1980 and 1981.

"I need the policies for the education of my child, to cover the life of my parents, and also to prepare for my retirement," she said of the money she paid into insurance policies. "I can't even save or send money to my parents at home in the former Ciskei. They live on old age pension."

Other civil servants gave Cape Argus details of their financial situations.

A chief social worker employed by the provincial administration of the Western Cape earns a gross salary of R6 607,25 a month, including the 7,5% salary increase. She has 13 years' experience as a social worker, a three-year diploma in social work and a higher diploma in public administration.

Her financial commitments include R1 746,88 for tax, R130 for medical aid, R429,76 for pension, R1 714 for a housing bond, R20 for union membership fees, R450 for petrol between Kraaifontein and her Athlone workplace and R410 for insurance policies. This leaves her with R1 706,61 for all her and her family's other needs for the rest of the month.

A senior social worker with a four-year degree and six years' experience gets a basic salary of R4 557 a month. Every month she pays R877,09 for tax, R341,77 for pension, R267,75 for insurance policies, R20 for union membership fees, R1 000 for car instalments, R300 for furniture repayments, R350 for water and electricity, and R450 for travel costs. She is left with only R950 for the rest of the month.

An assistant teacher with matriculation, a three-year teaching diploma and three years' experience earns a gross salary of R3 403. His deductions are R402,78 tax, R255,22 pension, R191 medical aid, R700 car repayments and insurance, R100 gym membership and R400 for petrol. He is left with R1 354.

Govt plans to negotiate means to reduce public service staff numbers

Linda Ensor
and René Grawitzky

CAPE TOWN — Government would battle hard to achieve its budget deficit target this year, Finance Minister Trevor Manuel said yesterday, but it planned to address the crippling public service wage bill by negotiating a mechanism to reduce staff numbers.

"The education wage bill is creating pressure in the short term," he said. Welfare and education ministers and MECs were meeting to devise a

way forward as redeployment had not worked properly.

Manuel's statements came as an agreement between government and teachers appeared to be in the offing, with mediation expected to continue late into the night. President Nelson Mandela entered the fray yesterday by promising that senior ministers would discuss teachers' broader grievances.

SA Democratic Teachers' Union (Sadtu) president Willie Madisha said last night he was confident that a settlement could be reached soon.

It is understood that government could come close to meeting the union's wage demand, which was in the region of 9% across the board.

Manuel would not be drawn on the nature of the mechanism to reduce staff numbers — whether it involved retrenchment and if so, the targeted numbers and anticipated cost. He stressed it would have to be negotiated with public sector trade unions.

Manuel said a tool would have to be found to get rid of unproductive workers. "One can't transform a public

service of 1,2-million people if one can't select who should be there."

Despite the difficulties, he stood by the targeted deficit, a gross domestic product growth target of 2,5% and an anticipated inflation rate of 8,9% for the calendar year. "It won't be easy — we need methods to hold on tightly to the reins of expenditure."

He said the 1997/98 fiscal year was always expected to be a tough one, but it had to be the year of turnaround.

During a meeting with Sadtu yesterday Mandela committed himself to

help try to resolve some of the broader demands by teachers.

His spokesman, Parks Mankahlana, said Mandela would meet Deputy President Thabo Mbeki and the labour, finance, education, public service ministers "to try to work out a formula" to address the unions' broader demands. Mankahlana said Sadtu explained that although wages had become the dominant feature of the dispute, the bigger problem was transformation.

See Pages 5 and 10

numbers

(250) 13 18 197

not battle between govt, unions

BD 13/8/97 (250)

Is the dispute in the public service negotiations a struggle over salaries or transformation? wonders ANC
IP Phillip Dexter

the "rightsizing" of the public service, mainly through a voluntary severance package. This package cost more than government officials had calculated, rendering the whole three-year agreement unworkable.

Recent reports indicate that the overall number of public sector employees has increased rather than contracted, calling the merits of this agreement into question. The measure has had serious consequences for human resource management in the public service. Given the dispute in salary negotiations, the three-year agreement now has to be revised, if not scrapped. This will have to happen, even if a settlement is reached this year.

This extremely complicated situation has been brought about by a number of factors. In the first instance, the three-year agreement entered between unions and government is defective. Not only does it promise increasing pay of lower paid public servants on savings generated in the rightsizing programme, which was always a dubious objective, but it does not address the issue of the grading of public servants in a significant manner.

The consequences of these two factors is that funds are limited for increases this year,

whilst the expectation has been created of rapid movement towards a reasonable salary for those in the lower ranks of the service.

Government predicted actual savings of about R11,3bn. Actual savings are less than R500m. In addition, public servants in general were expecting a real reduction in the salary differential between lowest and highest rank, as well as a grading system that allows for a career path in the lower echelons. Moreover, there is a general feeling amongst public servants that transformation is happening too slowly.

This is partly due to the fact that the white paper on public service transformation regards transformation as a relatively short-term process, lasting about two years. Given that the dispute is one that includes educators, the police, and public servants in general the issues must be taken seriously.

In the general context of the SA economy, the public service is not the worst case of inequity. But given that the private sector is not likely to voluntarily close the apartheid wage gap, using it as any kind of model for the public service is useless.

The general disparities of incomes in our country pull the salaries of public service managers to extreme levels as they try to keep up with the "market". If government had a strategy for getting business and the public sector to close the apartheid wage gap in general, the main contradiction that is causing immense pressure in the public service may be lessened.

Cosatu members in particular expect government to use the public sector as a tool for dealing with such problems.

Pressure exerted by government's macroeconomic policy is also not assisting matters. Like the notion of rightsizing, targets set in the growth, employment and redistribution policy are essentially arbitrary. Without a well developed industrial policy that targets growth in the economy in a strategic manner, macroeconomic policy is essentially an exercise in alchemy.

Similarly, setting targets for employment in the public service without a proper notion of what services are required, how many people are required at what levels to ensure these are delivered, what skills are needed, what training, and lastly without ensuring there is leadership as well as general managerial authority, is ineffective.

What is required at this point is a set of strategic policy measures to effect dynamic change in the public service in critical areas of work organisation and areas of service delivery. These need to be implemented as part of a general economic policy initiative of government that also seeks to pressure the private sector to close the wage gap and that targets key sectors of the economy

for growth that will be labour intensive.

The most important issue is to create an environment in which management is made to lead change, increases in productivity, and generally be held responsible for the quality of services delivered by the public service. In this respect there has to be a distinction made between reform and transformation. There are a number of reforms that could assist in reshaping the public service.

The green paper for a new public service statute identifies the decentralisation of certain management functions in the public service. This in itself would introduce an element of responsibility and risk management that may spur managers to better performance, especially if their positions are tied to performance. It will also be important to begin to remove the excessively hierarchical order of the public service and introduce team-based work organisation.

Budgetary pressures on the public service clearly have to be dealt with. There are a number of measures that could be adopted.

The first is reform of the public service pension fund. Not only has the Pension Investment Commission performed miserably in improving the earnings of this fund, but the extent to which this fund is rescueable is limited. Calculations are that it will take more than 20 years to bring this fund up to a reasonable level of funding at the rate this is going. The alternative is to close this fund and pay past pensions out of the budget. Future pensions can be catered for by allowing the setting up of arrangements that are similar to those for workers in the rest of the economy, including the use of private sector companies to run these funds. This would have the additional benefit of generating a great number of business opportunities. In the context of the negotiations, government's call to place savings generated this year in the rationalisation programme into the pension fund is a case of throwing good money away.

The second necessary measure is to end the voluntary severance package programme and adopt a targeted approach to employment. This would mean departments calculating personnel requirements to effectively deliver services and speed up the type of reforms currently taking place in key areas such as education, health and policing. Savings will be generated by improving efficiency and productivity, not by paying out packages to people that are then re-employed as consultants to departments.

Lastly, improving the bargaining structures and cycle in the public service is essential. This would ensure that negotiations are timed in the run-up to the finalisation of the national budget. The negotiators on both government and the union side need to reconsider their strategies. If government believes it can go head-to-head with the unions and win an all-out fight, it is being short-sighted. The damage, both politically and socially, to this country would be too great to bear at this point. If the unions believe they can bargain on an annual basis without an overall strategy for the next 10 years, at least, that also addresses issues such as productivity and efficiency, they too are mistaken.

The public service is in need of a mind-shift. Transformation has got to be seen as an ongoing process. It cannot be simply reduced to achieving representativity in terms of race and gender, cost accounting and efficiency.

BD 13/8/97 280

Public service needs mind shift



Police union members on the march

NO ONE can doubt the fact that the ANC-led government has made significant progress in transforming the public service over the past two-and-a-half years. There are now significant numbers of black and women managers where there were previously white males.

Policy and legislation is in place that will ensure that services are improved and that public servants are made more accountable through the newly launched code of conduct. And there are plans to step up training of managers in the service. The recent signing of performance-related contracts by three department heads bodes well for the future if this can be generalised and the terms of these contracts publicised.

Perhaps most significant will be the long-awaited report of the presidential review commission at the end of the year.

With all of this going on, it is little wonder that trade unionists, public service managers and taxpayers are anxious about the fact that there has been a deadlock in the bargaining chamber between a number of unions and government. That the difference between government and unions on wages is as little as 1,5%, means a settlement in simple money terms should not be difficult to reach.

What is more worrying is the fact that last year the unions and government signed a three-year agreement on conditions of service that addressed pay, the grading structure and

PUBLIC SERVICE & ECONOMIC POLICY

PM 15/8/97

Civil service girth pops ANC's buttons

Strike crisis looms as officials accuse government of breaking its promise to cut State jobs and boost low wages (250)

the new school curriculum which requires more teachers, the lifting of the moratorium on police recruitment and the need for more primary health workers

At the same time, it finds retrenchment expensive and public-sector unions tend to block that route anyway

The University of Cape Town's Budget Project warns that "envisaged pay increases have created high expectations among workers and considerable conflict is likely if the rightsizing initiative fails to free the resources required to implement all aspects

Government's ambitious plan to trim the public service by 300 000 people by 1999 lies in tatters, as bureaucrats refuse to take the dangled carrot of severance packages and trade unions demand more money

It may yet prove to be one of government's most calamitous broken promises

The plan, unveiled last year by Public Service & Administration Minister Zola Skweyiya, could spark the biggest public-sector strike yet, as workers aligned with the Congress of SA Trade Unions (Cosatu) consider full-scale strike action next week

The plan would have meant better pay for the lowest-rung civil servants and is a key pillar of the ANC's macro-economic policy, known as Growth, Employment & Redistribution (Gear). The success of Gear depends largely on a lean and efficient public service

The SA civil service has been labelled too big and cumbersome — and is bedevilled by "ghost" or nonexistent workers inherited mainly from the former homeland governments. In 1994, with the amalgamation of the 11 civil services, the State did not even know how many workers it really had

The plan to trim the service — decided in consultation with the public-sector unions — has not only failed, but has done so spectacularly

Department of Public Service & Administration figures show that in the past year the service has reduced its staff complement by fewer than 15 000 instead of the intended 100 000. Only R1,3bn was saved on public-sector wages instead of the targeted R11bn. Only about 20 000 civil servants have applied for severance packages — among them the most experienced and skilled



Zola Skweyiya asked President Mandela's help to trim civil service

The plan was to cut 100 000 jobs each year until 1999, bringing annual savings of about R4,8bn until 1999. But of the R1,3bn saved this year, R1bn went towards reducing last year's deficit. Only R323m was left for salary increases — hence the clash with unions

Though the plan aimed to cut 50 000 vacancies, Central Statistical Service figures for the year to March 1997 show an increase of 13,5% in vacant posts from 119 354 to 135 429

The University of the Witwatersrand's Prof Tom Lodge says government has failed to reach its targets because there is no "coherent, agreed, unified policy on the shedding of jobs and the needs of government"

There seems to be conflict in thinking within the ANC leadership, he says. On one hand it wants to shed jobs, on the other it is forced to create jobs — as in the cases of

of the programme"

Unisa's Prof Kobus Wessels says it is crucial for government to reach its targets because "if they do not it will affect their economic policy badly as there will be no savings". On the other hand, he says, "they have to be able to pay workers better they are in a Catch-22 situation"

The Democratic Party's Kobus Jordaan says the plan

has failed for a lack of commitment by national and provincial governments. Skweyiya got President Nelson Mandela to write to provincial premiers urging them to take the cuts seriously, says Jordaan.

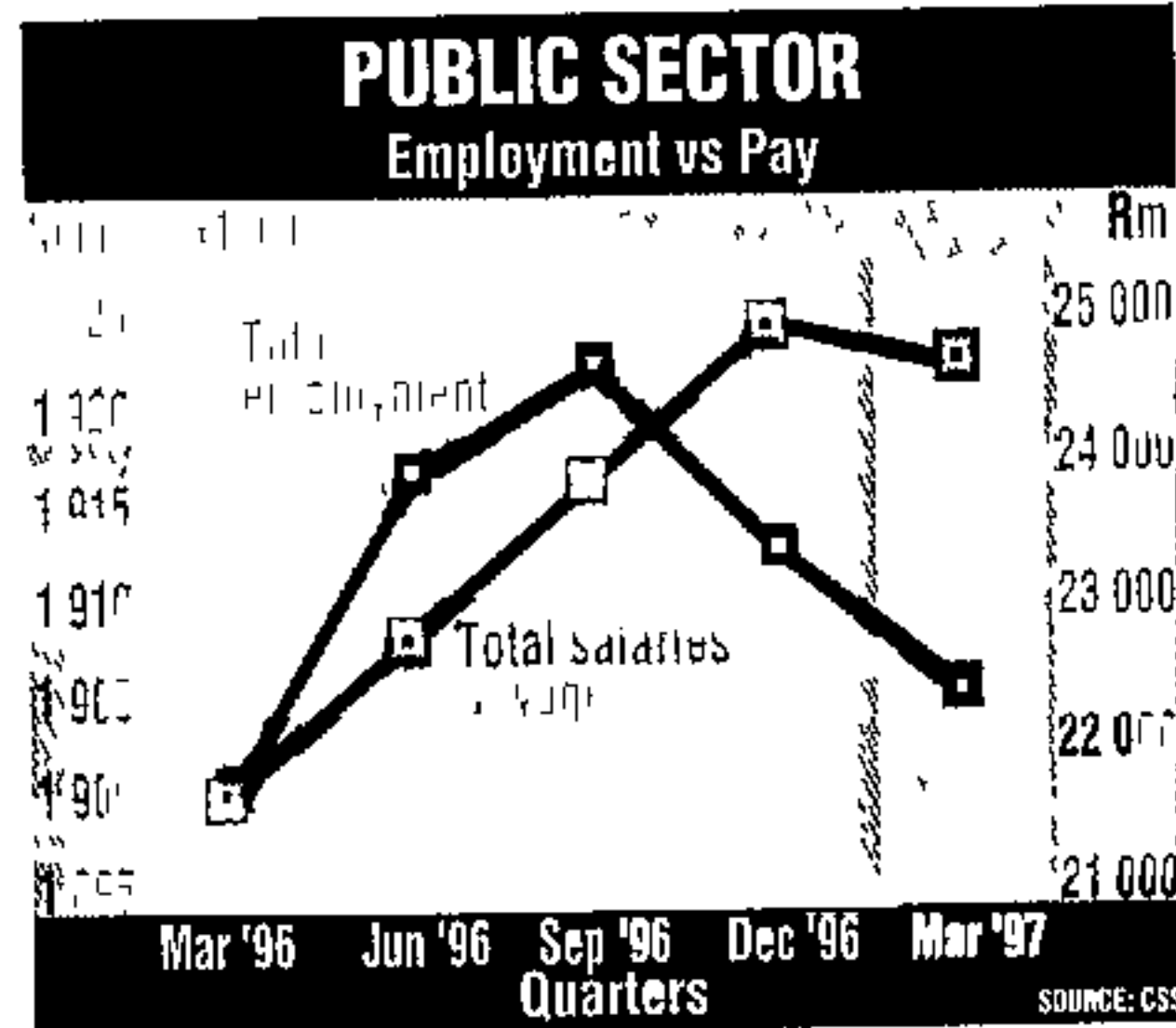
National Education, Health and Allied Workers' Union (Nehawu) deputy secretary Fikile Majola says the unions doubted from the start that the 100 000/year target would be met, and expected that "in general, growth of the service would be maintained". He doubts that the trend will be reversed

"If they wish to reduce the civil service in the manner that they have targeted they will have to change the three-year agreement we struck last year and go for retrenchments," says Majola

However, the head of the non-Cosatu Public Servants' Association (PSA), Casper van Rensburg, says there is money available for better increases

"We must approach the pension funds and draw the savings out of employers' contributions," he says. "The fault for the failure of the plan lies with government and why should our members suffer for that?"

Van Rensburg's plan is unlikely to fly, as



the Finance Ministry strongly opposes the use of pension fund surpluses to fund salary increases — it would counter Gear

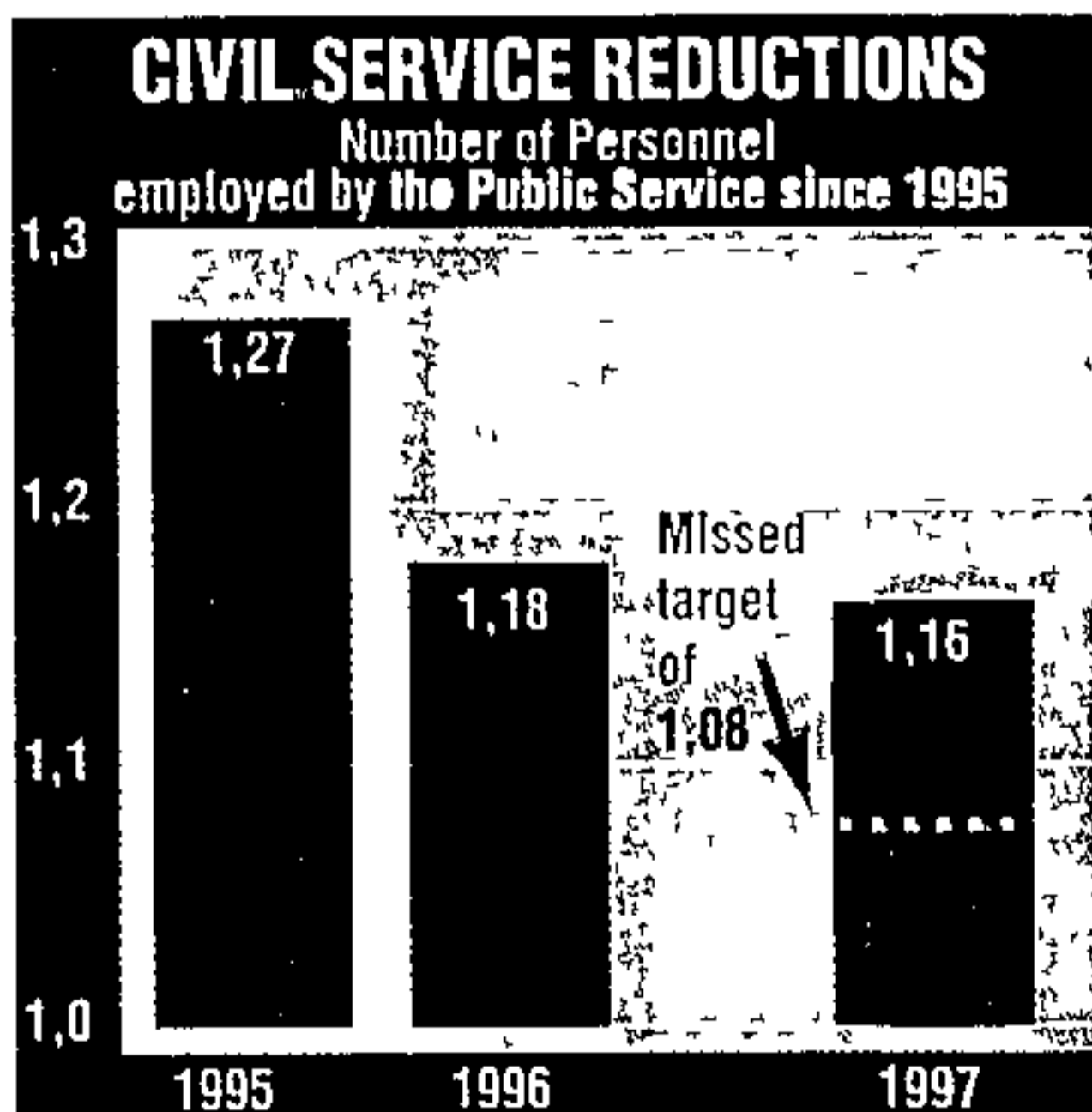
The trimming of the service is intended to reduce public-sector expenditure in the long term, says Lodge. However, the Institute for a Democratic Alternative for SA calculates that public-sector remuneration has risen steadily as a percentage of current expenditure from 39,5% to 42,4% over the past three years. At this rate government's wage bill will dominate future Budgets, further undermining Gear's goal of diverting funds to social upliftment.

Nehawu, the SA Democratic Teachers' Union and the Police and Prisons Civil Rights Union have refused to sign last month's wage agreement with 17 other unions, including the PSA. The three Cosatu unions reject the State's offer of a 7,5% raise. They want 9%, a minimum wage of R1 750 and a salary freeze for those in management. Their demands accord with agreements with the State last year, promising better pay through job-shedding.

But the Public Service department says its offer this year provides an average increase of 9,5% at a cost of R6,5bn and is in line with last year's agreement, despite the minimal savings from retrenchments. The raise comes on top of average increases of about 15% last year, says department deputy director-general Neva Seidman Makgetla.

Majola, however, says he always expected government would shrink from raising civil service pay, as it ran counter to Gear's call for fiscal discipline.

The three Cosatu unions struck for two days last week. They are threatening further action next week. With a combined membership of about 350 000, and pressed by widespread anger among their members at the low increases offered, the unions are likely to mount their strike. This, say unionists, would serve as a pre-emptive warning to government to not even consider forced retrenchments as a means of reaching its targets. *Justice Malala*



FOREIGN DOCTORS

Another knot in the stethoscope

Plan to restrict foreign doctors to State health system

FM 16/8/97
Foreign doctors are at loggerheads with the medical authorities over plans to introduce a new registration system which would prohibit their specialising or working in the private sector.

The contentious Medical, Dental & Supplementary Health Service Professions Amendment Bill — now before parliament — empowers Health Minister Nkosazana Zuma to introduce the proposed system by issuing regulations.

This means she does not need to consult the medical profession or parliament to implement the proposals drafted by the Interim National Medical & Dental Council.

The proposals do not affect Cuban doctors, who may work in SA for three years only, according to an intergovernmental agreement.

There are nearly 2 000 foreign-qualified doctors working in the public health system, of which 400 are "registrars" (trainee specialists). Many have SA citizenship and are married with families.

The SA Foreign Qualified Doctors' Association (SAFQDA) is pressing the council to rethink its proposals, which do not apply to those already registered or engaged in specialist study as of April 1997.

More important than being able to work in the private sector is being able to specialise and have a secure registration and permanent residence, says SAFQDA secretary-general Dr Safdar Malick.

In terms of the proposals, foreign doctors will be tied to provincial contracts and will not be allowed to move between provinces without the council's permission.

SAFQDA likens this provision to the re-introduction of the Group Areas Act and says it is a violation of doctors' basic rights.

After passing an initial assessment exam, foreign doctors will be required to undergo three years of training in a primary or secondary public facility, after which they may be registered to work in such institutions under supervision.

Only after six years of supervised reg-

istration will they be assessed and, if successful, remain in the public service, unsupervised, with no option to specialise.

Malick says the system will create "social, financial and family problems for foreign-qualified doctors while at the same time creating medico-legal and management problems for the Department of Health."

He points out that supervision is virtually absent in primary and secondary institutions, and that the system would institutionalise discrimination between local and foreign qualified graduates.

The council appears to be motivated by the need to address the shortage of doctors providing basic health care in rural areas. It has also expressed concern that foreign doctors are keeping out local registrars.

In a letter to the council in June, Wits University dean of health sciences Prof Max Price disputes this. "Most of our registrar circuits have vacancies," he says. "We would be unable to provide the service if we could not fill some of the posts with

foreign doctors, aside from the implications for training adequate numbers of specialists for the country."

The council has backed down from an earlier plan to extend the moratorium on specialisation and

private-sector work to all foreign registrars. Council Registrar Nico Prinsloo says those with SA citizenship will be allowed to proceed towards specialisation provided they sit the final-year exam at SA medical schools. How the others will be accommodated is still under discussion, as is the entire system, he says.

But the foreign registrars say this is "grossly unfair, unnecessary and unacceptable" as the exam is for an undergraduate qualification, which registrars already have.

"We work in public hospitals under difficult conditions," says one. "If the council remains stubborn we will pursue legal action. Some say we should pack our bags and go."

Malick says about 400 foreign doctors have left SA since the beginning of the year but many are now SA citizens and will turn to the Constitution for equal treatment.

Earlier this week about 1 800 foreign doctors staged a peaceful nationwide protest, wearing black ribbons while carrying out their normal work.

SAFQDA recently met Home Affairs Minister Mangosuthu Buthelezi and was encouraged by his undertaking to look into doctors' problems in obtaining temporary and permanent residence. *Claire Bissek*

>>If the council remains stubborn we will pursue legal action. Some say we should pack our bags and go<<

Foreign-born doctor

Committee approves new public service bill

BD 19/8/97

(250)

David Greybe

CAPE TOWN — Draft legislation designed to promote affirmative action appointments in the public service passed the last hurdle in the parliamentary committee stage yesterday when the state law adviser approved the bill.

The Public Service Laws Amendment Bill is also intended by government to be used to dismiss, in the words of a senior official, "inefficient public servants". The bill will be presented to the National Assembly on Thursday, after its adoption yesterday by the African National Congress and the National Party.

The Democratic Party and the Freedom Front abstained, saying they needed more time to study the bill. They would make their positions known on Thursday. The "affirmative action" clause has to be seen in the light of last year's failed attempt by Justice Minister Dullah Omar not to consider white males for promotion to about 30 senior positions.

The bill is intended to prevent a re-

peat of the resultant court action against Omar and Public Service Minister Zola Skweyiya by a group of white male state attorneys who claimed they were victims of racial discrimination. The state law adviser raised concerns at a earlier meeting about the constitutionality of the "affirmative action" clause, but withdrew his objection.

Also adopted yesterday, after a final check by the state law adviser, was the Public Service Commission Bill. It provides for a new public service commission with extensive powers to police national and provincial departments.

The bill spells out powers for the commission to investigate and monitor departments and "other organisational components" in the public service.

It also introduces an "obstruction clause" which penalises with a fine or a prison sentence of up to a year any official who refuses to co-operate with the commission in its policing function.

The Public Service Laws Amendment Bill will also introduce mandatory performance management contracts and measures to root out ghost workers in the public service.

Service contract aims to oust non-performing civil servants

By Jovial Rantao
Political Correspondent

Cape Town – The Government is to introduce performance-oriented contracts in a move aimed at eradicating non-performing civil servants.

The measure, approved by Parliament's public service committee, forms part of the Government's response to the provincial audit, which found that most provincial administrations lacked financial and management controls.

Salie Manie, chairman of the committee, told *The Star* that all heads of department hired after the bill had been signed into law would be offered performance-related contracts.

"The measure would force heads of department to implement their own performance-related mechanisms because those who do not perform will be out. We'll have targets on which to measure performance," he said.

The measures have been

incorporated in the Public Service Laws Amendment Bill, which will be debated in Parliament today.

Public Service Minister Dr Zola Skweyiya said yesterday the Cabinet had pledged to make resources available to help address the problem.

In addition, the Ministry of Public Service and Administration had received donations from at least two European countries and two organisations to finance skills training for public servants.

The Democratic Party called on the Government to abolish the Public Works Department, the Ministry of Public Service and Administration, the Public Service Commission and the Central Bargaining Chamber.

"It's precisely these bodies which are hindering efficient management and good recruitment policies. This report simply confirms our view," a DP spokesman said.

The Inkatha Freedom Party called for the devolution of more powers to the provinces.

Star 21/8/97

(250)

(200) (100)

Strike intimidation slated

Sowetan 21/3/97

By Abdul Milazi

INTIMIDATION at health institutions during the public sector strike last week highlighted the extent to which the right to freedom of association is flouted on the shop floor

This is the view of the Hospital Personnel Trade Union of SA (Hospersa), whose members have subsequently protested against alleged intimidation by members of the National Health, Education and Allied Workers' Union (Nehawu)

The Department of Health has also threatened to take legal action against the striking Nehawu members for their involvement in "intimidation, hostage-taking and damage to property"

Sowetan Business was inundated with calls from health personnel from Coronation, Chris Hani Baragwanath and Helen Joseph hospitals, who claimed they were assaulted and physically prevented from doing their job

Further incidents of intimidation were reported during the wage strike by the Food and Allied Workers' Union (Fawu) at Beacon Sweets, where workers who refused to join the strike were prevented from entering company premises

Labour experts say this has been an ongoing trend since the early 1970s, when people who refused to take part in community protest actions were labelled "sell-outs" and punished

Apartheid era

Gavin Weiner, of Weiner-Campanella says intimidation was used during the apartheid era as a weapon to ensure whatever action being undertaken would get the required support

"People were ruled by fear by the then government. As a result, organisations would not get enough support if they relied only on voluntary participation," says Weiner

Hospersa Gauteng Secretary

Manfred Rothballer says intimidation must be condemned because it undermines the Constitution

United People's Union of South Africa national organiser Ashley Shezi says workers have to adapt to the new changes to allow everyone to enjoy the rights offered by the new Constitution

National Union of Metalworkers of South Africa (Numsa) spokesman Dumisa Ntuli says the issue of intimidation during strikes is a serious one, and must be addressed by the labour movement in general

"It will not be easy, but trade unions will have to try Political education of members would be the first step," he says

National Union of Mineworkers (NUM) spokesman Ben Molapo says bad elements can be found in any strike action, and they are difficult to control

"When emotions are high it is easy for any person to start an action that might lead to violence"

people's destiny was retrieved from
Says
... the past six days.

Western Cape govt 'losing vital staff'

CT 21/8/97

CHRIS BATEMAN

THE Western Cape government is over-managed, is shedding vital frontline staff and is regarded with hostility because of essential "downsizing" operations.

These are among conclusions reached by a top task force set up by Dr Zola Skweyiya's Public Service and Administration Ministry to probe the country's nine provinces.

Running at a budget reduced by R1,25 billion over the previous year — a 20% reduction in real terms — the Western Cape had shed frontline staff to the detriment of service delivery.

Worst affected were the departments of health, education, housing and local government, transport and public works and social services.

Downsizing had created "hostility within the administration and hostility between the providers and receivers of services," — especially in education.

Staff morale had been "negatively affected" throughout the administration, the task team found.

They spent five days in March this year interviewing among others, director-general Dr Niel Barnard.

The Pretoria task team included Dr Paseka Ncholo, director-general of Public Service and Administration, a PSA director Dr Mala Singh, PSA chief director Mr Mpume Sikhosana and Professor Harry Nengwenkhulu of the South African Management Development Institute.

The team was supported by

three Swedish experts and a British adviser.

They found that management control was "highly centralised" in spite of Barnard's stated desire to enable his heads of department to manage with "maximum autonomy".

There appeared to be a concentration of power in a severely depleted administration — again in spite of a "great deal of management capacity throughout its structure".

The Western Cape had the technical resources to support its managers effectively.

At present the overriding vision was, do not overspend.

However, the team found that functions had been delegated to the province from Pretoria without appropriate changes to national legislation — and often without funding to ensure functions were carried out.

The task team concluded that the voluntary service package — which led to the Western Cape shedding 10 946 staff members — had meant the loss of skilled, mobile and experienced staff and had had a "traumatic" effect on staff morale.

They reported an urgent plea from managers for employer-initiated retrenchments instead.

The assessment also noted the lack of affirmative action across a wide range of local departments.

The perception at national level that no assistance was required because the infra-structural and skills base in the Western Cape was so strong, was "not in the best interests of the province", the team concluded.

Govt move to oust poor performers

CT 21/8/97 (250)

POLITICAL STAFF

THE government is to introduce performance-orientated contracts in a move to eradicate non-performing civil servants.

The measure has been approved by Parliament's public service committee and would form part of the government's response to the provincial audit, which found that most provincial administrations lacked financial and management controls.

Mr Salie Manie, chairperson of the committee, said all heads of department hired after the bill had been signed into law would be offered performance-related contracts.

"The measure would force heads of department to implement their own performance-related mechanisms because those that do not perform will be out."

The measures had been incorporated in the Public Service Laws Amendment Bill, which will be debated in Parliament today.

Manie said the South African Management Development Institute would design programmes for provinces that would help train civil servants.

Public Service Minister Dr Zola Skweyiya said yesterday the cabinet had pledged to make resources available to help address the problem.

In addition, the Ministry of Public Service and Administration had received donations from at least two European countries and two organisations to finance skills-training for public servants.

The audit revealed that while most civil servants were highly qualified, they did not have the skills to do their jobs.

Political parties called for immediate action: The DP called for the abolishment of the Public Works Department, the Ministry of Public Service and Administration, the Public Service Commission and the Central Bargaining Chamber. The IFP called for the devolution of power to the provinces.

Hani was No 3 on Derby-Lewis 'hit list' - Walus

ARG 21/8/97 (252)

Chilling new testimony

ARGUS CORRESPONDENT

Pretoria - Clive Derby-Lewis and Janusz Walus sat round a table allocating numbers to a list of names of enemies of the Conservative Party and then decided Chris Hani would be the one to die.

This stunning new evidence was given to the Truth Commission's amnesty committee today by Janusz Walus, the Polish immigrant who shot Mr Hani four times outside his Boksburg home in April 1993.

Through an interpreter, Walus described for the first time in chilling detail the events leading up to the assassination. He appeared to contradict Derby-Lewis, who testified the list was not a "hit list" and the people on it had not been numbered in order of priority for elimination.

Derby-Lewis and Walus have applied for amnesty for the killing, claiming it was carried out in support of a "war of liberation" declared by the CP.

Walus, who told the committee earlier he had left Poland because he did not want to live under a communist government, described today how he had become increasingly disillusioned with the poli-

cies of the National Party government.

After the referendum of 1992, in which white voters gave president F W de Klerk the go-ahead for negotiations with the ANC and SACP, Walus felt the right wing would not be able to prevent a communist takeover through democratic means.

Walus, who by that time had obtained South African citizenship, had several discussions with Derby-Lewis, whom he had known since 1985.

"We agreed that the democratic way was closed to us now ... We had to prepare ourselves for war, arm ourselves, be ready for when the moment comes."

In February 1993, during a meeting at Derby-Lewis' home, Derby-Lewis had shown him the list of names and addresses.

"Clive asked me to number the list according to his instructions ... something about the order of the numbers according to their degree of enmity towards the CP and the rightwing. After I numbered the list, Clive told me we would concentrate on the elimination of number three, Chris Hani.

"Hani was chosen because of his position as the general secretary of the SACP and because of the position he had held before in MK (Umkhonto weSizwe)."

State sends in troops to beef up ailing provinces

(250)

Key report exposes public service crisis

APU 21/8/97

CLIVE SAWYER
POLITICAL CORRESPONDENT

Training for public servants and stepped-up financial management are among moves the Government plans to correct flaws exposed in provincial administrations by a report.

The report, compiled by a task team headed by Public Service Department director-general Paseko Ncholo, was presented to the Cabinet yesterday by Zola

Skweyiya, Minister for the Public Service and Administration.

Expert staff are to be seconded from national departments to provincial administrations to assist in resolving problems of capacity.

The inquiry by Dr Ncholo's team found there was political interference in the administration of provincial departments throughout the country. Most provinces had problems in management of finances, staff and information technology.

There was confusion in the direction given by the Government in the management of the public service. Another common problem was over-centralisation of management control, and inadequate and poorly implemented strategic planning.

There were serious shortages of staff with appropriate skills and experience, a lack of discipline and widespread misconduct, and the voluntary severance package scheme had not cut staff numbers enough, the report found.

NO MORE JOBS!

Chop, chop, chop there goes your job; soldiers, teachers too, sorry, we're firing you

(250)

CP 16/11/97

By SIFELANI MLAMBO
and JIMMY SEEPE

SOUTH AFRICA is facing an explosion of retrenchments in the public sector, with thousands of workers in the defence force, health and education departments expected to lose their jobs soon.

The continuing decline in the price of gold could also force more job losses in the mining sector, which employs about 350 000 workers.

An estimated 40 000 temporary teachers and substitute teachers, most of whom have been employed by the Department of Education for many years, have been informed about their pending dismissal.

The South African National Defence Force is to start retrenching more than 30 000 soldiers over 12 months, starting from next year.

Political scientist Prof Themba Sono has warned that the implications of these large-scale retrenchments could be "devastating, coming over and above massive unemployment among blacks".

The retrenchments are part of efforts by various ministries to introduce austere budgetary measures in the light of the Finance Ministry's decision not to bail out those who previously overspent.

The SANDF retrenchments come closely after the demobilisation of thousands of former members of non-statutory forces (MK and Apla), and allowing others to take voluntary severance packages.

The department's voluntary severance package scheme had backfired when incompetent personnel and soldiers opted to stay behind and the more skilled ones left.

The 30 000 retrenchments are said to be part of the defence force's efforts to cut down on its spiraling expenditure, mostly incurred in salaries and benefits for soldiers.

The defence force has been ordered to save R400 million from this year's budget of R9,9 billion.

Those facing the prospect of retrenchment will be informed in the new year, after a report detailing the process to be followed is completed.

But the department has said that affirmative action and demographic representation will be the guiding principles in retrenching soldiers.

The SANDF plans to cut its bloated army down to size from its current 90 000 soldiers to 60 000 before the end of 1999. More cuts will follow after 2000.

The defence force plans to have a lean army of around 40 000 soldiers by the year 2005.

The cuts are said to be influenced by the peacefulness of the region. Projections are that there is unlikely to be a serious conflict in the region in the next 20 to 30 years.

But there is now concern that the rationalisation process could target former members of the non-statutory forces who recently joined the SANDF.

During the integration process, rightwing political groupings tried to tarnish the image of members of Umkhonto we Sizwe and the Azanian People's Liberation Army by accusing them of being ill-trained and undisciplined.

Spokesperson for the Minister of Defence, Col Phuso Tladi, told City Press this week that the defence force would use affirmative action and demographic representation as guiding principles.

Meanwhile, some of the drastic measures that the defence introduced this week include grounding all aircraft, except for emergency flights, which include those for emergency crime situations and presidential flights.

Other options being considered are to send certain people home on paid leave. Regarding this option an official was quoted as saying: "If they are not in their offices they cannot make telephone calls, lights do not have to be switched on and

■ Turn to Page 2

P.T.O.

Chop, chop, chop there goes your job

CP 16/11/97

Continued from Page 1

Mr. Mkhale announced the temporary and substitute teachers will be laid off from the formerly disadvantaged schools.

XhosaZulu, which had the biggest pinch of temporary teachers, mostly from rural areas, will lose their jobs.

Most rural schools in the province will be forced to close.

The Northern Cape has 1 200 teachers, the Eastern Cape 1 800 and Gauteng 1 800.

Figures for the North West, Northern Province and Mpumalanga are not available.

The move to fire temporary teachers was announced by teachers' organisations, who said this would disrupt the education system into disarray.

They said the move contradicted President Mandela's assurance that the process of retrenching education would be done gradually.

Sadtu's Julius Nkomo said the impact of temporary teachers on members of the organisation and had contributed immensely to education in the country.

He said in some schools the principal and deputy were the only permanent teachers.

"Who is going to fill the places?" he asked.

He said the schools were overloaded and would not be able to cope if temporary teachers were laid off.

He said the irony of the move was that the government had announced that it would introduce more permanent teachers.

He said the government would be expected to recruit the new teachers.

Lesephe Taunyane, president of the National Teachers Organisation of South Africa, said the government was not over-spending on education and that the truth

of the situation was that the government had

He said the minister of Education, Mr. Mkhale, had to be held accountable for the decision to lay off teachers.

The suspension of these actions are a sign of the time to stop corruption and to start working with the people.

The minister of Education should attend to the root cause of the problem.

He said the education system was going to be lost as part of the process of retrenching the education department.

He said the process of retrenching the education department was a sign of the government's intention to cut costs.

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made in September last year outside a friend's home in Leondale on the East Rand. His car - the same growing stature as an international artist.

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Meanwhile, Spoornet's Main Line Passenger Service (MLPS) announced on Wednesday it would suspend all its advertisements featuring

illegal firearm. Mbuli's bail application on Tuesday was postponed to Friday. But on Friday, counsel for Mbuli said

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Public service 'is hampered by lack of co-ordination'

(250) BD 3/11/97

LACK of co-ordination and co-operation between government departments was still a major problem in public service delivery, the Presidential Review Commission heard over the weekend.

The commission, given the task by President Nelson Mandela of reviewing transformation and delivery in the public service, heard presentations by the labour and constitutional development departments, the Financial and Fiscal Commission and the SA Management Development Institute on Friday and Saturday.

More than a third of the 850 municipalities in the country were not financially sustainable and as SA moved towards the final stage of local government transition, a major rationalisation exercise would have to take place, constitutional development deputy director-general Chippie Olver told the review commission.

His department had concerns about co-operation and co-ordination between line departments and local authorities with regard to governance, decentralising functions, boundaries and financial transfers. "Line departments have to date simply acted within municipal areas without consulting with the local government structures concerned," he said.

Constitutional development director-general Zam Titus hinted that a name change for the department was on the cards that would reflect its functions.

Labour department financial management director Chris van der Merwe criticised the finance and state expenditure departments for being the source of the many constraints to service delivery in the public service. Prescriptions of the finance department made it almost impossible for departments to use donor funding, although that funding was available.

There was no interaction between national and provincial departments in the budgeting process, said Olver. He accused the state expenditure department of lacking transparency in departments' funding process and said no forum existed where departments' needs and state expenditure's recommendations could be discussed.

The lack of skills and training within the public service had been identified as a major obstacle in delivery by many government departments. SA Management Development Institute head Prof Harry Ngwengwekhulu said the skills crisis had always been there. It was, however, more evident now since different skills were needed for the new public service.

Ngwengwekhulu said that more than 600 000 public servants needed basic training.

The Financial and Fiscal Commission, represented by its head Murphy Morobe, and Prof Michael Melck, were questioned at length on conditions relating to the financial formula for the provincial allocations of the budget, backlogs in infrastructure, decentralisation and other matters. The review commission also questioned what seemed to them an overly technical rationale for the financial formula.

The commission said it had completed its public hearing phase with the SA Revenue Service. The public service and administration department would give its submission on November 7. It would then collate the reports of its working groups and special studies to prepare its recommendations on the improvement of public service delivery. — Sapa

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(250) (250)
Civil service

singled out in labour bill

CT (PK) 3/11/97

LYNDA LOXTON

Cape Town — The government is still insisting that the civil service, but not small business, should be exempt from the Basic Conditions of Employment Bill for 18 months after the act is promulgated.

"Why the sauce for the goose (and not the gander)?" asked Tony Leon, the Democratic Party leader, on Friday while the parliamentary labour committee was considering possible amendments to the bill.

Organised business has claimed the shorter working hours and higher overtime payments implied by the bill will increase business costs, particularly affecting small business. The National African Federation of Chambers of Commerce called last week for blanket exemptions for micro-enterprises and an exemption for five years for all small business.

Exemptions have been rejected by the department, though it has said it would study the potential effect on small business before the bill was promulgated.

Les Kettledas, the deputy director general of labour, said the civil service would be exempt because it had a bargaining council and, in most cases, its conditions were better than those provided for in the bill. The public service was also being restructured, which would take time to complete and to renegotiate conditions through the new sectoral bargaining councils.

"The determinations of conditions is linked very directly with the budget process and will be linked to the medium-term expenditure framework," Kettledas said. "Since the service is larger and their budgeting process is far more cumbersome than that in the private sector, the public service requires a transitional period."

The committee meets today to consider the department's proposed amendments and those submitted by political parties based on last week's hearing.

Costs prevent retrenchment of redundant public servants

Reneé Grawitzky

(250)

80 5/11/97

THE costs of retrenching public servants, including 60 000 redundant personnel, prevented government from opting for mass retrenchments, Public Service and Administration Deputy Director-General Neva Seidman Makgetla said yesterday.

Makgetla assured delegates at the Industrial Relations Association of SA (Irasa) seminar in Midrand that the complexities facing public service restructuring and collective bargaining were much greater than those facing the private sector.

She said government would not opt for mass retrenchment in the public service as the costs of such an exercise prevented this but discussions with labour would have to take place to explore other options.

This was essential, she said, to ensure the successful restructuring of the public service to ensure service delivery. Costs of retrenchment, she said, were also preventing departments

from outsourcing various functions while major institutional changes were causing problems in the public service.

University of the Witwatersrand sociology professor Eddie Webster said that in the private sector there were growing signs of acceptance by labour and business of the new labour market institutions introduced in terms of the Labour Relations Act.

Webster said this was despite a letter from an employer, publicised in the media, that the Commission for Conciliation Mediation and Arbitration (CCMA) would prove to be the "vlakplaas for industrial relations".

The CCMA and the National Economic Development and Labour Council were gaining acceptance by the parties. The CCMA, to date, had received 40 000 disputes.

The growing acceptance of the new labour relations system was further reflected in the decline in strikes, wage settlements closer to the inflation rate and longer term wage agreements, Webster said.

Total of 20 convicted for welfare fraud

Farouk Chothia

80 5/11/97

DURBAN A total of 20 people had been convicted since 1995 for mainly defrauding the KwaZulu-Natal government's social welfare department of about R1m, department spokesman Isabel de Klerk said yesterday.

De Klerk said that 25 other cases were before the courts, and 130 were "on hand". More prosecutions could be expected as 20 000 files of false disability grants were still being investigated, she said.

De Klerk said the 20 people who had been convicted as a result of investigations conducted by private sector forensic auditors and the SA Police

Service (SAPS), included four public servants and two employees of Cash Payment Services, the company which made welfare payments on behalf of the department. The remaining 16 were ordinary citizens, who made false claims for grants, De Klerk said.

The biggest case for which a conviction had been obtained involved department employee Lethiwe Dlamini. She defrauded the department of R819 000, and was sentenced to five years and four months imprisonment last year, De Klerk said.

De Klerk said it had also come to light that public servants at the Ulundi offices were using official order books to purchase furniture for private use.

PWD to shed 5 000 jobs in next five years

ARG 6/11/97

(250)

Minister set to privatise services

THABO MABASO
BUSINESS REPORTER

The Department of Public Works is planning to cut 5 000 jobs within the next five years as part of efforts to streamline and improve its operations.

Minister Jeff Radebe yesterday told a meeting to introduce his department's white paper that areas affected by the restructuring were the cleaning, gardening, horticulture and security services.

He said these services would be outsourced to private companies.

The job cuts would come partly from routine retirements and resig-

nations, and partly from retrenchments, he said.

"So that we make sure that former employees do not end up in the streets, we will encourage them to form small companies and tender for the services," Mr Radebe added.

Department of Public Works director general Sipho Shezi said there were now 6 700 in the employ of the department, which would be staffed by a maximum complement of 3 000 in five years time, he added.

"Doing this provides the department with the opportunity to cut down on fragmentation and duplication. We will also save a lot of money through constructive management."

Mr Radebe told the briefing that the white paper laid the foundation for a new vision and image into the 21st century.

Among other things, the white paper's objectives included attempts to refine a uniform procurement policy, and the cost-effective and efficient acquisition, management and maintenance of state properties.

"As a department we have been championing the process of transformation in the public sector and I believe that we are making a pioneering contribution to setting new standards for the full-scale renovation of government relations and structures in South Africa," Mr Radebe said.

Kenya will down R1,2-bn from SABI plant

ARG 6/11/97

(130) (160)

Nairobi - A plant being constructed by South African Breweries International (SABI) is expected to raise \$265,6-million (R1 275-million) for the Kenyan government over five years.

SABI managing director Andre Parker said yesterday the company would initially employ 600 Kenyans directly and create 6 000 jobs indirect-

ly at retail and supply level

"Besides investing over \$40-million (R192-million) in Kenya, SABI also operates 20 other breweries in Africa and other parts of the world, including Hungary, Poland, Rumania and China, in partnership with other local ventures," he said.

The entry of SABI into the Kenyan market, which has over the years

been monopolised by Kenya Breweries Ltd (KBL), will boost revenue collection to the exchequer.

Last month, KBL launched a new ultra-modern plant which produces 80 000 bottles an hour.

SABI recently acquired management control and 40% ownership of Uganda's largest brewing firm, Nile Breweries. - Sapa-AFP



Findings in the provincial ed-
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Picture: LORI WASELCHUK

IBA, Gxaweni agree to a parting of ways

Business Day Reporter

THE Independent Broadcasting Authority (IBA) and its CEO, Harris Gxaweni, agreed it would be best for all concerned if Gxaweni left the organisation, the IBA announced yesterday.

IBA spokesman Pekwane Mashilwane said yesterday that both parties had felt it was "in their respective best interest and the public interest that his (Gxaweni) employment with the IBA be terminated by mutual agreement".

The IBA had suspended Gxaweni from duty on May 19 and had instituted disciplinary proceedings against him following the abuse of credit cards, and hotel and travel expenses by IBA councillors amounting to hundreds of thousands of rand.

Mashilwane said the disciplinary inquiry had run for eight days and many more were still required for the inquiry to be finalised.

"The inquiry was not concerned with any dishonesty on Gxaweni's part. It was primarily intended to determine Gxaweni's responsibility for the lack of adequate financial controls and management at the IBA," Mashilwane said.

The mismanagement and financial abuse by IBA councillors were highlighted by the auditor-general in a special report submitted to Parliament.

Gxaweni's employment was terminated with effect from October 31, Mashilwane said.

Government to cut 5 000 jobs in public works department

CAPE TOWN — Public Works Minister Jeff Radebe said yesterday that his department was slashing its workforce to 3 000 from 8 000 over a five-year period as part of a restructuring plan for the next century.

"We need to streamline and have a very lean department. Five thousand will be released within five years," Radebe told guests at the launch of a policy paper on public works.

Sipho Shezi, public works director-general, said the "offloading" had already begun and the department now employed 6 700 people.

He said services such as cleaning, gardening, horticulture and security would be provided by the private sector in future. "We will save a lot of money," Shezi said.

The white paper suggested the department should amend all legislation and regulations that cause duplication and inefficiency in the purchase of property by government departments.

The document also called for the department to cut bureaucracy and to streamline procedures.

It recommended that from the

1998/99 financial year government departments should take control of their own accommodation budgets, with the proviso that for a further three years they would use the public works department for property and facilities management services.

"The department is restructuring itself in order to contribute more effectively to government's socioeconomic objectives, and initiatives such as the National Public Works Programme and the Community-Based Public Works Programme are particularly important examples of its commitment to creating employment, increasing appropriate public investment, and enhancing economic growth."

Performance measurement would be introduced, property investment would become a separate cost centre, and transparent cost-benefit analysis would be used to document the department's contribution to meeting social and economic objectives.

Department officials would also identify the property investment needs of government departments. — Sapa-Reuter.

Public works ministry to cut jobs

CT(BR) 6/11/97

(250)

CHRISTO VOLSCHENK

ECONOMICS EDITOR

Cape Town — The department of public works would be halved in size over the next five years but the community-based public works programme it administered should be extended and maintained for at least 15 years, Jeff Radebe, the minister of public works, said yesterday.

When the programme, a presidential lead project, was launched in 1994 it was intended to have a limited life span.

Speaking at the launch of the white paper on public works, Radebe said the programme was one of four main functions performed by the department which would be "streamlined by cutting the work force from 8 000 to 3 000

over five years". The white paper, released for comment yesterday, suggested the community-based public works programme be expanded and more money spent on it.

The department had requested government to allocate R1 billion to the programme in the next financial year.

The programme, aimed to alleviate poverty through job creation, was implemented by provinces and non-governmental organisations.

To date, R350 million had been allocated to the programme. By February this year R236 million had been spent on 947 projects such as the building of access roads, water provision, sanitation, clinics, creches and schools.

Radebe said "One of the most

successful areas of policy intervention had been the delivery of infrastructure through the community-based public works programme."

According to the white paper, the department would enhance the programme by introducing "world-class targeting and monitoring to ensure it benefits the poorest of the poor."

Reuter reports that Radebe said 5 000 jobs would be shed over five years, "but those who are made redundant would not be left on the streets". The department would "encourage them to form small businesses and tender for work offered by the department."

Sipho Shezi, the public works director-general, said the work force had already been cut to 6 700.

SAFETY NET FOR REDUNDANT WORKERS

Public Works to retrench 5 000 staff

CT 6/11/97 (250)

IN AIMING TO BECOME an efficient 'lean machine' Public Works is to retrench workers and outsource functions. **JOVIAL RANTAO** of the Parliamentary Bureau reports.

THE Department of Public Works has unveiled an ambitious plan to turn 5 000 redundant workers into entrepreneurs with an opportunity to gain access to government tenders.

Public Works Minister Mr Jeff Radebe announced yesterday that, in keeping to its mission to transform the department and create a lean machine, its 5 000 workers — mostly gardeners, security officers and cleaners — would be retrenched in the next three years.

Speaking at the official launch of the White Paper on Public Works, Radebe said staff who were retrenched would be assisted to form small companies through which they would be able to gain access to state tenders. The department's gardening and cleaning services would be out-sourced.

"Some of them stand to earn much more than they do at present," Radebe said.

He released statistics which showed that the government's plan to help former disadvantaged companies gain access to state tenders has been a success.

Through the Department of Public Works' pilot roster system, contracts worth over R130 million had been awarded to previously marginalised firms.

"Through our pilot roster system we have made substantial progress in increasing the capacity and experience among previously marginalised firms and individuals as well as encouraging and rewarding all firms that are actively participating in human resource development programmes."

The white paper suggests that

legislation and regulations that had led to duplication and inefficiency in the purchase of property by government departments should be amended.

The department has also recommended that from the 1998/9 financial year government departments should take control of their own accommodation budgets, on condition that the departments use the Department of Public Works for property and facilities management services.

Some aspects of transformation embodied in the paper include:

- Cost effective and efficient acquisition, management and maintenance of state properties.

- Refinement of a uniform procurement policy, procedure and documentation to ensure accessibility to all and promoting the use of local labour.

- Refining the National Asset Register to ensure a sound management information system and the optimal use of state fixed property

Public service unions to increase

Renee Grawitzky

UNIONISATION in the public service was expected to far exceed that in the manufacturing sector, in line with international trends, Sociology for Work Unit deputy director Ian Macun said at a workshop on Friday

Macun said international trends had shown that although union density in the public service was about 54% — lower than countries such as Japan, Germany and the UK — it was expected to rise. The public service was likely to become the highest concentration of union activity as compared to the private sector.

Industrial relations in the public service, he said, was moving ahead of the private sector despite its difficult history, complex systems and processes. Public service

BD 10/11/97
Industrial relations in most countries had distinct histories, with different dispute resolution procedures and union organisation to the private sector. Research that in six years the public service had achieved things which had taken the private sector 20 years

This was surprising as pressure for change had its origins in the mid 1980's when the previous government began to restructure and started rationalising

This process, coupled with the mushrooming of unions and the establishment of the National Education Health and Allied Workers' Union resulted in national strikes in the late 1980s.

Prior to that worker organisations were relatively weak

The irony of the rapid expansion of employment in the public service during the apartheid era,

he said, was that there were staff shortages coupled with public servants being subject to very poor salaries and working conditions. There was a high staff turnover.

The perception at the time, he said, reinforced by National Party comments, was that public servants were lazy and inefficient.

Until 1993, there was no formal collective bargaining arena

Despite its rapid initiation into the field of industrial relations, the sector faced a number of difficulties. Macun said pressure to rise wages at the bottom end could militate against a model of social unionism in the public service

In addition, he said that rapid unionisation coupled with a high level of competition between the numerous unions could lead to a more volatile industrial relations climate.

More blacks get foreign postings

(250)
Sowetan 12/11/97

BLACKS headed 44 of South Africa's 97 missions abroad, a Ministry of Foreign Affairs spokesman said yesterday

The number of blacks selected for foreign postings had also risen from about two percent in 1994 to more than 48 percent this year, he said in an interview in Pretoria

"This indicates that the transformation process is well on track"

Twelve of the blacks in charge of foreign missions were women. Another four missions were headed by white women

Asked about the possible closure of missions mentioned by director general Mr Rusty Evans to the Presidential Review Commission last week, the spokesman said "This is part of the overall rationalisation process in the public service. We review our missions

on a continuous basis, which could also entail opening new ones"

While at least five missions had been closed in recent months, South African representation in some areas of the world was expanding

These included South America, North Africa and the Middle East

He said economic as well as political considerations were being taken into account in this process. Some missions could also be downgraded to free resources for others

"The closure of missions will be few and far between. It is all part of a well considered process"

The spokesman said about 50 new missions had been opened since 1994

"Blacks posted abroad are certainly not token appointments. All of them undergo thorough training before taking up their positions," he said - Sapa

Govt looking

BD 17/11/97 (250)

for cheaper lay-off system

David Greybe

CAPE TOWN — Far-reaching proposals for cheaper forced retrenchments — based on private sector norms — are being prepared by the public service department.

The proposals, which will be presented to unions for negotiation, are the result of growing pressure from government departments and provinces on the need to reduce staff.

A senior government official said yesterday the proposal had to be approved by the cabinet before being tabled in the newly formed public service co-ordinated bargaining council.

The public service department hoped to release the document next month.

Government's medium-term expenditure framework, currently with the cabinet, contends that the virtual impossibility of retrenching surplus staff is placing a burden on the budget in the region of R2bn to R4bn.

Economists have said they consider bloated personnel costs as one of the significant factors hampering government in its ability to achieve its 4% budget deficit target for the fiscal year.

The government official said public sector unions would have to choose between the short-term interests of some members and the need to prioritise spending and improve services to previously disadvantaged communities.

The current retrenchment package — suspended last July because it was too costly — requires the equivalent of between three and six years' salary, which is two to three times the cost of retrenchment in the private sector.

The official said the public service

department was looking at a package which was close to private sector norms, but with a social plan provided for unskilled and less skilled workers who make up about two-thirds of the estimated 1,2-million public servants.

"The issue is how to balance the rights of individual workers against the needs of society," the official said.

The proposal, if adopted, would leave the planning and negotiation of actual retrenchment and social plans to the individual departments and provinces. This is in line with recent legislative steps to decentralise power to departments and provinces.

Government has come under growing pressure to secure the backing of the unions for a more affordable forced retrenchment package.

Public Service Minister Zola Skweyiya has on a number of occasions this year said the voluntary severance package which replaced the forced retrenchment scheme had failed.

Heightening the pressure in recent weeks has been the disclosure that provincial governments face a joint budget deficit of about R7,5bn in the current fiscal year. This was largely due to the provinces' inability to reduce surplus staff whose salaries make up a vast proportion of total expenditures.

Senior provincial officials have repeatedly cited the lack of an affordable forced retrenchment scheme as the main stumbling block.

The budget council (Finance Minister Trevor Manuel, his deputy Gill Marcus and finance MECs) recently said one of government's main prob-

Continued on Page 2

Lay-offs

Continued from Page 1

SP 17/11/97

lems was the fact that surplus staff could not be shed because of the lack of affordable retrenchment mechanisms.

An industrial relations specialist said yesterday that an affordable retrenchment package would not bring much relief in the coming year because of the political and social difficulties of retrenchment as well as delays imposed by labour laws, plus the fact that a private sector package costs about a year's pay and therefore the savings would not accrue until the second year.

The government official said the major cost of the current retrenchment package was the provision of a full pension for all employees with more than 10 years' service and therefore skewed it in favour of people at the top and those with more than 10 years service.

Private sector norms are a number of weeks' salary a year of service plus the retrenched employee's payout from

the pension or provident fund equal to their actuarial assets.

Clearly, the official said, there would have to be a trade-off between the number of weeks salary a year of service, the option of early retirement and the social plan. It was critical that lower-paid workers who were retrenched did not suffer long-term unemployment under the social plans.

The social plans should, as discussed in the National Economic Development and Labour Council, use expertise from departments such as labour and trade and industry, and include counselling and support.

The SA Democratic Teachers' Union last week threatened a nationwide strike after the education ministry confirmed that the jobs of many of SA's approximately 60 000 temporary teachers were on the line.

While it was easier to retrench casual and temporary public servants, many were in fact long-term employees, the government official said.

Comment: Page 15

Public sector unions in no rush to talk to govt about retrenchments

David Greybe

CAPE TOWN — The two biggest public service unions yesterday set preconditions to negotiations on government's proposal to introduce several retrenchments in the public service. Congress of SA Trade Unions (Nehawu), and the National Education Health and Allied Workers' Association indicated yesterday they did not share the same urgency as government, which faces persistent budgetary problems due to overstaffing.

Both unions said they were not prepared to negotiate on the matter until an audit had been carried out to determine the size of the public service (estimated at 1,2-million employees).

The unions said forced retrenchments had to be seen as a last resort. Other forms of downsizing such as redeployment, voluntary severance and natural attrition had been exhausted. Government also had to resolve the issue of ghost and casual workers.

"Government cannot put the issue of ghost and casual workers on the cart before the horse," Nehawu assistant general secretary Fikile Majola said.

Association GM Casper van Rensburg said surplus staff had to be clearly identified within departments and are dealing with "need to know what we are doing" within departments and suspended last July because it was too costly — pays out to employees the equivalent of three to six years' salary which is more than double average private sector retrenchment costs.

It was replaced with a cheaper voluntary severance scheme, but this failed after it attracted the wrong applicants and insufficient numbers. The public service department is looking at a package close to private sector norms, but which will include a trenchment plan to mitigate the effects of retrenchment on less-skilled workers.

Majola said determining the size of the public service had to be accompanied by discussions by stakeholders on the role of the public service in terms of people's needs, development of social services and the economy in general.

It was only then that the issue of surplus staff could be discussed. Once a proper audit had been done, staff could be redeployed to "undersized" areas, Majola said.

If after this there were still surplus staff, Nehawu would be willing to discuss the reintroduction of forced retrenchments, Majola said.

Van Rensburg said that offering a more beneficial voluntary severance package "will motivate surplus staff to opt for voluntary severance."

It was only then that the issue of surplus staff could be discussed. Once a proper audit had been done, staff could be redeployed to "undersized" areas, Majola said.

If after this there were still surplus staff, Nehawu would be willing to discuss the reintroduction of forced retrenchments, Majola said.

Van Rensburg said that offering a more beneficial voluntary severance package "will motivate surplus staff to opt for voluntary severance."

Layoffs turn into 'political hot potato', (250)

Farouk Chothia

A ROW was brewing between national government and provinces over proposals to implement forced retrenchments in the public service, with both tiers of government wanting the other to spearhead this because it had "severe political implications", a provincial government source said yesterday.

The source said the impression given to provincial leaders at a meeting addressed by Deputy President Thabo Mbeki and public service and administration director-general Paseka Ncholo in Cape Town yesterday was that national government did not want to "drive" the process.

"They want to devolve the function to provincial governments. It is a political hot potato. They want to leave us to take the heat," the provincial source said. However, Ncholo denied that such discussions took place. The meeting was called to see how far departments at national and provincial level had gone to achieve rightsizing, and what further assistance they needed, he said.

The meeting was attended by national ministers, the directors-general of their departments, premiers, their provincial directors-general and finance MECs. It is understood that Mbeki instructed those at the meeting not to disclose details.

However, the provincial source said provincial governments — including those of KwaZulu-Natal and the Eastern Cape — preferred to see "a centralised process, so that there will be consistency over the issue in all provinces".



MBEKI

Eastern Cape director-general Thozamile Botha said no decision on implementing forced retrenchments had been taken, and he did not believe national government wanted it to be a provincially driven process.

The matter was still under discussion. If there were to be forced retrenchments, the process should be nationally driven because "we have a national public service", he said.

Another provincial source said there was consensus at the meeting

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Layoffs (250)

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that the size of the public service needed to be reduced, but retrenchment was cited as one of several options available to achieve the objective.

"We cannot simply embark on a process that boomerangs into a political and social crisis," the source said.

The immediate emphasis was on leaving as many posts as possible vacant, and on urging people of "pensionable age" to retire.

The idea of forced retrenchments, based on cheaper private sector norms, gained currency recently as a way to resolve the financial woes of provinces, which were facing a joint deficit of about R7bn this financial year. KwaZulu-Natal and the Eastern Cape were the worst affected, with deficits expected to be about R2bn each.

The source said both provinces wanted central government to make more funds available to them this financial year.

"Without that, there is no solution. I cannot see retrenchments taking place soon," the source said.

White commission to rehear 3 000 individual cases

(250)
David Greybe
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CAPE TOWN — The White commission into irregular public service promotions will begin to rehear more than 3 000 individual cases on December 9 after a Grahamstown High Court recently ruled that the findings were invalid. Most of the cases were found to be irregular.

As a result of the extra workload and difficulties in contacting those affected by the ruling, the commission would not be able to complete its work by the end of March next year as it previously said it expected to, commission spokesman Pam Barnes said yesterday.

A more likely deadline for the completion of a total of about 24 000 individual cases in the public service for the period between April 1993 and September 1994 was the end of July next year, Barnes said. Fortunately, the constitution did not specify a deadline.

The Grahamstown High Court ruled at the end of last month that according to the commission's terms of reference under the interim constitution it was not properly constituted when it made its findings.

The invalid court ruling resulted from the absence of Judge Colin White and his predecessor Judge Jules Browde from 37 hearings which involved more than 3 000 individual cases, Barnes said.

However, the commission's terms of reference were changed under the new constitution, and did away with its definition as a judicial commission, which made it possible for any one of the four commissioners to hear cases, Barnes said.

The court ruling affected commission hearings held before February 4 this year.

Barnes said yesterday the commission had completed about 8 000 individual cases, and still had an estimated 16 000 to hear. Most of those completed were found to be irregular, and concerned former homeland administrations.

A member of the commission recently "conservatively" estimated that the cost of the overpayments due to irregular promotions was at least R350m.

40 party workers served eviction notices

CHRIS BATEMAN
POLITICAL WRITER

At least 40 party political workers were ordered out of the government three parliamentary villages yesterday as the Department of Public Works began a battle to re-establish control of the "unruly" complexes.

The eviction orders are the first in a series of official moves prompted by a Cape Times expose at the end of October highlighting security problems, burglaries and thefts at the villages, the moving in of illegal residents and frequent drunken weekend revelry.

Most of the party workers enjoying housing at taxpayers' expense are from the ANC (33), the

remaining seven are Inkatha Freedom Party members.

They were given until the end of December to pack their bags. They are being evicted because they are neither MPs nor parliamentary session workers — the two official criteria qualifying people for housing.

Mr Yusuf Simons, a spokesperson for Deputy Minister of Public Works Mrs Eileen Shandu, said the whips of all parties had been given a quota of houses for allocation on the understanding that these were only for MPs and National Council of Provinces delegates.

The allocation had been left to parties because of a departmental staffing shortage.

Public Works director Mr Siphoh

Shezi had called an urgent meeting with party whips so the department could regain control of housing allocation before the year-end.

Simons said his department had taken legal opinion before issuing the eviction orders.

"Their salaries were paid by political parties, not the government or Parliament and they were not session officials," he said.

Shandu told the Cape Times in October that she had stumbled across the illegal occupancies when trying to house some of her staff — and promised action then.

In Pelican Park, Zeekoevlei, 26 workers were served with notices, in Acacia Park, Goodwood, 12 and two in Laboura Park, Belhar.

The Cape Times' inquiry in

October had revealed that several residents, who pay a nominal monthly rent of between R120 and R140 including electricity and water, were profiting also by charging illegal co-dwellers rent.

Simons said no hard evidence had been found of this.

"But control is very difficult, we simply don't have the staff and putting names to faces in 706 houses is very, very difficult."

In earlier incidents

- Shots were fired at the 545-unit village of Acacia Park in September after two men "gated" an all-night party at the Mopani Flats.
- Two shots were fired by an off-duty policeman allegedly in an attempt to break up an argument.

Police on guard at the gate to the village came running, but came under fire themselves and were unable to establish who had fired the shots.

Police have opened an attempted murder docket.

Residents complained of vandalism, littering, noisy cars, lack of access control and rampant petty crime.

Last December a caretaker of one village was demoted and transferred after allowing people to move into vacated official homes where they badly damaged private property.

Simons said during this festive season, only officials still working would be allowed to stay in the villages.

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60 000 workers to be retrenched

(250) *Sowetan 19/11/97*
Cutting spending will cost Government more than R6 billion

By Abdul Milazi

SIXTY THOUSAND workers face retrenchment in the public sector as the Government battles to curb overspending by its various departments and provincial government and to improve delivery

Economists said this was the first sign of the pressures of globalisation, where companies and governments are forced to adopt a less labour-intensive approach to production and service delivery

A top Public Service Commission official, who preferred to remain anonymous, admitted that globalisation was a factor in the proposed restructuring of the public service but argued that the whole exercise was purely a business one, where the Government was cutting down on its spending to improve delivery

She said it was costing the Government R1,5 billion a year to keep the extra employees, who ranged from executives to common labourers

‘The dilemma faced by the Government is how to balance social and economic costs’

It is also estimated that retrenching these employees would cost between R6 billion and R8 billion

“The dilemma faced by the Government now is how to balance social and economic costs. We have to grapple with the idea of retrenching these people and increasing unemployment levels and also continuing to operate at higher costs because of over-staffing,” the official said

She said many of the retrenchments involved departments which were being phased out and those that were no longer relevant such as the Industrial Court and other such structures which had subsequently been replaced by new ones.

“You cannot tell Industrial Court judges that they are now retrenched because there is no longer work for them and other affected workers. If we do that, we will be creating poverty in a number of communities,” said the official

The Government earlier had an agreement with the public sector trade unions according to which they agreed that voluntary retrenchments should be the first option. “We now have to go back to the unions with the new proposal. We cannot start retrenching until the unions agree”

She said all departmental budgets would have to be cut by between four and five percent. “The main objective for any government is to reduce the deficit”

According to the latest report by the International Monetary Fund (IMF), it was still unclear how many countries had deficits of three percent or less this year. It is argued that the difficulties encountered in deficit reduction have also been reflected in slower-than-expected progress in debt reduction