

Public Sector - GOVT. - GENERAL

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Black police back Fivaz (951) probe into racism in force

Johannesburg - Support for a probe into charges of racism in the police were growing this week with groups representing black officers and policemen saying it was long overdue.

The support comes after Safety and Security Minister Sydney Mufamadi instructed national police commissioner George Fivaz to look into charges of racism in the force.

Mr Mufamadi said in a statement he had noted recent media reports in which KwaZulu Natal deputy provincial commissioner Moses Khanyile alleged he was being hampered by white officers in his efforts to make police management representative of the province's population.

In a statement an interim national convener of the Black Officers' Forum

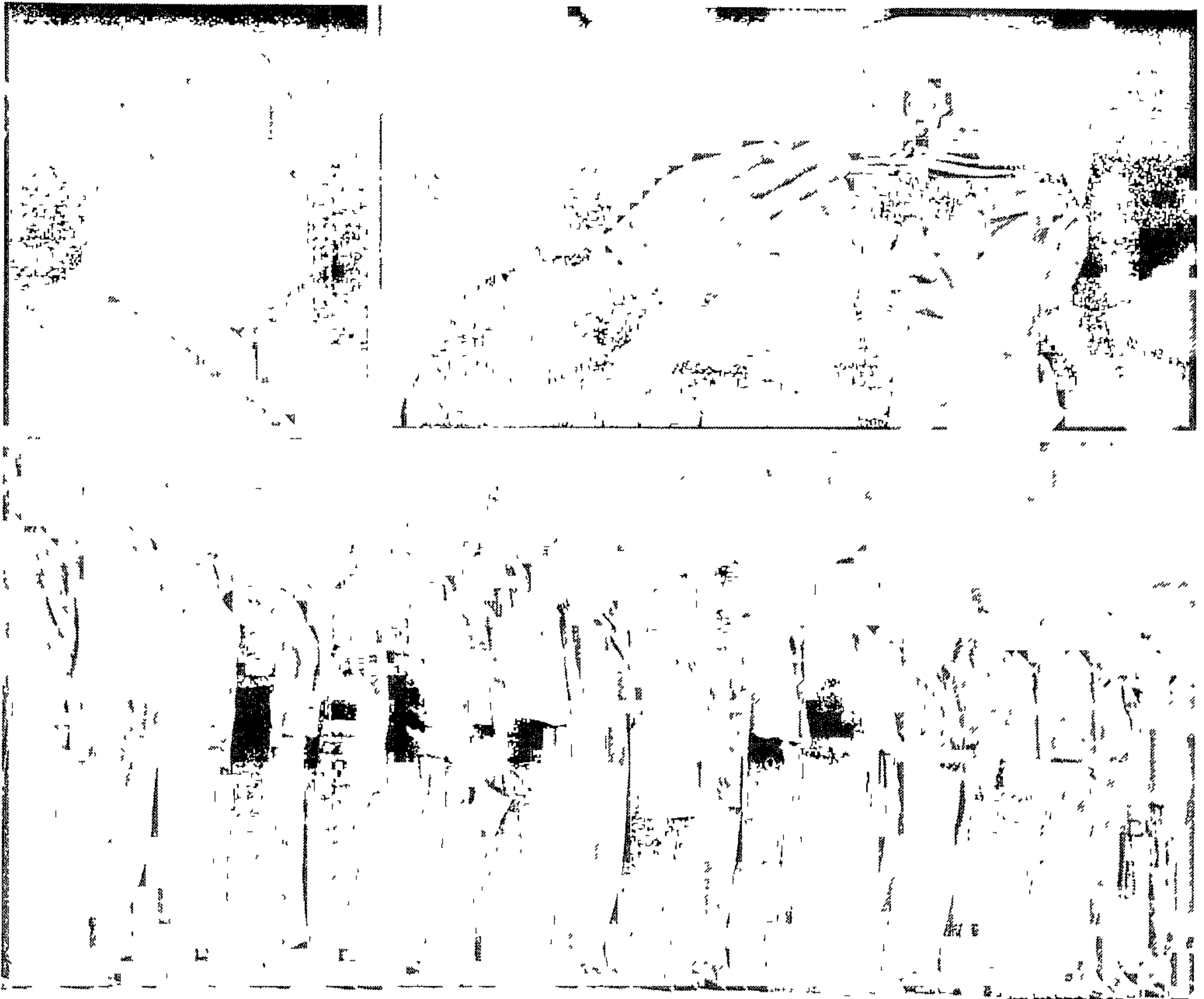
AAG 1/6/98
congratulated deputy commissioner Khanyile for standing up against anti-transformation forces.

Director Mpho Mmutle said these forces were mainly led by senior white officers.

"These individuals cannot hold the country to ransom when the new dispensation has done everything possible to accommodate them and to provide them with a second chance," he said.

Director Mmutle said the Black Officers' Forum, to be launched in Cape Town next month, would be committed to rooting out racism in the force.

In another statement, a senior officer at the Tembisa police station said: "The history of the police showed that discrimination was colour targeted and a tool to ensure the principles applied before 1994 are there to stay." - Sapa



National police commissioner George Fivaz, top right, and SA Police Services CEO Meyer Kahn, top left, at an SAPS recruitment ceremony in Pretoria yesterday.

Picture TREVOR SAMSON

Police force to be cut by about 10 000, says Kahn

Jonny Steinberg

THE SA Police Services (SAPS) staff complement would drop from 130 000 to between 120 000 and 123 000 in the next five years, SAPS CEO Meyer Kahn said yesterday.

Kahn was speaking at a recruitment ceremony in Pretoria which ended the SAPS' four-year-old employment moratorium.

The SAPS rationalisation plan would not entail retrenchment of existing staff but was based on calculations of natural attrition. About 3 000 desk jobs would be taken over by civilians and the 30% absenteeism rate would drop to 10%, Kahn said.

This was the first sign of a coherent SAPS staff plan to emerge this decade, security analysts said. Recruitment in the early 1990s had been as a result of short-term exigencies and not a long-term plan.

Policing experts were divided on the efficacy of Kahn's rationalisation plans. "Policing is about quality, not quantity," said Institute for Security Studies' Mark Shaw, while other analysts worried that staff plans were based on problematic comparisons with similar plans in the US and Canada.

□ ECN reports that Nico Slabber has been appointed the new Eastern Cape provincial police chief.

(251) 00 2/6/98

Third union

joins strike
by teachers

CT 5/6/98 (251)

PRETORIA: A third teacher union said yesterday it would embark on industrial action because of the rationalisation policies of the Department of Education.

The SA Onderwysersunie served 14 days' notice to this effect on the department, chief executive Pieter Martins said here.

"Our plan of action will be finalised soon, and will culminate in members withholding their services." A go-slow was one option under consideration, he said.

Last-ditch efforts to avert a national strike by the two larger teacher unions were underway yesterday afternoon.

The SA Democratic Teachers' Union on Monday notified the department that its 170 000 members would strike if the union's demands were not met.

On Wednesday the National Professional Teachers' Organisation followed suit.

Naptosa claims to represent 66 000 teachers.

SAOU said it was clear the state had no long-term solutions to the problems teachers faced.

All three unions demand the withdrawal of regulations published in April by Education Minister Sibusiso Bengu on the provision of teacher posts. They contend that the regulations could result in 43 000 teachers losing their jobs.

Martins said the SAOU would meet Bengu next week. The outcome would determine the union's final programme of action — Sapa

Hunting down the crooked cops

Tangeni Amupadhi

Superintendent Jan Brink religiously abides by the proverb that the early bird catches the worm. He says it is the only way he can catch crooked cops napping.

So he was up before the crack of dawn on Wednesday morning, travelling to Soweto, Roodepoort and Krugersdorp.

His team arrested police in a surprise swoop they believe has smashed South Africa's most organised car-theft and hijacking syndicates.

The anti-corruption unit which Brink heads also arrested eight ring-leaders of luxury-car hijacking gangs

and discovered falsified documents, engine number tags, an unlicensed pistol and three cars, bringing to 63 the number of vehicles recovered so far.

"We have a very strong case. We went undercover and had time to build a tight case," says the upbeat Brink. "It is a boost for us — more so because this time we didn't just arrest corrupt cops, but also the guys who bribed them."

Sergeants George Kiser, Gert van Wyk, Johannes Syffret, Inspector Greg Engelhardt, ex-policeman Henk Botha and alleged hijackers Jeff Gazi and Nico Mogorosi appeared in the Roodepoort Regional Court on Wednesday.

Van Wyk was released on R5 000

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bail, while bail applications by Kiser and Gazi were postponed to later this month. The anti-corruption unit has opposed the others' bail applications.

So far the unit has arrested 16 people, half of them police. Another officer is on the run.

The unit discovered the car-theft and hijacking ring by chance. It was the result of a year-long investigation into Soweto radio-control officers whom Brink and his investigators thought were taking small bribes.

Their probe led to an intricate web of at least six groups which targeted BMWs, Volvos, Kombis, 4X4s and other top-of-the-range vehicles.

Police officers seemed to be the most important link in the operations of the syndicates.

"They did at least four things for the syndicates. They bought and sold stolen cars, they supplied those cars, they legalised the stolen or hijacked cars and they offered protection to gang members," says Brink.

Once a car was stolen or hijacked, the gang deleted the engine and serial numbers. They would then report that the car was stolen from them, leaving some form of identification in it so that it was traced back to one of the gang members.

Once the car was recovered, a police officer working with the gang would point unsuspecting colleagues to the "owner" who came to identify his "stolen" car.

Because the original engine and chassis numbers had been removed, the vehicle theft unit would issue new numbers.

"And the stolen car is back on road — legalised. More than 50% of the cars we recovered had been legalised that way," Brink says.

While the syndicates had been operating mainly in Johannesburg and Pretoria, they have also been linked to similar operations in Durban and parts of the Eastern and Western Cape.

Brink says they have "removed" most of the syndicate leaders, but he had to place his undercover agent into protective custody a few weeks ago when gang members discovered they were tricked into selling and buying cars from the anti-corruption unit for the past year.

Brink says with pride that his unit is working hard to restore the tainted image of the South African Police Service (SAPS).

Police say the increase in graft cases in the SAPS is a sign that the anti-corruption unit is doing its work effectively.

"We in the police sort out our own problems, we don't cover up," says Brink. "If a policeman commits a crime, we will hunt him down."

The Thin

blue line

Despite the talk of the bigwigs, the police are still shackled by a lack of manpower and equipment

Star 6/6/98

(2571)



Claudia MPPA

SAPS chief executive officer Meyer Kahn says new policing methods are becoming fruit and that extra officers will soon increase the police force's depleted complement. But a close look at the situation reveals that policemen are still being frustrated by scant resources

Her hands clenched in anger and frustration, a woman throws her hands in the air hopelessly and storms out of Orlando police station. She has come to report a rape, and the only thing preventing the police from arresting the alleged rapist is literally a thin blue line on a police vehicle.

All the station's patrol vehicles are out on the road and the only other police car has been in a queue at a government garage, where a blue line of about 15cm has to be sprayed across its side before it can be used on the road.

Police chief executive officer Meyer Kahn claimed this week that new policing efforts were starting to bear fruit, but you would be hard pressed to convince the officers who have to walk the beat daily.

some felt that their "right to do their work is being taken away".

They feel caught in an uphill battle between the public demand for visible policing, and poor working conditions and a lack of resources.

In many areas, police members are dipping into their own wallets to ensure that they can work more efficiently.

Sergeant Kevin Quinn (23) is a crime prevention officer at Linden police station who responds to emergency calls.

In 1996 he won the Detective of the Year award, and he is best known for chasing hijackers at high speed on freeways, often returning with his man in cuffs. "I love my work. If I had a choice I would not leave the police service, but it has become very difficult," says Quinn.

At 1.65m, Quinn cuts a slight figure in his black bomber jacket.



commander, he feels demotivated by the treatment he receives from the public, the heavy case load and the lack of basic equipment such as stationery.

"For every suspect you arrest or convict there's at least two or three people who want to kill you for it," he says.

The bustling charge office at Orlando is manned by Sergeant Willie Rivombo.

"Just this afternoon a woman came in to report a rape," he says. "All our vehicles were out and the other one is still at the government garage. I was on the phone trying to get another station to assist us and she was shouting at me that we don't want to help. She eventually left."

He explains that he's not sure how long it will take before a vehicle is available to assist the woman who laid the complaint.

For these men - who, when they kiss their families goodbye, aren't sure they will see them again - a show of appreciation and support would go a long way.

"If we could just get a half decent increase every year and some kind of acknowledgement when we do a good job," says Quinn.

According to Shaw, not only more resources are needed, but better management too.



MEYER KAHN. Officers on the ground are sceptical about his upbeat reports on the fight against crime

"There is a big misunderstanding that if you don't have resources you can't do a good job," he says.

"It's about prioritising what is most important and redefining the activities

line on a police vehicle.

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Police chief executive officer Meyer Kahn claimed this week that new policing efforts were starting to bear fruit, but you would be hard pressed to convince the officers who have to walk the beat daily.

"I read a news report the other day that said there were 11 hijackings in Johannesburg a day, but when I listen to the police radio, in a space of about five hours I easily hear at least 15 reports of hijackings," says a young sergeant who did not want to be named.

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"We are not winning the fight against crime. The guys on top who are making policy decisions don't remember what it's like to try and do your job with obstacles facing you before you even leave the station."

According to Mark Shaw from the Institute for Security Studies, this perception is echoed by a recent survey carried out in Pretoria which showed that most respondents did not believe government and police crime statistics about changing crime levels.

Despite public scepticism, Shaw says there is growing evidence that official crime statistics for some categories of crime are fairly accurate.

"Overall crime has stabilised at very high levels. In certain areas - like car theft - it has stabilised but in categories like rape it has increased. It's difficult to assess hijacking figures because it hasn't been recorded as a specific category for the past five years."

Kahn also announced this week that the police service would be taking on 15 000 new recruits. But a closer reading of his statement shows that, contrary to newspaper headlines, the service would actually be reduced in the next five years from 130 000 to 123 000.

This loss has been attributed to members of the service going on pension and the increasing number of members who leave of their own free will.

Most police members who spoke to the *Saturday Star* this week said that little had changed to facilitate their work, in fact,

would not leave the police service, but it has become very difficult," says Quim.

At 1,65m, Quim cuts a slight figure in his black bomber jacket and Doc Martens boots. While a police radio

crackles in the background, he explains some of his frustrations.

"Often there aren't enough vehicles. Some of them have been written off or taken for ever to come back from the government garage. If it's a minor problem such as fuses, we rather just have it fixed ourselves."

Quim's partner explains that the standard-issue bullet-proof vests are too bulky and cumbersome, and that he is considering buying a more user-friendly one out of his own pocket.

"These things are essential for our work. We've even bought our own torches because the ones we're issued with break all the time," he says.

Senior Superintendent Papile Kekana, the station's commander at Orlando police station, has gone the extra mile to encourage and support his officers.

From financial planning to in-service training programmes, he has tried to make sure that his officers are ready to face the demands of policing in the 90s.

But the high rate of absenteeism continues to frustrate his attempts.



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According to Shaw, not only more resources are needed, but better management too.

"The number of officers in the service does make a difference but their effectiveness in fighting crime largely depends on how these members are deployed and the quality of the service they deliver," he says. "Greater accountability is needed."

"At some units there are enough cars but some of the officers stationed there don't have driver's licences."

The police commissioner in Cape Town, Director Raymond Dowd, says effective police management is an art.

A few months ago Dowd embarked on a highly successful work-study programme looking at personnel skill, workload, and

MEYER KAHN: Officers on the ground are sceptical about his upbeat reports on the fight against crime

"There is a big misunderstanding that if you don't have resources you can't do a good job," he says.

"It's about prioritising what is most important and redeploying the resources that you do have to that area."

He identified three key areas in service delivery: the manning of the charge office, patrol vehicles attending to complaints timeously, and a fully manned detective service.

Dowd implemented a system of using two

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mobile caravans in residential areas from where officers distribute pamphlets and introduce themselves to residents.

"An added bonus from this exercise is that every time we move a caravan into an area, the incidence of housebreaking has been very low."

Only 8% of police members in Cape Town are employed in administration - all other duties are performed by civilians.

"When someone joins the police service, he must do police work, not sit in the office and be a clerk," says Dowd.

"You need to take them out of their comfort zone and put them with the people."

This week, members of Dowd's unit managed to foil an attempted robbery at one of the big chain stores in the city while on patrol duty.

"I believe a lot in empowerment and taking responsibility, and perhaps more importantly, giving credit when my guys do a good job."

It would seem that, in certain areas of Gauteng, police management are not aware of the frustrations their men have to deal with when it comes to equipment and morale.

And yet the police on the ground are the people who deal directly with the public and their complaints.

With a workload of 20 to 25 cases a month, Detective-Sergeant Tshokolo Moecketsi, who is based at Orlando, is proud that most of his cases get convictions of 10 or more years. Despite having a very supportive branch

CLIPS

Claudia Mpeta took a close look at grassroots policing and found frustration

Spare a thought for the police on the beat

ARG 6/6/98

(251)

Her hands in the air, clenched in anger and frustration, a woman storms out of the Orlando police station

She has come to report a rape and the only thing preventing the police from arresting the alleged rapist is, literally, a thin blue line.

All the station's patrol vehicles are on the road. The only other car is in a queue at the Government garage. Apparently, a blue line of about 15cm has to be sprayed across its side before it can be deployed.

Meyer Kahn, the chief executive officer of the South African Police Services, claimed this week that his new policing efforts were starting to bear fruit - but you would be hardpressed to convince the officers on the daily beat.

"I read a news report the other day that said there were 11 hijackings a day in Johannesburg, but when I listen to the police radio, in about five hours I easily hear at least 15 reports of hijackings," says a young sergeant, who did not want to be named.

"We are not winning the fight against crime

"The guys on top who are making policy decisions don't remember what it's like to try and do your job with obstacles facing you before you even leave the station"

According to Mark Shaw, of the Institute for Security Studies, the sergeant's views are echoed in a Pretoria survey that showed that the majority of respondents did not believe Government and police crime statistics about changing crime levels

However, despite public scepticism, Mr Shaw says evidence is growing that official statistics for some categories of crime may in fact be relatively accurate.

to in-service training programmes, he has tried ensure his officers are ready to face the demands of policing in the 1990s. But the high rate of absenteeism continues to frustrate his attempts

Faced with a workload of 20 to 25 cases a month, Detective Sergeant Tshokolo Moeketsi, also based at Orlando, says he is proud that most of his arrests get convictions of 10 or more years.

Despite having a very supportive branch commander, he says he is demotivated by the treatment he receives from the public, the heavy case load and the lack of basic equipment like stationery.

"For every suspect you arrest or convict there are at least two or three people who want to kill you for it," he says. "When a criminal comes out on bail, he'll be at the station laying a charge against you."

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IN CHARGE: Meyer Khan, the chief executive officer of the police

cont ↓

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Mr Kahn also announced this week that the police service would be taking on 15 000 new recruits. But a closer inspection of his statement reveals that the service will actually be reduced in size from 130 000 to 123 000 over the next five years. The reduction has been attributed to members going on pension or leaving voluntarily.

Most police members said little had changed to help them in their work. In fact, some said that their "rights to do their work are being taken away".

They said they were caught between the public demand for visible policing on the one hand and the shortage of resources and poor working conditions on the other.

In many areas, police members are dipping into their own wallets to ensure that they can work more efficiently.

Twenty-three-year-old Sergeant Kevin Quinn is a crime-prevention officer at Linden police station in Johannesburg. In 1996 he won the Detective of the Year award and is best known for chasing down hijackers on the freeway, often returning with his man in cuffs.

"I love my work. If I had a choice I wouldn't leave the police service, but it has become extremely difficult," says Sergeant Quinn.

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Greater accountability is needed. "At some units there are enough cars, but some of the officers stationed there don't have driver's licences."

Cape Town's police commissioner, Director Raymond Dowd, says effective police management is an art.

A few months ago he embarked on a successful workstudy programme, looking at personnel skill, workload and the requirements of the Cape Town CBD and surrounding areas.

There has been a marked decrease in the mugging of tourists and other high-incidence crimes.

"There is a big misunderstanding that if you don't have resources you can't do a good job," he says.

"It's about prioritising what is most important and redeploying the resources that you do have to that area."

He identified three key areas in service delivery: manning the charge office and patrol vehicles, attending to complaints timeously, and a fully manned detective service.

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This week members of Director Dowd's unit managed to foil an attempted robbery at one of the big chain stores in the city while on patrol duty.

"I believe in empowerment and taking responsibility and, perhaps more importantly, giving credit when my guys do a good job."

However, it would seem that, in certain areas of the country, the top brass are not aware of the frustrations their men have to deal with when it comes to equipment and morale.

'Attacks not letting up'

FORWARD 8/16/98
(251)
BY TEFU MOTHIBELI AND
OWN CORRESPONDENT

More than 240 police officers were killed on duty last year and police murders are not letting up this year, national Police Commissioner George Fivaz said yesterday.

Speaking at a memorial service at the Union Buildings for 244 policemen who were killed on duty last year, Fivaz said statistics this year were already creating a dark picture. This year 35 police officials have been murdered in the course of their duties.

About 150 families and relatives of deceased police officers and members of the South Africa Police Service attended the memorial service.

"It does not seem like police killings are decreasing, and to have this type of violence against them is unacceptable because they are supposed to be the pillars of democracy," Fivaz said.

A police sergeant who did not wish to be named said the main factor which contributed to the escalating number of violent police killings was that policemen were gun crazy.

"There is no political motive behind most policemen's deaths. The main problem is that they expose their service pistols to the public and even take them to shebeens," he said.

This behaviour invited criminals to rob the policemen of their pistols, he added.

Meanwhile, at least another two police officers were shot

dead and about 18 others wounded in attacks around the country at the weekend.

Three policemen, one of whom was shot, were in a stable condition in hospital last night after being attacked and robbed by residents in Thembisa.

Sergeants Mbambo, Nkuna and Mafafo, were patrolling the main road at Tsenelong Section when a civilian car crashed into their van. Two of the officers got out of the vehicle and the third was trapped.

A group of residents gathered around the vehicle and one of them fired shots at the helpless Mbambo, who was trapped in the vehicle. He was robbed of his service pistol, watch and jersey. The mob took Mafafo's gun, and Nkuna fled to the nearby police station.

In another incident, three policemen were injured when two balaclava-clad gunmen opened fire inside Bekkersdal police station on Saturday.

In KwaZulu Natal, Captain Robert Souls (32) of Kwa-Ndengezi was shot and critically wounded when he tried to intervene in a hijacking near Pinetown on Saturday night.

A 39-year-old police sergeant died in hospital after police came under fire at Wolhuter hostel in Jeppe, Johannesburg, on Saturday.

In Umlazi, near Durban, Constable J I Mnguni was shot dead by two armed men at a police station on Friday evening.

► Police warning

Police warn they will fight fire with fire after wave of killings

(2/1)

8/16/98

BY GASANT ABRARDER
Crime Reporter

Gauteng police have warned criminals who open fire on police officers that police would use every means within the law to protect themselves.

The warning comes in the wake of a sinister wave of shootings targeting patrolling policemen.

In the Johannesburg policing area alone, one policeman was shot dead and five others injured, causing policemen to become demoralised.

Mbulelo Musi, spokesman for Gauteng Safety and Security MEC Paul Mashatile, said deterrents being tabled by the Department of Justice included tougher sentencing for perpetrators and tougher bail conditions — or no bail.

"Police should adopt better self-defence mechanisms and the community should be educated about the value of a policeman's life," Musi said.

Jeppie policemen Sergeant Matome Keganaka was shot and killed on May 24 and his partner, Sergeant Herbert Mosime, critically wounded in the same shooting at 7am in Karl Street. The two had arrested theft suspects but were shot when an angry crowd demanded that the suspects be freed.

"Our members have the right to defend themselves even if it means fighting fire with fire and shooting

to kill," Gauteng police spokesman Sipho Ngubane said.

"So far, nothing has changed in the law in terms of the sentence for killing a policeman but I believe the Ministry of Justice is working on tightening bail laws," Ngubane said. In 1997, 80 policemen were slain on duty in 517 attacks, 29 of which were in Gauteng. This year about 20 policemen have been killed in Gauteng alone.

SAPS human resources management spokesman Superintendent Strini Govender said policemen who have undergone the trauma of being shot respond well to counselling services.

"Our psychological, social and spiritual services report that victims respond well to debriefing sessions," Govender said.

On May 26, Jeppie police Sergeants Marius de Villiers and Willem Lubbe were fired on by unknown attackers with automatic weapons while patrolling in Hanau Street, Jeppiestown. De Villiers was wounded in the leg.

Brixton Murder and Robbery Unit detectives have linked the incident to the murder of local resident Bheki Nxumalo (44), just 25 minutes earlier, who was shot by assailants at the Mai-Mai hostel in Jeppie at 12.05am. He was robbed of his 9mm pistol and cellphone.

Johannesburg police spokesman Inspector Mark Reynolds said the

other shootings of policemen did not appear to be linked and it was unlikely a gang was responsible. The various incidents appeared to have different motives, he said.

Constable Jacques van Nieuwenhuizen of the Johannesburg Flying Squad was shot in the left shoulder in a flat in Bree Street, central Johannesburg, on May 24 after investigating a call that a resident was firing shots out of his window with a shotgun. After shooting Van Nieuwenhuizen, the man shot and killed himself.

Reynolds said the shootings were damaging the morale of policemen, especially at Jeppie police station where many of the victims were based.

"Policemen are trying to put on a brave face but they are affected when their colleagues are shot," he said.

"The fact is that Johannesburg is not sufficiently policed because of a lack of manpower, and this adds to the problem," Reynolds said.

Jeppie police station spokesman Lynn van der Schyff said: "People are going to feel depressed and worried and the morale is going to be low. But our social worker and management are doing everything they can to lift morale."

After Van Nieuwenhuizen was shot, sentiments at the Johannesburg Flying Squad in Brixton were similar to those of staff at Jeppie

police station.

"Colleagues are affected because policemen look after each other in a buddy system," the unit's social worker Francine Grobler said.

"We offer them (victims) debriefing sessions where they re-encounter the scene to get it out of their systems. Many times they are so traumatised that we have to reassure them they are not going mad," she said.

Grobler is one of five police social workers in the Johannesburg policing area, which has a total of about 2 000 policemen.

Some officers came back for more treatment if stress signs such as aggressiveness, flashbacks and nightmares persisted, Grobler said.

In some other recent incidents: ■ On May 23, Sergeant Sylvester Khumalo of Johannesburg Central police station was shot in the left leg in Noord Street and robbed of his service pistol.

■ Constables C S Pasiya (36) and M J Ngobese (34) of Katlehong police station were attacked by a gang outside Mazbukho hostel in Katlehong, Germiston, on May 27. After both were shot, Pasiya died at the scene and Ngobese later in hospital.

■ On the same day, Sergeant N Ngogodo was shot in the stomach about 100m from Duduza police station and robbed of his service pistol. He was admitted to hospital in a serious but stable condition.



Saviour for the boys in blue ... Francine Grobler — one of five police social workers in the Johannesburg precinct, which is serviced by about 2 000 policemen — says traumatised officers often return for more counselling.

SAPS 'chaos' after 30 000 quit force, says expert

Case logjam rises ⁽²⁵¹⁾

ARG 8/6/98

The SA Police Service has lost 30 000 staff - a quarter of its complement - since 1994.

Top police sources claim morale is dangerously low as the drain of expertise continues and workloads mount in crime-ridden South Africa.

Voluntary retrenchment packages are still on offer in the police and staff numbers are set to drop further with plans to introduce a "leaner and meaner" service.

Police scientist Toffie van Vuuren believes the backlog of cases caused by the exodus, linked with the fact that vacancies have not been filled, is contributing to the crime problem.

Mr Van Vuuren, a senior lecturer in the department of criminology, police science, at the University of South Africa, claimed the investigation of cases was "chaotic".

He said more than 600 000 case dockets had been carried over from 1995 and were still not finalised.

The average workload of a detective was 140 dockets - and mounting - which made it impossible for them to investigate cases properly, he claimed in a policing journal, Pollex and Praetor.

Sydney Mufamadi, Minister for Safety and Security, and provincial police ministers, had made promises, but done little to ensure real efforts were made to guarantee security - their own responsibility - was adequately addressed, he said.

REPORT



GLYNNIS UNDERHILL

Responding, Joseph Ngubeni, spokesman for Commissioner George Fivaz, said his office believed in "a leaner but meaner service, where quality and not quantity is preferred".

"Apart from the fact that some good-quality policemen and women have left the service for personal reasons, the SAPS still has highly qualified and professional police officers in its ranks and it aims to transform the SAPS to a highly professional service," he said.

The new intake of 300 recruits would undergo training which was acceptable for a democratic way of policing in South Africa, he said.

"Only the best were chosen from 600 000 applicants."

Last week, police chief executive Meyer Kahn announced that the core policing complement would drop from 130 000 to between 120 000 and 123 000 in the next five years.

A senior police source said the situation was "extremely worrying".

"We are aware the police force is shedding police officers at an astronomical rate. No organisation can stand that loss and maintain its standard," he said.

Frustrated senior police allege that the SAPS is losing expertise which will be impossible to replace.

"Some police officers might have 30 years' experience but they also have 30 years of working with informers and those informers will also be lost to the service," the source said.

Senior sources said people were leaving because they were stuck in their jobs without the possibility of promotion, as there was no one to replace them in their current jobs.

Mr Van Vuuren said the unsafe situation had boosted an already large number of private security companies for people who could afford them - while the rest would have to put up with the "sometimes incompetent" public police.

Police 'powerless', page 8

Policemen and women abandon the force in droves as security companies offer better perks

OWN CORRESPONDENT
Cape Town

The police force has lost 30 000 staff - a quarter of its complement - since 1994

Top police sources claim morale is dangerously low as the drain of expertise continues and work loads mount in a crime-ridden South Africa

Voluntary retrenchment packages are still on offer and staff numbers are set to drop further with plans to introduce a "leaner and meaner" force.

Police scientist Toffie van Vuuren believes the backlog of

cases caused by the exodus of police - linked to the fact that vacancies have not been filled - is contributing to the crime problem

Van Vuuren, a senior lecturer in criminology at the University of South Africa, claims the investigation of cases is "chaotic"

He said more than 600 000 case dockets had been carried over from 1995 and were still not finalised.

The average work load of detectives was 140 dockets - and mounting - which made it impossible to investigate cases

properly, he claimed in a *police journal*.

The Minister of Safety and Security, as well as provincial

SAPS has lost quarter of complement since 1994

police MECs, had made promises but done little to ensure that real efforts were made to guarantee security was adequately addressed, said Van Vu-

uren.

Responding to criticisms by Van Vuuren, Joseph Ngobeni, spokesman for police commissioner George Fyfe, said his office believed in "a leaner but meaner service, where quality and not quantity is preferred"

"Apart from the fact that some good-quality policemen and women have left the service, the SAPS still has highly qualified and professional police officers in its ranks and it aims to transform the SAPS to a highly professional service."

The new intake of 300 recruits would undergo training

which was acceptable to a democratic way of policing in South Africa, said Ngobeni.

"Only the best were chosen from 600 000 applicants. We are simply looking for quality," said Ngobeni.

Last week, police chief executive Meyer Kahn announced that the core policing complement would drop from 130 000 to between 120 000 and 123 000 in the next five years.

A senior police source said the situation was extremely worrying: "We are aware the police force is shedding officers at an astronomical rate. No organ-

isation can stand that loss and maintain its standard."

Frustrated senior police argue the force is losing expertise

600 000 case dockets from 1995 not yet finalised

which will be impossible to replace, he said.

"Some of the police officers might have 30 years' experience but they also have 30 years

of working with informers and those informers will also be lost to the service."

Senior sources said policemen were leaving because they were struck in their jobs without the possibility of promotion, they could not move up as there was no-one to step into the vacancy they would leave.

Many who took voluntary retrenchment had gone into the security trade, while others had launched their own businesses, sources said.

Van Vuuren said the unsafe environment had stimulated the escalation of an already

large number of private security companies for people who could afford them - while the rest of the population would have to put up with the "sometimes incompetent" police.

Van Vuuren said many policemen were doing private security work on the side.

Security companies have an estimated manpower of 300 000 and their equipment and resources exceed those at the disposal of police.

For this reason, police had to do their utmost to accommodate security companies in the prevention of crime.

(251) Spaw 9/16/98

Call to remove security head

Bonile Ngqwaza

A PROBE should be launched to investigate whether Gauteng safety and security department head Mkhabela Sibeko should be removed from his post, the Moerane commission heard yesterday.

The two-man commission, which heard oral argument for two days this week, was appointed in February to investigate allegations of mismanagement and corruption against former Gauteng safety and security department MEC Jessie Duarte and other senior officials.

It is expected to release its findings and recommendations to Gauteng premier Mathole Motshaga at the end of the month.

Edmund Wessels, legal counsel for support services director Theo Bangers, told the commission that while it was "abundantly clear" that Duarte had constantly disregarded Sibeko, it was dishonest for him to pretend he had been

stripped of his powers

He clearly allowed a situation where there was rule by consensus to prevail . . . at the end of the day you have Duarte and the head of department who must take responsibility," he said.

Wessels also asked the commission to recommend that an alleged cover-up, by senior officials, of an motor accident involving Duarte, be referred to the attorney-general for investigation.

Rezaile Memani, legal counsel for Sibeko, said his client had not been given training and orientation on assumption of his duties on the part of government as government," Memani said.

Asked to elaborate, Memani said the government officials concerned would range from the director-general, the Public Service Commission and "perhaps the standing committee on safety and security" itself.

Commission co-chairman Stan

Sangweni, however, pointed out that a candidate for the position of department head was expected to have the spirititude to manage staff.

"He in fact should be the one supervising staff."

Sapa reports that Wessels submitted that Duarte's failure to deal with Sibeko and her own spokesman Mbululo Musi's actions, and her refusal to be cross-examined by the commission on the accident, indicated that she knew of an attempt to cover-up events surrounding the accident.

Wessels said short of an outright admission by Duarte that she instructed Sons to "claim responsibility for the accident by filling in an accident report form and that she told Sibeko to create the false paper trail, there was no substantial evidence that she was involved in the cover-up.

If Duarte was not part of the conspiracy, her conduct had shown she associated herself with it, Wessels said.

DP and NP both predict victory in by-election

Farouk Chothia

DURBAN — Both the Democratic Party (DP) and National Party (NP) expressed confidence yesterday that they would win a local government by-election scheduled for today in a racially mixed area in the Durban region.

NP Durban Region

The NP had canvassed a lot among black voters and hoped their vote, along with support among whites and Indians, would swing the balance in the party's favour. The African National Congress (ANC) and Inkatha Freedom Party (IFP) were not contesting the by-election. About

federation councillor John Yiman. The federation would contest the by-election, but it was not expected to do well. Clelland said the DP would win because its candidate, Eddie Lion-Cachet, was far better known in the ward than the NP's Rob Morgan.

Addressing a meeting on Mon-



Moerane commission co-chairman Prof Stan Sangweni in Johannesburg yesterday during the last public hearings of the commission into mismanagement and corruption allegations against former safety and security MEC Jessie Duarte and her department. Picture: TYRONE ARTHUR

Opposition parties holding Dilemma over awaiting children total

30 policemen have already died
in Gauteng this year

By **RODNEY VICTOR**

Eight-year-old Lucia Banda has been worried about the safety of her policewoman mother ever since she watched a television show that featured a policeman who had been shot and injured on duty.

Immediately after the show the little girl begged her mother not to go to work any more. This week, as her mother was putting on her uniform to go to work, Lucia begged her not to wear it, fearing it would make her a target.

Lucia has reason to fear for

Particular

Concern over black officers

the safety of her mother, Sergeant Julia Banda, even though she has an office job at the police's provincial police headquarters in Braamfontein, Johannesburg.

On Saturday Banda and several other police from the provincial office were doing extra duties. As they were driving past Wolhuter Hostel in Jeppe a man stopped them to say there was a body inside.

"They were talking to a resident about removing the body when someone in the hostel fired at them.

A bullet struck a colleague, Sergeant Bethuel Mainkero Sefara, in the head. He was taken to hospital, where he died

He was the 36th policemen to have been killed in Gauteng this year.

"I was standing next to him. I was in the firing line. We were under attack," Banda said yesterday, battling to retain her composure.

She cried most of Saturday after the incident. Yesterday she was still crying, even though she and her colleagues had been through a debriefing session by a police social worker to help them deal with their pain.

Particularly distressing for those present was that they were not even trying to raid the hostel. "We were on a humanitarian mission," said Captain Gawne Kuun.

Even some of the men were in tears afterwards. Sergeant Stanley Trott, a burly bachelor from Germiston, said: "I'm proud to admit I cried, because it shows I'm still human."

Trott travels to work by train in uniform every day, and says he is often sworn at and even spat at by commuters.

"I'm serving the community - that's why I wear my uniform. I can't allow people to think I'm available to be insulted or killed because I'm in uniform.

"The attitude that police are easy targets must change. We're there to help. Some people go out of their way to help us, but others go out of their way to abuse us. Every chance they get, they try to break us."

He is particularly concerned about his black colleagues who use trains and taxis to get to work.



Deeply traumatised ... Sergeant Julia Banda and her colleague Sergeant Stanley Trott, who both saw Sergeant Bethuel Sefara being shot outside Wolhuter Hostel in Jeppe on Saturday.

Some used to wear ordinary jackets over their uniforms to disguise the fact that they were police, he said. Head office had now issued new regulations requiring them to wear their caps whenever they were in uniform, so there was no way they could hide their identities.

Even policewomen suffer abuse. People often yell vulgar comments at Banda as she walks from her taxi drop-off point in Hillbrow to her work in Braamfontein.

Sometimes they are quite threatening, calling after her: "Where's your firearm? Give me your firearm."

"Sometimes we don't know if we must help our community or not. Sometimes when we try to help, we get killed," she said. Some police try to put a brave face on it.

"There's no need to be scared of the people because we're serving them. We can't all go and work in Sandton because it's a soft area or because

we're scared of the hostels.

"If there's a problem somewhere, we must go and work there," said Sergeant Archie Pond of Ennerdale, who was also present when Sefara was shot.

Kuun pointed out that everyone knew from the time they joined the police service that they would face dangers.

"When we're on crime prevention duties or dealing with priority crimes like hijackings, robbery and rape, we know

there's an inherent risk.

"At the end of the day we have to have a positive attitude, otherwise we wouldn't be here. We're here for what we can do for the community to combat crime," Kuun said.

Police spokesman Captain Sipho Nguwane said staff at the provincial office often did voluntary extra duties at weekends. "We're not going to make a difference if we sit in the comfort of our offices all the time. We need to be on the road."

151 ex-cops join 1 200 rookies to boost ranks

CLIVE SAWYER
POLITICAL CORRESPONDENT

(251)
APR 11/6/98
Police have re-hired 151 former personnel since the lifting of the moratorium on recruitment.

This is disclosed by police human resources chief Neel Steenkamp in a letter to the National Assembly committee on safety and security.

A total of 1 200 candidate police had been accepted for training after the moratorium was lifted, he said.

The first 300 had started training on June 1, and three more intakes of 300 each would start in August, October and December.

Since April, 278 civilians had been hired, and the appointment of a further 1 421 was in progress, Commissioner Steenkamp said.

Sapa reports that 81% of the 1 200 new constables are black, but only 20% are women.

Commissioner Steenkamp told the committee that police management was happy with the racial composition of the intake, but not with the gender breakdown.

The intention was to have an equal number of men and women in the force, but the 618 000 applicants for the new positions had included a very small percentage of women.

Management had held discussions with the ministry on the real value of a 50% target, and had discovered through Interpol that the highest proportion of women in any police service in the world was only 23%.

"We will have to revisit, from a practical point of view, targets as far as gender are concerned," he said.

"Just as nursing is seen as a female occupation, policing is seen as a male occupation," he said.

Leaking of document 'a plot to discredit Fivaz'

By PETIA KROST

National Police Commissioner George Fivaz has been the victim of a plot to discredit him, and the tool used was the leaking of a police intelligence document to the media, according to informed sources within the ANC and the SA Police Service.

The confidential police report on investigations into the hijacking and theft of weapons from a Bloemfontein military base was leaked to SABC radio this week after being withdrawn from a portfolio committee briefing.

The report allegedly implicates former freedom fighters in the recent spate of military weapon thefts. Fivaz jumped to his own defence, denying any possible similarity to the so-called Meiring Report which cost SANDF chief General Georg Meiring his job.

Sources said Fivaz played right into the hands of those behind the attempt by overreacting and immediately comparing his position to that of Meiring.

"Fivaz was damned either way - if he did nothing and ignored the situation, hoping it would go away, he would have been lambasted. By making a big issue of it and calling an urgent press conference, he overreacted," said an ANC source who asked not to be named.

"There are many within the ANC who want Fivaz out."

'Amateurish'

Some sources speculated that this may be yet another nail in the coffin of Fivaz's career, the first being the much-publicised dispute between Minister of Safety and Security Sydney Mufamadi and the commissioner more than a year ago.

But most felt this was unlikely to affect Fivaz's career in the long run and was a storm in a teacup.

Rapu Molekane, chairman of the portfolio committee on safety and security, said Fivaz had handled the report's leakage "in a very amateurish way" by referring to the Meiring affair.

"There is no similarity between

the two (reports) and this was just a silly mistake that Fivaz made," Molekane said. "I don't think it will affect his future."

However, Molekane admitted that he and Fivaz had their differences, although he believed Fivaz was committed to his task. "It is no secret that a lot of ANC members on the committee are beginning to doubt Fivaz but, as a committee, we do not have a singular position."

He was not aware of any move to oust Fivaz before his contract expires in April 1999. But late yesterday afternoon Molekane said Fivaz had not returned several messages he had left for the commissioner to discuss this situation.

According to Mark Shaw of the Institute for Security Studies, there were three issues that turned the situation into a debacle: Fivaz's reaction; the document being withdrawn from the briefing; and finally, its being leaked to the press made the situation far more spectacular than it seemed to be.

Other sources said that despite the

situation being blown out of proportion, it still made the police and Government look bad because of a lack of communication and an apparently poor report. They felt it was a ploy to get rid of the remaining old guard still running the police service before the elections.

Molekane said he was the only person on the committee given the original document, and he still had it. "I have no idea how it got out. We try to make members keep things to themselves, but nobody signs a secrecy agreement and the document was not top secret."

The police report on the investigations into the theft of 117 weapons at 44 Parachute Brigade at Tempe military base near Bloemfontein last month was completed for the portfolio committee briefing on the morning of June 2.

The document was then overtaken before its scheduled submission to the committee on June 3, by the arrest of three men, suspected of having right-wing links, in connection with the theft.

Shaw 13/6/98

(251)

Magistrate makes shock colour rulings for officers

BY HANGWANI MULAUDZI

A NORTHERN Province chief magistrate this week bowed to complaints from white motorists and said that only white traffic officers should be permitted to ticket white motorists and that black officers should ticket blacks.

But Louis Trichardt's Chief Traffic Officer Masenyane Nkuna said he was shocked at chief magistrate Isak Scheepers' recommendation and would defy it.

He said the recommendation would make it difficult for black traffic officers to perform their duties and he had reported Scheepers' remarks to his superiors.

"As far as I am concerned it is business as usual. I won't allow anyone to interfere with my duties," said Nkuna.

As a result of alleged numerous complaints from white motorists who claimed that there was a campaign by black traffic officers to ticket them, Scheepers summonsed top traffic officers - black and white - to his office, as well as members of the community, the Transitional Local Council and the SAPS.

The traffic officers included Superintendent Nkuna and Inspectors Lourens Geyser, Sam Baloyi, and Robert Netshidzivhe.

Nkuna said he tried to explain to the magistrate that his officers

treated all motorists equally and that they followed normal procedure when issuing tickets.

"Scheepers was not prepared to listen and told me to tell my people to do something about the matter," said Nkuna.

Nkuna alleged that a farmer named Holtkamp who was present at the meeting, produced a hand-grenade and accused Nkuna of influencing black officers to issue tickets to whites.

"It is evident that there are people who are still stuck in the past," said Nkuna.

Chief Magistrate Scheepers told City Press, "I'm not prepared to discuss what took place at the meet-

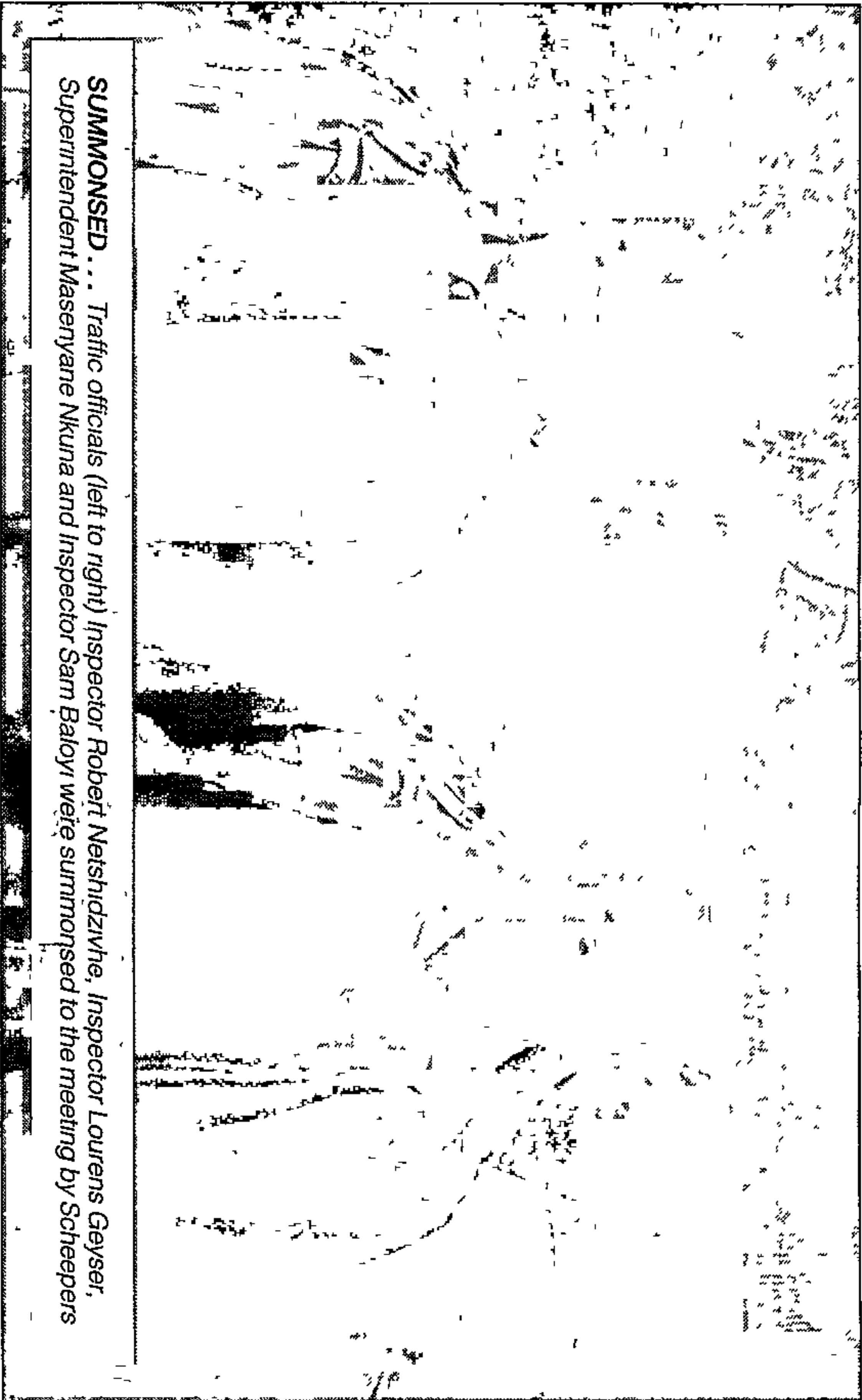
ing because it is now becoming political circus."

Scheepers said the meeting between his office, the public at traffic station was private.

"I was merely doing my duty as a senior citizen to dampen the heat that were likely to explode," he said he had taken up the matter with the Magistrate Commission in Pretoria.

Magistrate Commission secretary Hans Meyer said he was familiar with the matter.

Meyer said he had had Scheepers to submit a written report to the Commission and that what was submitted, he could not comment.



SUMMONSED... Traffic officials (left to right) Inspector Robert Netshidzivhe, Inspector Lourens Geyser, Superintendent Masenyane Nkuna and Inspector Sam Baloyi were summonsed to the meeting by Scheepers

Cops demand protection

Call for changes in gun laws as second traffic officer killed on duty

BABLWA SHOTA

ST (OFF) 14/16/98 (AM)

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(AM)

ANGRY traffic officers in the Tygerberg municipal area have called for a change to firearm regulations after a fellow officer was gunned down in Khayelitsha on Friday evening.

The officers, who fall under the jurisdiction of the Tygerberg City Council, feel their hands are tied and want the provincial government to change a law that forbids them to approach vehicles with their firearms drawn.

This is the third case of a traffic officer being murdered in the Western Cape in recent weeks.

Although traffic officers in the Cape Town municipal area are allowed to draw their firearms, those in the Tygerberg area are still waiting for the green light.

Their demand comes in the wake of the killing of Constable Nceba Ntanjana, of the Lingeletu Traffic Department, who was shot dead when he went to investigate a traffic offence.

Police say two men followed Ntanjana to a building site in Bongweni and shot him in the head before taking his service pistol, cellphone and watch.

Ntanjana's fellow officers believe the motive for the murder was not just robbery and are convinced traffic officers in the Western Cape have become the target of trigger-happy criminals.

Xolani Mgwigwi, whose colleague was wounded on duty, said "Traffic officers are definitely being targeted now — especially those who go out alone. The situation has got out of hand and needs to be fixed up soon."

Area manager of the Lingeletu Traffic Department, Bernard Khau, said there were too few officers for them to patrol in pairs for safety.

"Now we are scared because

we can see that somebody is out to get us," said Khau. "But that will not stop us from doing our jobs — we'd rather die doing our duty. Everyone is worried about who is going to be next."

Police spokesman Captain Anne de Beer said Ntanjana, who had been a traffic officer for seven years, was found a few metres from his car with gunshot wounds to the head.

Said De Beer "We found 10 9 mm cartridges on the scene. We also know the victim's 9 mm service revolver is missing. At this stage we have no suspects or witnesses."

De Beer could not want say whether police were investigating the possibility of a link with the killing of other traffic officers in the past few weeks. Ntanjana was the third officer to be murdered in the Western Cape.

But Tygerberg traffic chief Heathcliff Thomas did not feel there was a link.

Last month another traffic officer, Inspector Warren Geldenhuis, was shot in the back on the N2 near Maccassar when he and his partner, Garry Hill, stopped a suspicious-looking car.

Hill was seriously wounded and taken to hospital by helicopter.

Police found 9 mm cartridges on the scene and said the assailants had used both a 9 mm pistol and a 38 revolver. The officers' firearms were stolen.

But Thomas stressed that the deaths have not dampened the morale of his traffic officers.

He said 31-year-old Ntanjana, who lived in Mandalay but was still single, was "well-known and liked" in the Khayelitsha community.

"At the moment the mood in traffic departments is quite all right. We don't think that traffic officers are being targeted, because there is nothing to link the shootings — each incident was isolated," Thomas said.



HANDS TIED: Frustrated Lingeletu traffic officers Thembinkosi Bles, left, Dlamini Olivier, Xolani Mgwigwi and Thandile Damane want greater protection on the job following the murders of two fellow officers. Picture: TERRY SHEAN

Undertrained police 'can't handle cases'

'Old soldier' to tackle problem

(251) ARS 10/6/98

NORMAN JOSEPH
STAFF REPORTER

Lack of well-trained investigators in the police has led to minimum court prosecutions in the Western Cape, says John Cloete, a provincial safety and security official in the office of Minister Mark Wiley.

Mr Cloete said at the introduction of the Youth Against Crime (Yac) project in Bellville yesterday that the police needed to re-train detectives adequately in order to formulate cases properly.

He said cases were often thrown out of court because of technicalities. A problem that emerged regularly was how a statement under oath was taken down by the investigator.

Co-operation between detectives and state prosecutors was vital.

Mr Cloete said that it appeared that other provinces were better equipped and managed crime levels better than the Western Cape.

"We are still understaffed here in our province," he said.

Yesterday, 130 representatives of different community police forums in the Western Cape, Boland and the Southern Cape, dozens of police station commissioners, delegates from 30 businesses, senior police officers and senior deputy provincial police commissioner Adam Blaauw attended the function.

Western Cape Premier Gerald Morkel said the province had one of the highest rates of violent crime in South Africa.

He said other provinces were being better policed. The Western Cape had one policeman for every 300 residents - budget constraints were still a hurdle.

He was disappointed about a survey that showed that youths of 15 was beginning to abuse alcohol.

"We must get back to the basics. Youths need their families, the church and a school," said Mr Morkel.

Yac was the brainchild of Victor Africa, of the Uitsig Community



Power: project leader Victor Africa, left, shares a joke with Cecil Mlanzeni, 18, of Langa

BRENTON GEACH

Police Forum.

Mr Africa, 35, is the chairman of the Old Soldiers Steering Committee in the Western Cape.

"I'll use all my experience as a soldier to develop the youth. I'm concerned about the high levels of crime in which youths are involved," he said.

Mr Africa announced yesterday that Yac would hold four camps soon at various venues in the Western Cape. Dates and venues would be announced soon, depending on the availability of funds.

Dozens of community organisations would send youths to the camps. Speakers from the police, justice department and correctional services would also be there.

The aim was to get youths in Cape Flats communities signed up as members of Yac.

Bellville South police commissioner Jan Solomons said youths would be taught at the camps how negative it was for young people to follow and make gang leaders their role models.

Death keeps stalking SA policemen

By PHALANE MOTALE

CP 21/6/98
(251)

LIKE many policemen, Inspector Moahlodi John Mokoena (38) of the Soweto Vehicle Investigation Unit often prayed before leaving his home in Kibler Park, Johannesburg.

But his prayers did not save him on Wednesday evening when he and an unidentified 34-year-old woman were gunned down by an AK-47-wielding gunman.

Mokoena was shot in the head and body while he sat behind the steering wheel of his car and his partner was shot while she opened the gate. He died at the scene and the woman died later on the way to Chris Hanu Baragwanath Hospital.

"Policeman and woman shot in their Jo'burg driveway," shouted the headlines the following day.

Some readers may have forgotten the story. But to policemen, the question is "Who is next?"

Attacks on the police have been among the most shocking crimes during the past years. More than 240 police officers were killed on duty last

year and there seems to be no end to the assaults.

Statistics for policemen who died on duty this year are already showing a dark picture. At least 40 police officials were murdered in the course of their duties - 18 of them in Gauteng.

National police commissioner George Fivaz confirmed that at least 244 police officers were killed on duty in more than 500 attacks last year.

He described police killings in South Africa as a rotten shame when compared with other countries in the world.

A Johannesburg police spokesperson condemned the killing of policemen and the media coverage it receives. "The attack or killing of one police officer in Britain or America would cause a major public outcry, and the media there carry such attacks on their front pages. In this country they probably think it is a national sport and report it near the sport column at the back of the newspaper."

But some sources in the police said a main factor contributing to the escalating

number of violent police killings was that young policemen "were gun crazy".

They say young policemen expose their service pistols to the public and even take them to unlicensed shebeens. "Their behaviour invites gangsters and other criminals to come after them and rob them of their firearms. In most cases these criminals kill the policeman to avoid being identified," said a source.

Police psychologist Pieter van Rensburg recently said more than 90 percent of police suicides were committed with service pistols, while off-duty policemen were killed for their service pistols.

However, the divisional commissioner of human resources management in the police service, Commissioner Neels Steenkamp, announced this week that management had no intention of disarming off-duty police officers as it would make them easy targets for criminals.

The Department of Justice is formulating bail conditions and heavier sentences for people suspected of attacking policemen.

SAPS investigations 'flawed'

Jonny Steinberg

THE current institutional design of investigation and intelligence-gathering in the SA Police Service (SAPS) was flawed and hampered SA's fight against organised crime, sources within the detective service said at the weekend.

While investigative units specialised in particular crimes, crime syndicates in SA were fluid and versatile, and seldom remained in a single line of illegal business for long.

The result was that police investigation was fragmented and failed to keep track of particular organisations and people, said one source.

"When specialised investigative units were established, we were feeling around in the dark," said a source in the organised crime unit.

"We know now that few syndicates specialise in one product.

"They respond very quickly to changes in supply and demand. A gang which was importing drugs yesterday, could be ex-

porting stolen cars tomorrow.

"With our current investigative structure, intelligence-gathering on a single syndicate becomes impossible.

"Intelligence on one organisation is dispersed among the files of four, maybe five separate police units.

"Organisations slip through our fingers, simply because we are not designed to track them," the source said.

Several sources in the detective service said their time would be better spent monitoring targeted organisations, rather than targeted crimes.

One source said that the establishment of crime-specific investigative units was motivated more by public relations pressures than by a cogent crime-fighting strategy.

"When there is a spate of one particular crime — taxi violence, say, or heists — everyone asks the commissioner what he is doing about it.

"And so the police establish a special crime-specific unit and say, 'well, this is what we are doing about it.' However,

whether this is the best way to tackle syndicates is another question entirely," the source said.

Wilfried Schärf, associate professor of criminology at the University of Cape Town, said that confirming the investigation of organised crime to specialised units hampered the capacity of ordinary policemen to fight crime.

"These specialised units take skill, information and investigative resources, and, above all, responsibility, away from police stations," said Schärf.

"The result is that they have neither the mandate nor the capacity to fight organised crime. In the Western Cape, there have been cases where a criminal organisation has moved into a particular area because the organisation knows that the local police station is very weak."

Detective service spokesman Reg Crew said that the structure of investigation and intelligence was under constant examination. "Nothing is cast in stone," he said. "If it becomes clear that there are problems, we will look very carefully at our structures."

RD 22/6/98 (251)

Policing: The great divide

00 24/6/98

(291)

IS THE FORMATION of an organisation to advance the interests of black police officers racist? Or is it the only way to democratise and improve the performance of the embattled South African Police Service? Special Assignments Team **ROGER FRIEDMAN** and **BENNY GOOL** report.

THERE are very experienced black members of the police throughout the country who are well-respected in their communities and effective in their work, yet police management takes no heed of what they have to offer.

Mpho Mmutle, a director in the South African Police Service based at headquarters in Pretoria and the national convenor of the interim Black Officers' Forum, believes it is the national interest that black officers begin to challenge the white-dominated status quo.

He spoke to the *Cape Times* yesterday ahead of the official national launch of the forum on Saturday, possibly under a different name.

"We are the only people who have profound experience of policing in township and rural areas because we grew up there. But we find that this experience is not taken advantage of when it comes to planning," he said.

"It is a fact that the police in the past were at the front of enforcing apartheid laws and policies, and that there has not been any dismantlement of their capacities." This means that the very same people who were managing the enforcement of apartheid laws are still in the police. This is why there has been no fundamental shift in capacitating black officers.

"In fact, of late there's been an upward trend in the number of top white officers throughout the country."

"They have never cared for our black communities, and their lack of delivery on such important issues as gang wars and tax violence reflects this lack of caring and commitment. We cannot morally keep quiet about this. You can walk into any police station in black areas to see the high level of frustration at not having the support of management. For me, it's just a matter of time before we see a big explosion."

Mmutle said the body to be launched at the weekend should not be viewed as anti-white, but rather as a vehicle to assist the aspirations of marginalised black officers and to reduce the crime rate.

"Black officers are in the minority in the SAPS. And even within that minority they are not viewed by white officers and the general population as being capable of performing their functions."

"If the SAPS doesn't have an affirmative training bud-

get, then we must do the job ourselves. We actually believe we are assisting SAPS management by taking the initiative ourselves."

The organisation did not intend to merely fulfil the role of critical watchdog over the police, but would attempt to intervene in real and substantive issues affecting historically marginalised areas.

So, for example, one of the first tasks for the Western Cape structure will be to tackle issues affecting the police's inability to make any ground in the deadly Cape Town drug war.

The first step will entail calling a meeting of all station commissioners in affected areas to discuss how best to tackle the problem. The best route to impacting on the problem was making use of police who had a personal understanding of the dynamics on the ground, Mmutle said.

Asked whether Safety and Security Minister Sydney Mufamadi had been informed of the national launch this week, Mmutle responded: "Mr Mufamadi understands our thinking and objectives. He has even gone to the extent of asking MECs to meet the organisation to obtain a first-hand understanding of the issues."

One of the first tasks will be to tackle issues affecting the police's inability to make any ground in the deadly drug war

"There are fears among certain white officers based on a misunderstanding of what we stand for. Immediately after the launch of the interim structure, the national commissioner issued a press statement fueling their fears that the Black Officers Forum would divide the SAPS along racial lines. In fact, the forum is intended to improve our managerial capacity and to improve our delivery."

The new structure hoped to impact on the skewed racial distribution of members of the police, Mmutle said.

The enormity of this task can be gleaned from statistics provided yesterday by the Black Officers Forum, some of which are reproduced on this page.

According to statistics dated April 15 this year, the police employed a total of 129 901 people, 80% of them male. The service comprised 68% black members and 32% white members — but black and women members were few and far between in the officers corps.

So, for example, of the 300 directors in the service, 233 are white, 225 of them men. Of the 956 senior superintendents, 712 are white, 80 of them women. Of the 2 656 superintendents, 2 041 are white, 309 of them women.

The national commissioner is a white male, all five divisional commissioners are white males, five of seven provincial commissioners/head directors are white males.

The only anomaly was at deputy commissioner level, where one of the four is a white male.

More recent statistics reveal that white males have entrenched themselves in the top 19 positions in the service. In 1996, 74% of the top 17 were white males. This figure dropped to 67% last year, but rose again this year to around 70%.

Deputy national commissioner John Mannel, who monitors police human resources management, said last night it should be borne in mind that the new SAPS was only four years old. Transformation of the service required more time.

As far as the top 19 positions were concerned, the incumbents were all on five-year contracts and could not be summarily dismissed to make way for promotion bids.

The police had identified the middle-management level (captain to superintendent) for fast-track transformation, but things had not worked out as hoped due, largely, to the fact that geographic redeployment could not be forced on middle managers.

"If we want to address representivity we have to transfer people, and that is the biggest problem we are faced with."

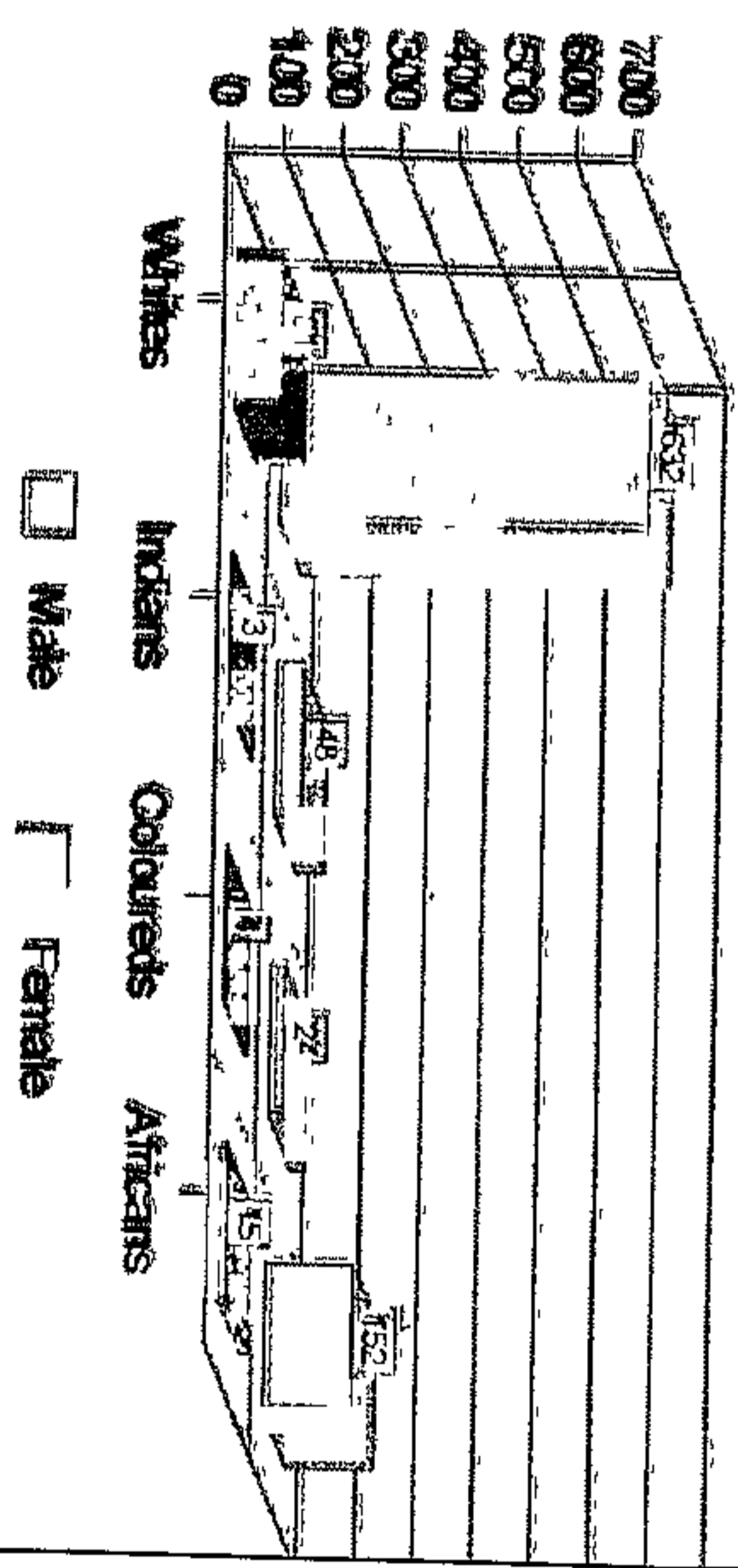
An aggravating factor was that the new, amalgamated SAPS had to balance the placements of applicants for middle management posts from across 11 separate police agencies.



TAKING BACK THE STREETS: Black Officers' Forum members Mpho Mmutle and Vanessa Dourden (front), Henry Hugo and Glyn May go in Phillippi yesterday.

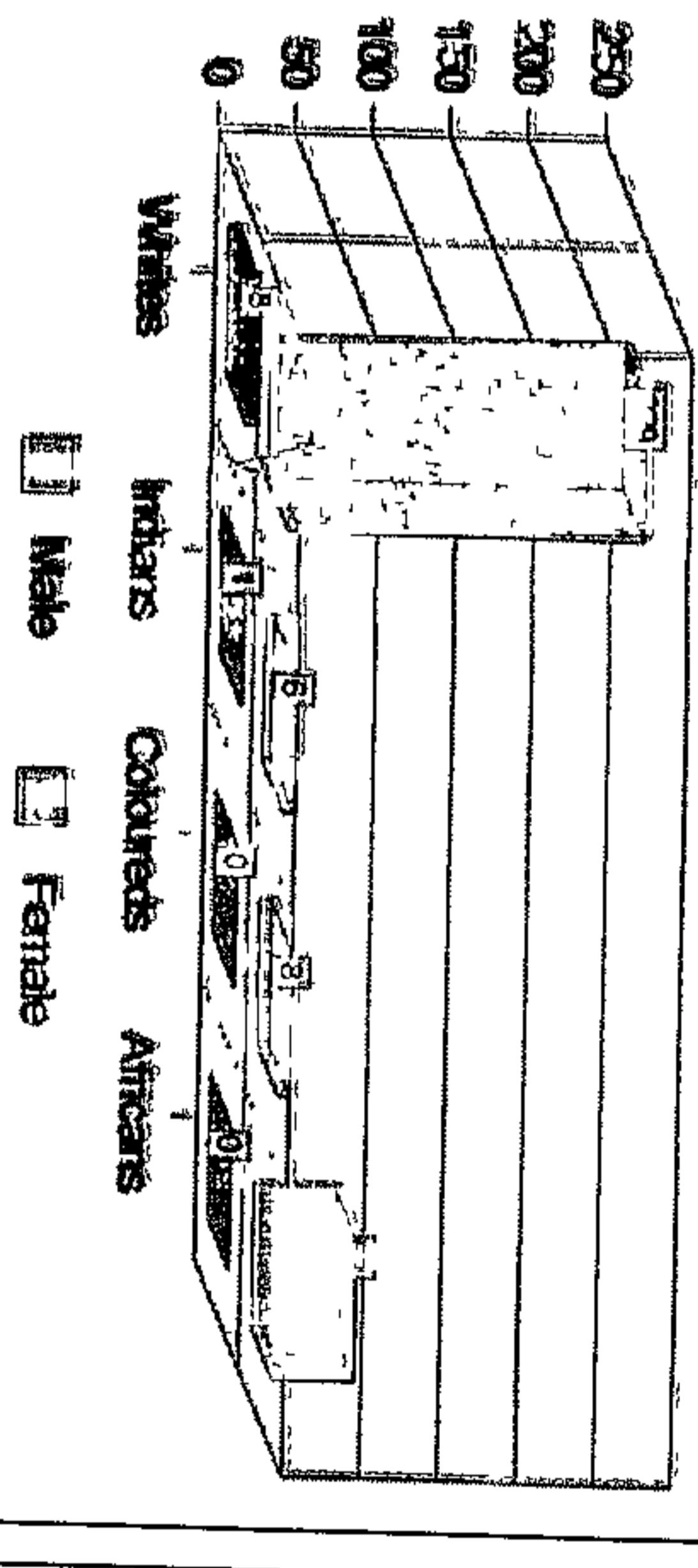
Snr Superintendents

Race & Gender



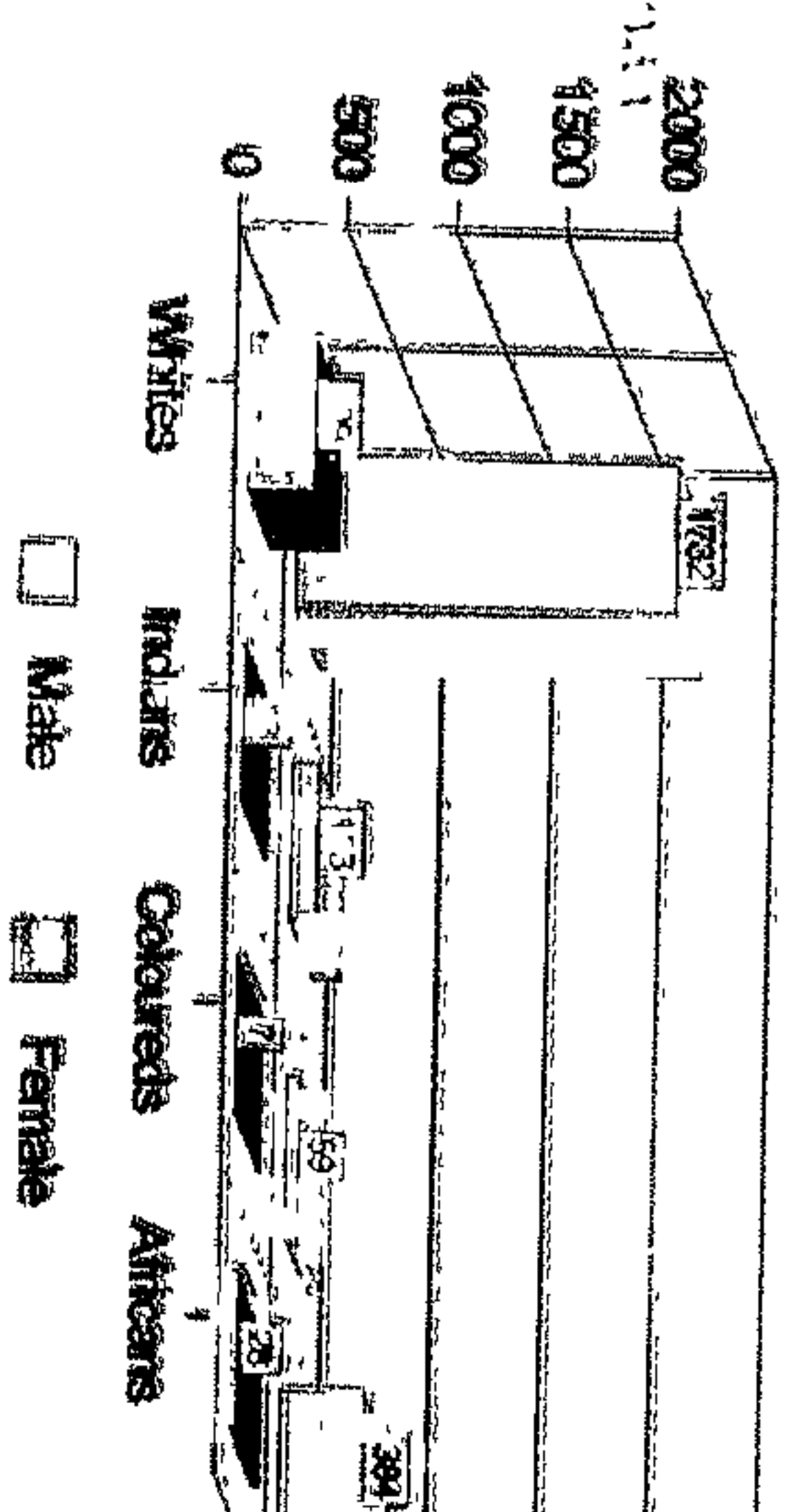
Directors

Race & Gender



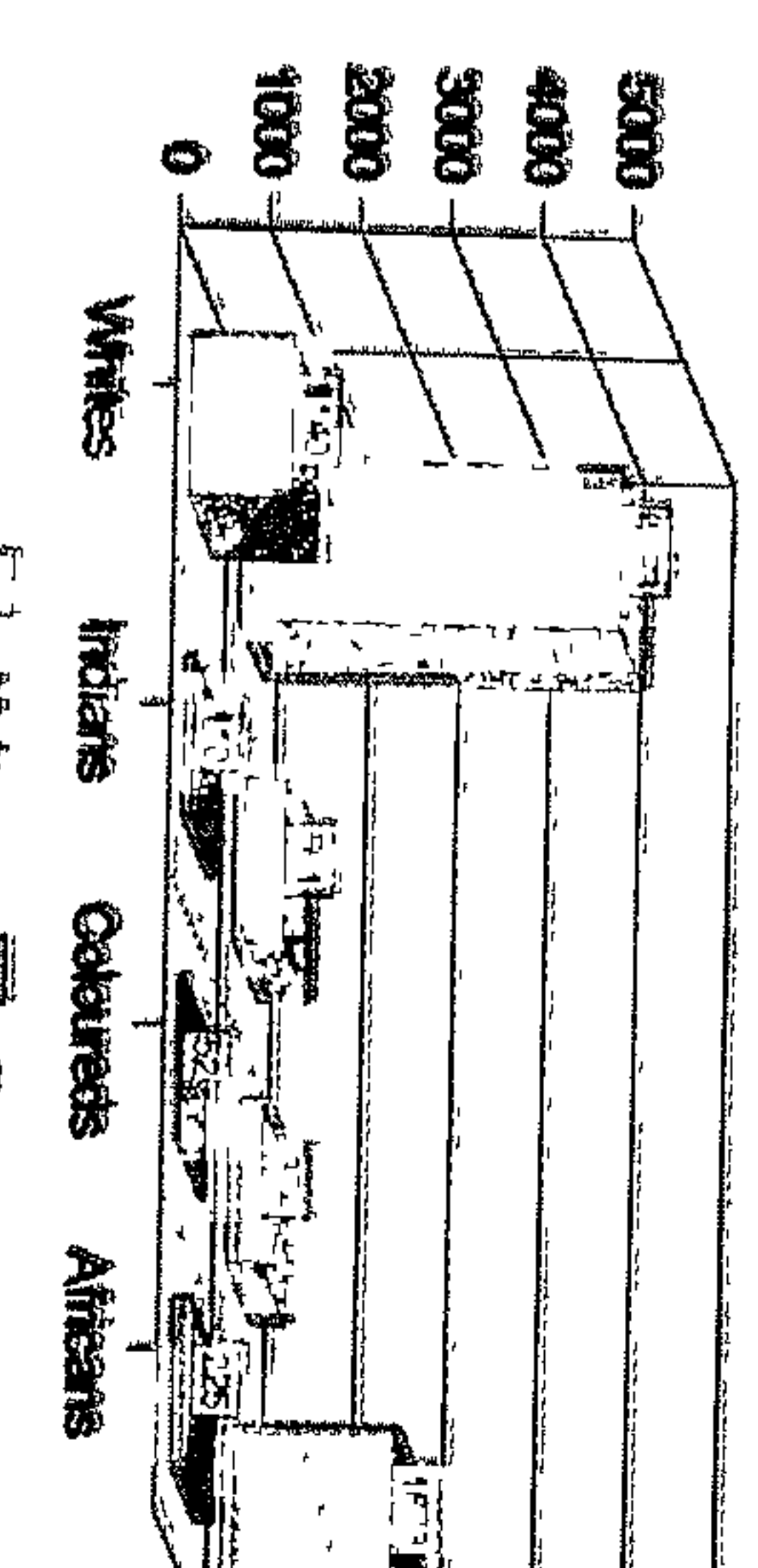
Superintendents

Race & Gender



Captains

Race & Gender



These rankings were drawn from the 1996 statistics which are available on the SAPS website.

Nearly 4 000 police guilty of range of crimes

CLIVE SAWYER
POLITICAL CORRESPONDENT

(247)

ART 24/6/98

Nearly 4 000 police were convicted in the past three years of crimes ranging from murder and rape to petty offences.

The figure of 3767 is less than 1% of the police.

The statistics were given in the National Assembly by Safety and Security Minister Sydney Mufamadi in reply to questions by Douglas Gibson of the Democratic Party.

Police convicted of murder totalled 47 in 1995, 44 in 1996 and 38 last year, while those convicted of rape totalled seven in 1995,

seven in 1996 and six last year. Convictions of police for culpable homicide totalled 35 in the past three years

Convictions for armed robbery totalled 43 in the past three years and in the same period there were 252 convictions for assault with intent to do grievous bodily harm and 556 convictions for common assault.

There were 216 convictions for drunken driving.

Ten police were convicted in the past three years of helping prisoners to escape.

Other offences for which there had been several convictions were crimen injuria, reckless and negligent driving, negligent

handling or loss of a firearm and theft.

Among unusual convictions had been one for necrophilia in 1996 and one for bigamy in 1995.

Replying to questions by Johan Marais of the National Party, Mr Mufamadi told the National Assembly that 56 646 complaints or charges had been laid against police between January 1 1994 and May 26 this year

Replying to questions in the National Council of Provinces by James Selfe, a DP member from the Western Cape, Mr Mufamadi said 11 676 police vehicles had been involved in accidents last year.

Black officers' forum to be launched

Jonny Steinberg

BD 26/6/98 (251)

DESPITE vociferous opposition from police commissioner George Fivaz, black policemen were pursuing plans to launch a black officers' forum in Cape Town this weekend, a forum spokesman said yesterday.

Safety and Security Minister Sydney Mufamadi also announced that he would launch an inquiry into racism in the SA Police Service (SAPS).

Black officers' forum spokesman Capt Patrick Mbotho said the structure was being established because black policemen did not have an effective input in the debate about the transformation of the SAPS. "The forum will exist until endemic racism and gender discrimination in the SAPS have been eliminated."

In response Fivaz said he stood by a statement he made last December op-

posing plans to establish the forum. He said then that such a forum "would be disastrous at a time when maximum unity of purpose within the management corps is vital" and that the "first casualty" would be "President Nelson Mandela's policy of reconciliation".

The predominantly white SA Police Union responded positively to the formation of the forum. "Our president will attend the launch, both to give a message of support and to learn about the aims and objectives of the organisation," said union general secretary Alette van Niekerk.

"There are legitimate problems faced by black officers. Racism is rife in parts of the police force and affirmative action has been very slow to take off."

Mufamadi's announcement of a ministerial probe came in the wake of an internal report by KwaZulu-Natal's most senior black officer, assistant

commissioner Moses Khanyile, detailing instances of racism against him.

A source said Khanyile's report described how the work of a provincial transformation committee, which he chairs, was consistently stonewalled by white officers. It also documented an informal conspiracy among white officers to block black advancement.

Mufamadi's spokesman Andre Martin said: "While the immediate prompt to establish this investigation was Khanyile's report, we have recently received several reports of racism from around the country. The task of the probe will be to ascertain just how widespread the problem is."

Farouk Chothia reports that KwaZulu-Natal police spokesman Bala Naidoo said Khanyile had applied for other posts, apparently out of the province. Fivaz would make a decision on his application.

Increase in complaints against police tabled

Wyndham Hartley

25/6/98

(251)

CAPE TOWN — "Unrighteous behaviour" by the police was very low on the list of public concerns, with only five of the 55 815 complaints by the public against police conduct falling into this unusual category.

SA Police Service (SAPS) management might, however, be less sanguine about the increase in public complaints about police behaviour — from 11 651 in 1994 to 17 526 in 1997 — than complaints about blasphemous officers.

Safety and security minister Sydney Mufamadi disclosed the complaints figures in Parliament yesterday in response to questions raised.

He also said the conviction of police officers for offences had remained roughly constant over the last three years, with figures hovering at 1 263, 1 303 and 1 201.

He said the percentage of convicted members was less than 1% of the number of officers employed in the SAPS.

The most common crimes for which

police officers were convicted were reckless or negligent driving, assault and offences related to pointing, losing, firing or stealing firearms.

There were also more than 200 convictions for driving under the influence of liquor, with 88 of these incidents recorded in 1997.

At least 129 officers were convicted of murder in the three-year period, with an average of around 40 convictions each year.

Of the 17 526 complaints against the police in 1997, about 1 201 resulted in criminal convictions and 877 in disciplinary actions.

In another reply Mufamadi said that 1 111 illegal firearms had been confiscated from the time of the April 1994 election to the end of May this year in the Katlehong, Thokoza and Vosloorus area, east of Johannesburg. More than 300 of these were AK-47 assault rifles.

Only 25 AK-47s were handed in voluntarily and 534 people were arrested in connection with the illegal weapons.

FIVAZ CLASHES WITH BLACK OFFICERS' FORUM

Tension mounts in SAPS

CT 26/6/98 (291)

GEORGE FIVAZ says a racially-defined forum will undermine the cohesion of the force. The BOF says the force is already divided. Crime Writer **LINDIZ VAN ZILLA** reports.



EMOTIONS ran high in the police service yesterday after a war of words between national police Commissioner George Fivaz and the leadership of the Black Officers' Forum (BOF).

The *Cape Times* earlier this week reported on the emergence of the forum to challenge white-domination of the police and to act as a vehicle for the aspirations of marginalised black officers in the service.

Wednesday's article appeared against the backdrop of an SAPS which still sports an almost exclusively white male top management

Fivaz yesterday labelled the forum "as dangerously divisive" and counter-productive to the transformation of the police

But in a tersely-worded reaction, the forum hit back, saying: "We are already a police service divided"

Interim national convener of the BOF Mpho Mmutle said. "Statistics show the management echelons in the SAPS are filled by whites and; right at the bottom, are the majority of blacks"

Fivaz's blistering attack, in which he said a racially-based structure such as the BOF could unleash uncontrollable forces and foster racial tension in the service, comes on the eve of the forum's national launch in the city tomorrow.

Fivaz accused the forum of tackling (the lack of) transformation within the SAPS at the expense of its primary function — to fight crime

"No transformation problem should be used to negate the sacred duty of all police officials, black and white, to work together to protect the community.

"The forum will fatally undermine the professional unity required by the police to fight crime," Fivaz said from Pretoria yesterday

But Mmutle told the *Cape Times* last night that the BOF had become a necessity due to the lack of transformation in the police.

"Under the new dispensation we had expected a redistribution of resources at all levels of the police in order to reflect the democracy of our country," he said

Police management had historically never cared for black communities and showed few signs of changing, the forum said earlier this week

The BOF said it intended building the capacity of black officers who better understood the issues in townships, squatter camps and rural areas.

The forum would also play a critical role in light of the fact that there was no affirmative action training budget in the SAPS

"This means that black officers have not been catered for by the SAPS," he said.

Mmutle said the focal areas of the BOF were South Africa's rural areas and townships, where service delivery was virtually non-existent.

"We are saying there is no capacity in those areas for policing due to the physical state of police stations and the level of competency at those stations."

The forum earlier this week accused senior police management of not heeding the role black officers could play in policing townships and rural areas

"We find that our experience is not taken advantage of when it comes to planning"

Mmutle last night outlined plans to hold after-hours meetings

to share experiences and knowledge pertaining to station-level management, planning and practical intervention.

He said part of the BOF's strategy was to embark on a cleaning-up campaign of rural and township police stations "where morale is so down"

He said: "The police buildings in rural and townships areas are so dilapidated. We aim to paint these places and, with the help of the community, install furniture.

"Through our intervention, we hope to uplift the morale of all our SAPS members," Mmutle said.

"Nobody respects us. We must begin to take a stand, to revitalise ourselves and rebuild our image. People must see us as professionals."

Reacting to Fivaz's statement that the forum would "destabilise" the SAPS through its actions, Mmutle accused him of not bothering to understand what the BOF was all about.

"He has had no discussion with us to see what we are about," he said. "He looks at the word black and concludes that we are racist and want to destabilise the SAPS."

● About 300 delegates are expected to attend the weekend launch of the BOF.

No problem should be used to negate the duty of police

He looks at the word black and concludes we are racist

Black Officers Forum (271)

launched

Star 29/6/98

Cape Town - Hardened policemen wept on Saturday as a process for members to apologise to ordinary South Africans for the police's role in enforcing apartheid was debated at the launch of the new Black Officers Forum.

The apology was discussed as one of the forum's short-term objectives. It could take the form of a petition to Parliament in which police officers, taking cognisance of the past, recommit themselves to the ideals of a democratic South Africa.

The forum cuts across existing trade union and old South African boundaries, uniting officers who served under the old government and those with liberation struggle credentials.

"We identify ourselves as one large group of agents for transformation," said forum president Mpho Mmutle, a director based at police headquarters in Pretoria.

Other short-term objectives adopted at the launch included: mounting a campaign to recruit the top echelon of black officers in the police service, such as deputy national commissioners Zolisa Lavisa, John Manuel and Morgan Chetty, and deputy provincial commissioners; finalising a constitution within three weeks; and establishing structures in KwaZulu Natal and Mpumalanga.

The forum's mission is to organise all black officers from the level of captain and upwards to empower them through skills and development for effective service delivery.

The forum is not closed to white officers who share the ideal of a totally transformed and professional police service, offering quality service to all South African communities without regard to race or class.

Addressing the delegates at the launch, MP Tony Yengeni said the establishment of the forum was a step in the right direction towards the emergence of a unified, professional and effective police service. He made a special call for the forum to champion black women officers.

Yengeni was critical of national commissioner George Fivaz, who last week labelled the about-to-be-launched forum "dangerously divisive" and counter-productive to transformation.

Yengeni said Fivaz's criticism was "a bit rich", given that police officers from the old order had their own associations. He said it would be wrong for anyone to assume that because officers were coming together to discuss transformation, they were unpatriotic. The forum included in its ranks very credible members of the SAPS with many years of service. They should be encouraged in the right direction, he said. - Own Correspondent

Black officers 'agents for transformation'

(251) ET 29/6/98

BLACK POLICE officers who served the apartheid state and were despised in their own communities are itching to come in from the cold. Special Assignments Team **ROGER FRIEDMAN** and **BENNY GOOL** report.

HARDENED policemen wept on Saturday as a process for members to apologise to ordinary South Africans for the role of the police in enforcing apartheid was debated at the launch of the new Black Officers' Forum

Initiating the apology was adopted by the forum as one of its short-term objectives

The apology could take the form of a petition to Parliament in which police officers, taking cognisance of the past, recommit themselves to the ideals of the democratic South Africa

The forum cuts across existing trade union and old South African boundaries, uniting officers who served under the old government and those with liberation struggle credentials

"We identify ourselves as one large group of agents for transformation," said the president, Mpho Mmutle, a director based at police headquarters in Pretoria

Other short-term objectives adopted at Saturday's launch include

- Mounting a campaign to recruit the top echelon of black police officers, such as deputy national commissioners Zolisa Lawisa, John Manuel and Morgan Chetty, and deputy provincial commissioners

- Finalising a constitution within three weeks

- Establishing structures in Kwazulu-Natal and Mpumalanga

The forum's mission is to "Organise all black officers from the level of captain upwards to empower them through skills and development for effective service delivery"

The forum is not closed to white officers who share the ideal of a totally transformed and professional police service, offering quality service to all South African communities, regardless of race or class

The present situation, as the *Cape Times* revealed last week, is that senior white officers continue to hold sway in the SA Police Service

In four years of democratic government, transformation has been slow Black officers complain that their unique experience and skills — particularly in policing townships and rural areas — are not being used for the good of the country.

Messages of support for the forum were received from, among others, the Western Cape Anti-Crime Forum, University of Cape Town criminologist Wilfried Scharf, the Police and Prisons Civil Rights Union, the South African Police Union, the University of the Western Cape Black Staff Association, the Association for Black Accountants in South Africa, the Idasa Policing Unit, the office of the Eastern Cape MEC for Safety and Security, and Justice Minister Dullah Omar

In his written message Omar said "The legacy of the old apartheid order is still with us in many ways We need to overcome resistance to transformation We must prevent the victimisation of good police who want to serve the country honestly and with dedication

"We must overcome and eradicate racism and baaskap attitudes wherever they exist We need transformation — both institutional and attitudinal — in the interest of all, black and white

"I trust that your deliberations will be successful and contribute to developing a united South African Police Service, fully transformed, loyal and dedicated to the new democratic South Africa, proud, honest and people-oriented"

After the hard work was concluded on Saturday, delegates were addressed by ANC MP Tony Yengeni at a launch function



BROTHERLY: Newly elected president of the Black Officers' Forum, Mpho Mmutle, with Tony Yengeni, guest speaker at a function after the launch of the forum on Saturday night

Yengeni said he was convinced the establishment of the forum was a step towards the emergence of a unified, professional and effective police service He made a special call on the forum to champion black women officers

Yengeni was critical of national police commissioner George Fivaz, who last week labelled the intended forum "dangerously divi-

sive", and counter-productive to transformation

Yengeni reminded Fivaz that the constitution guaranteed freedom of speech and association Fivaz's criticism, he said, was "a bit rich", given that police officers from the old order had their own associations.

Yengeni said it would be wrong for anyone to assume that

because officers were coming together to discuss transformation they were unpatiotic The forum included very credible members of the police who had many years of service They should be encouraged in the right direction, not hamstringing

The Black Officers' Forum executive is president, Director Mpho Mmutle, deputy president, Senior

Superintendent Vanessa Gounden, secretary-general, Senior Superintendent Jack Makgato, deputy secretary, Senior Superintendent Cecil Damoy, national organiser, Senior Superintendent Dave Mbambo, treasurer, Superintendent Mpho Mosikili, additional members, Director Bashir Hoosen, Senior Superintendent Jenny du Plooy and Captain Joseph Mbhele

300 in police sorry for past's 'wrongful deeds'

NORMAN JOSEPH
STAFF REPORTER

(251)

ARG 29/6/98

More than 300 police officers have signed a statement apologising for "wrongful deeds" committed during the apartheid years.

This was among short-term measures agreed on at the formation of the Black Officers' Forum, a national organisation of black commissioned police, in Bellville at the weekend.

The statement, which does not define "wrongful deeds", will be placed in police stations across the country.

National convener Mpho Mmutle said the forum would approach deputy commissioners John Manuel, Zolisa Lavisa, Morgan Chetty and other black deputy provincial and area commissioners to ask them to sign a similar apology to the nation.

Director Mmutle said: "We are reminding them to remember where they came from and to help empower black officers."

Meanwhile national police commissioner George Fivaz has described the forum as "dangerously divisive" and counter-productive to the transformation of the police.

2 deaths a day is cops' toll

Mabaso attack probe

CAROL CAMPBELL
SPECIAL WRITER

(251)

ARG 30/6/98

Anger over newsman's assault..... page 3
Cops used me as a punch bag page 3

At least two people die while in the hands of South Africa's police every day, says the Independent Complaints Directorate, the powerful police watchdog group.

Between April last year and the end of March this year, 737 people died in police custody or as a result of police action.

This contrasts with figures for Australia in 1996 of six deaths of suspects nationwide that provoked national inquiries.

Most of those who died in South Africa were shot dead during the course of arrest but many had been injured or neglected - or had committed suicide in police cells.

There were 417 "other offences" (such as assault) reported during the same period and, after Gauteng, the Western Cape was the second worst area for these lesser police crimes.

These shocking statistics are in the spotlight after the weekend attack at the

Guguletu police station on Cape Argus reporter Thabo Mabaso.

Mabaso, who was there to report a car accident, was permanently blinded in his left eye after he complained police were apathetic about taking his statement.

Riaz Saloojee, regional director of the complaints directorate, said Mabaso's case would be investigated by the ICD team and he had called for the police dockets to be sent to their Adderley Street offices so work could begin immediately.

"If we suspect the Guguletu policemen are guilty of a crime, we will recommend Western Cape Attorney-General Frank Kahn push ahead with a prosecution. This is irrespective of what a police internal inquiry uncovers," he said.

Wilfried Scharf, associate professor at

Why SA's cops turn executioner

ARG 30/6/98
from page 1 (251)

the University of Cape Town's Institute of Criminology, said the Mabaso incident was not isolated and defence lawyers regularly reported cases of police neglect and brutality to the directorate.

"A person in custody is in the care of police so, if their safety is jeopardised, the police have to be held responsible," he said.

He suggested South African police were finding it difficult to adjust to the new environment. "I call it 'transitionitis'," he said.

It meant the stress of change within society and the police force (such as new laws, affirmative action and management reorganisation) had generated so much uncertainty that police had become more worried about their own problems than working for the community.

Added to this was increased frustration as police battled to get convictions in courts, which were now demanding solid evidence rather than the old "quick fix" - a confession.

Police began taking on the role of judge, jury and executioner.

"Their thinking is that the suspect will never be punished, so they do it themselves," said Professor Scharf.

The Democratic Party's spokesman on safety and security, James Selfe, said the state must make an example of those responsible for injuring Mabaso.

To page 3

Fivaz urges action to prevent force suicides

ARGUS CORRESPONDENT

Johannesburg - Fifty off-duty police officials have committed suicide since the beginning of the year, according to police.

Gauteng had the highest number of police suicides up to July 12 this year with 22, said Johan Smal, human resources manager at Spokesman yesterday.

Kwazulu Natal and the Eastern Cape followed with six each, and the Orange Free State with five. Mpumalanga recorded no suicides. One such suicide happened on Monday when Detective-Sergeant Danie Lategan, 31, of the Heidelberg

SAPS taxi violence investigation unit gunned down his former wife, Marleine, 33, and their two sons Dewald, 7, and Wynand, 4, at an Alberton intersection.

Lategan then turned the R-5 assault rifle on himself. National Police Commissioner George Fivaz yesterday appealed for police officials to be alert for early warning signals to prevent these tragedies.

The "tragedy" of Lategan and his family highlighted the "almost unbearable pressure" SAPS officials were under in their fight against crime, Commissioner Fivaz said.

These incidents did not erupt without warning, he said. They were invariably preceded by warning signals.

Commissioner Fivaz urged all SAPS commanders to exert the utmost vigilance in identifying such potential cases.

"I also appeal to all family members of police officials to be similarly vigilant to avoid tragedy."

Support services were available to prevent tragedies like this one, said Senior Superintendent Smal. Police officials had access to a 24-hour anonymous helpline, exclusively set up for them if they felt they couldn't cope.

Various courses on how to manage stress and identify stress in colleagues were also held. The attendance was overwhelming, he said.

Until a couple of years ago, many police officials were loathe to use these support services because this was noted in members' personnel files. This was changed and all visits are now entirely confidential, said Senior Superintendent Smal.

Commissioner Fivaz said the biggest obstacles remained the "macho" mindset and suspicion by police officials who saw a stigma attached to psychological counselling and fear ridicule.

(251) AR 15/12/98

Fivaz urges care as suicides soar

Star 1/7/98 (251)

By CATHY POWERS

Fifty policemen have committed suicide since the beginning of the year, the SAPS said yesterday.

Commissioner George Fivaz said police were working under "almost unbearable pressure" and he appealed to the families of policemen to look out for warning signals.

Gauteng had the highest number of police suicides up to June 12 this year with a total of 22, according to Senior Superintendent Johan Smal.

KwaZulu Natal and the Eastern Cape followed with six each, and the Free State with five. No suicides were reported

in Mpumalanga.

One such suicide occurred on Monday, when Detective-Sergeant Danie Lategan (31) of the Heidelberg taxi violence investigation unit gunned down his former wife Marleine (33) and their sons Dewald (7) and Wynand (4) at an Alberton intersection. Lategan then shot himself.

Fivaz appealed for proactive steps, and for the families of police officials to be alert for early-warning signals to prevent these tragedies.

The "tragedy" of Lategan and his family highlighted the "almost unbearable pressure" SAPS officials were under in their fight against crime, Fivaz

said in a statement yesterday.

These incidents did not erupt without warning, he said. They were invariably preceded by warning signals.

Fivaz urged all SAPS commanders to exercise the "utmost vigilance in identifying such potential cases. I also appeal to all family members of police officials to be similarly vigilant to avoid tragedy."

Support services were available to prevent tragedies like this one, Smal said. Police officials had access to 24-hour anonymous helpline, exclusively set up for them.

Courses on how to manage stress and identify stress in colleagues were also available.

Negative attitudes in radio unit 'shocking'

Secret report slams police changes

NORMAN JOSEPH
STAFF REPORTER

A police transformation expert has described as "shocking" negative attitudes towards change and "disloyalties" among radio control personnel.

The claims are contained in a secret report to provincial police commissioner Leon Wessels which he denies receiving but the Cape Argus is in possession of a copy

Commissioner Wessels said the report had not gone to the police's provincial training manager nor to the manager of the Cape Town police training college at which the expert, Paul Nel, works

The Cape Argus is aware that a copy of the report was sent to acting radio control head Greg Goss.

According to the report, Captain Nel and his colleagues presented an information session on Ubunye - or

(251) "oneness" - at the radio control and dog units in Pinelands last week.

The session focused on the police's vision, mission, value system and its transformation from a force to a community service. It dealt primarily with a change in attitude by police towards communities.

Captain Nel referred to the Ubunye concept as a "performance indicator" and among the "policing priorities and objectives for 1998/99"

He had previously presented the session to other police units and at urban and rural police stations as far afield as Van Rhynsdorp

In the report, Captain Nel said it was clear that most members of the radio control and dog units did not want to work within the new framework which aimed at transformation. In later interviews with members, he found they were not following the new methods laid down

He drew attention to a comment

ARG 2/7/98
from a captain who said it was unnecessary for him to change his attitude towards black communities.

Another captain, a member of the dog unit, said he could have sent his dog to the session instead of going himself, said Captain Nel in the report

He described as "shocking" and "disappointing" the attitudes of two policewomen who left the hall after throwing their chairs around while senior officers watched and did nothing to stop them.

Asked to comment, Commissioner Wessels said misconduct of any sort could not be condoned and "my disciplinary officer will be instructed to monitor the action taken by the commander at radio control".

Approached for comment, Superintendent Goss said he was concerned at several racially-based "unsavoury" incidents at the unit in the past year.

Cops lash Argus over Mabaso row

MOSES MTHETHELELI MACKAY
AND JOYFUL MLAMLI MANELI
STAFF REPORTERS

AAG 7/7/98

(251)

Guguletu police have accused the Cape Argus of being prejudiced in favour of business reporter Thabo Mabaso, who lost an eye during an assault at the station last weekend.

More than 100 police members today held a meeting to discuss their dissatisfaction with the newspaper's coverage of the event.

They were also meeting area Commissioner Gamief Daniels later today to express their concerns about the incident and put their side of the story.

Police spokesman Mark Romburgh confirmed plans for today's meeting between Commissioner Daniels and Guguletu police.

"They are concerned about the type of publicity the Mabaso incident has had. This has influenced the community and makes the job of the police more difficult.

"It could lead to mistrust and lack of confidence in the police."

At today's meeting, police said many of their colleagues were attacked or killed in the course of their duty and there was little outcry. Popcru chairman Greg Goss claimed corruption at the highest level in police did not attract media attention.

Detective-Sergeant Michael Marhwebu said: "We don't understand why the media, senior police officials and the politicians are taking sides in this case. Why is Mabaso receiving special treatment?"

Mr Marhwebu said if Commissioner Daniels suspended any police at Guguletu he should suspend them all.

See pages 3 and 14

Thabo beating sets off alarm on brutal cops

Complaints flood in (251)
ART 3/7/98

GLYNNIS UNDERHILL
SPECIAL WRITER

Grave concern about police brutality is being aired in top police circles after the assault on Cape Argus journalist Thabo Mabaso at the Guguletu police station.

Mabaso's story has opened the floodgate for complaints to the Cape Argus about police assaults in the Western Cape

A top police psychologist in Cape Town, who cannot be named for ethical reasons, said police were trying in earnest to tackle the brutality issue.

Training programmes on victim support and empowerment being introduced in the Western Cape at the end of the month would involve police, she said.

The police legal department is providing courses in human rights and the law.

"One of the reasons for police brutality is that the police work with violence the whole day.

"You cannot be unaffected by your environment and it must influence police officers, who also are seriously traumatised on a daily basis, and they themselves become secondary victims," she said.

Other reasons she cited for police brutality were low morale and the stigma attached to the police service, which could lead to frustration and lack of discipline.

Police were now running a debriefing programme for staff who had been exposed to trauma. They were debriefed within 72 to 76 hours of an incident, she said.

The provincial head of police legal services in the Western Cape, Edmond Booth, said most police in the Western Cape had been trained in human rights and the law.

Director Booth said he did not believe there was a culture of brutality in the service.

Johan Prinsloo, head of the Institute of Criminological Sciences at the University of SA, said brutality was a grave concern in policing circles.

Unisa police scientist Toffie van Vuuren believes the vast majority of police have not been trained in the requirements of the new constitution.

"The problem we have is not with the new intake it is with those already in the service," he said.

More than 300 recruits are having basic training in Pretoria which will equip them with a full understanding of the sensitive, community-style policing introduced after 1994.

Police methods 'a hangover from past'

The apartheid era's 'kits konstabels' are still in service

ARL 3/7/98

A hangover from the controversial "kits konstabel" programme of the apartheid era is mainly to blame for the apparently slow pace at which the South African Police Service (SAPS) is being transformed, according to some critics.

They say police methods in the townships have remained largely unchanged in spite of the change in government.

Township residents are still victimised by the police, and there has been little progress towards transforming the SAPS into a service whose main function should be to protect and serve the law-abiding community.

The critics of the SAPS were reacting to the brutal assault on a Cape Argus journalist, Thabo Mabaso, after he had gone to the Guguletu police station to report a motor accident.

Among those who believe that the legacy of the "kits konstabel" pro-



STORY

The slow pace of police transformation may be due to the continued presence of 'instant policemen'

BLACKMAN NGORO reports

programme is holding up progress are members of the parliamentary committee on safety and security.

They claim that many "kits konstabels" - the so-called "instant policemen" whose name became synonymous with violence and trouble in the township battles of the 1980s and early 1990s - are still in service

with the SAPS

"Fundamental transformation means not only changing police uniforms, but also changing attitudes in the service," said chairperson of the parliamentary safety and security portfolio Rapu Molekane.

"It is no secret that the people of Guguletu are not satisfied with the service they get from the police.

"Eighty percent of the police in Guguletu are virtually illiterate and believe the best way of solving problems is to apply force in the most barbaric way."

"Kits konstabels" were drawn from the local communities and given superficial training as policemen before being deployed at police stations and given less-demanding duties so that their more experienced, and better trained, colleagues could be released for active policing duties.

From the beginning there were complaints about the kits konstabels' methods and activities, and as these

increased, so the system fell into general disrepute.

Many local and national politicians believe policemen of this type are still holding up transformation within the SAPS and perpetuating the violence ethos.

"They were picked up from the rural areas and used to quell violence in the townships," says the fiery deputy chairperson of the Parliamentary Joint Defence Committee, Thandi Modise, whose patience is running thin because of increasing reports of police brutality.

"Their level of literacy is very low. They are still doing what they used to do to our people during apartheid, and perpetuating the old order.

"Minister of Safety and Security Sydney Mufamadi must make sure that those elements that cause the justice system to be askew and don't conform to the new South Africa are picked out and, like weeds, thrown out to dry in the sun.

"Their continued presence means that our rejection of the police during the apartheid regime remains intact.

"There shouldn't be any compromise about getting rid of these undesirable elements."

Ms Modise also questioned the state of mind of the police involved in atrocities against members of the public. "Is there a psychological problem, where you have a policeman feeling unacceptable to society?"

"Is it that some feel the society sees them as being lower - then use their power as policemen to regain their manhood?"

"The safety and security minister should look into this at the in-house counselling service.

"He must take care of the mental health of the police."

Replying to the criticism, Mr Mufamadi's spokesperson, Andre Martin, said: "It is only a small percentage of police members who are corrupt."

He said the offenders were weeded out when they were exposed.

"The vast majority of members are committed to the fight against crime," said Mr Martin.

"As far as misconduct on the part of police is concerned, such as assaults on members of the public, this was the reason the Independent Complaints Directorate was established."

But Ms Molekane countered by saying there was a "lack of human rights culture" and a lack of respect for human life and dignity in the police service.

"The Portfolio committee cannot tolerate such barbaric and disgraceful crimes, especially when they are committed by the very people who are tasked with the responsibility of protecting the citizens and providing safety and security for all our citizens, irrespective of race and colour." "Transformation in the service must become priority."

Shootings by police are excessive, report says

ND 3/7/98 (251)
Jonny Steinberg

OF THE 110 people shot dead by police in Gauteng during the last nine months of last year, only 37 were found to have posed an immediate threat when they were killed, a report has indicated

The report, commissioned by the Independent Complaints Directorate, was unveiled by directorate head Neville Melville in Pretoria yesterday

Melville said that the number of people killed in the course of police action was excessive and unacceptable.

"Police have sought to put the current high rate of police-related deaths down to the 'culture of killer crime' in which they are operating," he said. "The findings caution against undue reliance on this factor as a justification for shootings by police officers"

SA law permits the use of lethal force by police in the apprehension of vehicle theft, housebreaking and stock theft suspects

Fifty three of the 110 killed by Gauteng police were suspects in such cases.

Other cases included a murder in a shebeen with a police service pistol, the perpetration of taxi killings, a sub-machine gun being discharged in a charge office, a police officer shooting his landlady in an argument and a police officer shooting his girlfriend's mother

Melville said he was not aware of how many Gauteng policemen had been charged for unlawful killings last year. However, the directorate reviewed every docket in the country involving police deaths, and opened its own investigations where it saw fit

Gauteng police commissioner Shar-

ma Maharaj said yesterday he had not seen the report and had no comment as yet.

According to Sapa, the report says 169 people died in police custody or due to police action in Gauteng between April and December last year — six due to the use of force by the police

The document states that police were killed or injured in only 6% of the incidents in which a suspect was killed.

This could suggest that police officers exaggerated the threat posed by a suspect to justify their own use of force. "It is possible that the police are responsible for an escalation of violence due to (their) tactics," Melville said.

Ninety-one percent of those who died were black, as were all 34 suspects allegedly shot during arrest.

"(It is possible) that racial attitudes may be a contributing factor in relation to the actions such as the use of lethal force undertaken by police officers," the report states

Deaths in custody listed included a suspect falling and hitting his head on a table during interrogation, and a handcuffed suspect who allegedly died from a fall while attempting to flee.

Of 54 people allegedly shot by police because they posed an immediate threat, two were mental patients, one a reckless driver, four suspected vehicle thieves, two suspected of housebreaking, four of murder and attempted murder, one of stock theft, and 22 alleged robbers. Thirteen were allegedly shot while fleeing from police

According to provisional directorate statistics, 889 people countrywide died in police custody or as a result of police action from January to May this year.

Racial tension blamed on Fivaz

(251) CT 3/7/98

PHALANE MOTALE

PRETORIA: The newly formed Black Officers Forum (BOF) for senior black policemen has accused national police commissioner George Fivaz of causing racial tensions between white and black members.

In reaction to threats that white officers planned to form a White Officers Forum, president of the BOF, Mpho Mmutle — who also heads the police restructuring project — said that Fivaz had failed to improve service delivery to formerly disadvantaged communities, but had instead promoted white hegemony in the police service.

Mmutle claimed that since last year, senior white officers had increased from 70% to 74%

He said the BOF was formed in the national interest, so that black officers could challenge the white-dominated status quo

"How can one expect Commissioner Fivaz to address the plight of black officers while he has no affirmative training budget," he asked.

Mmutle said of the 300 directors in the service, 233 were white and 225 of them were men

Of the 956 senior superintendents, 712 were white and 80 of them women. Of the 2 656 superintendents, 2 041 were white and 309 of them were women.

"The national commissioner is

a white male, all five divisional commissioners are white males, five of seven provincial commissioners are white males and 48 of 67 assistant commissioners are white males.

"This means that the very same people who were managing the enforcement of apartheid laws are still in the police," Mmutle said

"Commissioner Fivaz is causing tension between white and black officers by condemning the formation of the BOF.

Fivaz has failed to improve service delivery to formerly disadvantaged communities

"He should stop pointing fingers and put his house in order. Shifting the goal posts will not solve the problem," he said.

Mmutle said the current affirmative action programme within the service had gone nowhere.

The BOF was officially launched in Cape Town last weekend amidst criticism from Fivaz.

The South African Police Service's Gay and Lesbian Network — which includes black officers and women — applauded the BOF on its establishment and said it was confident that the struggle for equality, representivity and employment equity in the police service would gain further impetus.

In a letter to the forum, Justice Minister Dullah Omar expressed his support and said the forum would go a long way towards uniting the police service.

"I trust your deliberations will contribute to a loyal and dedicated police service," he said.

Police-watchers hit out at killings

ET 3/7/98

(251)

PRETORIA: The Independent Complaints Directorate has hit out at the high number of people who are dying at the hands of South African police

The ICD said the figure was unacceptably high and had to be reduced at all costs

Executive director Neville Melville said here yesterday that police sought to blame their actions on dangerous working conditions

He was speaking during the release of a report compiled by researchers from the Centre for the Study of Violence and Reconciliation, the Human Sciences Research

Council and the Centre for Policy Studies

It states that police were killed or injured in only six percent of the incidents in which a suspect was killed.

This could suggest, the report said, that police officers exaggerated the threat posed by a suspect as a means of justifying their own use of force.

"While the ICD is on record as having condemned the killing of police officers, we would caution against undue reliance on this factor as a justification for shootings by police officers," he said

According to the ICD, 169 peo-

ple died in police custody — or due to police action — in Gauteng between April and December last year.

Of these, 110 were shot dead, while six died due to the use of force by the police.

"It is possible that the police are responsible for an escalation of violence due to the tactics they use," Melville said, adding that a greater respect for human life should be instilled in police officers

Of 54 persons allegedly shot by the police because they posed an immediate threat, two were mental patients, one an alleged reckless driver, four suspected vehicle

thieves, two people suspected of housebreaking, four of murder and attempted murder, one of stock theft and 22 alleged robbers

Thirteen people were allegedly shot dead while fleeing from the police

According to provincial statistics 889 people died in police custody, or as a result of police action from January to May this year.

Most deaths occurred in Gauteng, with 322, compared to 167 in KwaZulu-Natal and 145 in the Western Cape

The lowest number, 16, was reported in the Northern Cape. — Own Correspondent

Sex harassment case may be far from over

A FORMER policeman found guilty in an internal inquiry of sexual harassment, but who did not face criminal charges, may be in for a new fight, reports **CLAUDIA CAVANAGH**

of 3/7/98

convicted and sentenced at a departmental hearing; suffered as a result of the publicity given to the case, and was dismissed as station commander

"But what about the victim's pain and suffering?" asked Taylor

"By withdrawing charges on humanitarian grounds the attorney-general simply reinforces the power of people at the top to undermine the person at the bottom — who in this case happens to be a woman."

Taylor said Van den Heever was brave to have spoken out now "after being subjected to alleged abuse for years"

"It paves the way for other women in similar situations," she said

In an interview with the *Cape Times* this week, Van den Heever detailed the events that finally led to charges being laid

It all started seven years ago when the 19-year-old joined the force. Since then, she alleges, Laubscher sexually harassed her

"I wouldn't even allow my husband near me. I was impossible to live with," she said

But why was the situation allowed to continue for so long?

"I thought I'd have no chance here if I reported him," she said

A colleague, she claims, filed a similar complaint against Laubscher in 1992 and the matter had been quickly swept under the carpet.

But not before all the women who had given statements were called in and threatened with losing their jobs, she alleged.

When she pushed for an internal inquiry, it was declined until after she'd filed criminal charges against the man, Van den Heever

says
These claims were refuted by the police.

"An investigation into the matter was initiated as soon as it came to the attention of police management," Captain Mark Romburgh said yesterday

"A further indication of the seriousness with which the case was viewed is that a transfer was arranged for the victim, on her request, the following day."

Regarding the 1992 case, Romburgh says a senior officer was instructed to investigate

"He obtained a statement from the complainant in which she alleged that three other employees had also been harassed. When they were interviewed and statements obtained, they denied being harassed or any knowledge of the incident"

The woman who claimed she'd been harassed then said she no longer wanted to proceed with the matter and the investigation was concluded.

"No evidence can be found that any undue pressure was brought to bear on this complainant or the other three employees."

Romburgh says new disciplinary regulations in the police force define sexual harassment as a "misconduct"

"An indication of just how seriously this subject is considered by senior management is the fact that the national commissioner issued an instruction that all quid pro quo sexual harassment must be considered as serious in terms of disciplinary proceedings," he said.

But, he pointed out, the maximum fine that can be imposed at a department trial is R500

Also objecting to Kahn's withdrawal of charges are the Independent Complainants Directorate, the Training Service and Healing Centre for Women and Nicro

It highlights how victims can fall through the cracks.

Justice was not served: Carol van den Heever speaks about her "horror" on hearing that Attorney-General Frank Kahn had withdrawn charges against the man she claims harassed her



JUSTICE WAS NOT SERVED: Carol van den Heever speaks about her "horror" on hearing that Attorney-General Frank Kahn had withdrawn charges against the man she claims harassed her

PICTURE GARTH STEAD

CAROL van den Heever, 26, thought the R500 fine and demolition her boss Mario Laubscher received after an internal police inquiry found him guilty of sexual harassment was far too lenient but was "horrified" to hear that Attorney-General Frank Kahn had withdrawn criminal charges

Laubscher also walked off with a golden handshake of R1.6 million earlier this year

Van den Heever claims that Laubscher, as her commanding officer at Woodstock police station, harassed her for six years until she was a nervous wreck, lost her hair and developed an eating disorder

"This particular incident highlights how victims of sexual harassment can fall through the cracks because the system can't deal with the issue in a just manner," said Vivien Taylor of the Gender Commission "We find it very disturbing that a case like this can be decided outside court in the way it has with no recourse being given to the victim"

Taylor said if Van den Heever wants the Gender Commission to take up her case, they would

"We will hold discussions with the Independent Complainants Directorate (which has already objected to Kahn's move), contact the attorney-general's office and our legal department will look at what recourse the victim has"

The Gender Commission is an independent body formed in terms of the Constitution. It has the power to subpoena officials and members of the public, to litigate when necessary and recommend changes to law and policy

Kahn's office says charges were withdrawn against Laubscher on "humanitarian grounds"

It claims he is suffering from ill health and acute depression, was

Fivaz blames police abuse on culture of violence

(251) ARG 4/7/98

Pretoria - The high number of people dying at the hands of police was rooted in the violent environment in which policemen worked, national commissioner George Fivaz said yesterday.

Conceding that some officers overreacted when dealing with criminal suspects, he said the police, as well as the public, needed to be educated about the importance of respect for human rights.

"I am convinced that if the violent culture in general can be reduced in our country, the police officers' overreaction will also decline," Commissioner Fivaz said in a statement.

He dismissed the idea that police could be the cause of violence in the country.

In a report released on Thursday, the Independent Complaints Directorate (ICD) said an "unacceptably high number" of people were dying in police custody or because of police actions.

Police were possibly responsible for an escalation of violence because of the tactics they used, ICD executive director Neville Melville said.

Commissioner Fivaz said the question that should be asked was why some police officials acted the way they did in certain circumstances.

"The answer should undoubtedly be found in the violent environment in which they have to perform their duties and the abnormal high rate of fatal and brutal attacks on police officials."

The ICD cautioned against blaming the deaths of suspects on the police officers' working conditions.

It also criticised the legal framework which it said justified the use of lethal force on people suspected of property offences.

Commissioner Fivaz said human rights violations by police could not be justified and would not be tolerated.

There were procedures to deal with officials guilty of such offences, he said.

He said he would study the report and consider appropriate steps in conjunction with the ICD and Safety and Security Minister Sydney Mufamadi. - Sapa

Minister studies custody-deaths report

Safety and Security Minister Sydney Mufamadi was studying a report from the Independent Complaints Directorate in which the police were criticised for the number of deaths in custody, his office said yesterday.

On completion, he would meet In-

dependent Complaints Directorate executive director Neville Melville and national police commissioner George Fivaz, the office said in Pretoria.

"The minister will issue a statement on the matter later." - Sapa

(251)

Star 4/7/98

Enter a cop shop

— at your peril!

By CHIARA CARTER
and Sapa

Deaths in police custody to be investigated

(257) CP 5/7/98

SAFETY and Security Minister Sydney Mufamadi intends meeting this week with SAPS commissioner George Fivaz to discuss a report which sharply criticises the high number of deaths in police custody.

The report comes in the wake of international and local outrage at a vicious attack by police which led to a Cape Town reporter losing the use of his left eye.

Mufamadi's spokesperson, Andre Martin, said the minister was examining the report on police deaths in Gauteng compiled by the Independent Complaints Directorate.

He would then meet ICD director Neville Melville as well as Fivaz.

Meanwhile, Mufamadi apologised earlier this week for an attack by Guguletu police on Cape Argus reporter Thabo Mabaso.

International journalist organisations have called on President Nelson Mandela for an investigation into the attack, in which the young journalist lost the use of his eye, apparently after being kicked by a group of policemen at the police station last weekend.

The assault apparently occurred after Mabaso complained that police were not attending to him when he went to the Guguletu police station to report a minor

traffic accident.

Mabaso was readmitted to hospital a few days' ago after doctors expressed concern about the strain on his remaining eye.

Police commissioner Ganief Daniels has said he intends suspending the policemen concerned.

An investigation of the police station is also on the cards following a letter to Commissioner Fivaz from Parliamentary Committee chairperson Rapu Molekane.

Mabaso, re-admitted to hospital on Wednesday because of concern about his remaining eye following the beating he received at the hands of Guguletu police, is responding to treatment.

Mabaso on Friday said the swelling in his right eye was going down, but his doctor wanted him to remain in hospital for observation to see that there were no complications.

"I was a law-abiding citizen reporting an accident," Mabaso said.

He said what made things worse was a media report about policemen toying, clapping and saying they had been tried in the media over the incident.

Mabaso said he had been unable to make a statement to the police as he was in hospital.

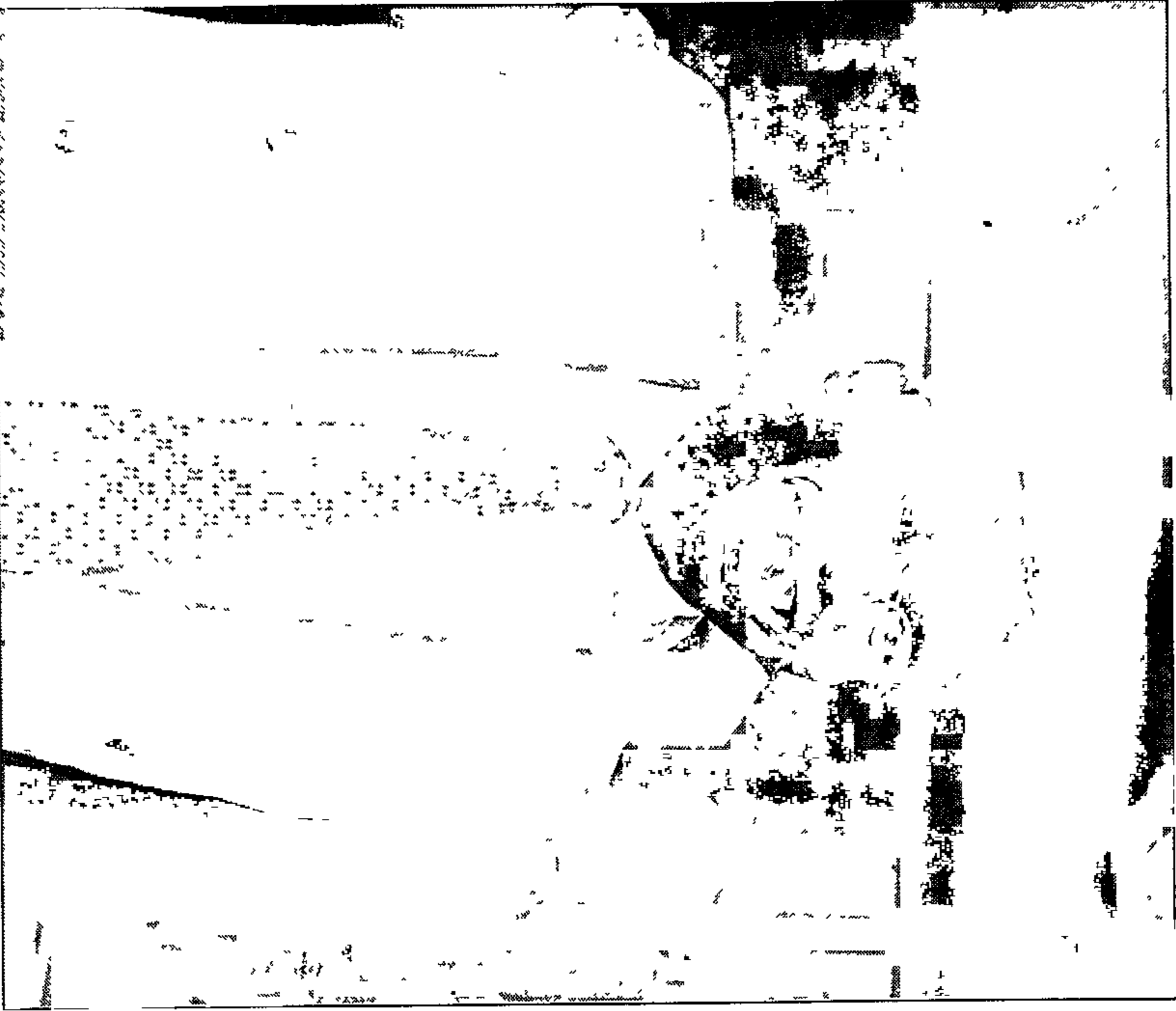
He is expected to be discharged tomorrow.

□ Meanwhile tensions are running high in senior police circles following the launch of the Black Officers' Forum (BoF) last weekend.

This move has been opposed by Fivaz on the grounds that it will create racial tensions in the SAPS.

This week, some white police officers threatened to set up a "White Officers' Forum."

White men make up the vast majority of senior police management and the BoF has called for dramatic change in both the composition and focus of the police service



SORRY ... Sydney Mufamadi apologised for the attack by police on a Cape reporter

Time for mutual respect, says Fivaz

STAFF REPORTERS

Police Commissioner George Fivaz is urging people to follow an international trend of showing respect for the police and to "protect the protectors".

But, he said, police officials should show mutual respect to the people they served.

He was responding to a statement in the media last week by police watchdog group the Independent

Complaints Directorate that at least two people died daily nationwide while in the care of police.

This followed an assault on Cape Argus business reporter Thabo Mabaso at Guguletu police station, on June 27. Mabaso lost an eye as a result of the assault.

Commissioner Fivaz said he would study the directorate's statement on the high number of deaths in police custody. After consultation with Safety and Security Minister

Sydney Mufamadi he would consider steps to be taken in conjunction with the directorate.

■ A man died in police custody after being arrested for allegedly abusing his wife at the weekend. It is suspected he had an epileptic fit while police were attending to another complaint.

David Solomon Williams, 29, was arrested about 10pm on Saturday for allegedly abusing his wife, Sarah. He was put in the back of the van, but

escaped. Almost two hours later, he was arrested again at the presidential residence, Genadendal, in Newlands, and Claremont police were called to collect him.

Riaz Saloojee of the Independent Complaints Directorate said it appeared the officers attended to other complaints while Mr Williams was in the back of the van.

He was found unconscious when they got to the station, and attempts to revive him failed.

(257)

ARU

6/9/98

Top police still white, says forum

(251) *Ston* 6/7/98
BY PHALANE MOTALE

The Black Officers Forum (BOF), established recently by senior black policemen, has accused national police commissioner George Fivaz of promoting white hegemony in the service.

The forum's president, Director Mpho Mmutle, who also heads the SAPS restructuring project, claimed that the percentage of senior white officers in the service had increased from 70 to 74% in the past year.

Of the 300 directors in the service, 233 were white and 225 were men, he said. Of the 956 senior superintendents, 712 were white and only 80 were women. Of the 2 656 superintendents, 2 041 were white and 309 were women.

Mmutle said the BOF had been formed so that black officers could challenge the white-dominated status quo.

"The national commissioner is a white male. All the five divisional commissioners are white males, five of seven provincial commissioners are white males and 48 of 67 assistant commissioners are white males.

"This means that the very same people who were managing the enforcement of apartheid laws are still in the police," he said.

Mmutle said the current affirmative action programme within the service had got nowhere, and that Fivaz could not be expected to address the plight of black officers without

an affirmative action budget.

"There are very experienced black members of the police throughout the country who are well respected in their communities and effective in their work, yet police management takes no heed of what they have to offer.

"We are the only people who have profound experience of policing in township and rural areas, because we grew up there. But we find that this experience is not taken advantage of when it comes to planning," he said.

Mmutle blamed the present racial structure in senior management for the failure of the police service to fight crime effectively. He said the failure to address issues such as gang warfare and taxi violence reflected a lack of commitment, and warned of frustration among police at the absence of support from management.

He added that the forum should not be viewed as anti-white, but rather as a vehicle to assist the aspirations of marginalised black officers and to reduce the crime rate.

The organisation did not intend merely to fulfil the role of critical watchdog over the police, but would attempt to intervene in real issues affecting historically marginalised areas.

Superintendent Leah Shimbambo, spokesman for Fivaz, reiterated yesterday that the commissioner was opposed to all forms of discrimination and that he had made a break with the past.

Man sues police after 'beating' Union reaction to reporter's assault 'disgusting'

CHARLES NGULWE AND VINCENT LAU
SPECIAL CORRESPONDENTS

A Khayelitsha man has alleged that police pulled him out of his car, hit him with a pistol butt, kicked him and threw him in the back of a police van.

Smiley Gqobo, 31, said the police mistook him for a dagga dealer and although they realised their mistake soon afterwards, refused to take him to hospital.

The incident happened on Saturday June 13

He said he had to appear in a Mitchell's Plain court and was charged with assaulting a policeman and resisting arrest. He was released on warning

Later that week after he consulted an attorney the charges were withdrawn

Mr Gqobo is suing the police for wrongful arrest and defamation. He said his nightmare began when

he stopped his car at an intersection in Khayelitsha

A police patrol van pulled up behind him and two policemen got out and pulled him out of his car, shouting: "We've got you"

Mr Gqobo claimed one of the policemen hit him in the eye with the butt of his pistol, kicked him, hit him and threw him into the police van.

Khayelitsha police sergeant Johan van der Westhuizen said the incident was being investigated

Union reaction to reporter's assault

Johannesburg - The Media Workers' Association of SA has expressed disgust at the Police and Prisons Civil Rights Union's defence of about 10 policemen "who savagely assaulted a defenceless journalist for no apparent reason".

"We are disappointed that Popercu and its members seem to condone the action by police," Mwasa national treasurer Joe Mdhlela, said, in response to comments by Popercu

leaders on the assault of Cape Argus labour reporter Thabo Mabaso 10 days ago

Mabaso went to Guguletu police station to report an accident and a group of policemen allegedly assaulted him, resulting in him losing his left eye.

Mr Mdhlela said Mwasa would rather disregard Popercu chairman Greg Goss's claim that "corruption at the highest level in police did not attract media attention"

7/7/98

He said Mr Goss knew this was untrue and was "simply skirting the real issue of unprovoked assault of a defenceless journalist".

Mwasa said it was concerned that the police saw fit to justify their action instead of accepting responsibility.

"As the Media Workers' Association of South Africa we are grateful that the Safety and Security Minister (Sydney Mufamadi) expressed regret about the brutal assault on Mr Maba-

so, whose only sin was to report an accident at the police station," Mr Mdhlela said.

The media union reminded members of the SA Police Services that their operational political environment had changed, and now encouraged a human rights culture

"The era in which police were a law unto themselves is past
"The media will report and demand that action be taken against human rights violators." - Sapa

(251) ARG

Jonny Steinberg

THE notion that police could be the cause of violence in SA was mistaken, national police commissioner George Fivaz said yesterday.

Fivaz's statement came in the wake of a comment by Independent Complainants Directorate head Neville Melville, who said the police "might be responsible for an escalation of violence". Melville was speaking last

Report slams police violence in SA

week at the presentation of a report revealing that fewer than 40% of those shot dead by police in Gauteng during the last nine months of last year posed an immediate threat when they were killed.

Responding to the report, Fivaz said that the actions of policemen "who overreact" should be seen in the context

of "the violent environment in which they have to perform their duties and the abnormally high rate of fatal and brutal attacks on police in SA".

However, Melville's report revealed that police were killed or injured in only 6% of incidents in which a suspect was killed. Meanwhile, a source at a

European embassy said he was shocked by the latitude SA police were given in the use of lethal force.

A police document, titled Instructions Relating to the Use of Force in Effecting an Arrest, listed a host of crimes in regard to which police could use lethal force. These included treason, sedition, public

violence, murder, rape, robbery, theft of livestock, kidnapping, child stealing, arson and housebreaking.

In contrast, police in Germany and the US were permitted to use lethal force only in defence of human life.

"SA lags far behind international best practice," the embassy source said. "As things stand, the bad apples in the police force are given the opportunity to engage in vigilante action."

... out the

Hundreds of police killed off duty

Jonny Steinberg

MORE than two thirds of the 914 policemen murdered between 1994 and last year were off duty when they were killed, says a report by former South African Police Service (SAPS) researcher Anthony Minnaar.

A significant proportion of these were murdered while being robbed of their service pistols, but a large number were killed in altercations, barroom brawls, family disputes and arguments with fellow officers.

Minnaar's findings came in the wake of an Independent Complaints Directorate report which found that less than 40% of those shot dead by police in Gauteng last year posed an immediate

threat when they were killed.

From a sample of 456 murder dockets, Minnaar found that 28% of policemen murdered were killed by house intruders, car hijackers, and firearm thieves.

However, of the sample, 32% were murdered by colleagues, by family members or lovers, in barroom fights or in altercations with members of the public.

Minnaar explained the high incidence of lethally aggressive behaviour among policemen with reference to "high levels of work-related stress" and to a culture of machismo among SA policemen.

The majority of those killed on duty were low ranking policemen following up information, instituting investigations and apprehending suspects.

(251)
In contrast to the 250 or so officers killed in SA, on average 16 New York policemen and between six and nine British policemen were murdered annually.

Pearl Sebolao reports that national police commissioner George Fivaz said once he had studied the ICD report on death in police custody he would "consider appropriate steps to be taken in conjunction with the directorate, and in consultation with the safety and security minister".

Fivaz said that although some police officers overreacted while dealing with suspects or protecting themselves, the violent environment in which they performed their duties as well as the abnormally high rate of attacks on them contributed to how they reacted.

DD 8/7/98

Row over station beating

ARG 9/7/98

STAFF REPORTER

(2/51)

The Police and Prisons Civil Rights Union has reacted angrily to an accusation by the Media Workers' Association that it defended the policemen who allegedly assaulted Cape Argus journalist Thabo Mabaso.

Mwasa national treasurer Joe Mdhlela accused Popcru of condoning the alleged assault on Mr Mabaso by Guguletu police 11 days ago.

But Popcru chairman Greg Goss claimed that the "media whip" was not used consistently, overlooking a police murder and an attempted murder and giving Mr Mabaso's alleged assault wide publicity.

He said Mwasa had to realise that Popcru fully supported the world-wide human rights concept and the police were the first to defend the

Constitution.

"This is what moved Gregory Rockman to start Popcru because he saw people being brutalised."

Mr Goss said the police alleged to have been involved in assaulting Mr Mabaso also had rights.

"If the police want to suspend the members, there are certain procedures that need to be followed and we support a full investigation in this regard," Mr Goss said.

Policeman Enrico Katz was shot in Guguletu the same day as Mr Mabaso was allegedly assaulted but did not get the same media coverage, Popcru members told Cape Argus.

Inspector Katz is still in intensive care in hospital.

Mr Goss said no media coverage had been given to Wilbur Tile, a detective who was shot dead last Friday in Hermanus.

Inquiry into KZN 'police racism'

ARGUS CORRESPONDENT

(251) ARG 10/7/98

Durban - Allegations of racism, corruption and resistance to transformation at Mtubatuba police station on the north coast of KwaZulu Natal will be probed by a committee of inquiry.

Appointed by police commissioner George Fivaz yesterday, the committee will be chaired by Vas Soni, assisted by evidence leader Smart Nzimande, both advocates.

Commissioner Fivaz's move follows a similar action by Safety and Security Minister Sydney Mufamadi, who recently ordered his staff to set up a structure to investigate rife allegations of racism in the force.

The Mtubatuba investigation was triggered by a protest by black police, who accused station commander Sias Botha of being a racist.

The conflict at the police station resulted in the dismissal of 36 members of Police and Prisons Civil Rights Union (Popcru) members last August. All were later reinstated.

The inquiry will probe the conduct of senior management in this incident and determine whether there is strong evidence of misconduct.

"The committee is to make recommendations on how to address any shortcomings in police management procedures that become evident during the inquiry," said police spokesman Bala Naidoo.

Gauteng premier Mathole Motshela and security MEC Jesse Duarte of corruption and maladministration probe into the Gauteng safety and security department

that the Moerane said he was satisfied any corruption or maladministration allegations.

He and safety and security MEC Paul Mashatile said it was not necessary at this stage to refer the matters generally. They would refer the matters to the attorney-general.

The National Party (NP) and the Democratic Party (DP) expressed outrage that the matter would not be referred to the attorney-general. Both parties said the matter should be referred to the attorney-general.

He said the report would be dealt with in a careful manner. The report would be dealt with in a careful manner. The report would be dealt with in a careful manner.

He said the report would be dealt with in a careful manner. The report would be dealt with in a careful manner. The report would be dealt with in a careful manner.

driver of the vehicle maliciously by failing to mention these aspects. Not much emphasis can be placed on this. The probe also found attempts by officials to cover up the accident were "dishonest" and of a possibly criminal nature.

attempts by officials to cover up the accident were "dishonest" and of a possibly criminal nature.

Premier's dismissal of Duarte findings sparks further controversy

Top KZN officials in fraud row

(251)

M+G 10-16/7/98

**Swapna Prabhakaran
and Mungo Soggot**

Court papers have implicated top KwaZulu-Natal government officials in a fraudulent conspiracy involving a businessman who allegedly exposed high-level corruption in the province.

The businessman, Sateesh Isseri, is now allegedly on the state witness-protection programme. He is suing KwaZulu-Natal Premier Ben Ngubane and the province's head of expenditure for stopping two cheques made out to him for R754 000, in a civil suit that appears to be linked to a police probe into corruption in the province.

Isseri could not be reached for comment, but it is understood he has been in the witness-protection programme for several months. This could not be confirmed because of secrecy provisions surrounding the programme.

The provincial Auditor General, Barry Wheeler, is on holiday and unavailable for comment. But the former national deputy auditor general, Bertie Loots, said Wheeler had passed on to him "serious allegations of corruption" made by Isseri last year.

Loots said he had taken the matter "very seriously" and roped in senior national police officials. He declined to comment further.

Superintendent Hendrik Engelbrecht of the commercial crime squad in Durban said he knew of the investigation involving Isseri's claims, but could not comment further. "There is evidence on both sides," he said.

It is understood the officials implicated in the Durban court papers were also involved in the allegations made by Isseri last year. Sources close to the investigation say one of Isseri's allegations was that officials were channelling taxpayers' money into Inkatha Freedom Party coffers.

In papers filed at the Durban High Court

last week, the provincial government defends itself against Isseri's civil suit by saying its head of expenditure, TW Buthelezi, and another senior IFP official conspired with Isseri to fraudulently siphon off provincial government funds.

The government's papers also implicate M Khumalo, who, according to the papers, is a senior employee in the provincial government. The papers say these officials are still employed by the province.

The KwaZulu-Natal provincial government switchboard said Khumalo was not on their records. Neither Khumalo nor Buthelezi could be reached for comment.

The government's plea, filed on July 3, says: "The defendant [the provincial government] admits the cheques for the amounts of R399 500 and R395 000 were issued, but it avers that the said cheques were issued by persons in the services of the defendant pursuant to a conspiracy of fraud entered into between the plaintiff and those servants of the defendant identified in paragraph 5."

The chair of the KwaZulu-Natal legislature's committee on public accounts, Valentin Volker, said he was alerted to the possibility of fraud in this matter 18 months ago. Volker said he is "concerned at the rather slow progress" of the investigation, but did not explain why he himself did not follow it up.

It appears from the court papers that Isseri contracted with the provincial government to supply specialist medical equipment.

The papers say the government was not entitled to have entered into a contract with him without following normal tender procedures. The contract was therefore void and the cheques stopped.

"It was as a consequence of fraudulent misrepresentations made by the aforesaid persons that the defendant issued the said cheques, whereas had it known the true facts,



Sued: KwaZulu-Natal Premier Ben Ngubane

it would not have issued the cheques at all," the papers say.

The Durban High Court refused to grant summary judgment in favour of Isseri last week, and granted the government leave to defend the action.

The Department of Justice said it was illegal to comment about anyone who is on the witness-protection programme. The official in charge of the programme in Pretoria, Piet Kleynhans, said civil litigants do not qualify for the programme, so if Isseri was being protected it was for another matter. Kleynhans said he had heard of Isseri's civil case, but was not familiar with any of the details.

Isseri's Durban lawyer, Louis Hitchcock, refused to comment.

The head of the KwaZulu-Natal finance department, Siphoshe Shabalala, said he knew of the case but he could not comment because it was sub judice.

Disillusioned cops hand out 'justice'

M+G 10-16/7/98 (251)

Tangeni Amupadhi

Police officers are apparently turning to vigilantism because of growing disillusionment with the criminal justice system, says a research commissioned by the Independent Complaints Directorate (ICD)

In an incident earlier this year, Eastern Cape policemen shot dead four "fleeing robbers" in Umtata after they allegedly held up a Pep Stores branch and made off with R800

However, video footage of the dead suspects, which shows them lying on the pavement, clearly indicates they were shot from the front "Medical evidence seems to support that version," says Riaz Saloojee, who heads the ICD office in the Western Cape

According to Saloojee, preliminary results of an ICD probe into the incident point to misconduct on the part of the police

Along with the research, the ICD — the official police watchdog — last week released figures showing an increase in the number of people dying in custody or during arrest

They found that people reported to have committed suicide may have been killed by police, or police had left them to die In some cases "police might have handed the person to a crowd of people for them to 'dispense justice' after having already arrested the person

"The police, integrally concerned with the enforcement of the law, while also being part of the criminal justice system, may also be prone to disillusionment."

Police National Commissioner George Fivaz, admits that in some cases his officers "over-react", mainly due to the violent environment in which they work.

Mandela to purge 'sinister elements'

Farouk Chothia

(251)

Bo 13/7/98

RICHMOND — President Nelson Mandela has vowed to purge the police in the KwaZulu-Natal midlands of "sinister elements" after accusing a "third force" of colluding with killers in strife-torn Richmond.

Mandela visited the Richmond home yesterday where five people were murdered on Saturday, before attending the funeral of three people — including deputy mayor Percy Thompson — who were gunned down last week.

Indicating government's patience had run out, Mandela said: "It is absolutely necessary to take drastic action, as we have done in the army.... Sinister elements must be removed and brought to book.... We can no longer use kid gloves."

Stressing the need to draw international attention to the brutality of the killers, Mandela visited the morgue to see the bodies of the latest five victims.

The victims included Mandla Nxumalo and his wife Lnette. Other victims were Roy Mbotho, Sandile

Shange, and Siphwe Nxumalo. A 17-year-old girl and a baby survived by hiding in a cupboard.

About 24 people were killed in Richmond in the past two weeks.

Mandela blamed the killings on individuals affiliated to "a political party". The individuals were working in co-operation with a "sinister third force".

Mandela said talks with the United Democratic Movement (UDM) would serve no useful purpose. Loyal members of the security forces would hunt down the killers, he said.

Safety and Security Minister Sydney Mufamadi yesterday met policemen from the greater Maritzburg region whom Mandela had described as "controversial".

Mufamadi's office said a statement would be issued today. Mandela appealed to the commanding officers of the area to "offer themselves" for transfer. The Richmond community did not trust the policemen. Their departure

Continued on Page 2

Mandela

Continued from Page 1

would contribute to solving the policing problem, Mandela said.

He said KwaZulu-Natal police commissioner Chris Serfontein had to answer why no action was taken against supporters of UDM secretary Sifiso Nkabinde when they were shooting "all over" Richmond with unlicensed firearms at the time of his release from prison in May. He was acquitted on 16 murder charges.

Referring to violence in other parts of KwaZulu-Natal, Mandela said he had been informed that 60 people were killed at Glebelands hostel in Durban's

Umlazi township in the past seven months. Another 77 people were killed in Inchanga, between Durban and Maritzburg, in the past 18 months. "Dozens" of people had also been killed in Lindelani, outside Durban.

Yet, there were no convictions for these murders, Mandela said.

Stephen Lafer reports that Deputy President Thabo Mbeki said at the weekend that there was a need to improve radically the capacity of the Richmond police.

There was an entrenched view among local residents that police were involved in the violence, and even if incorrect, this belief had a negative effect on the willingness of the population to assist in tracking down the killers.

Hearings on draft policing policy

CT 13/7/98 (251)

THE public is to be given a chance to comment on the draft White Paper on safety and security at public hearings in each of the provinces this month.

The Western Cape hearing, to be held at Parliament on July 31, will be the last.

The Ministry of Safety and Security has appealed to the public, government structures, organised

business and labour and other interested parties to make submissions

André Martin, speaking for the Ministry of Safety and Security, said all submissions would be analysed before the final policy was drawn up. The policy is to determine the approach to policing and crime prevention in the next five years. — Staff Writer



From fist: President Mandela addresses relatives of victims of violence in Richmond

'Sinister' Richmond police face purge

Angry Mandela pledges action

ARGUS CORRESPONDENT

Durban - Drastic measures are to be taken to purge security forces in the KwaZulu Natal Midlands of "sinister elements".

President Nelson Mandela said yesterday that this was an "absolute necessity" after many the failure to make arrests and secure convictions in many cases of murder.

About 100 policemen in armoured vehicles and two platoons of soldiers were on patrol in and around Richmond last night at the end of a weekend in which 10 people, including a baby girl, were murdered.

Midlands police said today that "it was all quiet" overnight. A number of people went to the town centre saying they were too scared to sleep in their houses but returned to their homes after being reassured of the police and army reinforcements.

An angry Mr Mandela was speaking at the funeral service of Rich-

mond's deputy mayor, Percy Thompson, who was among those killed while watching a World Cup match on July 3.

Earlier, Mr Mandela visited the families of five people killed on Saturday at Ndoleni, in Richmond.

Their deaths brings to 24 those killed in two weeks.

They were Mandla Nxumalo, 40, Reginald Nxumalo, 40, Ntombikayise Nxumalo, 40, Roy Mbotho, 35, and Sandile Dhlomo, 24.

On Friday, five people were killed, including Bongzi Pakati, 21, and her three-year-old daughter, Thandi, who were shot in an attack at Magoda.

Mr Mandela said Safety and Security Minister Sydney Mufamadi summoned Richmond police management to a meeting in Pretoria yesterday.

The outcome of the meeting would be known later today.

As the death toll mounted at the weekend, African National Congress leadership and security forces

appeared to fear the situation was getting out of hand.

The idea of employing "extraordinary measures" to contain the situation in Richmond is being mooted within police intelligence circles.

Police sources said the "legal implications" of "cordonning off" the area and engaging in "search and seizure" operations were being studied.

Mr Mandela said he understood the anger of the people and he was also angry. "I understand your criticism of the police and judiciary. You are justified in criticising them," he said.

But he warned about condemning "all security forces", and said: "To the extent that there are rotten elements within the SAPS, there are also innocent police officers who know who these rotten eggs are."

He challenged the police in areas of greater Pietermaritzburg to explain why arrests had not led to convictions, and suggested senior officers transfer to other areas.

Four Richmond police officers get the boot ~~(251)~~

By Jovial Rantao,
Norman Chandler
and Robert Brand

The senior police officers who have been summarily transferred out of the Richmond area were identified by the Government as being "unable or unwilling" to stop the violence in the area, The Star has learnt.

Sources said yesterday the Government had ordered KwaZulu Natal's top police management to immediately arrest the third-force elements behind the violence in Richmond, or quit the force.

Government sources said intelligence information had come to light that at least four of Richmond's top policemen knew who the perpetrators in area were.

A total of 24 people have

died over the past 11 days.

The four policemen, whom The Star has been advised not to name, worked in Richmond and had to be removed following strong suspicions of their complicity in the violence that caused havoc in the area during the late '80s. They have been described as having "political loyalty to the previous order".

The Star understands that soon after his appointment in 1995, Police Commissioner George Fivaz was asked by Safety and Security Minister Sydney Mufamadi to remove the four from the province. Instead they were transferred to provincial police management, because they threatened to sue the Government.

Meanwhile, Mufamadi yesterday told a press conference in Pretoria that an intelligence-

driven operation, codenamed PAX2, had been put in place and a joint operational centre set up under acting area commissioner Director Hariram Badul.

This will see the area being saturated with police and soldiers, with the power to search and set up roadblocks over the next three months.

And while police reinforcements seemed to have brought at least a temporary lull to the violence since Sunday, the war of words between politicians continues unabated with the ANC and the UDM blaming each other for the violence.

Mufamadi stopped short of accusing UDM Secretary-General Sifiso Nkabinde of being behind the killings, but said since his release (from alleged murder charges), there are

things that have happened".

Nkabinde also accused President Mandela of "fuelling the violence" rather than calling for peace when the president spoke at a funeral for slain ANC supporters in Richmond.

Mufamadi said 240 extra policemen had left Pretoria for the area along with a 120-strong company of soldiers. They will be augmented by extra street lighting, foot patrols, roadblocks and search operations.

Complaints about police operations will be dealt with by an independent complaints' committee still to be set up.

Safety and Security secretary Azhar Cachalia will visit Richmond today, and the leadership of the UDM, including Bantu Holomisa, Roelf Meyer and Nkabinde, will visit the area tomorrow.

Star 15/7/98

Mufamadi promises strong police action in Richmond

CT 15/9/98

(251) (2/16)

MARCO GRANELLI

PRETORIA: Police are to saturate strife-torn Richmond with hundreds of policemen and soldiers and will also transfer several senior policemen accused of complicity out of the region in a bid to stop the slaughter.

"We intend to saturate the area with sufficient capacity to overwhelm the criminals," Safety and Security Minister Sydney Mufamadi said at a press briefing here yesterday.

Acting National Commissioner Zola Lavis said initially 240 policemen would be deployed along with an extra SA Army company, bringing the number of soldiers on active duty in Richmond to 240.

The operation, known as PAX2, started on Sunday and came into full effect immediately, with cordons, searches and road blocks.

Poor lighting, which had previously hampered police and provided cover for the criminals, was also set to improve after Eskom announced it was ready to provide lighting.

Mufamadi said the situation would be handled as a police matter rather than a political problem and, in addi-



OVERSEER: Sydney Mufamadi

tion to the visible policing, an intelligence-driven operation to stop the violence would be launched.

On the transfer of police officers as called for by President Mandela on Sunday, Mufamadi said this would happen urgently.

A decision has also been taken to expedite the transfer of policemen who are known to have contributed to the

breakdown in the relationship between police and the community.

He declined to name those identified, saying it was a sensitive issue. However, he said no policemen would face prosecution for their actions at this stage.

There have been long-standing allegations that some police officers were either colluding with those responsible for the violence, or were not enthusiastic in dealing with the problem.

"Once you have such allegations, the ability of the police to deal with the problem is impaired because trust is gone.

"This is not intended to punish anybody because it is not as if we have been presented with evidence as such," said Mufamadi

However, he said there was clear evidence of poor performance by the police in dealing with the violence.

Regarding calls for a commission of inquiry into the causes of the violence, he said he saw little point to this.

"We did not stabilise other areas of Kwazulu-Natal by establishing commissions of inquiry.

"We did it with hard-nosed investigations"

ANC quits peace talks in Richmond

Top policemen transferred

ARG 15/7/98 (251)

Richmond - The African National Congress walked out of a key meeting in strife-torn Richmond today because of a disagreement about who should preside at the meeting.

Representatives of the United Democratic Movement, the ANC, Inkatha Freedom Party, police and army had been invited by Safety and Security MEC Nyanga Ngubane to the provincial portfolio committee meeting at the police station in the Midlands town.

ANC deputy secretary and provincial portfolio committee chairman Bheki Cele said the walk-out was prompted by a suggestion by Philip Powell that an IFP delegate preside.

Portfolio committee meetings are normally headed by Mr Cele, the committee's chairman.

The conflict in Richmond has claimed the lives of 24 people in the last 10 days.

The Indalen and Magoda townships at Richmond were tense ahead of the meeting.

The home of UDM national secretary Sifiso Nkabinde was allegedly attacked by gunmen in the early hours today.

Mr Nkabinde told police his shop next to his house in Magoda had been broken into and cigarettes stolen.

He alleged that police were responsible.

Members of the Independent Complaints Directorate were investigating the allegations.

Addressing reporters before the meeting, Mr Ngubane said it was imperative that a solution to the problems in Richmond be found through talks. The large-scale deployment of security forces was a temporary solution.

There was no sign of Mr Nkabinde, who said yesterday he would be attending the meeting to prove that the UDM was serious in seeking a solution.

Meanwhile, senior police officers summarily transferred from the Richmond area had been "unable or unwilling" to stop the violence there, the Government has announced.

Sources said yesterday the Government had ordered KwaZulu Natal's top police management to arrest alleged "third force" elements behind the violence in Richmond or to quit the force.

They said intelligence information was that at least four of Richmond's top policemen knew who was behind the violence in the area.

The four policemen, whom the Cape Argus has been advised not to name, had to be removed after

strong suspicions arose of their complicity in the violence in the area in the late 1980s.

They were described as police officers with "political loyalty to the previous order".

It is understood that soon after his appointment in 1995, Commissioner George Fivaz was asked by Minister of Safety and Security Sydney Mufamadi to remove the four policemen from the province.

Instead they were transferred to provincial police management because they had threatened to sue the Government.

Mr Mufamadi told a press conference in Pretoria yesterday that an intelligence-driven operation, codenamed PAX2, had been launched and a joint operational centre set up under the command of acting area commissioner Hariram Badul.

The operation will lead to the area being saturated with police and soldiers with power to cordon off, search and set up roadblocks over the next three months.

While police reinforcements seemed to have brought a lull to the violence since Sunday, the war of words between politicians continues unabated, with the ANC and the UDM blaming each other for the violence - Argus Correspondent and Sapa

A-G tracks Mabaso probe

ARL 16/7/98

STAFF REPORTER

Cape Attorney-General Frank Kahn says he will appoint a member of his staff to track the probe into the assault on Cape Argus reporter Thabo Mabaso.

Mr Khan said Justice Minister Dullah Omar had asked him to do so yesterday.

Mr Mabaso lost an eye as a result of a beating, allegedly by police, at the Guguletu police station on June 27 when he went to report a minor traffic accident.

On Tuesday Mr Omar promised angry Guguletu residents who marched on the police station that he would seek the co-operation of the attorney-general's office as part of a

settlement to end their occupation of the police station.

The residents made several demands, including an immediate identification parade for the policemen on duty the night Mabaso was assaulted, to enable him to point out his assailants.

Several identification parades have been cancelled by the police, who said they wanted more time to consult lawyers.

Mr Kahn said he got the call from Mr Omar yesterday morning and had to leave for Pretoria in the afternoon, so had not yet made any firm plans.

However, he would appoint someone to keep a watch on the probe.

"I have taken Mr Omar's request seriously," he said.

ANC and community slate Willey

MOSES MTHEHELELI MACKAY

STAFF REPORTER

The African National Congress has made a scathing attack on the police and on Community Safety Minister Mark Willey for "failing to co-operate" with the Guguletu community.

Community and party anger was kindled by last month's police attack on Cape Argus finance reporter Thabo Mabaso, and by the high incidence of crime in the area.

The ANC called a press conference in Athlone today after Guguletu community leaders walked out of a meeting with the police yesterday.

Those at today's press conference included Deputy Minister of Trade

and Industry Phumzile Mlambo-Ngcuka, party provincial secretary Mcebisi Skhwatsha and Guguletu community policing forum chairman Danile Landingwe.

Mr Skhwatsha said the community had strongly condemned the refusal of the police officers to take part in an identification parade to be held to find who attacked Mr Mabaso.

Mr Skhwatsha said their refusal raised serious questions about their ability to work within the limits of the law, and to uphold it.

"This makes us suspect that the police are intent on botching this case. Police are expected to defend the law, not to ignore it at will."

The ANC also expressed surprise at the attack by Mr Willey on Justice

Minister Dullah Omar, who went to Guguletu police station earlier this week to help defuse community anger with the police.

Mr Willey had said he was concerned that a national government minister was involved in the affairs of a department outside his line function, adding "I must seriously question the motives of Mr Omar by becoming involved in the situation in Guguletu on Tuesday."

But Mr Skhwatsha said that the people of Guguletu were prepared to speak to anyone who was prepared to listen, including Mr Omar. "They would also like to speak to national police commissioner George Fivaz and national Minister of Safety and Security Sydney Mufamadi."

Popcru demands new deal

AR 16/7/98 (251)
MOSES MTHETHELELI MACKAY
STAFF REPORTER

The Police and Prisons Civil Rights Union has called for the transformation, representativity, and affirmative action in the police service.

Greg Goss, regional chairman of the union, said: "Some senior policemen are the obstacles to transformation. 99% of police officers in managerial positions are from the old order.

"And Guguletu police station is no exception. At the station there are elements who don't want transformation."

He said the union had been involved in national and provincial

negotiating forums trying to address the issue since 1995. Affirmative action was accepted but had not been implemented.

Commenting on Tuesday's march by more than 100 people to Guguletu police station, he said: "The residents have voiced serious concerns about the police at the station. These issues should be looked at and investigated."

Mr Goss said the assault on Cape Argus reporter Thabo Mbaso could have been avoided: "Losing an eye is a painful experience. Many similar incidents have occurred which could have been prevented."

He proposed that the police should be training and striving for a good relationship between themselves and the community.

Appointment was 'a breakthrough'

Jonny Steinberg

MEYER Kahn's appointment as CEO of the police last year came after concerted pressure by the business community to bring private sector skills to police management, said Business Against Crime's Michael Spicer yesterday.

After a thorough study of the criminal justice system, Business Against Crime concluded that the problem was not one of insufficient numbers, but of management capacity," Spicer said. He said Kahn's appointment had proved a major breakthrough in police management. During his time in office, Kahn had begun to streamline the police service and to redress SA's sorely inadequate detection skills, Spicer said.

"We are beginning to see the fruits of Kahn's work. The spate of crimes we saw early this year, including cash heists and the murder of a German tourist, saw speedy arrests," he said.

However, a senior investigator in the detective service said yesterday Spicer's assessment of Kahn's term of office was far too glowing.

"It is well known that the detective service is in fact in the midst of a crisis because dozens of skilled detectives are leaving," the source said. "The problem in the detective service is not managerial, but political. It is about the old guard not coming to terms with the new order," he said.

"Kahn is not doing a bad job. But it would be dangerous to believe the solution is merely a managerial one."

88/20/7/98

(24) (271)

Committee to probe cop 'racism'

*Sowetan 22/7/98
(251)*

ALLEGATIONS of racism in the police will be investigated by an independent committee of inquiry, Safety and Security Minister Sydney Mufamadi announced in Pretoria yesterday

He said the committee had to submit its findings within three months, but it might bring out an interim report

"We are not on a witch hunt, but if we find culprits along the way they must not expect us to have tolerance," Mufamadi told reporters

He said persistent allegations of racism prompted the appointment of the committee, headed by South African Broadcasting Corporation chairman Mr Paulus Zulu

The other members are Vasu Gounden, executive director of the African Centre for Constructive Resolution of Disputes, Human Sciences Research Council researcher Mandla Seleane, Absolute managing director Theresa Oakley-Smith, and Western Cape anti-crime forum member Irvyn Kinnes

The main brief of the committee was to determine the extent of racism

in the police and its impact on effectiveness and transformation

It would also examine racism on the part of the police towards the public, and identify shortcomings in the service in dealing with racism or unfair discrimination

"The committee will receive submissions from interested groups and, where necessary, from individuals," Mufamadi said

"We are not looking for culprits who are to be punished. Rather, we intend to establish the extent to which racism is an enduring reality within the South African Police Service"

Mufamadi said he doubted the committee would recommend the removal of individuals

"Should things go to that extent, then the problem would be more serious than we thought it was.

"But I imagine, to the extent that the problem is systemic, we will be able to find a diagnosis directed at the system itself"

Those who felt there was no need for the inquiry should make a submission saying so, Mufamadi said - Sapa

Beating: nine Gugs cops axed

Commissioner hits out (251)
ARL 21/7/98

NORMAN JOSEPH AND MOSES MTHETHELELI MACKAY
STAFF REPORTERS

Nine Guguletu policemen were suspended from duty today pending the outcome of an investigation by the Independent Complaints Directorate into the assault on Cape Argus reporter Thabo Mabaso.

West Metropole area commissioner Ganief Daniels said the decision to suspend the policemen was taken because they had failed five times to comply with requests to attend an identification parade.

Commissioner Daniels said that by refusing to attend the parade, the policemen had failed to co-operate with Independent Complaints Directorate investigators.

Their refusal had also delayed the criminal investigation.

Although the legal rights of the members not to take part in the parade were respected, the stalemate to which it gave rise was "morally indefensible".

Police spokeswoman Nina Kirsten said an internal inquiry had established that there was a "substantial possibility" that the

policemen concerned might be guilty of serious misconduct.

Their continued presence at Guguletu police station, combined with the lack of satisfactory progress in the investigation, had resulted in a breakdown in trust between police and the community.

In the past month since the attack on Mabaso, members of the community have marched on the police station at least twice. On one occasion they occupied the building, leaving only when Justice Minister Dullah Omar and senior police officers arrived to defuse tension.

Mabaso, who lost an eye in the assault on June 27, returned to work yesterday. He said he was "highly satisfied" with progress in the investigations.

In five weeks he would be fitted with an artificial eye.

■ The Mabaso attack will be on the agenda when the Guguletu Community Police Forum and Deputy Minister of Trade and Industry Phumzile Mlambo-Ngcuka meet Minister of Safety and Security Sydney Mufamadi in Guguletu tomorrow to discuss policing in the township.



REUTERS

Brass: Commissioner George Fivaz and Defence Force chief General Siphwe Nyanda, centre, with Juggy Parshotham, owner of a tavern where several people were killed

Fivaz plea to locals in Richmond

Trust seen as key

ARGUS CORRESPONDENT

ARG 21/7/98

Pietermaritzburg – A delegation of high-ranking police services and national defence force members who met in Richmond said the situation there was serious, but under control.

The delegation included national police Commissioner George Fivaz and SANDF chief Siphwe Nyanda. It went there to establish whether the present forces were adequate.

Members of the delegation were briefed on security operations in the area.

Commissioner Fivaz said he and General Nyanda were convinced that a joint operational plan announced by Safety and Security Minister Sydney Mufamadi was being implemented in Richmond.

“Our presence here is to make sure the best personnel has been deployed here and that our focus is being placed on the real issue,” said Commissioner Fivaz.

The joint operation is an attempt to stabilise the area with the delegation hoping that its presence will boost the morale of the security forces.

Commissioner Fivaz called on local residents to help the police.

“There needs to be mutual trust between the police and the community because no policeman can make an arrest without the assistance of the community,” he said.

Joint operational activities had resulted in information being gathered which could lead to more arrests.

The security forces were structured in three groups: there was the visible policing, featuring members from all parts of the country who were well trained; the Special Investigations unit, which worked in an intelligence capacity; and operatives who were gathering information.

General Nyanda said the SANDF was considering deploying an extra company, but said “this will depend on financial resources”.

Mufamadi announces inquiry into allegations of racism in police force

Star 22/7/98 (251)

Allegations of racism in the police force would be investigated by an independent committee of inquiry, Safety and Security Minister Sydney Mufamadi announced in Pretoria yesterday.

He said the committee had to submit its findings within three months, but it might bring out an interim report

"We are not on a witch-hunt, but if we find culprits along the way they must not expect us to have tolerance," Mufamadi told reporters.

He said persistent allegations of racism had prompted the appointment of the committee, headed by SA Broadcasting Corporation chairperson Paulus Zulu.

The other members are Vasu Gounden, executive di-

rector of the African Centre for Constructive Resolution of Disputes; Human Sciences Research Council researcher Mandla Seleokane; Absolute managing director Theresa Oakley-Smith; and Western Cape anti-crime forum member Irvin Kinnes.

The main brief of the committee was to determine the extent of racism in the police service and its impact on effectiveness and transformation.

It would also examine racism on the part of the police towards the public; and identify shortcomings in the service in dealing with racism.

"The committee will receive submissions from interested groups and, where necessary,

from individuals," Mufamadi said. "We are not looking for culprits who are to be punished. Rather, we intend to establish the extent to which racism is an enduring reality within the SA Police Service."

Mufamadi said he doubted that the committee would recommend the removal of individuals.

"Should things go to that extent, then the problem would be more serious than we thought it was. But I imagine, to the extent that the problem is systemic, we will be able to find a diagnosis directed at the system itself."

Those who felt there was no need for the inquiry should make a submission saying so, Mufamadi added. - Sapa

New police project implemented at snail's pace

BY RAPHAEL BANDA

A pioneering policing project, designed to reduce crime through fast and effective intelligence gathering, may be in jeopardy because of administrative snags and a lack of money

The information-based system, which helped to reduce New York's notoriously high crime rate by 40%, was researched for local implementation by the Committee of Inquiry into the Collection, Processing and Publication of Crime Statistics over six months.

The report and 16 recommendations, including the need for training officers in crime statistics and strengthening the capacity of stations, were submitted to Safety and Security Minister Sydney Mufamadi on March 17. It was then handed to police commissioner George Fivaz to make recommendations on "what was possible, looking at the budgetary constraints", according to Secretary of Safety and Security Azhar Cachalia

He said this week that Mufamadi and his office were still waiting for the proposals

In terms of the proposed system, intelligence officers collect crime statistics which are used for crime-pattern

analysis using a computerised mapping system. A few pilot projects using the computerised system are under way in Johannesburg and Cape Town.

The intelligence officers will then be able to advise the station commander and the crime prevention officer about crime patterns and what is happening on the ground.

According to figures released by the Department of Safety and Security, many positions for intelligence officers in Gauteng - which has some of the highest crime statistics in the country - are still vacant.

Only three of the 21 posts available in Soweto, an area with more than 3 million people, have been filled. The East Rand still needs 12 more intelligence officers to complement the work of the eight officers appointed.

Although the picture is not as dire in other areas, more people are still required to begin to implement the strategy

Concern is mounting that the implementation is moving at a snail's pace and that it signals underlying problems which could derail the entire process.

"It has to be carefully monitored, but they (police) are going about it in a small way. They are certainly moving slowly," said Antoinette Louw,

a researcher at the Institute of Security Studies, who was on the committee that conducted the investigation.

"My concern is that the problems of managing information are quite big in the police service as a whole."

At the same time, Louw has demanded that the committee's report be released without delay

"Certainly I would like to know why there isn't any notification or public release of

Exodus of managers threatens derailment

the report. A lot of those recommendations involve quite a lot of money, which the police, we know, don't really have. The report should be made public," she said.

Dr Chris de Kock, head of the police information management centre, also served on the committee. He maintains that when the information-based system was introduced in New York, the crime rate was brought down by 40%

De Kock said a number of police officers were under-

going computer training, but that it was too early to say what results the programme would bring.

But Sandra Burger, an NP member of the Gauteng legislature, has warned that the massive exodus from the police force could mean the new policing strategy faced difficulties because most of those resigning were in middle and upper management.

About 40 000 police officers have quit the force country-wide since 1994, of whom 25 000 worked in Gauteng. Since the moratorium on recruitment in the force was lifted, some 1 500 people have been recruited to replace officers who have quit

Describing Gauteng as the "Mecca of crime", Burger called for the recruitment drive to be stepped up as a matter of urgency

According to the latest quarterly police report on crime, Gauteng has the worst figures when it comes to housebreakings, theft of motor vehicles, fraud, and robbery with aggravating circumstances

It comes second on rape and attempted murder.

Only in the case of stock theft does the province achieve a figure below the national average

STAR 22/7/98 (251)

Racism in SAPS to be probed

CT 22/7/98 (261)

LINDIZ VAN ZILLA
CRIME WRITER

SAFETY and Security Minister Sydney Mufamadi yesterday announced a five-person commission of inquiry to investigate persistent allegations of racism in the South African Police Service.

Mufamadi dismissed claims that the commission was a "witch hunt" but added "if we find culprits along the way they must not expect us to have tolerance".

The main brief of the commission would be to determine the extent of racism in the police and its impact on effective transformation.

The issue of racism and lack of

transformation in the force was highlighted by the recent establishment of the Black Officers' Forum, which accused the SAPS of not catering for black police officers.

A *Cape Times* investigation showed:

- The national commissioner is a white male.

- All five divisional commissioners are white males.

- Five of seven provincial commissioners are white males

- 48 of 67 assistant commissioners/head directors are white males.

The commission will be headed by SABC chairperson Paulus Zulu and will include Vasu Goidnden, executive director of the African

Centre for Constructive Resolution of Disputes, Human Sciences Research Council researcher Mandla Seleane and Absolute managing director Theresa Oakley-Smith

In a significant move, Mufamadi also appointed the founder of the Western Cape Anti-crime Forum, Irvin Kinnes, to the commission.

Kinnes, who has been noted for his outspokenness on the lack of transformation in the SAPS, said he felt it was "the right thing at the right time" and added he was looking forward to participating

Mufamadi said he doubted the commission would recommend the removal of individuals "We are not looking for culprits

who are to be punished" he said "Rather, we intend to establish the extent to which racism is a reality within the SA Police Service."

The BOF meanwhile welcomed the announcement but slammed the police top management as having "failed the country"

BOF president Mpho Mmutle said: "We welcome the initiative in spite of the fact that it exposes the inability of the SAPS's top management to deal with the transformation process"

He called on the current police management to be replaced by "young blood and people who are really committed to transformation ... we don't want to have a similar intervention in the future"

Community welcomes suspensions

ERIC NTABAZALLA
STAFF WRITER

THE suspension of the nine Guguletu policemen alleged to have assaulted *Cape Argus* reporter Thabo Mabaso was welcomed by a community delegation, which met with Guguletu and Nyanga area commissioner Simon Mjembembe last night

But the delegation questioned

the validity of the suspension, as one of the suspended members was part of the police contingent which locked out about 100 residents who converged at the police station to listen to the report back

However, West Metropole area commissioner Ganief Daniels assured the delegation that he suspended the policemen himself after a departmental investigation. "I could have transferred

them to another police station but I could not transfer a problem from one station to the other," he said.

Spokesperson Riaz Saloojee welcomed the suspension, but said the police watchdog would continue with its investigation

ANC Western Cape leader Ebrahim Rasool welcomed the decision to suspend the policemen. "It will help to restore much

needed trust between the community and the SAPS "

Rasool also commended the "decisive" action taken by Daniels, saying it set an example for police leadership throughout the province.

Mabaso, who lost sight in his left eye, said: "It's close to a month since the incident happened. At least something is happening and that's making me very happy"

Cape community and police seek better ties

(241)
Cape Town - A committee had been elected from the police, residents and the community policing forum of Guguletu to work out a programme of action to improve relations in the area, Safety and Security Minister Sydney Mufamadi announced yesterday

After a meeting with community and police representatives at Guguletu police station, he said there was general agreement that the relationship of trust and co-operation between the police and the community "is something we cannot do without".

Mufamadi visited Guguletu police station in a bid to defuse rising tension between the community and local police.

Simmering unhappiness between the community and the police came to the boil almost a month ago when *Cape Argus* reporter Thabo Mabaso lost his eye after he was allegedly assaulted by Guguletu police.

Since then there have been sporadic marches on the police station and sit-ins by irate residents.

Yesterday's meeting was attended by area commissioner Ganief Daniels, station commissioner Nicholas Solo-

mons, Deputy Minister of Trade and Industry Phumzile Mlambo-Ngcuka, and members of the local community policing forum. Journalists were excluded.

Mufamadi said: "We believe fundamental success to (fighting) crime is co-operation between the police and the community. We were told by a delegation of community leaders and the community policing forum that there were signs of a breakdown of relations between the police and the community"

He added that whatever problems had been experienced in this relationship would not be allowed to result in the parting of ways.

Mufamadi said the immediate task of the committee, which was not intended to replace the forum but to help it to operate more smoothly, was to ensure that the relationship was put back on a proper footing

He added that he supported the suspension of the policemen allegedly involved in the assault on Mabaso.

Daniels said police would hold a workshop for the community and police on better policing in Guguletu - Sapa

28/11/88



STRAIGHT TALK: Safety and Security Minister Sydney Mufamadi and Deputy Minister of Trade and Industry Phumzile Mlambo-
Ngcuka addressed the media yesterday after a meeting between the police management, the Community Policing Forum and
members of the community.

PICTURE: THEMINKOSI DWAYISA

Boost for police,

community ties

(S1) ET 23 17 198
A JOINT committee had been elected from the police, residents and the Community Policing Forum (CPF) of Guguletu to work out a plan to improve relations in the area, Safety and Security Minister Sydney Mufamadi announced yesterday.

After a meeting with community and police representatives at the Guguletu police station, he said there was agreement that the relationship of trust and co-operation between the police and the community "is something we cannot do without".

Mufamadi visited the station to defuse the tension between the community and local police.
Tensions came to a head almost a month ago when *Cape Argus* reporter Thabo Mabaso lost an eye after he was assaulted by Guguletu police.

Since then there have been sporadic marches on the police station and sit-ins by angry residents.
Yesterday's meeting was also attended by area commissioner Ganief Daniels, station commissioner Nicholas Solomons, Deputy Minister of Trade and Industry Phumzile Mlambo-*Ngcuka* and local CPF members.
Journalists were excluded.

Mufamadi said the immediate task of the committee, which would not replace the CPF but help it to operate more smoothly, was to ensure that the relationship between the police and community was put back on a proper footing. He said he supported the suspension of the nine policemen allegedly involved in the Mabaso assault. — Sapa

Mabaso assault a big blow to community policing - top cop

STAFF REPORTER (251)

The concept of community policing has been set back years by the attack on Cape Argus reporter Thabo Mabaso by Guguletu police, says a top city policeman.

The alleged actions of the nine suspended Guguletu policemen could not be defended, said chief of the police violent crimes unit Leonard Knipe.

Mabaso lost his left eye in the attack

"One can't defend the indefensible and I agree with the actions taken by the West metropole area commissioner, Ganief Daniels," said Director Knipe on television last night.

"The police have been working hard to restore the community's trust in the service and the alleged assault incident has become a blight on our attempts."

Director Knipe said good manners and customer relations should have prevented such an ugly affair from tarnishing the work of the service.

"If a person walks into a police station and is treated with dignity and respect then they will leave the office feeling contented and appreciated," said Director Knipe.

"I believe that manners maketh the man."

"While basic police training includes concepts like human rights and treating people with dignity, it can't be expected of the service to

teach its personnel manners.

"That is something which you must be taught at home," said Director Knipe.

He added that he did not necessarily believe that the stress and tremendous pressure under which police staff worked had a role to play in bad policing tactics.

"Unlike many private companies, the police service has an excellent medical aid service and looks after its staff, especially those personnel who need to go off work with stress-related ailments.

"So although we may be subjected to more stress than many in the private sector, we are well looked after and not abandoned by our management."

ARG 24/7/98

OF THE WEST METROPOLITAN AREA

DP expresses concern about vagueness in security paper

Bonile Ngqiyaza

DD 24/7/98

(251)

CONCERNS about vague implementation plans and a lack of co-ordination among safety and security organs in their crime prevention programmes were raised at a discussion on the safety and security white paper in Johannesburg yesterday.

The Democratic Party (DP) said the co-ordinating mechanism for the national crime prevention strategy was weak and resembled management by committee, which was seldom successful.

The DP agreed with the paper that the SA Police Service (SAPS) needed to be upgraded but said the paper did not indicate how this would be achieved or the timeframes and budget for the upgrade.

The party said that although specialised investigations units could play a role in dealing with complex crimes, there were too many of these in the SAPS. Its impression was that "SAPS management often creates units in response to public pressure, without adequate planning and proper funding".

The party said visible policing was a good proposal, but it was not clear how this would be implemented.

The Police and Prisons Civil Rights Union (Popcru) said the SAPS was still managed by the old guard and suggested that transformation be included as a priority in the white paper to speed up service delivery.

Popcru said the white paper was silent on how capacity building was going to be carried out to empower the disadvantaged communities and to optimise service delivery.

The union criticised the white paper's exclusion of "sound labour relations as a tool for effective service delivery".

Gun-free SA chairman Sheena Duncan expressed concern that confusion about the responsibilities of the national police commissioner and the safety and security secretariat might arise from the paper.

She called for "very strict criteria" to be met before a local authority was allowed to operate its own police service.

The National Party said provinces should have more power over budgets and personnel.

Convicted
Cosatu Ho

SA spy agency on trial

MHG 24-20/7/98 (251)

Is Donovan Nel, a spy accused of threatening to blow up the president, a blackmailer or the victim of an elaborate conspiracy?

Mungo Soggot and David Beresford report

A bizarre story about a senior intelligence analyst who allegedly threatened to blow up President Nelson Mandela in an attempt to extort R10-million from the state has turned into a trial of South Africa's intelligence community

The question on which the future of the country's most senior spy agency, the National Intelligence Agency (NIA), could turn is whether Donovan Nel is a common blackmailer, or the victim of an elaborate, racist conspiracy concocted by fellow spies in an attempt to destroy him.

The case has striking parallels with the Robert McBride saga. His incarceration in a Mozambique prison, allegedly on trumped-up charges, has already led to the premature retirement of South Africa's defence chief

The Nel case strikes at the credibility of the agency which is the eyes and ears of the government, and upon which Mandela and Deputy President Thabo Mbeki are heavily dependent when making executive decisions.

Until November last year Nel was trusted by his superiors to the extent that he had responsibility for compiling reports for the president on the activities of "rogue" members of the security forces believed to be involved in crime syndicates. Today he is suspended from duty, awaiting trial on bail for a seedy plot he is accused of concocting

The story begins on November 11 1997, when a cleaner discovered an envelope in the men's toilets on the third floor of the NIA's Pretoria headquarters. It was addressed to the director general of the NIA — South Africa's spymaster

It contained a crude extortion threat: "Now if you act irresponsibly we will blow up parts of Rhulani." The Rhulani building is the NIA headquarters. Mandela opened last December "And to [Deputy Minister of Intelligence Services Joe] Nhlanhla. We expect that you want Mandela's visit to go unhindered," it said. "We want R10-million. We will inform you where to deliver the money."

The writer of the letter, who purported to belong to a group which condemned the "amalgamation" of the former government's intelligence services with those of the African National Congress as "racist", also confessed to the theft last year of several NIA minibuses filled with spying equipment

The letter was handed to the agency's security directorate for investigation. As it happened, the directorate was already investigating a case involving anonymous threats by letter — following a complaint from Nel — and the inquiry took an extraordinary twist when the investigators decided there was a link with the bomb threat.

A few months earlier Nel and his girlfriend — an agent with the South African Secret Service — began receiving racist and threatening tele-



Joe Nhlanhla: Ordered to pay R10-million or Mandela would be murdered.

PHOTO: ANDREW MOHAMED

phone calls and letters. Nel was classified coloured under apartheid, his girlfriend white

The letters said things like, "We work with you and no [sic] every move you make. Future male companions of yours will be warned that you were probably fucked by a Kaffir (sies)."

Despite the fact that Nel had made the original complaint — and expressed concern about the slow pace of their probe — the investigators concluded that the bomb threat and the racist letters were all his work. He was arrested in November 1997 and is now out on bail of R2 000. His trial is expected to begin in December.

In the meantime South Africa is left facing the question: is its most important security agency to be trusted?

The proof the NIA's investigators have offered in the docket includes:

- The discovery of copies of the threatening letters on the agency's mainframe computer which indicated they had been written on Nel's terminal. The files in which they were found also contained his notes on the involvement of former members of the security forces in organised crime.

- Evidence that the bomb-threat letter was photocopied on a machine opposite Nel's office

- Evidence from a handwriting expert that there was an 80% probability Nel wrote all the letters, and testimony from a psychologist that the contents of the letters fitted his psychological profile.

The police psychologist called in by the investigators was Micki Pistorius, who has won an international reputation for her success in hunting down serial killers in South Africa. She is reputed to have the world's best track record in this field.

But Pistorius reached a preliminary finding about Nel's guilt without interviewing

him. Instead she relied on Nel's statement, evidence about the photocopier and computer, and the letters he allegedly wrote, only interviewing Nel after his arrest.

She pointed out spelling errors and corrections made to the text, which she attributed to nervousness.

Ironically, Pistorius's report contains several spelling errors. She notes that in his statement, Nel "miss spelled [sic] his own name. One only miss spells [sic] ones own name when one is extremely nervous. Why is the subject so nervous?"

Pistorius told the *Mail & Guardian* this week it was not uncommon for her to reach preliminary conclusions without interviewing a subject. She said she had also analysed the "linguistic process" in the letters, adding that spelling errors were significant because "we are creatures of habit". She shrugged off the point about her own errors, and denied the suggestion that by reaching a prior conclusion as to his guilt she had boxed herself in for her final finding.

The NIA handwriting expert — who also has a predilection for poor spelling ("dubble consonant") — connected the stencilled bomb threat to the earlier race letters on the basis of a single character "A" scrawled in a margin as a page number.

The theory underlying the case against Nel appears to be that he was desperately in love with his attractive agent. They had a row and she ended the relationship. Desperate to win her back, he started to write threatening letters to himself and to her in an attempt to persuade her that their love had fallen foul of racists in the intelligence community.

Nel then made the bomb threat in an attempt to raise money which would enable the two to flee South Africa and start a new life abroad. But this theory raises obvious questions. It is unlikely a man of Nel's experience would believe he would get away with a crude extortion bid.

The computer file containing one of the letters could easily have been planted by anyone with a modicum of computing expertise.

The evidence about the photostat machine could equally implicate other NIA officials who work with Nel and share the same equipment. The identification of the bomb letter with that particular machine was based on forensic examination of a single blank page which had inexplicably been left in the envelope by the alleged extortionist.

There are other question marks against the security directorate's handling of the case against Nel, the most striking of which is why it failed to act on his repeated demands that he be subjected to a lie-detector test used routinely in the intelligence world.

And why did it not charge him with the theft of the minibuses on the basis of the confession in the stencil letter he is accused of writing. The NIA refused to comment this week, saying the matter was "sub judice".

The theory being offered in his defence by supporters within the intelligence agency is that Nel — who was an ANC spy from the mid-1980s — has been "set up" by an "old guard" faction at the NIA, in much the same way as seems to have happened with McBride.

The question being asked is if staff at the NIA are capable of framing one of their senior staff, of what value is their intelligence to South Africa?

Popcru apologises for attack on Argus reporter

MILAMU MANEII

The Police and Prisons Civil Rights Union (Popcru) has apologised for the assault on Cape Argus reporter Thabo Mabaso after the union earlier rejected criticism of its members who took part in the assault.

Popcru apologised to Mabaso and the Guguletu community for the assault by Guguletu police on June 27.

Nine police officers have been suspended.

Mabaso lost his left eye in the attack in the Guguletu police charge office. Mabaso had gone to the station to report a traffic accident.

Greg Goss, the Western Cape Popcru chairman, said the initial reaction by the union to resist the suspension of the policemen involved had been spontaneous and was prompted by comment made to

the media by senior police personnel.

"We are not, as an organisation, protesting. The suspension process is a matter of an employer versus an employee. We, therefore, have a mandate to protect our members from victimisation," he said.

"We are sorry about the fact that this incident happened in the first place. We recognise there is change in names, in badges, language and

vehicles but attitudes are still the same - we have to work very hard," Sergeant Goss said.

African National Congress provincial secretary Mcebisi Skhwatsha said that in future his organisation would make sure the police matched the professional standards expected of them.

"We met Popcru and police representatives to impress the need for smooth co-operation with the com-

munity," Mr Skhwatsha said.

Mabaso has accepted Popcru's apology but said those involved should be arrested immediately.

Cape metropolitan councillor Mladred Ramkabalasia said the attack on Mabaso affected all the people of Guguletu.

"The whole police station needs to be transformed. We are happy that Mabaso has accepted the apology," she said.

(241) RRL 25/7/98

Sleuth in

search

for an

effective detective

*There may be limited evidence
but police chief Meyer Kahn
insists he is making a difference,*

writes CHRIS BARRON

(AM)

ST 26/7/98



IT MIGHT seem churlish to suggest that Meyer Kahn should tidy his desk at the Wachhuis and go because, after his first year as chief executive of police, the country is still being torn apart by crime.

In fact, the combustible chief of SA Breweries, on a two-year secondment to the police, comes close to lift-off when this possibility is floated in the opening salvos of an interview at his head office in Pretoria this week.

When it is pointed out to him that he invited this kind of treatment by reportedly throwing down the gauntlet after his appointment in August — "Kahn vowed he would quit in June if he had not made significant progress in winning the streets back from crime," said a daily newspaper — he spreads his arms in a gesture of weary frustration and demes he ever said such a thing.

Which is bad news for the furniture removal people. He thinks he has done "superbly" but on the ground, where it ultimately matters, this optimism has yet to filter through.

For what they're worth, the crime statistics tell us either that crime had stabilised before Kahn's appointment or has got worse since. No marks for him either way.

What do you expect, he cries. "Our nation does not have a soul. We do not have a value system, there is very little respect for the rights and property of others, very little respect for the rule of law. Bankruptcies are up 35 per cent, over 140 000 people lost their jobs last year, people's homes are being repossessed. The root causes of crime have worsened significantly in the last year. This is not an environment conducive to fighting crime. But despite that, we're holding the lid on the kettle."

Anyway, Kahn does not see himself as "Mr Crimebuster of South Africa", but as a management man charged with laying foundations, changing structures and altering mind-sets.

If supplying police stations with basic equipment like pens and paper and patrol cars that work has anything to do with management, then Kahn's performance here, too, has been less than breathtaking.

The message from researchers who have visited police stations in Gauteng and Kwazulu-Natal is that the red tape is as stifling as ever.

"There are no signs that getting necessary equipment has improved," says Antonette Louw of the Institute of Security Studies. "In areas of Kwazulu-Natal it used to be much better. It is still taking three months to get vehicles fixed. I don't think the system of getting resources has changed."

Also, if the reallocation of resources from well-off areas to

areas where they are most needed is about management, Kahn's presence has yet to be felt.

Dobsonville in Soweto, to take just one of many similar examples, has 263 policemen for around 400 000 people, including a nearby squatter settlement. Not far away, "white" Rodepoort has 274 policemen for 195 000 people. In addition, Rodepoort has 76 private security firms in contrast to only three in Dobsonville.

Long after Kahn told South Africa the corner had been turned in February, Janine Rauch, a researcher with the Centre for the Study of Violence, found that conditions at police stations in Soweto had undergone little, if any, change.

Kahn loves a good scrap. No matter how passionate he gets, a c'mon-make-my-day smile is never far from the surface, followed by an offer of more coffee. At the same time, he's a man clearly used to laying down the law without being unduly burdened by objections from the

peanut gallery. If this was the case at SAB, then it is, by many accounts, more so in the SA Police Service, where even National Commissioner George Fivaz looks on with visible adoration when Kahn holds forth.

So hit him with criticism from a handful of researchers and his response is not going to be a model of Socratic dialogue.

"For some reason, I want to go out into the bush and come back with that criticism about managing the police service is fairly offensive," he fulminates. "When I die, I want to come back as an independent researcher."

Okay, so there are piles of requisition forms collecting dust in some area commissioner's office while the stuff needed is sitting in a warehouse. "Until you teach that area com-

missioner what to do with those requisition forms. I wish you could find me some effectiveness and efficiency and honesty pills. We'd spend our whole budget on them," he says.

Okay, so there are still huge imbalances, but you can't address them all at the same time.

out the country. The experiences of a reporter who lost an eye after allegedly being assaulted by police in Guguletu suggests the Cape Flats are a long way from pocket of excellence status.

But to say things have not improved, and morale is climbing, is not true, says Kahn.

How do you show it is not true? "How do you show it is true?"

In Johannesburg there is verifiable evidence of Kahn's plans being reversed. The project co-ordinator of north-east Johannesburg, Happy Zikalala, confirms that at the six police stations in his area, including one in the impoverished Alexandra, civilians have been employed for administrative duties to free police for the streets.

Absenteeism, says Zikalala, is

down by an average of 10 per cent; policemen are being sent on driving courses; they are being trained by psychologists to handle victims of crime; information channels within the force have been improved so policemen no longer feel out of touch, conditions in barracks are being improved, and morale is climbing.

A lot of this has been made possible through partnership with big business, which began before Kahn galloped onto the stage. And how this system will work in places that are not right next door to the rich Sandons of the country must still be seen.

Elsewhere, there is still a gap between what Kahn talks about and what is happening. He says "functional pockets of excellence" have been created outside Johannesburg. In Soweto, for instance, crimes against women and children have received special attention and been tackled with methods that will eventually be used against these crimes around the

country.

"It's an enormous priority," Kahn says. Maybe from where he sits, but Rauch says her interviews with station commanders have shown, "quite startlingly, that crime against women and children is not regarded as a priority here by the police."

And she is supported by Mary Robertson of the trauma clinic at the Centre for the Study of Violence, who says she is "not aware of any change." And by Botumelo Kekana from the child abuse unit in Soweto, who says "things are the same as last year and the year before. Police response to these crimes is as slow as ever. For most of them it is still not a priority." And by Dr Nobs Mwandia, who works with abused children and says "it's difficult to say if there's been a change."

Kahn talks of "effective detectives", and, indeed, a new academy to train them has been opened. But the recent violence in Richmond shows that they are still not securing the convictions they should be securing.

"They're still making mistakes," that's what he admits. "We have to work out where we are overnight."

When Kahn too, asked, "why don't you have a battery of high-flying private sector machine and redneck The minute we're in that's naivety of it. The whole thing will be stressed, has had enough, affordably enough, understandable enough to be able enough to be the current level agreement." It has a panstakingly negative inch of the way. It's months, he says, he opened except for consultation. So have a hearing he's not a suspect to put things right admits with relish. pal, it's hard."

Shutdown: In real: to city police stations

Fight against crime suffers as staff take package deals

AKS 28/1/98 (951)

GLAVINS UNDERHILL
Special Writer

A brain drain of experienced Western Cape police, taking attractive voluntary severance packages, is threatening to close police stations.

Consultants working on the police service delivery improvement programme in the west metropole found some police stations were "on the verge of closure" as a result of serious manpower shortages.

Stations in the area are operating with staff on average 52% below complement, a Cape Argus investigation has found.

While continuing rationalisation is having an impact on the fight against crime, hopes are being pinned on a new plan devised by west metropole commissioner Ganiief Daniels to make use of limited manpower.

The plan, called sector planned service delivery, which is to be officially launched by SA Police Service chief executive Meyer Kahn in Cape Town tomorrow, could serve as a model for all of South Africa.

Commissioner George Fivaz has indicated he will include the plan in his new year strategy to fight crime.

It involves breaking down geographical boundaries of police areas of responsibility and sharing manpower and resources when the need arises.

"We had to restructure because of personnel problems and we have also moved a lot of people out of offices and on to the street," said Commissioner Daniels.

When he was appointed in January, it had been made clear to him that the west metropole, which includes large crime-ridden areas such as Mitchell's Plain and Nyanga, had a serious problem, he said.

"The west metropole was in need of in-depth restructuring to prevent a breakdown in service delivery to the community," he said.

The Cape Argus investigation found that at some police stations police were forced to work alone in charge offices or drive around alone in vans.

These policemen and police-women were not able to respond to calls of crimes in progress until they found back-up from other stations.

In some suburbs, criminals have taken advantage of the obvious slack in policing and crime is on the increase.



On patrol: Sergeant Pops Olivier of Camps Bay police station patrols alone in a van

Hope is in sight for struggling service

GLAVINS UNDERHILL
Special Writer

Camps Bay police station has always prided itself on top service delivery to its seaside community.

But the introduction of plans to rationalise the South African Police Service have dealt it a cruel blow.

The reality is daunting for demoralised police trying to keep down the crime in Camps Bay. The station's staff is 50% below complement and there is no likelihood that the vacancies will be filled in the near future.

Andre Weclaw, station commissioner at Camps Bay, is reeling after losing six experienced police in a month when they took voluntary severance packages.

"At the moment, we have only two officers on a shift. Mostly, we have only one in the charge office and one in a van, which is a danger to our officers."

"We have a situation where crimes in progress are reported to us, but police cannot respond immediately as they are working alone. Strictly



Lonely shift: Constable Melanie Greef works alone at night in the Camps Bay charge office

speaking, police should not patrol alone and, in the case of serious calls, they have to find back-up from other stations before responding," he said.

Captain Weclaw said housebreaking and car break-in figures had increased recently. "We used to offer a high-quality service, but if you haven't got the men to do the job, you can't offer the same service," he said.

Diep River police station, which serves more than 200 000 people, is going through a similar crisis brought on by a staff shortage.

Although this area has the third highest housebreaking figures in the west metropole, a growing number of vacancies at the Diep River police station are not being filled.

Station Superintendent Willem Rademeyer is still upbeat, but admits he has only 46 staff and should have 120. Only two took voluntary severance packages, but others have been transferred or left the service.

The situation is so critical that while Diep River has three patrol vehicles only one can be used on some shifts because of the staff shortage. Superintendent Rademeyer is pm-

"The sector policing is a very good plan. For example, Steenberg has a crime prevention unit, which will help us out when they are quiet."

Commissioner Daniels hopes his plan can solve the police staff crisis and act as a role model for the rest of the country.



Hopeful: Diep River station commander Willem Rademeyer

BREANTON GEACH

Beating: 9 cops charged

Gugulethu police arrested in Mabaso case

CLYVES UNDERHILL
Specu. Writer

Nine Gugulethu policemen accused of taking part in the beating of Cape Argus reporter Thabo Mabaso have been arrested and charged with assault with intent to do grievous bodily harm.

They went to the Mitchell's Plain Magistrate's Court today to hand themselves over for arrest and were due to appear in court later and apply for bail.
Charges of being accessories after the fact

have also been laid against the policemen. These relate to their alleged failure to report the assault.

Riaz Saloojee, regional director of the Independent Complaints Directorate, which investigated the assault, said the policemen's lawyer had been informed of the pending arrests and it had been agreed they would present themselves in court today.

"All the policeman came to court. We did it this way because we didn't want to go to their homes to arrest them.
"We wanted to do it in a dignified way

through their legal representatives," he said.

Mabaso, 25, was assaulted when he went to Gugulethu police station to report a minor traffic accident last month. He lost his left eye as a result of his injuries.

Mr Saloojee said the directorate could proceed with an identification parade now that the policemen had been charged and arrested.

Five scheduled identification parades were cancelled by the policemen, who said they needed more time to consult their

lawyers. Mabaso was eventually forced to identify the men from photographs.

The directorate said at the time that it could not force people to take part in an identification parade.

Investigator Gavin Meyer said only people who had been arrested or detained could be forced to appear.

The apparent refusal by the policemen to co-operate in the investigation caused a public outcry and hundreds of members of the Gugulethu community marched on the police station to demand their suspension.

Nine policemen were eventually suspended after repeatedly failing to comply with requests to attend the identification parade.

Their refusal had delayed the criminal investigation, said west-metropole area commissioner Gannet Daniels, who suspended them.

Police admitted that the continued presence of the suspected policemen at Gugulethu police station had resulted in a breakdown of the trust between police and the community.

Copy right reserved. Police stations out-try. The main source here named about 100. The main source here named about 100. The main source here named about 100.

Change in mindset of police can beat crime

WILLEM STEENKAMP
SECURITY WRITER

It was imperative to change the mindset within the police to win the war on crime. Otherwise, said SA Police Service chief executive Meyer Kahn, "we will fail".

Kahn was speaking at a briefing yesterday on wide-ranging rationalisation and restructuring of hard-pressed resources — the buzzword being "sector policing" — in the West Metropole area, an initiative, he said, which dovetailed neatly with national police transformation policy.

National plans included eliminating rampant absenteeism, racism "on both sides", corruption in police ranks, dere-



TRANSFORM: Meyer Kahn

duction of duty, abuse of police resources for private ends and restoration of "respect for rank" within the South African Police Service (SAPS).

Kahn said that by reducing the "average" daily police absenteeism rate of 30% to 10%, an extra 6 000 police members could be deployed every day.

Pulling police out of administrative duties would add another 12 000, and passing on "soft jobs" to civilians a further 5 000 "at least". This meant a total of 23 000 extra policemen and women nationwide could be deployed.

The police also had the potential to

increase the reserve from 30 000 members to 100 000 "at no extra cost".

"We must use every force multiplier" such as neighbourhood or block watches to fight crime.

South Africans "need to start looking after themselves as well".

"We're not short of police officers," Kahn said, adding that there was a shortage of "wisdom" to carry out policing tasks more effectively.

West Metropole commissioner Gamief Daniels said that when he took up his post, police stations in his area were functioning with a staff shortage of 52% and consultants had found that "certain police stations in the West Metropole were on the verge of closure".

After an analysis, Daniels cleared his own office of "excess" staff and reduced the number of accountable police stations or sectors from 11 to seven, freeing up staff for policing duties.

Each of these larger sectors are comprised of several better-staffed stations, which can provide more effective distribution of personnel and visible policing, and closer contact with the public.

This initiative, named Sector Planned Service Delivery, began on July 1.

Daniels said as a result, "between 170 and 200 personnel will be released for functional duties in the area".

Raymond Dowd and Simon Mpenbe, station commissioners at Cape Town Central and Nyanga respectively, each made presentations on the effectiveness of sector policing in their areas and noted that crime statistics were dropping.

Mpenbe noted that while sector policing had worked in the Philippi East area, criminals were now turning their attention to Guguletu and Crossroads, where it had not yet been implemented. Police now had to "dominate" those areas as well.

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Police investigations slow and poor — official

(251)
An official of the Correctional Services Department, A Hlongwane, yesterday told Parliament that slow and poor criminal investigations carried out by police was "severely stretching" the resources of the department.

"Awaiting trial prisoners make up 30% of the prison population and cost the taxpayer millions of rands that could be spent elsewhere," Hlongwane told the joint committee on safety and security in his submission on the White Paper on Safety and Security. Often, at the end of lengthy periods in prison, "no conviction can be secured" against those who had been detained.

Hlongwane further submitted that the Jus-

tice Ministry should "decriminalise certain so-called social crimes" where the safety of the public was not threatened.

Dr Anthony Minnaar from Technikon SA's public safety department slammed the white paper for displaying "a worrying lack of detail".

Of particular concern, he said, was its silence on the "privatisation of policing" and policing in rural areas.

Safety and Security Ministry Secretary Azhar Cachalia said many of the details requested were management related.

"If the white paper got into those, we would have an encyclopaedia," said Cachalia. Parliamentary Bureau

White paper 'fails to address the stress policemen face'

Wyndham Hartley

CAPE TOWN — The white paper on safety and security failed to recognise the 'tremendous daily stress' suffered by police officers in SA, Parliament's safety and security committees heard yesterday.

In a submission to a public hearing of the committees of the national assembly and the national council, of

provinces sitting together, Technikon SA said there was no recognition of police officers as victims of violent crime.

Anthony Minnaar submitted that the per capita murder of police officers, with 200 being killed on duty each year, was the highest in the world.

He said there should be an acknowledgement that policemen were victims of crime, stress, trauma and death. He recommended that this be

recognised and accepted by management within the SA Police Service and said a holistic, integrated internal approach to support victims be incorporated into the white paper.

Minnaar said there were only 90 counsellors for the entire 130 000-strong police force and counselling for stressed officers was left to the 'buddy system'.

Technikon SA criticised the safety

and security department's policy document for failing to overtly commit itself to community policing.

It said that while the white paper alluded to community policing it did not formally commit itself to this.

The Technikon SA criminologists also found fault with the white paper's failure to spell out what form municipal police forces would take or to provide for policing in tribal areas.

he is free to have them. There is nothing to stop him from re-appointing those who have

Sparks police shake-up

(201) CT 5/8/98

TWO YEARS AFTER the fiery death of a prominent gangster signalled the start of a wave of terror, police yesterday announced a major shake-up in their response to violent crime.

SPECIALISED Western Cape police agencies — including the gang unit, vehicle hijacking, murder and robbery and firearm units — are to be dissolved within two weeks and their resources ploughed into a single super-structure of more than 150 detectives.

Provincial and national police are in the process of negotiating the transfer to the Western Cape police of the seven-storey Disa building at the Bishop Lavis Police College to accommodate the new structure, which will be known as Violent Crimes. Provincial head of Violent Crimes, Leonard Knipe, said yesterday the creation of a single agency — with a single command structure — would prevent fragmentation and duplication of services, resolve conflicts around which unit has jurisdiction over which cases and free detectives to be deployed wherever they were needed most. "We have basically been forced into restructuring because of shortages of personnel, the crime wave and Pagad-related violence. We were beginning to win the war against crime, prior to Pagad.

"For a major South African city, we hardly have incidents of taxi violence, we have relatively few bank robberies, few cash-in-transit heists, and we are low on the scale of vehicle hijackings. Gangsterism was coming down; in one calendar year the number of cases involving gang violence was reduced by half. Then Pagad came along, and as the number of Pagad cases increased, so did gang violence increase. If it wasn't for Pagad we would have had a success story," he said.

Just-released police statistics for the 12-month period ending June 30, 1998, reveal that the Pagad unit alone handled a total of 235 cases. These included 42 murders and 106 attempted murders. The police made 58 arrests between July and December 1997, "solving" 16% of cases. They



NEW LEADERSHIP TROIKA: Police superintendents Yasser Splinters, Andre Heyliger and Gerhard Janjies assume responsibility for Western Cape homicides, gang- and Pagad-related violence and serious violent crimes, within two weeks.

made 28 arrests between January and June this year, "solving" 28% of cases.

Most of the attempted murder cases involved pipe-bombs.

"With the restructuring I will now have greater expertise at my disposal. Among the best murder and robbery detectives in the country will now also, for example, get involved in Pagad-related cases. We will no longer have just 12 detectives investigating Pagad cases. Now, if necessary, we will have 150," said Knipe.

Even so, he believes it is the community — not the police — which holds the key to peace on the Cape Flats.

"I believe that the public propensity toward Pagad is diminishing daily. I believe that a very moralistic community has seen the folly of the firebrands and is disassociating itself from them.

"Ultimately, the most important thing is going to be the community's response, because the community knows where the bombs are coming from," he said. Asked whether the police knew who

was responsible for the present hail of pipe-bombs, Knipe responded. "No. I don't have sufficient evidence to charge the perpetrators and I don't accuse people unless I have evidence."

He said the police experienced as much difficulty pinning anything on the identified leadership of Pagad as they did on gang leaders. And in the present climate of almost daily bombings, it was sometimes difficult to ascertain who was bombing who.

Knipe, who holds the rank of director, will continue in overall command of Violent Crimes, but the new structure will be headed by Grant Smith, a senior superintendent. He will be responsible for two sub-commands, a firearm investigations component commanded by Johan Kotze, and a homicide, gangs and serious violent crimes component commanded by Andre Heyliger, Yasser Splinters and Gerhard Janjies. The four commanders are all superintendents. Until a single building can be secured,

Violent Crimes will operate from the old murder and robbery unit offices in Bellville South and the Roy Beamish building in Airport Industria.

The restructuring has been cautiously welcomed by the Western Cape Anti-Crime Forum, which said restructuring was long overdue.

Chairperson Gaynor Wasser said the forum found the proposition that all detectives would be accommodated together, and share information, "very positive." But, she said, "The concern we have is that the new structure is once again reporting to Knipe, who is about to retire. Is anyone being groomed to take over?"

Cosatu spokesperson Mario Wanza said the union federation welcomed any restructuring — "given the context of lack of transformation" — but was concerned that it appeared to be "purely management driven", without taking trade unions or the Black Officers' Forum's views into account — Staff Writers

● See Page 17

Flats war

NEW DETECTIVE AGENCY FORMED

1 000 police slain

6/8/98

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Shocking statistics revealed by judge show slaughter of members of the SAPS, who are 'hunted like game'

PRETORIA CORRESPONDENT AND SAPA

The police are sick and tired of being hunted like unprotected game, a Pretoria judge said yesterday, revealing that 1 015 police had been murdered since 1994.

Last year, 88 members were murdered on duty and 149 while off duty. This year, up to the end of March, 27 on-duty police officers were murdered and 33 were murdered while off duty.

The statistics were, to say the least, shocking, Mr Justice Theo Grobbelaar said in the Pretoria High Court when sentencing Kobane Caprus Makena (35), of Mamelodi West, to a total of 65 years in jail for the murder of a policeman and also for robbery and housebreaking.

Judge Grobbelaar ordered that Makena serve an effective term of 50 years and said he should not be eligible for parole before he had served 30 years.

"The public is sick and tired of any form of crime and I accept that members of the police are also sick and tired of being hunted like unprotected game," the judge said.

"If people choose to murder members of the police, the courts can have no mercy. It is

tragic that, in this beautiful country of ours, murder and the slaughter of innocent people has taken on epidemic proportions and seems to have developed into a national sport.

"It should be rooted out. I for one will make my humble contribution towards this," Judge Grobbelaar said.

The court had heard that Detective Nathanael Philippus Roets (25) was shot twice when he caught Makena and a friend red-handed after they broke into a house near Warmbaths on September 29 1996.

'Public sick and tired of crime'

Judge Grobbelaar said it was a pity Roets had gone to investigate the housebreaking by himself.

He said he hoped this was not due to a shortage of manpower and added it was the authorities' duty to make sure that more than one member of the SAPS went to investigate the scene of a crime.

Makena, a father of two who pleaded guilty, undertook to give evidence for the State against his alleged partner, who pleaded not guilty.

SAPS
in five years

Unauthorised expenditure of R116-m found in SAPS

Star 6/8/98 (251)

By JOVIAL RANTAO
Political Correspondent

The auditor-general has uncovered unauthorised expenditure of at least R116-million in the South African Police Service, largely because of financial management shortcomings.

In a report tabled in Parliament yesterday, Auditor-General Henri Kluever said that according to management, the unauthorised expenditure was largely due to promotions resulting from recommendations made by the Mokhobo Committee.

Unforeseen increases in fuel and communication tariffs cost R54,8-million.

Other cases were:

- A consultant was paid R185 000 without State Tender Board approval.
- R76,2-million approved for RDP projects used for other purposes.
- Serious shortcomings in the management and control of a R10-million contract to a firm hired for the optimisation and integration of logistical systems.

The auditor-general's office found that no specific contract was entered into. It appeared that payments were manipulated and that no proper evaluation of progress by the firm was made. No evidence was obtained that the department had received value for the amounts paid.

■ A consultancy firm appointed to establish mechanisms to eradicate racism, sexism and other forms of discrimination was, in violation of treasury instructions, paid R185 000 although all services had not been given.

All efforts to have the unauthorised payment refunded had failed. The payment had been deemed unauthorised

and about R105 000 of the R185 000 should be regarded as fruitless.

■ The SAPS paid R1,5-million to a consultant who worked as financial manager, without a contract being entered into.

■ The audit has also revealed 10 cases where the department had failed to deduct PAYE from the compensation to consultancy firms. Should the Department of Inland Revenue not be in a position to recover the money owed, the department would be held liable.

■ It was also found that the reconciliation of the control accounts in respect of contributions to the pension and stabilisation funds had not been

Kluever puts blame largely on financial management

performed since 1994, resulting in debit balances of R16,8-million and R1,6-million respectively.

The department was requested to reconcile the accounts. In reply it stated that the debit balances were, on a pro-rata basis, written off against the budgets of the nine provinces. No justification for this could be obtained and the practice was unacceptable.

■ Poor controls had led to travel, salary and other advances not being paid back on time. Some had been outstanding for 800 days.

■ Theft, losses and remissions, ex-gratia payments, vehicle collisions and other write-offs cost the state R96,2-million. Variation and cancellation of contracts cost the state R450 000.

Corruption 'hinders police audit'

DD 6/8/98

(251)

Linda Ensor

CAPE TOWN — Crime and corruption in the police force would make finalising the 1997/98 audit of the SA Police Service difficult, auditor-general Henri Kluever suggested in his 1996/97 report, which reflected that the force had to spend R43m for 10 709 vehicle collisions that year.

Another problem for auditors was the fact that the department appeared unable to finance its activities within the existing budgetary constraints, and had withheld payments to reduce overspending, the report tabled in Parliament said.

This negated the efficacy of budgetary and parliamentary control and it was clear that the large organisation was experiencing serious problems, Kluever said.

The department, which had a budget of R11,6bn in the 1996/97 financial year, accumulated an unauthorised expenditure of R117m in the 1996/97 financial year. This included R41m in overexpenditure and the use of R76m meant for the reconstruction and development programme.

A number of deficiencies in the use of consultants were identified. For example, R10m was spent on employing a firm of consultants between 1994 and 1997 for a project that was not managed properly.

A total of R96m was lost due to thefts, remissions, ex gratia payments, vehicle collisions and other write-offs. In 1995/96 R37m was spent on 11 504 collisions.

A computer audit of general controls was carried out on the police financial system as well as on the administration system. In both these cases, various shortcomings were identified.

"The internal and external environment, and sociopolitical transformation, have made the effective management of its resources difficult for the department in recent years," the report said.

"The absorption of 11 different policing organisations into an integrated service, coupled with high levels of serious crime and aggravated by high-profile flashpoints such as the KwaZulu-Natal midlands and the Cape Flats, among others, have stretched management resources."

FINANCIAL MANAGEMENT SHORTCOMINGS UNCOVERED

Police waste over R100m

INSTANCES of mismanagement found by the auditor-general include that of a consultant who worked without a contract and was paid R1,5 million. JOVIAL RANTAO reports.

THE auditor-general has uncovered unauthorised expenditure of at least R116 million in the South Africa Police Service (SAPS), which occurred largely due to shortcomings in financial management.

In a report tabled in Parliament yesterday, Auditor-General Henri Kluever said it was clear there were problems in the Department of Safety and Security. However, good management of resources would greatly improve service delivery.

Unauthorised expenditure is expenditure for which no proper prior approval was obtained in terms of some law or regulation.

Kluever said according to police management, the unauthorised expenditure was largely due to promotions resulting from the recommendations by the Mokhobo

Committee into promotions within the force.

He said unforeseen and unavoidable increases in fuel and communication tariffs amounted to R54,8m of the unauthorised expenditure.

Other cases of unauthorised expenditure included:

- A consultant was paid nearly R200 000 without the approval of the State Tender Board.

- R76,2m approved for RDP projects was used for other projects.

Regarding consultancy services, Kluever found serious shortcomings in the management of a R10m contract to a firm hired for the integration of logistical systems.

He found, among other things, that no specific contract was entered into with the firm, and the police had to rely on the general

terms in the tender documents.

Kluever said it appeared that payments were manipulated and that no proper evaluation of the progress by the firm was made.

In another case, a consultancy firm appointed to establish mechanisms to eradicate racism, sexism and other forms of discrimination in the police was paid R185 000 — in violation of treasury instructions — although all the services had not been rendered.

All efforts by the SAPS to have the unauthorised payment refunded had failed. The payment had been deemed unauthorised and about R105 000 of the R185 000 should be regarded as fruitless.

In a similar case, the SAPS paid R1,5m to a consultant who worked as a financial manager without a contract.

The audit has also revealed 10 cases where the SAPS had failed to deduct PAYE from the compensation to consultancy firms. Should the Revenue Service not be in a

position to recover the money owed to the state, the department would be held liable.

The auditor-general also found that the reconciliation of the control accounts regarding contributions to the pension and stabilisation funds had not been performed since 1994, resulting in debit balances of R16,8m and R1,6m respectively.

"The department was requested to reconcile the accounts. In reply, the department stated that the debit balances were, on a pro-rata basis, written off against the budgets of the nine provinces. No justification for this action could be obtained and the practice is unacceptable to this office," Kluever said.

Poor controls had led to travelling, salary and other advances not being paid back on time. Some had been outstanding for 800 days.

He said that theft, losses and remissions, ex-gratia payments, vehicle collisions and other write-offs cost the state R96,2m.

Graduate (251) detectives get to work

Stephen Laufer

SD 7/8/98
CAPE TOWN — More than 500 SA Police Service members completed training at the newly created detective academy, along with 50 of their counterparts from other Southern African Development Community (SADC) countries, Safety and Security Minister Sydney Mufamadi said yesterday.

Speaking at a parliamentary briefing, Mufamadi said the increased skills of SA detectives were already playing a role in closing the "sophistication gap" between criminals and police. Trained in part by US Federal Bureau of Investigation experts, the detectives had started contributing positively to key investigations.

Asked about crime's impact on SA's international image, Mufamadi said he did not want "to soft peddle on the problems, nor sanitise the image". However, some reporting made it seem as though SA was the only country in the world with a crime problem.

Organised crime made an annual global profit of R9,3-trillion, equal to 4% of the volume of the global economy. Drug profits worldwide alone were greater than the gross domestic product of the entire African continent.

Mufamadi said a coordinating committee of SADC police chiefs was ensuring that law enforcement agencies were able to have an impact on cross-border crime.

Pretoria faces cash crisis as residents refuse to pay

Stephané Bothma

PRETORIA — Municipal account defaulters have plunged Pretoria into a cash crisis of more than R534m, with the council warning that it will soon be unable to pay creditors.

Total unpaid accounts amounted to R84m for contractors and R28m for supplies, city treasurer Mare-Lise Fourie said yesterday.

"It is one of the worst cash crises to face the city since the Munitoria blaze in March last year," Fourie said.

She said some of the council's creditors were now threatening legal action because they were not receiving any payments.

She warned that the council would step up its cut-off programme which has affected 66 852 defaulters since the beginning of the year.

Arrears owed to the council for services hit R534m at the end of last month, up more than R149m on this time last year, she said.

Fourie said municipal service payments had hit a low during June, with the council's incoming revenue dropping by R20m a week to daily payments of R6m. This was about R5m less than usual.

"We had to pay between R60m and

R70m in interest as a result," Fourie said, adding that the city would come to a standstill if the campaign against nonpayment was not stepped up.

She said it was possible that Pretoria would soon not be able to meet its obligations to Eskom and the Rand Water Board.

Of the 66 852 defaulters, only 31 140 had responded by paying off their arrears or by making special arrangements with the council for payment, Fourie said.

A survey conducted among the 34 000-odd residents who had ignored the council showed that about 80% of the respondents had reconnected their electricity supply illegally. Of the residents who had had their electricity cables completely removed, about 30% of the respondents had illegally reconnected them.

She called for the creation of a special court where criminals involved in the reconnection of electricity could be tried and said the idea of a special municipal court to prosecute rates defaulters had been discussed at a meeting with Gauteng local government MEC Sicelo Shiceka this week.

"The seriousness of the survival of local government will prompt this to be pushed as soon as possible," she said.

Exporters urged to forge new links

Nicola Jenvey

DURBAN — Local exporters should consider developing relationships with nontraditional trading partners in Europe as European Monetary Union approaches, says Nedcor chief economist Dennis Dykes.

Several European stock markets had achieved spectacular growth in the year to July as certain countries became possible candidates for union from January 1999.

In dollar terms Finland and Spain each grew 64%, Italy 67%, Portugal 52,3%, Belgium 48% and Greece 59%. Although not traditional SA trading

partners, Dykes believed their economies warranted local exports.

He said the short-term effect of union would be significant investor and trade interest, particularly from the US and Japan. The Deutschmark would strengthen as investment opportunities were pursued in Europe rather than Asia.

He warned that currency speculators who had traded in European currencies would seek profits elsewhere and SA could come under pressure.

Considering the effects for SA, union offered local exporters a region of 320-million people with a gross domestic product of about 80% of the US's.

Graduate⁽²⁵¹⁾ detectives get to work

Stephen Laufer

CAPE TOWN — More than 500 SA Police Service members completed training at the newly created detective academy, along with 50 of their counterparts from other Southern African Development Community (SADC) countries, Safety and Security Minister Sydney Mufamadi said yesterday.

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Mufamadi said a coordinating committee of SADC police chiefs was ensuring that law enforcement agencies were able to have an impact on cross-border crime.

Huge changes after report on 'dysfunctional' Gauteng safety and security department (251)

Stow 12/8/98

BY CECILIA RUSSELL
Political Staff

A radical transformation of Gauteng's safety and security department is envisaged after an evaluation which found that the department was riddled with dysfunctional systems and practices

Acting head of the department Susan Pienaar said new organisational structures being set up in the department would reflect its four main priorities. These had been identified as monitoring, crime prevention, police and community relations and metropolitan and municipal policing.

The recent task team report was scathing of the department and its structures. It found

- Roles and responsibilities of staff, management and the department were unclear. "As a result there are turf battles and no clear job descriptions."

- Administrative systems were "dysfunctional" without a clear work-flow and a proper information and records management system.

- Lines of accountability were blurred, disciplinary practices ineffective, a human resources development programme was

lacking, there was poor performance management, poor integration of budget and poor project management

- There were no mechanisms for tracking efficiency and effectiveness, the elaborate information technology infrastructure did not work and unclear job descriptions resulted in duplication

- There was a breakdown in

Staff have already been deployed into new teams

relationships and trust, internally and externally.

Pienaar said many of the problems were "symptomatic of the need to restructure"

In anticipation of the new structures' approval by Gauteng's director-general later this month, staff were deployed into their new teams on Monday.

Pienaar said R7,5-million, about a third of the department's total budget, had been set aside for personnel costs in the restructured department.

Democratic Party provincial leader Peter Leon said the report indicated that a "cleaning of the Aegean stables" was needed.

He questioned the deployment of Mbulelo Musi and Mongezi Mnyani in the new communications directorate when they were under investigation for fraud. The two are due to appear at an internal disciplinary hearing on Tuesday.

MEC Paul Mashatile answered that the new teams were based on the present staff complement.

While "some officials were undergoing disciplinary processes, (we) don't want to punish them before they are disciplined", he said.

Pienaar said that Theo Burgers, who will head the monitoring and oversight directorate, was cleared by the Moerane inquiry into corruption and mismanagement in the department.

The department had accepted this finding. This was despite the findings of a previous public service report which had deplored his behaviour.

"We are starting from this point and moving forward," Pienaar said.

Moerane corruption report still to be debated

The Gauteng standing committee on safety and security will soon debate a report by the Moerane Commission of Inquiry into allegations of corruption and mismanagement against former MEC for safety and security, Jessie Duarte.

The commission was set up to probe allegations of corruption and mismanagement in the department under Duarte.

The standing committee was apparently unable to debate the report yesterday because it had not yet been

tabled at the legislature.

Peter Leon, the Democratic Party provincial leader, said the report should have been circulated to committee members by last week.

However, Obed Bapela, the chairperson, said a special meeting would be held soon to discuss the report, to be attended by the new MEC for safety and security, Paul Mashatile.

The department had already begun implementing the recommendations of the report,

Mashatile said.

The employment contract of departmental head Mkhabela Sibeko had been terminated, he said. Sibeko was one of several people who allegedly tried to exonerate Duarte from involvement in an accident while driving without a licence.

The department had also started disciplinary inquiries into other departmental members, including Duarte's former spokesperson Mbulelo Musi and communications director Mongezi Mnyani. - Political Staff

Police protection unit has 69 members with criminal records

Star 12/8/98 (251)
BY KERRY CULLINAN

Independent Parliamentary Bureau

Cape Town - Sixty-nine officers serving in the police's National Protection Service have criminal records ranging from attempted murder and indecent assault to drunken driving, Safety and Security Deputy Minister Joe Matthews said yesterday.

Some of the members had more than one conviction, Matthews told the National Council of Provinces in reply to a question by the Democratic Party's James Selfe.

The NPS is a special unit in the police service responsible for protecting VIPs, such as cabinet ministers and foreign dignitaries, as well as strategic government buildings. It has 1 752 members.

Police spokesperson Superintendent Martin Aylward said while it was difficult to comment without knowing the details of every case, there were "a couple of serious cases, but most did not appear to be serious. According to the SAPS Act, all officers sentenced to imprisonment without

the option of a fine are discharged from service", Aylward said. It was possible that in the more serious cases the officials involved had been convicted before they joined the NPS, he added.

Director Gary Kruser, who heads VIP Protection Services section in the NPS, also said that it was very difficult to comment without knowing the specifics of each case. He said the new disciplinary code "makes it much easier to deal with officers who commit offences".

The DP yesterday called on Safety and Security Minister Sydney Mufamadi to "see to it that all members of the unit who have been convicted of a criminal offence are removed or transferred".

In reply to the same question last year, Mufamadi revealed that 120 NPS members had criminal records and 198 others were facing criminal charges.

A host of burglaries of ministers' residences in Cape Town last year and in 1996 were traced to VIP Protection Service members deployed to guard these homes.

69 VIP officers with records

(251)

CT 12/8/98

KERRY CULLINAN
PARLIAMENTARY BUREAU

ALTOGETHER 69 officers in the police National Protection Service (NPS) have criminal records ranging from attempted murder and indecent assault to drunken driving, Safety and Security Deputy Minister Joe Matthews said yesterday.

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VIP Protection Services in the NPS, also said it was difficult to comment without knowing the details of each case.

However, he said the new disciplinary code "makes it much easier to deal with officers who commit offences".

The DP called on Safety and Security Minister Sydney Mufamadi to "see to it that members of the unit who have been convicted of a criminal offence are removed or transferred", and that "stricter selection criteria are applied".

In reply to the same question last year, Mufamadi said 120 NPS members had criminal records and 198 others were facing criminal charges.

Richmond Station closed and police ordered to leave strike-torn area

Jonny Steinberg

RICHMOND's police station has been closed and its personnel removed with immediate effect.

National Police Commissioner George Rivas said yesterday the steps longer taken because the police could no longer fulfil their constitutional obligation to provide an impartial and efficient service to the violence-plagued area in the KwaZulu-Natal midlands.

Rivas told a news conference in Pretoria that a national intervention unit

commissioner has been removed with the steps longer taken because the police could no longer fulfil their constitutional obligation to provide an impartial and efficient service to the violence-plagued area in the KwaZulu-Natal midlands.

under the command of divisional commander Andre Pruis had moved in to take control of the town.

Sources in Richmond said the police station's entire 50-strong staff had moved in this morning.

Rivas yesterday said the police community said sections of the police and the situation was untenable. The additional 600 policemen and soldiers brought into the area last

month, as well as the special investigation team consisting of senior police detectives, would not be affected by the closure of the station.

Asked if the closure of senior police work in the Richmond forces were at the heart of the decision, Rivas said Mandela's comment was a response to President Nelson Mandela's statement that the situation was untenable.

"This decision is not intended as a punitive action against any of our personnel, but was taken purely in the interest of providing a professional service," he said.

Democratic Movement spokesman Siso Bengu announced that the ANC will ensure they are replaced by several African National Congress members under pressure.

The station will be replaced by the ANC's own people, he said.

Safety and Security Minister Sydney Mufamadi gave his backing to the move.

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"The station will ensure they are replaced by several African National Congress members under pressure."

ANC provincial spokesman Dumisani Makhlanyane said the closure of the station was a step towards stemming the violence.

Picture: Page 3

Richmond police slam station closure

Threat of legal action after shock move in war-torn town

ARGUS CORRESPONDENT AND SABA

Durban - The shock closure of the Richmond police station and the transfer of about 50 police could lead to legal action against the Department of Safety and Security.

Staff at Richmond's only police station were shunned yesterday when told they would be given 10 days to

decide on where they wanted to be transferred, or to accept retrenchment packages

National Commissioner George Fivaz yesterday announced that a new national intervention unit under the command of Commissioner André Pruis would effectively replace the entire Richmond policing staff. Commissioner Rian Engelbrecht from Pretoria was to effectively take

over as station commander from the incumbent, Superintendent Errol Reddy.

The station would now serve as a reporting unit, with all administrative duties transferred to the Pietermaritzburg branch. Investigative and other duties were to be taken over completely by the Joint Operations Committee. Mr Fivaz said police were "no

ARGUS 14/8/98

longer able to fulfil our obligation of providing and maintaining an impartial, accountable, transparent and efficient police service to the community"

Safety and Security Minister Sydney Mufamadi said the decision was in the best interests of effective policing. But the move has angered Richmond police, who believe they are all

being tarred with the same brush as police alleged to be involved in the violence in the area.

"We didn't have any say in the matter, it came completely out of the blue. It is unfair, because there is no tangible evidence that any of our officers are implicated in the trouble here," Superintendent Reddy said. He said he would seek legal advice and consult police unions before

deciding on what to do.

Although cautiously welcoming the decision yesterday, political parties were sceptical about whether it would be effective.

During an emotional debate in the provincial legislature yesterday, leading political parties came under scathing attack for "lacking the will" to wipe out the violence in several parts of KwaZulu Natal.

SPECIAL UNIT MOVES IN

Local police axed from Richmond

ET 14/8/98
The closure of Richmond police station has been welcomed by some and condemned by others, including the police officers affected. SIMON ZWANE reports.

CALLS for the overhaul of the entire police command in KwaZulu-Natal were made yesterday as police commissioner George Fivaz closed down Richmond police station in a move described as "tantamount to a declaration of a state of emergency".

Fivaz said about 50 local policemen would be transferred to other stations and be replaced by an interventionist unit under the command of divisional Commissioner Andie Prins.

The ANC and the Human Rights Committee welcomed the drastic decision as "a step in the right direction".

They said it was a move that would bolster confidence in the police service. But the South African Police Union said the policemen, who had been given 10 days to decide whether they wanted to be transferred or leave the service, were aggrieved by the decision.

Sapu spokesperson Sergeant Arni Jela said Fivaz had failed in his duty to inform members of his decision earlier.

"We have done our best under the conditions. Members are stressed physically and mentally, but no one had seen this great sacrifice," he said.

The members indicated they will take the leave offered, during which time they would consult with the police union.

Fivaz said normal policing had become impossible in Richmond because of the levels of violence and instability and a loss of confidence in the local police.

A team of high-ranking national and provincial members of the SAPS was sent to Richmond to inform the station members of Fivaz's decision.

The closure of the police station will not affect the intelligence units and the public order policing unit.

These units will continue working from the joint operations centre in Richmond.

In a statement, Fivaz said the decision to close the station was not intended as a punitive measure, but was done in the interest of providing a professional service and enhancing the credibility of the South African Police Service.

"After considering all the factors, we remain convinced that this action is in the best interest of policing and the community as a whole," he said.

Minister of Safety and Security Sydney Mufamadi said he considered Fivaz's decision to be in the best interest of effective policing.

United Democratic Movement (UDM) spokesperson Slliso Bhengu accused Fivaz of howling to ANC pressure and described his announcement as "tantamount to a declaration of a state of emergency".

"It is clear that they (the ANC) want to bring in their own former MK members to suppress free political activity," said Bhengu.

Welcoming the decision, ANC spokesperson Dumisani Makhaye said the ANC knew that not all policemen in Richmond were bad.

"However, the alarming rate of failure to solve the problem of criminality needed drastic action." □ Turn to Page 3

We remain convinced that this action is in the best interest of policing.



ANOTHER DEATH, ANOTHER GRIEVING MOTHER: This Magoda woman lost her two-year-old son in July, when about 100 deaths were recorded in the Richmond area. PICTURE: BENNY GOOL

ET 14/8/98
Richmond police axed
(251)

□ From Page 1
He said the police command in the province "must be thoroughly overhauled" as it had displayed poor leadership and a lack of will to fight crime.

He also cautioned that elements within the police allegedly involved in violence could possibly try to prove that they were not involved, or that the new police were carrying out more attacks.

Fivaz said normal policing had become impossible due to the nature of the crimes committed and the modus operandi of the criminal elements operating in the area.

"After analysing the policing situation and the levels of safety and security in the Richmond area, we are no longer able to fulfil our obligation of providing and maintaining an impartial, accountable, transparent and efficient police service to the community," he said in his statement.

Between 400 and 600 military and SAPS personnel were deployed in the area last month in an attempt to control the violent climate.

A special investigations unit and a special intelligence unit are also operating in the area.

Fivaz said the transfer of the policemen "should not be seen in the light of loading them into cattle trucks and removing them".

"Each officer has been sent a letter saying why they were being transferred and if they have a problem, discussions will be held to try find a solution," he said.

Our Pietermaritzburg correspondent reports that the team of national and provincial members of the SAPS dispatched to Richmond included deputy national commissioner John Manuel and provincial commissioner Chris Serfontein.

COMMUNITIES BAND TOGETHER

Hout Bay residents to buy new police station

CT 17/8/98 (271)

FACED WITH THE prospect of not having a police station, residents of Hout Bay and neighbouring areas are doing something about it. Staff Writer **LOREN KOLEVSON** reports.

Evans and the chairman of the local community policing forum, "Jab" Swart, are the brains behind the financing of the new police project.

THE sudden demise of their "republic's" security and its police station, the communities and businesses of Hout Bay and Llandudno have banded together to raise R3 to 4 million to build their own police station.

Imagine a dilapidated 50-year-old building intended to accommodate eight people and more than 40 police personnel stepping on each other's toes as they work round the clock, seven days a week, to fight crime and protect the people of Imizamo Yethu township and the surrounding affluent areas of Hout Bay and Llandudno.

Station Commander Dirk Smit said yesterday that the crisis arose when the police were given notice to vacate the Hout Bay police station before bulldozers move in to clear the way for a new business development in December.

"The police are partners with the community and we decided to hold a public meeting to tell the people about the situation," Smit said.

A substantial amount of money had already been raised and would go with the R400 000 provided by the Public Works Department for the new building.

Smit said administrative offices would be temporarily moved to quarters at Sea Fisheries. The charge office would be near the yacht club, "away from suburbia, as it can generate a lot of noise with radio communications, prisoners and holding cells".

He said police tasks would be more complicated with the new set-up, as personnel would have to operate from two locations

The police would still have been out on a limb had it not been for the community policing forum, which had been a major force behind organising the temporary offices.

President of the Hout Bay/Llandudno Business and Tourism Association Gavin Evans said yesterday that a trust fund would be set up to which residents and businesses could make donations.

"There have been lots of options for saving the situation, but most of them have fallen through. So we thought we should try to raise money from the community and the businesses that the police serve, to enable us to own the police station," said Evans.

He added that the owners of a large house on Main Road were prepared to sell this property for use as the police station, presenting an option.

"A local company will buy this property, but we will still need to discuss whether the government can afford to pay the monthly rent. If it can, we will continue to raise the millions to assist with the new police project," he said.

Money raised would be used for stabling horses used in street patrols. It would also be used for policemen injured on duty and for their children's education.

Satellite police stations and police reservists in the area would also benefit from the funds.

Murder takes Cape cop toll to 11 for year

A disgrace - Wessels

GLYNNIS UNDERHILL (971)

SPECIAL WRITER

AKG 21/8/98

Constable Cecil Xola Ngwenhe became another murder statistic when he was stabbed in Nyanga, the latest victim of police killings which look set to double in the Western Cape this year.

Last year nine police officers were murdered, but already 11 have been killed in the region this year. More than 50 police officers have been killed in the Western Cape since 1994, with an increasing number murdered for their firearms.

Constable Ngwenhe, 32, was off-duty and not carrying a firearm when he was murdered in crime-ridden Nyanga, where he was visiting friends on Saturday.

The body of another murdered man was found on the same day on the pavement a few metres from where Constable Ngwenhe was attacked, police sources said.

His heartbroken sister Alicai Ngwenhe said she believed robbery was the motive for her brother's murder.

Constable Ngwenhe's two daughters, Siphokazi, 4, and Asemahle, 1, would now grow up without a father, she said. "My pain is too much to bear. I cannot believe he is not coming home. We are in deep mourning."

Western Cape police commissioner Leon Wessels described the escalating number of police officers being murdered as a "disgrace".

"It really is a disgrace when people kill their protectors like this and it cannot be allowed to continue."

Commissioner Wessels said the crime levels in the Western Cape and the rest of the country were "unacceptably high".

More than 1 000 policeman have

been murdered around the country since 1994.

The increase in police killings comes at a time when vigilante activity is on the rise in areas like Guguletu and Khayelitsha.

Commissioner Wessels said this had resulted from a breakdown in trust between the police and the community.

"People in Guguletu and Khayelitsha are dissatisfied with the service delivery of the police in these areas. We are in the process of improving our service delivery and training the police to encourage better co-operation with the community. But in other areas such as Athlone and Elsies River, police and the community have outstanding relationships."

Commissioner Wessels warned that lawless vigilantes would not be tolerated. "If anybody steps over the boundary of the law, we will act. We cannot allow people to take the law into their own hands and beat up people," he said.

In scenes reminiscent of Wild West lynchings, community justice is being meted out and police sources say they are powerless to act.

The breakdown in trust between the community and police in Guguletu deteriorated following the brutal police assault of Cape Argus reporter Thabo Mabaso, who lost an eye during the attack. The community marched on the police station, and nine policemen have since been arrested and charged.

Meanwhile police services are severely strained by a lack of resources, with manpower at West Metropole police stations down by 50% due to the rationalisation of the South African Police Services.

A mother mourns, page 9

Street justice ousts top Guguletu cops

ARG 24/8/98

Bid to gain community trust

LINDSAY BARNES
STAFF REPORTER

The entire police management team at Guguletu police station has been transferred after the street justice meted out to alleged criminals by taxi drivers in the area.

West metropole area commissioner Ganief Daniels said today the top seven police, including station commissioner Nicholas Solomons, were to be reassigned elsewhere in an attempt to improve trust in the police and service delivery to residents.

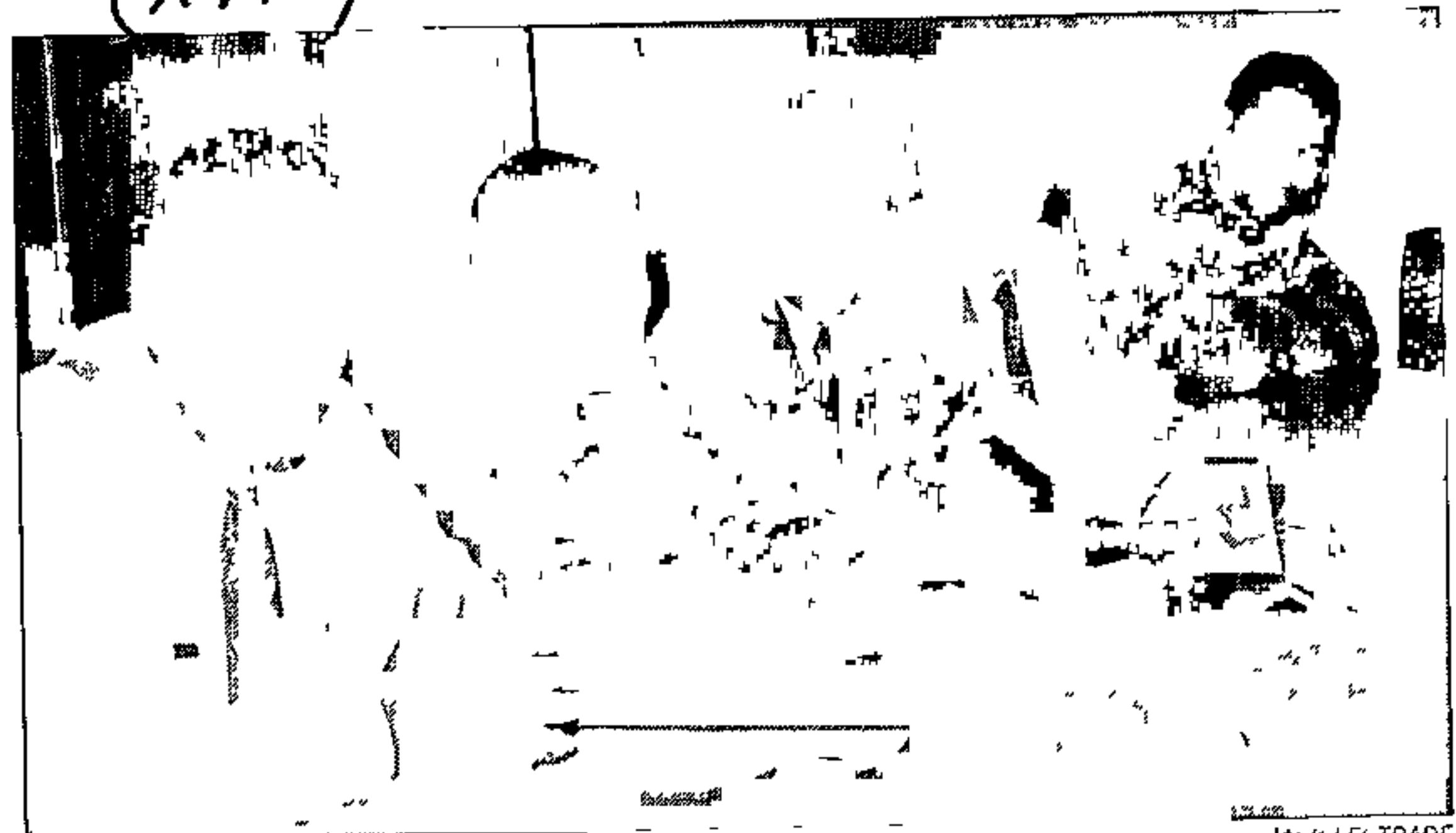
A special task team appointed by Commissioner Daniels's office in consultation with the community is to assist interim station commissioner Simon Mpembe.

Commissioner Daniels said Commissioner Mpembe, also station commissioner at Nyanga, and six senior police officers would assume control of the police station as an interim management team.

The group transferred includes Superintendent J B Simons; the head of detectives, Superintendent J Van Litzenborgh; communications officer Charles Kakudi; and the heads of crime prevention, Captain A M Brink and Captain J S Venter.

They were informed today by Commissioner Daniels that they had been relieved of their posts and would be transferred. They had until tomorrow to appeal but within a day or two would take up posts elsewhere, said police spokesman Jacques Wiese.

Director Daniels urged the community to support Director Mpembe to eradicate crime and lawlessness



JACK LESTRADE

Front: Danile Landingwe, Simon Mpembe, Ganief Daniels, Chris du Plessis and Mcebisi Skwatsha

Director Daniels said he believed the assault by Guguletu police on Cape Argus journalist Thabo Mabaso was the turning-point "where the community lost faith in the Guguletu police and as a result started to take the law into their own hands".

Mr Mabaso lost an eye in the beating, after going to the police station to report a car accident.

In the past two weeks, Guguletu residents have been reporting crimes to taxi drivers at the Guguletu taxi rank instead of laying charges at the police station.

Suspects have been rounded up by residents, "questioned" by the drivers and stripped, beaten and paraded naked through the streets as punishment and a deterrent to other would-be criminals.

Commissioner Daniels appealed to residents not to take matters into their own hands and warned that anyone planning such acts of violence

would face the consequences.

He would monitor developments in Guguletu personally and a "plan of action" would be launched in the next few days.

Director Mpembe - who will continue to head Nyanga police station - said he would give priority to quelling community action against crime suspects, improving police handling of complaints and improving relations between police and residents in Guguletu.

Director Daniels said he would request the Guguletu community policing forum's assistance in monitoring alleged drunkenness of police on duty. Shebeens supplying liquor to police would be warned to stop.

The forum would be asked to approve the appointment of the interim team tomorrow.

The move was welcomed by forum chairman Danile Landingwe as a "major step in the right direction".

Popcru slams IFP march

(251)

PHINDILE NGUBANE

CT 24/8/98

DURBAN: The Police, Prisons and Civil Rights Union is highly critical of the march to be staged in Richmond today in protest over the closure of the police station.

It has questioned the motives of leaders of the Inkatha Freedom Party, United Democratic Movement and farmers in arranging the march.

Popcru provincial secretary Philemon Ntuli said yesterday the community had been in favour of the police station's being closed.

"Could they be marching because, since its closure, there have been no more deaths in Richmond?" he said.

Blessed Gwala, provincial spokesperson for the IFP, said his party fully supported the decision by its office-bearers in Richmond to stage the march.

The IFP believed that the closure was a strategy by the ANC to "put in place former uMkhonto weSizwe cadres now in the SAPS to destroy the United Democratic Movement in Richmond". It also believed strongly that the violence could have been resolved without closing the police station.

Popcru is to discuss the transfer of policemen from Richmond with the national police management today.

Ntuli said Popcru welcomed the transfers, but was "unhappy" that Fivaz had not consulted those affected in advance.

At their meeting, Popcru would ask provincial Commissioner Chris Serfontein to admit that he had failed to implement effective policing in Richmond. It would also ask that provincial police management be removed immediately.

Entire top brass at police station to go

Policemen from Guguletu will take up posts elsewhere after being transferred

OWN CORRESPONDENT
Cape Town

The entire police management team at Guguletu police station has been transferred following the street justice meted out on alleged criminals by taxi drivers in the area.

West metropole area Commissioner Ganief Daniels said the top seven police members, including station Commissioner Nicholas Solomons, were to be reassigned elsewhere in an attempt to improve trust in the police and service delivery to residents.

A special task team appointed by Commissioner Daniels' office in consultation with the community is to assist interim station Commissioner Simon Mpenbe.

The group transferred includes station Commissioner Solomons, Superintendent JB Simons, head of detectives Su-

perintendent J van Latzenborg, communications officer Charles Kakudi, heads of crime prevention Captain AM Brink and Captain JS Venter and a detective identified only as Captain Brink.

The officers were informed by Daniels they had been relieved of their posts and would be transferred. They have until today to appeal against the move, but within a day or two would take up posts elsewhere, said police spokesperson Jacques Wiase.

Daniels urged the community to support Guguletu interim police head Director Mpenbe to eradicate crime and lawlessness in the suburb.

In the past two weeks Guguletu residents had begun reporting crimes to taxi drivers at the Guguletu taxi rank instead of laying charges at the police station.

Suspects have been rounded up by residents, "questioned"

by the taxi drivers and stripped, beaten and paraded naked through the streets as punishment and a deterrent to other would-be criminals.

"I appeal to residents not to take matters into their own hands and warn that anyone planning such acts of violence would face the consequences of

Taxi drivers

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Daniels said Nyanga station Commissioner Simon Mpenbe and six other senior police officers would assume control of Guguletu police station as an

interim management team.

Director Mpenbe - who will continue to head Nyanga police station - said he would give priority to quelling community action against crime suspects, improving police handling of complaints and improving relations between police and residents in Guguletu.

Daniels said he will request the forum's assistance in monitoring alleged drunkenness of police members on duty. Shebeens supplying liquor to police will be warned against this activity.

The Guguletu community policing forum will be requested to approve the appointment of the interim team today.

The move was welcomed by chairperson of the Guguletu policing forum Danile Landingwe as a "major step in the right direction."

"I believe the serious assault allegedly by Guguletu police on Cape Argus journalist Thabo

Mabaso was the turning point - where the community lost faith in the Guguletu police and as a result started to take the law into their own hands," Daniels added.

Mabaso was allegedly beaten by Guguletu policemen in the police station after attempting to report a vehicle accident. He lost an eye in the brutal assault.

Landingwe said the police officers being transferred had "fanned the flames of hatred between the forum and the community".

"What we have seen in the last two weeks is a signal by the community that they don't have confidence in the Guguletu police station and its officers.

"Key to all the obstacles that we encountered from the police are the (seven) individuals. Their management style was counter productive," he added.

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Talks today on Gugs cop crisis

(251) ARG 25/8/98

MOSES MTHETHELELI MACKAY AND LINDSAY BARNES
STAFF REPORTERS

Police representatives will meet today to discuss the restructuring of the Guguletu police station.

Provincial Minister of Community Safety Mark Wiley said Guguletu police management, police union representatives and community leaders would discuss policing and restructuring, including the transfer of six of the station management

Provincial Commissioner Leon Wessels rejected reports of a revolt at Guguletu police station. "There is no chance of a revolt and there is no change of management yet"

Mr Wessels said he had discussed the possibility yesterday of some police managers being transferred

Yesterday West Metropole area commissioner Ganief Daniels announced the transfer of six officers, including the station



New order: Simon Mpebe and Ganief Daniels

commissioner, Nicholas Solomons.

He appointed Nyanga station commissioner Simon Mpebe as acting station commissioner of Guguletu in place of Superintendent Solomons.

Mr Wiley, Commissioner Daniels, Commissioner Wessels, Superintendent Solomons and Senior Superintendent John Sterrenberg met at the police station earlier

today to discuss the crisis.

"We will convene a meeting later today which will include the role players. The station will continue service in the area," Mr Wiley said.

Commissioner Wessels told Guguletu police personnel: "Carry on where you are as long as you deliver an acceptable service to the community. The community, station commander and his management and the unions will make a decision."

It was reported earlier today that members of police management at Guguletu were digging in their heels and refusing to be transferred. The reports said the axed police were calling for an independent commission of inquiry into problems between police and residents of the township.

For the past two weeks residents have been taking the law into their own hands, complaining of police ineffectiveness in dealing with criminals

(2/1)

College CT 22/8/98 to close

THE Cape Town police training college is to be closed to streamline services and allow optimal use of the school in Paarl.

Announcing this yesterday, Neels Steenkamp, commissioner of the human resources management division, said the step was being taken in line with the restructuring of the SA Police Service.

The chief goals were to improve the delivery of services and use resources efficiently.

The Bishop Lavis college would be closed in stages. Staff had been asked to say where they would like to be posted.

Among the reasons for the closure was that the lack of funds prevented the Bishop Lavis college's being used to the optimum.

"The Paarl college can be more efficient for training purposes and the Cape Town college better used for vital functional policing needs rather than training."

Rejected police in open revolt

05 26/8/98 (251)

FEELINGS ARE running high at the Guguletu police station, where the SA Police Union has decided not to recognise the transfer of the station's management. Security Writer **WILLEM STEENKAMP** reports.

WEST Metropole area commissioner Ganief Daniels stirred up a hornet's nest at the Guguletu police station yesterday when he announced a "radical restructuring" that included the transfer of six of the station's managers.

The rank and file have decided to ignore the "unfair" order Daniels' action follows weeks of tension at the police station, heightened by community outrage — which has been vented in the beating of suspects — at crime levels and the lack of effective policing.

Although mob justice was evident as early as January, when a house in which a five-year-old girl had been raped was razed, the murder of popular doctor Aadi Moerat and frequent gang attacks on residents have added fuel to the fire.

The assault in June of *Cape Argus* reporter Thabo Mabaso, allegedly by nine policemen at the Guguletu station and which cost him the sight in his left eye, brought matters to a head. The incident, Daniels has acknowledged, was a "turning point" in relations between the community and police.

Residents began to "report" crimes to taxi drivers at the local rank. Last week, suspects were rounded up, stripped naked, beaten and paraded through the streets.

Daniels' decision has the blessing of the local community policing forum (CPF). However, Guguletu police claimed yesterday that the forum was not registered and therefore "illegal", was "run by criminals" and African National Congress members, and was exploiting the vigilanism for its criminal and political ends.

At a press conference yesterday morning, Daniels announced that because of

"the community's lack of confidence in the Guguletu police", station commissioner Nicholas Solomons, detective head Johann van Litzenborgh, senior officer Koos Seimons, crime prevention heads Stefan Venter and Bertie Brink, and communications officer Charles Kakudi were to be transferred.

"Various strategies have been communicated to the Guguletu station commissioner and his station management to attempt to resolve the situation," Daniels said. "This office prescribed a 'zero tolerance approach' to redress the situation, but they have nevertheless been unable to curb the assaults."

Daniels had decided, "in the interests of the community and the SA Police Service as employer", to appoint Nyanga station commander Simon Mpenbe as acting head at Guguletu, to "re-establish the community trust in the SAPS and strive to improve the standard of service to the public".

In consultation with the community, he would appoint an interim management team to assist Mpenbe. He appealed to the community to support Mpenbe in the spirit of *ubuntu* (oneness) to stamp out crime.

Ubunye, however, was the last thing on the minds of staff members at an SA Police Union (Sapu) meeting at Guguletu yesterday afternoon. "No, no," was their response when Mpenbe was introduced as their new station commander.

Incensed that they had heard about Daniels' action from newspaper sources rather than first-hand, they said their area commissioner was off the mark.

He had ignored agreed procedures by ordering the transfers without consulting those affected or their unions, they said. The news reports and letters informing members were indications that Daniels had reached his decision unilaterally.



DIGGING IN: Guguletu police station commander Nicholas Solomons addresses a meeting of his staff, who have resolved that the transfers of Solomons and five other managers should be flouted.

Regulations allowing those to be transferred to appeal by today were there for only a "formality", the policemen said. Once management had been transferred, "then we are next".

Daniels was "out of touch" with his members, had failed to deliver on promises to improve staff and facilities, and was pandering to the whims of an "illegal" community policing forum.

Also, forum leaders had accused Guguletu policemen of being illiterate, incompetent and hooligans — yet had

not produced evidence to support their claims of police wrongdoing.

"They are not going to solve the problems by getting rid of us, not while the CPF is around," said one of the policemen to be transferred. "It's not us who have a problem with the CPF — it's the whole station."

Mpenbe was focusing his attention yesterday afternoon on the poor relations between community and police.

What was important, he said, was that the police and community jointly identify

the needs of the community. "If you are doing it jointly, then you identify the needs of the cops."

Mpenbe was adamant that vigilanism was not acceptable. "Anyone who engages in vigilante action will be dealt with," he said.

This was echoed by Daniels, who said "The police will not tolerate anyone taking the law into their own hands."

ANC provincial secretary Mcebisi Skwatsha, a resident of Guguletu, said the policeman's sentiments were no surprise.

"As far as I know CPFs are independent forums who draw their strengths from communities, political organisations and the police. It's interesting that the police say the Guguletu Community Policing Forum is run by criminals when some of them are members of the forum."

"Who are criminals? Is it the CPF members, who arrest criminals and hand them to police? Or the police, who let criminals go free?"

Attempts to reach a forum spokesperson for comment were unsuccessful.

PICTURES: DENZIL MAREGELLE

Top Gugs police staff win reprieve from Willey

(261)

ARL 26/8/98

STAFF REPORTER

The present senior police management will remain at Guguletu police station after all, the staff have been told.

This decision, by Community Safety Minister Mark Willey and police Commissioner Leon Wessels, comes just a day after West-Metropole Commissioner Gahnel Daniels, under whose jurisdiction the station falls, announced that station commander Nicholas Solomons and his top management would be transferred.

Yesterday Mr Willey and Commissioner Wessels addressed the staff and said it had been decided to rescind the transfers, on condition staff members committed themselves to improving their service to the community.

In the past two months relations between the Guguletu police and the community have steadily worsened. In the incident that marked the turning point, Cape Argus reporter Thabo Mabaso was beaten up by policemen, losing an eye. Meanwhile a Guguletu man claims he was assaulted by members of the

Guguletu community policing forum. The man, 27, said on August 8 he and two friends came from a music show at the Peninsula Technikon in Bellville and went to a nearby shebeen in Tambo Square settlement to have drinks.

About five heavily armed men entered the shebeen house and accused us of being members of Dog Pounds gangsters. They accused us of committing crimes and shooting people. They searched us and found nothing but they seriously assaulted us with sjamboks and gun butts. They were taken to the local police station by the

police van and their names were taken. He said they were locked in a cell. "The police could not help us although we were full of blood and also in agony."

After they were released, his parents took him to the Conradie Hospital in Pinelands for treatment. He said he had not bothered to lay a charge because of poor policing in the area. Danile Landingwe, chairman of Guguletu community policing forum, said he could not comment at this stage on the allegations.

Transfer of Guguletu police station management revoked

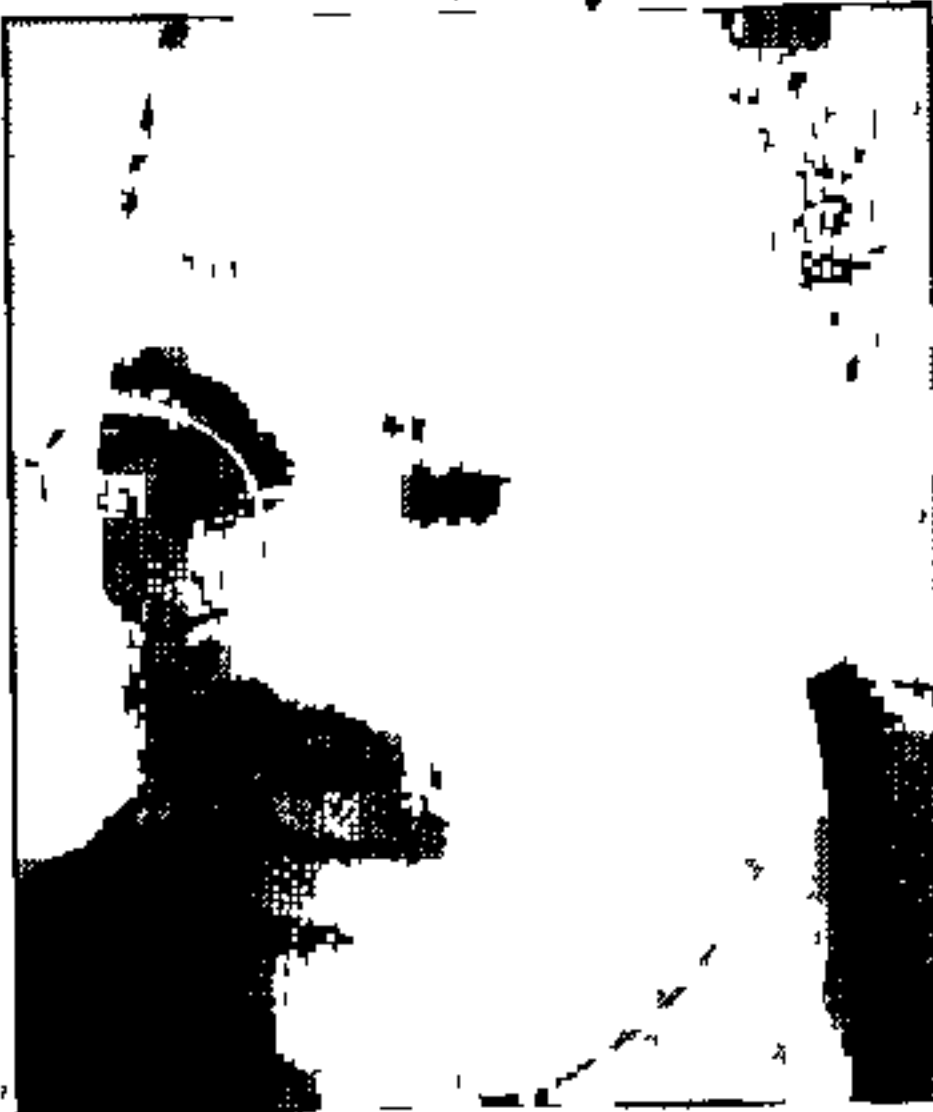
(251) (28) CT 26/8/98

WILLEM STEENKAMP
SECURITY WRITER

IN an embarrassing about-face yesterday, transfer orders issued to the top management of the Guguletu police station were rescinded after Community Safety MEC Mark Wiley and provincial police commissioner Leon Wessels visited the station.

The countermanding of the transfers is the latest incident in the sorry saga of the Guguletu police station, which has seen a breakdown in relations between the community and police and the rise of vigilante-style "trials" and beatings of suspected criminals by the community, led mainly by the local community policing forum (CPF).

The CPF has levelled accusations of incompetence and hooliganism at Guguletu police, who in turn have alleged that the CPF is led by an ANC-linked cabal of criminals who have been exploiting the situation in Guguletu to suit their own criminal and political agendas.



REPRIEVE: Nicholas Solomons

On Monday West Metropole commissioner Ganief Daniels, under whose jurisdiction the station falls, announced "radical restructuring" at Guguletu and the transfer of station commander Nicholas Solomons and five of his managers.

There was immediate — and angry — reaction at the station to the announcement and staff members refused to comply with the transfer orders.

Yesterday morning Wiley, Wes-

sels and Daniels arrived at the police station where they had talks with Solomons before Wiley and Wessels addressed the staff.

They were told that it had been decided to "maintain the status quo" and rescind the transfers, but on condition that the station recommitted itself to delivering a service to the community.

In addition, it was decided that a meeting would be held today involving all the role-players — including the CPF — with a view to resolving the problems and possibly launching an investigation into the allegations of both staff and the CPF.

It also transpired that Wessels had been unaware of the actions Daniels had announced. His spokesperson, John Sterrenberg, confirmed yesterday that "he knew action would be taken but he didn't know such drastic action would be taken".

Staff were elated at the latest turn of events, feeling that they had won ground.

"We've won the first round," said one.

Keeping tabs on cops

THE fatal shooting of heist-gang suspect Josiah "Fingers" Rabotapi last week while in police custody is not an isolated incident

Between April and December last year, 534 people died as a result of police action or in police custody, Safety and Security Minister Sydney Mufamadi announced last week

A further 255 people died between January 1 and April 30 this year, bringing the total number of deaths linked to the police to 737 in a single year (April 1 1997 to March 31 1998)

"This appears to be a national trend," says researcher David Bruce of the Centre for the Study of Violence and Reconciliation

"About 60 people die every month about 40 people are shot by the police and around 20 die in police custody"

The overwhelming majority of these casualties are young black men, he asserts

Ian Liebenberg from the Human Sciences Research Council, Ros Atkins from the Centre for Policy Studies and Bruce produced a report last month analysing the deaths in Gauteng in 1997 for the police's Independent Complaints Directorate (ICD)

From the 165 deaths they studied, more than two thirds (116) were the result of the use of force by police Police shootings accounted for 110 of these 116 deaths

Fifty-nine of the suspects killed were deemed by the police to have posed an immediate threat to the safety of the police or public

The ICD - established in line with the new South African Police Service Act of 1995 - is responsible for investigating all deaths in police custody or as a result of police action

"This a problematic area It can't be automatically assumed the deaths are illegal or unlawful," says Bruce

But he adds "Our study doesn't support the assumption that most suspects are killed by the police in incidents where the police themselves are in serious danger."

Defence of life

Over 200 members of the police have been killed annually over the past few years However, only one police officer was killed and six injured in all the 116 incidents in which alleged suspects were killed

Bruce explains "In Western countries the main concept that legitimises police shootings is the principle of the defence of life"

Many police shootings in South Africa would not be seen as legitimate in those countries The defence of life principle usually means a policeman is defending an immediate threat to his own life or that of a member of the public, though it can be argued that a violent criminal who is attempting to escape is also

More than 500 suspects die in police custody in SA annually. **Claire Keeton** outlines how the Independent Complaints Directorate monitors police action.

Southern 28/8/98



Safety and Security Minister Sydney Mufamadi.

likely to pose a threat to life

The Criminal Procedure Act allows police to use lethal force against suspects when apprehending them - that is, to shoot them, even for a number of offences not necessarily violent

"Studies in the United States show that the rate of police shootings often bears quite a strong relationship to the crime rate," Bruce says But this does not necessarily explain local police fatalities

Indications are that the rate of deaths (in relation to the population) as a result of police action in KwaZulu-Natal, for instance, may be higher than in Gauteng and Western Cape, even though these provinces have higher rates of violent crime Some deaths may also be accidental

"US analysts accept that police cannot necessarily be held responsible for some of these deaths as the fact that they carry guns means that there will always be a risk of firearm accidents," says Bruce

Inadequate training and the history of police reliance on the use of force may also be factors which compound the problem of unnecessary shootings

But one cannot neglect the impact of the major crime problem in South Africa and the

fact that many criminals are heavily armed

"The problem in South Africa is not that most police are going around randomly shooting people Where there are police acting unlawfully, what is even more of a problem is that the culture of the police is one where their actions will be ignored or even condoned," says Bruce

His calculations indicate that about one in every 240 policemen would be linked to deaths, not the majority of the country's 120 000 armed policemen

"Assaults are obviously a lot higher than fatalities and we don't have any clear idea about major problems like torture," says Bruce

He said US studies suggest that police managers can have a lot of influence in discouraging their members from committing actions like assaults and unlawful killings

Meanwhile, many suspects are dying in police custody, either in cells, or while accompanied by police, as in Rabotapi's case

The way he died is not atypical of deaths in police custody There is also a problem with people dying from injuries sustained before arrest and many deaths in custody are recorded as suicides, mostly by hanging

Although political deaths in detention are not as common as before 1990, the ICD has a vast problem of crime and unlawfulness to monitor, with few resources and skilled staff available

Police misconduct

"Known police misconduct is five to six percent and 94 percent is hidden," says the ICD's executive director, Advocate Neville Melville

"The attitude (among police) is worrying and it is echoed by the public They are generally prepared to look the other way even if policemen are killing people The problem is much wider than a policing issue," he says

The Rabotapi case has highlighted the ICD's responsibility and also the problem with delayed notification of deaths

"The existing laws may need to be revised and be more strictly enforced," Bruce concludes

(251)

S

Politicians plead for solution after peace talks collapse

MOSES MTHEMHELEU MACKAY
STAFF REPORTER

(217)

Political parties in Guguletu have called on senior police managers to resolve policing problems including the change of management at Guguletu police station.

Members of the African National Congress, Pan Africanist Congress, the United Democratic Movement, Democratic Party and the National Party issued a statement at a news

conference after talks deadlocked

The talks were between provincial Minister of Community Safety Mark Wiley, provincial police commissioner Leon Wessels, West Metropole area commissioner Ganief Daniels, Guguletu station commander Nicholas Solomons and police director Simon Mipembe

Also at the meeting were members of the SA National Civic Organisation, the Guguletu community policing forum, the Municipal Development Forum and ward councillors

On Tuesday it was announced that senior police management would remain at Guguletu police station.

This decision by Mr Wiley and Commissioner Wessels followed an announcement by Commissioner Daniels, under whose jurisdiction the station falls, that Superintendent Solomons and his top management would be transferred.

Danile Landinwe, chairman of the Guguletu community policing forum, said the outcome of yesterday's meeting was that it was up to the community to decide on what action should be taken.

"Residents, including the political parties, have to decide what steps should be taken in the near future," he said

All political parties agreed that violence in the area had reached alarming proportions. They all condemned the violence and pledged to strive for peace and stability

Malizole Diko, regional chairman of the United Democratic Movement,

said the party had appealed to senior Western Cape police managers to establish good relationships with the Guguletu community. Vuyani Mtini, of the ANC in Guguletu, said the party felt very sad about the situation in the area

"We are not satisfied with what is happening in the area and poor police delivery in Guguletu," he said.

Mr. Wiley said yesterday's meeting was disappointing as no agreement was reached

PAALD 27/8/98

Another knock for justice in Guguletu

(251)

JANET HEARD

ST(CM) 30/8/98

THE shaky criminal justice system in Guguletu took another knock this week after four-hour talks between key players ended in deadlock.

West Metropole Area Commissioner Ganief Daniels said on Friday that it was imperative to get talks back on track early this week. He precipitated the urgent meeting after ordering the transfer of the station's management team, including Commissioner Nicholas Solomons. He was forced to rescind his decision following angry protests from police unions.

The transfer issue was far from over, Daniels said. "The fact of the matter is that community representatives (including the Community Policing Forum) will not return to the table until the six policemen are transferred."

Daniels will announce details of a plan to sort out the impasse tomorrow, but he did not want to jeopardise proceedings by disclosing specific details. He said meetings were being set up to select an independent investigation task team and an interim management committee "agreed to by all parties".

Superintendent Solomons, who has been based at Guguletu for three years, said his team had been unfairly singled out by the community.

"I feel like I am a target and I am uneasy. The sooner we meet to resolve the issue, the better," he said on Friday, adding that he had visited the taxi rank to urge drivers not to beat up suspects. "Their help in combating crime is encouraged; it is the violent way in which they are doing it that is wrong."

Daniels said it was encouraging that there had been no further reports of violent rogue justice, following an appeal to residents to hand over suspects to the police.

"We need to restore the community's trust in the police," he added.

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"We need to restore the community's trust in the police," he added.

Morale needs to be lifted as fight against crime continues

Straw 1/9/98

Police cannot combat crime. They believe their role is to serve the different communities and win the public's trust again.

(251)

BY MATTHEW BURRIDGE

ANTONI HAMMER

Morale is understandably low at the Soweto Flying Squad. The officers who police the massive sprawl have to subdue increasingly violent criminals, and work with a public whose patience has worn thin.

But Captain Phineas Ramadwa from the unit remains positive and plans to change his colleagues' mindset.

One of 53 police officers who graduated from a university management programme last week, Ramadwa told The Star he had learnt a lot about human rights and community policing.

“We have to take women's rights into consideration, such as privacy. We can't violate those rights and we need to win the public's trust. We have to win the public's trust when they phone 10 111, we are here to serve,” said the junior officer.

The 21-day course, as one graduate said, had turned them into effective managers and not just station commanders.

The course is structured into modules, and commissioners and their managers are drilled in community policing, problem solving and crime prevention, strategic management, human rights and managing their resources.

But Judy Klipin, the programme manager and a lecturer, said the policeman learnt as much from meeting one another, and discussing their precinct's particular problems and successes, as from the course.

Klipin said there was extensive group work and debates, which broke down race and gender barriers. Policemen from neighbouring stations swapped ideas on their common problems for the first time.

Gauteng safety and security MEC Paul Mashatile, who presented the certificates, said he hoped the course would motivate the managers to bring down absenteeism at their stations and make optimal use of their manpower.

“People are our most powerful resource and we must redouble our efforts to build a strong detective service so that arrests and convictions can follow,” Mashatile said since violent crime often affected women and children, protecting them should be a priority.

The Police Station Management Programme is held at six universities (Wits, Durban-Westville, Pretoria, Stellenbosch, Western Cape, Fort Hare) and policemen attend the courses at the faculty closest to them.

Two hundred and thirty-two police managers, 15 of them women, have attended the three courses held so far and the R8 500 per policeman course fee was sponsored by Business Against Crime and Liberty Life.

Director Joel Mothuba, head of the Alexandra police station, said his 217 staff members, of which nine are women, were now invited to discussions about crime statistics and he consulted them about specific problems on their beats.

“We can't combat crime alone, the community has to look after themselves and not be an easy target – the criminal must have nowhere to hide.”

“Learnt from meeting one another and discussing problems”

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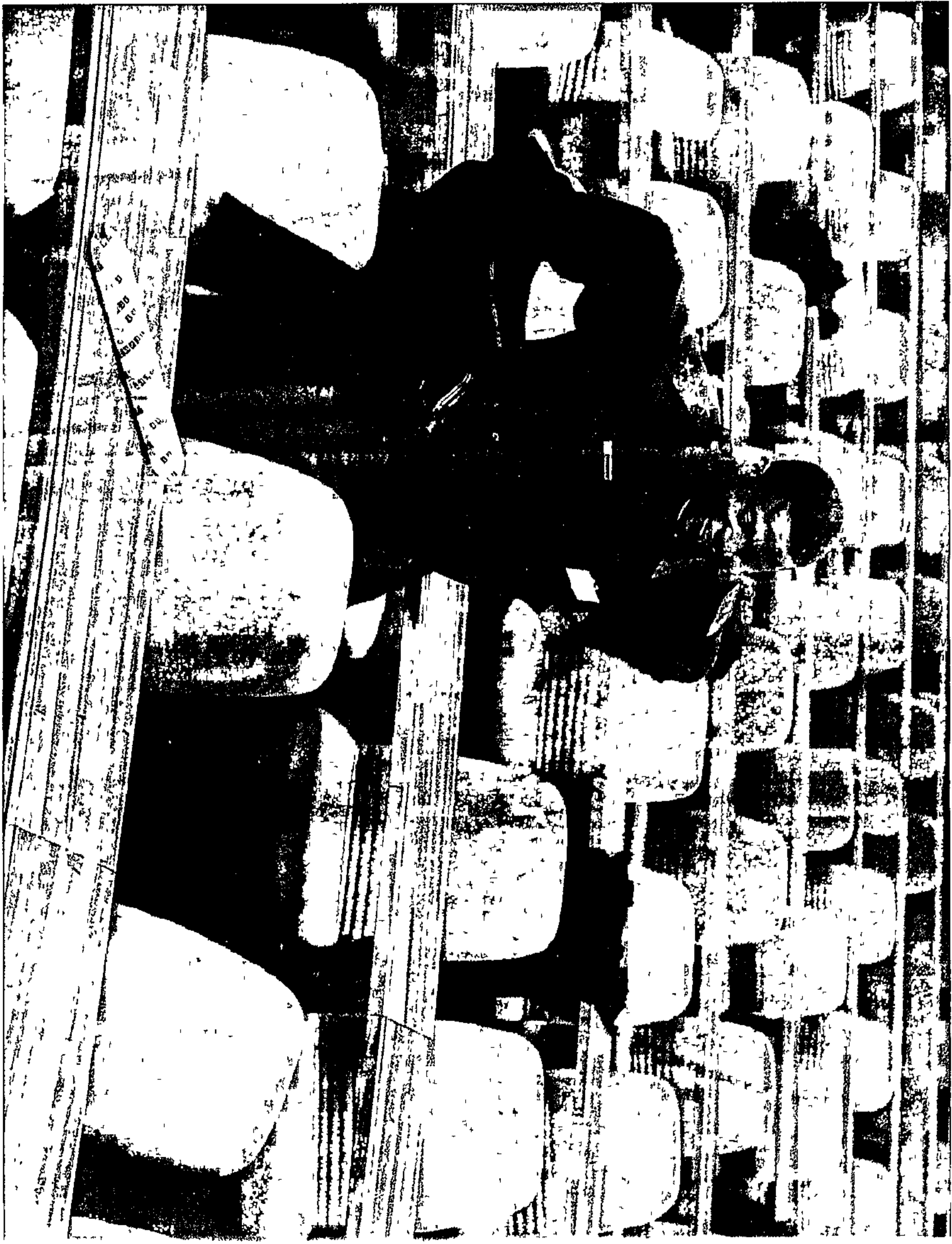
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Knowledge is power ... Captain Phineas Ramadwa from the Soweto Flying Squad removes his graduation gown after completing a police station management course at Wits last week.

CROWD TEARGASSED

Guguletu

police station

under siege

CT 1/9/98



(251)

GUGULETU residents outraged by crime and a lack of effectual policing demand the transfer of senior policemen. **ERIC NTABAZALILA and JOHNSON MESI** report.

IN an afternoon of high tension, more than 200 residents besieged the Guguletu police station for more than two hours yesterday, bringing services to a standstill.

A *Cape Times* news team was trapped at the police station as the gates were closed to keep the crowd out.

In the tense stand-off that followed, the crowd demanded the immediate removal of six policemen whose transfer was revoked last week.

The crowd turned hostile and started shaking the gate in an attempt to gain entry. Stones were thrown at the police, and a shot was fired. Police fired teargas to disperse the crowd.

The situation came to a head yesterday following weeks of tension at the police station, heightened by community outrage at "unacceptable" crime levels and a lack of effectual policing.

Last week, area commissioner for the West Metropole, Ganiel Daniels, under whose jurisdiction the station falls, announced "radical restructuring" that included the

transfer of six members of the station's management.

"Various strategies have been communicated to the Guguletu police station commander Nicholas Solomons and his station management to attempt to resolve the situation," Daniels said at the time.

The decision by Daniels, which had the full backing of the Community Policing Forum (CPF) followed several marches to the station and allegations of police incompetence and hooliganism.

The police, in turn, alleged that the CPF was controlled by an ANC-linked cabal of criminals who have been exploiting the situation in Guguletu to suit their own criminal and political agendas.

But the transfer was revoked the following day when provincial Community Safety MEC Mark Wiley and provincial police commissioner Leon Wessels told staff at the station that it had been decided to "maintain the status quo" and revoke the transfers.

Yesterday the residents demanded that Wessels must meet with the policemen today and "see

to it that they are transferred".

CPF chairperson Danile Landingwe said: "What the community wanted was that the policemen be transferred and a new group be phased in. There is no way that the police who assaulted (*Cape Argus* reporter Thabo) Mabaso can come back to Guguletu. It's not that we don't want police in our area or we want to run vigilante style trials. We have done our best to include Solomons in all our discussions about problems at this police station and he has done nothing. Therefore the community is left with no option but ask for them to be transferred."

About two hours before the march yesterday Wiley and Wessels announced that the management at the station would be temporarily suspended to improve relations between the community and the police in the area.

"In an effort to ensure that all the allegations directed against police can be fully and effectively investigated, the temporary transfer of officers is still under consideration. A final decision in this regard is still to be taken by the area commissioner. The original decision to transfer the members has not been rescinded but is merely being held in abeyance," the statement said.

P.T.O. For picture

TAKING COVER:
Guguletu residents try to shield themselves after police fired teargas to disperse the crowd that had besieged the township's police station.

PICTURE:
ALAN TAYLOR



Police 3 times more likely to commit suicide'

CT 2/9/98

(251)

JOHANNESBURG: A new suicide prevention project plans to halt the increasing incidence of suicide among members of the South African Police Service (SAPS) following the deaths of 260 policemen in the past two years

Professor Lourens Schlebusch, stress and suicide prevention expert from the University of Natal, told delegates at the launch of the National Suicide Prevention Committee (NSPC) in Pretoria yesterday that policemen were three times more likely to commit suicide than other members of the public

He said there had also been a disturbing increase in the number of suicides among black police members, largely as a result of the pace of urbanisation

Schlebusch was launching a R4-million project to reduce suicides in the SAPS.

"The high-risk nature of policing in this country affects the morale, effectiveness and productivity of officials.

"The cycle of violence places police officials in constant contact with victims while often becoming victims themselves," Schlebusch said

Senior superintendent Anton Grobler, the project manager of the four-day workshop, said the focus of the committee would be to research the causes of police suicides

"Our aim is to pinpoint symptoms and risk factors, to research, manage and prevent further potential losses of precious human life and create a national suicide prevention plan," he said.

Grobler said that of the approximately 138 000 members in the SAPS, 14 out of every 10 000 committed suicide in 1996, compared with 13 per 10 000 last year and 12 per 10 000 so far this year

He said about 80% of members who killed themselves were constables or sergeants and 98% used their service weapons to commit suicide.

Deputy national commissioner John Manuel said most members were committing suicide because they were struggling to adapt to the newly transformed police service.

Some members were experiencing marital problems at home because of irregular working hours and many had financial difficulties.

"The long-term vision of this project is therefore to reduce the number of suicides and family violence within the service by developing and expanding support to police and civilian officials of the SAPS," he said

Senior Superintendent Vanessa Gounden, who is deputy president of the Black Officers' Forum (BOF), said she was disappointed because the NSPC — which includes psychologists, social workers, chaplains and members from other helping professions within the SAPS — consisted only of white members.

"It is indicative that yet again you have a project that impacts negatively on transformation within the police service.

"Cultural diversity and socio-economic factors in the police organisation have a fundamental role to play in unpacking suicide among black members, but this is being ignored.

"While there are more black members committing suicide, it is clear that lives of black people are not being taken seriously," she said.

The project was funded from the government's Reconstruction and Development Programme (RDP).

The money would be made available over the next three years.

It would also be used to train counsellors and expand the police stress management services

Recent research by the Institute for Security Studies found that SAPS internal studies conducted in 1995 and 1996 revealed high levels of insecurity associated with low morale, uncertainty about transformation, the withdrawal of the danger allowance and the shortage of bullet-proof jackets

Many members expressed a lack of confidence in the government's ability to assist them. He said they did not trust the police helping professions to offer counselling or help them deal with trauma. — Own Correspondent

Policemen volunteer to be transferred

ET 2/9/98 (251)

ERIC NTABAZALILA

THE six policemen who Guguletu residents have demanded be removed from the police station have volunteered to be transferred in a last-ditch effort to build a better relationship between the community and police.

This move came after a meeting yesterday between provincial police commissioner Leon Wessels, area commissioner Ganief Daniels, members of the Guguletu police station management, Popcru (Police, Prisons and Civil Rights Union) and SA Police Service representatives.

Some of the policemen have opted to take leave pending an investigation into allegations by the community of a lack of effective policing.

Guguletu Community Policing Forum chairperson Danile Landingwe welcomed

the step taken by the policemen.

"This is a positive step which I believe would be welcomed by the community. We hope the new management would be phased in and a new work plan would be introduced soon to curb the plague of crime which is steadily taking over our community."

No matter what the outcome of the investigation, the community does not want those policemen back, he said.

The six policemen are station commander Nicholas Solomons, detective head Johann van Litzenborgh, senior officer Koos Seimons, crime prevention heads Stefan Venter and Bertie Brink and communications officer Charles Kakudi.

The transfers follow a meeting between Wessels and Guguletu residents who besieged the station on Monday, demanding the policemen's transfer.

SAPS starts R4-m project to help cops

(251) *Lawman 2/9/98*
By Khangale Makhado

THE South African Police Service (SAPS) yesterday launched a R4-million project aimed at dealing with the escalating incidence of suicide and family violence in the force.

The project, known as the National Suicide Prevention Project, will concentrate on researching, managing as well as preventing what it termed "further potential loss of precious human life".

The long-term vision of the project is to reduce the incidence of suicide and family violence in the police service by developing and expanding support to employees and their families.

The funds - about R3,9 million - were secured from the Reconstruction and Development Programme with the approval of the ministers committee in the Ministry of Safety and Security five months ago.

Deputy Police Commissioner John Manuel said police officers were faced with extremely difficult tasks owing to the high incidence of crime and violence in the country, which they were exposed to daily.

Manuel said yesterday they aimed to

pinpoint symptoms and risk factors, a move that would enable them to create a national suicide plan. According to Manuel, the money would also be used to train counsellors and to expand the police stress management services.

The cycle of violence places police in constant contact with victims of violence while often becoming victims themselves.

"Officials of no other government department or service are exposed to the severity of tension, death and human misery in the execution of their usual duties as officials of the SAPS," said Manuel.

Role players who helped in the realisation of the project included the Helping Professions of the SAPS - the psychological services, social work services and spiritual services.

According to the police, 14 out of every 10 000 police members committed suicide in 1996.

This compares to 13 per 10 000 last year and 12 per 10 000 so far this year.

About 80 percent of members who committed suicide were constables or sergeants, and 98 percent used their service weapons to commit suicide.

Bid to reduce suicide rate in police service

(251) Star 2/9/98

260 have taken their own

lives in the past two years

By PHALANE MOTALE
Crime Reporter

A new suicide prevention project plans to halt the increasing incidence of suicide among members of the South African Police Service following the deaths of 260 policemen in the past two years.

Professor Lourens Schlebusch, stress and suicide prevention expert from the University of Natal, told delegates at the launch of the National Suicide Prevention Committee in Pretoria yesterday that policemen were three times more likely to commit suicide than other members of the public.

There had also been an increase in the number of suicides among black police members.

Schlebusch was launching a R4-million project to reduce suicides in the SAPS.

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"The cycle of violence places police in constant contact with victims while often becoming victims themselves," he said.

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Some police members were experiencing marital problems because of irregular working hours and many had financial difficulties.

Senior Superintendent Vanessa Gounden said she was disappointed because the National Suicide Prevention Committee - which includes psychologists, social workers, chaplains and members from other helping professions within the SAPS - consisted only of white members.

"Cultural diversity and socio-economic factors in the police service have a fundamental role to play in causing suicide among black members, but this is being ignored.

While there are more black members committing suicide, it is clear that lives of black people are not being taken seriously," she said.

SA cops in the danger zone

(251)

sowetan 3/9/98

By Claire Keeton
Feature Writer

THE only country known to exceed South Africa's level of 200 murders of police officers a year is China. But, given its vast population, the communist country has proportionately fewer murders.

"South Africa has a much higher rate of murder than China," researcher Anthony Minnaar said. "South Africa has an abnormally high rate proportionate to the population."

Minnaar presented his research, "An analysis of the murders of members of the South African Police Service 1994-1997", to an international criminology congress in South Korea last week.

"Such a high level of murders of police officers is almost unprecedented in the international arena," argued Minnaar, who is based at the Institute for Human Rights and Criminal Justice Studies at Technikon South Africa.

He found that Australia had an annual average of six murders, compared to South Africa's 200 murders, between 1994-1997.

The United States had an annual average of 70 for the decade 1987 to 1997, compared to two murders a year in England and Wales.

In South Africa the numbers of murders has stayed more or less constant from 1994 to 1997 (at 254 in 1994 and 232 in 1997) after peaking in the early 1990s.

Slight increase

The 134 murders from January to June this year indicate that a slight increase is likely over 1998, with Gauteng the worst affected of all the provinces.

Police crime researcher Inspector Elsie Nel confirmed that Gauteng has the most murders of policemen and women, followed by KwaZulu-Natal and with Northern Cape the least affected.

Her study of 385 murder cases with criminologist Professor Herman Conradie is based mostly on police dockets from 1997.

"We only looked at murders. We didn't include attacks as there were too many," Nel said.

"Crime and robbery stood out as possible motives while on duty. Off-duty killings occurred after arguments, robbery and unexpected attacks."

Most victims were ranked either

constable or sergeant as they are the most active at street level and literally in the firing line.

Minnaar's study showed that gunshot wounds are the cause of death in an overwhelming 752 out of 924 cases - significantly in both on-duty and off-duty murders.

The murder weapons in one sixth of the cases (125) were police service pistols and privately-owned 9mm pistols were used to commit 182 murders, AK-47s were used in 34 murders and R1, R4 and R5 rifles in a further 14 murders.

"Criminals are going for police service pistols," said Minnaar, explaining one reason why policemen are murder targets.

He said policemen who have fought off and survived attacks often attribute the motive to robbery of their pistols.

"To minimise this risk, policemen should not be armed while off duty," said a former German policeman, Ulli Burgmer.

He now heads the Nyanga-Crossroads Peace and Development Project which works hand in hand with the police and community.

Police statistics indicate that the crime rate there dropped 25 percent last year, coinciding with the first year of the project, which builds relations between the police and community.

Before the 1994 election, tensions between the police - seen as agents of apartheid repression - and communities meant the police were singled out as political targets.

"The police were seen as a force for oppression, repression and the maintaining of an unjust state and a discriminatory political system."

"It was no wonder that members were identified as legitimate targets during the struggle years," argued Minnaar in his paper.

"However, the attacks continued at the high pre-1990 levels in the ensuing years."

Surveys by the Human Sciences Research Council from 1994 to 1996 on community perceptions of the police found that about a third of respondents believed that attacks on the police were justified.

The pre-election escalation of murders and the slogan "Kill a cop a day" reflected a pattern that did not disappear with the advent of democracy, and which was exacerbated by police brutality and unlawful killings.

"In some attacks the behaviour and brutality of the police themselves

acts as a trigger, or catalyst, to their murder," Minnaar said.

Human rights lawyer Peter Jordi explained this cycle.

"I act for people who have been tortured, many of them innocent. Some have told me they feel an intense hatred as a result and would kill the policeman involved if they could."

"This attitude is widespread," he said. "Others who are not victims feel a distrust of the police when they hear of people killed in custody."

"They think the police are brutes and on a par with criminals. Unless the policemen responsible clean up their act, the murders will continue."

Human rights training, better management practices and community policing forums are already starting to improve community-police relations, although their impact has been uneven.

Regulatory framework

For instance, Burgmer said that in Nyanga the police management was excellent and their policemen have support from the community, unlike in neighbouring Guguletu, where members are under investigation for their attack on a civilian.

An appropriate legal and regulatory framework for the use of lethal force by policemen could minimise violence and even protect the police, researcher David Bruce suggested in his study.

He quoted American authorities W Geller and M Scott. "Empirical research suggests with remarkable unanimity that restrictive shooting policies seem to have worked well where they have been tried."

"Their adoption is usually followed by greater or unchanged officer safety, and no resultant adverse impact on crime levels or arrest aggressiveness."

Bruce observed that the murders of police members are not only the result of crime or the legacy of the apartheid conflict.

He found that a disturbingly high 33 percent of the murders were committed in domestic or recreational circumstances, after analysing statistics detailing the circumstances of the deaths of 455 members.

But the majority, 37 percent of police members, were killed in the course of their duties and 28 percent as the result of crimes (two-thirds of which included robberies or attempted robberies of pistols).

"This is not just a policing problem; it is also a community problem," Minnaar concluded.

Police to take Fivaz to court over transfers

Jonny Steinberg

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20-4/9/98

THE SA Police Union (SAPU) would take Police Commissioner George Fivaz to court over his decision to close the Richmond police station last month, SAPU KwaZulu-Natal provincial secretary Bill Dennis said yesterday.

Dennis said Fivaz's decision had effectively destroyed the careers of local policemen, while there was no evidence of their complicity in Richmond's violence.

Fivaz closed the station and removed its 50-strong staff complement in mid-August, saying that the police could no longer fulfil their constitutional obligation to provide an impartial and efficient service to Richmond.

The policemen who staffed the station have been on special leave, awaiting transfer, since then.

Dennis said yesterday that the decision to close the station and transfer its personnel was foundationless and unfair.

"Local policemen have not been involved in managing the political conflict for over two years now," Dennis said. "Various specialised units, not police station personnel, have been attending to the violence in the townships."

Dennis said that three departmental investigations into the collusion of local policemen had failed to produce any evidence against them.

"Fivaz has admitted as much," Dennis said. "He is well aware that he is on shaky ground."

"Wherever these people are transferred to, they will be known as the Richmond troublemakers," Dennis said.

"We are not asking that they return to Richmond. They have been so ill-treated they have no desire to return. All we ask is that their names are cleared and that they are given the opportunity to move on with a clean record."

Responding to Dennis's comments, Fivaz's spokesman, Sally de Beer, said Fivaz had always made it clear that the transfer was not a punishment.

"Local policemen do not stand accused of anything. They were transferred in order to address negative community sentiment," De Beer said.

SAPU is to apply for an interdict against the impending transfers in the provincial division of the High Court.

Gugulethu tense after demand for removal of police

MOSES MTHEHELEU MACKAY

Gugulethu is still tense after residents marched to the police station this week to remove certain police officers.

The tension follows the growing incidence of people taking the law into their own hands, in many cases asking taxi drivers to catch and punish alleged wrongdoers.

Police fired a stun grenade at the crowd, who laid siege to the station in support of demands for the forcible removal of six members of police management.

AKL 5/9/98
This followed an earlier announcement by West Metropole area commissioner Ganiel Daniels that he would transfer the top six Gugulethu officers, pending their appeal, after long-standing discord between residents and police.

Four of the officers have left voluntarily, pending the outcome of an internal investigation into community allegations of police ineffectiveness.

They left after a meeting with provincial police commissioner Leon Wessels, deputy provincial commissioner Adam Blaauw, Com-

missioner Daniels and Gugulethu station management and union representatives

Station commander Nicholas Solomons, crime prevention head Bertie Brink and communication officer Charles Kakudi offered to take leave while second-in-command Koos Seimons agreed to move temporarily to Landsdowne police station, said police spokeswoman Nina Kirsten.

Detective head Johan van Litzenberg is still at the station.

A sixth officer, Stephan Venter, had been erroneously named as one

of those who were asked to leave, said Superintendent Kirsten.

The anger of Gugulethu residents, political parties, community organisations and the Gugulethu policing forum was kindled by the police attack on Cape Argus financial reporter Thabo Mabaso in June and by the high crime rate in the area.

Mr Mabaso lost an eye when he was kicked during a beating by policemen at the station.

Superintendent Kirsten said the station leaders had been temporarily replaced by Senior Superintendent Gys Engelbrecht of the provin-

cial police inspectorate and Senior Superintendent Riaan Booysen, head of detectives in Mitchell's Plain.

She said the internal investigation into police ineffectiveness would take a month to complete.

The station has been reinforced in the interim by four other officers — Superintendent Scholtz Southy as acting station commissioner, Captain Eric Halem from the Nyanga police, Superintendent William Clayton of human resources management and Captain Seditric James from crime prevention

while driving a motor vehicle — unless a hands-free device is used.

Responding to a question in Parliament yesterday, Transport Minister Mac Maharaj said he expected such legislation to form part of the National Road Traffic Regulations, to be promulgated under the National Road Traffic Act of 1996.

It was hoped the legislation would come into force before the end of the year, Maharaj said.

Bill changes statistical service

THE cabinet approved a new Statistics Bill which sought to improve the planning, production, analysis and use of official and other statistics, government spokesman Joel Netshitenzhe said yesterday.

The bill detailed the powers of the finance minister and officials of the statistical service, which will be known as Statistics SA.

Welfare director-general appointed

THE welfare and population development department, which has experienced the departure of one director-general and two acting directors-general while under Welfare Minister Geraldine Fraser-Moleketi, now has a new director-general — Lucienne Abrahams.

Her appointment was approved by the cabinet at its meeting in Cape Town yesterday, government spokesman Joel Netshitenzhe said.

The cabinet also approved the appointment of Patrick Fitzgerald as the new director-general of the department of environmental affairs.

REPORTS: Business Day Reporter, Sapa

Parliamentary welfare committee has reservations about bill

David Greybeard

CAPE TOWN — Parliament's welfare portfolio committee expressed serious reservations yesterday about draft legislation to regulate SA's social service professions, in particular its workers. The committee also proposed major amendments.

The African National Congress, backed by opposition parties, led the criticism of the draft social work amendment bill in discussions with Welfare

Minister Geraldine Fraser-Moleketi. Their criticism echoed sectoral submissions received by the committee.

The minister said in response she had "noted" the comments and, with her staff, would "go back and discuss and consider (them)".

However, she said some of the criticism appeared to be "based on intuition" and suggested the committee provide something more concrete. The cabinet has approved

Police anti-corruption drive has 'some success'

Linda Ensor

CAPE TOWN — The anti-corruption drive within the SA Police Service (SAPS) was meeting with some success, police commissioner George Fivaz told Parliament's public accounts committee yesterday.

He conceded that levels of corruption within the force were "unacceptable" and said management had adopted a "zero tolerance" approach to it. Officers found guilty of corruption would be dismissed or suspended without hesitation, Fivaz said.

Ten anti-corruption units had been established — one at national level and nine in the provinces — and all officers had signed a code of conduct.

Regarding ineffective management of forces in the provinces, Fivaz said the SAPS's approach was to devolve authority and decentralise functions. However, to succeed, managerial capacity was required and intensive training was underway to achieve this.

The loss of skills and expertise from the force was a matter of concern. SAPS CE Meyer Kahn provided de-

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tails of the new all-embracing strategy to create a more effective police force. Instead of focusing on too many problems at the same time, it had been decided to focus on policing operations, staff commitment, the role of SAPS in the criminal justice system and finances in the first year. The second year of the program would be dedicated to logistics, restructuring of reservists, succession planning.

The program had been running for four months and was showing "significant achievements", Kahn said.

Attention had also been given to addressing a lack of discipline in the force and initial indications were that absenteeism rates had fallen.

High priority would be given to reducing human resource expenditure from 84% of total budget to its former level of 75%. The rising staff costs meant less was spent on items such as vehicles, equipment and radios with the effect that the SAPS was about R2bn short of resources.

If the 84% expenditure level was maintained for the next two years, the shortfall would reach about R3bn.

The bill provides also for setting up professional bodies — overseen by the council — to look after sectoral interests such as social workers and child and youth care workers.

- Criticisms included:
- It did not adequately cater for the rights of SA's social service users; and
 - Raised concern that social service professions could suffer because of an over-representation on the council of people not directly from the profession.

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Mufamadi: Give us info on cop graft

(251)
'Rumours of drug links'

ART 10/9/98

CLIVE SAWYER
POLITICAL CORRESPONDENT

Safety and Security Minister Sydney Mufamadi has confirmed to Parliament he is aware of rumours that the apparent immunity enjoyed by major drug bosses is rooted in corruption at the highest levels of the police.

Responding to questions in the National Assembly by Farouk Cassim of the Inkatha Freedom Party, Mr Mufamadi said an appeal to come forward had been made to any member of the police with information which could confirm these rumours.

"Any such report will be dealt with in the strictest confidence and the identity of such a person will be protected."

Mr Mufamadi said anti-corruption units had been established throughout the country to investigate allegations of police corruption.

Special units would be set up as the need arose.

■ Replying to a question by Johan

Steenkamp of the National Party, Mr Mufamadi said the police had no information that stolen defence force weaponry had been used in attacks of farmers or in gang warfare on the Cape Flats.

"In the event of such information being received, it will be thoroughly investigated," he said.

■ Replying to questions by Ahmed Ally of the IFP about police efforts to overcome the growing number of burglaries in Cape Town's parliamentary villages, Mr Mufamadi said success was being achieved.

Four residents, aged between 16 and 20, had been arrested for house-breaking in the Acacia Park parliamentary village.

Stolen goods valued at more than R20 000 had been recovered.

A plan of action had been implemented in co-operation with station commissioners, the area commissioner and the head of crime prevention and national protection services to prevent any further incidents, said Mr Mufamadi.

Kahn warns police to cut staffing costs

CT 10/9/98

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JOVIAL RANTAO
PARLIAMENTARY BUREAU

THE SA Police Service (SAPS) will have to reduce its huge staff costs or face a "disaster" of the force being under-equipped by R6 billion in the next three years, SAPS chief executive officer Meyer Kahn has warned.

Appearing before Parliament's Public Accounts Committee yesterday, Kahn said because the police spent 84% of its budget of R11bn on personnel, the force was under-equipped by R2bn.

He warned that the situation would eventually become totally

unaffordable for any government to rectify.

He said the SAPS management has set itself a target to reduce staff costs to 75% over five years.

Kahn said the aim was to reduce staff from 135 000 to between 120 and 123 000 over five years.

Kahn said the huge cost of integrating the 11 police forces from former bantustans, and the money spent on severance packages and to promote members who were overlooked by the then-SAP, had led to an increase in money spent on staff.

"This expenditure has meant that money spent on operating equipment and resources has

declined from 25% to 16%.

"There are many instances when operations grind to a halt. We had cases where we had cars with no money for petrol or we had petrol but no cars. There has been a breakdown in confidence."

To address the situation, a plan which has been approved by President Nelson Mandela, Deputy President Thabo Mbeki and Safety and Security Minister Sydney Mufamadi, to transform the SAPS into an effective law enforcement agency was being implemented, he said.

The plan contains models for basic policing, code of conduct of members, the role of the police in

the criminal justice system and improving financial management.

Some of the programmes include a campaign against absenteeism, drinking in uniform, racism and insubordination.

Other plans included:

- Reducing absenteeism from 30% to 10% to free an extra 6 000 policemen for policing duties.

- Removing 3 000 police officers from head offices and provincial commissioners' offices. Already 2 000 members in soft jobs have been replaced by civilians.

- Replacing at least 16 000 members and court orderlies with SAPS-trained security guards.

Warning of SAPS disaster

Kahn anxious because 84% of police budget is being spent on staff

By JOVIAL RANTAO
Cape Town

South African Police Service chief executive officer Meyer Kahn has warned that police have to cut their huge personnel costs or be faced with a disaster – a force under-resourced and under-equipped to the tune of R6-billion in the next three years.

During an appearance before Parliament's public accounts committee yesterday, Kahn said that because the police spent 84% of their R11-billion budget on human resources, the force was under-equipped by R2-billion.

"Unless we change our basic structure and if we continue with our human resources costs of 84%, the shortfall in operating resources will grow from the current R2-billion to between R5-billion and R6-billion over the next three years, which is a disaster looming and will become totally unaffordable for any government eventually to rectify the situation," he cautioned.

The cost of integrating the 11 police forces from former "homelands", and the money spent to promote members overlooked by the then SAP and



Meyer Kahn ... says the basic structure must change.

on severance packages, had led to an increase in the amount spent on human resources.

"This expenditure has meant that money spent on operating equipment and operating resources has declined from 25% to 16%. If one translates that into financial numbers over the four-year period, it would indicate we have under-resourced the SAPS to the tune of about R2-billion. As a result, many members of the force are uncommitted and poorly equipped.

"There is no flexibility and discretion in the budget to be reactive as opposed to proactive. There are many instances when operations grind to a halt. We have instances where we have been a laughing stock of the press because we have cases where we had cars with no money for petrol, and in other places we had petrol but no cars. Generally there has been a breakdown in confidence."

Kahn added that a plan approved by President Mandela, Deputy President Thabo Mbeki and Safety and Security Minister Sydney Mufamadi to transform the SAPS into an effective law enforcement agency was being implemented.

The plan contained models for basic policing, a code of conduct for members, the role of the police in the criminal justice system and how to improve financial management.

The programme included a campaign against absenteeism, drinking in uniform, racism and insubordination.

Kahn said these interventions were beginning to work. For instance, illegitimate absenteeism in Johannesburg had been cut from 17 to 12%.

"In every instance there has been significant positive results. Crime statistics have improved significantly in the geographic areas where we're testing these models, and arrest rates are up in particular with regard to high-profile crimes," Kahn said.

The SAPS management had set itself a set of objectives to bring human resources costs down to 75% over five years, allowing for improvements in service benefits with no unacceptable risks.

Kahn said the ultimate goal was to reduce SAPS personnel from 135 000 to between 120 000 and 123 000 over five years.

Other plans included:

- Reducing absenteeism from the current rate of 30% to 10% to release an additional 6 000 extra fully trained police officers available for basic core policing duties per shift

- Removing 3 000 fully trained police officers from head offices and provincial commissioners' offices. Already 2 000 members in soft jobs had been replaced by civilians.

- At least 16 000 SAPS members and court orderlies would be replaced by SAPS-trained security guards.

Police arrests will change force

Jonny Steinberg

(2/1)

DO # 11/9/98

THE arrest of nine detectives by the anticorruption unit this week was being quietly celebrated across the force and was likely to motivate many policemen to offer information on corrupt colleagues, a senior police officer said in Pretoria yesterday.

Nine members of the aliens investigation unit and a home affairs official were arrested this week on charges ranging from corruption to fraud, theft and defeating the ends of justice.

The arrests were the culmination of a 10-month covert operation led by the police's anticorruption unit.

"A great deal was hinging on this operation," the officer, who asked not to be named, said.

"Before today the anticorruption unit could boast no major or glamorous successes and was thought of in many quarters as toothless and ineffective. That changed today. Those policemen

who value their work are deeply angered by police corruption. They now have somewhere positive to turn."

However, a source in police intelligence said the high-profile arrests this week would probably not motivate policemen to volunteer information on their colleagues. Instead the source believed it would deepen suspicion among detectives and lead to tension within specialised units.

"Now that the word is out that the anticorruption unit does in fact conduct expensive covert operations, detectives will be extremely suspicious of new people joining their units. It is likely to lead to hoarding of information and to paranoid and cliquish behaviour," the intelligence source said.

"The cost of a high-profile announcement that police are busting police is an erosion of camaraderie and trust. I suppose that is the inevitable consequence of the anticorruption unit doing good work."

STRIKING THE EARNINGS OF GAME TO SU JUNE 1988 INTO ACCOUNT

landing slots in Britain

Taxi justice continues despite removal of top Guguletu cops

MANDLA MNYAKAMA
SPECIAL CORRESPONDENT

ARG 11/9/98

While some Guguletu residents are returning to the embattled police station there to report crime, the temporary removal of four top officers has made little impression on most locals.

Many still perceive the police as problematic and inefficient. Some claim they are there only to waste taxpayers' money.

Last week, four high-ranking Guguletu policemen, including station commander Nicholas Solomons and second-in-command Koos Seimons, agreed to leave the station voluntarily

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pending the outcome of an internal investigation in to community allegations of police ineffectiveness.

In spite of this, taxi operators have been encouraged to continue meting out street justice because, residents claim, nothing else will help, not even a change in staff at the station.

Taxi men have been arresting, "trying" and punishing alleged wrong-doers with the encouragement of residents, although the practice has been condemned by police.

A resident said: "Since taximen started their action, we live in peace. There are no random shootings and our belongings and jewellery are no longer stolen by criminals."

THE NEW **LIFE** **STREET** **EC**

'No guns at home without safes' starts police go-slow

ERIC NTABAZALILA

BISHOP LAVIS police detectives have embarked on a go-slow to protest against a directive which demands that they apply for permission to take their service pistols home

Under the directive, passed in May, permission would be given only if the detectives have home safes which would be subject to an approval inspection. Detectives are upset because the areas they serve have a high rate of gang activity and they have often been targeted by criminal elements.

"We signed for permission to take our firearms home years ago but now they (police management) are coming up with new stories that we have to reapply and buy safes

"They say we have to be treated the same way as civilians, but we have been trained to be careful with firearms," said one detective who did not wish to be named.

The detectives work an eight-hour shift and have to hand in their pistols at the end of the day, even if they are on standby

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"If you are on standby and are called to a crime scene, you first have to go to the police station to book out your pistol. Isn't that a waste of time and taxpayers money?"

But head of the Bishop Lavis detective unit, Superintendent Jan Louw, feels the go-slow is a demonstration of a lack of discipline from his subordinates

"All the government and police management ask these detectives is that they should have safes in their houses where they can lock their firearms away. How many firearms have landed up in the wrong hands, leading to the deaths of innocent people?"

"This is not an order from our police station but something that comes up from the South African police management nationally. This is a directive we have to comply with and there's nothing we can do," he said.

Louw asked why the law for police should be different from that of civilians. "It is not a nice thing when people yell at you at a murder scene. The community feels that we are not

doing enough to control the firearms on the street and we have to start with our guys "

He said his detective department did not enforce the order when it came out four months ago. "We tried to be lenient and asked them every morning to buy safes so they could have their firearms within their reach

"We are not trying to be selfish. We are very concerned about their safety, but orders must be complied with. Unfortunately one has to take these decisions in the interests of an effective service to the community "

Police spokesperson for the East Metropole, Anine De Beer, said steps would be taken against members who did not abide by an order which was passed nationally and agreed upon by all stakeholders. "It's a policy regarding firearms which applies to everybody including the police. We should not be seen to be above the law. It's not something that was done autocratically. It was agreed upon with all the police unions. Therefore these members would have to bear the consequences if they continue with the actions," De Beer said.

Fivaz lauds latest corruption arrests

By Russel Molefe

POLICE Commissioner George Fivaz yesterday praised the arrest of 13 policemen in Gauteng and Northern Province on charges of corruption, saying the move should be welcomed by all peace-loving people in South Africa.

"We are satisfied that our objective of prioritising the fight against corruption, which was identified earlier as one of the obstacles in the success of our new democracy, is beginning to become a reality by showing tangible results," Fivaz said.

Nine policemen, all members of the alien investigation unit, including its former acting commander, Captain Blackie Swart, were arrested for, among other things, allegedly accepting sexual favours and bribes from illegal immigrants trying to avoid arrest or deportation.

A further 15 charges are being investigated against the policemen, who are out on bail ranging between R1 000 and R5 000.

A Department of Home Affairs official was also arrested with the policemen.

Four other policemen were arrested in the Northern Province, also for corruption. Among them is the Mokopane-based sergeant who allegedly broke into detectives' offices, stole 150 dockets and torched them.

But Fivaz said the real success would only be attained if society as a whole stood with the police service to fight corruption in the country.

"The arrest of a civilian in this case clearly indicates and confirms the fact that police officials are not alone in the act of corruption, thus cannot successfully commit corruption without the help of the members of the public."

Handwritten notes and stamps: (25), 11/9/98, and a vertical stamp that reads "SOWETAN".

Fivaz 'irritated' about change of control

Jonny Steinberg
and Stephen Laufer

SA NATIONAL police commissioner George Fivaz at the weekend responded with a public display of irritation to a long-standing disagreement on the future civilian control of the police.

Attending the final report-back hosted by Safety and Security Minister Sydney Mufamadi on the policing white paper to those who had made submissions, Fivaz refused to take his place on the stage, choosing a seat in the audience instead.

Sources said this was in protest against a late addition to a new safety and security organogram underlining the commissioner's accountability to

(251) the civilian secretariat, Fivaz and police CEO Meyer Kahn have opposed accounting authority being moved from the police to the secretariat

The white paper says the secretary should set performance criteria after policing goals have been negotiated with the commissioner. They will allow the minister to hold the police chief to promised levels of effectiveness.

The secretariat's main instrument will be its control of the purse strings. Until now the commissioner has been the accounting officer and has had a major role in policy formulation and in the monitoring of police performance.

The additions to the organogram — a thin black line with an arrow and the legend "strategic policy direction" —

BD 15/9/98
were added at the insistence of the parliamentary committee on safety and security. Sources said the committee wanted to avoid any ambiguity that could be used by the police to retain influence over policing policy.

The finance ministry had also insisted on the addition in the interests of clarity in the accounting process. The African National Congress and the Democratic Party had been most vociferous in demanding the clarification.

The SA Police Service submission is understood to have called for two separate departments — one of police and one of safety and security. The committee reportedly rejected this.

Fivaz's spokesman, Joseph Ngobeni, could not be reached for comment.

ARLT 16/9/98
**Shock
report
on spy
service
chaos**

(251)
GLIVE SAWYER
POLITICAL CORRESPONDENT

A crucial National Assembly debate on a report that slates the intelligence services for a failure to transform - and includes claims of smuggling and theft - has had to be abandoned at the last minute.

This is because Parliament's joint standing committee on intelligence, which by law meets in secret, had not formally approved the report.

Committee head Nosiviwe Mapisa-Nqakula was already at the podium, ready to introduce the report, when the National Party's Andries Beyers objected to proceedings because the committee had not voted on the report.

After the debate was suspended while the issue was investigated, the item was held over until further notice at the request of the Government deputy chief whip.

The report on the committee's activities in 1997 and last year deals with profound problems facing intelligence services.

It said that in spite of initial problems there was now "maximum co-operation" between the committee and intelligence services. "This does not imply no mistakes are committed on the way."

In its summary on dealings with the National Intelligence Agency and SA Secret Service, the report said the committee wanted to express "disappointment and anger" at some of the negative developments which had affected the services.

These included:

- Allegations of involvement of secret service members in looting and smuggling of Zairean wealth and smuggling former Zairean generals into South Africa.

- The theft of 11 national intelligence minibuses in June last year.

- A September 1997 break-in at the agency's Rietvlei complex, where R1,2-million in hi-tech equipment was removed.

The report expressed concern about destruction of military intelligence files and records on covert operations and projects, and at lack of transformation and representativity of MI.

The report said there was a need to increase the committee's capacity to allow it to keep pace with developments in intelligence structures.

Tortoise-like pace of change in SAPS 'to be probed' (251)

CT 16/9/98

JOVIAL RANTAO
PARLIAMENTARY BUREAU

THE tortuously slow pace of transformation within the middle and upper echelons of the SA Police Service (SAPS) has led to suspicions that the force is run by a "secret society" bent on frustrating plans to implement affirmative action.

So said Zelda Holtzman, the assistant commissioner in charge of SAPS equity and affirmative action, in a hearing before Parliament's safety and security committee.

Holtzman said that plans to transform the force are consistently blocked and that ideas on implementation are routinely shelved.

She said she had expected some resistance to change, but not to this extent.

Holtzman said the SAPS budget for "transformation" issues is inadequate.

It is questionable whether the SAPS will be able to achieve its goals of

being 50% black, 30% female and 2% disabled by 2000.

Deputy commissioner John Manuel, who was present at the meeting, said there was no "secret society" and that if it existed, he was unaware of it.

Committee chairperson Rapu Molekane yesterday said his committee was furious at the lack of progress in transforming the police.

"It's unacceptable. The people that are being promoted now are white. We don't hear of blacks being promoted.

"There's no programme that is geared towards change so that we can move to a situation where blacks would be promoted."

The committee has written to Safety and Security Minister Sydney Mufamadi, Police Commissioner George Fivaz and Safety and Security Secretary Azhar Cachalia requesting that a ministerial task team be established to probe the slow pace of change in the police.

Police top brass call for Fivaz's head

Unhappiness over what they see as 'too slow' transformation

By PHALANE MOTALA
Crime Reporter

High ranking officers, both demoralised and disillusioned with the pace of transformation in the police service, have joined unions in their call for Police Commissioner George Fivaz's resignation

An investigation by The Star found widespread unhappiness within the service - especially among high-ranking officers, who to date have not publicly voiced their dissatisfaction with Fivaz

However, there are indications that criticism of management's inability to come to grips with high absentee rates and gross financial, personnel and logistics mismanagement have grown in recent months

Top police sources say the lack of transformation had convinced most senior officers - black and white - to reconsider their positions in the SAPS.

Some senior officials in key positions at police headquarters claim that most of top management is ready to resign if the situation does not improve.

"This has nothing to do with politics. It has to do with transformation, change and management of the police service," one high-ranking officer said.



George Fivaz

"Fivaz is the first police chief, without any security branch links. He therefore does not have the ability to break the old networks within the police," he added

Some sources said black and white officers were affected equally - both wanted to know where they fitted into the organisation and the delays were creating tensions between them

They also said Fivaz was delaying the transformation process in the face of marginalisation he was experiencing among some whites.

Director Mpho Mmutle, president of the Black Officers Forum (BOF) and director of the management services' restructuring programme, has attributed the police's ineffectiveness in fighting crime to the present racial structure in senior management.

Vanessa Gounden of the police national equity component and deputy president of BOF said management compounded the problem. She said 26 of the 46 re-

cent promotions of members from senior superintendent rank to assistant commissioner were white males.

Fivaz, in a written response to the allegations, said: "This is the same story and allegations by the same people, only told on a different day. The very same people, paid by the taxpayer and responsible for transformation, are in fact the ones complaining about the lack of transformation."

He said transformation programmes were in operation and already showing results.

"In addition there are many plans due to be implemented that these internal critics would not and should not be aware of," he said.

Fivaz said morale among police senior management was high, and members were committed to transforming the service into an effective law enforcement agency, fully representing the dynamics of the new South Africa, "with or without these doubting Thomases".

"At times one must conclude that many of the current statements made by ill-disciplined members of the SAPS are primarily designed to foster their own personal interests and not the interests of South Africa," he said.

Sharply conflicting visions of how to transform the SAPS apparently sparked a clash between Fivaz and Safety and Security Minister Sydney Mufamadi last year when the ANC's seven provincial safety and security MECs joined Mufamadi in criticising Fivaz's track record.

Even Mandela, who had to step in to defuse the row, and who alone has the power to fire Fivaz, insisted during an interview last July that there were people of other race groups in the SAPS who were qualified to fill senior posts, including a replacement for Fivaz, whose contract expires next year.

Watchdog moves in with Guguletu cops

Immediate dip in violent crime

NORMAN JOSEPH
STAFF REPORTER

The Western Cape Secretariat for Safety and Security has appointed a watchdog to promote community policing at the beleaguered Guguletu police station.

Assistant secretariat director John Cloete has been assigned to attend to complaints against the police and to monitor service.

Mr Cloete said one of his functions would be to interact with the station commissioner on community affairs.

The secretariat, which operates under the National Crime Prevention Strategy, would monitor and perform duties at Guguletu police station until the completion of an internal investi-

(251) ~~ARG~~ ARG 17/9/98
gation into community allegations of police ineffectiveness

Four policemen recently left the station voluntarily pending the investigation

Mr Cloete started his day on Monday with a management meeting at the station

Acting station commissioner Scholtz Southey, Mr Cloete and other senior officers discussed a report on arrests and overnight crime.

About 9am, Mr Cloete interviewed several police to get a feel of grievances. He checked regularly on incoming crime reports and monitored charge office activities

By 11am, Mr Cloete was in a community meeting at the Uluntu Centre where plans were discussed for an anti-crime programme which will

form part of Nicro's Whistle Week

Mr Cloete said the crime rate had stabilised and serious violent crimes, including murder, rape, serious assault and armed robbery, had shown a marked decrease since Sunday

On Sunday, 20 cases were reported, on Monday 15 and yesterday there were only three.

Mr Cloete said police were investigating several assault charges against taxi drivers allegedly responsible for meting out street justice.

Mr Cloete said the police welcomed "an outsider's presence" and there was no resentment about his appointment

The secretariat appealed to residents to call Mr Cloete at 637 5945 or 082 574 4845 if they had complaints.

Dismay at pace of SAPS reform

Safety and security committee 'furious at the lack of progress'

BY JOVIAL RANTAO
Cape Town

The appallingly slow pace of transformation within the middle to upper echelons of the SA Police Service has led to suspicions that the force was run by a "secret society" bent on frustrating plans to implement affirmative action, a parliamentary committee has been told.

Zelda Holtzman, the assistant commissioner in charge of the SAPS's equity and affirmative action, told Parliament's safety and security committee yesterday that she had encountered endless problems in trying to transform the SAPS.

She said frustrations experienced by some members in middle management had led to strong beliefs that there was a faction which was resistant to change and wanted to retain the status quo.

Holtzman said plans to



Commissioner George Fivaz

transform the force were consistently blocked or frustrated and ideas on implementation shelved. She had expected some resistance to change but not to the extent it was happening.

Holtzman said one of the major problems she had faced was that the cost of the transformation process was not catered for in the SAPS budget.

"There has been a depen-

Staw 17/9/98



Minister Sydney Mufamadi

dency on foreign funding. None of our focus areas, such as the fast-track promotion scheme, accelerated development programme or preferential affirmative training, were funded by the police budget."

She said it was questionable whether the SAPS could achieve its goal of having a force made up of 50% black members, 30% women members and 2% dis-

(251)

abled members by 2000.

Deputy Commissioner John Manuel, who was present at the meeting, said there was no "secret society" and that if it existed, he was unaware of it.

Committee chairperson Rapu Molekane said Police Commissioner George Fivaz would be asked to address the committee on the matter.

He said his committee was furious at the lack of progress in the transformation process of the SAPS.

"It's unacceptable. We don't hear of blacks being promoted. There's no programme so that we can move to a situation where blacks would be promoted," Molekane said.

The committee has written to Safety and Security Minister Sydney Mufamadi, Fivaz and Safety and Security Secretary Azhar Cachalia requesting that a ministerial task team be established to probe the slow pace of transformation.

Kahn optimistic about bringing crime down

(2/1) (S)

Police chief appeals for people to take precautions

SAW 18/9/98

By Gill Gifford
Crime Reporter

Police chief executive Meyer Kahn is confident police are "gradually, slowly and begrudgingly getting on top of the job constitutionally bestowed on them", and claims crime will be within internationally acceptable norms and standards within three years.

One year and 17 days into his two-year secondment into the SA Police Service, Kahn said yesterday that while crime in South Africa was alarmingly high, damaging the country's reputation and contributing to the brain drain, he could see an improvement

"Let us as a nation be more balanced in our views. Things are not getting worse, in fact they are getting better. A look at (crime) statistics shows at worst a stabilisation and at best there is a fair indication of decline," he told a Johannesburg Chamber of Commerce and Industry breakfast

He claimed the senior police command structure had, for the first time ever, started working together with a common purpose. A code of conduct had been drawn up, aimed at changing



Meyer Kahn ... SAPS chief executive can see improvement.

behaviour and developing a culture of policemen caring for their colleagues, their country, the people they serve, as well as a respect for the police service. The code had been signed by all policemen and lodged in their files.

"The rules of the game have been defined for the first time. Recent arrests of policemen is not because the service is suddenly more corrupt - it is because the anti-corruption units are more effective. And honest members feel more free to clean the service

of corrupt elements because they are backed in their efforts," Kahn claimed.

He appealed to the public to "see matters in perspective" and not react hysterically or emotionally to crime.

"In terms of a worldwide trend the 'have-nots' are outgrowing the 'haves'. So people in South Africa who decide they want to remain the 'haves' need to take precautions. It breaks my heart to hear most property crimes happen via unforced entry," said Kahn.

"To use an analogy - our country is a malaria-ridden society. Now who would go into a malaria area without taking tablets? Who, in their right mind, leaves a cell-phone lying in their car or their doors unlocked? The biggest contribution people can make in the fight against crime is to take precautions. In a sense I am appealing to people to start taking malaria pills."

Kahn added that because South Africa's economic future remained uncertain, law enforcement should be seen as a process rather than a result.

"We want to win badly, so hang in there. We have not lost by any measure - in fact we have hardly begun."

Criticism of transformation 'lacks insight'

Significant transformation of the SA Police Service could realistically only be expected within three to eight years of the programme's inception in 1995, Commissioner George Fivaz said yesterday.

Fivaz stated this in a letter circulated to South African newspapers to address criticism of the "slow pace of transformation".

Fivaz said it was clear from the start that the transformation would be a complicated and prolonged process.

"Aspects such as the high

crime rate, budgetary constraints, unrealistic expectations of various role players and resistance to change were serious complicating obstacles

"These factors made it even more clear that any process of real transformation could only be successful if managed as a medium- to long-term project

"Significant improvements could only be expected within a realistic period of three to eight years," he said

Allegations that transformation was not progressing lacked insight and were based

on a concerted effort by a handful of police officers to discredit the police's transformation programme.

Fivaz said it was ironic that these people were involved in developing the transformation process

"The only assumption which can be made is that they are not competent to manage the tasks allocated to them, or that their malicious conduct is as a result of a personal agenda aimed at ensuring their promotion to more senior positions within the SAPS." - Sapa

(2/11)

SAPA 22/9/98

Rivalry between police agencies hampers war on crime

Jonny Steinberg

SUN CITY — The greatest obstacles in the fight against organised crime were rivalry, competition and poor co-ordination between different police agencies, one of Britain's most senior detectives told the world conference on organised crime yesterday.

Albert Pacey, former head of Britain's Intelligence Service, said competent police management was the most urgent task facing crime fighting. "There is always more than one agency trying to tackle a single problem. Petty jealousies, information-

hoarding and simple lack of co-ordination hamper investigation."

In England and Wales, a single intelligence-driven structure — the National Intelligence Service — directed all agencies involved in organised crime-fighting.

A similar function was established in the SA Police Services last year. The National Crime Information Management centre collects intelligence from across the country and draws up a national, provincial and local organised crime threat analysis four times a year. "The problem with our system," a detective in SA police intelligence said,

"is that the centre does not do its own intelligence work. It relies on information from the very agencies whose work it is meant to co-ordinate. So the problems of rivalry and jealousy are not entirely overcome in the SA system."

SA would do well to emulate the British model in the next 10 years.

Perpetrators of organised crime should pay reparations to their victims, said international crime fighting adviser Irvyn Waller.

Waller, who heads the United Nations Centre for the Prevention of Crime, also argued that crime victims should be given licence to address court

proceedings about the sentencing, bail and parole of perpetrators.

"The law at the moment recognises only two interested parties in the criminal justice system: the state and the accused," Waller said. "But there is a third, the victim, and SA now has legislation which allows government to seize the assets of crime bosses."

"The sole beneficiary here is the state treasury. The proceeds of organised crime should rather be dispensed on victim support and crime prevention, and this redistribution of funds should be bluntly referred to as a reparation to victims," he said.

Call to use army funds to ensure better policing

(257) SAT 27/9/98

Cape Town - It was "tactically inappropriate" to use armies for peacekeeping, Terry Crawford-Browne, a spokesperson for the Coalition for Defence Alternatives, said yesterday.

He said peacekeeping had become the post-Cold War justification for keeping armies. Lesotho was a policing operation, not a military operation.

"In the army you're taught to kill first and ask questions later. It's totally the wrong culture.

"We have to reconsider the use of armies in Africa, whether in Nigeria, where you join the army to get into politics, or in Lesotho, where the army militarily is a joke and terrorises the population."

South Africa should consider following the lead of Costa Rica, which abolished its army in 1948 and now relied solely on a police service.

"Our experience in South Africa in the eighties, when we sent the army into the townships and neighbouring countries, was disastrous. We need to apply the funds that go into the defence force to improving the country's police service," Crawford-Browne said - Sapa

Police watchdog slams uncooperative officers

(251)
ADRIAN HADLAND
PARLIAMENTARY CORRESPONDENT

Neville Melville, who heads the South African Police Service watchdog, has criticised the police and Safety and Security Minister Sydney Mufamadi for delaying the prosecution of policemen charged with serious crimes

Addressing Parliament's safety and security committee this week, Mr Melville, the executive director of the Independent Complaints Directorate (ICD), hammered senior police officers for being uncooperative in investigations, for being increasingly resistant to the directorate's work and for manipulating the criminal justice system to prevent prosecutions

"We are starting to become known to the police but as they realise the implications of our existence they are becoming more, not less, resistant," said Mr Melville

In its report to Parliament, the ICD, whose primary role is to ensure that complaints by the public against police members are properly investigated, said it had received almost 3 000 complaints this year involving about 500 deaths

Of 1 110 complaints received in Gauteng between April 1997 and the end of August,

117 cases, or 14%, had been closed

That compared favourably with other provinces only 5% of cases had been closed in the Northern Province only, 3% in the North West, 4% in KwaZulu Natal and 2% in the Eastern Cape.

Mr Melville said the ICD needed greater powers to force police officers to cooperate and give evidence in investigations.

"They are pitting their constitutional right to remain silent against the need for their evidence. The result, often, is a legal deadlock that can only be resolved by the Constitutional Court"

Mr Melville said he had asked senior police officers and Mr Mufamadi for help on a case-by-case basis but, so far, the ICD "have not received the cooperation we would have liked"

He said closing cases and passing them on for prosecution, however, was only half the battle. Getting cases heard in court was another matter altogether. Constant delays and adjournments were frustrating efforts to prosecute policemen, he said

Mr Melville said "The problem we have been experiencing is that matters involving the police take a very long time to get through the court system. Delaying tactics are being employed in which there are

numerous delays and adjournments."

He said the lack of resources available to the ICD had made it difficult to deal with the overwhelming workload.

"Given the ICD's current level of resources, it is regrettably no longer able to cope adequately with the number of investigations on hand," he told the committee.

Internationally, the investigation of a police-related death took, on average, 30 working days, he said

"At the current rate at which death cases are being received (predicted at 718 for the year), 90 investigators would be required to deal with this year's cases alone."

The ICD has 44 investigators, although a further 20 have been approved

Mr Melville said he had approached the Finance Ministry last month to secure more funding in the next Budget.

Despite its constraints, Mr Melville insisted the ICD "is making an impact".

"If nothing else, we are sending out a message to the police - who generally have a tendency to be a law unto themselves - that it may come as a shock to them, but they are accountable and can't break the law while trying to enforce it.

"They know that if they behave improperly, the matter will be reported to us

ARG 26/9/98

Fivaz's power in the SAPS top structure 'excessive' — forum

Jonny Steinberg

A ROW erupted yesterday between police commissioner George Fivaz and the Black Officers Forum over allegations that Fivaz had made key policy decisions behind the backs of SA's three most senior black officers.

Forum officials claimed last week that deputy national commissioners Zolisa Lavisa, Morgan Chetty and John Manuel had confided at a meeting with the forum that "they were not involved in real decision making".

"The Police Services Act gives the national commissioner excessive powers," Black Officers Forum secretary-general Jack Makgato said yesterday.

"The three deputy commissioners told us that Fivaz used the licence given him by the Act to make major decisions without consultation."

Fivaz cancelled a scheduled meeting with the forum yesterday, on the grounds that its allegations "were in bad faith and not conducive to the holding of a meeting" between the parties. Sources

at police headquarters in Pretoria said an angry Fivaz had summoned his three deputies to account for their statements and that they had denied telling the forum that the three of them were being marginalised.

None of the three deputies could be contacted for comment after Fivaz's statement late yesterday afternoon.

A senior detective who did not want to be named said yesterday the three deputies "had a hard time" in their dealings with senior police officers.

"The general sentiment among top officers is that the three deputies would not be in their jobs if they were white," the source said in an interview.

"After the transition to democracy, the top echelons of the police had to change colour fast and a number of people who had not proved themselves received fast-track promotions.

"I would not say that there is hostility towards them in particular, nor towards senior black officers in principle, but the informal status they hold among offi-

cers does not match their formal status. There is a tacit agreement that they have not yet proven themselves."

The Black Officers Forum has experienced a stormy relationship with Fivaz since its inception earlier this year.

On the eve of its launch in June, Fivaz condemned its formation as a recipe for racial division.

Earlier this year, Makgato said the forum was established because black police managers were demoralised and ineffective. He claimed that senior police management did not have the political will to implement affirmative action effectively and that black officers were forced to form their own organisation to ensure that managerial transformation took place in the SA Police Service.

In July this year, Safety and Security Minister Sydney Mufamadi appointed an independent commission of inquiry, chaired by SA Broadcasting Corporation chairman Paulus Zulu, to investigate racism in the police. The inquiry's hearings are due to end later this year.

NO 29/9/98 (251)

Forum tells Fivaz of black problems

(251)
CT 30/9/98

PRETORIA: The Black Officers' Forum (BOF) says it is time to force white people to understand black people's culture.

After a meeting between BOF and national police commissioner George Fivaz at police headquarters on Monday, BOF chairperson Mpho Mmutle said one of the good things that came out of apartheid was that black people were forced to learn white culture. Now it is time to reverse the roles, he said.

He explained that senior white officials had cushy jobs and comfortable positions in the past, but now it was time for them to wake up.

"They may think they are being pressurised now, but eventually they will come back and thank us when they can speak Sotho," he said.

Mmutle said he had used the meeting to sensitise Fivaz to the problems of black people.

"We told him that the affirmative action policy in the police had to be speeded up and that previously disadvantaged

areas had to be concentrated on.

"In the townships there is a culture of criminality. We need more police to change that," he said.

Mmutle said his job description within the service was to help with the transformation process.

"What we are trying to create is a police service filled with self-respecting, professional policemen. And we will get there. It would have happened much sooner had Fivaz agreed to talk to us at the beginning of last year," he said.

Responding on behalf of the commissioner's office, Leah Shimbambo said Fivaz had had a meeting with representatives of BOF to explain why the official meeting planned for later yesterday afternoon had been cancelled.

"We were not happy with the press release which they issued after their meeting with the deputy commissioners.

"We will have to sort out that problem before official talks can begin," she said. — Own Correspondent

Staff appraisal a waste of time, survey finds

Alison Maitland finds that poor appraisal has caused disaffection in the ranks

STAFF appraisal in the police force has been "a paper exercise" and a waste of time, says a survey presented to the British Educational Research Association conference in Belfast.

The survey of 2 000 officers, commissioned by the Police Federation, the officers' trade union, provides insight into the way that appraisal systems can backfire and create disaffection in the workforce

The system in place at the time of the research in 1996 was "an abject failure", according to John Dwyfor Davies, director of studies for education at the University of the West of England, which conducted the survey

A new system has since been introduced, the third this decade. However Davies argues that modifications will not be taken seriously until the negative perceptions of individual police officers are considered and acted upon

The survey's most damning conclusion is that police management failed to use appraisal to promote careers of officers, thus negating its purpose

"I have never had training or a career move based on appraisal," said a female inspector with more than 20 years' service. A male constable said: "Appraisal procedures as they stand

are a waste of time as they are not taken into account in any interview for new posts."

Objectivity is an important issue for any appraisal system. Respondents said managers did not pay enough attention to their day-to-day work and personality clashes could influence them. Crucially, the survey identified a lack of training for those carrying out appraisals. Nearly two-thirds of respondents in a supervisory role said they had not had adequate training

Although the appraisal procedure was designed to identify skills and qualifications officers brought into the force, about half the respondents did not feel these were properly exploited.

Most felt appraisal procedures were ineffective. A chief inspector said many senior officers regarded appraisal as a nuisance and did not take it seriously.

Another of Davies' concerns was that according to home office guidance on appraisal, individual forces are not bound to accept a common system.

The research involved ranks from constable to chief inspector in five rural and urban constabularies answering questionnaires. The researchers then had interviews with a representative sample. — Financial Times

(251) PD 1/10/98

PROBE INTO 'SKEWED' MANPOWER POLICY

ANC demands changes in Cape police

(251) CT 7/10/98

THE ANC is charging that the NP-led provincial government is taking no action to correct the skewed deployment of police resources. Special Assignments Team ROGER FRIEDMAN and BENNY GOOL report.

| | MANENBERG | SEA POINT |
|----------------------|-----------|----------------|
| Population | 117 000 | 100 000 |
| SAPS Personnel | 74 | 102 |
| Vehicles | 23 | 26 |
| Incoming phone lines | 5 | 7 |
| Kitchen | 0 | Fully equipped |
| Trauma room | 0 | Fully equipped |
| Hostel | 0 | Fully equipped |

| CRIME STATS LAST WEEKEND (FRI 6am - MON 6pm) | MANENBERG | SEA POINT |
|--|-----------|-----------|
| Murder | 6 | 1 |
| Rape | 0 | 0 |
| Assault common | 4 | 2 |
| Assault GBH | 3 | 1 |
| Theft out of vehicle | 8 | 11 |
| Theft of motor vehicle | 2 | 5 |
| Housebreak residential | 1 | 2 |
| Housebreak business | 2 | 1 |
| Robbery common | 0 | 1 |
| Armed robbery | 1 | 1 |



INSPECTION: ANC provincial parliamentarians Leonard Ramatlakane and Roseberry Soroto are all ears as acting Sea Point police commissioner Captain Johan Pentz provides them with a breakdown of last weekend's crime statistics

The most common crimes committed in Sea Point are car-theft, theft out of cars and housebreaking. In Manenberg, on the other hand, police have their hands full investigating violent crime, assaults, attempted murders and murders.

Manenberg's population is larger than Sea Point's, yet there are more police stationed in Sea Point. Agd Sea Point police have more cars, more offices, more incoming telephone lines, more computers, and so on.

This is the situation ANC members of the Western Cape legislature's community safety standing committee discovered on their recent visits to police stations in Camps Bay, Sea Point, Guguletu, Manenberg and Belhar. They are still to visit Khayelitsha, Bellville, Nyanga and Mitchells Plain, among other places.

And this is why one of the first tasks former mayor Theresa Solomon undertook last week, in her new role as member of the Western Cape legislature and

provincial ANC spokesperson on community safety, was to request an urgent debate on the pace of police transformation in the region. Solomon says the lack of transformation is one of the primary reasons for the increasing crime rate in the province and that violent crime will continue to increase until the police are deployed where they are most needed.

Yesterday, speaker of the Western Cape legislature, Willem Doman responded to Solomon's request: "My view is that although the matter proposed to be debated may be of great importance, it does not warrant the house to be reconvened for the purposes of a special debate, and I therefore do not regard the matter as of urgent public importance."

Doman suggested that the matter be debated as an ordinary subject for discussion or a private member's motion on the next parliamentary sitting day, October 27. And he pointed out that the standing committee on general provincial services recently held in-depth

ANC charges skewed police deployments add to crime

(251) CT7/10/98

from Page 1
discussions with Western Cape police commissioner Leon Wessels, and "could" table a report in the house, "shortly"

Indeed The ANC members' inspections were conducted in the wake of Wessels' submission on September 16 Wessels' submission confirmed their view that transformation is not taking place in the Western Cape, and that the ruling National Party lacks the political will to deal effectively with crime, they said They wanted to see conditions first-hand

Among other things, Wessels told the committee that reported crime is on the increase, that the Western Cape is understaffed by more than 20%, and that the service would "strive" to have a minimum of 50% black people at management level by the year 2000

Presently the commissioner is white, five of seven assistant commissioners are white, 16 of 19 directors are white, 78 of 103 senior superintendents are white, 266 of 326 superintendents are white, 735 of 1 142 captains are white, 1 372 of 2 589 inspectors are white, and 849 of 1 682 civilian workers are white The only ranks where black members predominate are sergeant and constable

While the ANC is concerned about these figures, it is just as concerned about the manner in which the provincial police service distributes its resources

"There is no strategy in place to deal with the redistribution of resources," said MPL Leonard Ramatlakane

"The Western Cape government's stock response to criticism is to complain that they lack decision making powers and adequate resources Although Section 206 of the Constitution empowers provinces to formulate their own plans, and then put these to the national commissioner, this has never been done in the Western Cape Section 114 gives provinces concurrent powers to create laws, but this has never been used either

"Crime is on the increase in the province, but we hear the commissioner is waiting for his retirement package Who will be the new driver and will he have a licence?" asked Ramatlakane, the former transport MEC

"We are not saying that Sea Point police station is the best-equipped in town and Manenberg the worst, but I can tell you that the Sea Point police station is so well-equipped it is like a technician And Manenberg is shabby Will these inequalities ever be put right?" he asked

Roseberry Sonto, ANC MPL, said the provincial government's constant complaints that it lacks money and resources is a smoke-screen for its own mismanagement

"They should not complain without knowledge We say we should make do with what we have Only once we know what we can really do will we be in a position to know what we lack We are talking about the continued unequal distribution of resources



IN CUSTODY: Theresa Solomon (left) interviews teenagers arrested for murder in Manenberg at the weekend.



WOMEN'S BARRACKS: Ntsiki Mgayiya inspects facilities at the Sea Point police station

It is crazy for a province to demand extra resources if it hasn't taken care to rebalance its existing resources according to real needs"

Sonto said it would be inappropriate to blame the police for lack of transformation when there is nobody around to drive the process "You cannot expect to have a strong crew if the captain is weak The provincial ministry and chairperson of the standing committee lack the political will to drive transformation," he said

Ntsiki Mgayiya, also an ANC MPL, was particularly struck by the sight of a cane lounge suite she encountered outside Sea Point

police station "It was from their trauma/counselling room They said they had just received a new lounge suite from a member of the public, and they didn't know what to do with the old one

"I thought to myself that there are many other police stations in poorer areas which could use such a lounge suite Many of these police stations don't even have such a room, never mind furniture"

Between the ANC's first visit to Sea Point police station last month and its return visit with the *Cape Times* this week, the station has closed down its fully-equipped kitchen and staff dining room

Captain Johan Pentz, who is acting station commissioner this week, said the women's barracks is in the process of closing He said he was unsure for what purpose these facilities will be used in the future The barracks includes a television room and a laundry with four or five washing machines

Solomon was particularly taken aback at what she saw at Guguletu police station "Sea Point has a proper boardroom while Guguletu's boardroom is in a container There is no trauma room There is a kitchen but no equipment The state of the cells is absolutely appalling, no running water, no toilet

paper and no soap Male police were in charge of female detainees Maybe I am particularly sensitive to these issues because of my own experiences as a detainee"

She said it is impossible for the police to provide quality service to the community if they lack a coherent infrastructure

"Where you drink your coffee may seem a trivial issue, but it is actually very important If you feel comfortable it enables you to go out and do your work

"If you lack the most basic resources you cannot be expected to bring down the crime level," Solomon said

PROBE INTO 'SKEWED' MANPOWER POLICY

ANC demands changes in Cape police

(2571) CT 3/10/98

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| Housebreak residential | 1 | 2 |
| Housebreak business | 2 | 1 |
| Robbery common | 0 | 2 |
| Armed robbery | 1 | 1 |



INSPECTION: ANC provincial parliamentarians Leonard Ramatlakane and Rosebery Soroto are all ears as acting Sea Point police commissioner Captain Johan Pertz provides them with a breakdown of last weekend's crime statistics

ANC charges skewed police deployments add to crime

(ANI) CT 7/10/98
 discussions with Western Cape police commissioner Leon Wessels, and "could" table a report in the house, "shortly"

Indeed The ANC members' inspections were conducted in the wake of Wessels' submission on September 16 Wessels' submission confirmed their view that transformation is not taking place in the Western Cape, and that the ruling National Party lacks the political will to deal effectively with crime, they said. They wanted to see conditions first-hand

Among other things, Wessels told the committee that reported crime is on the increase, that the Western Cape is understaffed by more than 20%, and that the service would "strive" to have a minimum of 50% black people at management level by the year 2000

Presently the commissioner is white, five of seven assistant commissioners are white, 16 of 19 directors are white, 78 of 103 senior superintendents are white, 266 of 326 superintendents are white; 735 of 1 142 captains are white, 1 372 of 2 589 inspectors are white, and 849 of 1 682 civilian workers are white The only ranks where black members predominate are sergeant and constable

While the ANC is concerned about these figures, it is just as concerned about the manner in which the provincial police service distributes its resources

"There is no strategy in place to deal with the redistribution of resources," said MPL Leonard Ramatlakane

"The Western Cape government's stock response to criticism is to complain that they lack decision-making powers and adequate resources Although Section 206 of the Constitution empowers provinces to formulate their own plans, and then put these to the national commissioner, this has never been done in the Western Cape Section 114 gives provinces concurrent powers to create laws, but this has never been used either

"Crime is on the increase in the province, but we hear the commissioner is waiting for his retirement package Who will be the new driver and will he have a licence?" asked Ramatlakane, the former transport MEC

"We are not saying that Sea Point police station is the best-equipped in town and Manenberg the worst, but I can tell you that the Sea Point police station is so well-equipped it is like a technician And Manenberg is shabby Will these inequalities ever be put right?" he asked

Roseberry Sonto, ANC MPL, said the provincial government's constant complaints that it lacks money and resources is a smoke-screen for its own mismanagement

"They should not complain without knowledge We say we should make do with what we have Only once we know what we can really do will we be in a position to know what we lack We are talking about the continued unequal distribution of resources



IN CUSTODY: Theresa Solomon (left) Interviews teenagers arrested for murder in Manenberg at the weekend.



WOMEN'S BARRACKS: Ntsiki Mgayiya inspects facilities at the Sea Point police station

It is crazy for a province to demand extra resources if it hasn't taken care to rebalance its existing resources according to real needs"

Sonto said it would be inappropriate to blame the police for lack of transformation when there is nobody around to drive the process "You cannot expect to have a strong crew if the captain is weak The provincial ministry and chairperson of the standing committee lack the political will to drive transformation," he said

Ntsiki Mgayiya, also an ANC MPL, was particularly struck by the sight of a cane lounge suite she encountered outside Sea Point

police station "It was from their trauma/counselling room They said they had just received a new lounge suite from a member of the public, and they didn't know what to do with the old one

"I thought to myself that there are many other police stations in poorer areas which could use such a lounge suite Many of these police stations don't even have such a room, never mind furniture"

Between the ANC's first visit to Sea Point police station last month and its return visit with the *Cape Times* this week, the station has closed down its fully-equipped kitchen and staff dining room

Captain Johan Pentz, who is acting station commissioner this week, said the women's barracks is in the process of closing He said he was unsure for what purpose these facilities will be used in the future The barracks includes a television room and a laundry with four or five washing machines

Solomon was particularly taken aback at what she saw at Guguletu police station "Sea Point has a proper boardroom while Guguletu's boardroom is in a container There is no trauma room There is a kitchen but no equipment The state of the cells is absolutely appalling, no running water, no toilet

paper and no soap Male police were in charge of female detainees Maybe I am particularly sensitive to these issues because of my own experiences as a detainee"

She said it is impossible for the police to provide quality service to the community if they lack a coherent infrastructure

"Where you drink your coffee may seem a trivial issue, but it is actually very important If you feel comfortable it enables you to go out and do your work

"If you lack the most basic resources you cannot be expected to bring down the crime level," Solomon said

Expert shocked by police's plight

Nomavenda Mathiane

SENIOR Swedish police officer Jan Ake Kjellberg, one of 15 international policemen seconded to the truth commission, is overwhelmed at the difficult working environment facing local law enforcers

In Sweden, detective superintendent Kjellberg said, a detective would have a computer that provided him access to the population, car, customs and telephone registers. And, above all, no policeman would be accepted into the police academy without a drivers' licence and computer skills

Kjellberg was seconded to the commission in 1995 and claims that the first three months were spent reading and summarising statements

"Some of them were poorly written. There was not enough information," he said.

As an investigator for the commission, he had to travel throughout SA taking statements

He was part of the preparations for the hearings involving African National Congress (ANC) MP Winnie Madikizela-Mandela and members of the Mandela United Football club and interviewed former security operatives such as Craig Williamson, Eugene de Kock and Dirk Coetzee

He met French au-

thorities to discuss the assassination in March 1988 of the ANC's representative in France, Dulcie September.

While touched by the stories of victims, he said he felt sorry for some of the perpetrators who believed in their superiors

"I have met young white people who are now shunned by their family and relatives

"I have also met perpetrators who still do not believe they did anything wrong. These are

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the people who argue they were at war with the terrorists"

While he is critical of the manner in which the commission conducted its work, saying there was not enough time and equipment to do justice to the investigations, Kjellberg is even more critical of the lack of resources and training given to SA police

He has also found the police conduct at charge offices disappointing

During the three

years that he has been in SA, he has been mugged outside the commission's offices, had his car hijacked and been robbed in his home.

He is also critical of the large gap that exists between the rich and the poor in SA

However, apart from the negative aspects, Kjellberg argues that his stint in SA is very important to him because he has learnt a lot about modern SA history and SA's people

Minister calms Fivaz's row with black officers

M+G 9-15/10/98 (251)
Tangeni Amupadhi

Minister of Safety and Security Sydney Mufamadi is extinguishing fires these days. In between shuttles to Lesotho for peace talks, he stepped in to quell a growing rift between the national police commissioner and black managers.

It is understood Mufamadi urged police National Commissioner George Fivaz to meet with the Black Officers' Forum (BOF) after the commissioner gave them the cold shoulder last week.

Fivaz cancelled a meeting with the BOF when the organisation issued a media statement about an apparent clash of views between him and three of his deputies. The three deputies have distanced themselves from the statement, which followed a meeting between them and the forum.

Mufamadi's representative, Andre Martin, would only say the minister intervened in the fight between Fivaz and the BOF, which was formed to advance "black empowerment" within the South African Police Service.

Fivaz's hardline stance towards the forum appears to be in conflict with that of provincial police heads, the majority of whom have adopted a conciliatory attitude towards the BOF, saying they would meet and work with the forum.

Fivaz and the BOF have been at loggerheads since the inception of the forum last year.

The police chief said there was no room for a racial group in the police and accused the organisation of being "dangerously divi-

sive and counterproductive." The forum's members are commissioned officers from the rank of captain upwards.

The BOF complains that the national commissioner's powers are too excessive, and that he was either unable or unwilling to speed up the pace of change and tackle embedded racism within the police.

"Black officers are still being called kaffirs and other discriminatory names," said a director in Gauteng. "Instead of being disciplined, the white officers are transferred to district, provincial or national office."

In one of the latest incidents of racism, black police officers were given bicycles to patrol the streets while their white colleagues used cars.

Jack Magatho, the secretary general of the BOF, says of Fivaz: "He cannot wish us away. For too long it's been a taboo to talk about change in the police. But the BOF has created necessary tension to address these problems. We are going to shake people's comfort zones."

Magatho says the forum wants to kick-start substantive changes in the police by next year, and will include structures which, for instance, will eliminate promotion by favouritism and encourage the training of black officers.

"Right now blacks are set up to fail," said the director.

Leah Shibambo, Fivaz's representative, said he is "willing to listen" to the BOF but has not changed his mind that there is no room for the forum among the ranks of the police.



Hardline stance:
Police Commissioner
George Fivaz

Racism rife in SAPS up north

It is claimed that black officers are restricted to foot patrols and have to use separate amenities

BY PHOMELLO MOLIWEDI

Race relations in the police force in the Northern Province, particularly the Pietersburg area, are so poor that intervention is being sought at the highest level to normalise the situation.

Black cops complain that they are not being treated fairly by their white colleagues and that the government is failing to intervene.

Police and Prisons Civil Rights Union (Popcru) provincial secretary Captain Monwana Masokoameng says they have long fought for equality in the police service, without much success. "There have been numerous cases of white officers assaulting their black colleagues, and nothing has been done. There are also allegations of senior black officers taking orders from their white juniors.

"White police officers even refuse to parade before their black seniors and instead call for their replacement by white officers," he says

It is alleged that when whites in Pietersburg commit crimes, they refuse to be arrested by black officers, and their white colleagues have to make the arrest. Masokoameng adds: "Recently, a black police officer in Messina was dismissed after he had assaulted a civilian. Such treatment is not meted out to whites."

Masokoameng says the black policemen have referred their problems to the office of the MEC for safety and security, to no avail. "If the situation carries on we are going to embark on a mass action campaign to get the government to act. We will start with marches, but if they don't bear fruit we will have to consider a go-slow," he warns.

Serious confrontations arose when Superintendent André Kotze was appointed head of the Pietersburg crime prevention unit last month to replace Superintendent Ramabele Maleka, allegedly after white officers refused to take orders from him.

Kotze told black officers attached to the unit that, with effect from,

October 1, they would be restricted to riding bicycles and doing foot patrols. He further stated that black officers would no longer be given permission to drive state vehicles, reasoning that they would then on do foot patrols as it was blacks who committed crimes in the streets.

There have been cases of white officers assaulting their black colleagues

Kotze allegedly unveiled the controversial plan at a meeting with members of the unit on September 15 held to announce his promotion to commander of the crime prevention unit.

He also allegedly said no white person was to be detained in police cells as a suspect while he was in charge.

After taking the reins, Kotze set up a whites-only unit to patrol farms in the area and ordered blacks not to set foot on white farms anymore. A sergeant was appointed to head the unit, overseeing the black inspectors who should have got preference.

Subsequently a Sergeant Seota and an Inspector Tjale were suspended on two counts of misconduct. Seota said his suspension came as a result of his questioning Kotze's plans.

When the *Saturday Star* contacted Kotze, he declined to comment and instead referred us to Senior Superintendent Phuti Sethati, the provincial head of communications.

Sethati said his standpoint was that the police had resources that should be shared equally by all involved. He added it was not policy to reserve cars and other resources for certain groups of people.

He also confirmed that Seota and Tjale had been suspended for misconduct but refused to say what the two had done.

Mamashela, who is handling this investigation says there is a strong case against Tjale and Seota. He denies the allegations made by the two officers against Kotze.

"The evidence suggests that Kotze told the cops that because of the high crime rate, all means should be used to combat it, and that this would include using bicycles, scooters and foot patrols to win back the city streets. He didn't make any reference to colour or race," says Mamashela.

The two were suspended after they had refused to appear before the area commissioner, he adds.

Popcru also feels that promotions are not being done fairly. Between July and September this year, three out of every 10 people promoted were black, even though they constitute 90% of the force at the police station.

A police officer at Pietersburg station says white officers still enforce the use of separate amenities.

The officer also alleges that the bulk of the station's resources are utilised in white areas.

Murder of cops in SA 'highest in the world'

JOHAN SCHROENEN

CRIME CORRESPONDENT

(271)

AR 13/10/98

Visiting London police chief Paul Condon says the scale of murder and violence against the police in South Africa is unprecedented in the world.

In his six years as commissioner of the Greater London Metropolitan Police, only four police officers had been murdered, said Sir Paul.

But in the Western Cape in the past four years no fewer than 49 policemen have been murdered.

"I'm impressed by the scale of the challenge of community safety in South Africa

"The crime problems here, compared to London's or anywhere in the world where I have been, are the same.

"It is only the magnitude that's different."

Sir Paul, a guest of Technikon SA,



LEON MULLER

Kingpins: London police chief Sir Paul Condon and Western Cape Safety and Security Minister Mark Wiley yesterday

said he had come to South Africa to share experiences and problems after being inspired by President Mandela on his recent visit to Britain.

"I'm not here to teach the South African police how to deal with their problems or to stick my nose in South Africa's business.

You can't take an off-the-shelf policing package from one country and apply it to another.

"But there is a commonality of crime across the globe and we can share experiences to help find our own solutions.

"The sense of the enormity of the challenge of crime in South Africa is a humbling experience for me.

"Police here have a significant task in the arena of law and order, but the process of achieving it will take time."

Sir Paul, who has been in South Africa for three weeks, leaves Cape Town today.

ANDREW TRENCH and
ANDRE JURGENS

WHAT HE CLAIMS

- Police provided escorts for hijackers
- A R10 000 bribe got him out of jail
- They helped destroy car-theft dockets

A HIJACKING kingpin serving 125 years in South Africa's toughest prison has lifted the lid on police corruption and involvement in international car-theft syndicates.

Safety and Security Minister Sydney Mufamadi has agreed to meet with Xolani Mhlwana in C-Max prison in Pretoria on his return from London early this week.

Mhlwana sent a dossier to the Sunday Times this week on the involvement of police in crime syndicates by destroying dockets, escorting hijacked cars, arranging false licences and assisting in jailbreaks.

To establish his credentials, Mhlwana has begun returning cars he stole to their rightful owners through the Sunday Times.

The first car, an Alpha Romeo 145 worth R134 000 stolen from a dealership in Sandton, Johannesburg, was handed to a Sunday Times reporter in Port Elizabeth yesterday. The engine and chassis numbers match those of a car stolen over a year ago.

Another stolen vehicle was due to be retrieved in Durban last night and a third in Cape Town today.

Mhlwana, who admits to having hijacked 30 vehicles, managed to tell his story to the Sunday Times using his precious 10 minutes of daily telephone time from the public telephone in C-Max, the top-security prison opened last year.

Mhlwana arranged with contacts outside prison to make the stolen cars available and to provide copies of his sworn statements.

His allegations, contained in the sworn affidavits, centre on a sergeant at the anti-hijacking squad in Johannesburg, whom Mhlwana accuses of taking a R10 000 bribe to secure his release from prison during an earlier arrest before he was finally convicted.

He alleges he later paid another R10 000 to the sergeant — whose name is known to the Sunday Times — who agreed to leave his office at John Vorster Square open for Mhlwana to creep into early one morning to steal

his and other car criminals' dockets.

In his lengthy statement, Mhlwana also alleged that other police officers had actually helped him and his accomplices escape with stolen cars. These officers include a member of the Soweto Flying Squad, whom he accused of having provided an escort with flashing police lights for their stolen vehicles.

Mhlwana said his life was in danger and he had already received death threats in prison.

"I expect any day I will be dead, but before I die I will make sure everything is known," he said.

Mhlwana has information about international car syndicates operating in South Africa, about cars-for-drugs deals and about corrupt police who are working with the hijackers.

In August he made a statement about police corruption to the police watchdog, the Independent Complaints Directorate.

Its spokesman Jabu Dhlamini confirmed this week Mhlwana's allegations were being investigated.

His father, General Niki Mhlwana, the assistant commissioner of police in Queenstown, is standing by his son in his fight against what he believes are corrupt police, and is urging him to tell all he knows.

"I have said all I want is for Xolani to reveal all he knows, and at the end of the day the will of God will prevail," Mhlwana snr said. "My suspicion is that there is a cover-up. I am heartsore. I am not trying to save my child. He has sinned, but 125 years was just a way of silencing him."

Mhlwana said he had decided to come clean while in jail.

He was sentenced after pleading guilty in April to 11 counts of hijacking and to a charge of escape from prison.

"For a long time my father and I have been fighting because of what I have been involved in. I know many people will never understand but since I have been here I have had time to think about what is going on in this country and I have come to realise that there

is a serious amount of corruption," he said.

"I just want to help. I do not care if I risk my life in jail but I do not want sit in jail doing nothing when I can do something to help. There is a perception that criminal minds cannot come right — this is wrong.

"Someone has to start putting things right. I want to lead by example," he said.

Mufamadi's spokesman, André Martin, said the minister had instructed his office to make ar-

rangements with Correctional Services to meet with Mhlwana "soon after his return".

The vehicle retrieved in Port Elizabeth yesterday was stolen by Mhlwana from a sales assistant at Clarke Nissan, Sandton.

The manager of the dealership, Brenda Bartholomew, was astounded to hear the car had been found. "We had no hope of getting the car back," she said.

André Steyn, an investigator for Clarke Nissan's parent company, the McCarthy Group, said he had thought the alleged cash-heist kingpin and fugitive Collin Chauke had stolen the car.

"Getting a car back like this is pure luck," he said.

Mhlwana said corruption was rife in Johannesburg's anti-hijacking unit, and his allegations were aimed at rooting it out.

The unit's Superintendent Piet Cilliers denied the allegations. "All he wants to do is to get someone to take him out of prison and escape. Let the Independent Complaints Directorate do their investigation."

● Page 4: How we ordered a hijacked car

Over 1 000 police officers slain since '94

291
JAN 23/10/98

120 murders in first half of this year

'part of breakdown in respect for law'

South Africa's police are being gunned down in greater numbers as the country's violent-crime culture reaches new heights, a report compiled by the SA Police Service showed yesterday.

Police murders reached 120 in the first half of this year, bringing the total number of officers killed to more than 1 000 since the country came under democratic majority rule in 1994.

In the first half of 1997, 116 officers were killed - mostly shot, stabbed or beaten to death.

These disturbing statistics were contained in a report drawn up by the SAPS detective service that brought attention to "a general breakdown in respect for the law and its servants".

Most of the 120 murdered were lower-ranking constables aged between 26 and 35 who were killed by firearms, more often than not when they were off-duty.

The killings were predominately carried out by black youths aged between 21 and 35 in Gauteng and KwaZulu Natal.

"The very nature of their work regularly exposes police officials to often extreme danger.

This is evident from the high level of violent crime in South Africa," the report said "The incidence of crime in the country is still at a very high and definitely unacceptable level"

With a large and growing number of illegal weapons in circulation, criminals had displayed an increase in brutality when carrying out crimes, the report added.

Policemen were regularly attacked by assailants who wanted their firearms.

The murder of two police officers this month typified the link between the killings and the theft of officers' weapons.

Edwin Allison, a veteran traffic officer in Cape Town, was buried this week after being shot dead in his patrol vehicle for his gun while carrying out a traffic survey. He left a wife and four children.

And Pretoria policeman Moswana Sepuru died in hospital this week after being shot by unknown attackers. His service pistol went missing after the attack.

Police deaths and stress have been blamed for a high rate of suicide in the SAPS. - Reuters

Public service debt write-off proposed

David Greybe

CAPE TOWN — Parliament's public service committee proposed yesterday a partial write-off of monies owed by thousands of public servants who were irregularly promoted at about the time of the 1994 elections.

The White commission into irregular promotions in the public service between April 27 1993 and September 30 1994 found a total of 16 650 irregularities. The commission completed its work last month and has reported to President Nelson Mandela.

The commission found that the overwhelming majority of the irregular promotions took place in the former Transkei, Gazankulu, Lebowa and Ciskei. It found very few irregularities in the former SA administration. The committee decided departments and provinces had two months, from a date to be set by the

treasury, to reverse irregular promotions in cases where this had not been done.

Committee chairman Salie Manie said heads of departments who did not reverse the irregularities within the two-month period "will be held personally responsible for the loss of state monies through delays".

Manie said the partial write off was a "compromise solution" which took into account various difficulties such as "considerable resistance" from those affected.

The committee has recommended that affected public servants "be instructed to repay the equivalent of one quarter of their monthly salary paid over three years". Manie said the amount to be repaid "represents a substantial proportion of the debt in most cases".

National Party (NP) MP Marthinus Appelgyn said "The write off is a fair compromise because it will not be possible to recover every cent paid out due to an ir-

regular promotion. We can only hope that outstanding monies are collected."

Parliament is expected to adopt tomorrow the recommendations, which are contained in a report backed yesterday by the African National Congress, NP and Inkatha Freedom Party — the only parties present at the committee meeting.

Manie said the implementation of the recommendations would ensure

That all irregular promotions found by the commission would be reversed by departments and provincial administrations, saving the state millions by preventing the continuation of overpayments; and;

A substantial amount of the overpayments paid out would be recovered in terms of a procedure which was fair and reasonable to all parties.

Judge Colin White said last month it was "impossible" to estimate the cost to the state of the irregular promotions. He

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(250)

said it was more important to reverse the promotions because that was where the state's main savings would come from.

Manie said yesterday: "Many of the affected individuals were not directly involved in irregular actions themselves. As a result, attempts by departments and provinces to implement the findings have met with considerable resistance."

However these considerations alone were not sufficient to motivate a write off of the unauthorised expenditure. There were also "unacceptable delays between the award of the irregular promotion and its reversal, caused by the lack of resources in the commission and bureaucratic tardiness in some departments."

"In most cases the amount to be repaid will have doubled or tripled by the time the irregularity has been reversed," Manie said. A parliamentary public hearing in August last year heard that some arrears were already at about R120 000.

Under Vol. from Statute

Plan for irregularly promoted public servants to repay state

STW 5/11/98 (250)

Cape Town - Public servants who were awarded irregular promotions and benefits ahead of the 1994 elections should repay the equivalent of a quarter of their monthly salary for the next three years, the National Assembly's committee on public service and administration decided yesterday.

This follows the committee's deliberations to implement the findings of the commission headed by Mr. Justice White, which found 16 650 irregularities over the period April 27, 1993 to September 30, 1994.

Some progress was made with the reversal of promotions, as recommended by White, but the recovery of overpayments, had presented major challenges, committee chairperson, Salie Manie (ANC), said in a statement.

Because it was unlikely that full recovery would be possible, and to promote order and stability in affected areas, the committee recommended the Treasury adopt a partial write-off of overpayments.

Affected individuals should repay a quarter of their monthly salary over three years, which represented a substantial proportion of the debt in most cases, Manie said.

The implementation of the committee's decisions would ensure that:

- All irregular promotions uncovered by the commission would be reversed, preventing the continuation of overpayments and saving the state millions.

- A substantial number of overpayments would be removed in terms of a procedure which was fair and reasonable to all parties.

Manie said most of the irregularities had taken place in the former homelands at a time of political uncertainty.

Agitation for promotions was also fuelled by significant disparities between the remuneration level paid in the former homelands and the South Africa administration.

After 1994, housing allowances of these public servants had decreased, while their tax contributions had increased, causing further hardship in already economically depressed areas, Manie said.

Many of the affected individuals were not directly involved in irregular actions and as a result, attempts to implement the reversals had met with considerable resistance - Sapa

Public-sector service still 'preferred option'

Linda Ensor

MD 6/11/98 (250)

CAPE TOWN — Public-sector delivery of municipal services would remain government's preferred option and where public-private sector partnerships were forged, these would not entail the state's disposal of its assets, constitutional affairs director-general Zam Titus said in Parliament this week.

Briefing Parliament's constitutional affairs committee on government's draft regulatory framework for municipal service partnerships, Titus said public assets should not find their way into private hands in the process of forging partnerships.

The partnerships are intended to enhance the local authorities' ability to deliver services and to spread the risk of doing so.

Titus said five forms of financial incentive were being considered to encourage private sector involvement and to ensure the partnerships got off the ground. The incentives would strengthen the ability of partnership projects to recover costs and sustain itself economically.

Options being considered included direct financial investment by

municipalities; tax holidays and other fiscal incentives; exclusivity and other exceptional rights and privileges, financial guarantees by municipalities for projects; and public sector performance guarantees which would commit the municipality to pay its service providers.

The framework stated that one of the most common reasons for failing to close municipal service contracts was the public sector's inability to satisfy the credit risk and cost recovery concerns of investors.

"According to SA investors and financial institutions, the flow of private funds to the municipal infrastructure sectors could be much larger if municipal service partnerships could have their creditworthiness enhanced through public support."

"Clearer options on how municipalities can enhance the creditworthiness of partnerships through public support will make it more likely that SA's municipal sectors will receive the benefits of access to these sources of private capital."

Titus said some parts of the framework document would be incorporated into the proposed Municipal Systems Bill.

Public protector's office to quadruple

Recognition that Baqwa and Heath are doing good work, says Omar

(250)
(304A)

BD 11/11/98

David Greybe

CAPE TOWN — Government would more than quadruple the size of the public protector's office to deal with the backlog of 2 500 cases, Public Service Minister Zola Skweyiya said yesterday

News of the increase in the office's complement from 32 to 150 in personnel coincided with government's two-day conference against corruption, which ends today. "This expansion is in line with the fact that Public Protector Selby Baqwa has to be accessible to all South Africans," Skweyiya said.

It also emerged that Justice Minister Dullah Omar could lead a review of the role of agencies against corruption, such as the Heath special investigating unit and the public protector.

The Heath unit would also receive much-needed extra funds and resources, one senior official said

Omar said: "There is a recognition in government that the public protector and Heath unit are doing good work and need to be strengthened."

He said if the cabinet decided that, based on the outcome of the conference, he should lead a review of agencies against corruption, "I would be quite happy to do that". The justice department had done a lot of work on corruption and therefore had "a key role to play" in seeking improved practical and administrative co-operation between agencies, and the better use of resources, Omar said.

Putting Omar in charge of the review process suggests a shift from his earlier suggestion of the possible creation of a single centre against corruption under a special cabinet committee as part of the rationalisation of such agencies. This irked Judge Willem Heath who questioned whether such a body would be apolitical and called on government not



BAQWA

to compromise his unit's independence.

The conference against corruption is looking at ways to strengthen and co-ordinate the capacity of the state to deal with rampant corruption in the public sector at all levels of government.

Omar said the conference would look at the experience of countries such as Hong Kong, Germany and France "where they have been able to co-ordinate the activities of all roleplayers to improve the quality of the fight against corruption".

However, LaLa Camerer of the Institute for Security Studies, warned against any rush to centralise SA's estimated 10 anticorruption agencies (civil and criminal) into one co-ordinated structure without proper investigation.

The tone of the conference was set by keynote speaker Deputy President Thabo Mbeki when he said government's ultimate aim was to transform the public service in its entirety.

"This will necessitate the re-examination of the soul of the public sector and the quest for a philosophy of service in which human interdependence would replace selfish pursuits, mutual trust would replace suspicion and greed would be replaced by sharing," Mbeki said. He proposed the development of an ethics management system to eliminate corruption and malpractice in the public sector.

The conference will lay the groundwork for a national summit on corruption in February. Delegates are discussing improvements to investigation and prosecution; the rationalisation of agencies against corruption; the review of legislation; improved management systems and discipline; and the protection of "whistle blowers" and witnesses.

Skweyiya said in addition to the 118 extra posts, two new investigative branches would be established in Baqwa's office: the national investigations and corporate services branch, to undertake investigations at national government level; and the regional investigations and services branch, to work at provincial and local government levels.

He said "70% of this expansion relates to investigative staff of which the majority will be operative in regional offices in each of the provinces".

Root of corruption: Page 5
Mbeki's speech: Page 13

Lack of sanction at root of corruption in public sector

Govt lacks the technical expertise to build cases against the perpetrators

Linda Ensor

CAPE TOWN — The absence of effective forms of sanctions against those accused of corruption and fraud within the public sector was highlighted during the public sector anti-corruption conference yesterday.

During a commission on financial management and control chaired by Deputy Finance Minister Gill Marcus, financial and fiscal commission chairman Murphy Morobe said that while there was a lot of exposure of corruption in government, few of those accused were sanctioned. "The misdemeanours are exposed and then nothing happens."

Morobe said human resource development was important because, however perfect a financial management system was, it needed people to apply it and stick to the rules. "If not, someone's head has got to roll," Morobe said.

Public servants needed to undergo an induction programme introducing them to the ethics, norms and standards of the organisation. They should be bound by contracts of employment which could be used as a yard-

stick for performance assessments.

Finance officials from the provinces said the fact that those charged with corruption could remain suspended on full pay for years created the impression that the system was ineffective. Where there were disciplinary or court proceedings, the perpetrators usually got off scot free because of a lack of technical expertise within government about how to build a case against them.

To address this problem and ensure the punishment of miscreants, the government of Mpumalanga had decided to form an investigative unit to be staffed by experienced former policemen. Experienced magistrates would preside over the cases.

Provincial officials cited also the lack of internal controls and procedures in the public sector to detect and deal with corruption, and the low calibre of staff in the provincial finance departments.

Only about 50% of national departments had internal audit functions, the commission heard, and suffered a lack of basic information required for financial management.

Marcus warned that corruption in government permeated society and ultimately led to a loss of confidence in the institution.

The most common form of fraud in the public service was cheque fraud. Personnel in some departments had been bribed to sell state cheques to syndicates operating in this area, including the sale of blank cheques.

The banking services division of state expenditure had discovered 426 fraudulent cheques in the year to end-March with a face value of R24m. Fortunately, payment was prevented in most cases.

Themba Hlangani reports that the Post Office has dismissed more than 240 employees found guilty of fraud and corruption, while 90 members of the public have been arrested for similar charges since April. This was said by GM Vukile Mehana in Cape Town yesterday.

Mehana said a lot of corruption had been rooted out because of the co-operation management had received from trade unions and employees who were "not allowing them (criminals) to tarnish the company's image and put jobs in jeopardy".

PD 11/11/98

(270) (270)

State pours more troops into

Skweyiva set to boost staff of hard-pressed public

CLIVE SAWYER AND CHARLES PHILLANE
POLITICAL STAFF

The Government is deploying more troops in its war on corruption by quadrupling the staff of the embattled public protector's office.

The decision follows an appeal by Public Protector S. Ivy Baqwa, who has a backlog of 500

cases, some dating back two years.

Minister Zola Skweyiva said his department was assisting in planning to enable the public protector's office to expand its service delivery potential in three to five years.

The decision coincides with a landmark public sector anti-corruption conference being held at Parliament, which is expected to be

followed by a far-reaching review of the working of anti-corruption agencies and laws.

Proposed reform of the public protector's office involves the establishment of two new branches, one to investigate at the national level of Government, the other at regional level.

Approximately 70% of this expansion involves investigative staff of which

the majority will be operative in regional offices in each of the provinces.

Dr Skweyiva said the expansion of the office was "in line with the fact that the public protector has to be accessible to all South Africans".

The conference enters its final day today and will consolidate ideas emerging from commissions. These would lead to a programme

of action which will feed into the anti-corruption summit in February.

Justice Minister Dullah Omar, who will deliver the closing address today, could be asked to lead a review of Government agencies involved in combating corruption.

Yesterday delegates backed a call by Deputy President Thabo Mbeki for the urgent reinforcement of workplace ethics in the public service.

Top managers urged to set good example

Top managers in the public service have been urged to set an example to subordinates through compliance with anti-corruption measures

Government officials taking part in a public sector anti-corruption conference in Parliament yesterday said managers calling secretaries on cell-phones while they were hearby, or abuse of allowances, led to employees lower down abusing state property

Some junior managers were promoted without the necessary skills. - Political Staff

Mbeki seeks moral mettle, page 14

protector's office

There was also firm support for the announcement in Mr Mbeki's keynote address that existing anti-corruption laws were to be reviewed. Among suggestions at the conference yesterday were that police, licensing officials and other public servants be subjected to random checks on their integrity, in an attempt to be more proactive in the fight against corruption.

COMPLIANCE ON WAY

Honest civil servants 'more important than systems'

(250)

CT 11/11/98

HONEST and properly-trained civil servants were more important in the fight against public sector corruption than implementing new systems and technology, Deputy Finance Minister Gill Marcus told the anti-corruption conference yesterday.

She said the need for a separate body to deal with corruption in the public service had to be considered.

The possibility of minimum sentences for civil servants found guilty of corruption also had to be investigated.

Accountant-general Gert van der Linde told delegates that the government's success in beefing up its financial controls should not be ignored.

Plans had been approved to train about 30 000 financial personnel over two years, he said.

Kobus Botes of the auditor-general's office and Gerhard Visagie of the Heath special investigative unit called for stiffer penalties for people who flouted financial controls.

Marcus said the most common form of fraud was related to the illegal issuing of government cheques.

In the 1997/98 financial year, the state expenditure department had found 426 fraudulent cheques with a total face value of R24 million. Most had not been paid out. — Sapa

The Public Service does an about-turn on cutbacks

CP 15/11/98 (970)

By JIMMY SEEPE

THE PUBLIC Service and Administration Department, which earlier indicated that it intended trimming the bloated civil service, has made an about-turn in its attempt to rationalise the huge public service that is drawing millions of rands in state funds.

Instead of rationalising, the department has decided to deploy civil servants in other areas and provinces where they are needed.

The department's approach now is to try to focus on restructuring for service delivery and efficiency.

A department spokesperson said an agreement has been signed between the State and Public Service Unions that the Public Service Co-ordinating Bargaining Council would have to introduce and oversee a skills audit in the Public Service with a view to match service delivery with personnel and skills requirements.

The move to spare thousands of public servants comes in the wake of the announcement by the South African National Defence Force that it was going to cut the army by 20 000 soldiers during the next five years.

The Army this week said it would propose that employer-initiated voluntary retrenchment packages be offered to about 14 000 personnel members as part of its rationalisation programme aimed at making the army more cost-effective.

Public Service and Administration spokesperson, Colin Msibi told City Press that although the department - which earlier this year said it would cut the civil service by another 10 000 workers - was committed to rightsizing the public service, this would be accompanied by attempts to transfer workers to provinces where public service delivery has been slow as a result of worker shortages.

He said there were some provinces where there was an abundance of civil service

workers while others continued to suffer because of lack of skilled employees in certain fields.

Msibi said the process of rightsizing the civil service has been proceeding very well, with major savings being made with the abolition of funded vacancies.

"Through a consultative process, 18 140 funded vacancies to the value of R662,28 million were abolished," said Msibi.

He said Phase 2 of the rightsizing programme resulted in the abolition of 6 998 funded vacancies to the value of R323,042 million.

A follow-up exercise yielded a further 513 positions to the value of R31,7 million.

Msibi said that during 1997, a rightsizing project team did an investigation and had submitted its report to a ministers' committee for consideration.

"So far the Public Service has been reduced in size from 1 285 558 in 1996 to 1 146 810 in April 1998," said Msibi.

He said that during the past year, the department had identified guidelines to be followed to introduce the new approach, to make the public service more efficient in the delivery of service without too much wastage of public resources.

He said the PSCBC would appoint a committee to identify departments and provincial administrations as a priority for an audit.

The committee would also oversee the implementation of the audit and report regularly on its progress to the PSCBC.

Msibi said this audit would determine the number of employees within the registered scope of the PSCBC.

The audit would also identify employee skills needed for service delivery and components with redundancies as well as those that needed more positions.

After the audit, Msibi said, mechanisms would be put in place to redeploy employees in redundant positions to other jobs that were needed to improve service delivery.

R13,8m to expand Baqwa's office

20 27/11/98

(250)

David Greybe

CAPE TOWN — The proposed expansion of the public protector's office would take three to five years and cost R13,8m, Public Service Minister Zola Skweyiya said yesterday.

Skweyiya announced a fortnight ago at the public service anti-corruption conference that his department, together with the Public Service Commission, had agreed that the number of personnel in Public Protector Selby Baqwa's office should be more than quadrupled from 32 to 150.

He said Baqwa had requested "an immediate provision of extra posts" to deal with a backlog of 2 500 cases.

Skweyiya said yesterday his department had accepted a phased increase in personnel because "Finance Minister Trevor Manuel quite clearly does not have the necessary extra funds at present".

Skweyiya said Baqwa had "expressed his satisfaction" with the public service proposal.

There was, however, "no agree-

ment yet with finance".

Discussions were continuing

At the anti-corruption conference, Justice Minister Dullah Omar said that the quadrupling of personnel in Baqwa's office would be followed up with extra resources and personnel for the Heath special investigating unit.

"Government would like to see the two bodies become even more independent and strengthened," Omar said.

A justice source said at the time that much-needed extra resources for the Heath unit were expected to be announced before the national anti-corruption summit to be held next February.

Manuel yesterday declined to comment on the matter of extra funds for the two bodies, but said Skweyiya and Omar "will have to explain where the extra money is to come from".

A finance ministry source said Omar and Skweyiya should have first secured guarantees for extra funding before making public pledges.

"No provision was made for this," the source said. Omar did not respond to queries yesterday.

Skweyiya said that in terms of the plan put to finance, his department proposed a 20% increase in funding for Baqwa's office in the next financial year.

In addition to the 118 extra posts, two new investigative branches would be established in Baqwa's office, Skweyiya said.

These were the national investigations and corporate services branch, to undertake investigations at national government level; and the regional investigations and services branch, to work at provincial and local government levels.

Skweyiya said. "Seventy percent of this (public protector's) expansion relates to investigative staff, of which the majority will be operative in regional offices in each of the provinces."

The expansion was "in line with the fact that Baqwa's office has to be accessible to all South Africans", Skweyiya said.

Public service audits still not conducted ^{B/D 30/11/98 (256)}

David Greybe

CAPE TOWN — Public service audits to identify surplus staff to be retrenched have not been conducted despite government assurances two months ago that they would be completed by year-end.

The earliest date now expected for skills and service audits to determine "appropriate staffing levels" in the different sectors of government is January.

This is despite promises by President Nelson Mandela and Public Service Minister Zola Skweyiya at the beginning of the year that government would act this year to cut SA's bloated public service.

Negotiations between government and unions on cheaper retrenchments have also not begun, and government said last month it was no longer sure its figure of 55 000 surplus staff — most of whom Skweyiya had said government wanted to retrench — was accurate.

Some cabinet ministers have opposed retrenching public servants in the run-up to next year's election. They argue it will affect African National Congress support

levels in former homeland areas — where most surplus staff are to be found.

The National Education, Health and Allied Workers' Union (Nehawu) led union demands that they would not begin formal talks on retrenchments until government had conducted skills and service audits. Government eventually agreed to the union demand in September this year as part of the annual wage agreement.

Neva Makgetla, senior government negotiator and public service deputy director-general, said at the beginning of last month that it would take "two months" to carry out the audits.

However, she said on Friday: "There is no question, the skills and service audits have been delayed."

Sources said yesterday that the committee from the co-ordinating bargaining council responsible for the audits would meet this week for the first time since the agreement in September.

Makgetla blamed the "delay" on protracted negotiations between government and public service unions on a new code of conduct and remuneration policy.

However, a senior union negotiator denied Makgetla's claim "That is absolute rubbish as the two issues (code and remuneration) are in no way whatsoever connected to the audits."

Nehawu president Vusi Nhlapo said the earliest the audits would begin was January. The two sides had informally discussed details of the audit mechanism to be used as well as a suitably qualified candidate to oversee the process.

However, the union source said "any informal agreement must first be put to the committee for adoption, and then to the general meeting of the bargaining council on December 14 to 15."

Nhlapo said it was not envisaged that audits would be conducted in all nine provinces, but only in the "most critical" ones beginning with the Eastern Cape and Northern Province.

Makgetla said "Some provinces need skills and service audits more than others. We do not have enough capacity to drive this thing across the board." She was confident that the audits could be completed by February.

Samwu is backed by world body

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FRANK NXUMALO

CT (OR) 30/11/98 LABOUR EDITOR

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Johannesburg — Public Service International (PSI), the world trade union federation for public sector unions representing more than 20 million workers in 140 countries, last week pledged its unconditional support for the South African Municipal Workers Union (Samwu) in its fight against the privatisation of water and municipal services and assets, especially in Nelspruit and on the Dolphin Coast.

"We support what Samwu is doing and we will work out alternative proposals," said Hans Engelberts, the general secretary of PSI. "We think there are other ways that you can use to deliver water services without going to foreign companies"

His remarks were in apparent reference to Biwater, the British multinational that has been named as the preferred bidder for the Nelspruit contract.

Samwu wants the government to take "strong" action against Roelf Kotze, the town clerk of Nelspruit, for allegedly making a mockery of the local governments' asset restructuring talks between Cosatu and the central government.

"The proposed framework agreement covers each and every municipality in the country and Nelspruit is no means excluded in any way," the union said.

Samwu questioned Kotze's motives, saying he had an "unwavering dedication" to Biwater and an "overwhelming disregard" for the government and Cosatu

Kotze said he regarded Samwu's allegations with the "utmost contempt"

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Samwu disputes retirement funds

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FRANK NXUMALO

CT(MR) 3/12/98

Johannesburg — The South African Municipal Workers' Union (Samwu) yesterday declared a dispute with the South African Local Government Association (Salga) over the rate of employer contributions towards workers' retirement funds.

Dale Forbes, Samwu's head of collective bargaining, said the union was demanding a minimum employer contribution rate of 18 percent of each worker's monthly wages. The union's aim was to standardise employer contributions across different funds within local governments.

He said until the 1980s only white workers were eligible for an industry retirement fund, which left up to 80 000 weekly paid workers uncovered. It was then that the union fought for and won the implementation of a provident fund for the most of the workers. Up to 50 000 Samwu members remained uncovered, "primarily through the resistance of employers to allow workers to join retirement funds".

He regretted there was nothing "forcing employers to contribute to the retirement fund".

He said: "Even the old retirement funds were awakening from their bureaucratic slumber." They challenged the right of bargaining councils to make decisions that would affect the control and management of retirement funds. This should be "the prerogative of the boards of trustees".

From December 15 the amended Pension Act of 1996 will require that retirement funds be managed by a board of trustees, 50 percent of whom must be directly appointed by members, who may not necessarily be members of a trade union.

Samwu lays down wage strategy

By Mzwakhe Hlangani
Labour Reporter

A THREE-YEAR strategy for a living wage for municipal workers, aimed at closing the apartheid gap, was adopted by the South African Municipal Workers Union at its weekend national collective bargaining conference.

Samwu general secretary Mr Roger Ronnie said yesterday it was noted that information on worker's wages and conditions had been withheld from the union.

"This was a serious obstruction

to effective wage bargaining and to specifying a national minimum pay demand, Ronnie said.

The conference noted that unless all information requested was released within three months, the union would declare a dispute, he added.

The resolution would be tabled soon at the National Bargaining Council.

It also agreed that leadership programmes should focus on workers at lower levels as part of a broader human resource development programme, and that public works pro-

grammes should be geared to creating economic development and jobs.

The conference reaffirmed the union's commitment to its parental rights campaign, resolving that the drive should be tabled urgently at the National Bargaining Council.

The demands include 14 days paternity leave, time off for antenatal care and 21 days parental leave a year.

The conference will also discuss the crisis in local government funding, with emphasis on the debt crisis and the involvement of unions in drawing up the budgets of municipalities.

Govt backs away from retrenchment

DD 17/12/98

(270)

New redeployment policy follows promises to act this year to reduce SA's bloated public service

David Greybe

GOVERNMENT has backed away from a commitment to retrench thousands of public servants and plans instead to redeploy them within the public sector.

The shift in policy is contained in an agreement with public service unions struck on Tuesday and is expected to affect about 55 000 staff members.

The agreement made "a farce" of promises by President Nelson Mandela and Public Service Minister Zola Skweyiya at the beginning of the year that government would act this year to cut SA's bloated public service, Casper van Rensburg, the GM of the Public Servants' Association, said yesterday.

Deputy President Thabo Mbeki said only days ago that government was going to go ahead with its oft-stated intention of reducing SA's estimated 1,1-million public servants.

The new approach is embodied in a skills and service audits agreement between government and unions concluded at the monthly meeting of the bargaining council. Under this, audits will determine staffing levels in departments and provincial administrations, overcome disagreements between government and unions on staffing and service needs, look at training and retraining, develop more rational structures in the public service and foster more labour-intensive practices where possible. Importantly, procedures will be developed "to facilitate the redeployment" of staff.

The retrenchment of staff "cannot be considered until the skills and service audits have been concluded and the findings implemented".

The public service department will provide R15m for the audits, which will begin with two pilot projects in the Eastern Cape and Northern Province. Similar projects will be considered for other

provinces and sectors as the need arises. The agreement also envisages using consultants for the audit process.

It calls for the committee of the bargaining council responsible for the audits to submit a report by June next year.

Unions party to the bargaining council have refused to begin formal talks on retrenchments until government conducts skills and service audits. Government agreed to this demand in September as part of the annual wage agreement.

"Reducing the number of public servants can, in light of this week's agreement, now only be a very long-term strategy," a union negotiator said. A source said redeployment would, at the earliest, take place after the elections next year.

The negotiator said that even if government wanted to retrench public servants after the elections, it would be curtailed by the terms of reference of the skills and service audits agreement. Looking "practically and logically" at the huge audit task and based on past experiences of transformation in SA's public service, it was unlikely that the audits would be completed by June.

The task of redeploying staff in itself was a lengthy process. "It could take months — even longer than a year."

This week's agreement also effectively puts a halt to skills and service audits conducted independently by a number of departments and provinces.

"Quite clearly government's new intention is not to retrench public servants, but redeploy them," Van Rensburg said. The shift in government policy was clearly influenced by the fact that an estimated 80% of the 55 000 surplus staff were unskilled or semiskilled and most were based in the former homeland areas where jobs were scarce.

Van Rensburg said retrenching staff "simply did not fit in" with the aims of the job summit earlier this year.

ER

Retreat on retrenchment 'a ploy'

Political parties are sceptical about gov't's assurance on public service jobs, writes Renée Grawitzky

THE impression that government intended moving away from its commitment to retrench thousands of public servants was a mere election ploy, political parties warned yesterday.

This follows reports that government and public service unions have finalised a process to give effect to an agreement reached in September to begin a skills and personnel audit before it entered into negotiations on retrenchments.

In response, a number of public service unions said yesterday there were no real indications that government intended moving away from its ultimate objective of cutting the public service. Union sources said "government was no less committed to retrenchments".

The sources said some provinces wanted to move ahead speedily and retrench, but certain politicians did not want this to happen before the elections.

A union source cautioned that even after the elections it would be extremely difficult to retrench as jobs continued to be lost in the economy.

A labour observer said the agreement to embark on a skills and personnel audit

— which formed part of this year's wage negotiations — reflected a greater maturity and commitment on the part of government to improve skills and considering alternatives to retrenchments.

The objective to retrench remained but this would be pursued further down the track once the skills audit had been completed and parties had considered retraining and redeployment options.

The consideration of alternatives to retrenchments was required in terms of the Labour Relations Act. It was also a requirement of a government concerned with maintaining social, political and economic stability, the observer said.

Government negotiator Neva Seidman Makgela said some major national departments had managed to downsize and restructure without resorting to forced retrenchments. She said the latest figures showed a reduction in the size of the public service by 25 000 in the year to June.

This showed it was worth making an effort to explore alternatives, potentially less costly to the fiscus and society. Government's commitment in September to conduct a proper skills and per-

sonnel audit before it entered into negotiations on retrenchments was in line with a demand tabled by the National Education Health and Allied Workers' Union and other Congress of SA Trade Union public service affiliates.

Nehawu and the Hospital Personnel Trade Union of SA (Hospersa) said yesterday a task team met last week to take a decision on how to implement the audit. The public service co-ordinating bargaining council received a report of this meeting on Tuesday, but a date had yet to be finalised for the start of the process.

Nehawu president Vusi Nhlapo said the audit would prevent retrenchments where there was a need to retain those individuals with specific skills or where retrenchments would result in service delivery problems.

Nhlapo said the audit had the potential of reducing the numbers facing retrenchments. He said neither labour or government had shifted. Government still believed the public service was too big while labour believed it was small in comparison to the needs of society. The audit, he said, would go some way

to setting this debate between labour and government. A union source said the audit suited government as it did not have updated or sufficient data on the correct number of redundant public servants.

He said this figure was calculated after the rationalisation of the various former homeland structures in 1994/95 and had not been updated since. The figure did not include possible redundant public servants in two provinces, he said.

Hospersa said labour wanted the outcome of the skills audit process to reveal that government's growth, employment and redistribution strategy was the single most important impediment to service delivery in the public service.

Also, it was hoped the audit would lead to the conclusion that more skills were needed for effective service delivery and the current mix of skills was unsuitable. This would force government to embark on programmes to upgrade skills and redeployment exercises.

Public Servants' Association GM Casper van Rensburg said parties had to look at the method for redeployment otherwise this commitment would be a farce.

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Court challenge temporarily muzzles public service watchdog

Deborah Fine

THE Public Service Commission — the new watchdog body for the public service — has been temporarily muzzled following a decision by the Western Cape provincial government to challenge the constitutional legitimacy of the Public Service Laws Amendment Act.

The new body — which has extensive powers to ensure strict adherence within national and provincial departments to public service regulations as well as norms and standards — was to have taken over from the current national commission and its nine provincial counterparts on January 1.

The new 14-member commission was appointed by President Nelson Mandela early last month. Public service director-general Paseka Ncholo confirmed yesterday, however, that his department postponed the new commission's adoption of its full legal powers last week after the Western Cape government lodged an application in the Constitutional Court challenging the validity of the act.

The act covers areas such as remuneration, delegation of power, work agreements, performance management, training and education, service delivery, labour relations, nepotism, employment equity and affirmative action.

The new commission was expected to ensure compliance with these regulations. "The two are very closely inter-related and one cannot exist without the other," Ncholo said.

He said Western Cape premier Gerald Morkel notified the public service department shortly before Christmas of his province's intention to challenge the act.

Morkel has contested the legality of the act on the basis that provisions that seek to transfer certain powers from provincial premiers and directors-general to relevant heads of department are in violation of constitutionally guaranteed provincial powers. Ncholo said the challenge would not derail the setting up of the new commission because the establishment of the body was a constitutional requirement.

The application was expected to be heard on February 23. The commission would, in the interim, continue organising its offices and creating the necessary administrative systems and infrastructure.

(250) BD 4/1199

body

Fiscal policy at the heart of inefficiency

Queuing in government offices gives insight into some of the problems experienced by the public service, writes Steven Friedman

IF YOU want to understand what is happening in the public service, stand in a home affairs queue for a morning. For reasons of no great interest and of course, in service of my profession, I spent part of last month in two home affairs queues (one in Randburg, the other in Cape Town's Wynberg) and topped that off with a visit to Cape Town's licensing department.

The visits confirmed some popular wisdoms about government, but exploded some others. Randburg's home affairs office has achieved notoriety in the suburbs, most of whose residents see it as a sea of incompetence. But, despite the two-hour queue and inevitable grumbling, the reality is more complicated.

The staff at the office are, in my experience (and that of at least one other person I consulted who visited them on another day) efficient and helpful. The information desk knew exactly which forms were required, the clerks processed applications speedily and in some cases, with good humour.

Why then the fabled queue? Simple — there were three people behind the counters and a couple of hundred demanding their attention. So, if public comfort and goodwill are considered important, the office is grossly understaffed.

The Wynberg experience was more of a problem: the queue was about half the size of Randburg's, but moved only half as fast. Again, the staff were competent. But Wynberg has a less effective — and more time-consuming — system for finalising applications after finger printing. If the person in charge of the office gave a little more thought to managing the process, she or he could cut the time spent in queues by a half. But even then, understaffing would make life difficult for the queuing citizenry.

Of the three offices, Cape Town licensing came top: a driver's licence application which required both an eye test and fingerprinting was completed in under three-quarters of an hour — and this despite the fact that its system of moving people through queues is less efficient than Randburg's.

Why? Because licensing has scores of officials to tend to citizens: there were as many dealing with driver's licence re-applications (only one of the office functions) than were available in the entire Randburg or Wynberg home affairs office.

It may be dangerous to judge on the strength of three experiences but they do



Long queues at government offices may give the perception of an ineffective public service.

seem to convey messages about the public service and how we see it.

Perhaps the most important is a warning against sweeping and often prejudiced judgements. Many suburban people in particular enter a government office, see a long queue and immediately conclude that the country is going to the dogs because "they" are now running it.

But for citizens as well as analysts, knowing that something is wrong is important: understanding why it is amiss is equally so. If the problem is the number of staff — or a bad management decision by the office chief — workable solutions are possible. The standard judgment that the majority are messing

things up does not point to solutions and merely makes government oversensitive.

The second lesson is that the queues may throw some light on one of the more important debates about what is wrong in government today — at least among those who do not simply assume that the new order will fail whatever it tries.

On one side are those who insist that the problem is money. Government's economic policy, they argue, is preventing it from doing its job by cutting spending to the bone. Home affairs queues are, in this view, a trivial problem compared with some of the other effects — on policing, or the fight against poverty.

On the other are those, led in government by Finance Minister Trevor Manuel, who insist the problem is ineffective management.

If government departments are properly run, they argue, they can get by with what they are given, notwithstanding the growth, employment and redistribution policy (Gear).

On the surface, the home affairs tale gives comfort to both sides: understaffing (and hence funding) is a problem, but so is management. Yet a closer look suggests that, in this case, lack of resources is a greater problem than management.

If Wynberg home affairs was better managed, it would still need more people to serve the public adequately. And Cape Town

licensing outperforms the others even with a slightly inefficient office management system because it has many more people.

Some analysts, not given to knee-jerk reactions to Gear, are beginning to make the same point about government as a whole, or more specifically its social services. They concede that, for much of the past four years, management has been the problem in most cases: departments have not even been able to spend what they were given.

But that, they insist, is changing. Several social service departments, having spent the past four years battling with capacity problems, have found ways to address them — only to find that budget constraints prevent them from delivering. For the first time, then, funding cuts are blocking effectiveness.

Whether that is true of social service departments is open to debate. But a visit to the queues suggests that it may well be true of home affairs, which (albeit while continuing to implement an irrational immigration policy) has put considerable effort into beefing up its role as a provider of essential documents to citizens.

So does that mean that our only governance problem is lack of money? No. In a small way, queuing in official offices does show that management matters. Not all departments have it right (education is a prime example) and even in those which have improved, not all functions are yet effective.

Gear critics who suggest that more funding would ensure a government able to serve citizens and fight poverty are simplifying the problem. But those who insist budget cuts are not an obstacle to effective government may be equally wide of the mark.

The lesson for fiscal policy may be that it needs to become more discriminating. Where government is operating effectively, it should be given the resources it needs to do the job: the benefits will outweigh the costs. And the money can, to some extent, be found from nonperforming or corrupt areas of administration. That requires a more subtle approach than we have seen — one which rewards performance more than clout. It is difficult and holds short-term political costs.

But, if we are to prove that majority rule can produce effective government, the post-1999 administration may have no option but to use fiscal policy not as a blunt instrument, but as a subtle tool to reward effectiveness.

□ *Friedman is director of the Centre for Policy Studies in Johannesburg.*

Public service body unuzzled

PD 11/11/99 (250)

Interim deal will allow commission to operate despite Constitutional Court challenge

David Greybe

CAPE TOWN — Senior officials of the public service department and the Western Cape government have agreed on interim measures to allow the Public Service Commission to continue operating in the provinces while they wait for the outcome of a Constitutional Court challenge.

The commission — the watchdog body for the public service — was temporarily muzzled following a decision late last year by the Western Cape government to challenge the constitutional legitimacy of the Public Service Laws Amendment Act.

The act is inextricably linked to the commission's mandate and covers areas such as remuneration, delegation of powers, work agreements, performance management, training

and education, service delivery, labour relations, nepotism, employment equity and affirmative action.

A new 14-member Public Service Commission was to have taken over from the current national commission and its nine provincial counterparts on January 1.

The new body was expected to use its extensive "policing" powers to ensure strict adherence within national and provincial departments to public service regulations, norms and standards.

Two teams of officials led by public service director-general Paseka Ncholo and Western Cape director-general Niel Barnard met in Cape Town on Thursday to "find a way to overcome the vacuum created by the court challenge", Ncholo said. They agreed the public service

department would go ahead and ask each premier to appoint a temporary representative in each province to handle all matters relating to the Public Service Commission at provincial level while the Constitutional Court dealt with the challenge. The application is expected to be heard by the court on February 23.

"The agreement is in line with a directive issued by Constitutional Court President Arthur Chaskalson that the parties to the litigation reach agreement on interim arrangements," said Gary Oliver, the chief director in Barnard's office, at the weekend. "We have no problem with the proposed interim arrangement."

Ncholo said the new commission would, in the interim, continue or "gaining its offices and creating the necessary administrative systems

and infrastructure. Oliver pointed out that the new commission could not however "exercise powers under the contested provisions".

Both sides said they had to report to their principals — Public Service Minister Zola Skweyrya and Western Cape premier Gerald Morkel — before the agreement could be implemented. Ncholo expected letters from Skweyrya to premiers to go out this week.

Morkel has contested the legality of the act on the basis that provisions that seek to transfer certain powers from provincial premiers and directors-general to relevant heads of department are in violation of constitutionally guaranteed provincial powers. Oliver said the Western Cape government was confident of its court challenge.

Bill aims to stem loss of govt staff

BD 13/1/99

(250)

David Greybe

CAPE TOWN — A law aimed at stemming the loss of directors-general from national and provincial governments because of conflict with their ministers has been submitted to state law advisers for scrutiny.

The background to the draft Public Service Laws Amendment Bill is the premature departure from government of three directors-general in recent months: Roger Jardine from the arts and culture department; Leila Patel from welfare; and Olive Shisana from health. The recent departure of Mpumalanga director-general Frank Mbatha was the fifth by the head of a provincial administration.

The bill abolishes the arrangement in terms of which ministers have sole responsibility for the hiring and firing of departmental heads.

At national level, all career matters affecting directors-general — including appointments, discharges and transfers — will be handled solely by the president

with members of his cabinet.

At provincial level, the premier and other members of the executive council will deal with all "career incidents" regarding provincial directors-general as well as departmental heads.

However, ministers and MECs will retain responsibility for the career concerns of other staff in their departments.

"The intention is to prevent a repeat of the loss of someone of the calibre of former health director-general Olive Shisana because of a fallout with her former boss, Health Minister Nkosazana Zuma," a government source said yesterday.

The president in cabinet or a premier in council could, under the proposed law, choose to transfer a director-general to another department in a conflict situation, the source said. Some directors-general were better at developing than implementing policy and could be moved where their skills could be better utilised.

The public service department, which drafted the bill, said it hoped Parliament

would process it during the short session starting February 5.

The draft bill was approved by the cabinet on December 2 last year and is being checked by state law advisers before the department consults more widely.

A senior African National Congress MP said it was unlikely the bill would be dealt with during the scheduled seven-week parliamentary session as there were already more than 85 pieces of draft legislation vying for attention.

Implementation of the legislation could be held up at provincial level if the Western Cape government's challenge to the constitutional legitimacy of the bill's forerunner — the Public Service Laws Amendment Act — succeeds next month.

The Western Cape has contested the legality of the act on the basis that provisions that seek to transfer certain powers from provincial premiers and directors-general to relevant heads of department are in violation of constitutionally guaranteed provincial powers.

Carfuolla for 'commit' ...



Pension row in Parliament angers MPs

BD 26/1/99 (250)
Legislators shocked by news that payments may amount to little more than R1 000 a month

Wyndham Hartley

CAPE TOWN — A mass exodus of younger members of Parliament (MPs) and fierce competition among their older colleagues to retain their seats is expected following government's announcement last week that parliamentary pensions will amount to a little more than R1 000 a month if MPs lose their seats.

A major row is also brewing over the pension because it appears to be substantially less than the amount agreed to by a special parliamentary committee appointed to deal with the issue.

It is predicted that those who can leave for better-paid positions in the private or public sector will do so because of the "demeaning" nature of the pension, which will guarantee poverty for those who give up their lives in the service of the national legislature.

Already 25% of the MPs who came to Parliament in 1994 have left.

Concern has been expressed that one of the reasons for the flurry of party defections could be because older MPs are looking for a better chance of being re-elected because of the poor pension they stand to get if they do not return to Parliament after this year's elections.

There is also concern about the quality of people who will be attracted to be legislators when the benefits are so poor.

Inkatha Freedom Party MP Suzanne Vos said that to describe the small pensions as bad news was to understate the situation. MPs older than 50 who had served in organisations fighting against apartheid without the luxury of pension benefits would "find themselves in a parlous financial position if they cannot

come back to Parliament after relocating their homes and their children".

Democratic Party spokesman Douglas Gibson described the pensions as "derisory. We must expect a further exodus of young people who cannot afford to support families while having a derisory pension at the end of their service," he said.

His colleague, Ken Andrew, said nobody should become rich by becoming a public representative, "but if one is going to attract and retain people of calibre they must be given reasonable packages".

Andrew said there was no similarity between an MP's job and one in the private or public sector because "public representatives as a group have high levels of job insecurity and relatively limited possibilities of promotion".

Gibson said he was particularly concerned because the amount reflected in a letter and a brochure posted to him appeared to be considerably less than had been agreed to in Parliament.

Peter Hendrickse, African National Congress MP and chairman of Parliament's pensions committee, said some mistakes had been made with the figures. He was waiting for new figures from the finance department.

He said that if MPs were members of the old closed pension fund from the previous government, the state's contribution to their pension benefits was 10% of their remuneration, if the MP was new to Parliament and younger than 49, the state contributed 17%, and if the MP was older than 49, the contribution was 20%.

Such higher-than-normal employer contributions were compensation for the older people who came to Parliament in 1994, he said.

Bill strengthens accountability

DD 28/1/99 (250)
Draft legislation defines directors-general's role

Linda Ensor

CAPE TOWN — The accountability of directors-general has been strengthened by amendments to the draft Public Financial Management Bill to be presented to Parliament this session.

The bill, previously the Treasury Control Bill, will overhaul government's financial management systems, replacing the Exchequer and Reporting of Public Entities Acts.

A multiparty subcommittee of the parliamentary finance committee has changed the original version to define more precisely the responsibilities of ministers and directors-general, and has made the latter more accountable with measurable performance targets.

Subcommittee chairman Gavin Woods (Inkatha Freedom Party) said several debates, including the Sarafina scandal, had highlighted the ambiguity in the relative roles of ministers and directors-general. In the past few years, ministers had intervened in the management of departments in ways that placed directors-general in a difficult position.

"The new bill places the responsibility for managing the department very clearly on the directors-general while ministers have the political responsibility for monitoring performance. Ministers have the ability to overrule the directors-general, but this has to be in writing to protect the latter. We have also laid down procedures in which the directors-general take instructions from ministers."

Woods said there was consensus among all parties and the finance department on the amendments which had been

presented to Finance Minister Trevor Manuel for comment.

Sanctions could now be used against directors-general who acted illegally or were wilfully negligent. Money they lost could be deducted from their salaries. Woods said this provision went much further than the simple recovery of expenditure that was declared unauthorised.

The subcommittee took criticisms of the original bill into account and allowed directors-general the discretion to shift up to 5% of their budgets between programmes which would be voted specific amounts within an overall departmental vote. In the past only global amounts were voted on.

The new draft also differentiated the kind of accountability and reporting that would be demanded from public entities according to their nature, for example, whether they were parastatals such as Transnet or constitutional institutions such as the Human Rights Commission.

Parastatals feared that their autonomy would be undermined, their borrowing and contractual powers limited and that foreign investors would be frightened off when they were privatised.

A new chapter had been created to deal with public entities involved in the open market, which gave parastatals more autonomy than other bodies. They would still be required to submit to some form of accountability and minimum standards of financial management as state resources were involved.

However, Woods said it was still a matter of debate as to where the line should be drawn and talks would be held this week with Telkom on the issue.

New disciplinary code for govt staff

Reneé Grawitzky (250)

GOVERNMENT and public service unions have agreed on a new disciplinary code to replace the an archaic system that makes it difficult to fire public servants for misconduct

If implemented consistently the new code — welcomed by most unions in the public sector yesterday — will help government deal effectively with corruption in the public service

Vusi Nhlapo, president of the National Education, Health, and Allied Workers' Union, said that in the past it was difficult to discipline corrupt senior managers

Public Servants Association general manager Casper van Rensburg said there would no longer be any excuse for the disciplinary process to drag on for up to three years, with some employees being suspended on full pay for this period.

Van Rensburg said managers had refrained from implementing the old procedures because of their cumbersome nature

In terms of the procedures a magistrate must preside over an internal disciplinary inquiry, which can only be initiated if approved by the head of a department

In the case of a serious offence, which under normal circumstances would constitute a dismissal, an inquiry can only be held if the person has received three prior warnings.

In addition, both parties can bring in lawyers to internal procedures.

The new code will exclude lawyers from internal hearings and will ensure the process is speeded up

BD 4/2/99

Big Brother Bagwa is watching for loose fingers

By MKULULI BOLO

THE CASH-strapped office of public protector, advocate Selby Bagwa, has finalised 4 868 cases since it was established in October 1995.

This was achieved with only 11 investigators and a budget of R7,4 million, according to the national media liaison officer of the Office of the Public Protector,

Nicolette Teichmann

Teichmann said with proper funding and enough manpower the office of the public protector could do much more.

Since it was started, the office has been inundated with complaints and inquiries from the public about its slow reaction to complaints.

Teichmann said it was not possible to satisfy everyone because of funding and manpower problems

For the 1998/99 financial year the public protector requested R22 million from government for his office. He was given a third of that in the 1998 budget.

Teichmann said plans to open regional offices to increase the public protector's capacity were postponed. Had they been opened, these offices would have helped uncover more cases of corruption.

The budget for the 1999/2 000 financial year has, however, been doubled to R15,4 million

"This will enable us to do things we were not able to do before," Teichmann said

Bagwa demonstrated his powers this week when he started investigations to uncover unlawful expenditure by former councillors of the Independent Broadcasting Author-

ity.

It was alleged in 1997 that IBA councillors had, among other things, misused their credit cards.

It was also alleged that senior IBA managers and former chairman Harris Gxaweni had approved the purchase of luxury cars for themselves.

Teichmann said the East London-based Health Investigation Unit would be involved in trying to recover the missing funds

In 1997 the public protector made headlines when he recommended that anonymous donations to government ministers and public servants should be prohibited unless specifically approved by himself and the auditor-general.

On the other hand, Bagwa drew a lot of criticism from opposition political parties when he cleared Health Minister Nkosazana Zuma of any wrongdoing regarding an unnamed donor who had offered to pay R14 million to cover the costs of the AIDS play *Sarafina 2*

Teichmann said the office had provided advice in 3 262 cases

The success of the public protector has been recognised internationally, to the extent that the international Ombudsman Institute has decided that its international conference in the year 2000 will be hosted by South Africa

The public protector is a permanent body and investigates government at any level.

ahb

SP 7/28/99



Retrenchments in the public service had been put on hold until all provincial staff audits, currently under way in only two provinces, were complete, Public Service and Administration Minister Zola Skweyiya said during yesterday's session of the parliamentary briefing week

Picture TYRONEARTHUR

State retrenchments on way

Business Day Reporter

CAPE TOWN — Government would be in a position to retrench redundant public servants before the end of the year, Public Service and Administration Minister Zola Skweyiya said yesterday.

Skweyiya told Parliament that skills audits, designed to ensure that government service delivery would not be affected, were under way in the Eastern Cape and the Northern Province.

It was hoped these would be completed next month. They would be followed by similar audits in other provinces and national departments.

Skweyiya said that once government's skill requirements were determined, negotiations with public service unions would begin on the redeployment, retraining or retrenchment of state employees. The Labour Relations Act stipulated that certain conditions had to be met be-

fore retrenchments could take place. Further negotiations were required to reduce retrenchment packages, which were now too expensive.

Skweyiya said the cabinet had insisted on the completion of the process as soon as possible. "If we are committed to it, I do not think it will take the whole year."

He said the public service had shrunk by 10% since 1994, mainly because of restructuring and abolition of vacant posts. Government could not afford retrenchment packages offered to workers in the private sector, as this would cost billions.

Government has been reluctant to grasp the nettle of public service retrenchments, which have long been on the official agenda.

Early last year, President Nelson Mandela warned that the public service was not an employment agency, while Skweyiya pledged to shake out 55 000 "super-numeraries" in state employ-

BD 10/2/99 (250)

Govt job cuts before end of '99 — minister

ET 10/21/99

(250)

PUBLIC service retrenchments would start before the end of the year, Public Service and Administration Minister Zola Skweyiya said in the city yesterday.

Addressing a media briefing, Skweyiya said audits in all national departments and provinces to determine the needs to render services would be completed during the year, after which decisions would be taken on the redeployment, retraining or retrenchment of superfluous employees

Personnel and skills audits were advanced in the Eastern Cape and Northern Province and should be completed next month. Thereafter, similar processes would start in the other provinces with simultaneous internal audits conducted in national departments.

Skweyiya said the lessons learnt in auditing the two problem provinces would be used to speed up the audits of the other provincial administrations. "By the end of the year those identified for redeployment and retrenchment will be known, but I don't see it taking the whole year and hope for this a lot sooner," Skweyiya said.

Asked whether retrenchments could start sooner in the Eastern Cape and Northern Province, the minister said this was theoretically possible, but questioned whether the unions would accept this as a total skills audit would not have been completed and redeployment options would therefore be limited.

He said the cabinet had urged the process to be completed "as soon as possible" and said the co-operation promised by the public service unions made him hopeful of an earlier resolution of the rationalisation issue which has stalled somewhat since the government first announced its intention to cut jobs

"It's taken far too long," he admitted but said the unions had been "rightly and justly" concerned with the way in which rationalisation was first attempted. "It was never checked what jobs there were for them and as a result sometimes the delivery of services suffered." He also conceded that the new Labour Relations Act had enormous implications for retrenchments

— Parliamentary Bureau

'By the end of the year, those identified for redeployment and retrenchment will be known.'

POLITICS & PARLIAMENT

Altered act 'not constitutional'

BD 10/2/99

The Western Cape premier claims govt seeks to undermine the provinces' autonomy

Jonny Steinberg

(250)

CENTRAL government is trying to rob provincial premiers of their powers and to erode the constitutionally guaranteed autonomy of provincial governments, Western Cape premier Gerald Morkel is claiming in a Constitutional Court submission.

Morkel's constitutional challenge against a 1998 amendment to the Public Service Act, the law which governs the work of the Public Service Commission, will be heard in the Constitutional Court on 23 February

The commission — which has extensive powers to ensure the adherence of govern-

ment departments to public service regulations — was meant to begin work on 1 January

However, its work has been suspended pending the outcome of Morkel's court challenge, and an interim body has taken its place

In his court papers, Morkel argues the new law violates provincial premiers' constitutional right to run their own administrations and to recruit, appoint and dismiss their own staff

The new law, Morkel argues, robs provincial executives of administrative control by depriving provincial directors-general of their "power to give instructions to the heads of provincial departments as to the management of their departments"

The new law permits the national public services minister to transfer provincial functions to the national level without consulting provincial ministers, Morkel says

Morkel says several clauses of the new act violate the clause in the constitution which states that "all spheres of government and all organs of state must respect the constitutional status, institutions, powers and functions of government in the other spheres".

The respondents in the case, President Nelson Mandela and Public Service and Administration Minister Zola Skweyiya, are scheduled to submit their heads of argument by the end of this week

Umtata printers paid to do nothing

(250) (250)
Linda Ensor BD 11/2/99

CAPE TOWN — About 230 employees at the government printing works in Umtata are being paid R15,5m annually to do practically nothing

Home affairs director-general Albert Mokoena told Parliament's public accounts standing committee yesterday that the unprofitable plant could not be closed down because of the moratorium on retrenchments in the public sector. Retrenchment would be more expensive than paying the workers to do nothing

Where there were too many people to do one function, frustration sometimes led to alcohol abuse, extended sick leave and bouts of absenteeism, he said. From January to November 1997, sick leave totalled 3 663 days, or 24 days per worker

Committee chairman Ken Andrew said the works were managed "appallingly". Salaries represented 71% of expenditure and some orders which should take three months to execute took about a year

Deputy director-general Ivan Lambnon said many of the employees had irregularly been given higher salaries and rankings which they had had to forfeit following the findings of the White commission into irregular promotions. Lower salaries would take effect from March 1 and ways were being investigated to recover the excesses paid

Mokoena said a tender had gone out for a feasibility study on how to convert the works into a profitable enterprise

Nehawu plans solidarity strike against job losses

FRANK NXUMALO

LABOUR EDITOR

ARG 13/2/99

Johannesburg — The National Education, Health and Allied Workers' Union (Nehawu) has notified the National Economic Development and Labour Council (Nedlac) of its intention to embark on a national strike

The strike is expected to bring 250 000 Nehawu members out in solidarity with 30 000 members in the tertiary education sector, who face retrenchment. Joe Lekota, the Nehawu spokesman, said tertiary institutions blame budgetary constraints and heavy government subsidy cuts for the intended layoffs.

Lekota said inflated salaries for managers were the real reason for shortages of money in the public sector. He said some managers were "earning more

than R1 million a year, while workers are paid little more than R1 000 a month"

In addition, he said, the government was losing millions of rands to ghost workers, said to number almost 20 000 in the Eastern Cape alone. The problem is believed to be equally serious in the Northern Province.

The government believes it is overstaffed by about 55 000 employees.

Relations between the government and public sector unions have been uneasy since President Nelson Mandela said the public service was not an employment agency, early last year.

Meanwhile, more than 3 000 Nehawu members marched to the Union Buildings in Pretoria yesterday to launch a membership drive to ensure Nehawu has 400 000 members by 2002.

ANC top brass join Nehawu

By Mzwakhe Hlangani
Labour Reporter

(250)

THE African National Congress leadership in the Government has taken the lead in joining a public sector trade union affiliated to the Congress of South African Trade Unions at the weekend, to advance "political and economic transformation of the country"

Cosatu deputy secretary Mr Zwelinzima Vavi called on directors-general who were former liberation movement activists to rejoin the National Education Health and Allied Workers Union at a Nehawu Operation 400 000 membership campaign launch in the Union Building, Pretoria, on Saturday

Deputy President Thabo Mbeki, represented by Sports Minister Mr Steve Tshwete,

gouletan 15/2/99
was awarded an associate membership of Nehawu

South African Communist Party secretary general Dr Blade Nzimande and Minister of Welfare and Population Development Ms Geraldine Fraser-Moleketi were also among ANC leaders presented with Nehawu memberships

"Those with a proud history of trade union militancy should help us tackle poverty and homelessness, which were the result of the 40-year uninterrupted apartheid legacy and to deliver our ultimate dream of political and economic freedom of the country," Vavi said

Vavi said significant gains had been made in the four years of ANC rule, with the passing of the Labour Relations Act, the Skills Development and Employment Equity Act, adding

that strong unions will ensure swifter transformation, protection and consolidation of those gains

Nzimande said the working class was the backbone of the struggle for the transformation of the country and the ANC alone would defend the workers interests

A strong Nehawu will advance the programme of transformation and flush out enemies of the revolution, he added

Tshwete said the bond of solidarity between the ANC and the labour movement should be consolidated more than ever, since trade unions played a dominant role in the transformation of the country

"The long march to the South Africa of our dreams is still on, we have laid the foundation," Tshwete said

Govt to press on with public service cuts

René Grawitzky

(250)

BD 18/12/99

GOVERNMENT had given clear and unambiguous signals in recent weeks that it would go ahead with public service retrenchments when the moratorium on lay-offs expired in July, analysts said yesterday.

The warning follows recent comments by Public Service Minister Zola Skweyiya and Deputy President Thabo Mbeki that a "smaller" but capable public service was urgently needed to speed up service delivery.

The size and cost of the public service was pinpointed in Finance Minister Trevor Manuel's budget speech yesterday.

He expressed concern at the growth in the public sector wage bill, which would account for 51% of non-

interest spending this year.

An analyst said the issue of public service retrenchments had finally been put on the agenda in a serious way. Government officials were no longer skirting around the issue and this was evident in the type of language being used, he said.

A union adviser said government would move ahead with retrenchments once the moratorium had expired and the public sector skills and personnel audit currently underway had been completed.

Skweyiya said last week he hoped the skills and personnel audit would be completed by next month.

Meantime, the union adviser said government's biggest problem was that it did not know which or how many public servants should be re-

trenched. The adviser said government could afford to retrench only when it had restructured the current costly retrenchment packages.

The state would also have to comply with the requirements of the Labour Relations Act which would force government to consider alternatives to retrenchment, such as redeployment and retraining.

The adviser warned that it would be shortsighted for politicians to call for public service retrenchments to satisfy their constituencies.

Skweyiya said last week that once government had determined its skill needs, it would begin talks with public service unions on redeployment, retraining or retrenchment.

Salaries to rise: Page 5

RS

Concern over spending on public service wage bill

(250) Star 18/2/99

By MARCO GRANELLI
Political Staff

Cape Town - An amount of R3-billion has been set aside for improvements in conditions of service and to allow for salary increases of between 5 and 5,5% for public servants in July.

However, he has balanced this against an urgent call for cuts in spending on personnel.

In his Budget review, Manuel said spending on personnel had shown an average of 12,2% growth a year between 1995 and 1998, with a particularly sharp increase in 1996.

He said the remuneration of employees accounted for more than half of all non-interest spending and had increased to 59,2% of expected provincial expenditure in 1998/99.

"It would be remiss of us not to note our concern at the growth in the public sector wage bill. In 1999 personnel costs will account for some 51% of non-interest spending.

"The Government's ability to increase spending on social services and infrastructure is severely limited by rising personnel costs. We cannot afford rising wage costs, improve on the quality of services rendered, and maintain the current size of the public service.

"The future restructuring of the public service in line with the needs and requirements of our country and our development programme is now urgent," he said.

His call for urgency comes hot on the heels of Public Service and Administration Minister Zola Skweyiya's announcement that transformation would get under way this year.

During a media briefing last week, Skweyiya said an overhaul of personnel, during which redundant staff would be retrained, redeployed or retrenched, would begin before the end of the year and "hopefully sooner".

Unions applaud higher expenditure

The Federation of Unions of South Africa has welcomed the Government's increased spending on health, justice, police and education.

The union's general secretary, Chez Milani, said the improvement in tax collection was commendable.

Fedusa hoped the money would not go to severance packages and job cuts, but to enhance service delivery, improve working conditions and create more jobs. - Sapa

Govt takes a tough line on rising state personnel costs

David Greybe
and Reneé Grawitzky

CAPE TOWN — Government is to adopt a tough stance on rising wage costs in the public service and cut staff numbers

"Government's ability to increase spending on social services and infrastructure is severely limited by rising personnel costs," Finance Minister Trevor Manuel said in his budget speech yesterday

The national budget provided for salary increases of "between 5% and 5,5%" for the next round of annual wage negotiations in July. Government had set aside R3bn for improvements in conditions of service in the 1999/2000 financial year.

However, union officials said Manuel's statement of the full budget allocation for increases prior to an agreement being reached with labour made a mockery of the collective bargaining process.

A Hospital Personnel Trade Union of SA spokesman accused government of using bullying tactics, saying its actions amounted to an act of bad faith as it had tabled its final wage offer before the start of negotiations.

But Manuel said personnel costs had increased 12,2% a year between 1995 and 1998. In 1999 personnel costs would account for about 51% of noninterest spending.

He told a media briefing that government's "inflation (consumer price index) less 1%" salary offer "will be a tough call — but one we are going to have to make."

He said in his speech to Parliament: "We cannot afford rising wage costs, improve on

BD 18/2/99 (250)
the quality of services rendered and maintain the current size of the public service

"Something has to give" and it would not be service delivery

Manuel said "the further restructuring of the public service in line with the needs of our country and our development programme is now urgent".

He said the recent agreement between government and the unions for a skills audit in parts of the public service would help identify surplus staff for retrenchment.

Public Service Minister Zola Skweyiya said yesterday government's three-year wage agreement with the unions ended in June, which provided the opportunity to negotiate a cheaper retrenchment package.

Under the current agreement, government is tied to a moratorium on "forced" retrenchments, in favour of a voluntary severance package which Skweyiya declared a failure after it led to a loss of skilled personnel at the top end of the public service. She said government intended "to correct the mistakes" it had made and it would be "immoral" for any union to oppose downsizing SA's public service where surplus staff were identified.

Meanwhile, a union adviser said while collective bargaining in the public service had become more effective in recent years, "one of the glaring problems is that wage negotiations are not finalised ahead of the budget."

He said Manuel's announcement "would take the collective bargaining process back to pre-1996 when government tabled an amount and sat back while the unions fought among themselves over how it should be allocated."

Unions set deadline for govt

BD 2/3/99
Reneé Grawitzky

(250)

GOVERNMENT faces a union-imposed deadline for the completion of wage negotiations in the public sector

Unions want talks completed ahead of the elections

Sources said the unions wanted to conclude negotiations this month, but this appeared unlikely as parties were only due to meet for further negotiations towards the end of March. Parties were unable to agree on what inflation figure to use as a measure for wage increases.

The unions demanded a wage increase of inflation plus 1%, using the current inflation figure of about 9%. Government has, however, indicated that the expected inflation figure for July would be much lower. The parties are expected to hold a workshop on this issue.

In response to the unions' demands, which in effect amount to a 10% increase, government tabled its R3bn allocation for wage increases as stipulated in the 1999/2000 budget.

Unions have also proposed that government's contribution to the pension fund be reduced from 15% to 13,5%, thereby releasing R1bn in savings.

The unions have indicated that the R1bn should be put into non-personnel spending, which would stabilise personnel budgets. The unions recently agreed to a reduction in government's contribution to the pension fund from 17% to 15%.

Inflation to dictate civil wage increases

MARCO GRANELLI

THE best salary increase public servants can hope for this year is one which matches inflation, Public Service Minister Zola Skweyiya has confirmed.

Speaking in Parliament yesterday during his department's budget vote, Skweyiya confirmed the February budget announcement by Trevor Manuel, that only R3 billion had been set aside for improvements to conditions of service.

"This should be more or less adequate to maintain real salaries at current levels. One difficulty with starting salary negotiations so early is that we cannot easily predict inflation levels. Most experts, however, expect a decline in the current level of inflation," Skweyiya said.

In the budget, Manuel said the R3bn provided for salary increases of between 5% and 5,5% in July this year.

Last year public servant unions finally agreed on an increase 1% above inflation after months of negotiation.

Skweyiya said negotiations with trade unions were already underway for this year's increases, and added that the spin-off of last year's troubled negotiations with the unions was a "closer and more co-operative relationship".

He also confirmed government's eagerness to begin transformation of the public service which will include either redeployment, retraining or retrenchment of surplus personnel.

"The government and organised labour are currently conducting joint audits of service delivery needs and staffing levels in various departments. These service and skill audits have already begun in the

Northern Province and the Eastern Cape. We expect the audits to be completed by June this year in all the departments and provincial administrations that require such audits," he said.

"Where a serious mismatch exists between service-delivery needs and staffing levels, we will have to utilise the options of redeployment, retraining or retrenchment. To make this possible we need an affordable retrenchment instrument. Negotiations with organised labour on this issue must be completed by July this year. The government is resolute in its determination to bring this matter to closure."

Highlighting the department's objectives for the year, Skweyiya said implementation rather than policy formulation would dominate, but added that a number of key policies still had to be developed — including a remuneration policy, which will be addressing issues such as:

- More appropriate minimum and maximum salaries;
- More equitable and affordable mechanisms of pay progression;
- More appropriate incentives for employees in rural areas and people with scarce skills, and
- More transparency and clarity on the reporting of personnel spending.

Skweyiya said the department's current system of service benefits, which encompasses housing, medical aid and leave, will also be reformed.

Regarding transformation, the minister admitted there was some resistance to change and said a study recently presented to cabinet had revealed "tension" between internal organisational transformation and external service delivery pressures.

CT 17/7/99

(250)

Anti-corruption fight 'still a priority'

CAPE TOWN — Combating corruption in the public service through the creation of a professional ethos remained a priority, Public Service and Administration Minister Zola Skweyiya said yesterday

During debate on his budget vote Skweyiya said everyone was aware that corruption existed and the issue should not be underplayed. It engulfed the entire world and needed the efforts of all to be eradicated.

There were moves to establish an anti-corruption convention in Africa, but this so far had the support of only 12 countries, including SA.

The public service was now entering a new phase of

transformation ~~of~~ one of consolidation. Departments now had to focus on their management and service delivery processes.

Government and organised labour were currently conducting joint audits of service delivery needs and staffing levels in various departments. "We expect the audits to be completed by June this year in all the departments and provincial administrations that require such audits," Skweyiya said.

"Where a serious mismatch exists between service delivery needs and staffing levels, we will have to use the options of redeployment, retraining or retrenchment."

"Negotiations with organised labour must be completed by July this year, the government is resolute to bring this matter to closure."

Turning to the performance agreements with senior managers, Skweyiya said it should be noted that failure by managers to meet targets could not in itself result in the termination of their services. However, information generated by performance agreements could be used in cases where termination was sought due to inefficiency.

The performance agreements for managers complemented the proposed performance management system, which would apply to all public servants once the regulations were introduced.

Salary negotiations for the coming year had already started and the R3bn received for improvement of conditions of service in the coming year should be "more or less" adequate to maintain real salaries at current levels, Skweyiya said. — Sapa.

MD 17/3/99

Speedy settlement
sought in wage talks

By Mzwakhe Hlangani
Labour Reporter

Source: 17/3/99

(250)

THE annual wage negotiations between the South African Local Government Association, municipalities across the country and trade unions have begun in earnest, with parties expressing a commitment to reaching a speedy settlement

Salga deputy chairman Mr Patrick Flusk said yesterday the weekend talks had to be postponed to ensure that more than 850 municipalities' positions were consolidated into one to speed up the entire wage negotiations

Wage bargaining started with the unions demanding a R350 increase and a minimum wage of R1 335 a month, South African Municipal Workers Union national coordinator Mr Dale Forbes said.

The union has, among others, demanded that higher leave and retrenchment benefits instituted under apartheid and which still applied to whites alone should be on the same level as those of other races

Retirement benefits were equally considered in racial criteria, with employers contributing 18 percent or more to white workers' benefits while black workers were not guaranteed the benefits. The next round of negotiations is scheduled for April 23

Municipal workers' wage negotiations start slowly

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The first round of wage negotiations for municipal workers across the country ended in disappointment, the South African Municipal Workers' Union (Samwu) said yesterday.

"Samwu was shocked that the employer, the South African Local Government Association (Salga), had not bothered to respond to the union's wage demands weeks ago," said Dale Forbes, Samwu's collective bargaining officer.

"The Bargaining Council's constitution stipulated that the employer should have responded to the union's demands by the end of February."

Forbes said a speedy and amicable settlement could be jeopardised by the "employer's state of organisational chaos".

He said bargaining kicked off with the union demanding an increase of R350 or inflation plus 5 percent and a minimum wage of R1 335 a month.

The union was also trying to standardise leave and retrenchment benefits instituted under

apartheid that still applied only to white workers.

"White municipal employers in the old Transvaal were the only ones in the country automatically entitled to retrenchment pay," said Forbes. "The union was disappointed that the employer did not respond to a demand to extend retrenchment benefits to all workers across the country. Retirement benefits are

also divided by race.

"While employers contribute 18 percent and more to white workers' retirement benefits, black workers are not guaranteed any retirement benefits."

The union felt Salga showed little stomach for ensuring that old minority

privileges be extended to all.

Forbes said this raised questions about Salga's commitment to the RDP and showed it did not have the political will to rid the municipal sector of a racially divided two-tier labour market.

Samwu was expecting a "tough battle" as it said Salga was attempting to use the government's capping of municipal budgets at 5,5 percent to drive down wages in the sector.

**Settlement
could be
jeopardised by
employer's
organisational
chaos**

CF (MR) 24/9/99 (250)

Unions warn of public service wage dispute

DD 24/3/99 (250)

The question is whether government has the money to raise its offer

Reneé Grawitzky

GOVERNMENT and public sector unions could be heading for a dispute this week if government failed to allocate additional funds for wage increases this year, union sources warned yesterday.

This warning comes ahead of the resumption of pay talks tomorrow when government is supposed to indicate whether it has received additional funding to improve on its original offer of R3bn. Finance Minister Trevor Manuel allocated R3bn in this year's budget for public sector wage increases. Last year's wage deal cost about R3,5bn.

Union sources said government would have to respond to labour's wage demand and to a proposal for a public sector job summit. It is not certain at this stage whether the parties to the public service co-ordinating bargaining council will discuss

the renegotiation of retrenchment packages in view of Public Service and Administration Minister Zola Skweyiya's announcement last week that negotiations should be completed by July.

It is understood that government would prefer to deal with this issue after the wage negotiations. All the unions meet today to discuss their strategy for the resumption of negotiations tomorrow. It is unclear whether any of the unions will raise the subject of retrenchments and the negotiations of retrenchment packages.

At the start of negotiations, labour tabled an initial wage demand of 15%. This was modified to inflation plus 1%, which was estimated to be about 10%. However, it appears that there might be slight flexibility on this position following a workshop on inflation levels. The allocation of R3bn would amount to an av-

erage increase of 5,7%.

The SA Democratic Teachers' Union (Sadtu) tabled two additional proposals calling for the reintroduction of pay progression for teachers and a further reduction in the employer contribution to the pension fund from 15% to 13%.

In response to Sadtu's demand, government tabled a proposal on pay progression to enable teachers to move up the salary scale.

Government's proposal would require all the unions to agree to the scrapping of rank and leg promotions. These are mechanisms to enable employees to move up the salary and job grades.

The public service unions affiliated to the Federation of Unions of SA (Fedusa) have opposed such moves. The Congress of SA Trade Unions (Cosatu) affiliates said pay progression for teachers had to form part of the final wage deal this year.

Still too many bureaucrats

Ian Clayton

South Africa's poorest provinces have the most civil servants, it was revealed in Parliament this week

There are more civil servants in the Northern Province — 119 465 — than there are in Gauteng — 112 851 — although Gauteng has 2,4-million more residents.

The Northern Province has 25 civil servants for every 100 people, the Free State 23 and the Eastern Cape 22, but Gauteng has 15 and the Western Cape 17. Mpumalanga, Kwazulu-Natal and the Northern Cape each have 18 civil servants for every 100 people.

By the end of last year, 1 100 784 people were employed in the public sector — an overall decline of 3,32%

Figures contained in the Department of Public Service and Administration's *Exchange Report*, which was tabled in Parliament, show public-service employment has declined from a peak in 1995 of 1 270 112, by 170 348.

Most of this shrinkage has taken place in national departments. Last year, for instance, the number of people employed in national departments dropped by 15,3%, from 83 661 to 70 588. Public employment in the provinces only declined by 2,05%, a decrease of 16 409 to 758 277.

On December 31 last year, 70,21% of civil servants were black, 3,54% Asian, 8,54% coloured and 17,71% white. More than half — 50,28% — were female

But 37,48% of the male employees were blacks in lower-skilled (under R27 443 a year) or skilled positions (R27 444 to R47 612 a year), as were 30,37% of the women

Last year, civil servants earned a total of R54 638 120 407 — an average increase of 5,54% — but the average salary rose by 9,26%, to R49 635,64 a year.

With an economically active population of 13 785 493, and 1 564 193 in the total government sector, one out of every 8,8 economically active South Africans works for the government — 11,3% of the economically active population.

Clearly, the government's determination to reduce the size of the civil service still has a way to go

(2nd) M+G 19-25/8/89



NEWS

LABOUR *Wages and retrenchments the bone of contention*

Unions tackle Manuel on state jobs today

(2/10) ET (PR) 25/2/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Public sector unions were not prepared to enter into retrenchment negotiations with the government until a comprehensive national skills audit had been completed, the National Education Health and Allied Workers' Union (Nehawu) said yesterday

Today the unions will meet Trevor Manuel, the minister of finance

The core issues, which are underpinned by strong political undertones, are the wage negotiations for 1999 and the government's belief that it is overstaffed by at least 55 000 civil servants

Joe Lekola, the Nehawu spokesman, said it was going to be difficult for union representatives in the public service coordinating bargaining council to convince Manuel to improve on the R3 billion he allocated for public service wages in last month's Budget

This figure is down from the R3,5 billion allocated last year

Central to the impending stand-off on wage negotiations is not only whether the fiscus has the additional resources to increase its R3 bil-

lion wage offer, but also whether, less than three months before the national election, the ANC government has the political will to exercise its duty and legitimate right to govern by standing its ground

The question of potential public-sector retrenchments is another political hot potato

Lekola said the fact that the number of public servants was estimated at 1,1 million implied that at least 300 000 civil servants had been axed over the past four years and was cause for concern as the government seemed determined that the estimated 55 000

"supernumeraries" had to go as soon as the national skills audit was completed

It was possible this could take place by the end of this year

Public-sector trade unions, especially those affiliated to Cosatu, dismiss what they call the government's supernumerary theory

They strongly believe that, if civil servants were evenly deployed nationally, the sector would actually be understaffed by thousands

Unions say there would be a shortfall if employees were evenly deployed



TIGHT PURSE Trevor Manuel, the finance minister, will be faced with a union demand to increase the R3 billion he allocated to public service wages in last month's Budget

Public sector wage talks deadlocked

(250)

CT(BR) 26/3/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — Public service wage negotiations between the government and public sector trade unions ended in deadlock after the unions rejected the state offer of R3 billion, the National Education Health and Allied Workers Union (Nehawu), said yesterday.

This figure was the amount allocated for civil service wages

this year by Trevor Manuel, the minister of finance, in his Budget and is down from last year's R3,5 billion.

Makoko Lekola, a Nehawu spokesman, said: "Wage negotiations for 1999-2000 in Pretoria took a turn for the worst when parties involved in the negotiations reached a deadlock."

"Nehawu feels that the R3 billion will not suffice for the general salary increase and the pay progression for teachers

"The government further proposed that the pay progression be negotiated for all public service workers. Nehawu rejects this proposal because it would tamper with the present grading system and complicate and delay the current salary negotiations."

Lekola said the proposal meant that money allocated for promotion would be used to fund all public servants pay increases, which was "impossible at the moment".

He said Nehawu had agreed to enter into negotiations on promotion as part of revising the present salary grading system, after the conclusion of the present round of wage negotiation.

"We demand an increase of not less than inflation R3 billion for the general increase and an additional of R500 million for the salary increases of teachers, Lekola said.

New pay rules for public service

BD 4/3/99

David Greybe

'Notch' pay rises will make way for merit awards based on performance

CAPE TOWN — Public servants' treated annual pay rises based on length of service are to be scrapped in favour of performance-related incentives

The new compulsory rules will affect every one of SA's 1,1-million public servants, and will be implemented by April next year, according to government officials.

The changes would cover police, the teaching profession and the health sector, acting public service director-general Dame du Toit said at a parliamentary public service portfolio committee meeting yesterday.

The new regulations, scrapping "notch" increments, were drawn up after consulting public service unions last year, Mphahlele Sikhosana, deputy director-general, said during a discussion on the department's 1999/2000 budget vote

Du Toit said government was also negotiating with unions the abolition of rank promotions, "to be replaced with performance awards to reward a broader spectrum of public servants including teachers, who do not have rank promotions". Negotiations were at a "sensitive stage".

Public servants below the rank of director who occupy a position for three years without promotion, irrespective of performance, are automatically entitled to promotion to the next rank

"Rank promotions cost the state R1,4bn in 1996," Du Toit said "This must come to an end"
Sikhosana said in future annual conditions of service negotiations with the unions would be used to determine a basic percentage increase for managers, to

reward achievers at the expense of underperformers.

Parliamentary committee chairman Salie Manie said "The old-style public service giving people job security regardless of what they did or did not do, and where increases and promotions were guaranteed, is over

"The new performance assessment system will determine what they get paid, whether they get promoted, whether they get opportunities for further development and training — or whether they get disciplined or dismissed because of underperformance. This is the least we can do for taxpayers, who are paying the wages and salaries of public servants"

Du Toit said the so-called performance management systems would be imple-

mented in two stages. Senior managers first, followed by the remaining bulk of public servants

About 4,000 senior managers — from director upwards — at national and provincial government levels, had until the end of April this year to conclude and sign their performance agreements, Du Toit said. This followed an agreement with unions last year on improved conditions of service for the management echelon

The rest of the public service — an estimated 1,1-million employees — would have until the beginning of April next year to conclude their performance agreements under the new performance management systems, Du Toit said.

The process would be implemented from July, depending on the Constitution-

(252)

al Court ruling in the case brought by the Western Cape government, in which it challenged the constitutionality of the Public Service Laws Amendment Act of 1998

If the Western Cape challenge succeeded, it would delay the implementation of the new legislation, including the new regulatory framework for the public service, Du Toit said.

The province presented its case to the court last week, and judgment is expected soon

The act provides for provincial heads of departments to become accounting officers in their own right, reporting directly to MECs instead of through the provincial director-general.

The Western Cape government has argued that these provisions reduce the powers of the provincial directors-general in violation of constitutional provincial autonomy.

Public service sheds 37 365 jobs

SOUTH Africa's civil service employed in KwaZulu-Natal decreased by 37 365 last year, (153 687), followed by the Eastern leaving 1,1 million public servants Cape (136 935), Northern employed at the end of 1998, Province (119 465) and Gauteng according to the Department of (112 851). Public Service's annual report. At a national level, the Department of Water Affairs and Forestry tabled in Parliament yesterday.

Since 1995, 169 328 or 13,33 percent of public service jobs have been shed, the report said of 70 588 jobs.

The majority of public service workers were employed by the provinces because the responsibility for health and education was located at this level. The Department of Justice was the next biggest employer with 13 051 (or 18,49 percent).

Most public servants were 71 percent (772 810) of public ser-

vice employees, while males and females were employed in roughly equal percentages

More than 60 percent of public service workers were employed as teachers, health workers and uniform personnel, with less than 0,3 percent in the management echelon

The average salary had increased by 9,16 percent at the end of last year, the report said.

The total salary expenditure between April 1 and December 31 last year totalled R58,9 million - Sapa

Unions walk out of pay talks

BD 26/3/99

(250)

Reneé Grawitzky

TWELVE public service unions representing close to 1-million employees walked out of wage negotiations yesterday after government failed to revise its initial offer of R3bn for wage increases this year.

Negotiations have been suspended for 21 days to give negotiators time to revert to government's mandate committee to seek a revised mandate. Government has been accused of negotiating in bad faith by failing to revise its position.

A failure to grant additional funds could force unions to declare a dispute and strike during an election year. Some unions are considering action such as working to rule and overtime bans, while the SA Police Union might consider a "blue flu campaign" policemen calling in sick as a sign of protest.

An observer said a complicating factor in the negotiations was the tripartite alliance dynamics between the African National Congress and Congress of SA Trade Union affiliates. Some Cosatu affiliates might want to downplay the dispute, but could be forced by their members or other affiliates to adopt a different approach. It could prove problematic for Cosatu affiliates to mobilise members' support for the ANC in the elections at the same time

as they go on strike against government

Unions, including the SA Democratic Teachers' Union, said if government wanted progress in the talks it would have to find additional funds to finance increases and pay progression for teachers.

Labour reduced its wage demands substantially from 15% following a workshop on which inflation figure to use to motivate demands. The allocated R3bn would amount to an increase of 5,7%, but if labour used last year's average inflation rate of 6,9%, it would require an additional R500m to R1bn.

State negotiator Neva Seidman Magketla said it would be difficult to find more funds as a result of the international economic situation's effect on the fiscus.

Government said much the same thing at the start of wage talks last year, but managed to find funds to top up increases which ultimately cost about R3,5bn.

A National Education, Health and Allied Workers' Union official said it was hoped that political intervention would be considered to resolve the matter.

Unions said government had acted in bad faith because the national budget "becomes the mandate and makes no room for real negotiations." This did not constitute collective bargaining as provided for in the Labour Relations Act.

www.bday.co.za

Walkout stalls Govt pay talks

Source from 26/3/99 (250)

By Mzwakhe Hlangani
Labour Reporter

TALKS between the Government and various trade unions representing 1,2 million civil servants were disrupted yesterday when union negotiators walked out of negotiations in protest against the "intransigence" of state officials.

About 11 unions, said to be parties to the Public Service Coordinating Bargaining Council (PSCBC), walked out of the meeting in Pretoria after the employer body rejected the unions' demands for inflation-related salary increases.

The Government had tabled a 5,7 percent offer, which is well below the rate of inflation. National Professional Teachers Organisation of South Africa (Naptosa) president Dr Musa Shezi said yesterday.

But National Health Education and Allied Workers Union general

secretary Mr Fikile Majola refused to describe the disagreements that led to the walkout, saying the meeting was concluded on a high level.

He said it was made clear to government negotiators that there would be no need for further meetings until the Government gave them a mandate to further increase the allocation beyond the R3 billion earmarked for this year's public service salary increases.

Election campaigns

Majola expressed optimism that the Government would be responsible enough to revise the offer in order to conclude the negotiations in time for the election campaign and that he felt they also saw the situation in that light.

Public service and administration departmental spokesman Mr Collin Msibi confirmed the walkout but reserved comment until he had consulted with the Government's chief negotiator, Dr

Neya Mkgotla.

"Naptosa finds this action by the state totally unacceptable in view of the fact that teachers' salaries lagged behind the rate of inflation by almost 30 percent, which had accumulated during the past few years," Shezi said.

He said teachers were further placed at a disadvantage by the fact that for the past four years no notch increments had been granted to teachers.

As a consequence only six percent of teachers were at the maximum of their salary scales.

The offer was an insult and evidence of the exploitation of workers, particularly teachers, he added.

He said that if the Government was serious about the commencement of negotiations on the improvement of conditions of services of teachers and the return to the negotiation table, it should adjust its offer and make it acceptable to the employee parties.

Mbeki: How I will fix Wayward civil service

ANC manifesto promises to trim
service and root out corruption

CAROL PATON

SOUTH Africa's President-in-waiting, Thabo Mbeki, has for the first time spelled out how he will govern, promising five years of "accelerated change" that will include radical cuts to the civil service and greater efforts to wipe out crime and corruption.

At the launch of the ANC's manifesto in Midrand last night, Mbeki said that reducing the civil service was one of the key ways in which the economy would be encouraged to achieve the higher rates of economic growth needed to create jobs.

While it was often "loosely said" that the government

had failed to create jobs, it was only the economy which could create jobs, he said.

"The fundamental base on which we can create meaningful, sustainable jobs is by ensuring the economy grows in a way that creates jobs. One of the things that will be done is to reduce the number of people in the public service."

"We have to act as a government to create this environment, the result of which this economy will grow."

He described the public service as a stumbling block to implementing many of the policies approved by the ANC government.

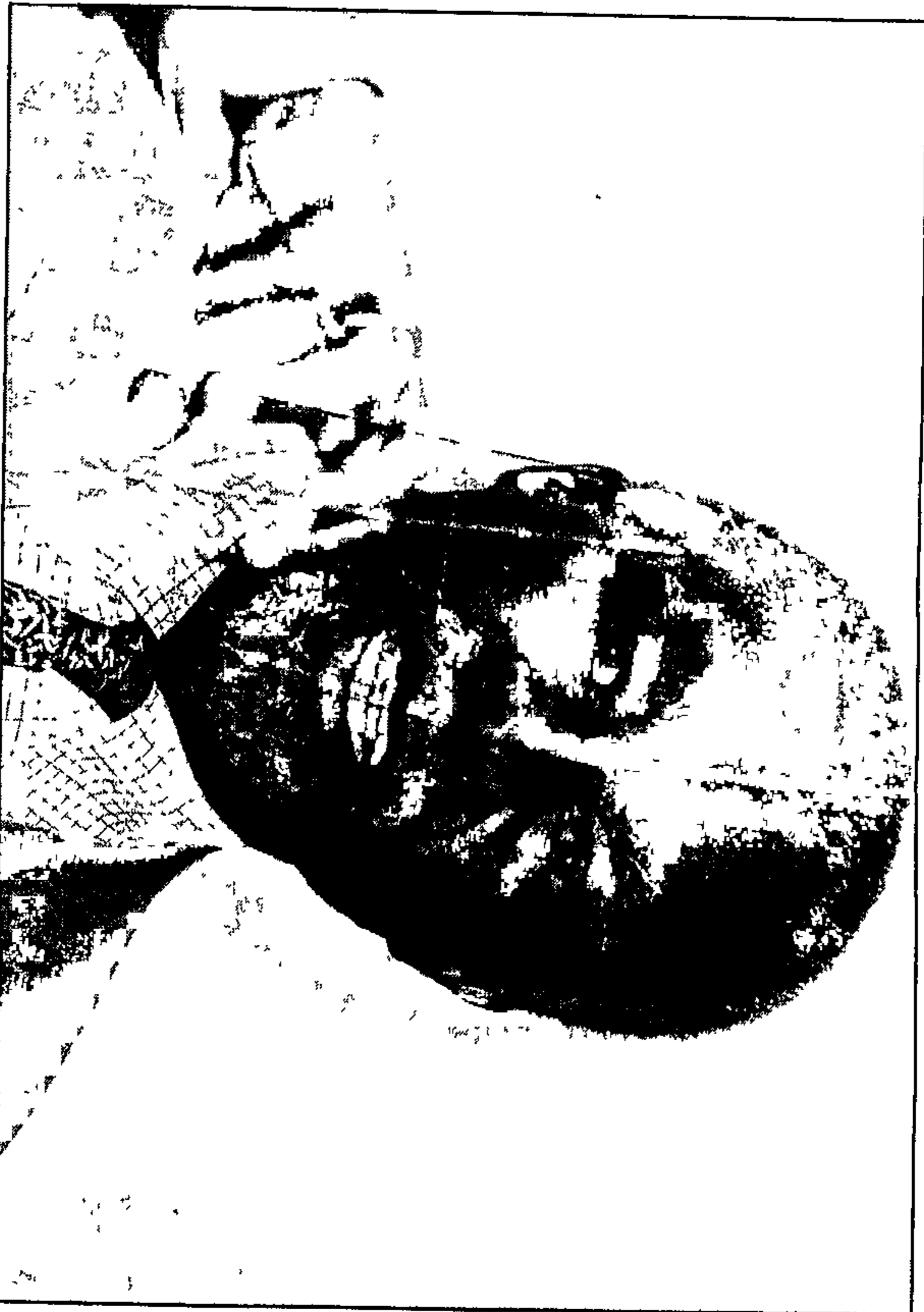
"It has been a difficult battle to rebuild this public service into something new which is committed to serve the people and which doesn't

see people as objects to oppress. But it is work in progress, and therefore we can say that we will have five years of accelerated change," he said.

Mbeki also spelled out his approach to crime and corruption, which, alongside job creation and the public service, rated most highly among his concerns.

Work had also been started in these areas but would be "accelerated" to ensure that the criminal justice system would be transformed.

"Without effective law enforcement agencies we cannot deal with this question. This is not the night to discuss in what state we found those law enforcement agencies, the great disaster we inherited," he said.



SPELLING IT OUT: Thabo Mbeki promises to bring order to the civil service

Picture: RICHARD SHOREY

Combating corruption and crime effectively relied on spreading an understanding among all people that these emanated from the collapse of social morality.

"We have taken steps to get the country as a whole involved. We must accelerate our efforts against corruption as well."

To bring about the "acceleration of change" the ANC

needed to strengthen its partnership with the people.

"We have to ensure that people become part of the process of change. As South Africans we are getting a better sense of what it is we must do together to produce a new society."

The party also needed to win the support of those who had been uneasy about change. "We've done enough

to be able to say to most South Africans that there is no reason to fear the future."

Last night's election launch, attended by an array of high-profile people from business, cultural, sporting and religious spheres, also introduced the key personalities who will lead the ANC election campaign in a video which elaborated on the ANC's aims for the next five

years. Health Minister Nkosazana Zuma, General Secretary Mkhazana Shilowa and Minister of Safety and Security Sydney Mufamadi featured prominently.

Also introduced was the ANC's election song — a remix of Brenda Fassie's *Vulindlela* with extracts from a speech by Mbeki — which got Cabinet ministers and premiers on their feet

Unions threaten massive strike

(250) Sowetan 29/3/99

By Mzwakhe Hlangani
Labour Reporter

PUBLIC sector unions have issued a 21-day ultimatum to the Government to revise its 5,3 percent wage offer before they declare a dispute and mobilise their 1,2 million members for industrial action.

The 11 unions are unanimous in their demand that the R3 billion allocated is insufficient and should be supplemented with more than half a billion to address the sectoral demands and implement inflation-related adjustment for all public servants.

South African Democratic Teachers Union president Mr Willy Madisha warned at the weekend that a dispute would be declared if the state was not willing to be flexible and respond within 21 days.

He warned that the union would mobilise its 250 000 membership in support of their demands for a proper grading system, inflation-related increase and job security for educators.

Sadtu believed that the R3 billion allocated for salary adjustments was far below the inflation rate and would mean

a cut in real terms from the 1997 adjustments. The union leadership also rejected the Government's proposal to defer the pay progression issue for negotiations in 2000.

Spokesman for the nine politically non-aligned unions Mr Andy Miller went further to elaborate that while the broader public service would opt for industrial actions, other essential service sectors such as police, teachers and health workers would consider other forms of pressure if the deadlock was not resolved.

The non-aligned unions include - Public Service and Allied Workers Union (Pawusa), Suid Afrikaanse Onderwys-unie (Saou), Union of Professionals Unipisa, Public Servants Association (PSA), South African Police Union (Sapu), Hospital Personnel of South Africa (Hospersa), Public Servants Movement (Pusemo), South African National Union (Sadnu) and National Workers Union (NWU).

"It is clear the state is pursuing a strategy of divide and rule where unions in their respective sectors are expected to compete with each other for the allocation of a fixed amount," Miller said.

I have other jobs - public service chief

Leon probes Ncholo's business interests

Public service chief Paseka Ncholo has confirmed he holds directorships outside his normal job, but insists this is being done in terms of the rules.

Democratic Party leader Tony Leon has tabled questions in the National Assembly to Public Service Minister Zola Skweyiya about the issue of Dr Ncholo's outside employment, querying whether this was authorised in terms of public service regulations.

Dr Ncholo, Director-General of the Department of Public Service and Administration, shot to prominence when a series of reports with which his name was associated identified grave shortcomings in financial and administrative management of the provinces.

With Dr Skweyiya, he is responsible for implementing key government goals, like the rationalisation of South Africa's seriously over-staffed bureaucracy.

Documents in possession of the Cape Argus show that a company called Makeshift 1016 was incorporated in August 1998 with Dr Ncholo as a director. According to the Companies Registry, he is still a director.

The company's business is listed as prospecting, mining, buying and selling diamonds and "other related activities".

The code of conduct in the 1997 Public Service Regulations rules that an employee may not, without

ARG 1/4/99
SAWYER

POLITICAL CORRESPONDENT

approval, have remunerative work outside his or her official duties, or use office equipment for such work.

The 1994 Public Service Act rules that "every officer and employee shall place the whole of his or her time at the disposal of the state", but the Public Service Commission can give permission for them to work in the private sector for payment.

Responding to inquiries from the Cape Argus, Dr Ncholo confirmed that he held some directorships.

"I was a director of Makeshift 1016, a mining project that has since merged with Noble Minerals."

Dr Ncholo said he had been a director of Makeshift 1016 from its date of registration until the merger in January this year.

He said he had been given permission by the Public Service Commission to engage in his private business interests, and this had been confirmed by Dr Skweyiya.

He "hardly" attended to Makeshift business during normal working hours. If his involvement was required, leave was taken.

Dr Ncholo said he had had a num-

ber of inquiries about the issue "resulting from mischief from one broker my family had engaged to raise venture capital for the expansion of our business interest".

Nothing in the Public Service Act or the Code of Conduct prevented a public servant from doing paid work outside normal employment, he said.

"I applied for permission to the Public Service Commission to continue family business interests outside my role as director-general. Such permission was granted."

"This involves a number of business interests, from farming to listed companies, including Makeshift 1016, in which my family holds interests," he said.

Mr Leon said the principle of Dr Ncholo holding two jobs was "completely wrong", and against Deputy President Thabo Mbeki's stated commitment to a more effective and citizen-friendly public service.

"You cannot serve two masters... you cannot pursue two careers."

The situation was worsened by Dr Ncholo being a director-general, the highest-ranking level of public servant.

"It is different from a teacher moonlighting to supplement meagre pay," said Mr Leon.

It was clear from documents that Dr Ncholo was more than a passive director in Makeshift 1016 and had been actively involved in its pursuits, said Mr Leon.

Free State money crisis hits workers

By Mzwakhe Hlangani
Labour Reporter

THE Free State provincial government's huge financial deficit is threatening to let services grind to a halt, with a number of local municipalities failing to pay salaries. South African Municipal Workers Union provincial secretary Mr Mthandeni Nhlapo said yesterday the financial crisis had affected six local authorities where municipal workers' salaries have not been paid since February.

Nhlapo said the situation had become critical because the delivery of basic services was becoming impossible in certain areas.

Provincial local government and housing ministry spokesman Mr Jomo Klaas confirmed that only the Fouriesburg and Hertzogville councils had approached the department with problems about municipal workers' salaries and that the "situation is now being addressed".

The provincial government denied that the reported incidents were linked to any financial problems in the province.

The chief executives of the Winburg, Steynsrus and Deneysville councils confirmed that all salaries were paid up to March, Klaas said.

Samwu said that workers in Fouriesburg, Deneysville, Hertzogville, Hobhouse, Clocoelan, Steynsrus and Winburg had not received their February salaries.

Nhlapo also accused departmental officials of shying away from meeting the union to discuss the non-payment of municipal workers' salaries.

Meanwhile, Hertzogville and Fauresmith avoided electricity cuts this week. They apparently made last-minute arrangements with Eskom to pay their arrears, it was reported.

An Eskom spokesman said the Hertzogville Transitional Local Council paid most of its arrears on Monday, and Fauresmith had paid almost all its arrears.

Sapa reported last week that the Free State towns of Trompsburg and Ventersburg were in the same situation, although the central Government's decision to release R200 million to help the Free State provincial government offset a R333 million deficit.

Azapo national projects director Mr David Lebethe said the Free State provincial government lacked the ability to manage its finances.

The financial injection makes the Free State the third province to have received a reprieve from the central Government in less than a year.

Municipal workers' dispute for CCMA

By Mzwakhe Hlangani
Labour Reporter

CONCILIATION to resolve the deadlocked wage talks involving more than 800 municipalities across the country and 230 000 workers will be referred to the Commission for Conciliation, Mediation and Arbitration next week.

The second round of wage negotiations ended in deadlock in Johannesburg yesterday after the employer body, the South African Local Government Association (Salga), made a final offer of an increase of R160 or 3,5 per cent a month.

South African Municipal Workers Union spokesman Mr Dale Forbes said the union had rejected the offer because it fell far short of the union's revised demand of 9,1 per cent or R265 a month increase.

He said the offer meant a decrease in real wages of 5,1 per cent for all categories of workers. He also charged that Salga had refused to consider a minimum wage demand of R1 335 a month.

Salga chairman Mr Patrick Flusk refuted the claim and said his organisation was not opposed to the minimum wage demand. He said they had proposed that a minimum wage demand should be considered after a new structure for municipalities had been finalised in the current demarcation

process taking place.

In that way it would be easier to establish which poorer local municipalities would be absorbed by the well-off ones during the demarcation process because ratepayers would be forced to pay those minimum wages, Flusk said. "We were surprised when the unions declared a dispute before both parties were allowed time to seek mandates from their constituencies. However, we had no problem with conciliation by independent parties," He added.

SA Transport and Allied Workers' Union spokesman Mr Ephraim Mphahlele said the worker broke his arm when a security officer forcibly removed him from the premises. The incident sparked anger and about 700 workers in the cargo, cleaning and customer service division embarked on a work stoppage at 2pm.

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Unions warn 'silent' local government

FRANK NXUMALO

Johannesburg — The South African Municipal Workers' Union (Samwu) warned the South African Local Government Association (Salga) yesterday of a "powerful backlash from the unions" if the employer organisation did not respond to its wage demands by this afternoon, as the parties meet in Johannesburg for the 1999/2000 wage negotiations.

The union accused Salga of not responding to its demands tabled about six weeks ago.

However, Patrick Flusk, the chairman of the bargaining council, said Salga had indicated the exact process it would follow in communicating with the unions. As a result, he said, the unions were aware that Salga would table its wage offer this afternoon.

The unions organising in the sec-

tor include Samwu and the Independent Municipal and Allied Workers' Union (Imatu). Together, the two unions represent about 230 000 municipal workers. They are jointly demanding an annual increase of inflation plus 5 per cent, or R350 — whichever is the greater amount — and a minimum wage for the sector of R1 335 a month.

Samwu said this amount was determined by the Bureau for Market Research as the minimum living wage level for a family of five.

"The employers' failure to respond to the union's demands has set a bad tone for the negotiations," said

Dale Forbes, Samwu's collective bargaining officer. "The unions are expecting that Salga, which is dominated by the ANC, will stay true to its election manifesto, which promises a better life for the working class."

"Unions have been enduring sub-inflation (rates of increases) for most categories of workers for a number of years in the hope that local government will organise itself. The time has now come for local government to come to the party."

Samwu, which largely represents semi-skilled and unskilled workers, is affiliated to Cosatu. Imatu, an affiliate of the Federation of Unions of South Africa, has a constituency of mostly highly skilled municipal workers.

'Failure to respond to the union's demands has set a bad tone for wage talks'

CT (MOR) 7/4/99

(250)

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Council (2/10) blueprint irks union

By EDWIN MAIDU

The South African Municipal Workers' Union has not ruled out the possibility of a strike by its members or mass action at community level.

The union said yesterday that if the Greater Johannesburg Metropolitan Council did not stop the introduction of its Igoli 2002 restructuring programme, it would go ahead with the strike.

It slammed the council's transformation blueprint, saying it lacked vision and did not take into account the needs of the city's poor. It added that the planned R200-million sale of the Fresh Produce Market was unwise because the market generated income for the city's coffers.

Samwu spokesperson Maria van Driel said that, by selling the city's assets, the council was placing the future of the people in the hands of corporations and multinationals.

"We are really worried about how such initiatives would ever kick-start development. The socio economic spinoffs will be negative for the city's poor," she said.

She said that according to the council's blueprint, assets such as Rand airport, the Civic Centre and parts of the water and electricity services were to be sold.

"If the city has financial problems, why sell its income-generating items?" she asked.

Van Driel said the union would, in about three weeks, release its own blueprint for restructuring the city.

She added that Samwu would seek the support of local communities, religious organisations and non-governmental organisations to put pressure on the council to stop the plan.

Kenny Fihla, chairperson of the Transformation Lekgotla, said the council's plan was the best way to restructure Johannesburg's municipality, and aimed to get the city out of the red by 2002.

He added the council was open to discussion and would consider any concrete proposals.

Samwu 8/4/99

Samwu gives employers a day to meet demands

FRANK NXUMALO

LABOUR EDITOR

Johannesburg — The South African Municipal Workers' Union (Samwu) yesterday threatened industrial action if the South African Local Government Association (Salga) did not accede to its wage demands by the close of the second round of national negotiations today.

More than 200 000 Samwu members would take action against Salga, the employer body.

By the end of the first day of talks yesterday, Roger Ronnie, the general secretary of Samwu, said that although there had been some movement from both sides "the parties were still far apart", especially on a minimum wage.

"If the employer does not make a serious attempt to meet the union demands, there will in all likelihood be

disruption of services within municipalities," said Dale Forbes, the Samwu collective bargaining officer.

Samwu is demanding a minimum wage of R1 335 a month, which it said had been rejected by the employer. The union said this figure was arrived at by its research unit as the minimum living amount for a family of five.

Although Ronnie would not indicate the amount of bargaining movement, the union originally demanded a wage increase of 11,1 percent or R300 across the board.

In the last round of negotiations, the union had been offered 2,5 percent, or R120, and said it had rejected that offer "with contempt".

Ronnie said Samwu would hold a national conference at the weekend to consider possible courses of action if a settlement had not been reached.

(250) ET(OR) 20/4/99

Striking waste workers could lose jobs

Council says they provide an essential service, and as such should not have ~~downed~~ tools

By THEMBA SEPOTOKELE

Waste workers from Greater Johannesburg's Southern Council could find themselves without jobs after they downed tools demanding a wage increase last week

Pat Nhlapo, spokesperson for Southern Council mayor Nandi Mhathula-Khoza, said yesterday that 313 contract workers, responsible for sweeping the streets and collecting refuse in Soweto, went on what was an illegal strike

Nhlapo said the workers embarked on a work-stoppage without following

proper procedures. By not collecting refuse they were creating a health hazard, he said

"The council is now considering terminating their contracts. It's been days without refuse being picked up and this is having a serious impact on residents

"The council unfortunately has a financial problem (insufficient payment for services from ratepayers) and cannot afford the increase. It's unfortunate that they decided to down tools without consulting"

Each waste worker presently earned R45 a day, he added

Council adviser Jimmy Oliver said

striking workers provided essential services and were thus not supposed to have embarked on a work stoppage.

"It is of course sad that they have not received an increase for the past 15 months. However, they are not supposed to strike because of their essential work," Oliver explained.

Meanwhile, Nhlapo said the council was in a dilemma because there were 350 former waste workers whose contracts were terminated last year and who were now demanding to be reinstated

And on the other hand there were the present crews who had embarked on an illegal strike.

The workers, who had been hired by Wade Refuse and Wykom Waste companies contracted to the council, lost their jobs when the council terminated their contracts

However, the council and former workers had reached an agreement that only six people of the original group would be rehired.

Nhlapo said some of the remaining 344 workers could be placed in other departments when and if any vacancies occurred.

Victor Sibiba, a representative of former council employees, said they would adhere to the council's decision

Bar 26/12/99 (250)



A political hand sought in pay talks

Reneé Grawitzky *RD 26/4/99*

THE Congress of SA Trade Unions (Cosatu) and public service unions have called for high-level political intervention in wage negotiations to prevent a show-down ahead of the elections

Union sources said yesterday intervention — either within alliance structures or by government ministers — was crucial because government had not moved from its R3bn budget allocation for wage increases

Last month 12 public service unions aligned to Cosatu and the Federation of Unions of SA (Fedusa), representing close to a million employees, walked out of negotiations after government failed to revise the R3bn figure

The breakdown in negotiations occurred shortly after Public Service and Administration Minister Zola Skweyiya announced that renegotiation of retrenchment packages had to be completed by July

This issue has not yet been tabled by government in the public service coordinating bargaining council. It is understood government would prefer to deal with this once wage talks are settled.

Sources close to the process said government needed union co-operation to restructure the public service. A deadlock over wages could mean that unions wanting to co-operate on restructuring would

be unable to deliver to their members on wages, creating difficulties for them in discussing restructuring later

Public service wage negotiations were suspended last month for 21 days to give government negotiators time to seek a new mandate. The parties are expected to resume talks in the public service coordinating bargaining council this week

The budget allocation of R3bn would allow for pay increases of 5,7%. Labour initially demanded a 15% increase, later modified to inflation plus 1%. The current inflation rate is 7,9%

However, differing views emerged on which inflation figure to base increases. This became the subject of a workshop, and it appears that consideration is being given to using the annualised figure for last year — about 6,9%

One of the major stumbling blocks in reaching a settlement will be whether government will provide additional funds — an estimated R350m — to finance the reintroduction of pay progression for teachers to enable them to move up the salary scale

Union sources said the negotiations were becoming "a regular game of brinkmanship"

In the past two years, he said, "threats were made and members mobilised, but ultimately a less than satisfactory settlement was reached when the politicians found an extra R300m-R400m"

www.bday.co.za

Nice job, nice car ... nothing to do (2/50)

(Handwritten signature)

BLACKMAN NGORO
STAFF REPORTER

A guessing game is being played in the Eastern Cape's corridors of power. The question civil servants ask in Bisho or Umtata is: who really works here and who is just here to draw a salary?

"Look," says one civil servant, pointing at a colleague walking down the hall, "she's a supernumerary."

And that, in Eastern Cape civil servants-speak, means a nice salary, a good car, a daily trip to the office - but no work to do.

The provincial department of agriculture, for example, has 2 000 supernumeraries on its books, and spends R110-million of its R500-million budget on their salaries each year - so 20% of the budget is spent on non-productive staff.

But the provincial minister for agriculture, Max Mamase, says it would be "immoral" to lay them off.

"They don't have pensions," he said. "In the release of land we must find a niche for people who are keen to work in agriculture."

Eastern Cape director-general Mvuyo Thom says there are 15 000 redundant civil servants on the so-called supernumerary list in the Eastern Cape. They are all remnants of the civil service of the Ciskei and Transkei homelands, which were incorporated in the new

Eastern Cape provincial government after the 1994 elections. Their offices are mainly in Bisho and Umtata.

Another problem the provincial government has grappled with is the fraud of "ghost workers." These were the hundreds, if not thousands, of people on the payroll who, up to 1988, had received salaries for years without ever working for the homeland bureaucracies or the province.

Either civil servants submitted fictitious names and got paid a second salary each month, or they left the service but continued getting salaries.

According to Mr Thom, this abuse was stopped when the then payment system by cheque, which was open to theft, was replaced by electronic banking. In the past, banks in the former homelands were said to have paid whoever cashed the cheque, as long as that person was known to the banking staff.

"There is a lot of cronyism - even in banks. A lot of people who work in the local banks serve those they know first," says a senior civil servant in the department of agriculture, who blamed supernumeraries for treating members of the public with disdain.

"They leave their homes, come to work and do little more than warm their chairs. They don't have a job title or description," he said.

But most of the civil servants in Bisho's Dukumbane Building and



Have a heart: Agriculture Minister Max Mamase says it's immoral to fire workers

Umtata's Botha Sigcau Building share a common future - and it's a bleak one.

The national government has announced it wants to trim the bloated public service. And while it would be political suicide for the provincial government, headed by ANC premier Makhenkesi Stofile, to talk of removing them from their "employment" on the eve of the elections, civil servants in Umtata expect they will be removed anyway - shortly after June 2.

For this reason, Umtata civil servants are switching their political allegiance from the ANC to the United Democratic Movement, judging from UDM posters and notices in government offices.

"If the UDM wins the elections in



Much ado about nothing: the government offices in Bisho, home to scores of redundant civil servants who still draw salaries

the Eastern Cape, we stand a better chance of retaining our jobs," says a civil servant in Umtata.

"And why is the Bisho government ignoring experienced civil servants from the former Transkei? That is why those they are using are unable to deliver anything to the people. They have no idea how to run a government administration."

There seems to be a common thread running through this province with its rural and agriculture-based economy - poverty.

On the one hand, the urban population of Transkei - of which most of economically active adults are civil servants - are disgruntled as they feel left out of the current dispensation.

"This is a hangover from the days

ARLR 28/4/99

when there were high expectations that Umtata would become the capital city of the Eastern Cape.

Transkei civil servants were reportedly unco-operative with the Bisho-based Eastern Cape government. Kicking them out of their jobs will be a major blow to the extended family system. "Most of us feed our mothers and our sisters and sisters' children, as well as unemployed brothers," says a civil servant.

Mr Thom acknowledges that many civil servants are disillusioned. "But I don't think most of them are part of a conspiracy not to co-operate with this government. We have to find a way out for them - re-train them or give them new skills so they can go and find new work - perhaps in agriculture."

Salga and Samwu meet on wage deadlock today

(250) CT(BR) 29/4/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The South African Municipal Workers Union (Samwu) and the South African Local Government Association (Salga) meet in Johannesburg today in a last bid attempt to break their wage deadlock.

Talks deadlocked more than a week ago when the 120 000-member union rejected Salga's final offer of R160, or 3,5 percent

Salga's offer fell far short of the workers' final demand of R265, or 9,1 percent, and a minimum wage of R1 335 a month

"Salga's offer represents a cut in real wages of 5,1 percent for most grades of workers," said

Dale Forbes, Samwu's negotiator

"The employer failed to move even though the unions demonstrated those workers in the clerical, supervisory and artisan grades had suffered declines in

their purchasing power over the past three to five years"

Forbes said

Salga's rejection of the demand for a minimum wage for municipal workers was at odds with plans to set minimum wages for domestic and farm

'Salga failed to move even though workers had suffered declines in their buying power'

workers

"Some workers in local government still earn wages of R600 a month."

Advocate Mark Antrobus, an outside conciliator, has been appointed to try to bridge the gap between Samwu and Salga

Public servants declare pay dispute

Renée Grawitzky

Offer of R3bn for wage increases was not revised

(250)

ED 30/4/99

TWELVE public service unions mostly aligned to the Congress of SA Trade Unions and the Federation of Unions of SA (Fedusa) yesterday declared a dispute against government after it failed to revise its offer of R3bn for wage increases this year.

The National Education Health and Allied Workers Union said government's failure to change its position had put labour in a very difficult position.

The Fedusa-aligned unions said the turning of the dispute would unfortunately lead to the public service salary issue being clouded by the elections. It was unfortunate

that the employer had not altered its position since the budget. "We see this as the employer negotiating in bad faith."

The unions walked out of the public service co-ordinating bargaining council yesterday and said they would formulate the details of the dispute and thereafter refer back to government.

The pending dispute could have an effect on the progress of the skills and service audit as it is now unclear when the council will meet again.

The dispute comes in the wake of at-

tempts by some unions to lobby alliance partners. A union source said government's policy of "fiscal discipline is biting here."

In terms of the dispute resolution procedures, the dispute will be referred to the bargaining council for conciliation within 30 days. Hence it is likely that the dispute will drag on until some time after the elections, union sources said.

If the dispute remains unresolved, parallel dispute meetings will have to be held as a portion of the public service is defined as an essential service. In this case, the dispute

will have to be referred to arbitration while the remaining workforce could consider strike action or other mechanisms to resolve the dispute.

Government negotiator Neva Seidman-Makgetla said yesterday government deeply regretted the unconstructive attitude of the unions.

The R3bn allocation would amount to a 5.7% increase. Additional funds could be considered if the unions agreed to a salary system that would do more to support service delivery and equitable pay progression. Additional funds would not be used for straight salary increases, but to create a proper system for pay progression.

Salga agrees to have a minimum wage

ED 3/5/99 (250) (250)

Deborah Fine

THE SA Local Government Association (Salga) has agreed to a national minimum wage of R1 335 a month for the country's 230 000 municipal workers

Dale Forbes, collective bargaining officer for the SA Municipal Workers Union (Samwu), said the understanding was reached at a conciliation session held on Friday after the parties reached a deadlock two weeks ago over wage increases

Although the parties were able to see eye to eye on the minimum wage, they were again unable to reach a settlement on the question of increases

This was despite "considerable movement", with Salga increasing a previous offer of R160 or 3,5% to an offer of R200 or 5% and Samwu reducing its demands from R265 or 9,1% to R250 or 7%, Forbes said

The matter was postponed for further conciliation on May 13 under Yunis Shaik, a senior commissioner at the Commission for Conciliation, Mediation and Arbitration

Salga negotiator Patrick Flusk said the association had agreed to the minimum wage because it acknowledged the need for wages which enabled workers "to survive" under existing economic conditions. It also felt that a minimum wage would contribute to economic development in specific locations

Most municipalities already paid workers more than the minimum wage, so it was only a few local authorities that would be affected by the decision

On the issue of wages, Flusk appealed to Samwu members to consider the fact that their increases would effectively have to be footed by communities which were already "expressing frustration" at rising ser-

vices tariffs and rates payments

Communities already footed a national municipal wage bill of nearly R8bn. He said increases greater than Salga's offer would mean less funding available for municipalities to tackle national services backlogs of about R170bn

Baqwa quashes nepotism claims

ALLEGATIONS of nepotism in the appointment of senior government officials were without substance, an investigation by the public protector's office has found

New National Party executive director Mr Renier Schoeman asked the office to conduct a general investigation into nepotism in government

This was impossible to do given the size of government and 20 specific appointments were probed instead, public protector Mr Selby Baqwa said yesterday

"From the investigation by my office of the complaint on nepotism by the NNP, I could not find one instance where such an allegation could be justified. My requests to the NNP to provide me with substance for these allegations were not responded to"

Baqwa complained there was a tendency by some MPs to lodge complaints with his office consisting of vague allegations and unsubstantiated rumours.

Among those appointments found acceptable were that of the husband of

since-fired North West finance MEC Mrs Mmamokoena Gaoretelelwe as a deputy director in the provincial education department

Baqwa found Gaoretelelwe's husband was a qualified educationist in his own right. He applied for the post through the proper channels and there was no indication that his wife had influenced the appointment

Baqwa also found that the appointment of Defence Minister Joe Modise's wife as a general in the South African National Defence Force had been on merit

However he expressed concern that Modise had considered his wife's appointment and said that to prevent any perception of favouritism, he should have recused himself

Baqwa said former deputy president Mr FW de Klerk had never opposed the 1998 appointment of the sister of National Assembly Speaker Mrs Frene Ginwala as an ambassador to Italy. Ginwala's sister was also found to be well-qualified for the job

(250)
Other appointments cleared by Baqwa included:

● Agriculture Minister Mr Derek Hanekom's wife as head of the Gauteng agriculture department,

● Public Service Minister Mr Zola Skweyiya's wife as a deputy director-general in the foreign affairs department,

● Mr Geoff Budlender, allegedly a friend of Hanekom's, as land affairs director-general,

● Budlender's wife as Hanekom's adviser,

● Deputy Justice Minister Mr Manto Tshabalala-Msimang as South Africa's high commissioner to London; and

● Mr Zwelakhe Sisulu, brother of former African National Congress chief whip Mr Max Sisulu, as group chief executive of the SABC

Baqwa recommended that Parliament and the President's Office ensure that a code of conduct for politicians be published as soon as possible, containing detailed guidelines to prevent nepotism and favouritism - *Sapa*

Source: NNP 4/5/99

Bisho on brink of pay strike

~~(S)~~ ~~(S)~~
ARGUS CORRESPONDENT

2470
Bisho - Eastern Cape civil servants are threatening to strike after the provincial government failed to meet the April 30 deadline on promotion payments.

Since February, only 19 000 of more than 60 000 civil servants have received their payments at a cost of R130-million.

Labour unions involved in the provincial union caucus have threatened to organise pickets to force the government to meet their demands.

Eastern Cape provincial director-general Dr Mvuyo Tom said the delay was "regrettable" in meeting the deadline set in an award by the Commission for Conciliation, Mediation and Arbitration (CCMA).

Mr Tom said some officials charged with the task of implementing the payments were unhappy with incentives offered to them.

There were problems in the payments of subsistence and travel allowances as well as miscalculations by various departments which resulted in the return of some civil servants' files.

Mr Tom said the proposal for the extension of the deadline to May 21 was rejected by the unions, who insisted on taking the matter to the Labour Court.

Union caucus chairman Anthony Diesel said that workers had no intention of disrupting government services.

"We are exploring all legal avenues at the moment," Mr Diesel said.

ARG 4/5/99

Nehawu calls Eastern Cape march

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The National Education Health and Allied Workers' Union (Nehawu) would march to Bisho in the eastern Cape tomorrow as part of a planned mass action to force the provincial administration to implement public service salary agreements and arbitration awards by the Commission for Conciliation, Mediation and Arbitration (CCMA), the union said at the weekend.

Fikile Majola, general secretary of

Nehawu, said the CCMA had handed down arbitrations in favour of the union in January to the effect that the provincial government had to pay rank and leg promotions monies due to 10 000 Nehawu members since 1994.

"The awards were given to the trade union parties to the Eastern Cape provincial bargaining council for the public service on January 28 1999 after a dispute relating to the failure of the provincial government to implement the salary decision agreed upon in the public service central bargaining chamber in 1996.

(250) (250)
"Nehawu is left with no option but to seek alternative relief. A number of options are being looked at, including the possibility of filing for legal relief from the labour court.

"Our national office bearers, in their meeting today, decided on a programme of action, which will begin with a rolling mass action on Tuesday, May 11 1999," Majola said.

Majola said a series of marches had been planned across the province, especially in the centres of Bisho, Umtata and Port Elizabeth. The Bisho march would be the main one.

250
Sowetan 11/5/99

Sowetan Business Reporter

Public servants learn to serve

THE Public Service and Administration (PSA) ministry, in a move to eliminate inertia and inefficiency and improve the customer-service orientation and business process skills of public service, will soon be sending managers overseas for training.

A total of 45 South African managers from across government will attend classes during the Harvard Business School's summer intake in Boston, United States.

The party of 45 will be part of a larger group of participants in the Senior Executive Programme for Southern Africa.

The programme is a two-year project designed to provide training for 200 of the Southern African region's high-potential managers who are expected to occupy senior positions in Government and business.

The programme encompasses participants from municipalities, non-governmental organisations, the business sector and government departments.

The programme is run jointly by the Harvard Business School and Wits Business School.

The first two modules of the programme are conducted at the Wits Business School campus in Parktown.

The third module will take place at Harvard Business School campus in Boston from July 26 to August 6 this year.

It is expected that by the time the Senior Executive Programme for Southern Africa ends in December this year, a total of 70 senior public managers will have benefited from it.

The mission of the programme ful-

fills many functions. These are to augment other capacity building initiatives in southern Africa, to equip managers with the strategic capabilities required to successfully compete in the global business world, to contribute to the interrelationship between business and government to transfer skills and knowledge in the area of general management to Southern Africa, and to enhance the leadership skills of top managers in the public, private and public enterprise centres.



Public Service and Administration Minister Zola Skweyiya, left, and public service and administration director-general Paseka Ncholo, address a news briefing in Pretoria yesterday on public service reductions

Picture TREVOR SAMSON

Public service
'trimmed by
10% since 1994'

(270)
Farouk Chothia BD 13/5/99

THE size of the public service had been reduced by more than 10% since the new government took office in 1994, public service and administration director-general Paseka Ncholo said yesterday

He said at a media briefing in Pretoria the drop came through the voluntary severance packages scheme, natural attrition and resignations. There were 1,27-million public servants in 1994. The figure now stood at 1,1-million.

Government spokesman Joel Netshitenzhe said the cabinet yesterday approved time frames for a public service audit. This would take a maximum of six weeks, re-deployment options three to six months, and retrenchments and deployment up to six months.

Ncholo said the government had predicted in 1995 there were 55 000 "supernumeraries" in the public service, but had revised its estimate to about 35 000. Audits had been completed in a number of provinces. There were 8 000 "supernumeraries" in the Northern Province, and 3 000 in the North West. There were only twelve in the Northern Cape, and none in the Western Cape. There were unlikely to be any in Gauteng either.

An Eastern Cape audit showed there were 22 000 "supernumeraries" in the province but this was likely to drop to 14 000 once 8 000 vacancies were filled. Those retrenched from the public service would be trained for other jobs.

Meanwhile, the cabinet did not take a decision on the presidential review commission's recommendation on the shape of the next cabinet. Among the recommendations made by the commission was a reduction in the number of ministers and deputy ministers.

Public Service and Administration Minister Zola Skweyiya said reconfiguring ministries and departments was a "very sensitive" matter. Thabo Mbeki, president-designate, had been left to make a decision on the matter.

35 000 bureaucrats to be axed, says Ncholo

ARG 13/5/99
ARGUS CORRESPONDENT

Pretoria - The Cabinet has given the go-ahead for the final stages of retraining, redeployment and retrenchment of public servants as part of its plan to trim the administration of excess staff.

The Cabinet said yesterday the process should be completed within the next six months. Already a skills audit in six of the country's provincial administrations has identified about 25 000 public servants for retrenchment and Public Service Director-General Dr Paseka Ncholo said he estimated some 35 000 people would ultimately be retrenched.

The provincial audits revealed 22 000 supernumeries in the Eastern Cape provincial administration alone, but Dr Ncholo said only 14 000 of these would lose their jobs. The remainder would be retrained and redeployed to fill some of the 24 000 vacancies in the province's public sector. He said 8 000 supernumeries had been identified in the Northern Province, 3 000 in the North West and 12 in the Northern Cape. No excess personnel were found in Gauteng, Western Cape and the Free State. The audits of KwaZulu Natal and Mpumalanga have not yet been completed.

Dr Ncholo said those provinces with no excess personnel had already completed extensive rationalisation between 1995 and 1997.

Commenting on the other provinces, Dr Ncholo said these numbers were "far below" expectations. "We previously expected to retrench about 55 000 people but this number has come down tremendously." Natural attrition and redeployment were responsible for the reduction.

He said the public service had already been reduced by 10% from 1,27-million in 1994 to 1,1-million.

DLAKAVU

uses'

THE UNIVERSITY OF THE FREE STATE

25 000 civil servants found to be redundant

(250) Star 13/5/99

About 25 000 civil servants had so far been found to be redundant, public service and administration director-general Paseka Ncholo said yesterday after the Cabinet's fortnightly meeting in Pretoria.

A skills audit of the public service in terms of a recommendation by the Presidential Review Commission was under way in several

provinces, he said.

It had so far revealed that civil servants with no specific work to do numbered 8 000 in Northern Province and 3 000 in North West.

The preliminary total of 22 000 in the Eastern Cape was expected to come down to 14 000.

The figure was only 12 in the Northern Cape, while

Gauteng and the Western Cape had virtually no supernumeraries because of rationalisation programmes.

■ Pretoria has been chosen as the site for a Freedom Park approved by the Cabinet yesterday, spokesperson Joel Netshitenzhe said.

"The idea is to symbolise the struggle for freedom in this country," he said. - Sapa

'Corruption a real threat to democracy'

By Mzwakhe Hlangani
Labour Reporter

ENDEMIC corruption in the civil service remains the major impediment to transformation and service delivery, senior national, provincial government and municipal officials warned yesterday

With the rebirth of a democratic state, the government was required to defend the gains already made by "unleashing the greatest might" against the wave of corruption, cabinet ministers told the African Renaissance conference in Pretoria

The convention attended by mostly African diplomats, heads of mission and business and senior government officials was jointly organised by the

Department of Public Service and Administration and the office of Deputy President Thabo Mbeki to enhance regional cooperation in the area of public management and training

Public Service and Administration Minister Dr Zola Skweyiya said the participation of foreign delegates should help to highlight the similarities and differences in the new systems of governance applied throughout the continent as part of the move from colonialism to democracy

Deputy Minister in the Deputy President's office Dr Essop Pahad said corruption began in the civil service with external forces being the major suspects in encouraging it in many instances

North West provincial government director-general Mr Job Mokgoro in presenting the role of leadership in public service transformation decried the "over concentration of experienced senior managers at the central government office level while provincial departments had weak executive support systems and lacked a sense of direction. A cursory glance at provincial departments reveal overworked top management, with middle management having weak and inadequate management and administrative skills with low levels of motivation," he said. Mokgoro said transforming leadership which extracted responsibility and released learning potential in people was a necessary precondition to correcting these deficiencies

Thousands of public servants with nought to do

(250) Souwran 13/5/99

ABOUT 25 000 civil servants had so far been found to be redundant, Public Service and Administration director-general Paseka Ncholo said yesterday

Such officials would be retrained to be employed either in the private sector or elsewhere in the public service, Ncholo told reporters after a Cabinet meeting in Pretoria

He said a skills audit of the public service in terms of a recommendation by the Presidential Review Commission was underway in several provinces

It so far revealed that civil servants with no specific work to do numbered 8 000 in the Northern Province and 3 000 in North West

The preliminary total of 22 000 in the Eastern Cape was expected to come down to 14 000 following a detailed analysis

The figure was only 12 in the Northern Cape, while Gauteng and Western Cape had virtually no supernumeraries because of extensive rationalisation programmes

The audit was not yet completed in the other provinces

Cabinet earlier in the day agreed that the audit should take a month to six weeks, government spokesman Joel Netshutenzhe said

Three to six months had been set aside for exploring options for redeployment, while restructuring and deployment would take up to six months

Public Service and Administration Minister Zola Skweyiya said the skills audit would hopefully be completed within a month or two

Ncholo said several options would be explored to deal with redundant staff, adding that there were more supernumeraries than vacancies.

"The main difficulty is matching skills with the vacancies

"That is what we will be focusing on

"Where possible, people will be re-skilled for some new vacancies within the service where possible"

Skweyiya said retrenching civil servants would be the last option. He said Cabinet agreed in principle with the other PRC recommendations, adding that government was already putting most of them into action - *Sapa*

Cosatu supports public service redeployment (250)

SA 14/5/99
Renee Grawitzky

THE Congress of SA Trade Unions (Cosatu) has decided to support the redeployment of public servants to aid restructuring and minimise retrenchments.

This follows a cabinet decision this week to hold a public service job summit meeting to develop guidelines for restructuring and redeployment. The cabinet appears to have softened its stance on retrenchments, while setting a timetable for the process to unfold in line with the Labour Relations Act.

Cosatu deputy general secretary Zwelinzima Vavi said redeployment was an integral part of transforming the public service. It would not be an easy process, but "we cannot live in a situation where people do not want redeployment".

On the coming election, Vavi said that if the African National Congress won a two-thirds majority, Cosatu would demand an amendment to the constitution to provide a balance between proportional representation and some form of accountability of representatives to their constituency. Other political parties have expressed similar views.

This emerged from the federation's two-day executive committee meeting, where HIV/AIDS, the insolvency act, the role of credit bureaus and opposition to unilateral privatisation were discussed.

In a move to highlight the spread of AIDS, a call has been made to all senior Cosatu leaders to go for AIDS tests and make the results known.

Vavi said "We have to break the cycle where people are too scared to go for tests." This, he said, would contribute to preventing the spread of the disease.

Seven guilty of public violence over strike clash

ARG 14/5/99

MYOLISI GOPHE
SPECIAL CORRESPONDENT

(250 X 100)

Seven people who attacked two African National Congress councillors during a municipal strike, have been convicted for public violence.

Two of the accused were also convicted in the Mitchell's Plain court yesterday of assault with intention to do grievous bodily harm.

Former Khayelitsha mayor Vuyani Ngcuka and Mbulelo Ncedani were severely beaten by a mob of South African Municipal Workers' Union in the municipal offices during a strike in 1997.

Mr Ngcuka was in hospital for three days after the attack and Mr

Ncedani was slightly injured. Mr Ngcuka was recently appointed Western Cape Reconstruction and Development Project manager for the Post Office last year.

The clash between the authorities and workers, who were refuse collectors, erupted after a disagreement over services to the Khayelitsha area.

Fifteen people were arrested, but eight of them were discharged.

Michael Makana, Alton Mca-mazana, Nolutha Thungana, Gcobani Mlindi and Gillpin Bottoman were found guilty of public violence while Vusumzi Mbola and Zalisile Joyisa were convicted of assault with intent to do grievous bodily harm.

All had pleaded not guilty. They will be sentenced on Thursday.

CMMA brokers new wage deal for municipal workers

~~(250)~~ (250)
FRANK NXUMALO

LABOUR EDITOR

CT (MR) 14/11/99
Johannesburg - The Commission for Conciliation, Mediation and Arbitration (CCMA) yesterday brokered a wage deal between the South African Municipal Workers' Union (Samwu) and the South African Local Government Association (Salga)

"The deadlock-breaking settlement of the greater of R230 per month or 5,5 percent is a figure on which Samwu compromised significantly," said Dale Forbes, the Samwu collective bargaining officer.

Forbes said this had been an improvement on last year's increase of R202,50 or 5 percent.

Samwu said for the first time, municipal workers would be getting a minimum wage of R1 335 a month, which would in turn bring much-needed improvement to the living standards of those now on about R600 a month in small and rural municipalities.

As part of the agreement, a sliding scale would be introduced in next year's wage negotiations to correct distortions in the salary structure mainly affecting workers in the clerical, supervisory and artisan grades.

"The ongoing dispute that has disrupted the focus on the forthcoming elections has ended, and now the union is keen to redirect its focus to supporting the ANC," Forbes said.

"Samwu believes that the positive approach from Salga evident in the last round of negotiations will continue in other matters confronting local government," Forbes said

Public Protector says no to Omar's appointee

(240) Star 4/5/99
By EDWIN NAIDU

Public Protector Selby Baqwa is heading for a showdown with Parliament over the appointment of a deputy.

Baqwa, who was appointed by President Nelson Mandela in 1995 after receiving approval from the National Assembly and the Senate, said he was angered to learn that Parliament had given Justice Minister Dullah Omar the task of appointing his deputy.

"A situation is being created in which a member of the executive is to appoint my deputy. The perception will be that the appointee of this person cannot be asked to investigate his (Omar's) department. Such a move could affect the credibility of the Public Protector."

"We have already complained about this and do not intend to leave the matter there. I intend to ask Parliament to rectify the matter," he said.

The Constitution makes provision for the appointment of a deputy public prosecutor to assist Baqwa.

The person appointed should be approved by the National Assembly. However, Baqwa said Omar was given the responsibility of making the appointment.

"We feel very strongly about

this and I will do without a deputy rather than have one appointed by Omar," he said.

Baqwa's office has investigated complaints against several government officials, including Minister of Minerals and Energy Affairs Penuell Maduna, suspended Home Affairs director-general Albert Mokoena and Foreign Affairs official Ramesh Vassen.

He believes that since his office has powers to investigate any government department, the credibility of his office would be affected if Omar were responsible for naming a deputy, especially if in the future his office had to investigate any complaint in the Justice Ministry.

Baqwa said he had functioned for over three years without a deputy and many tasks of a deputy had fallen on the shoulders of his assistant.

Many people in his office, including a team of 20 investigators, had worked around the clock and put in long hours because of the heavy load.

Spokesperson for Omar, Paul Setsetse, said the Minister would not deal with the matter until Parliament sits on June 14, adding that Dullah Omar wanted Parliament to play a part in the appointment of the deputy.

'According to needs analysis we require R8-million more'

8 Mar 14/5/99 (250)

The Public Protector has successfully finalised half of the complaints received and has forged relationships with similar minded bodies against corruption

By EDWIN MAJUBA

The Public Protector, Advocate Selby Baqwa, has received more than 11 000 complaints since his office began operating with a staff of eight in 1995

Baqwa said his office does not represent people as lawyers, but goes the extra mile to ensure that government officials follow the correct procedures when dealing with ordinary citizens

Of the 11 182 complaints received, 5 391 have been finalised while the others have been referred to the SA Human Rights Commission, other organisations and even to consumer television personality Isabel Jones.

The majority of complaints came from pensioners who had been deprived of their payouts through maladministration by civil servants, prisoners who were ill-treated, environmental activists, local authorities and individuals from all walks of life, Baqwa said. Civil servants have also lodged complaints

"We are accepted by everybody, irrespective of creed or economic circumstances. That is something we cherish very much."

Baqwa said the office, set up as a Chapter 9 organisation to support democracy, has made an impact on the lives of many citizens who

would have previously endured abuse from government officials in silence but could now speak out.

It has also played an integral role in the anti-corruption initiative.

Probably the biggest breakthrough, he said, was that his office forged working relationships with similar minded bodies, including the Office for Serious Economic Offences, the Health Special Investigating Unit and the auditor general's office.

Baqwa said information between these agencies is

We cherish that we are accepted by all the people

shared and has resulted in greater successes against corruption

The current high profile Baqwa's office enjoys is a far cry from the days when it began operating with a small staff and an "inadequate" budget of R5-million. They will have 91 staff members and will open offices in the Eastern Cape and North West Province from June 1. The headquarters will remain in Pretoria. However, the number of

complaints received still swamp the number of staff dealing with them.

The budget for 1999/2000 financial year is R15.5-million although Baqwa had asked for R23.5-million.

"We are a Chapter 9 organisation, here to underpin democracy. But in a country with more than 40 million citizens and nine provinces, we have to assist people as quickly as possible, cutting through red-tape.

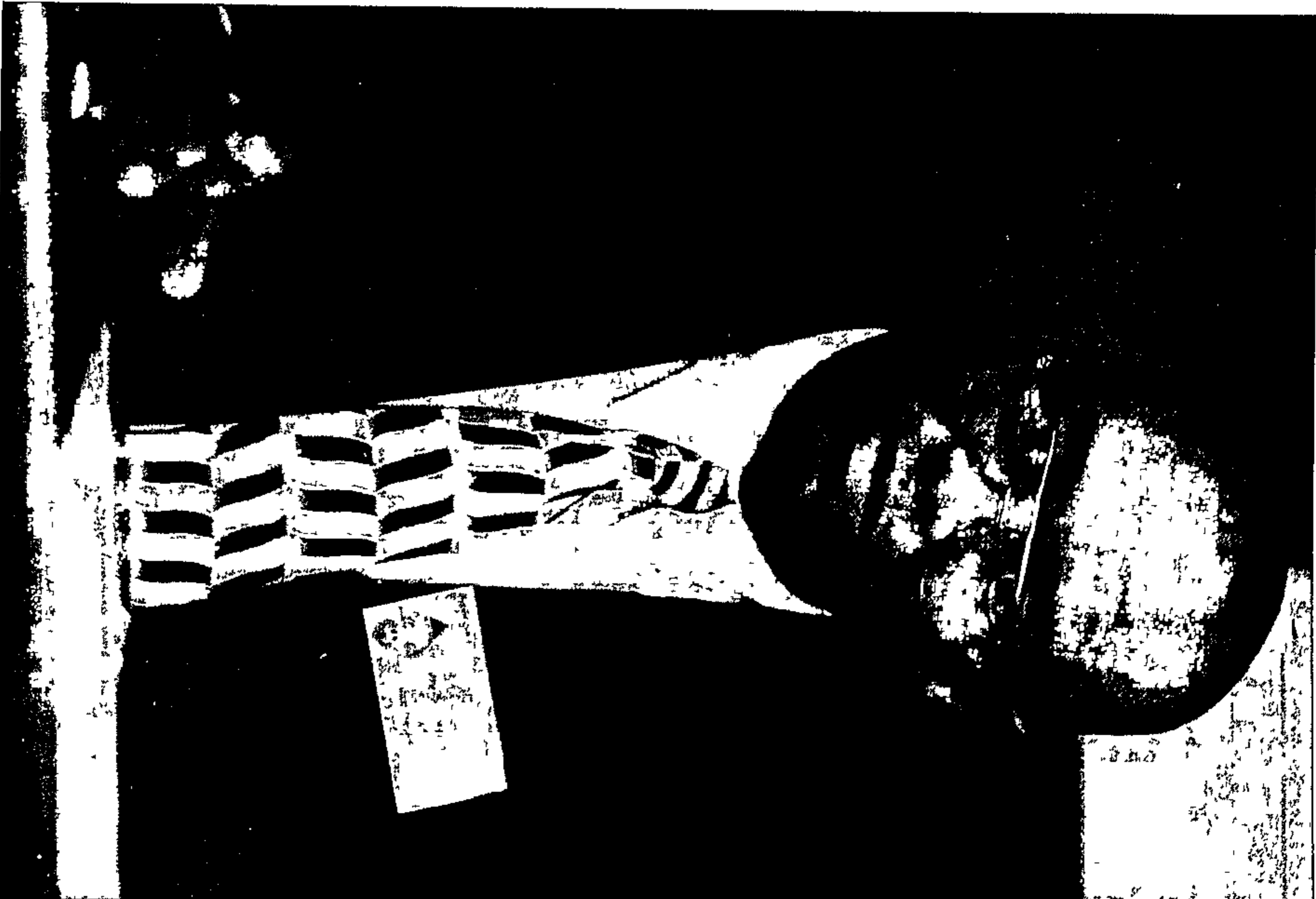
"For example a pensioner cannot be made to wait for several months for money which is needed urgently," he said.

"We were inadequately funded in 1995 and are still inadequately funded. This has been a sore point and we have to recognise that the amount we received since we started has increased.

"We do not want to sound ungrateful, but according to our needs-analysis we would require at least R8-million more," he said.

Talking on the need for anti-corruption agencies, Baqwa pointed to Hong Kong which, he said, was rife with corruption in the 70s and effected a real turnaround with the appointment of an ombudsman charged with stamping out corruption.

He says the Hong Kong Ombudsman has a budget of US\$91-million (R450-million) through Hong Kong only has six million people.



In aid of democracy... from having a staff of eight when it started in 1995, Selby Baqwa has seen the office of the Public Protector grow to 91 members of staff but still not able to cope with all the work load

Final attempt to resolve wage dispute

Reneé Grawitzky

A FINAL bid to resolve the wage dispute between government and public service unions failed yesterday after government was unable to revise its wage offer during conciliation at the Commission for Conciliation Mediation and Arbitration (CCMA). Unions can now either refer the dispute to arbitration or embark on strike action.

Public service unions can now refer to arbitration or embark on strike action

as electioneering reached a peak ahead of the elections on Wednesday. Some unions said yesterday that "transformation" was being used as a "red herring" to strip public servants of further benefits. No cabinet minister would make a commitment to provide additional funding for increases because they were more worried about their own future careers than the state of the country, union sources said

Government said it was prepared to provide additional funds on condition that the unions signed a commitment to introduce a new salary system by the end of this year. Public servants were allocated R3bn for increases this year, which would amount to an average increase of 5,7%. The unions said government could not indicate the amount of funds which could be made available if agreement was reached. This was due to the difficulty in

identifying sources of funds and the fact that government did not want to make major commitments before a new cabinet was elected. Government said it would be able to provide a figure by the end of next month. It is understood that the finance department is trying to find additional funds. The Federation of Unions of SA (Fedusa) public service affiliates said government was expecting the unions to "sign a

250
Pd 28/16/99

blank form and then fill it in later." This was not acceptable. Government had not changed its position of offering R3bn for increases since the start of the negotiation process. This was not collective bargaining, Fedusa said. Government's proposal of a new salary system would ensure the introduction of equitable pay progression and incentives for all public servants. The proposal also includes the replacement of rank and leg promotions and the reform of all benefits, allowances and other personnel costs.

fails

FM FOCUS

Edited by Caroline Southey

(250)
FINANCE DEPARTMENT

FM 4/6/99 HIRING DRIVE IN FULL GEAR



Maria Ramos looking for skills and experience

The Finance Department is being given a new lease of life after struggling for years with about half its staff complement

Finance director-general Maria Ramos has launched a big recruitment drive. She is advertising a range of vacancies including more than 10 top posts, offering a package of R300 000/year, a figure considered competitive in the financial sector.

The acute staff shortage dates back to 1996, when lucrative severance packages prompted a series of resignations in the department. Nearly 40 000 voluntary service packages were approved across the civil service in the 1996/1997 fiscal year.

People with the necessary skills and experience are in short supply and, since then, the department has been tided over by a number of temporary employees working on contracts. One of them was special adviser Owen Barder, now private secretary for economic affairs to UK Prime Minister Tony Blair.

Barder did a two-year stint in the department, financed by the British Overseas Development Administration under its technical assistance programme.

In the period, Finance's responsibilities have expanded, despite its staff shortage, which meant scarce skills have had to be stretched further each year.

New functions include the active management of government's cash flows, the debt management operations formerly carried out by the Re-

serve Bank, an extended budgetary process, the onerous task of streamlining the finances of a number of profligate or inefficient provinces, and now the implementation of the recently legislated Public Finance Act.

The department has also had to mount a number of road shows to raise international loans over the past few years — which was not called for under the previous government's apartheid dispensation.

At the same time, it has lost the corporate services of the SA Revenue Service — previously a division within Finance but operating as an autonomous agency since 1997.

Deputy DG Andre Roux, who heads the Office of the Budget, says the department employs a little over half of its official complement of 278.

Departmental operations are pivotal to the efficient implementation of economic policy.

If the offers attract the right candidates, the money provided for remuneration packages will be money well spent.

Ethel Hazelhurst

Union and the presidency clash on restructuring

(250)

PRETORIA — An alleged lack of transparency in the restructuring of the president's office yesterday prompted a public service trade union to walk out of talks with government negotiators in Pretoria

National Union of Public Service and Allied Workers (Nupsaw) general secretary Success Matatsane threatened to declare a dispute over the matter

He said moves to merge the offices of the president and the deputy president into a single

presidency would cost several union members their jobs

"All positions in the new structure are to be advertised from scratch. It is inevitable that some of our members will fall by the wayside," he said

In talks on the matter earlier in the day, government negotiators refused to provide Nupsaw with a copy of the posts structure for the envisaged new office, Matatsane said

"They refused point blank, saying the matter was politically

sensitive. We condemn this lack of transparency, and will declare a dispute unless they give us the information we need"

Ronnie Mamoepa, spokesman for president-elect Thabo Mbeki, said "Discussions on the restructuring are continuing. It involves staff members as well as unions"

Mamoepa said all staff had been given access to the new structure, but he could not confirm that all positions in the new structure would be advertised

Matatsane said his information was that the presidency would have more staff (316) than the existing two offices combined. At least 20 cleaners stood to lose their jobs

"At face value it is an expanded structure, but there would be one director-general instead of the existing two. A similar picture emerges on other levels

"The lack of transparency at such a high level does not bode well for the future," he said — Sapa

BD 8/6/99

Cosatu threatens ally with wage strike

(270) (1400) ~~270~~ AUG 12/6/99
LUKANYO MNYANDA

Johannesburg - Cosatu-affiliated public service unions are set to take on the government in a series of protest actions over public sector wage increases, barely a week after its ally was re-elected with a 66 percent majority

The three unions - Sadtu, Nehawu and Popcru - yesterday accused the government of negotiating in bad faith for its failure to review its final salary increase of 5,7 percent compared with the unions' demand of 10 percent

Thulas Nxesi, Sadtu's general secretary, said the unions would not accept salary increases that were below the rate of inflation and demanded the closure of the apartheid wage gap between the lowest and the highest paid workers in the public service. The unions also signalled their intention to take the government on in policy issues, vowing to resist any plans to introduce labour market flexibility, as prescribed by organisations like the World Bank, warning they would not tolerate retrenchments in the public service

Public sector retrenchments and the introduction of more



WAGE DISPUTE Vusi Nhlapho (left), the president of Nehawu, and Willy Madisha, the president of Sadtu, say the government has been negotiating in bad faith

PHOTO JOHN WOODPOOF

flexible labour markets are two of the key challenges facing the newly-elected government which will have to walk a tightrope between the demands of its labour allies and impatient financial markets

The unions said the failure of Commission for Conciliation

Mediation and Arbitration (CCMA) mediators was mainly due to the government refusing to budge on its 5,7 percent offer, citing lack of funds. "It is clear the employer has indeed negotiated in bad faith. We are mobilising our forces on the ground to engage in serious,

legal mass action or protests throughout the country," they said, adding they were "sure" the government would reconsider its position, "given the overwhelming mandate received on June 2, to continue with the transformation of our society"

CMLATSHE

(SOW 17/16/99 (247) (250))
Sowetan

Public sector unions call for Mbeki's intervention

By Saint Molakeng

PRESIDENT-ELECT Thabo Mbeki's first task in office should be to break the protracted wage deadlock between the Government and public sector workers, trade unions said at the weekend.

The Government had "intransigently" offered a 5,7 per cent increase since negotiations started in January.

However, the South African Democratic Teachers Union (Sadtu), National Education, Health and Allied Workers Union (Nehawu) and Police and Prisons Civil Rights Union, have since revised their demand from 15, 10 currently to 8,8 percent.

"It should be Mbeki's first duty to resolve this impasse," said Nehawu president Mr Vusi Nhlapo at a media conference held jointly with the other unions on Friday.

"By releasing shop stewards to act as organisers for the ANC election campaign, the unions have worked hard to give the ANC a greater majority to rule," Nhlapo said.

He said the demand, coming before Mbeki assumes office on Wednesday, was not intent on "shaking" him in his new boots.

"The deadlock has been there for some time," Nhlapo said, while Sadtu president Mr Willie Madisha and Popcru general secretary Mr

Abbey Witbooi nodded.

"The state has negotiated in bad faith. While workers have revised their demand, the Government has never budged at all," Nhlapo said.

The unions were unhappy that R3-billion had been allocated for public sector salaries without the workers' consultation.

"If there had been consultation, there may have been joint agreement," Madisha said.

The unions, whose membership exceed half a million, have rejected the 5,7 percent increase because "it" was below the inflation rate. Nhlapo said the unions had been forced to declare a dispute with the employer.

New regulations worry unions

(250) Sowetan 15/6/99

By Mzwakhe Hlangani
Labour Reporter

A NEW legislative framework empowering ministers to recruit, promote, transfer and discharge civil servants to ensure effective service delivery has been set up, but some public sector unions warned they would challenge it.

Public Service and Administration Minister Zola Skweyiya said the framework would be effected on July 1 and substantially amend the Public Service Act of 1994.

It gives ministers more control and flexibility in managing their departments, according to their service delivery needs.

The regulations focus on planning, organising, job evaluation, compensation, performance management,

training and education, discipline and labour relations.

But Public Servants Movement's chief negotiator Mr Mandlakayise Magubane warned that if the new measures were aimed at interfering with the rights of the workers through dismissals, chaos was bound to follow.

He challenged the ministers' new powers, saying politically non-aligned unions would mobilise against them.

National Professional Teachers' Organisation of South Africa executive director Mr Henry Hendricks said, "if the new regulations impacted negatively on present conditions of employment for educators, they

should be challenged through the Public Service Bargaining Co-ordinating Council.

Though not opposed to the broad focus of legislation with regard to service delivery and efficient governance, Hendricks was concerned by the ministers' right to discharge and transfer of workers at will.

National Education Health and Allied Workers Union spokesman Mr Joe Lekola said they were preparing a response to the latest measures.

Mbeki pledges 'faster, credible improvement'

15/6/99 (250)

B/D

(~~250~~)

Wyndham Hartley

CAPE TOWN — African National Congress (ANC) president Thabo Mbeki was unanimously elected yesterday as SA's second democratic president and immediately vowed to work for a faster and more credible improvement in the lives of South Africans

Mbeki will be inaugurated tomorrow, bringing to an end the era of President Nelson Mandela, who after tomorrow will play no formal role in politics

There were two surprises in a day which had natural drama in abundance as the 400 newly elected public representatives met for the first time after being sworn in by Constitutional Court president Arthur Chaskalson

The first was that there was a challenger from the new official opposition, the Democratic Party (DP), for the post of deputy speaker. After the ANC's Frene Ginwala was elected unopposed to a further term of office as speaker, the DP nominated Dene Smuts in a direct challenge to Baleka Mbete (formerly Mbete-Kgositsile) for the post she had held in the old Parliament. Mbete won the contest resoundingly.

The second surprise was that Mandela took his seat in the assembly but did not address the gathering as expected. He received the farewell greetings of all the new political leaders in the house, including the Federal Al-



Thabo Mbeki takes the oath while being sworn in as an MP in Parliament yesterday. He was elected president later in the afternoon. Picture AP

liance's Louis Luyt, who he last faced in the Pretoria High Court

Mbeki, in his acceptance speech to the National Assembly, which erupted with joy when his election was announced, said he was aware that millions of South Africans "expect that we

will move faster in pursuit of the goal of a better life for all

"Equally, I am aware of the negative consequences of any failure to move forward faster in a credible and sustained fashion"

In a voice weakened by flu, he committed government to achieving the unity that would allow this sort of progress to transpire, particularly achieving unity along racial lines

At the moment of his election Mbeki ceased to be a member of the National Assembly. He thanked all the leaders for their support and those who had confidence in him

The first opposition leader to congratulate Mbeki was DP leader Tony Leon, who said that for the newly elected president the change from leader of the ANC to president of all South Africans was a big change

He said that as opposition the DP saluted his "democratic accession" but also as opposition "we will stand up to you when necessary and sit down with you wherever possible"

United Democratic Movement leader Bantu Holomisa promised Mbeki "bouncers and yorkers when he came to the wicket"

Afrikaner Eenheidsbeweging leader Cassie Aucamp, the only member of the party to be elected, drew laughter from Mandela when he promised the support of his entire caucus

Govt unions prepare for strike

Administration refuses to move to narrow the gap between its offer and public service demands

Justin Brown

STRIKE action by public service unions is threatened next month because of a pay dispute with government

Nine of the 12 unions, representing more than 900 000 workers, have completed or embarked on a process of consultation with members over possible industrial action

Sympathy strikes from nonpublic service unions are likely.

Those unions which represent 250 000 workers in the essential services — police, health and court workers — intend to embark on arbitration; the National Education Health and Allied Workers' Union (Nehawu) has taken that route already

The government said that with the changeover in Parliament and cabinet taking place at present nothing could move forward until a new, mandated committee had been constituted to deal with the pay issue

The trade unions have demanded an inflation-based salary increase of 8%, while government has remained firm on a 5.7% increase

In addition to the 8% salary increase, says SA Democratic Teachers' Union (Sadtu) general secretary Thulas Nxesi, the union wanted also a built-in salary progression based on the number of years experience a teacher had

"There is a lot of anger in our members," Nxesi warned. He said that if no agreement was implemented by July 1, industrial action was likely

Labour consultant Andrew Levy said that with a wide gap between the parties strike action was likely

"The unions do not have the right to an inflation-based increase — it comes down to affordability. However it is going to be difficult for government to expect the unions to accept a cut in their real wages," Levy said

After paying out R3.5bn in salary increases last year, Finance Minister

Trevor Manuel set aside R500m less for this year's negotiations

Hospital Personnel Trade Union of SA negotiator Albert Wocke — his union is aligned to the Federation of Unions of SA (Fedusa) — said that by decreasing the money budgeted for salary increases the government had started off by "negotiating in bad faith"

Levy said government must have done its homework before the budget, so the reduction in the amount set aside for pay increases must have been justified. The unions hope to change the budget system through arbitration

The four Fedusa unions and the independent SA Police Union (Sapu) have decided on mass action to force arbitration. They are going to consult legal counsel before moving to arbitration for their essential service members.

Next week, Fedusa intends to liaise with the Congress of SA Trade Unions (Cosatu) on mass action

The success of this year's action de-

pends largely on Cosatu, which has a majority stake in the public service bargaining council

Levy expected the relationship between government and Cosatu to weaken and be placed under stress by the latest wage dispute. He predicted that a split would soon start to develop between the state and labour, "if not after this round of negotiations, then after the next"

Cosatu spokesman Mukom Ratshanga said that speculation about a split developing between the ANC-led government/Cosatu/SACP alliance was as old as the formation's existence

Levy said that it was likely that government had strung out the negotiations with public service unions from February until after the elections so as to avoid disappointing the country's trade union membership

"It would have been an extremely bad tactic, to have done otherwise," said Levy

250
15/6/99

Jo'burg council and trade unions reach agreement

By MALOSE MONAMA

NEGOTIATIONS between the Greater Johannesburg Metropolitan Council and two sector trade unions on transformation and restructuring in the city, ended well this week as the parties reached consensus.

The two unions, the South African Municipal Workers Union (SAMWU) and the Independent Municipal and Allied Trade Union (IMATU) ended talks in the bargaining council when the GJMC agreed to sign a guaran-

tee that privatisation projects would be placed on hold.

The unions demand to be part of whatever decision is taken on the transformation and restructuring of the council services.

SAMWU, with about 20 000 members in the Johannesburg Metro and IMATU, with about 10 000 members joined hands in demanding that the trade unions form part of any decision to bring about change.

The meeting had earlier got off to a rocky start when the unions discovered minutes to a meeting

they were not informed about which detailed advanced plans to sell of several of the GJMC's subsidiaries

SAMWU provincial secretary, Phinda Mhlongo said: "We are happy that the GJMC has guaranteed that nothing will be implemented without first being discussed with the unions."

The South African Communist Party and the South African National Civics Organisation support SAMWU's call for the restructuring of Johannesburg to be democratically decided.

Public service unions plan march

Justin Brown

BD 22/6/99

(250)

IN a move that will bring police, health workers, teachers and general public workers together for the first time, a bloc of six public service unions last night decided to march on Parliament when it opens on Friday.

The unions are demanding that the government up its offer on their pay increases from 5,7% to 8%.

The other five public service unions, which have lodged pay disputes with government, are consulting with their members on whether to go ahead with strike action or arbitration.

Some are waiting for the end of the week when the public service bargaining council meets in the hope the government will table a fresh offer.

The government said yesterday the new cabinet was considering the matter.

Meanwhile, the motor industry could be heading for another difficult year. The central commit-

tee of National Union of Metalworkers of SA (Numsa) has emerged from a weekend *bošberaad* ready to "to do battle" over a list of problems.

Numsa has accused the SA Motor Industry Employers' Association (Samea) of acting in bad faith and intransigence on a number of issues. According to Numsa, "the current leadership of Samea is unprepared to change and consults its constituency poorly".

Samea CE Vic Fourie was unavailable for comment but Arthur Chater, chairman of the Fuel Retailers Association (FRA) said his association had left Samea this year because it could no longer represent FRA properly.

Chater, who represents 4 800 petrol station owners, said last year's strike had been prolonged by the strained relations between Numsa and Samea.

After last year's strike a forum was established to set about reforming the motor industry.

Public servants want more pay

ABOUT 250 National Union of Public Service and Allied Workers members marched on two Government departments in Pretoria yesterday to demand a revised salary offer

The union, which claims to represent about 65 000 public servants, is demanding a 10 percent increase, compared to an offer of 5,7 percent

In a memorandum presented to representatives of the departments of Finance and Public Service and Administration, the union calls on the Government to negotiate in good faith

"Nupsaw has noted with discontent

the slow pace with which salary negotiations are being conducted from the side of the employer," the document says

The union said yesterday's march was aimed at putting pressure on Government negotiators to bring a revised offer to Thursday's meeting of the public service coordinating bargaining council

Other demands included an unconditional moratorium on retrenchment and "transformation in real terms"

Failure to respond to the memorandum by Thursday, the union said, would result in workers embarking on a strike - Sapa

2507 Sametam 23/6/99

Delivery key to public service

BD 23/6/99

Rules-driven mindset of past will be abandoned

David Greybe
and Sapa

(250)

CAPE TOWN — The way the public service is managed in future will be "radically altered" in order to improve service delivery, newly appointed Public Service Minister Geraldine Fraser-Moleketi said yesterday.

"The rules-driven mindset and practices of the past are being abandoned," she said to mark the implementation next Thursday of new public service regulations. The regulations will greatly increase the powers of ministers to manage their departments.

The emphasis in management would shift to "accountability for results, the management of performance, empowerment through delegation and the provision of appropriate training".

Fraser-Moleketi, formerly the welfare and population development minister, swapped portfolios with former public service and administration minister Zola Skweyiya.

"There is no doubt that the successful implementation of this new framework is going to be our major challenge over the next five years," Fraser-Moleketi said in a message sent to a public service workshop in Pretoria to launch the public service management framework.

"Political office bearers, managers and frontline service providers will all have to adjust to new roles," she said.

The new regulations will enable ministers to create and abolish posts, as

well as to recruit, appoint, promote, transfer and discharge employees. But it introduces for the first time performance-based employment contracts for all heads of government departments, including provincial departments.

By eliminating unnecessary bureaucratic red tape, service delivery is intended to improve.

"Departments will have to develop their own human resource and work organisation policies, plans and practices," Fraser-Moleketi said.

Departments will be able to set salaries higher than prescribed in order to recruit and retain staff with scarce skills. At present public servants cannot be paid according to performance, they can only be paid according to their job grading.

Mpume Sikhosana, deputy director-general in the department, said at the workshop the present system of determining job requirements at a central level was "dysfunctional".

"All departments are different from each other," Sikhosana said.

In terms of the new regulations, the size of the public service workforce would no longer depend on centrally-determined numbers, but on the needs and funds of departments.

Sikhosana said many managers could in the past not be charged with inefficiency due to a lack of evidence. "This new contract is not a tool to get rid of people, but will provide evidence on whether a person is inefficient or not," he said.

Staff probes ⁽²⁵⁰⁾
cost SA R48m

JOHANNESBURG: Suspending public servants on full pay, pending an investigation, had cost the government over R48 million by the beginning of this year, the auditor-general has revealed in a report.

Cases against at least 876 public servants were pending on 31 December last year — 757 policemen and a further 65 Correctional Services staff.

Auditor-General Henri Kluever said some employees of the SAPS had been suspended with compensation as far back as 1992 and had received compensation of up to R333 502 during the period of suspension. A total of only 287 cases had been finalised since 1996.

● See Page 6

CT 25/6/99

'Poor management sinks delivery'

CT 27/6/99 (250)

SUSPENDING public servants on full pay pending an investigation has cost the country a fortune, a report by the Auditor-General revealed.

Auditor-General Henri Kluever said four government departments — Finance, Justice, Labour and Water Affairs and Forestry — had failed to respond to his request for information concerning employees suspended with compensation. He said a further 13 departments had indicated that no cases existed.

But the 16 that responded painted a picture of millions wasted while disciplinary hearings dragged on for months — and in many cases even years.

In total, the government had paid R48 384 574 to suspended employees and amounts of R317 000 and R169 000 paid to individuals during suspensions were not uncommon. Kluever said policemen were placed on suspension for an average of 461 days — nearly 15 months — while those in the prisons department were suspended for an average of 193 days.

Speaking for the police support ser-

vices, Superintendent Andrew Lesch acknowledged the high number of suspended SAPS officers, but added that it showed police management's commitment to root out corruption in the SAPS. Lesch said it was the prerogative of the provincial commissioners to decide whether an individual should be suspended with pay or not, depending on the merits of the case.

He said the latest figure of officers on suspension stood at 1 180.

"We would like to see the number being reduced, however, (we are committed) to rooting out corruption among our members" Lesch said.

He said when a police officer was suspended, procedures had to be followed before disciplinary action could be taken, which in some instances might take a long time, depending on the seriousness of the case and the availability of witnesses. Kluever warned that efforts to improve service delivery to South Africa's people were being torpedoed by poor management.

"Deeply rooted shortcomings" relating to budgeting and internal auditing

remained, especially in the provinces and local authorities, where financial management was not seen as a priority, despite previous warnings, he said.

These problems were "becoming generic" and hampered "the efficiency and effectiveness of service delivery".

The management of public funds by some provinces remained "a source of grave concern", Kluever said.

About 53% of the national budget is allocated to the nine provinces, but "the quality of financial management and administration in many provinces is not at a satisfactory level", Kluever said.

Although shortcomings have been pointed out in previous reports by the Auditor-General, the government has failed to adopt "a prioritised holistic approach" to rectifying the problems.

"Steps to ensure the establishment of more effective financial management and administration should continue as a matter of urgency."

At local government level, the poor financial position of some municipalities had worsened since the previous audit, Kluever said. — Staff Reporter

Govt needs the support of unions

Public service wage talks must be resolved amicably to ease the way for restructuring, writes labour reporter **Reneé Grawitzky**

YOUR employer says he will give you an unspecified increase some time in the future. He reassures you he really means it. Therefore, he argues, you should not be contemplating industrial action to speed up the negotiation process.

This bargaining tactic has been used by government in an attempt to resolve the public service wage dispute. Government has not changed its offer since the start of negotiations, or from the time the 12 public service unions declared a dispute three months ago.

Government says the public service unions are being unreasonable as it believes its position constitutes a real offer. Unionists have argued, however, that government is in effect requesting them to sign a blank cheque.

It is a well-known practice in negotiations for parties to test each other's strength. If private-sector employers had adopted this bargaining tactic, labour analysts would have argued that the employer was either cash-strapped, deliberately pushing for a showdown with labour or, as a result of an inability to understand the principles of collective bargaining, unintentionally causing a showdown.

In view of the state of the economy and the many demands facing government, there could well be an argument for it to stand firm and refuse to move off its R3bn allocation as specified in this year's budget. This would amount to an average increase of 5.7%, but unions are demanding an inflation-linked increase. However, government has not stood

firm. Instead, it has said more funds are available, but will not stipulate the amount or when the money will be made available.

Some observers sympathetic to the unions suggest that there are those in government — certainly the ministers controlling the purse strings — who do not have a sense of urgency about resolving the dispute. Others wonder whether these ministers wish to teach labour a lesson.

Government argues that with the changeover in Parliament and the appointment of a new cabinet the process of resolving the funding issue cannot move ahead until a new mandate committee has been constituted. It is unclear when government's mandate committee will meet.

The state says there are new ministers in all major portfolios dealing with the public service negotiations except for finance. In addition, the amounts involved are large. A 1% increase amounts to R700m and the decision cannot be taken lightly.

Union sources said no resolution could be found despite a number of meetings within the tripartite alliance of the African National Congress (ANC), the Congress of SA Trade Unions (Cosatu) and the SA Communist Party. They had hoped the matter would be resolved within the alliance as was the case last year. They believe the current dispute constitutes a "direct challenge from the finance department" which believes that labour has no right to challenge its position. A government source rejects this view, arguing that finance was being portrayed as the "hardline" department, but government as employer spoke with one voice.

There is a danger that government's approach, whether as a result of circumstances or not, could further hamper and complicate the anticipated restructuring and retrenchment in the public service.

It would be in the interests of new Public Service and Administration Minister Geraldine Fraser-Moleketi to ensure the wage dispute is resolved amicably so that she can move onto the next task allocated to her by the cabinet — to get on with the much talked about retrenchments.

On the surface it would appear that government is refusing to deal with the political implications of the dispute. Perhaps it is a deliberate and calculated position as some in labour believe.

Ironically, the dispute arose as Cosatu-aligned public service union officials were energetically campaigning to win a landslide victory at the polls for the ANC.

Now, government's tactics have placed these unions in a difficult position with their members and the rival unions in the public service. The Cosatu public service unions — SA Democratic Teachers' Union, National Education Health and Allied Workers' Union and the Police and Prisons Civil Rights Union — have been forced to take a stand and threaten strike action. Hence the unions have gone the "war talk" route while still hoping for a settlement and their members are angry.

In the normal course of events, once unions start mobilising their members, it is like a tap being turned on inadvertently, without real commitment from union leadership, the country could face a costly, embarrassing and damaging strike that could

cripple future relations between the public employer and unions.

For those in government or business who wish to drive a wedge into the tripartite alliance, now would be the ideal time. But government needs the co-operation of unions to deliver on its election promise and transform the public service.

As academics have often pointed out, the alliance has acted as an instrument of containment to ensure that organised labour has been brought on board in many controversial areas of policy changes.

The Cosatu and Federation of Unions of SA (Fedusa) aligned public service unions say the present deadlock was caused by bad faith tactics in the negotiations by the state as an employer. The Fedusa unions said government had failed to negotiate while the Cosatu unions said the dispute was unfortunate and regrettable. "If it is weighed against the present political and economic climate in the country".

Analysts said a failure by Cosatu unions to act would reinforce the view that they were being subservient to their alliance partner — the ANC — and putting the government's interests ahead of the wishes of union members. This view would be supported by Fedusa unions that have, in an ironic reversal of 1980s public sector unionism, often accused the Cosatu affiliates of being "sweetheart unions".

With retrenchments looming on the horizon, labour has more to lose than government. The impasse could aggravate their dilemma.

The real problem facing future negotiations in the public service is the fact that

negotiations only start after government has allocated all its resources and revealed its final mandate in the budget.

From the start of negotiations, the unions said government was acting in bad faith. They said it was apparent that wage negotiations were concluded on the day of the budget speech when the amount voted for salary improvements was announced. This situation, they argue, is not conducive to collective bargaining.

A solution may be for bargaining to begin, and end, prior to the delivery of the budget each year.

Government says this approach would not work because, according to its calculations, if increases were granted three months earlier — in March instead of July — it would cost an extra R1bn.

Despite this union advisors believe the public service wage negotiations process needs to be reviewed.

The streamlining of the bargaining process has been raised within the public service co-ordinating bargaining council.

In SA, unlike in other countries, the public sector negotiations are complicated by the alliance dynamics. So government, in addition to effectively managing the collective bargaining process, also needs to strategically assess these dynamics.

There are many unanswered questions. The biggest of these is whether a showdown is inevitable. Or will government and the public service unions manage the delicate dynamics that have characterised the alliance relationships and be able to deliver an agreement as they have done in the past?

Public service dispute simmers

Reneé Grawitzky (250)

GOVERNMENT faces another public service dispute as unions representing senior managers demand that pay rises be the subject of collective bargaining.

The public service ministry said at the weekend that the Public Service Association (PSA) was demanding that collective bargaining apply to minimum increases for senior managers. Under an agreement signed last year increases for senior managers are determined by individual performance agreements.

The National Education, Health and Allied Workers' Union has for years demanded that the management echelon be excluded from collective bargaining. It also demanded a wage freeze for se-

nior managers, but they were granted a 5% increase on condition they agreed to individual performance contracts.

The issue was raised in the public service co-ordinating bargaining council late last week. The PSA said government refused to negotiate on minimum salary adjustments. Government said in terms of the Labour Relations Act individual agreements were not subject to collective negotiations. If the PSA wanted to withdraw from last year's deal and revert to collective negotiations for managers, it had to notify the state it wanted to renegotiate the deal.

The PSA said in reality there would be no individual adjustments. Government would merely decide on an across-the-board rise for management.

BD 28/6/99

Ministers meet unions for talks (250)

**Farouk Chothia
and René Grawitzky**

SENIOR government ministers, including Finance Minister Trevor Manuel and Public Service Minister Geraldine Fraser-Moleketi, met representatives of public service unions at the weekend to discuss their wage dispute, alliance sources said yesterday.

Government officials could not be contacted for comment on the outcome of the meeting between the ministers and representatives of public service unions aligned to the Congress of SA Trade Union (Cosatu). The dispute centres on

union demands for inflation-linked increases, while government has offered 5,7%, about 1,4% below the current inflation rate.

The meeting comes in the wake of rising pressure by both the Cosatu and Federation of Unions of SA-aligned public service unions to ensure a resolution of the dispute, which first arose in April.

The dispute was referred to the Commission for Conciliation, Mediation and Arbitration, but no resolution could be found. The unions now have the option of embarking on strike action. Those representing workers in essential services can refer the dispute to arbitration.

The Cosatu public sector unions said last month that the deadlock was caused by "negotiations in bad faith" by the employer.

Government's opening offer, as stipulated in the budget, was 5,7% or R3bn allocated for increases. The unions initially demanded 15%, later revised to an inflation-linked increase.

All public service unions suspended talks in March for 21 days to give government an opportunity to seek an improved and revised mandate. After the expiry of this deadline, government came back with the same opening offer. The unions then declared a dispute.

ARU 7-17-99 (gnd)

Public servants threaten strike action as pay talks stall

ARGUS CORRESPONDENT

Johannesburg - Three public sector unions have threatened to go on all-out strike at the end of this month if their 10% pay increase demand is not met.

About 500 000 members of the South African Democratic Teachers Union (Sadtu), National Education Health and Allied Workers Unions (Nehawu) and Police and Prisons Civil Rights Union (Popcru) say they will down tools if the Government does not budge on its 5,7% offer.

At a press conference in Johannesburg yesterday, Sadtu president Willie Madisha accused the Government of negotiating in bad faith and making no concessions.

Members of the three unions are expected to hold lunch-time meetings and demonstrations from next Monday to Wednesday as a build-up to the threatened strike.

The main protest march on July 23, accompanied by a workstoppage,

will be held in Pretoria, where the unions will present their demands to Government officials.

The Pretoria march will also give seven days' notice of further action if there is no positive response from the Government, the unions say, they intend to embark on a full-scale strike from July 29.

Public service unions

prepare mass action

One-day and lunch protests to lead to fullscale strike on July 29

Reneé Grawitzky

PUBLIC service unions aligned to the Congress of SA Trade Unions (Cosatu) yesterday resorted to power tactics and outlined a programme of mass action that will culminate in a national strike beginning on July 29

Representatives of the National Education, Health and Allied Workers Union, SA Democratic Teachers Union (Sadtu) and the Police and Prisons Civil Rights Union said they hoped that government would revise its wage offer ahead of national strikes affecting up to 500 000 workers

Sadtu president Willie Madisha said yesterday "We have thrown an open line to the employers, but such action is the last resort. We have failed, now we have to resort to our own power."

A union adviser said the unions had no other option but to resort

to such tactics.

The unions could not just capitulate following lengthy negotiations where government failed to move off its R3bn allocation as stipulated in the budget for wage increases, the adviser said.

This amount would mean an average 5,7% wage increase for public servants while the unions are demanding increases of up to 10%, implemented on a sliding scale.

The unions indicated that their demand would amount to an additional R750m but they would consider a figure close to that amount. There has been speculation that if the unions agreed to government's proposal about rank and leg promotions it would provide additional funds.

The unions said it was clear from the outset that government was not prepared to negotiate as it came back consistently without a revised offer.

The negotiation process dragged on until after the June 2 election, with hope from unions that once a new cabinet had been appointed some movement from government would be made

The unions said government had to refrain from using Parliament to announce salary increases ahead of the negotiations and at the same time called for greater involvement of all interested parties in the budgetary process.

Between July 12 and 14 public servants will demonstrate during lunch breaks in the build-up to further mass action.

A one-day stoppage will take place, on July 23 which will be marked by countrywide marches. If, by that time, government still has not responded then the unions will embark on full-scale strike from July 29.

Government will issue a response today.

(AND) BD 7/7/99

Half a million public sector workers to go on strike

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Labour was in a turmoil yesterday when more than 500 000 public sector union workers decided to go on strike, while Cosatu called for an extraordinary special congress this Friday to fight back against widespread retrenchments by the private sector.

A critical component of

Cosatu's programme of mass action would be to force the government to amend section 189 of the new Labour Relations Act to make negotiations on retrenchments mandatory rather than wait for a consultative process as promised by Memphathi Madlana, the labour minister.

Zweluzima Vavi, the acting general secretary of Cosatu Vavi described the planned striking mass action as tough. "This meeting will emerge with a tough mass action programme directed at those industries that want to make the living conditions of the majority of South Africans more nightmarish by retrenching workers."

Workers recently announced by companies in several industries (and) will be demanding the urgent amendment of section 189 of the Labour Relations Act, which makes retrenchments merely an issue for consultation rather than negotiations.

Vavi said more than 20 000 jobs were at stake, with Telkom threatening to lay off 12 000 workers, East Rand Proprietary Mines shedding 5 000 and Old Mutual leaving another 5 000 in the cold.

"Last year alone, our economy lost more than 180 000 jobs while unemployment stands at a staggering 30 percent. In this context, the need to protect existing jobs cannot be over emphasised.

Vusi Nhlapho, the president of the National Education, Health and Allied Workers' Union, said "We hope our mass action will be sufficient to show the seriousness of our demands."

GOVT ACCUSED OF 'BAD FAITH'

500 000 public servants to strike

ET 7/7/99

(250) (192)

A DEADLOCK in salary negotiations will see more than 500 000 public servants from three major unions aligned to the Congress of South African Trade Unions embarking on mass action from next week. **PRISCILLA SINGH** reports.

PROTEST action called for by three key Cosatu affiliates — the South African Democratic Teachers' Union (Sadtu), the National Education, Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil Rights Union (Popcru) — has been instigated in a bid to end the government's stony silence on salary negotiations.

And Cosatu president Zwelinzima Vavi says his organisation will throw its full weight behind Sadtu, Nehawu and Popcru.

There will be lunchtime protests over three days, beginning on Monday, reinforced by a day-long work stoppage on July 23, which could cost the country millions and affect key services within the police services, prisons, hospitals and schools.

If the government does not budge from its offer of 5,7% towards the unions' demand of a 10% across-the-board increase, a full-blown strike will be called on July 29.

In a joint statement, the unions said there had been six months of "bad-faith bargaining" on the part of the government.

This was compounded by the Com-

mission for Conciliation, Mediation and Arbitration declaring a deadlock in terms of the Labour Relations Act, paving the way for the unions to embark on a legal strike.

Despite this, the government has maintained its silence and the deadline for wage increases by July 1 has been ignored, the statement said.

Sadtu president Willy Madisha said: "This has caused anger and distress. Members do not know whether they will be paid at the end of July."

Nehawu president Vusi Nhlapo said he hopes the protests will be enough to galvanise the government into negotiating further.

"We understand the climate in which we operate. However, as public servants we are working under serious conditions.

"The public service, through natural attrition, shed 180 000 posts last year. There is still a moratorium on employment, so the remaining public servants are carrying the extra load.

"You can see it in the hospitals and clinics, where doctors and nurses are overworked. The police are also not without their problems," Nhlapo said.

Finance Minister Trevor Manuel, in

his budget allocations for the public service, set aside R3 billion for salary increases. The unions are demanding that this be upped to R3,75bn.

Nhlapo continued: "There is a lot of anger among members. We put off mass action because of the election and many members worked hard for an ANC victory.

"The least the government can do is meet our demands.

"Since the days of the National Party, there has been a dispute over salary negotiations every year. There is no wage policy and we negotiate out of a vacuum. There is also no fair assessment of employees," Nhlapo said.

Popcru's Jafta Siyavuya said at least 71 000 members representing police, correctional services and traffic officers would take part in the mass action.

On July 23, marches are set to take place in the major centres. A march planned for Pretoria will give seven days' notice of a full-scale strike from July 29 unless the government responds positively.

The demands of the unions are:

- That the government tables proposals for a wage policy and a new system for negotiation with the unions.

- That the government stops using Parliament to announce salary increases before the start of negotiations.

- That the government resolves the wage dispute by instituting a graduated wage increase of 10%

20.7 Once the Exemptions Board has decided to grant an exemption I issue a certificate and advise the applicant(s) within 14 days of the its decision.

20.8 When the Exemptions board decides against granting an exempti of an exemption requested, it shall advise the applicant(s) within 14



SHAFTED: Some of the 5 000 retrenched workers at the East Rand Property Mine (ERPM) yesterday as news of their plight began sinking in. ERPM now faces liquidation and its listing of ordinary shares has been suspended on the Johannesburg Stock Exchange at the request of the directors
PICTURE: THE STAR

... may in its discretion include the amount referred clause 22.1 hereof in any contribution which it may from time to time introduce.

22.5 Any employee not belonging to any of the trade unions that ar

Public servants to stage protests

By Victor Mecoamere
Education Correspondent

THREE unions representing teachers, policemen and health workers are due to mount a series of protests which could culminate in a national strike this month over salary disputes with the Government

The National Education, Health and Allied Workers Union (Nehawu), the SA Democratic Teachers Union (Sadtu) and the Police and Prisons Civil Rights Union (Popcru) said yesterday in Johannesburg that they would stage demonstrations over three days from July 14, a one-day work stoppage on July 23 and a full-blown strike on July 29

The unions and Government reached a stalemate in the public service coordinating committee's salary talks in March

Issues that triggered the conflict were proposals by Government which included the establishment of a task team to investigate the viability of salary progressions in the public sector and the Government's offer of a 5,7 percent increase across the board. The unions are demanding a 10 percent increase

These were rejected by the unions and not even two meetings by the Commission for Conciliation, Mediation and Arbitration (CCMA) could resolve the matter

Sadtu president Mr Wilhe

(250)
Madisha and his Popcru and Nehawu counterparts Mr Zizamele Cebekhulu and Mr Vusi Nhlapo said yesterday the CCMA mediation process had declared a deadlock in terms of a section of the Labour Relations Act, which left the way open for a strike.

They said the first part of a mass action would include lunch time meetings and demonstrations in all workplaces including schools, hospitals, clinics and prisons

The Department of Education's deputy director of communications, Mr Khume Kangala, said the Government would comment after it received the unions' statement notifying them about the impending strike action

Civil servants rebel

(250) Somerset 8/7/99

Govt says 10 percent wage increase will affect delivery

By Mzwakhe Hlangani
Labour Reporter

A DISPUTE between the Government and public sector trade unions intensified yesterday as the Government dismissed the union's demand for a 10 percent increase as "inappropriate", saying that it would have a negative impact on delivery.



Ms Geraldine Fraser-Moleketi

The Congress of SA Trade Unions' (Cosatu) public sector unions, comprising the National Education Health and Allied Workers Union (Nehawu), the SA Democratic Teachers Union and the Police and Prisons Civil Rights Union have threatened disruptive mass action on July 23 to be followed by a full-scale work stoppage on July 29 if there was no positive response.

Minister of Public Service and Administration Ms Geraldine Fraser-Moleketi said the Government was firm on the view that its R3 billion proposal was enough and further increases would inevitably mean "cuts in already under-resourced services".

"If both parties work together constructively to structure the allocation of these funds, we can go much further in finding a solution," Fraser-Moleketi said. The Government planned to table a wage policy and a new salary progression system to develop equitable conditions as well as the appropriate management of labour relations, she said.

Fraser-Moleketi urged the unions to return to the bargaining table and expressed regret on the decision by the three unions to embark on disruptive protest action.

"We call on labour to give us specific proposals on the new wage policy and salary progression as it will take more time to consult over one-million workers.

"Due to the complex nature of the current pay progression system, we expect to finalise the processes next December," she said.

Nehawu general-secretary Fikile Majola said the unions had decided to launch a programme of mass action to break the deadlock.

Mediation by the Commission for Conciliation, Mediation and Arbitration failed to resolve the impasse after the Government remained firm on its 5,7 percent increase offer.

The unions have said the absence of the wage policy was a major problem in the public sector with the result that wage negotiations had no direction and often resulted in deadlocks.

Majola said the present promotion system was inadequate because it discriminated against lowest paid members of the public service.

The unions also announced lunchtime protest demonstrations in the workplace from Monday to Wednesday next week as a build-up to further mass action.

Government urges labour to resume talks

It is still not clear whether more money is available for wages

Reneé Grawitzky

PUBLIC service and administration minister Geraldine Fraser-Moleketi yesterday called on labour to resume negotiations in the face of threats of national wage strikes, but failed to indicate whether government has allocated additional funds or not.

The call was responding to the unveiling of a programme of mass action culminating in a national strike from July 29 by the Congress of SA Trade Union (Cosatu) aligned public service unions this week. The unions urged government to review its position to halt the action.

Fraser-Moleketi said after a cabinet meeting yesterday "we regret the decision" by Cosatu unions to embark on protest action which would disrupt service delivery.

She said government believed the disputed issues were not intractable SA Democratic Teachers' Union

president Willie Madisha said the unions were always open to continue negotiations and were prepared to go back to the bargaining council.

However, "to go back with government tabling the same offer would serve no purpose."

Despite that, the unions would await a proposal from government.

One of the crucial issues dividing the parties is government's R3bn allocation for increases, as opposed to the unions' demands, which could amount to R3,75bn.

Fraser-Moleketi said the union's demand of a 10% increase was inappropriate in the context "where non-personnel expenditure has been declining over the last three years."

Such a demand, she said, would inevitably mean cuts in already under-resourced services.

Government was not looking at trade-offs of wage restraint in exchange for service delivery, but

rather wanted to look at how parties could work together to achieve a common good, she said.

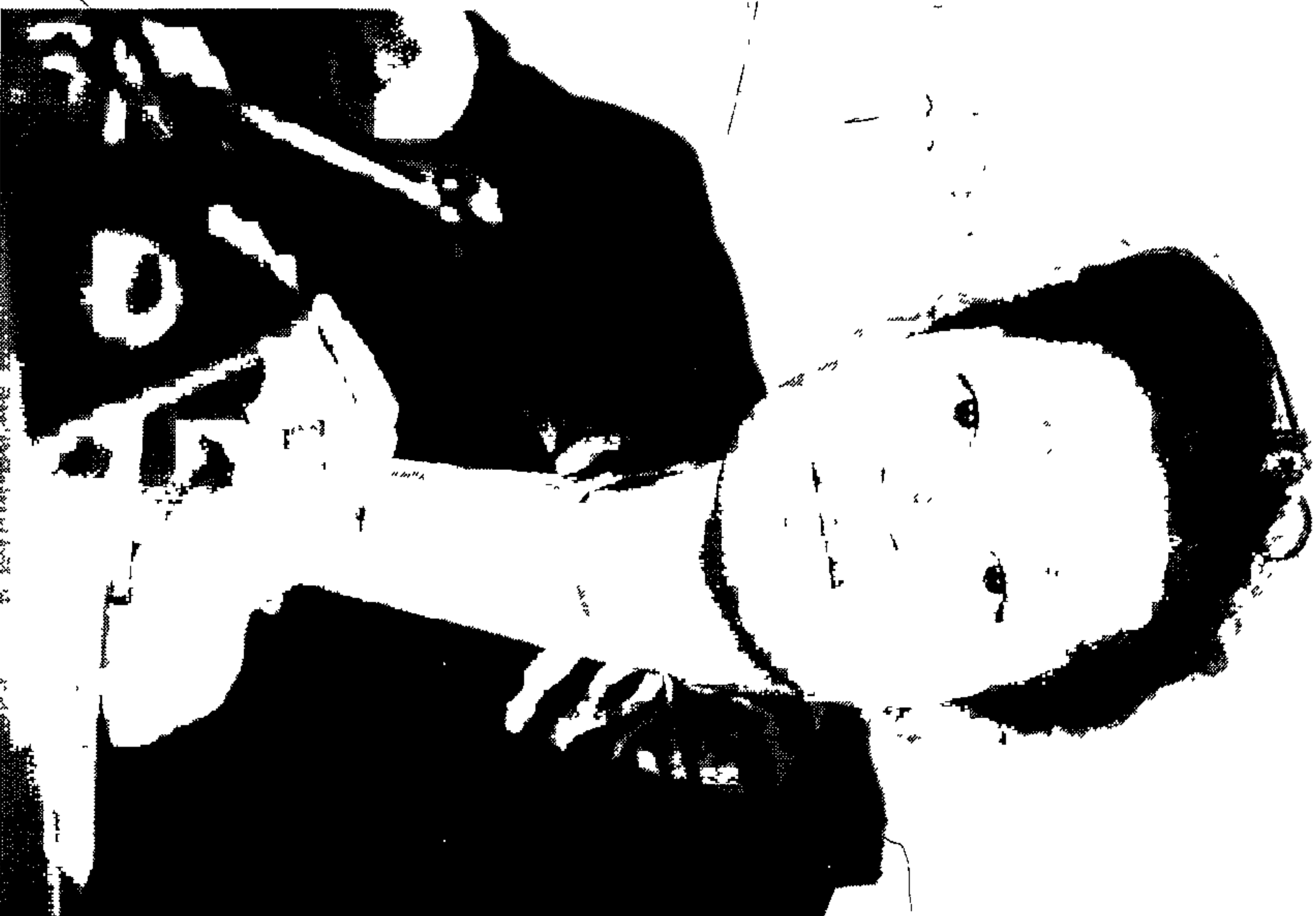
The unions are demanding a 10% increase on a sliding scale, that Parliament not be used to announce salary increases and that government table proposals for a wage policy and salary progression system to ensure more stable remuneration.

A potential settlement could lie in agreement around the latter union demand as Fraser-Moleketi said government planned to table a wage policy and salary progression system.

She hoped such a system would be finalised by December. "The development of the wage policy will contribute towards appropriate pay progression and career pathing."

This system would take into account all union concerns.

Fraser-Moleketi also mentioned that the skills and personnel audits would be completed by December



Public Service and Administration Minister Geraldine Fraser-Moleketi briefed the media in Pretoria yesterday on the department's priorities and the public service wage dispute

Picture ROBERT BOTHA

Govt gets tough over union strike threat ⁽²⁷⁰⁾

CT8/7/99

JOHANNESBURG: The government has taken a hardline stance regarding the threat by three public service unions to strike at the end of the month if their demand for a 10% salary increase — almost twice the state's offer — is not met.

Public Service and Administration Minister Geraldine Fraser-Moleketi said in Pretoria yesterday that the unions' demands were "inappropriate" considering the limited funding available for social services.

On Tuesday, the leaders of the SA Democratic Teachers' Union (Sadtu), National Education Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil Rights Union (Popcru), said their more than 500 000 members were ready to take to the streets in support of the demand.

Fraser-Moleketi urged the unions to return to the negotiating table to seek an amicable resolution to the impasse and said the strike threat was regrettable, particularly in its potential for disruption to service delivery.

She said the demand of a 10% increase was inappropriate, as spending on items other than wages and salaries had been declining over the last three years. Also, housing, health, education and welfare had been receiving

increases lower than the inflation rate.

"As such the unions' demands would inevitably mean cuts in already under-resourced services. I am certain that no public servant, union or citizen wants the government to stop programmes aimed at building a better life for all."

Fraser-Moleketi repeated the fact that the government had only budgeted R3 billion for pay increases, which translates into 5,7% across the board.

She also announced that her department intended developing a new wage policy and salary progression system, and called on labour unions to make proposals in this regard.

"The public service employs over one million people, and it will obviously take time to develop and consult on appropriate proposals, but we intend to complete this by December," she said.

Meanwhile, Sadtu president Willie Madisha said the unions were only prepared to talk to the government about a 10% increase for the workers, and nothing less.

"What she has said about resuming the negotiations is inappropriate."

"We have been talking for the past seven months and the govern-



PLEA TO TALK: Minister Geraldine Fraser-Moleketi



COMMITMENT: Sadtu president Willie Madisha wants 10%

ment has maintained a rigid position of offering 5,7%," he said.

He said the government would have to revise its offer before another round of talks could begin.

"We are not prepared to negotiate about R3bn."

"It is time they improved their offer because we have also moved from our initial demand of 15% to 10% to show our commitment to resolving the matter," he said.

— Own Correspondent and SAPA

Kwazulu-Natal seeks way to retrench public servants

Pule Molebeledi

DURBAN — The Kwazulu-Natal government was not entirely happy to spend 92% of its budget on civil servants and would like central government to provide the retrenchment "tool" so that it could trim its public service, provincial director-general Otty Nxumalo said yesterday.

Nxumalo told a media briefing in Durban that the provincial government was hamstrung by the absence of the retrenchment tool to deal with overstaffing.

He said it was, however, going to attend to overstaffing and un-

needed workers in the employ of the state through the implementation of voluntary severance packages after government lifted the moratorium last month.

"We are not happy with spending so much money on personnel, but we are hoping the national government will give us the retrenchment tool," he said.

Nxumalo said discussions on such issues were taking place nationally with public sector trade unions. "We are seated with people who do not want to serve, and we do not need them," he said. "But we have no instruments to enable them to exit."

The fact that 92% of the budget was spent on personnel "really betrays efficiency".

He said the provincial government did not yet know how many people it would want to retrench. That would be done through the skills audit undertaken with the public service administration.

Commenting on the provincial government's personnel salary system, Jane Rafferty, deputy director of human resources management, said the audit showed there were 155 000 civil servants working on a full-time basis for the provincial government, with about 10 000 on a part-time basis.

DD 9/17/99

Rafferty said when they started implementing the new system in 1994, records showed that 186 000 civil servants were employed by the provincial government. She was not certain if the outstanding number was lost with the elimination of "ghost" civil servants or through natural attrition. The salary system maintains all records of public servants.

Rafferty said all the 12 provincial departments were conducting personnel audits on an ongoing basis as the data might not be 100% accurate due to human error.

Nxumalo said the provincial government's anti-fraud campaign,

(250) (264)

launched in 1997, was gathering momentum throughout the entire administration.

He said many departments had implemented specific steps aimed at preventing fraud and unmasking perpetrators of corruption and other criminal activities, including syndicates from outside the province.

To illustrate the zero-tolerance attitude of departments, Nxumalo said it was "painful" to sign dismissal letters for people having stolen "a litre of milk, two rolls of toilet paper, a packet of Panado pills, chicken breasts and Rama margarine" among others.

State departments to be rewarded for poverty reduction

TASUMA VILJOEN

South Africa's civil service has a reputation for being obstructive, inefficient, greedy, corrupt – and overcrowded.

Now a new initiative has been launched to get civil servants off their butts to do what they are paid to do serve the public, especially the poor.

Several bodies that are mainly foreign funded have launched the Impumelelo Innovations Award Programme to reward central government, provincial and municipal departments that provide good service – *impumelelo* is a Xhosa word meaning "working together".

The competition was designed by the School of Government at Harvard University in the United States and is headed by former human

rights commissioner Rhoda Kadalié and based in the Cape Town offices of the Institute for Democracy in SA (Idasa)

The incentive scheme for civil servants is funded by the Ford Foundation in the US, the Dutch government, the Open Society of South Africa, which is funded by wealthy philanthropist George Soros and South Africa's Human Science Research Council.

Ms Kadalié said the programme's mission was to contribute to excellence in public service delivery by rewarding innovative poverty reduction projects.

The programme was based on the principle that government had the primary responsibility to deliver social services with the help of the private sector.

Ms Kadalié said there was a per-

ception in South Africa that service delivery was slow and in some cases non-existent.

This perception led to many people having a low level of confidence in the Government.

The eradication of poverty was the Government's biggest challenge, she said.

South Africa had one of the best constitutions in the world but its citizens did not realise this because most lived in poverty.

To make the Constitution work, the Government had to deliver the goods. Ms Kadalié said the Impumelelo programme would provide incentives to improve services – the top 10 departments would get R60,000 each and the next five R20,000 each.

She said the Harvard programme had been successfully adopted by

(250) ARB 10/7/99
countries such as Brazil and the Philippines.

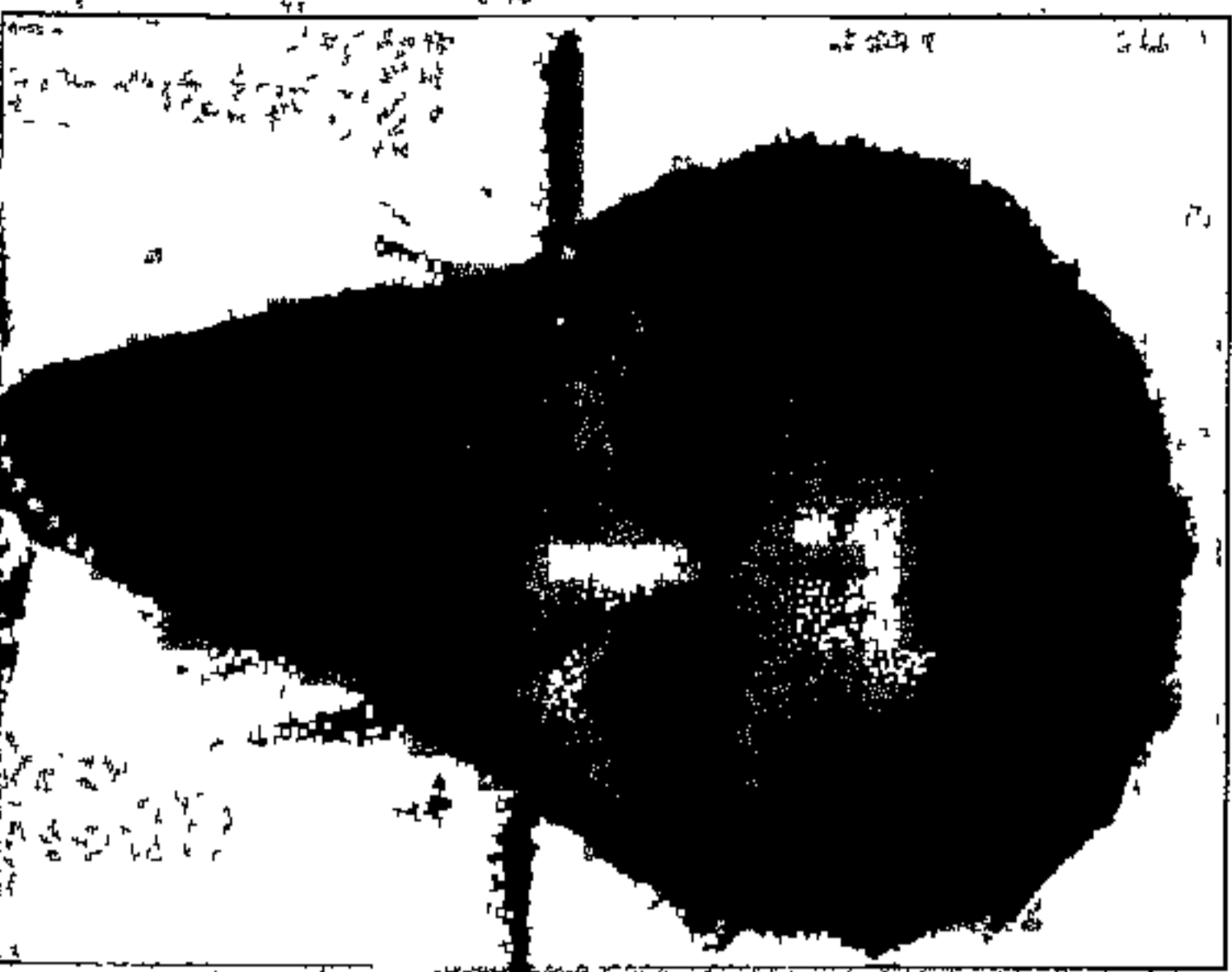
The local office had sent 5 000 application forms to all national, provincial and local government departments and had had an overwhelming response.

She said projects submitted for adjudication must be innovative, effective and show how they had reduced poverty.

Ms Kadalié said the projects would be evaluated by highly trained and professional people.

A selection board would include people of standing such as Jakes Gerwel, the former head of the presidential office, and Wilmot James, the former Idasa head.

The projects would be exhibited at an Innovations Fair and winners would be announced at an awards ceremony in November.



DELIVERING THE GOODS: Rhoda

Kadalié

Tens of thousands to swell the bulging ranks of the jobless

Jobs catastrophe

CP 11/7/99

By MALOSE MONAMA and SIMBA MAKUNIKE

THE LOOMING dismissal of slightly over 50 000 workers in parastatals and the mining industry threatens to widen divisions between the African National Congress government and its major alliance partners, the SA Communist Party and the Congress of SA Trade Unions

The imminent dismissal of these workers comes against the background of worsening unemployment throughout the country, with both the public and private sectors seriously affected

SACP deputy secretary general Jeremy Cronin lashed out at government but reserved his strongest criticism for the giant parastatal Transnet, headed by one of the ANC's top luminaries, Saki Macozoma

Cronin said the SACP felt betrayed by the recent developments. The ANC's original reconstruction and development objective, contained in the alliance's manifesto, had been "lost"

In a stinging attack on Transnet, Cronin said the parastatals' management were to blame for the sorry state of affairs

"The managers, especially at Transnet, had no political mandate to do what they did. They had no mandate to pursue a narrow privatisation agenda at the expense of the adequate provision of services to our people

"The fact that Spoornet has been run down is a manifestation of a wrong strategic approach and this is worrying," Cronin said, adding that the retrenchment will make a mockery of last year's Presidential Jobs Summit

Cosatu has threatened rolling mass action in protest against the looming dismissals

Cosatu said it was not going to take the retrenchments lying down

Acting general secretary Zwelinzima Vavi has threatened that Cosatu will take to the streets if the parastatals go ahead with their retrenchment plans

Vavi said Cosatu would seek an amendment to the Labour Relations Act to allow workers more say in the retrenchment process

However, it is unlikely the government will accede to this

It is believed Labour Minister Membathisi Mdladlana has indicated that he cannot see how government could agree to this. However, as a sop to the unions he has promised to make it "expensive" for employers to opt for retrenchments

The mounting anger of the SACP and Cosatu could place them on a collision course with President Thabo Mbeki

Hailed as a hands on man who is expected to hasten the pace of transformation and tackle crime, unemployment and corruption, Mbeki may be forced to act strongly against Cosatu's threatened rolling mass action. He is also unlikely to take kindly to the SACP's criticism of government and Transnet

Transnet and Telkom this week announced plans to lay off around 37 000 workers, citing negative cash flows and viability problems

Transnet subsidiary Spoornet

(211) (250) was reported to have a negative cash flow of R244 million in the 1998-99 financial year

The bulk of the Telkom jobs will be lost as a result of the restructuring programme in preparation for the deregulation of the telecommunications industry

The announcements by these two parastatals come in the wake of the announcement that 5 000 gold miners at ERPM in Boksburg - a mine in which the government is a major shareholder - would lose their jobs and that a possible 11 500 others at five marginal gold mines could also get the chop

There is general anger and despair at the knock-on effect these massive job losses will have on extended families and the economies of neighbouring countries which are dependent on remittances from miners working in South Africa. Some observers say the effect will be nothing short of catastrophic

Economist Tony Twine has warned that any protest action by workers would only delay the inevitable

"The government is trying to create an economic arena which will make it attractive for foreign investment. It has to live up to its statements to privatise and to streamline the bureaucracy, and this has to be done if Transnet and Telkom are to be attractive to international investors," Twine said

The fact that these retrenchments were announced three weeks into Mbeki's presidency suggests they were on the cards before the June 2 elections but were put off for fear of losing votes

"It was in the pipeline and if there was no election it could have been announced long ago

"It is likely to cause friction in the tripartite alliance and expose the shortcomings of such an alliance," said Twine

"There are basically two ways of performing this necessary evil. Either you do it early in your term of office and hope to get political profit from the restructuring after four years when the next election is due

■ Turn to Page 2

Thousands to swell the bulging ranks of the jobless

■ From page 1
Or leaving it for the end of your tenure that is, if you do not want to come back

"Mbeki has obviously opted for the first option, but it will put additional stress on the alliance," said Twine

Cosatu members this week marched on the Pretoria offices of the Department of Mineral and En-

ergy Affairs to protest about the unilateral decision to withdraw funding for the ailing ERPM mine. The planned retrenchments at Spoornet, Telkom and ERPM are not the only ones which have brought increased pressure on the unity of the tripartite alliance. Other developments on the labour front - such as deadlocked negotiations between public sector unions and the state, and a pending strike by almost 5 000 members of the National Union of Metal workers of SA at two Mpumalanga plants - have also brought friction into the alliance camp. To make matters even worse, mining industry wage negotiations have stalled and the National Union of Mineworkers (NUM) has rejected an eight percent offer in fa-

vour of a 12 percent increase. The dispute between the NUM and the Chamber of Mines has been formalised and the matter will be forwarded to the CCMA for conciliation. NUM secretary Gwede Mantashe said. "The chamber is offering a 9 percent wage increase and anything below that for our members is an insult and will increase the wage gap."

(211) (250)

Unions gear up for wage strike

By Russel Molefe

THE National Education, Health and Allied Workers Union (Nehawu) believes the Government has enough resources to meet its 10 per cent wage increase demand and still operate with the existing public service

This was the reason Nehawu, together with the South African Democratic Teachers Union and the Police and Prisons Civil Rights Union, has warned of a full-scale strike, which may start on July 30

The strike will be preceded by a "rolling mass action" involving demonstrations, pickets and marches, which are to start today

Public Service and Administration Minister

Source: 12/7/99 (152) 250

Geraldine Fraser-Moleketu announced last week that the Government would not meet the unions' demand and would stick to its offer of 5,7 per cent

Spent on salaries

Briefing journalists at the end of its national executive committee meeting in Johannesburg yesterday, Nehawu president Mr Vusi Nhlapo rejected the Government's argument that the public service was bloated and that the bulk of the money was spent on salaries

"The public service is not bloated. In the past five years, there has been downsizing and the public service was reduced by 13 per cent. The public service is a labour-intensive

industry. You can't get computers in classrooms but you still need a teacher in those classrooms. You can have the best intensive care units but you will still need nurses," Nhlapo said

Chris Ham-Baragwanath and Johannesburg hospitals, the Johannesburg High Court, Johannesburg Central Police Station and Johannesburg Prison have been identified as the first targets to be hit by the strike if it materialises on July 30

In a declaration also released yesterday, Nehawu said workers were experiencing retrenchments, privatisation, de-industrialisation, downsizing and flexibility, which were "an attack on them and their communities"

Three Cosatu unions to begin protests

(240) CT(MR) 12/7/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - Three Cosatu public sector unions with about 500 000 members would today kick off their protest against the government's wage offer with lunchtime demonstrations, Nehawu's national executive council said yesterday.

Vusi Nhlapho, the president of Nehawu (the National Education Health and Allied Workers' Union), said the low-key strikes were aimed at forcing the government to revise its wage offer and would culminate in an indefinite full-blown strike on July 29 if an accord was not reached by July 28.

Nehawu, the South African Democratic Teachers' Union (Sadtu) and the Police and Prisons Civil Rights Union (Popcru) are demanding a 10 percent increase.

The increase would bring the government's wage bill to R3,75 billion against a budgeted R3 billion. The government has offered a 5,7 percent increase.

On Friday Cosatu affiliates warned of "a serious crisis of major and hazardous propor-



ADAMANT Vusi Nhlapho, the president of Nehawu, says unions have exhausted all other options to persuade the government to reconsider its wage offer.

PHOTO JOHN WOODROOF

tions" following the announcement of the planned retrenchments of 50 000 workers. "Thousands of workers are being quietly retrenched in the coal mines, and there is a threat of further job losses in the energy sector," said Mukom Ratshitanga, a Cosatu spokesman.

The Building Industries' Federation of South Africa had announced a further 30 000 jobs would be lost this year, and the engineering sector had lost 22 000 jobs since 1995.

"The sector continues to lose jobs at the rate of a catastrophic 2 000 jobs a month. The auto-

mobile sector has shed 4 600 jobs since 1995," said Ratshitanga.

□ Geraldine Fraser-Moleketi, the public service and administration minister, appealed on television last night for the parties to return to negotiations to reach an accord within the government's budget.

Cosatu planning mass action

BD 12/7/99

Taryn Lamberti

THE Congress of SA Trade Unions (Cosatu) is planning a mass action campaign against current and threatened retrenchments, describing job losses as a "serious crisis of major and hazardous proportions".

Acting general secretary Zwelinzima Vavi and acting president Peter Malepe held an emergency meeting with affiliates on Friday after Spoornet announced it would retrench 27 000 workers over three years.

Cosatu said action being considered by affiliates included marches, legal challenges to firms liquidated because of "the inefficiency of management" and demands for sectoral job summit meetings. It called for amendment of the Labour Relations Act to force employers to consult on retrenchments.

Its textile and transport affiliates have already decided on countrywide marches on July 19 and 20 respectively.

Cosatu said a programme of action would be agreed on at a special executive committee meeting on Friday. A special national congress on August 18-

20 might endorse "a more radical programme of action".

The federation also planned to approach its allies, the African National Congress and the SA Communist Party. It supported a decision to hold an emergency meeting in two weeks to discuss how the resolutions of last year's job summit meeting could be accelerated.

The Federation of Unions of SA (Fedusa), the other major public sector union grouping, has written to Labour Minister Membrothi Mdladlana asking for his intervention at Spoornet.

After a meeting on Friday Fedusa affiliates Salstaff, the Airline Pilots' Association, the SA Footplate Staff Association and the Technical Workers' Union demanded a moratorium on retrenchments pending negotiations.

Fedusa also intends taking the issue to the Commission for Conciliation, Mediation and Arbitration and raising it in National Economic, Development and Labour Council.

Cosatu said last week had seen the most sweeping retrenchment announcements in the history of SA, with more than 50 000 jobs placed on the

line. Affiliate unions had indicated that "many more retrenchments were taking place quietly". These included:

□ About 28 000 threatened job cuts in the gold industry in the next two months. Thousands were also being "quietly" retrenched on the coal mines.

□ Further retrenchments in the energy sector, which had shed 90 000 jobs in the past two years.

□ The Building Industries' Federation forecast 30 000 retrenchments in the construction industry this year.

□ Engineering was shedding jobs at a "catastrophic" rate of 2 000 a month.

□ A total of 34 local authorities were bankrupt, with workers going for months without payment. There were strong indications that central and local government intended to put more workers onto the streets.

□ Telkom planned to shed 11 000 jobs after 2 000 people took voluntary retrenchment packages last year, and

□ Many firms in the catering, retail and hospital industries were in "continuous retrenchment mode", including Sun International, Southern Sun, Sanlam, Old Mutual, Dion and Game.

Public service workers in *South African* countrywide protests

resist the spate of retrenchments. Cosatu acting general secretary Mr Zwebnzima Vavi disclosed yesterday that a briefing with the movement's affiliates painted a bleak future as more retrenchments were taking place "quietly in the service industry".

Strategy

He said a coordinated and coherent strategy on the protest action would be finalised at a meeting tomorrow.

Vavi said thousands of workers were being quietly retrenched in coalmines.

He warned of further job losses in the energy sector and said at least 90 000 jobs were lost in the industry over the past two years.

The Building Industries Federation of South Africa has also announced that a further 30 000 jobs would be lost in the current year.

placards, some of them proclaiming: "We are killed on a daily basis" and "10 percent or nothing".

Yesterday's protest was the front-runner to nationwide mass action on July 29, should their demands not be met.

In Middelburg, Mpumalanga, four striking steelworkers were arrested for alleged intimidation during a National Union of Metalworkers of South Africa picket outside Columbus Stainless Steel.

Police spokesman Senior Superintendent Theo du Bruyn said the four were allegedly preventing workers

from entering the steel producer's premises and about 20 public order policemen were asked to intervene.

About 30 workers picketed against retrenchments outside Transnet's Parktown, Johannesburg, headquarters while directors were digesting a R426 million loss brought about mainly by retirement bonuses and the cost of retrenching about 2 000 people last year.

Spoonnet suffered a R136 million loss.

Last week, several transport workers' unions said they were told that at least 27 000 workers would lose

their jobs over the next three years during the restructuring of Transnet's subsidiary Spoonnet.

A small march proceeded past the Durban Supreme Court yesterday afternoon, while earlier police spokesman Captain Vish Nadoo reported clusters of picketers standing on street corners lobbying for a 10 per cent increase.

Meanwhile, the Congress of SA Trade Unions, faced with over 50 000 impending job losses, has announced plans for radical forms of protest including a "rolling mass action" to

Govt calms fears over state lay-offs

By Mzwakhe Hlangani

GOVERNMENT yesterday moved swiftly to calm fears among transport trade unions that one of its parastatals, Spoornet, intended retrenching between 18 000 and 27 000 workers.

Public Enterprises Minister Jeff Radebe said during the presentation of Transnet financial results yesterday. "Spoornet has not been formally identified as a candidate for restructuring".

He went on to say that any reports that imminent retrenchment are at hand are premature to say the least, and are merely speculative.

Radebe also reaffirmed the Government's commitment to providing security and social plans to help workers if they are retrenched.

Any programme that results in reducing the size of the workforce in one sector must be considered in the greater framework of employment generally.

"We have to make sure that plans to ensure re-employment elsewhere are successful, and where these take longer than expected to fulfil we have to provide security and social plans to aid workers over these difficult times," Radebe said.

Just last week the Congress of South African Trade Unions warned it would fight the pending retrenchment of 18 000 workers at Spoornet.

Responding to criticism that restructuring of state assets would result in more poverty, Radebe said this was not the Government's intention.

"We cannot treat state-owned enterprises

as stand-alone business entities that are somehow divorced from the socio-economic context of the Government," he explained.

The strategic place these occupy in the economy requires that any proposals that emerge from individual sectors are considered within the ambit of Government's labour policies. The Government will act responsibly in this matter.

Transnet managing director Mr Saki Macozoma, however, did not rule out retrenchments altogether, saying any retrenchment plan was just a medium-term option which remained "reviewable", depending on economic conditions.

He said that some workers could be redeployed to other operations or to private entities geared to take over some of the disposed operations, or as owners of the companies through anticipated strategic equity partnership programmes.

Presenting the annual financial report, marked by protest demonstrations by workers on the company premises, Macozoma pointed out that the restructuring had been discussed with stakeholders and trade unions.

Affected organisations had been consulted and he was engaged in further meetings with union delegates this week.

Radebe also stressed that though the restructuring of the transport group was 'inevitable', the Government would decide on an integrated manner and would provide guidance on the issues.

Radebe said he would convene a meeting within a fortnight with unions and Spoornet management.

Should pay 13 7 1999

(270)

Thousands strike for 10% hike

OWN CORRESPONDENT (250)

JOHANNESBURG: Thousands of public servants yesterday took to the streets across South Africa in lunchtime demonstrations to pressure government into giving them a 10% salary increase.

Toyi-toying members of three public service unions — the SA Democratic Teachers' Union (Sadtu), the National Education, Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil Rights Unions (Popcru) — disrupted midday traffic.

Sadtu president Willie Madisha said the protesters were left with no option but to "down tools" to drive their point home; that they would not accept the government's 5,7% increase offer.

"So far the government has shown that they are not interested in resolving the dispute," he said.

"The fact that we have had so many teachers out in the streets when they are supposed to be enjoying their holidays at home tells us that the people are not happy," he added.

Madisha said if the government did not revise its offer, the unions were ready to go on a full-blown strike at the end of the month.

"Since we announced our mass action programme (last week) we have not had any word from the government and that means they simply have no interest in seeing this matter sorted out," he said.

The wage dispute had been referred to Commission for Conciliation, Mediation and Arbitration but ended in a deadlock.

Public Service and Administration Minister Geraldine Fraser-Moleketi said earlier that the unions' demand was "inappropriate", considering the limited funding available for social services.

She urged unions to return to the negotiating table, saying a solution could still be found which would satisfy state employees without undermining social spending.

Madisha said the three unions' members were expected to converge at Pretoria today for another round of demonstrations.

Sadtu members are to meet outside the National Education Department's offices, Popcru members at the Safety and Security Department and Nehawu at the Public Service and Administration Department offices.

ET 14/7/99

Attitudes harden as

pay dispute drags on

As strike looms, nurses plan to succumb to a flu epidemic

Reneé Grawitzky

THE mobilisation of public service workers gets under way this week amid indications of a hardening of workers' attitudes towards government's position as the wage dispute drags on

Public service workers from unions affiliated to the Congress of SA Trade Unions (Cosatu) and the Federation of Unions of SA (Fedusa) held lunchtime demonstrations round the country yesterday. It appears that action will accelerate as more and more workers are briefed this week.

Union sources say workers are getting increasingly angry with the state as an employer. This emerged at a national executive committee meeting of the National Education Health and Allied Workers' Union (Nehawu) at the weekend when the dispute was discussed.

Cosatu-aligned public service unions unveiled their mass action programme last week. It will

take the form of lunchtime demonstrations. The action culminates in a one-day national strike and marches on July 23. If no further movement is achieved in talks, there will be a fullscale strike from July 29.

It is understood that at the Nehawu meeting some members wanted strike action immediately, while others said the way should be kept open for further talks. Nehawu communication officer Makoko Lekola said "The only language government understands is mass action."

The Fedusa-aligned Hospital Personnel Trade Union of SA (Hospersa) is also mobilising its members. Nurses around the country are expected to be hit by a "flu epidemic". There were unconfirmed reports of a possible meeting between government and the unions next week.

Meanwhile, the strike by members of the National Union of Metalworkers of SA (Numsa) at Columbus Stainless enters its

third day as strikers continue to ignore company calls to discuss picketing rules.

Columbus said yesterday that striking workers attempted to break through the gates of the premises in Middleburg, Mpumalanga. The strike has apparently not affected production as sections of the plant were down for maintenance.

Mining industry parties are considering the appointment of a private mediator under the Commission for Conciliation, Mediation and Arbitration to speed up the resolution of the dispute.

The National Union of Mineworkers (NUM) last week rejected a Chamber of Mines offer of 6,5% to 7,25% for collieries. Offer for gold mines differ from mine to mine. AngloGold made the highest offer of 9%. Gold Fields offered 8% on nonmarginal mines. Marginal mine offers ranged from 0% to 7%.

War on lay-offs

Boerhaan 14/7/99

(250) (270) (189) (197) ~~(187)~~ (188)

Thousands to protest at job losses

By Mzwakhe Hlangani
Labour Reporter

A SPATE of strikes and demonstrations hit the country this week in protest against the impending retrenchment of over 50 000 workers in parastatals, hotels and catering service industries.

The South African Transport and Allied Workers Union (Satawu) jointly with SA Food Plate Staff Association and Technical Workers Union intensified protests against the possible lay-offs of about 27 000 Spoonnet workers with lunchtime demonstrations at the Transport head office.

Meanwhile, the Southern African Clothing and Textile Workers Union (Sactwu) warned yesterday it would stage human chain marches to the Department of Trade and Industry offices countrywide next Monday to register concern about trade agreements the union believed had resulted in the massing of job cuts and factory closures in the clothing, textile and leather industries.

Sactwu regional secretary Mr. Sonnyboy Masingi said tariff reductions on imports of textile, and smuggled goods had resulted in a massive loss of revenue.

The Congress of South African Trade Unions has also raised concerns about the threats to



retrenchment workers in several industries including Telkom and the Post Office, which reportedly threatened to lay off 12 000, while Old Mutual will put another 5 000 workers out in the cold.

Cosatu's acting general secretary, Mr. Zwelinzima Vavi, said the economy had lost more than 180 000 jobs last year and unemployment stood at a staggering 30 percent.

"In this context the need to protect existing jobs cannot be over emphasised.

"Cosatu will not be an observer, nor will we sit on the fence watching over this ugly spectacle of retrenchments."

The federation is expected to emerge with a tough mass action programme today to protest against retrenchments.

It will also demand the urgent amendment of section 189 of the Labour Relations Act which makes retrenchments an issue for consultation rather than negotiations.

Over 8 000 workers in steel engineering companies Highveld Steel and Samancor were expected to embark on a secondary strike in support of the 900 striking workers at the Columbus Stainless Steel company in Mpumalanga, a spokesman for the National Union of Metal-

workers of South Africa, Mr. Dumnisa Ntuli, said yesterday. Four workers were arrested for alleged intimidation, and the strike has been ongoing for two days, he said.

Columbus human resources manager, Mr. Willem Prinsloo said some Numsa members disrupted access at another gate and were arrested. Numsa is demanding a 7,7 percent increase and an improvement factor of two percent.

About 2 000 workers at Southern Sins continued their two-week-old strike after both parties deadlocked on company restructuring and wage talks.

Prison warders toy-toyl outside the Johannesburg Prison yesterday as part of a nationwide lunchtime protest action by civil servants against job losses and a demand for a 10 percent wage increase. Should their demands not be met, the stage appears set for mass action by government workers across the country.

PIC CLEMENT
LEKANYANE

Officials' promotion withdrawn

PIETERSBURG — The Northern Province health and welfare department has withdrawn the 1994 promotions of 77 officials and has demanded they repay the increases they received at the time of their promotions, African Eye News Service reported yesterday

They are all former employees of the administration of the former Gyiari homeland.

The White commission of inquiry, which was set up last year to investigate misuse of state funds, has declared that the promotions were irregular

The officials received letters informing them of the decision and that their salaries would be reduced to their pre-promotion levels

Department spokesman Tshepho Moshima said the decision to withdraw the promotions was in line with the commission's recommendations

"Some people, particularly when they realised a new government would be elected in 1994, promoted themselves and automatically jumped into positions which are an entry to managerial posts," said Moshima

In some instances, officials from the former administrations of Lebowa and Venda were repaying the money received from similar promotions, without complaint; he said — Sapa

(266A)(250)
BD 15/7/99

Unions want answers from PIC

TERRY BELL

Cape Town - Government employees no longer know what is happening to their huge pension fund, it emerged yesterday

The fund, which was worth some R161 billion at the end of the last financial year, is administered by the Public Investment Commissioner (PIC), located in the ministry of finance.

Until 18 months ago the PIC regularly met unions representing government employees

(2570) (300) CT(MR) 16/7/99
"But this practice has been unilaterally discontinued," said Chez Milani, the general secretary of Fedusa, the second-largest trade union federation.

This secrecy over the management of the state pension fund, introduced at the same time the government amended the Public Investment Act, has worried Fedusa public sector unions. The amendment allows the minister of finance to invest in "empowerment and upliftment ventures".

The unions - the largest being

the Public Service Association - do not oppose such investments, but demand "transparency and prudence". They are also investigating the possibility that up to R10 million of pension money might have been invested in breach of the fiduciary duty of the PIC as trustees.

"We have asked for (information) and we hope to get it. If we do not, the alternative is to go to court," Milani said.

The PIC was unavailable for comment yesterday

PUBLIC SERVICE CUTS

STATE BAULKS AS WIDESPREAD LAY-OFFS START TO BITE (250)

RM 16/7/99

Political considerations look like staying State knife

The jobs crisis could prompt government to backpedal into greater redeployment, rather than fullblown retrenchment, as it moves to trim the wage bill in the 1,1m strong public service

Still, trade unions are bracing for public-sector job losses, which threaten to outstrip the worst-hit private sector cuts. The ripple effect may be localised depressions since they must be made in areas like the Northern Province and Eastern Cape where economies are already bleeding from losses in manufacturing and mining.

In the past five years, government has been the only net employer across several provinces. "The wages and benefits the public service provides have a massive impact on effective demand," writes labour academic Glen Adler in the *SA Labour Bulletin*.

But government argues that its wage bill, of about R72bn, is "crowding out" other essential spending like infrastructure for rural development, health and crime-fighting. The macro-economic strategy, Growth, Employment & Redistribution (Gear), also sets public service downsizing as a fundamental objective through which to attain deficit targets.

Like circumcision, the cut is vexed and much-debated, it has as many detractors as supporters. And there is no consensus in or outside government about the need for the cut and how deep it should go. To see the conundrum, one need look no further than the utterances of President Thabo Mbeki. His maiden speech to parliament promised public service cuts and better pay conditions for police officers. While this is not necessarily contradictory, it spotlights a dilemma raised by a public service skills audit, which found that "The inclusion of health, education, the police and defence in the public service constrains downsizing overall, since larger cuts would affect basic service delivery."

The Umtata-based public servant in grey suit and blue knitted tie with little to do is often the caricatured public servant on whom taxpayers believe they waste a fortune. In reality, the typical public servant is usually a nurse, teacher or police officer. Pen-pushers make up less than 10% of the civil service and, argues government, many of the 50 000 supernumeraries identified in 1996 (people who drew salaries

but had no work) have moved into productive areas.

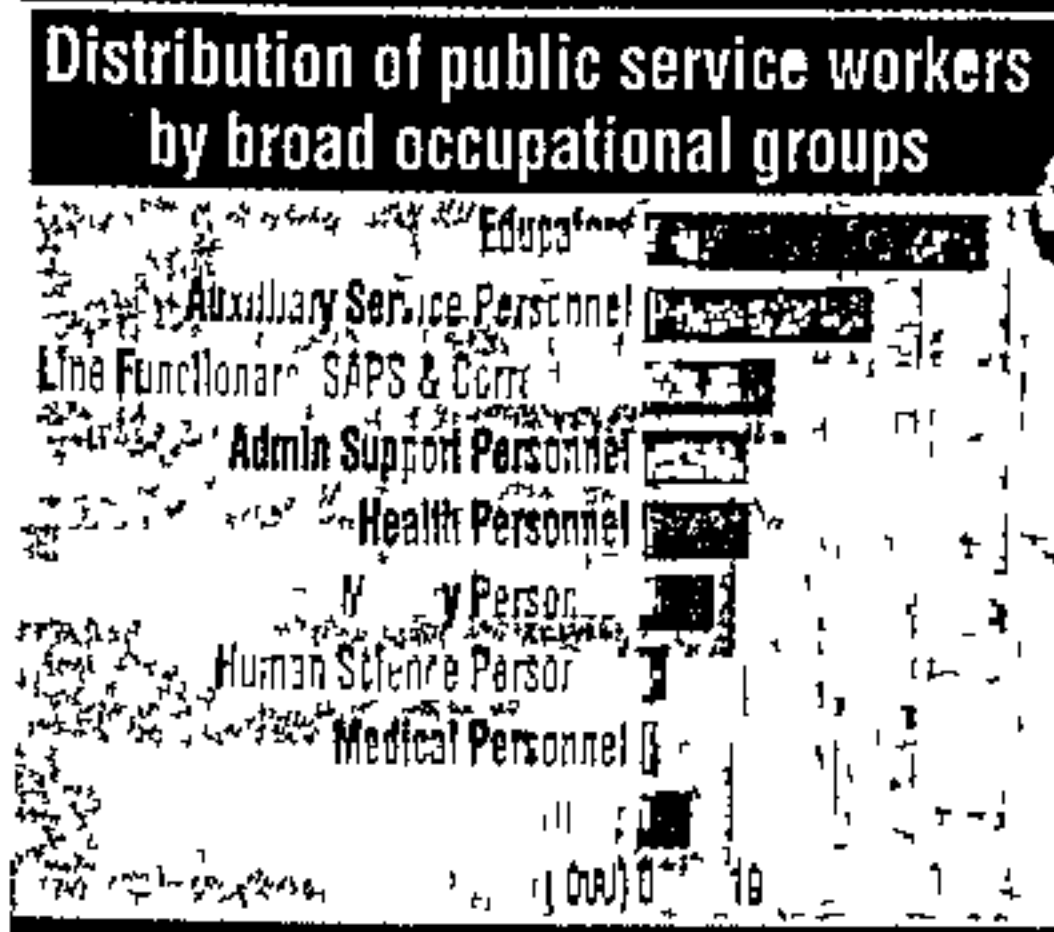
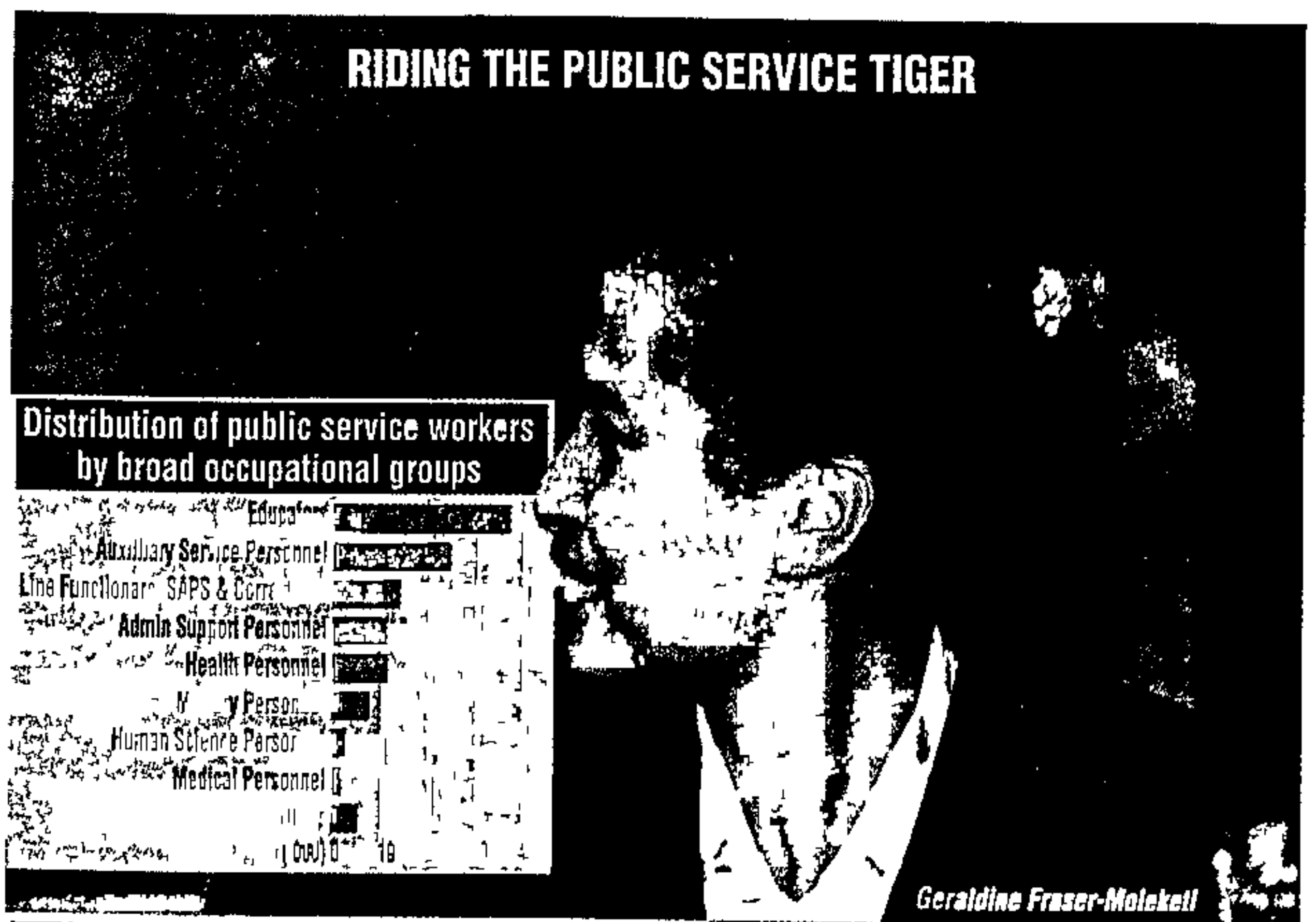
Still, the skills audit identified substantial bloatedness in lower grade posts (in forestry and public works) which can be cut. Meanwhile, taxpayers clamour for even more bang for their buck.

"As a parent, I want to know how much is being spent on schools and text-books," says Public Services Minister Geraldine Fraser-Moleketi. Her predecessor, Zola Skweyiya, promised in 1996 that he would reduce the public service by 300 000 but

conditions that it wanted replicated in the private sector. In 1996 government awarded the highest wage increase (an average 30%) in SA labour history, says labour economist Ian Macun. Since then the State has been more thrifty — its increases have mirrored inflation, even though the Budget has not kept pace.

The rest of the savings were spent on hiring talented, but expensive, technocrats needed to begin to reshape the economy with new fiscal and trade policies, and other professionals like teachers and nurses needed to manage a State with completely different policies and imperatives. This top 10% of the civil service takes home a quarter of the wage bill.

It's a fine balancing act that must be performed in the public service and one that has been successfully managed by some departments like Education, Transport and Forestry, where staff numbers have been reduced to free funds for social



Average Salary

| | Dec 31 1997 | Dec 31 1998 | % change |
|---|----------------|----------------|----------|
| Number of personnel | 1 138 549 | 1 100 784 | -3.32 |
| Basic salary expenditure | 51 771 315 585 | 54 638 120 407 | 5.54 |
| Average salary (R per year) | 45 471.31 | 49 635.64 | 9.16 |
| Average salary at 1995 prices (R per annum) | 38 019.49 | 38 210.85 | 0.50 |

failed dismally

The public service shrank by about half that number, and, more significantly, the wage bill did not go down. Savings were spent on bumping up the salaries of the lowest-paid workers and on extending benefits like housing and medical aid to black and female employees. The price-tag of equality was more than R25bn because government initially saw the public service as a site of delivery to its supporters.

At the time, the State saw itself as a model employer by being a market leader in wage rates and by setting employment

and economic development

The skills audit found that "a majority of departments and provinces that complain of large-scale overstaffing have made little progress towards restructuring. Even the defence forces, which are not bound by most labour laws have moved slowly."

Fraser-Moleketi has given herself until December to plan the necessary savings with these departments and provinces and to lift the moratorium on retrenchments. She says the task is "daunting" and one which is more so given the rate of private-

sector retrenchments

In the next six months, she must implement new and cheaper systems like a multiyear wage policy and a pay progression system to replace expensive automatic promotions. Government is talking about redeployments across the public

service instead of direct cuts.

These are considered cheaper and more humane than retrenchments. Other alternatives to retrenchments include giving staff preferential bidding rights on alternative forms of service delivery. These include increased outsourcing of govern-

ment contracts, public-private sector partnerships and agency agreements. Government is slowly changing its ideology and ethos from an interventionist, provider State to that of a lean, commercialised entity. A fight is in the offing.

Ferial Haffajee

PUBLIC SERVICE PAY

mm16/7/99

TOWARDS AN 'INFLATION PLUS 1%' WAGE SETTLEMENT? (250)

Minister needs to find R750m more to meet union demands

Government is confident it can strike a pay deal with its 1,1m public servants, and so prevent strike action, raging through the economy, from affecting the public sector. Public Services Minister Geraldine Fraser-Moleketi says "There's no need for a protracted and damaging wage dispute. We're willing to sit down and talk constructively."

She also exhorted trade unions to take the national interest into account and bear in mind that high increases affect social spending.

The State is grappling to fund the additional increase needed to meet union demands. Countrywide protests began this week. Fraser-Moleketi needs to find R750m to top up the R3bn budgeted for a 5,7% increase. Assuming she does, the Minister could well do a deal with the unions based on the inflation-plus-1% formula — that is, an average rise of 8,1%.

The National Education, Health & Allied Workers' Union (Nehawu), the largest public service union, is willing to temper its demand for a 10% wage increase. "We're not married to 10%," says general-secretary Fikile "Slovo" Majola. "It depends on how government moves.

We're looking at something which is inflation-plus-1%."

Anything under inflation would equal wage restraint, usually unacceptable to labour. "There's no suggestion that SA and

the public service have come to a point where we must talk wage restraint," says Majola. But based on the budgetary allocation, the State is likely to push for wage restraint to meet its deficit target.

Nehawu's somewhat conciliatory tone suggests Cosatu's two other public service unions, Sadtu (teachers) and Popcru (police and prisons) could go the same way. Cosatu unions comprise 45% of representatives in the Public Service Coordinating Bargaining Council, but the other unions could drive a harder bargain.

Teacher unions have called the 10% wage demand a "bottom line", police unions want even more. The SA Police

nuances which demand that one group receive higher increases than others.

Though Fraser-Moleketi is not saying how much more government is willing to spend, she has urged the 12 unions in the bargaining council to return to the table.

Though some in government are spoiling for a fight with the public service, it seems political accommodation will win the day. The State can ill-afford a tussle with public servants: its emphasis on improved service delivery and crime-fighting will be frustrated by police, teachers and other civil servants going on strike.

Informal talks aimed at hammering out a deal have been held by the ANC-led Tripartite Alliance, which includes Cosatu and the SA Communist Party.

Should the talks succeed, President Thabo Mbeki's appointment of Fraser-Moleketi as Public Service Minister will be vindicated. Fraser-Moleketi is also a central committee member of the SACP, and enjoys more respect in Cosatu than did her predecessor, Zola Skweyiya.

But she won't be a pushover. "It will not be pressure that makes government take a position," she warned this week. In addition to government opening its purse strings, the Fiscal and Monetary Policy Chamber at Nedlac has been resuscitated.

A major union gripe has been that the Finance Department determines the budget for public services wage increases without negotiation. Revival of the chamber suggests that public-sector wage talks could in future take place at Nedlac before Budget day.

Government negotiators hope to limit damage to the fiscus (from unbudgeted increases) by scrapping the system of automatic promotions and increases in the service. The savings in turn could be used to fund the wage increase.

Ferial Haffajee and Sello 'a



Rolling mass action . disgruntled public service unions on the march

Union says "The police are paid the same way as other government officials who sit in their offices and are not exposed to the dangers police are." Increasingly public service negotiations are taking account of

budgeted increases) by scrapping the system of automatic promotions and increases in the service. The savings in turn could be used to fund the wage increase.

Former SACP stalwart bound to clash with Cosatu

The minister also supports Gear, writes political correspondent Farouk Chothia

(250)

BD 19/7/99

PUBLIC Service and Administration Minister Geraldine Fraser-Moleketi epitomises President Thabo Mbeki's strategy of leaving SA Communist Party (SACP) members to lead the day-to-day battle against the Congress of SA Trade Unions (Cosatu)

Fraser-Moleketi is the SACP deputy chairman — and a supporter of government's macroeconomic strategy, Gear

Ironically, she rose within the SACP hierarchy at the very congress where the party rejected Gear. Fraser-Moleketi is one of three SACP members who has been given portfolios where the government is bound to clash with Cosatu. The others are Jeff Radebe (public enterprise) and Sydney Mufamadi (provincial affairs and local government). The labour portfolio went to a former unionist, Shepherd Mdladlana.

National Education Health and Allied Workers' Union general-secretary Fikile Majola expects Fraser-Moleketi to consult and then to act decisively.

"Our suspicion is that she will take some decisions that we will not necessarily agree with," Majola says.

Fraser-Moleketi's African National Congress (ANC) identity eclipsed her SACP identity, where she served as its national administrator, only after SA's first democratic elections in 1994. She became an ANC MP before rising to the post of deputy welfare minister and then minister.

Her presence in the inner sanctum of power belies her youth. She is only 39 and became involved in politics in 1975 when she was a 15-year-old pupil. About five years later, Fraser-Moleketi went into exile. She was based primarily in Zimbabwe where she married Jabu Moleketi, who is now the Gauteng finance MEC, in 1983.

The couple have three children and although they live with their father in Johannesburg, Gonda Perez, the head of ministerial services in Fraser-Moleketi's office, says Fraser-Moleketi spends all of her spare time with them.

Seen to have excelled in the welfare portfolio — where she clamped down on fraud and cleaned up the database of pensioners — Mbeki gave her the public service and administration portfolio, taking the portfolio away from Zola Skweyiya.

"He was a little laid-back. This minister seems to be a go-getter," one department official said.

As soon as Fraser-Moleketi moved into her new portfolio she faced her first challenge: resolving a wage dispute with public service unions. Indicating that they intend to give her a tough time, the unions started a mass action campaign last week to press

home their demands. Fraser-Moleketi seemed unfazed: she went on leave, spending time with family.

"She works too hard. Everyone felt that she needed a break," says Perez.

Fraser-Moleketi still has to appoint a director-general. The post became vacant after Paseka Ncholo quit amidst controversy over his private business interests.

Fraser-Moleketi's choice is unknown and the post has been advertised.

Speculation is that applicants could include department deputy director-general Mpumi Sikhosana and North West director-general Job Mokgoro.

In the welfare portfolio, Fraser-Moleketi had a fallout with department director-general Leila Patel. Both were seen as strong-willed individuals with a good grasp of the portfolio.

They apparently failed to appreciate their respective roles and encroached on each other's turf.

As for the wage dispute, the chances are that after flexing their muscles, Fraser-Moleketi and the unions will strike a compromise without causing any serious disruption to the economy.

Mbeki would feel that his strategy of giving the portfolio to a senior SACP member was vindicated, while the unions — having extracted some concessions from government — would feel that their decision to remain in alliance with the ANC was vindicated too.

Majola is cautiously optimistic about a deal.

"The minister says that we should come back to the negotiating table and you only to do so if there is a revised offer," he says.

Majola welcomes the fact that Fraser-Moleketi has set a December deadline for the finalisation of a skills and personnel audit in the public service.

"The issue has been left hanging for too long and has caused a lot of anxiety," he says.

Unions have long insisted that there can be no talk of retrenchments without the completion of an audit which will clearly identify the size of the public service and



Geraldine Fraser-Moleketi's new portfolio may bring her into conflict with labour

the skills that are needed.

The signs are that Fraser-Moleketi will not sanction mass retrenchments as preliminary audit results — released by the department earlier this year — showed that surplus staff totalled 35 000. This was 20 000 fewer than initially thought.

The department also put the size of the public service at 1,1-million people, saying that it had been brought down by 10% since 1994.

Moreover, government has agreed that retrenchments will be the last option, with the emphasis being rather on retraining personnel for jobs in sectors where there are shortages.

"It will be extremely difficult for any minister to go down the route of retrenchments when there is massive unemployment," Majola says.

This view is shared by University of Cape Town political scientist Robert Schrire, who recently said "The government will choose its battles carefully — a battle with the public service is not one that anybody can win."



Pay issue still unresolved in spite of restructuring

BD 19/7/99

(250)

Independent experts urged break with public service mode, writes Louise Cook

THE Land Bank's finance GM, one of the management positions for which MD Helena Dolny recently tried to secure a higher salary, earned a third less than his counterpart at the Development Bank of Southern Africa

This emerged in last year's confidential report by PriceWaterhouseCoopers and Ebony Financial Services, compiled when the Land Bank faced strikes for higher wages

The study was done as part of a restructuring drive to improve efficiency, break the bank out of its apartheid mould and facilitate talks on wages last year between unions and management.

Backed by the report, independent remuneration experts felt that if the bank was to compete for skilled senior staff, salaries would have to be broken out of the public service mode, based on packages of directors-general and their subordinates

Dolny is now under investigation by the board following a memorandum sent by the bank's former chairman, Bonile Jack, to President Thabo Mbeki shortly before the elections. He accused Dolny of racism, corruption, nepotism and wanting to push up her and other top managers' salaries unduly

At the weekend, Dolny said her annual salary increase was

approved by a salary review sub-committee made up of herself and Jack, among others. She denied Jack's other allegations

Jack accused Dolny of circumventing the board to deal directly with former Land and Agriculture Minister Derek Hanekom and of "flushing out" black managers in favour of a "liberal clique"

He reportedly said in his memorandum that the bank had lent only R56m to black farmers out of a loan book of R11bn and had failed to grant any money to the National African Farmers Union (Nafu)

However, it was reported on Friday that Hanekom had dropped Jack from the bank's board of directors in May this year when a new chairman, Sam Mkabela, took over

Jack's memorandum was reportedly handed to Mbeki 28 days after Jack was left off the bank's new board. Jack became chairman at the beginning of last year shortly before a furore broke over his dismissal shortly before, together with two senior officials, from the Independent Development Trust (IDT)

Jack was due to retire from the IDT anyway, but the IDT confirmed that he was dismissed as he had been a shareholder and director of EPA, the IDT's main

competitor

The bank referred the matter to Hanekom to consider his possible dismissal as chairman of the bank, but the former minister retained Jack on the board without giving any reasons.

Several of Jack's allegations about Dolny discriminating against black managers and the bank not lending to Nafu were dismissed by bank officials and stakeholders in the agricultural sector on Thursday. The board is to investigate the allegations and report to Land and Agriculture Minister Thoko Didiza within 14 days

Dolny has been involved in controversy since starting her restructuring initiative aimed at revolutionising the bank's lacklustre service.

Last year she introduced computers in the bank, the accounts used to be done manually, put women's salaries on par with those of male staff; and opened the way for the first promotions of women above senior clerk level.

She enraged many white bureaucrats who had never before had to report to black superiors by starting for the first time to employ black managers. Some staff accused her of "reverse apartheid"

The commercial banking fra-

ternity criticised Dolny for expanding the bank's commercial book instead of lending exclusively to emerging farmers — an accusation she dismissed on the grounds that the Land Bank needed commercial accounts to remain solvent. Unlike commercial banks, the Land Bank had no nonfarming loans to cushion risk, she argued

Regarding lending to black farmers, Dolny patched up initially sour relations with Nafu after introducing bonds at reduced interest rates last year and dropping stringent collateral requirements for loans in certain cases.

Ironically, Dolny was the first to be prepared to drop interest rates after the agriculture department, under Didiza as former deputy farm minister, raised rates from 8% to 14% in late 1995

Government has subsequently withdrawn from all farmer finance, leaving the Land Bank as the sole official lender in that sector.

PriceWaterhouse's report said that at R500 000 a year, the bank's finance GM was earning a third below the equivalent position of the Development Bank

Perhaps the decision will be made after all that the restructuring should take a closer look at remuneration issues.

Unions aim for heart of public service

ERIC NTABAZALLA

THE three Cosatu affiliated public service unions set to embark on nationwide mass action on Friday, say the strike may gain a momentum that would paralyse the public service.

The rolling mass action began yesterday with lunchtime protests involving tens of thousands of workers around the country.

In Cape Town, about 100 provincial traffic officers blockaded the N1. They later handed a memorandum supporting their demand for a 10% salary increase to the office of Premier Geraid Morkel.

Members of the Southern African Clothing and Textile Workers Union (Sactwu) held lunchtime demonstrations across the country to highlight their concern about the high number of job losses and factory closures in the clothing, textile and leather industries.

Cosatu national spokesperson Mkhoni Ratshtanga said lunchtime protests would continue this week while Cosatu waited to

receive a permit to stage a legal strike on Friday.

It is unlikely the impasse in the salary negotiations between the government and three unions — National Education Health and Allied Workers Union (Nehawu), South African Democratic Teachers Union (Sadtu) and Police and Prisons Civil Rights Union (Popcu) — will be resolved soon as the two sides adhered steadfastly to their positions yesterday.

The three unions are demanding a 10% increase across the board, while the government is offering 5,7%.

Ratshtanga said the unions had decided to strike because the dispute had reached deadlock. "The unions have been left with no choice but to embark on this action. They will consider stronger action if the government fails to revise its offer from 5,7% to 10%."

Speaking on behalf of the three unions, Sadtu provincial chairperson Don Pasqualle confirmed that they would embark on a mass

ROADS RAGE: City traffic officials protest outside the provincial government offices about their working conditions



CT 20/7/99 (250)

Unions to set deadline

From Page 1 CT 20/7/99 (250)

demonstration on Friday. Sadtu had 12 300 members in the Western Cape, Nehawu 17 000 and Popcu 10 000.

"After Friday's demonstration, we will give the government a week to respond to the demand for the 10% salary increase." If the government failed to meet the demand, the unions would strike until it did.

A spokesperson for the Department of Public Service and Administration, Colin Sibi, confirmed last night that the government had not changed its stance.

Yesterday, union officials were discussing the implications of demonstrations and work stoppages for school children and hospital patients.

Nehawu provincial general secretary Andrew Madela said the union had applied to the Commission for Conciliation, Mediation and Arbitration for permission for those in essential services to take part in the mass demonstration. "We will ensure patients are looked after by a skeleton staff, but when we have full-blown action on July 29 hospitals will find it impossible to have a skeleton staff."

Pasqualle said teachers, depending on the distance they had to travel into the city, would leave schools in time to join the start of the march at 11am.

The planned strikes coincide with threatened mass retrainments in the gold industry and Transport.

PICTURE: ALAN TAYLOR

Govt wants crisis talks on mass action

(270) 21/7/99

THE GOVERNMENT has called a crisis meeting for today in a bid to avert the mass action on Friday which is threatening to paralyse the public service **ERIC NTABAZALLA** reports

The crisis meeting called by the government over the wage increase dispute between it and public sector unions follows a meeting with Public Service and Administration Minister Geraldine Fraser-Moleketi yesterday

The minister introduced herself to the presidents of the National Education Health and Allied Workers' Union (Nehawu), Police and Prisons Civil Rights Union (Popcru) and South African Democratic Teachers' Union (Sadtu) for the first time.

Meanwhile, the Cape Chamber of Commerce and Industry is fearing the worst if the parties involved in the dispute don't resolve the wage impasse

It was agreed at the meeting between union bosses and the minister that the wage dispute would be discussed at the Public Service Central Bargaining Chamber

Sadtu president Willy Madisha said the unions were going to today's meeting with an open

mind and awaiting the government's new proposal. But the unions' demand of the 10% salary increase across-the-board is unlikely to be changed.

"We are not prepared to compromise on the 10% salary increase across-the-board demand

"If we compromise and take something lower than 10%, it will mean the workers would be earning the same salaries. This is the joint decision of all the unions."

He said it was up to the government to come with a proposal that would stop Friday's mass demonstration and the other day-long strikes if the government does not respond positively to the demands by workers.

"We are going to the meeting with an open mind, but we won't compromise," said Madisha

The government is offering a wage increase of 5,7%

A spokesperson for the Cape Chamber of Commerce and Industry said the strike was within the rights of the workers if it was

conducted in accordance with the Labour Relations Act

"However, no strike is good news. When President Thabo Mbeki indicated that it was time for us to go back to work, we hoped that all parties' machines would start rolling."

He said threats of strike actions were not good news for the economy or the workers. "Nations worldwide trade with stable economies," he said.

In yesterday's meeting, Fraser-Moleketi outlined areas where the government has demonstrated its commitment to good labour relations and consultation on critical issues in the past.

It was agreed that a levy of R1 a month per employee should be paid for the dispute settlement system of the Public Service Bargaining Chamber. The unions and government also committed themselves to work together to accelerate the transformation of the public service and the improvement of service delivery.

The rolling mass action started on Monday with lunch-time protests involving tens of thousands of workers around the country

Public service unions will get new pay offer

(270) 21/7/99

JOHANNESBURG CORRESPONDENT AND REUTERS

Jobannesburg - A new wage offer will be tabled by the Government in urgent talks with public service unions today to try to avert a national strike

The Congress of SA Trade Unions has warned it will stage a public service strike on Friday if its demands for higher wages are not met.

Public Service and Administration Minister Geraldine Fraser-Moleketi would meet the unions later today, "where a new wage offer will be tabled (by the Government)" said Cindy August, a spokeswoman at the ministry.

Issues to be discussed will also include a review of conditions of service in the public service, improvement in the quality of information on the public service, the acceleration of a new management framework skills audit and fast-tracking for public servants

The public service unions, representing mainly nurses, teachers and the police, are demanding a 10% wage rise against a Government offer of 5,6%

Up to 500 000 people were expected to stop work on Friday if the Government did not increase its offer. Cosatu spokesman Mukoni Ratshtanga said.

Meanwhile labour analyst Gavin Brown said the wave of union demonstrations should be no cause for alarm, as most industries had settled wage negotiations several months ago. "Strike action always peaks around July, but compared to this period last year this year's levels of action are low - except they all seem to be happening at the same time," he said.

Unions hopeful as pay talks with govt get under way again

René Grawitzky (272)

GOVERNMENT and public service unions resume wage negotiations today with rising expectations from unions that government will table a revised wage offer in the face of continued threats of national strikes

Public service unions aligned to the Congress of SA Trade Unions (Cosatu) have attempted over the past two weeks to mobilise members through lunchtime demonstrations with the intention of holding a one-day strike on Friday. If government fails to revise its initial offer of 5,7%, or R3bn as allocated in the budget there will be national strikes from July 29.

The National Education Health and Allied Workers' Union (Nehawu) said that if government tabled a reasonable revised offer the unions would reconsider their programme of action. Until such time the action would continue.

The Hospital Personnel Trade Union of SA (Hospersa) said it hoped the employer was serious this time around. It was the first time that unions across the political spectrum were united in a single demand. Unions could expect that government would try to use "divide-and-rule" tactics. Hospersa said it would reject any hint of compromising on mechanisms to enable employees to move up salary and job grades and members' right to salary progression.

The resumption of negotiations today follows a number of interventions, either within the tripartite alliance or through conciliation.

Government has indicated it is prepared to table a wage policy and new salary progression system and finalise it by December.

Public Service and Administration Minister Geraldine Fraser-Moleketi met unions yesterday to discuss transformation of the public service.

SA NEWS DIGEST

PUBLIC SERVICE (270) 21/7/99
Public sector unions and government go back to bargaining chamber after hiccup

Cosatu's public sector unions namely the National Education Health and Allied Workers' Union (Nehawu), the South African Democratic Teachers' Unions (Sadtu) and the Police and Prisons Civil Rights Union (Popcru), which between them represented more than 500 000 civil servants return to the Public Service Central Bargaining Chamber today over wages.

Since Monday last week, the Cosatu unions had been on low key rolling mass actions aimed at forcing the government back to the bargaining chamber with a revised offer from the budgeted R3 billion or 5,7 percent increase across the board against union demands of 10 percent on a sliding scale.

The parties were separated by as much as R750 million. It was difficult to see where the money would come from because government had already turned down unions' proposals to convert Government Employees' Pension Funds from a fully funded to a pay-as-you-go scheme as way of freeing funds for public service salaries - Frank Nzimanda, Johannesburg

BD 21/7/99

OFFER SLATED 'AN INSULT'

Mass action looms as unions reject offer

(270) CT 22/7/99

PRETORIA: Three Cosatu-affiliated unions have vowed to go ahead with mass action tomorrow after rejecting government's 6% increase for public servants.

A LABOUR crisis is looming in the civil service after major public service unions rejected a fresh pay offer tabled by the state in Pretoria yesterday.

Describing the government's proposed 6% increase for most employees as an "insult", three unions affiliated to the Congress of South African Trade Unions (Cosatu) vowed to go ahead with mass action tomorrow.

This would be followed by a strike from July 29 if the state failed to improve its offer, a Cosatu spokesperson said.

He reiterated Cosatu's demand for a 10% pay rise, saying: "The state's increase does not even meet the rate of inflation. We will go on a full-blown strike if they don't come up with something serious by July 29."

The three unions, the South African Democratic Teachers' Union (Sadtu), the National Education, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union, claim to represent half-a-million civil servants.

The SA Police Union and the National Professional Teachers' Organisation of SA (Naptosa) also rejected the state's new proposal, which came after seven months of negotiation.

Public Service and Administration Minister, Geraldine Fraser-Moleketi, said the state upped its



PAY ROW: Geraldine Fraser-Moleketi still hopes for solution

across-the-board pay rise from 5,7% to 6%, affecting about 95% of public servants.

The government tabled the proposal at a meeting with 12 public service unions in the public service bargaining chamber.

Fraser-Moleketi said the most well-paid 5% of state employees would receive less than 5%.

Those earning a minimum salary were offered a 6,2% increase, and teachers 6,5%.

Fraser-Moleketi said: "I think we are quite close in terms of the proposals we have put forward."

"I am certain we can resolve this issue on Tuesday when we meet again."

Speaking on behalf of Cosatu,

Sadtu general secretary Thulas Nxesi said the state's offer actually amounted to increases ranging from 3,5% to a 6,2%.

"The average is definitely not 6%. We contest what the minister is saying."

The only new element was 0,5% extra in increases for teachers, which Nxesi described as a slap in the face.

He said mass action by Cosatu in six cities, including Pretoria and Cape Town, would continue tomorrow.

"There is nothing new about today's offer. The state has merely reworked the figures."

Nxesi said this was underlined by the fact that the government would not tell unions what the total cost of the fresh offer was.

In terms of its earlier offer of 5,7%, the state would have had to fork out R3 billion.

When questioned on this, Fraser-Moleketi said: "I don't really want to go into the numbers. Let's look at the percentages."

Naptosa questioned the commitment of the state to meeting the needs of public servants.

"The average 6,5% increase for teachers is an insult," the union said.

Naptosa's executive committee would meet today to consider future action.

Sapu said: "The pathetic offer by the government is an insult to police officers countrywide."

"We will now advise our members to embark on industrial action" — Sapa

Strike threat first big test for Thabo

ADRIAN HADLAND
POLITICAL EDITOR

President Thabo Mbeki faces his first major test as more than a million public servants prepare for a national strike tomorrow.

Many of the strikers belong to the Congress of South African Trade Unions (Cosatu), one of the African National Congress's coalition partners in Government.

The strike, which follows six months of negotiations and escalating protests, was called yesterday after five public service unions, including the National Education, Health and Allied Workers Union, the SA Democratic Teachers' Union (Sadtu) and the Police, Prisons and Civil Rights Union, rejected the latest wage offer.

Public Service and Administration Minister Geraldine Fraser-Moleketi, who is facing a baptism of fire in her second month in office, announced yesterday the state had raised its earlier offer of a 5,7% pay rise across the board to 6% for most public ser-

ants. But the offer was laughed off by the unions, who called it "pathetic" and argued Ms Fraser-Moleketi was simply re-arranging the figures.

"There is nothing new about (the) offer," Sadtu general secretary Thulas Nxesi said after a deadlocked meeting in the Public Service Co-ordinating Bargaining Council this week.

The unions, which are demanding a 10% increase across the board, have warned they are bracing themselves for "protracted industrial action".

ANC officials played down the impact of the strike on the relationship between them and their Cosatu ally.

"This is not the first time the public service unions have taken this kind of action against the Government," said a high-ranking party official. "There is no reason for us to believe there won't be a solution."

A Cosatu spokesman said yesterday a "full-blown strike" would begin next Thursday if the Government did not "come up with anything serious".

ARG 22/7/99 (172) (250)

Unions reject govt's new offer as 'an insult'

Reneé Grawitzky

Public service unions want to know by today whether employer will try again

PUBLIC service unions rejected yesterday a revised government offer which would grant nurses and police a maximum 6% increase and teachers 5.5% while at the same time delaying implementation of promotions for up to five years.

Minimum increases for public servants would range between 3.5% for directors and chief directors to 6.2% for the lowest-paid workers.

Government's revised offer was tabled at the re-opening of negotiations in the public service co-ordinating bargaining council yesterday. Government said 95%

of workers would receive a 6% increase.

This was in response to labour's demand for a 10% increase introduced on a sliding scale. The offer which provides for an additional 0.5% allocation to teachers for pay progression, could cost government an additional R150m on top of its initial allocation of R3bn.

Public Service and Administration Minister Geraldine Fraser-Moleketi said government believed the current dispute could be resolved as small differences separated the parties. Talks would resume

early next week.

The unions said, however, that government had to get back to them by tomorrow on whether a new offer would be tabled at the meeting.

Public service unions aligned to the Congress of SA Trade Unions (Cosatu) said government's new offer indicated the employer's willingness to negotiate and introduce a new wage policy by December. However, as a total package deal the offer was an "insult" and was rejected. A one-day strike coupled with countrywide

marches planned for today would go ahead, the unions said.

Fraser-Moleketi said government was confident the unions "will avoid major disruptions to government services, which are so critical to our joint efforts at reconstruction and development".

She said that over the past four years personnel spending had increased from 37% to 52%. This was despite a 13% reduction in the number of public servants. The Hospital Personnel Trade Union of SA (Hospersa), aligned to the Federation of

(250) PD 22/7/92

SA Trade Unions, said government's latest offer appeared to be an increase of R150m on the R3bn allocation provided for in the budget. However, government had linked to this the proposal that it would not honour its commitment to promote public servants who were entitled to promotion this year. Instead the state proposed that these promotions be paid in five instalments from July 1 next year to December 31 2004.

The Cosatu unions — the National Education Health and Allied Workers' Union, the Police Prisons and Civil Rights Union and the SA Democratic Teachers' Union — said the offer failed to meet the current inflation rate.

By Mzwakhe Hlangani
Labour Reporter

New Public Service and Administration Minister Geraldine Frusef-Moleketi faces a difficult challenge — an urgent effective service delivery, without alienating public sector workers by restricting wage increases.

She is passionate about a new public management framework that will address the long-standing information. There will be a comprehensive review of the conditions of service in the public sector.

With an immediate service delivery plan which focuses on the quality and accessibility of public services, these processes will be completed by December.

The department in conjunction with senior management in all government departments — a limited priority areas to be implemented within six months.

Frusef-Moleketi entered into performance agreements with senior management who in turn secured performance improvement from their working teams.

Your commitment is to the equitable distribution of resources and that every cent in Government budget is used in an appropriate fashion.

For that reason we have insisted that trade unions return to the bargaining chamber and contribute constructively on how to mitigate the R5-billion wage bill allocated, she said.

Innovative plans for an effective public service

Southern 22/7/99

Wage are the single largest component of the Government spending she added and it is important that they are structured in a sustainable fashion.

That are currently 1 million public servants.

She also pointed to the need to develop a new wage policy that will take into account personnel costs to the Government and redirect bargaining processes towards a more sustainable approach to negotiating salaries.

Serious consideration should be given to the gradual decrease of the Government budget in non-essential areas such as housing, education, recreation and direct services.

Personnel expenditure like wages on the other hand, increased significantly.

Frusef-Moleketi suggested that a comprehensive review of the Government's wage policy will avoid a massive showdown between the Government and labour movements in the bargaining chamber every year.

A new wage policy will also review



Minister Geraldine Frusef-Moleketi

rent benefits and allowances as benefits like housing allowance for public servants among the most contentious issues.

Frusef-Moleketi said that pay progression — part of the current pay dispute — will also be considered in the envisaged wage policy to replace rank and file promotions.

"We believe a better way will be to ensure more effective career paths in

the public service," she added.

Frusef-Moleketi said she would not discuss about the scale of the challenge.

Although there were serious concerns in the provinces for the year public sector unions are clamouring for a 10 per cent wage increase.

The demand for a 10 per cent wage increase is a tall-blown strike from July 29 if there is no positive response.

He said the Government is concerned about the implementation of their wage increase on July 1 in that this caused anger and disputes among union members.

"Given the remarkably relaxed attitude of the employer, they must take

responsibility for the implementation of public service reform."

Frusef-Moleketi said that the Government will not be involved in the wage dispute until the end of the year.

On a sectoral approach, the bargaining forum Frusef-Moleketi said it was difficult to fix at the public service as a homogeneous entity and create policies without taking account of provincial differences and external specific issues.

For example, a national merit plan cannot be developed for the public service that will also cover educators because certain norms and standards are already established, like the 40-1 pupil to teacher ratio.

By Mzwakhe Hlangani
Labour Reporter

THE Government yesterday rejected its salary offer up to 6.5 percent to several public service trade unions in an effort to resolve the current wage dispute which has been marked by ongoing peaceful demonstrations.

Public Service and Administration Minister Frederick Fikile Mphahlele said after a meeting with the unions that the government would not accept the 6.5 percent offer. He said the government would only accept a 5 percent offer.

Protests to go on as

Nehawu rejects offer

Sowetan 22/7/95

(250)

The unions rejected the offer and said they would continue to demonstrate until their demands are met. They said they would also go on strike on July 29 unless their demands are met.

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decline in the number of public servants she said.

"In the same period, record payment for pension, homeowner allowance and medical aid to by over 60 percent between 1994 and 1996 (5) for the past three years.

The unions said they would continue to demonstrate until their demands are met. They said they would also go on strike on July 29 unless their demands are met.

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Thousands of civil servants take to streets

ADRIAN HADLAND AND TREVOR OSTERWYK
STAFF REPORTERS

About 7 000 civil servants, mainly teachers and police marched on Parliament in support for their demand of a 10% wage increase this morning.

The marchers, who gathered near the Cape Technikon in District Six, slowly and peacefully made their way to Parliament, disrupting traffic and drawing curious office workers to windows and balconies.

The march was organised by the SA Democratic Teachers' Union, the National Education Health and Allied Workers' Union (Nehawu) and the Police and Prisons Civil Rights Union.

Representatives from several other Cosatu-affiliated unions joined

the protesters in a show of support for their public-sector colleagues' demand

In Pretoria at 11.30am more than 10 000 public servants slowly started marching to police headquarters in Pretoria - the first of three stops they planned in the city centre to highlight their pay demands.

The singing and dancing crowd stretched along several street blocks.

Police estimated about 11 000 marchers had turned up by just before noon.

This week, the unions flatly rejected an offer by the state of a 6% across the board increase and a 6.5% hike for teachers.

Fikile Majola, the Nehawu secretary-general, said services today would be disrupted nationwide, "but

we hope skeleton staff will be on hand to provide essential services".

Western Cape Education Minister Helen Zille expressed her concern early today that, less than a week in to the new school term, children were already losing out.

"We have to find a way for teachers to address their interests without acting to the detriment of the children," said Ms Zille.

A recent presidential education initiative research project had found that, in many schools, children were taught for an average of 21 days a year owing to slow starting-up periods, teacher absenteeism and strikes, said Ms Zille.

"I'm gravely concerned," said Ms Zille. "It will be another day lost. It's my absolute priority to ensure children receive 200 days of schooling a

year and not only 21. This kind of action will not help me, but I'm not the issue, the children are."

National Education Minister Kader Asmal's call for a "No Work No Pay" rule would be strictly enforced in the Cape, said Ms Zille.

Schools had been told to monitor the situation closely, she said.

Memoranda had been circulated asking principals to respect the right of individuals to take part in the strike, but insisting that records be kept of which members of the staff left the school premises, and when.

Teachers' salaries would be cut according to time lost.

If a further meeting on Tuesday between the Government and unions fails to resolve the deadlocked pay dispute, more severe union action can be expected.

SA's public servants (250) march en masse today

seweta 23/7/99

By Mzwakhe Hlangani
Labour Reporter

PUBLIC service administration will grind to a halt today when more than 500 000 civil servants embark on a one-day work stayaway to participate in nationwide protest marches in support of their demands for a 10 percent wage increase

The National Education, Health and Allied Workers Union (Nehawu), the SA Democratic Teachers Union (Sadtu) and the Police, Prisons and Civil Rights Union (Popcru) – all affiliates of the Congress of SA Trade Unions – will go ahead with the planned mass action after rejecting the latest offer by Government in its bid to avert strikes

Twelve other unions have also expressed disappointment with Government's latest salary offer. The unions said the offer was a failure by

the state to acknowledge the sensitivity of the issue which affected negatively the morale of public servants

Nehawu spokesman Mr Makoko Lekola said marches would be held in the major centres of Pretoria, Durban, Bisho, Bloemfontein, Kimberly and Cape Town today

The massive Pretoria march will be attended by public service employees from Guateng, Mpumalanga, Northern Province and North West and memoranda will be presented at police headquarters and Department of Education and Public Service Administration offices

The unions had jointly decided to embark on a programme of lunchtime demonstrations in all workplaces since last week as a build-up to further mass action preceding the full-scale strike from July 29 if there is no positive response

Makoko welcomed, however, Gov-

ernment's proposals for a wage policy and new salary progression system in negotiations with the unions to ensure more stable system of remuneration for the future

SA Police Union spokesman Mr Louw Steenkamp, speaking on behalf of the Public Servants Association, the Public and Allied Workers Union, the Suid Afrikaanse Onderwysers Unie, the Hospital Personnel Trade Union and the Democratic Nursing Association of South Africa said though they were not going to participate in today's work stoppage, they would be mobilising public servants for major strike action on July 30

National Professional Teachers Organisation of South Africa president Dr Musa Shezi said the state offer was insufficient to address inflation-related salaries and salary progressions for teachers

Public servants march on Parliament to find no one's at home

ESTELLE RANDALL

A march by public servants in Cape Town was plagued by confusion when organisers battled at the last minute to find a government representative to whom they could deliver their memorandum.

The march was one of five in major centres to protest against the Government's offer of a 6,2% wage increase. The unions are demanding 10% and have threatened a full-blown strike from Thursday if no agreement is reached in negotiations on Tuesday.

Public Service and Administration Minister Geraldine Fraser-Moleketi, to whom the unions planned to hand their memorandum, was in Pretoria yesterday.

Officials in Ms Fraser-Moleketi's office said they tried unsuccessfully last week to inform unions the minister would not be in Cape Town yesterday. Their calls were not returned.

Just before the march to Parliament was scheduled to begin, Don Pasqual, secretary of the SA Democratic Teachers' Union Western Cape, discovered that Ms Fraser-Moleketi was out of town.

"We need someone from the public service but there's nobody at their office in Cape Town," Mr Pasqual said.

"We have also tried the Western Cape premier, but being from the National Party, he doesn't want to accept the memorandum either."

By the time the marchers, mainly teachers and police, reached Parliament, a government official, Ebrahim Jacobs, who declined to say which department he was from, stepped into the breach.

The marches by thousands of public service workers marked the first major challenge to President Thabo Mbeki's government.

The protesters from the National Health and Allied Workers' Union, the South African Democratic

Teachers' Union and the Police, Prisons and Civil Rights Union are affiliates of the Congress of SA Trade Unions.

The three unions represent about 500 000 of the country's 1,1-million public servants.

This week Ms Fraser-Moleketi remained hopeful that a full strike could be averted.

The wage dispute is complicated by possible job cuts later this year.

Although public service staff numbers have declined by 13% since 1996, the overall wage bill has not risen. Personnel costs rose about one per cent above inflation between 1997 and 1998.

The Public Service and Administration Department explained that job losses were greatest among less skilled and part-time workers and the SANIF. At the same time, there was substantial growth in employment in relatively skilled occupations that were crucial to service delivery.



DISSATISFIED public service workers march through Cape Town Cape Town

Picture BRENTON GEACH

Angry public sector unions flex their muscle

FRANK NKUMALO AND SAPA

Johannesburg - Thousands of public servants allied to Cosatu besieged major cities yesterday and gave the government a seven-day ultimatum to meet their wage demands or risk a full-blown strike by about 500 000 people on July 29

An estimated 30 000 people marched in Pretoria Police in Bloemfontein reported a turnout of 10 000 people, while about 4 000 people marched through the city centre of Cape Town to Parliament

Close to 5 000 civil servants gathered in Kimberley, 2 000 in Durban and 900 in Bisho in the Eastern Cape

The unions, including the National Education, Health and Allied Workers' Union, the South African Democratic Teachers' Union and the Police, Prisons and Civil Rights Union, demanded a 10 percent increase on a declining scale, against the State's offer of 6 percent for 95 percent of the civil servants and 6,5 percent for teachers

The government had revised its offer from 5,7 percent on Wednesday, but this was rejected by the unions as an insult

"The current offer represents a real cut in salaries and living standards for our members and their families," said Willy Madisha, the president of Sadtu

PRG 24/7/99

(2/70)



NATIONWIDE Government workers allied to Cosatu voice their demands in Cape Town (left) and Pretoria (right)

PHOTOS: ANDREW BROWN, JOHN WOODROOF

Madisha said Cosatu public sector unions were concerned that public sector policy still laboured under the yoke of conservative fiscal policy "reminiscent of the worst excesses of IMF and World

Bank structural adjustment programmes"

"We have heard you, we will study the memorandum, but we will meet in the chamber on Tuesday," said Geraldine Fraser-Moleketi, the minister of

public service and administration

However, the unions made it clear that they would only return to the negotiation table after the government had made a reasonable revised offer

STRECKDOWN

Manuel offers public servants nothing more as massive strike looms over pay deadlock

CAROL PATON

A MASSIVE strike by teachers and other public servants looms this week with little indication from either unions or the government after Friday's country-wide protests that the wage dispute between them can be resolved.

Finance Minister Trevor Manuel said yesterday that the government did not intend tabling a fresh offer at the next round of talks, starting on Tuesday, raising the possibility that unions could walk out of the meeting, which they say is government's last chance to solve the problem.

But Manuel said the process "was on track" and that talks would continue in the public service collective bargaining chamber.

However, Cosatu-affiliated public service unions, which on Friday

flexed their muscles in a huge protest march through Pretoria, were clearly expecting a new offer to be tabled.

"We've put our cards on the table. We've gone so far and now we want the dispute resolved by the employer. Unless the employer resolves the matter, we're going on strike on July 29," said Willie Madisha, president of the South African Democratic Teachers' Union.

The dispute is deadlocked, with the unions demanding an increase of up to 10 percent. The government has offered 6,5 percent for teachers and an average of six percent for all civil servants.

There are indications from some union quarters that workers may be prepared to settle for an inflation-linked increase in the range of 7,3 to eight percent, "depending on the rest of the package".

The Minister of Public Service and

Administration, Geraldine Fraser-Moleketi, has expressed hope that the dispute can be resolved. She said: "We are not far apart in terms of percentage. The government has offered an average increase of six percent and the latest demand from the public-service unions works out to an average of seven percent. I'm confident we will reach an amicable solution that takes into account the difficulties experienced by both sides."

But Sadtu, Cosatu's teachers' union, poured cold water on speculation that a compromise could be reached on an inflation-linked increase. Madisha said: "It can't be just inflation — they must give us at least inflation plus one percent and salary progression for teachers."

Teachers are the leading force in the industrial action, which was also supported by the National Education and Allied Workers' Union —

members of which are largely on the lower rungs of the health services and administration — and the Police and Prison's Civil Rights Union.

Sadtu has also been bolstered by its victory in its stand-off with the government a year ago when, after a three-day strike, it forced the government to back down on the planned retrenchment of about 50 000 teachers.

If a strike goes ahead, only teachers and public servants who are not classified as "essential" will be able to strike.

Policing and health are classified as essential services — employees in these services will not be able to strike unless minimum service agreements have been drawn up to determine how many and what kind of worker can strike. An official from the Public Service and Administration Department said these agreements were not in place.

The dispute, which has dragged on for six months, arose as soon as negotiations in the bargaining chamber began in February. In the Budget, Manuel allocated R3-billion or 5,7 percent for improving public servants' conditions of service.

The unions argue that stating the amount available for wage increases ahead of the bargaining process amounts to negotiating in bad faith. They have also demanded the drawing up of a wage policy in the public service. Fraser-Moleketi has agreed to this.

Vusi Nhlapo, president of Ncwadima, said: "The announcement in the Budget means that we started negotiations in a dispute. The government thought it would make no difference to announce it then, but they know now that it makes a huge difference. If there had been a policy, this dispute would never have happened."

Public servants reject government's pay rise

By WELCOME SKOSANA

IF the government fails to meet the unions' demands, a full-scale strike will be launched on July 29

This was the clear message sent by the Congress of South African Trade Unions (Cosatu) to the government this week

The civil servants are demanding a 10 percent wage increase but the government still stands by its offer of a 5,7 percent increase

South African Democratic Teachers Union (Sadtu) has threatened the government with a 48-hour strike if a resolution is not met in the current talks.

Sadtu's general secretary Thulas Nxesi said his constituency would continue with their protests

In a statement Sadtu said that the issue was very close to the workers' hearts, and it would implement strategic action to persuade the government to change its stance

These protests were not welcom-

(250)
ed by the education department, which said this week that the strike action would disturb the academic performance of thousands of students in this country.

Public servants nationwide continued their mass action for the third consecutive day on Wednesday to express their anger at the government's failure to meet their wage increase demand

Members of the National Education Health and Allied Workers Union (Nehawu), Sadtu and the Police and Prisons Civil Rights Union (Popcru), who collectively represent thousands of middle class workers in this country, have been holding lunch-time pickets since Monday after wage talks with the government failed to produce an acceptable settlement

More than 200 000 of the union's members had shown their solidarity and demonstrated outside their workplaces during their lunch-hours

ep 25/7/99
This action could continue up until the end of July when a one-day work stoppage is planned.

A series of demonstrations were also held at the Johannesburg Hospital by Nehawu members to show their support.

They also picketed outside major hospitals countrywide.

Workers were advised to confine demonstrations to their lunch-hour times by unions so that services would not grind to a halt

Arrangements had been made with the management of hospitals to have a skeleton staff in place. Meanwhile negotiations are still going on.

Popcru spokesperson Abbey Witbooi said members picketed outside the Pretoria police headquarters, as well as prisons nationally

The Institute of Public Servants added their support to the mass action by the public sector unions, calling on the government to meet their wage demand.

Social services at risk if we let public servants' wages run riot

(250) ST 25/7/99

The major challenge is to reconcile fiscal discipline with a desire to stabilise salaries, writes GERALDINE FRASER-MOLEKETI

THERE is general acceptance by the government, as employer, and public-service unions that wage disputes are a normal part of labour relations. Hopefully, the latest dispute, despite the rhetoric, will not impact on the transformation of the public service in the interests of reconstruction and development.

The government has offered an average increase of six percent — the latest demand from the unions works out to an average of seven percent. I am confident we will reach an amicable solution.

The amount the government pays its 1.1-million workers accounts for 51 percent of its budget, after meeting interest payments. If the wage bill continues to rise, we will put at risk even the meagre social services offered by the government.

Very few South Africans will agree to cuts in the education budget — which will mean even greater difficulty in providing books and stationery — or the critical school-building programme. No one wants to put at risk the grants we pay to older people or the welfare services offered to the youth. Nor do we want to risk the building of houses — a programme that employs thousands of people.

The public service employs more than 360 000 teachers, more than 200 000 health workers, about 100 000 policemen and about the same number in the defence force. Clear-

ly, these workers are vital to the success of the programmes this government has been mandated to carry out.

Naturally, the government will do what it can to protect their incomes. However, we cannot simply ignore the state of our national finances.

The pressure on government finances means we have kept the increase in overall spending to less than the inflation rate. In the past two Budget years, expenditure increased by about four percent a year in nominal terms. In the same period, inflation averaged close to seven percent.

But, while overall government spending increased at less than the inflation rate, in 1997-98 and 1998-99 salaries increased at one percent more than inflation. Benefits such as pensions, housing and medical assistance — which constitute a third of employee income — increased at the inflation rate. As a result, personnel costs crept up as a percentage of government spending from 50 percent in 1997 to 51 percent.

In 1994, about a quarter of the public service was made up of "elementary" employees — mostly cleaners and maintenance staff or construction and forestry workers. Most of these workers — virtually all black — did not have permanent jobs. They could not participate in the pension fund or medical aid and home-owner allowance schemes. Their average salary

was R900 a month.

The government responded by ensuring equality for all public servants and granting all employees a living wage. By 1996, it had raised the minimum salary to 125 percent of the Household Subsistence Level and given all public servants equal access to major benefits, including pensions.

This commitment meant the cost of housing and medical assistance and pension benefits more than doubled between 1994 and 1997.

The relative rise in personnel spending has proven particularly hard to manage in the provinces. Some 85 percent of provincial employees are teachers and health workers. While provincial budgets have lagged, on average, six percent behind inflation in the past two years, real personnel costs fell only two percent a year.

The rising percentage of personnel costs in provincial budgets is particularly burdensome for three reasons.

● Almost half of all provincial non-personnel spending goes on welfare grants. Very little remains for capital expenditure, such as the building of clinics and roads.

● Despite our efforts to equalise budgets, the poorer provinces still have less to spend on major services. Given national staffing norms and pay scales, this has led to a sharp squeeze on non-personnel spending. For example,

four provinces — the Eastern Cape, KwaZulu-Natal, the Northern Province and Mpumalanga — spend more than 90 percent of their education budgets on personnel. But the four also have the lowest spending — less than R2 800 per learner per year — and the smallest staff complements, particularly among support staff, and

● The provinces that incorporated former bantustan governments are often understaffed in major social service areas, but inherited relatively large departments. As the government seeks more efficient ways to deliver services, it has to undertake restructuring without causing major hardship. This is particularly hard in these provinces because the public service is typically the largest employer.

In short, a major challenge for the government lies in reconciling the need for fiscal discipline with the desire to stabilise salaries. Public servants play a central role in service delivery. That's why the government is committed to constructively working with the unions to resolve the dispute. We are convinced a solution will be found without further disruption — both the government and the public service have a nation to serve.

● *Fraser-Moleketi is the Minister for Public Service and Administration.*

Govt indicates room to move on pay dispute

BD 26/7/99

(250)

But it is too little, too late to avert strike — unions

René Grawitzky

GOVERNMENT indicated yesterday that there was still scope for further negotiations in the public sector wage dispute over which unions have scheduled a national strike for Thursday.

However, unions said that even if government revised its wage offer for public servants during the next round of talks tomorrow, it would be "too little, too late" and would be unlikely to avert the strike.

Public service unions aligned to the Congress of SA Trade Unions (Cosatu) said it did not appear that the strike could be averted at this stage unless a satisfactory offer was tabled by the employer. They were willing to negotiate because "we know the consequences of a strike would be disastrous."

The extent of support for the countrywide marches held on Friday appeared to give union leaders a clear indication that workers were prepared to take to the streets in support of their demands. A union source said the level of support at the marches surpassed expectations.

SA Democratic Teachers' Union (Sadtu) president Willie Madisha said workers are saying they will go on with strike action for as long as the employer does not settle the dispute favourably.

Public service unions aligned to the Federation of SA Trade Unions (Fedusa) have, meanwhile, given government notice of their intention to hold countrywide marches on Friday and a one-day strike on August 3. Arbitration between these unions and government is set down for September. If no resolution is found by then

Weekend reports implied that Finance Minister Trevor Manuel said government did not intend tabling a new offer tomorrow. However, his special adviser, Murray Mitchell, said the minister did not want to suggest that the doors for negotiation were closed. Mitchell said government was convinced that continued dialogue would break the deadlock. "Government will do what is necessary to ensure the process is amicably resolved," he said.

Observers said it appeared that government faced a major dilemma ahead of tomorrow's meeting. The unions agreed to resume talks on the basis that government tabled a revised offer. However, if government tabled a revised offer which was unacceptable and the strike went ahead, little would remain to ensure a settlement during the strike.

Public Service and Administration Minister Geraldine Fraser-Moleketi said last week that small differences divided the parties and it was hoped a settlement would be reached soon.

The differences in percentage terms between government's offer and the unions' demand might not be so big, but in rand terms the divide was large. Government tabled a revised offer during a meeting on Wednesday, ranging between 3,5% and 6,5%, with an average 6% increase. Unions are demanding 10% introduced on a sliding scale which would average between 7% and 8%.

Government would have to allocate an additional R1bn to meet the unions' demand. This is unlikely in the current context of government's commitment to curtail expenditure and reduce personnel costs, which currently account for 52% of the budget.

Cosatu gets set for crunch talks over pay demands

AR 26/7/99

(250)

Unions threaten crippling national strike

ANALYSIS COMMENT

Johannesburg — Cosatu unions were preparing yesterday for a crunch meeting with the Government tomorrow in a last-ditch effort to avert a crippling national strike scheduled for Thursday.

The unions are demanding a 10% increase, a compromise from an initial 15%, while the Government is offering an average 6,5%, an improvement from its opening offer of 5,7%.

The National Education, Health and Allied Workers' Union (Nehawu), the SA Democratic Teachers' Union (Sadtu) and the Police and Prisons Civil Rights Union (Popcru) are affiliated to Cosatu and have a combined membership of more than a million.

Public Service and Administration Minister Geraldine Fraser-Moleketi remains confident that a settlement will be reached tomorrow.

After meeting the unions last week, she said there was a small difference between what the Government was offering and what the unions were demanding.

"It is hoped that a settlement will be reached soon. We are confident

the unions will avoid major disruptions to government services, which are so critical to our joint efforts at reconstruction and development," she said.

Nehawu president Vusi Nhlalopo said the three unions were engaged in serious discussions to ensure the success of tomorrow's meeting with the Government.

Mr Nhlalopo said the unions realised the implications of a national strike and the disastrous consequences that would follow. But he warned that government posturing would create chaos.

"The Government is posturing and is not committed to a speedy resolution of the impasse. We are used to these tactics and we hope the Government will realise the impact a full-blown strike could have on the economy," he said.

"We have been running on the same spot for almost seven months. The Government is playing games."

"We reiterate our commitment to the resolution of the impasse because we want to avert a national strike."

"Last Friday's marches have given the process impetus and we are more united than before in our fight for better wages."

"We will continue with lunch-

hour pickets. If a settlement is not reached tomorrow, then the country must brace itself for a crippling public service strike. The ball is in the Government's court now," said Mr Nhlalopo.

Popcru general secretary Abe Witbooi said the Government had been given seven days to meet the unions' demands.

He said the unions would be assessing the situation and if the Government did come up with a settlement offer, then unions would consider their position.

"A national strike will have serious implications for correctional services and police, but that does not concern us," said Mr Witbooi.

"Our mandate is to pressurise the Government to meet our demands."

The National Union of Public Service and Allied Workers (Nupswa) has ruled out any possibility of a settlement with the Government.

Spokesman Mike Tlhapane said, "We held a meeting on Saturday and we voted unanimously to go on strike next Monday."

"We are convinced that tomorrow's meeting will not break the deadlock."

"The Government's latest offer is a slap in the face and an insult to public servants," he said.

New govt retrenchments code creates confusion

BD 26/7/99

(250) (336)
Grawitzky

Rules will require employers to consult on the reduction of the workforce, writes René

LABOUR Minister Mdladlana's announcement last week about the promulgation of a new code of good practice on "dismissals based on operational requirements" (retrenchments) has created some confusion among labour relations practitioners.

The impression has been created that a new code regulating retrenchments has been drafted and will require employers to comply with a whole new set of obligations before retrenchments can take place.

A labour consultant said people were always aware of the code drafted in the National Economic Development and Labour Council (Nedlac) last year but the recent announcement created the impression of something new.

Mdladlana explained at a news briefing last week that the code was drafted in a two-year period and was agreed to in Nedlac last year.

However, delays had occurred in promulgating the code because of debate in Nedlac as to whether it should form part of a schedule to the Labour Relations Act or whether it should be a standalone code in terms of section 203 of the act.

If parties had agreed to the code becoming part of a schedule to the act it would have required changes to the legislation. It was, however, agreed to publish the code in terms of section 203 of the act which requires employers and unions to take it into account when interpreting the act.

It is therefore not binding on the parties but acts as a guideline which the courts will take into account when determining whether employers have complied with the retrenchment act's provisions.

Mdladlana said "It is fair to say that section 189 (of the act which relates to retrenchment provisions) has not yet been fully operationalised due to the fact that the code" had only recently been agreed to in Nedlac.

The intention of the code is to clarify the responsibilities and obligations of an employer in the event of retrenchments as specified in the act. However, the code does not go any further than the

obligations provided for in the act. As with the provisions in the act, the code requires employers to consult on possible retrenchments with a view to reaching agreement. This obligation goes beyond international labour standards, which merely provide for consultation.

The code, in line with the act, requires employers to begin consulting as soon as a reduction of the workforce is contemplated so that possible alternatives can be explored.

The code also makes reference to information disclosure on matters relevant to the consultation process and the obligation to reach consensus on appropriate measures to avoid retrenchments.

Mdladlana has warned employers that if they fail to comply with the code and retrenchment provisions in the act, then government will have to consider labour's demands for an amendment to section 189 to ensure that retrenchments are subject to negotiations, not consultation.

However, he has indicated that there is little difference between consultation and negotiations as the act requires consultation with the intention of reaching consensus.

The legal implications of a duty to bargain on retrenchments could imply a legal right to strike. Currently the act provides that retrenchment disputes have to be referred to the Labour Court and there is no legal protection for strike action.

This was agreed upon in order to minimise strike action on dismissals.

However, employers feared that if the act was changed to entrench the duty to bargain on retrenchments, employers could be subjected to strikes even if they complied fully with the law.

In the absence of this change, it would appear that unions are making use of section 77 of the act to launch protest actions to oppose retrenchments. In recent months, Nedlac has received a number of such notices, the latest coming from the SA Clothing and

Textile Workers Union (Sactwu).

The union has served notice on Nedlac of its intention to launch protest action against the socioeconomic effects of ongoing retrenchments in the clothing and textile sectors.



LEVETON BONER HORWATH

Chartered Accountants (S.A.)
A member of Horwath International



The partners wish to announce the following changes in the practice

Anthony Bock has withdrawn from the practice to pursue personal business interests.

Stephen Davis is retiring from public practice and will continue as a Consultant to the practice

The partners wish them every success for the future.

53297004

Unions dig heels in over Govt's latest wage offer

(250) Sowetan 26/3/99

By Russel Molefe and Mzwakhe Hlangane

THE Government still faces the possibility of massive disruption to the civil service from Thursday if it does not increase its offer of a six percent wage increase in the next round of wage talks tomorrow

This was the warning issued again yesterday by the National Education, Health and Allied Workers Union (Nehawu), which together with the South African Democratic Teachers Union (Sadtu) and the Police, Prisons and Civil Rights Union (Popcru) want the offer revised

They are all demanding a 10 percent wage increase

Public Service and Administration Minister Geraldine Fraser-Moleketi last week moved from a 5,7 percent across the board to 6,2 percent for the lowest-paid workers and 6,5 percent for other professionals

However, the three trade unions felt the Government offer was still not enough and staged a protest march involving about 20 000 civil servants who handed memorandums to Fraser-Moleketi, Finance Minister Trevor Manuel and Safety and Security Minister Steve Tshwete in Pretoria on Friday. With posters reading, "Nothing less than 10 percent or else", the state employees made their intention clear to halt the civil service if the Government failed to revise its offer

The workers described the offer as "an insult", charging that the Government was not taking the workers' needs seriously

They claim they have been denied inflation-related increases

for the past three years

In presenting the demands, Popcru president Mr Zizamele Cebekhulu urged Mr Tshwete to weed out corruption in the police service and "drive policemen out of administration offices to fight crime in the streets"

He also demanded the removal of national Police Commissioner George Fivas and his management team and be replaced by "agents of change"

Sadtu president Mr Willie Madishe said lack of transparency and lack of participation by the working class in the budgetary process itself threatened social delivery and economic wellbeing of workers and their families

However, Minister Fraser-Moleketi said the Government would consider their demands and respond in the next round of talks in the Public Service Bargaining Council

Nehawu president Mr Vusi Nhlapo reiterated that the Government offer was unacceptable because it was "well below the inflation rate"

"The offer will encourage professionals to leave the public service

"It is unthinkable that the Government can expect to retain doctors and nurses by offering them just above six percent to raise their salaries

"It's bad judgment on the part of the Government. What we are saying is that we won't consider anything below the inflation rate," Nhlapo told *Sowetan*. Meanwhile, the trade unions have warned the Government not to threaten workers with a no work no pay policy

Conciliation fails for govt

Renee Grawitzky (250) 00 27/7/99

GOVERNMENT and public service unions representing senior managers failed to resolve the wage dispute in conciliation at the Commission for Conciliation Mediation and Arbitration (CCMA) yesterday.

This comes ahead of the resumption of wage talks today between government and public service unions representing employees below director level. Failure to reach agreement will in all likelihood lead to a national strike starting from Thursday.

Public service unions are demanding a 10% increase introduced on a sliding scale. Other demands relate to pay progression for teachers and restructuring the collective bargaining process so that the state refrains from using Parliament to announce salary increases before negotiations start.

The employer offer ranges between 3.5% and 6.5% with the average increase in the region of 6%.

Talks between government and unions representing senior managers are no longer part of overall wage negotiations as they have been referred to the CCMA.

Unions including the Public Servants Association (PSA), which represent senior managers, declared a dispute against government last month. They are demanding a 9% increase for senior managers and that increases be the subject of collective bargaining.

The public service ministry maintains that last year's agreement provided that increases for senior managers would be determined by individual performance agreements. Last year senior managers were granted a 5% increase on condition they agreed to individual performance contracts.

Government has argued that in terms of the Labour Relations Act individual agreements are not subject to collective negotiations.

The union said the dispute would now be referred to arbitration.

Unions attack

MPs' pay plan (250) 00 27/7/99 (128)

Farouk Chothia

CAPE TOWN — Public service unions have warned the cabinet that it would be "indefensible" to approve 10% salary increases for some MPs and ministers while public servants are expected to settle for an average of 6%.

The commission for the remuneration of public office bearers headed by Judge Jan Steyn, recommended in a report completed in March that reappointed MPs and cabinet members — but not those serving in their posts for the first time — be given a 10% increase.

The commission made the same proposal for provincial premiers, MECs and provincial legislature members.

Presidential spokesman Parks Mankahlana confirmed yesterday that the commission's recommendation had been referred to the cabinet. He could not say when the cabinet would finalise the matter or whether the recommendation would be approved.

Public Servants' Association negotiator Anton Louwrens said "If the cabinet accepts the recommendation, it will have no moral grounds to grant us anything less than that. At this stage we are asking for 10%."

The commission suggested that on-ly second-term MPs and office bearers should receive a 10% increase — back-dated to April — as "acknowledgement of their experience". The commission did not draw a distinction between reappointed MPs and office bearers with five years experience and those with less. Office bearers include chairmen of parliamentary committees, the speaker and ministers.

If the cabinet approves the recommendation ministers who served in the previous cabinet and re-elected provincial premiers would receive a 10% rise to R547 657. New ministers and premiers would be paid the R497 870 ministers and premiers earned last time round.

SA Democratic Teachers' Union president Willie Madisha said the union would not raise the issue of politicians salaries as a bargaining chip in negotiations scheduled for today.

"We will not stoop to that level (but) these are things the public should look at," he said.

Referring to the recommended rises based on MPs' experience, Madisha said "When we talk of the same thing for the public service, people say it is not appropriate."

Under the proposals, reappointed deputy ministers and provincial MECs would receive R445 128, compared with R404 662 for their first-time colleagues.

President Thabo Mbeki and Deputy President Jacob Zuma would not qualify for the 10% increase as they were serving in their posts for the first time.

Mbeki would receive R698 586, the same as his predecessor Nelson Mandela. Zuma would receive R564 480 Mbeki's previous salary.

Re-elected MPs would receive R290 654 a year, compared with R264 231 for first-time MPs. Re-elected provincial legislature members would receive R279 920, compared to R254 473 for first-time members.

Re-elected national assembly speaker Frene Giniewala and deputy speaker Baleka Mbete would qualify for the increase, bringing their salaries to R547 657 and R445 128 respectively.

The leader of the official opposition, Tony Leon, would receive R346 890 the salary of his predecessor Martinus van Schalkwyk.

Wynandham Hartley reports that planned transport arrangements for senior politicians also came under fire yesterday, with the Democratic Party criticising a R20m tender approved by government to provide luxury cars for cabinet ministers' premiers and MECs.

DP spokesman on the public service Mannelies Grobler said ministers could choose two cars from a list including the BMW 528i, Mercedes-Benz E320 Audi A6 Quattro and Alfa Romeo 156 V6 worth up to R280 000 each. Provincial premiers could choose one. He said deputy ministers and provincial MECs could choose two from the Audi A4 2.8, Mercedes-Benz C280 and BMW 328i — worth up to R230 000 each.

"Considering the current economic climate and the looming public service strike the DP believes it is completely irresponsible for government top dogs to fork out precious state resources for their own personal use and comfort."

Strike may be averted

By Mzwakhe Hlangani
Labour Reporter

A CRIPPLING nationwide strike by more than 500 000 public service employees planned for Thursday is likely to be averted at the crucial public service bargaining council meeting in Pretoria today.

Public Service and Administration Minister Geraldine Fraser-Moleketi expressed confidence earlier that a settlement would soon be reached.

She said yesterday she was engaged in meetings in preparation for today's talks and that the unions should avoid disruptions to services.

The leadership of the Congress of South African Trade Unions' three public sector unions indicated that nothing less than an inflation-related salary offer would persuade public servants to suspend strike action.

Police Prisons and Civil Rights Union president Zizamele Cebekhulu said he was positive that a settlement was imminent, but intimated that they expect nothing less than inflation rate, which stood at 7,4 percent.

"Today's meeting will give the Government a last chance to avert the disruptive strike by public servants," National Education Health and Allied Workers spokesman Joe Lekola said.

Despite a 13 percent decline in the number of public servants from 1,27 million to 1,1 million, personnel spending rose from 37 percent in 1994 to 52 percent today, the minister said.

"Record payment for pensions, homeowner allowance and medical aid rose by over 60 percent, while over the past four years government



Public Service and Administration Minister Geraldine Fraser-Moleketi.

had substantially improved the conditions of service, to be enhanced further by the new wage policy that addressed pay progression, the structure of negotiations on salaries and overtime.

Meanwhile, the Council of Education Ministers yesterday condemned the threats of a teachers' strike, saying the state had done much to meet their salary demands.

The council, comprising Education Minister Kader Asmal and his provincial counterparts, reiterated a policy of no-work no-pay would apply for teachers who had taken part in a mass march in Pretoria last Friday

Sowetan 27/7/99 (250) (152)

Unions reject govt salary offer, raising odds of strike

Reneé Grawitzky

PUBLIC service unions have rejected a revised government salary offer that would have added another R50m to the wage bill, heightening the prospects for a national strike starting tomorrow.

The likelihood of the strike being called off rests on the outcome of an informal meeting between the parties this morning.

Government said a strike would be counterproductive and affect service delivery. A walkout — which could involve nearly 400 000 public servants from three unions aligned to the Congress of SA Trade Unions — could curtail all services, including education and administration.

There are also indications that the Federation of Unions of SA could embark on strike action next week. If this happens it will bring the entire public service to a standstill.

Essential services such as health and police and correctional services

could be affected once agreement has been reached on minimum service arrangements. If workers in essential services strike without agreements in place they will be unprotected and subject to dismissal.

The strike is likely to have a serious effect on education, but there could be some resistance in view of the education department's strong position on implementing its policy of "no work, no pay". In the past this policy had not been well implemented. The effectiveness of a strike in this sector could also be hampered by the fact that schools in KwaZulu-Natal and Eastern Cape reopened only this week.

The chances of a strike increased after government tabled a revised wage offer, ranging between 4% and 6,8%. Government said the new offer would ensure that most employees would receive a 6,3% increase while teachers would receive 6,8%.

Despite the new offer, several percentage points still divide the parties.

BPD 28/7/99

(GSD)

The National Education Health and Allied Workers Union said the unions remained open to talks and if government tabled a serious offer the strike could even be called off tonight.

"While we are ready for strike action, we are also ready for negotiations," the union said.

Labour sources said some unions hoped that if the strike went ahead tomorrow a resolution could be achieved by the weekend.

Meanwhile, conciliation between the Chamber of Mines and National Union of Mineworkers continues tomorrow in a bid to end the wage dispute in the mining industry.

The two-week-old strike at Oryx gold mine will end tomorrow following an agreement struck yesterday.

Gold Fields agreed to halt retrenchments if the strike was called off so that alternatives to retrenchments could be explored in a "favourable climate".

Less means more Page 11

Less means more — and more less

Public service labour relations need long-term solutions that address staffing, fiscal and bargaining problems, argues **Jeremy Baskin**

PHOTO BY JIM MOSS

The public sector dilemma

| | Personnel expenditure | % of total non-interest spending | Public sector employment |
|--------|-----------------------|----------------------------------|--------------------------|
| 1995/6 | R57,9bn | 46,6% | 1 270 112 (Sept '95) |
| 1998/9 | R81,8bn | 50,1% | 1 100 784 (Dec '98) |



Graphic: MATTHEW MOSS

HERE are no easy solutions to the current public service pay dispute. The short-term consequences of strike action especially in education and health are extremely worrying. The longer-term problems are even more serious.

On the surface this is a wage dispute. In reality the parties must find solutions to at least three underlying problems in the public service: the fiscal problem, the size of the public service and the bargaining process.

The fiscal dimension is the biggest challenge. In the past three years according to the Budget Review the budget (after interest) grew 10.5% a year. Personnel expenditure over this period grew 12.2% a year. Simple arithmetic dictates that if government's wage bill grows faster than the overall budget other items must be reduced. At last count personnel costs made up just over 50% of all noninterest expenditure. In education salaries consume about 90% of the budget.

Government blames the growing wage bill for the decline in spending on infrastructure and services, such as roads, schoolbooks and the maintenance of public assets. It argues that it cannot implement inflation-linked increases when all departments have been asked to tighten their belts and when old-age pensions went up by only 4%.

Public servants are understandably unhappy at being offered below-inflation increases. They are being asked to take a cut in their real wages at a time when the relatively high salaries of parastatal managers are being publicised.

What solutions exist? The problem would be easier to solve if the budget was growing faster than inflation. This is unlikely for at least a few years. The solution most favoured by unionists is to increase the budget and make more money available for wages and delivery.

At root this is the union critique of the growth employment and redistribution (Gear) policy. Sluggish economic growth means either increasing taxes or relaxing the deficit and borrowing more to increase the budget. The revised gross domestic product figures do make some increase in the budget possible as President Thabo Mbeki suggested in his state-of-the-nation

address. He said that any increase would go towards infrastructure investment rather than salaries. It is hard to fault this investment focus.

Another solution would be to pay for a bigger wage increase by reducing other elements of personnel costs. About one-third of the state's wage bill goes to non-wage benefits — most notably pension contributions, medical aid and a thirteenth cheque. Reducing these might make more available for basic wage increases.

These suggestions represent short-term tinkering and would mean unions trading more now for less later.

A third solution, and the one that has been happening in practice the past few years, is to give higher increases to an ever-declining number of public servants. A 10% increase is affordable if the number of public servants is significantly reduced. This is a big "if". It is not clear if SA can afford more layoffs or the effect of job cuts on service delivery. The retrenchment implications of the current dispute have been peculiarly absent from public statements issued by the parties.

It is commonly argued that the public service is bloated. While it may be true that the total wage bill is too high it is not at all obvious that we have too many public servants. Some provinces are overstuffed but an overall ratio of one public servant for every 36 people is not unusually high by global standards.

The issue is the number of public servants that are affordable. This takes us straight back to the current wage dispute.

The experience of the past three years is instructive. At last count there were 1.1-million public servants, mainly teachers, health workers, police and soldiers.

The numbers have contrary to popular wisdom been declining — by about 12.5% in the three-year period to end-1998. Voluntary severance packages, normal attrition and outsourcing have been the main sources of the shrinkage.

There has been a sharp drop in the number of lower-skilled public servants, especially manual workers. Significant wage increases in 1996 appear to have encouraged many departments to outsource functions such as cleaning.

Since 1996 there has been a link between wage increases and the growing

pressure to retrench. The wage bill has grown by more than 12% a year as the size of the workforce has been decreasing. A growing pie is being divided among a decreasing number of employees with the result that average pay has for most public servants, risen fairly sharply. Retrenchment pressures have grown concurrently. This is a vicious circle.

In the public service there is a fairly direct relationship between wage levels and employment levels. It is hard to understand why this trade-off is not made explicit since service delivery and employment may be at stake, and the costs (human, social and financial) will be high.

Do government and the unions share a vision of the appropriate size of the public service? Or must the public expect each annual round of wage talks to be followed by a round of retrenchment talks? A smaller public service can be paid better a larger one must inevitably earn less.

The bargaining process is a major grievance among unions. Government, after making its initial offer, failed to engage in meaningful talks for many months. Negotiators had their hands tied, the budget had been announced and specified the wage bill. This left little room for the normal give-and-take of collective bargaining.

There are no easy solutions. After all, Parliament is sovereign and its key power is not only legislative but also voting on budgets. It has been suggested that public service negotiations occur ahead of the budget vote but negotiations rarely stick to timetables. What then? A Business Day editorial has suggested that the budget include an undisclosed amount to give government negotiators flexibility. It is hard to conceive a mechanism for this.

There is a contradiction. The constitution says Parliament must vote on the budget. The Labour Relations Act says parties must bargain on wages in good faith. It is

difficult to do both. There are other process problems. Disputes, like the present one, are meant to be mediated (even arbitrated) by the Commission for Conciliation, Mediation and Arbitration and the Labour Court. It is hard to imagine this happening effectively in a dispute involving billions of rands and Parliament's rights. Unless the law is revisited, a legal/constitutional conflict can be expected sooner or later.

Perhaps the bargaining process in the public service is invariably political and government here, like its counterparts internationally, must simply wait for general elections to receive the bouquets or brickbats that its performance merits.

Unless some of the long-term problems are resolved, however, we can expect an annual repeat of the current bargaining problems.

□ *Baskin is a public policy analyst.*

Strike looms after govt wage offer rejected

EDDIE JANYA

SOUTH AFRICA edged closer to what would be its biggest-ever strike by public servants after 12 public service unions yesterday rejected the government's latest wage offer aimed at averting crippling national industrial action planned for tomorrow.

Accusing the government of showing a lack of commitment to resolve the impasse, three Cosatu affiliates — the National Education, Health and Allied Workers' Union (Nehawu), the South African Democratic Teachers' Union (Sadtu) and the Police, Prisons and Civil Rights Union (Popcru) — gave the government

48 hours to table a better offer

Representatives of the National Union of Public Service and Allied Workers (Nupswaw), an independent union, walked out of the talks when the government refused to improve its offer.

The government tabled a revised offer of 6,3% for the majority of employees and 6,8% for teachers at the Public Service Central Bargaining Chamber yesterday. The unions are demanding a 10% increase.

In a statement, the Ministry of Public Service and Administration said the latest offer had again demonstrated the government's commitment to settling the current dispute amicably.

ET 28/7/99 (3520)

The government is disappointed that the unions have rejected this offer and urges the unions to review their position. We would like to call upon unions to continue with discussions on the basis of a more flexible position.

This will assist in strengthening our long-term relationship. A strike in the current climate will be counter-productive and impact on services offered to all South Africans," the statement said.

Sadtu president Willie Madisha commented "The proposal from the employer does not take the present inflation rate of 8,3% into account. In fact, their proposal requires workers to take

a cut in their take-home pay

"If the state is serious about service, production, transformation and the welfare of its workforce, as well as the interests of the community, the employer will come back to the negotiation table with a new, revised offer."

Nehawu president Vusi Nhlapo said a decision to embark on a national strike was taken several weeks ago. He added that the unions are ready for a "total shutdown" tomorrow.

"We are giving the state ample time to come up with a better offer and are prepared to meet them at any time. If the deadlock is not broken, then we will embark on a strike," he said.

Ginwala defends pay rise for some MPs

ARBUS CORRESPONDENT

Johannesburg — Speaker of the National Assembly Frenk Ginwala has defended pending pay rises for MPs following criticism from public service unions engaged in a pay dispute with the government.

Dr Ginwala said reports that MPs would receive a 10% pay increase were incorrect, but she confirmed that Government was considering a 10% increase in salaries for re-elected MPs to put them on a different

pay scale to first time office bearers

The Steyn Commission recommended in a report completed earlier this year that MPs and Cabinet ministers serving a second term be given a 10% increase.

Government has rejected the public service unions' demand for a similar increase.

Public Servants Association negotiator Anton Louwrens was quoted yesterday as saying unions would not accept anything less than 10% if the Government implemented the pay increase for some

Dr Ginwala said the Steyn Commission has recommended there should be no increase in the salaries of parliamentary office bearers in 1999, but it did recommend that re-elected MPs "should be placed on a higher leg" with a 10% increase.

"The recommendations of the commission will be considered by the President when he determines salaries for MPs," she said.

Government has also come under attack over a R20-million tender for new cars for Cabinet ministers, their deputies, and provincial premiers

Strikes set as pay talks fail

ARBUS CORRESPONDENT (2570)

PRETORIA — South Africa is facing serious disruption after last-ditch wage talks between trade unions and the Government ended in failure.

Union leaders said thousands of public servants belonging to affiliates of the Congress of SA Trade Unions would strike tomorrow, and the Public Servants' Association said it would strike on Monday.

The SA Democratic Teachers' Union (Sadtu), Police and Prisons Civil Rights Union (Popcru) and the National Education, Health and Allied Workers' Union (Nehawu) yesterday rejected the Government's new offer of a 6,15% salary increase.

Sadtu president Willy Madisha said the 0,15%-point on last week's 6% offer was unacceptable. The door would remain open for the Government to come with a new offer before tomorrow to avert the strike.

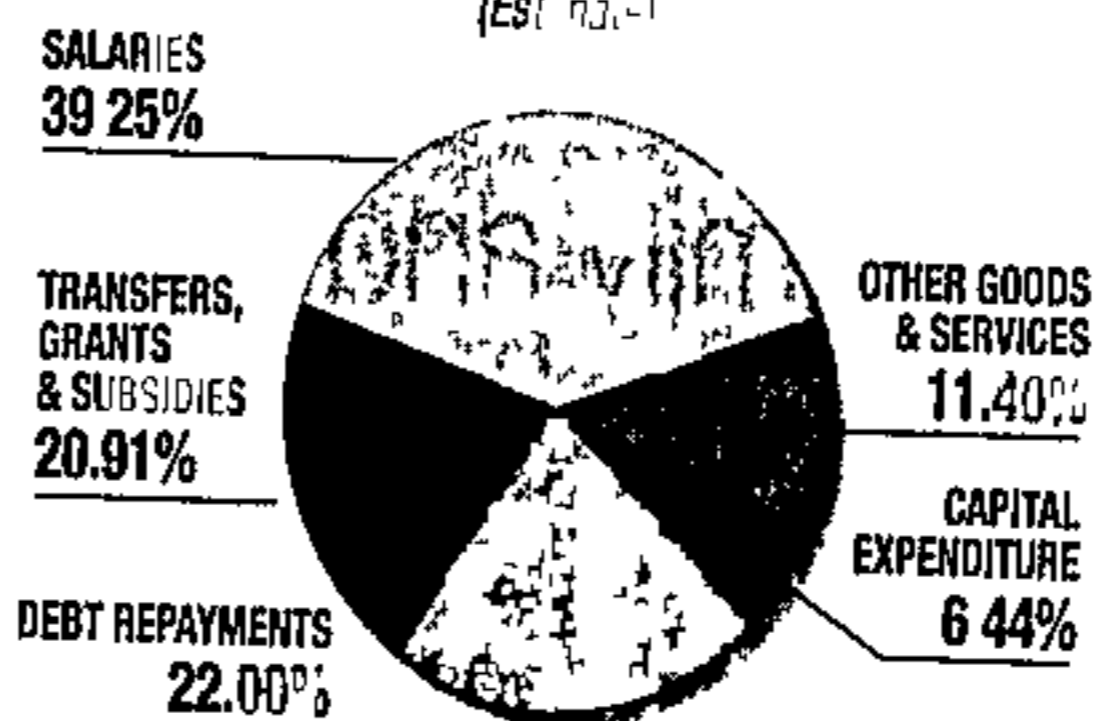
Despite fears that the strike might disrupt essential services, Nehawu deputy president Nolutshando Sibiza said the unions were "responsible and committed to service delivery". Skeleton staff would be provided in key areas such as hospitals.

Our costly civil service, page 4

GOVERNMENT EXPENDITURE

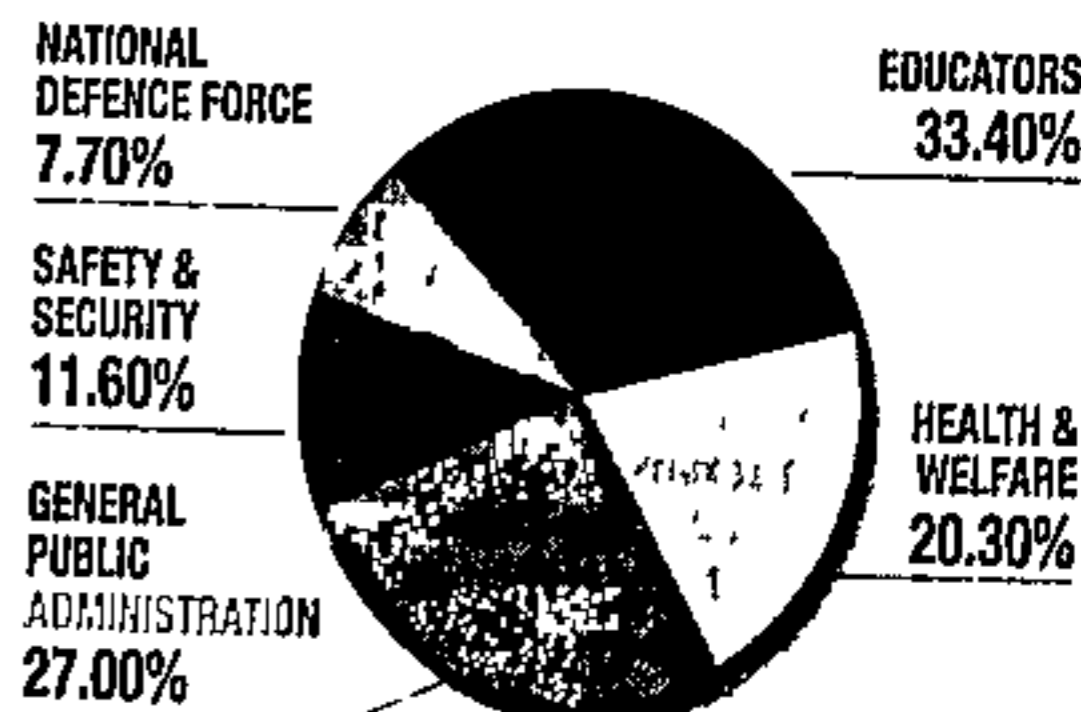
1999 / 2000

(Est. 03.1)



DISTRIBUTION OF PERSONNEL

AS AT MARCH 1999



Size matters in our costly civil service

Government braced to tackle big wage bill

As the stormclouds of public sector strikes gather over the horizon, South Africa is counting the cost of its massive public service

The country expects to spend around R82-billion this year on salaries alone for the more than 1,1 million people on the public payroll

This is before any additional increases are awarded (subject to current negotiations) and represents close to 40% of the entire national Budget. Senior government ministers, including Education Minister Kader Asmal and Finance Minister Trevor Manuel, have repeatedly argued the need to reduce the size and cost of the public service

Hampered in the early days of the first democratic government by a "sunset clause" limiting the retrenchment of white civil servants, the government is now bracing itself to tackle the huge wage bill that continues to deplete state coffers of the resources needed to fund development and services

On top of the R82 billion for wages, a further R40 billion is spent each year on repaying government debt. The total national Budget for 1999/2000 is estimated at R204-billion

The contradiction facing Public Service and Administration Minister Geraldine Fraser-Moleketi is that at the same time as cutbacks are essential in the public sector, an equally important drive towards transformation is also required

But what is the current state of South Africa's public service? Who works in it and what do they do?

Who are they?

A rough profile of the "average public servant" is an African woman operating as a highly-skilled production officer who earns in a range between R47 612 and R111 425 per annum. She works for the provincial government - probably as a clerk in education, health or welfare - in KwaZulu Natal, and is between 34 and 44.

More generally, there are slightly more female employees (50,5%) in the public service than males. The largest group of all is African males (390 000 people, or 35,3%) followed closely by African females (386 000). These two

SPECIAL REPORT



What is the state of the South African public service? Who works in it? What do they do? Political Editor Adrian Hadland gets some answers

groups also represent the largest pool of lower skilled and skilled workers

There are 194 000 white civil servants representing 17,6% of the total. Of these, 108 000 are female and 91 000 are male. Coloured employees (about 94 000) make up 8,5% of the public service, with slightly more females than males. There are about 40 000 Asian employees, accounting for 3,6% of the total, most of whom are males (67%)

At a management level or above (senior or executive) the largest category is white males. There are more than 2 000 white males in management and just over 1 000 African employees in the top three levels

There are 254 African females in management, 19 in senior management and 6 in executive management positions. The corresponding figures for white males are 1 900 in management, 115 in senior management and 6 in the executive management band (the same as African males and females combined)

There is one coloured (male) executive manager and no Asians in this category. There are almost as many white females in management or above as African females

Of the 1,1 million public servants, 90 000 are 55 or older and 30 000 are younger than 25. Most are between 34 and 44

What do they do?

Teachers form the overwhelming bulk of the public service sector. There are 869 000 educators in the country, representing a third of the entire service

The next largest group are general public administrators, the clerks and officials who run the

offices of departments like Home Affairs and the courts. There are close to 300 000 of these, who represent 27% of the total

Health and welfare workers constitute 20% of public servants, or around 225 000 people. The National Defence Force has 84 702 personnel on its books (including the National Botanical Institute), while the police have a staff complement of just over 128 000

The bulk of all of these (close to 600 000) are between 25 and 44

There are 788 937 (or 71%) government employees working in provincial administrations with only 6% in national departments and 22% in service departments (police, defence and correctional services)

The biggest single group of all is African woman educators, of whom there are 181 000, 16% of the entire public service

Where do they live?

Most of South Africa's public servants live in the provinces in which they work. The distribution of public servants is generally associated with the population size of the province. KwaZulu Natal, which has the most people, also has the largest number of provincial government employees (156 000). The Eastern Cape has 136 000, the Northern Province has 119 000, Gauteng has 115 000, North West has 67 400, the Western Cape has 67 200, the Free State has 62 000 and the smallest province, Northern Cape, has 15 000

How much do they get paid?

More than half of the public service, or the 600 000 who are classified as "highly skilled production" staff, receive between R47 612 and R111 425 a year

At the top end of the service, 13 public servants earn in excess of R332 205 and just over 300 take home between R233 078 and R332 205 every year

At the lower end, 222 417 people earn R27 444 per year or less, 247 439 earn between R27 444 and R47 612, and the 3 765 public servants classified as "management" (both general and senior) earn between R171 535 and R332 205

All these figures exclude additional elements of packages, where appropriate, such as car, entertainment and housing allowances

DISTRIBUTION OF PERSONNEL BY SKILLS LEVEL

| LOWER SKILLED | | SALARY UP TO R27 444 PA | |
|---------------|---------------|-------------------------|--------|
| AFRICAN | 78204 | 116739 | |
| WHITE | 3118 1905 | | Male |
| ASIAN | 2194 1443 | | Female |
| COLOURED | 10006 8788 | | |
| TOTAL | 90340 | 182077 | |

| SKILLED | | SALARY R27 444 - R47 612 PA | |
|----------|----------------|-----------------------------|--------|
| AFRICAN | 87119 89612 | | |
| WHITE | 11750 26530 | | Male |
| ASIAN | 1024 3773 | | Female |
| COLOURED | 7841 13990 | | |
| TOTAL | 113534 | 133905 | |

| HIGHLY SKILLED PRODUCTION | | SALARY R47 612 - R111 535 PA | |
|---------------------------|------------------|------------------------------|--------|
| AFRICAN | 175611 214867 | | |
| WHITE | 6203h 70756 | | Male |
| ASIAN | 12570 10813 | | Female |
| COLOURED | 23748 27709 | | |
| TOTAL | 274015 | 324154 | |

| HIGHLY SKILLED SUPERVISION | | SALARY R111 535 - R171 425 PA | |
|----------------------------|---------------|-------------------------------|--------|
| AFRICAN | 8458 3566 | | |
| WHITE | 11836 3937 | | Male |
| ASIAN | 1291 438 | | Female |
| COLOURED | 1492 314 | | |
| TOTAL | 24175 | 8255 | |

| MANAGEMENT | | SALARY R171 425 - R233 078 PA | |
|------------|-------------|-------------------------------|--------|
| AFRICAN | 1027 254 | | |
| WHITE | 1903 234 | | Male |
| ASIAN | 154 38 | | Female |
| COLOURED | 121 34 | | |
| TOTAL | 3205 | 560 | |

| SENIOR MANAGEMENT | | SALARY R233 078 - R332 205 PA | |
|-------------------|-----------|-------------------------------|--------|
| AFRICAN | 120 19 | | |
| WHITE | 115 10 | | Male |
| ASIAN | 19 2 | | Female |
| COLOURED | 22 5 | | |
| TOTAL | 278 | 36 | |

It's still no deal

(250) (152) *Sowetan* 28/7/99

By Mzwakhe Hlangani
Labour Reporter

AWAY to avoid the planned nationwide strike by more than 500 000 public service workers had still to be found; this less than 24 hours before the mass action was due to kick-off. The impasse was confirmed by Government and union wage negotiators yesterday.

The Government had offered an additional R200 million in addition to the R2 billion already on the table, in a show "of commitment to settling the long-standing dispute", but this was rejected out of hand by all 12 public sector trade unions.

The latest offer amounted to 6,3 percent for the majority of public service workers currently earning a minimum wage of R1 500 a month and 6,8 percent for teachers.

Public Service and Administration Minister Geraldine Fraser-Moleketi indicated earlier that a media briefing would be convened later today after the weekly Cabinet meeting had discussed the unions' rejection of the latest offer.

Fraser-Moleketi said the latest offer had once again demonstrated the Government's commitment to resolve the impasse amicably. She expressed disappointment with the unions' rejection and urged them to review their positions.

A strike in the current climate would be counter-productive and impact on services offered, Fraser-Moleketi said, pointing out that the latest offer, with automatic increases provided

in "rank and file promotions", would enhance health workers and police personnel remuneration to well above the inflation rate.

South African Democratic Teachers Union president Mr Willie Madishe, on behalf of the National Education, Health and Allied Workers Union and the Police Prisons and Civil Rights Unions urged the Government to reconsider seriously their offer before tomorrow since the unions were keen to see negotiations continue and thereby avert the planned strike.

He said the decision to embark on a strike was taken three weeks ago and, as responsible unions, they would "be happy to call off the strike" before it started. "It is clear that an urgent resolution of this matter will be in the interest of the country as a whole and not as unilaterally projected by the employer in the pockets of the public servants," Madishe said.

Police union president Mr. Zizamele Cebekhulu emphasised the unions' interest in "unlocking the deadlock" through preparations to provide skeleton staff in various essential services, if the strike began tomorrow. "That's why we give them 24 hours to come with a reasonable offer," he added.

Two independent unions, the National Public Servants and Allied Workers' Union and the Institute of Public Servants had staged a walkout earlier, objecting to the Government's proposal to replace the rank and file promotions system with a comprehensive new wage policy, the unions' spokesman Mr Mike Tlhapane said.

'80% heed strike call'

Teachers and health workers among thousands taking action

REC 29/7/99 (250) (19a)

STAFF REPORTERS

The Congress of SA Trade Unions has hailed today's strike as a big success - and says 80% of workers in the public service are taking part.

They started a two-day strike today after national pay negotiations with the Government failed last night.

The strike involves members of the SA

Democratic Teachers' Union and the National Education, Health and Allied Workers' Union - people who work in the administrative wings of the departments of Health, Home Affairs, Education and Justice.

Nehawu provincial secretary-general Andrew Madella told a press conference that 14 000 workers in the province had downed tools.

The union has 18 000 members in the Western Cape.

"On Monday we will be assessing whether the Government has improved its wage offer. We will then consider if we should go on an indefinite strike. If we have no options, unfortunately we have to strike," said Mr Madella.

Workers in essential services such as hospital operating theatres and the police

service, had not gone on strike, he said.

The Police and Prisons Civil Rights Union (Popcru) has said it will not strike.

There was confusion at many Cape schools today - with some teachers at work, some at school but not teaching, and many pupils staying away.

The provincial secretary of Sadtu, Don Pasquallie, said the union would have "broad consultation with teachers today"

before making a decision.

"In our coastal region, Mitchell's Plain teachers are striking. In the Kraaifontein area teachers decided to stay away today, but will report to their schools tomorrow, where they will withdraw their labour."

Education MEC Helen Zille said the strike had come at a critical time of the school year and warned it was potentially catastrophic.



Minister firm on eve of pay strike

Reneé Grawitzky

CP 29/7/99 (250)

GOVERNMENT stood firm on its final public sector pay offer of between 4% and 6,8% ahead of the planned strike by three unions starting today, but said there was still room for discussion on how to distribute the money.

The Congress of SA Trade Unions said government should grant workers an inflation-linked increase.

Public Service and Administration Minister Geraldine Fraser-Moleketi assured the public that essential services would be provided.

Those working in services such as health, police and prisons are not allowed to strike unless agreement has been reached on minimum service arrangements.

Last night parties agreed to a procedure for unions and management at an institutional level to negotiate arrangements today.

As government appeared to take a tougher line on its final offer and its "no work, no pay" policy, unions across the political spectrum appeared to unite. Unions aligned to the Federation of Unions of SA (Fedusa) will hold countrywide marches tomorrow and full-scale strike action from Monday while a number of independent unions have said they will also strike.

The Fedusa-aligned Public Servants Association said last night that government's position appeared to be hardening.

A union source said it was clear from discussions held yesterday between the unions and government negotiators



Geraldine Fraser-Moleketi

that the divide between union and government negotiators was significant.

Fraser-Moleketi appealed to the unions to continue negotiations.

Speaking after a cabinet committee meeting, she said the parties could arrive at a formula within "the present fiscal constraints" to reallocate the R3,2bn available to fund the pay increase in the present financial year, 1999-2000.

Government, she said, had held down pay increases for high-level professionals in recent years at a time when all parties were aware "that this could result in a brain drain as professionals will find more lucrative employment in other sectors".

Government believed a resolution to the dispute could be found in discussions on a new wage policy to come into effect by December.

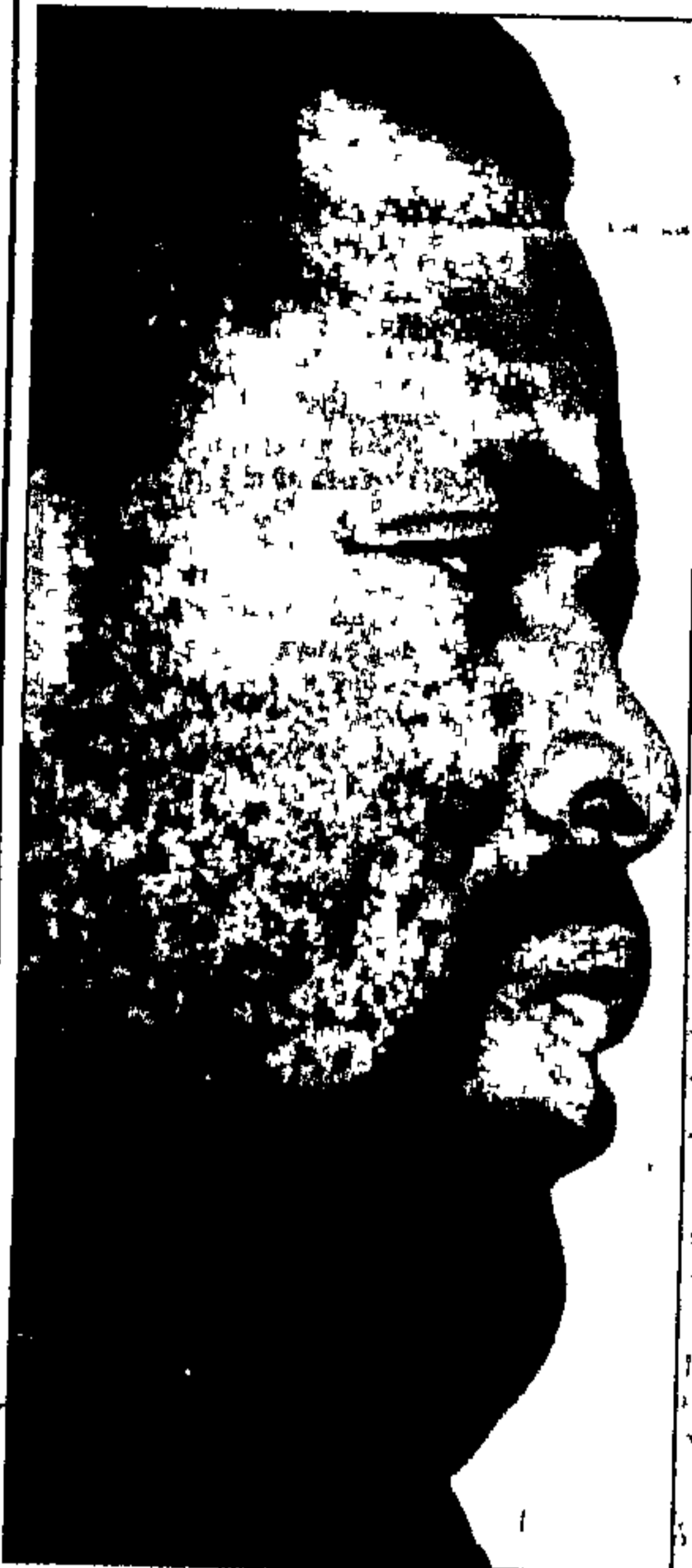
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Civil servants strike

Action by 500 000 workers after talks with government fail

(152) (250)



Sadu president Mr Willie Madisha.

By Mzwakhe Hlangani
Labour Reporter

MORE than 500 000 public sector workers start their strike today after wage talks between their unions and government collapsed.

The unprecedented strike, arguably the biggest in the country since 1994 and is expected to cripple schools, hospitals, police stations, prisons and the courts.

The Government has warned that the principle of no work, no pay will apply for as long the strike continues.

Speaking for the three Congress of South African Trade Unions affiliates which start their strike today, Mr Makoko Lekola said the entire leadership of the National Education, Health and Allied Workers' Union, the South African Democratic Teachers' Union and the Police and Prisons Civil Right Union were still in discussions late last night but said the strike would go ahead.

The Government yesterday endorsed a firm position that it would not be pressured by the unions to increase its latest offer, saying financial constraints would render service delivery impossible.

Public Service Administration Affairs Minister Geraldine Fraser-Moleketi promised instead to review service benefits and urged the unions to seek a solution to the new wage policy.

She said basic and essential services would be available during the strike as provided for in the legislative policy framework agreed with the unions.

Fraser-Moleketi was confident that disagreements that had led to the

strike would be resolved within days as the Public Sector Co-ordinating Bargaining Council (PSCBC) offered to facilitate further meetings.

She said Government's new offer was "quite considerable", with the minimum increase of R270 a month for lowest paid teachers, effective from July 1.

"For instance, a person employed as a cleaner in 1994 earned an average salary of R900 a month excluding housing subsidy, medical and pension benefits, but today earned an average of R1 600 a month and has access to benefits such as R837 medical aid, R837 a month housing subsidy and R240 pension contribution from the Government.

Erosion of service quality

"Any further increases in personnel costs beyond the levels budgeted for will result in erosion of service quality," she said.

● Meanwhile, KwaZulu-Natal health MEC Zwelli Mkhize urged health workers yesterday to consider their moral obligation to patients after news of the strike.

Mkhize was referring to a threat to strike by civil servants after 12 public service unions rejected a pay offer tabled by the Government in Pretoria on Tuesday.

Mkhize said in a statement that his department was concerned for the impact the strike would have on the health sector.

"I would like to appeal to health care workers to consider the consequences of neglecting sick and help-less people," Mkhize said.

He added that contingency plans would be implemented if the threatened strike impacted on the lives of patients.



Public Administration Affairs Minister Geraldine Fraser-Moleketi.

Sowetan 29/7/99

Cops ready to monitor public workers' strike

(152)

Sowetan 29/7/99 (250)

By Justice Mohale, Bhungani Mzolo and Sapa

POLICE yesterday said they had contingency plans in place to deal with any eventuality that might arise during the strike by thousands of civil servants.

Police spokesman Director P Tlo-matsana said police had had talks with the relevant trade unions about routes to follow if their members decided to converge on Pretoria.

He said although some of the policemen would participate in the strike, there was enough manpower to deal with any eventuality.

The Gauteng health department said the no work, no pay rule would apply to those who will take part in today's expected strike.

Spokesman Mr Popo Maja said while the strike was protected, which means that workers may not be dis-

missed, this did not mean workers absenting themselves without a valid reason would be paid.

"And the strike is not one of the valid reasons," he said.

Public institutions that will be adversely affected by the strike include police stations, hospitals, schools and prisons.

"As a result of talks with union representatives, we believe that all essential services will continue to operate and will be adequately staffed by workers in essential categories, which cover not only doctors and nurses, but support service workers such as cleaners, laundry and kitchen staff," Maja said.

He said health authorities were hopeful the dispute would soon be brought to an amicable conclusion.

Sowetan learnt that the superintendents of major hospitals, including

Chris Hani-Baragwanath Hospital, met yesterday to discuss the expected strike.

Meanwhile, municipalities said they would not be affected by the possible strike by public sector workers.

Transformation manager for the Greater Johannesburg Metropolitan Council Mr Pascal Moloi said local government had a separate bargaining council to deal with issues such as conditions of employment and wage negotiations.

"We are giving the people an assurance that municipal services will be rendered effectively and uninterrupted because our workers are not involved in the pending strike," Moloi said.

He said the council had just concluded wage negotiations with the unions representing the municipal workers and it was not worried about the threats of a strike.

Keep on talking, govt tells unions

(250)

CT 29/7/99

JUDY DAMON and FANA PEETE

WHILE public-sector unions go ahead with their planned strike today, the government is adamant that it will not meet their demand for a 10% increase.

Bowing to demands and increasing the R3,2 billion that has been tabled would erode already overloaded services, Public Service and Administration Minister Geraldine Fraser-Moleketi said yesterday.

All that can be done to resolve the present dispute is for the unions to continue negotiations with the government on the allocation of the money within the present fiscal constraints.

While it is too late to stop the strike by members of the South African Democratic Teachers' Union (Sadtu), Police and Prisons' Civil Rights Union (Popcru) and the National Education, Health and Allied Workers' Union (Nehawu), the government would like to appeal to them to continue negotiations in the Public Service Coordinating Bargaining Chamber.

Sadtu spokesperson Thules Nxesi said 12'000 Cape Town teachers were expected to abandon their classes today.

Teachers would be going to school only to inform their pupils that they were "withdrawing their services".

Education MEC Helen Zille said the consequences of a full strike would be "very serious", particularly in disadvantaged schools.

"We simply cannot afford to lose any teaching and learning time. We must find a way in which teachers can advance their interests without undermining the interests of learners," she said.

Popcru has decided not to strike in the Western Cape today. Provincial Popcru

spokesperson Bongani Mtakati said his union would ask police MEC Mark Wiley to review its mandate and try to find a solution without striking.

"But we are not ruling out any action should the talks end in a deadlock," he said.

Nehawu spokesperson Noluthando Sibuya said members were committed to service delivery and that no essential services would be disrupted.

Fraser-Moleketi said basic and essential services would be provided during the strike, as required in the labour laws.

She said the principle of "no work, no pay" would be applied consistently across the public service.

Provincial premiers have issued circulars telling public servants about the application of the principle.

Popcru national president Zizamele Cebekhulu said safety and security would still be upheld today.

He said the courts would be provided with staff.

Gauteng Health Department yesterday met provincial representatives of unions to ensure that essential

services were not jeopardised by the industrial action.

Sadtu president Willy Madisha said all 240 000 members of the union would be withdrawn from schools today.

Education Minister Kader Asmal said there would be no pay for them.

Meanwhile, Western Cape Premier Gerald Morkel said politicians should not accept an increase higher than those offered to civil servants.

Addressing delegates at a luncheon in the city, Morkel said it did not make sense to offer civil servants a 6% increase while politicians could be in for an increase that the Steyn Commission had suggested could be up to 10%.

**FREEZE MPS
PAY, URGES
BLACK SASH**

— PAGE 3

Aggrieved unions to strike

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - About 500 000 civil servants belonging to Cosatu public sector unions will strike indefinitely from today after government gave no indication it was prepared to move on the 6,3 percent average salary increase offer rejected by the 12 public sector unions on Monday

"Government believes there is room for discussion on the allocation of the R3,2 billion that has been tabled to date," said Geraldine Fraser-Moleketi, the minister of public service, yesterday

The South African Democratic Teachers' Union (Sadtu), one of the three Cosatu unions, said the government's offer failed to address the question of the

ET(MR)29/7/99
wage gap between the highest and lowest paid civil servants

Sadtu said accepting government's offer would result in an increase of only R110 for the lowest paid civil servant compared with R607 before tax for the highest paid manager.

The Federation of Unions of South Africa's (Fedusa) public sector affiliates will take part in a national march tomorrow and a strike on Monday to express their rejection of government's offer

Albert Wocke, the general secretary for collective bargaining for the Hospital Personnel Trade Union (Hospersa), said "Government's attitude of allocating a 10 percent increase and two luxury cars to each minister is unethical since they determine their own increases"

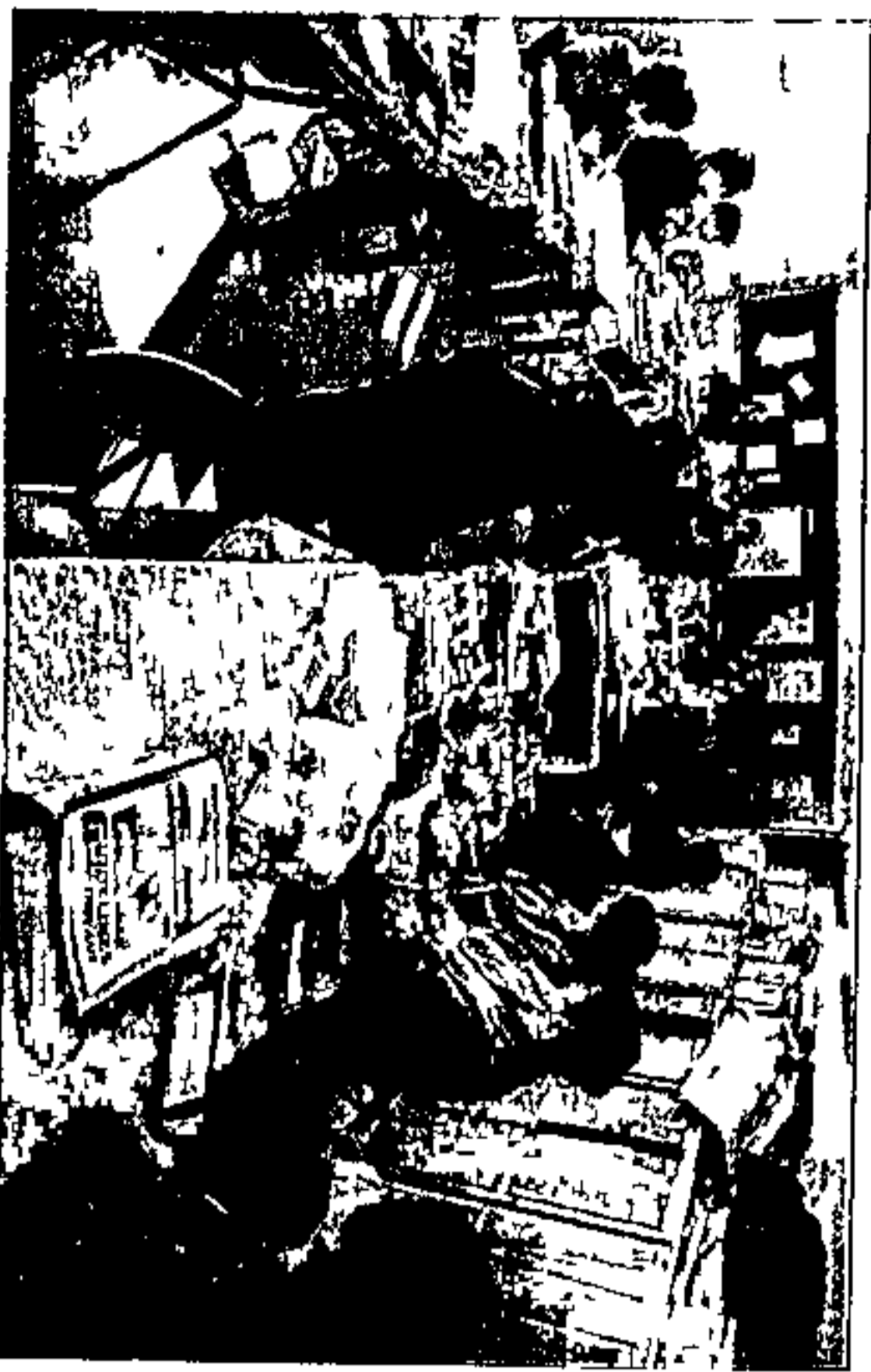
Wocke said "The chaotic

(2ND)
situation at Gauteng hospitals is the direct result of not paying competitive salaries and of the freezing of posts in the health care sector. This caused a brain drain to other countries"

About 70 000 Hospersa members were expected to take part in Friday's march. An estimated 190 000 public servants belonging to the Fedusa-affiliated Public Service Association are expected to embark on a one day strike on Monday.

Cosatu national executive office bearers would lead a national march by their 1,8 million members on Saturday against massive retrenchments

The marchers will demand the convening of an urgent meeting of the supervisory committee of the Jobs Summit to identify and implement its most critical agreements



What do? teachers at Glendale High in Mitchell's Plain meet in the staffroom

300 000 answered

strike call, say unions

STAFF REPORTERS
(950) (152)

The nationwide two-day strike by thousands of public sector workers continued for the second day today, with trade unions vowing not to let up until their demand for a 10% wage increase was granted.

Public sector unions estimated last night that just over 300 000 workers nationally had heeded the call to down tools. In the Western Cape the National Education, Health and Allied Workers Union said 14 000 workers had taken part in the strike. The union has a paid-up membership of 18 000 in the province.

Despite these estimates, most Western Cape hospitals have reported little disturbance. Most of the pickets which Nehawu said would be held outside public service buildings, had not materialised by this morning.

Nehawu provincial secretary general Andrew Madella told the Cape Argus they expected more workers to strike today.

"Members, especially those working at hospitals, were locked in meetings the whole day yesterday. These meetings were to determine which category of worker provided an essential service," he said.

"The talks reached an impasse last night and workers have decided that they are going to strike come

what may," Mr Madella added.

Workers have threatened to go on an indefinite strike unless the government revises its wage offer by Tuesday.

The government is offering a 6.3% wage increase for the majority of public servants and 6.5% for teachers.

Department of Public Service and Administration spokesman Colleen Mshibi said the strike had not affected essential services at institutions like hospitals.

While the department had no monitoring systems, he was convinced that not much damage had been done by the strike.

Teachers picketed at various points on the Cape Flats today. Don Pasqualle SA Democratic Teachers Union (Sadtu) provincial secretary, said teachers at many primary schools had been at schools yesterday as parents had not been informed of the strike.

"Because of the time factor, many schools did not have time to convey the message of the strike to parents. This meant that primary school teachers remained in their classes until the schools closed."

But teachers would not be in their classrooms today.

Meanwhile the Democratic Party (DP) and Inkatha Freedom Party (IFP) have called on workers to return to work.

Kids roam streets as teachers strike

'What about us?' demand angry pupils due to write matric soon

LYNETTE JOHNS AND TARIAN MBETA
STAFF REPORTERS

Children throughout Cape Town were wandering the streets aimlessly for the second day today as striking teachers gathered to picket in support of their wage demands.

And an indefinite public service strike looms if the Government does not increase its offer from 6.15% to at least 8.15%.

Yesterday, teachers who were members of the South African Democratic Teachers' Union, Sadtu, were muddled in meetings, sitting in the sun or talking in staff rooms. Union members had been instructed to report to schools, but to withdraw their labour.

Monday is expected to be a normal school day, but if the wage negotiations don't succeed by then, teachers could stop again from Tuesday.

But at Athlone High, where only four teachers are Sadtu members, noisy students were settling in for lessons.

Deputy principal Mary-Ann Wilson, however, refused to allow a Cape Argus news team to photograph teachers at work.

"We do sympathise with the cause, but our teachers are still waiting on a mandate from their union, the Teacher's League of South Africa," she said.

She said teachers did not want to cause a rift between their union and Sadtu.

Down the road from Athlone High, at Blossom Road Primary, teachers downed chalk at 10.30am and after a staff meeting, decided to support the strike.

Most former Model C schools in Cape Town were unaffected by the strike.

Children not in class yesterday found different ways to amuse themselves. A group of boys was having a great time playing cricket close to Silverlea Primary in Klipfontein Road, Athlone, until they were herded back to school by the principal, even although other children had already left the school.

For many pupils the strike provided a chance "to sleep late and relax but for matric pupils the sit-

ANLS 30/7/99

(152) (381)



Where's the bus? with no teachers on hand to give them lessons, pupils from Silverlea Primary in Athlone wait patiently for a bus to take them home

Belgravia High School pupils, waiting for buses and taxis in Klipfontein Road said they would not go to school today because of the strike.

"It will just be a waste of time," Khululwa Mdinwa said. "What if they decide to strike indefinitely? What about us?"

With only 30 school days left before mock matric exams, Khululwa from Bulemko High in Khayelitsha, said she was getting nervous.

Her friend Babalwa Mngqekozo who wants to study fashion design

next year, said, "If the strike continues, how will we pass? I am so scared I will fail."

Other pupils, who did not want to be identified, said that if they failed Grade 11 this year the teachers would say it was because they had not studied enough.

"However, they are the ones who are not teaching enough," said one angry pupil.

Teachers said they would go back to work only after getting an inflation-related increase.

It is expected that a strike ballot

could be called today.

Jonavon Ruslin, Sadtu's inland regional chairman, said that if an indefinite strike was called, committees would be consulted.

"Sadtu does not want to disrupt education, but we need commitment from our employer to treat bargaining seriously. Their shift from 5.7% to 6.15% is not serious negotiation," he said.

At Glendale High in Mitchell's Plain, pupils went home, but teachers remained at school, debating union issues. They were convinced the Government could not enforce the no-work no-pay rule, as teachers had reported for school.

"We told the children about the strike and they took the decision to leave," said principal Achmat Chooba.

At Zungisa Primary in Guguletu teachers were sitting in the middle of the quad, enjoying the winter sun and their lunches, while a schoolgirl guarded the gate.

At Bongsa Lower Primary, most of the classrooms were deserted, but a group of young girls sat in a circle working on an assignment.

ANDREW ANSHAM

National strike may intensify

By Mzwakhe Hlangani
Labour Reporter

A SLOW start to yesterday's nationwide public service strike by three Congress of SA Trade Unions-allied unions is likely to intensify today when more workers are expected to take part. An estimated 300 000 civil servants reportedly participated in workplace demonstrations yesterday, the three unions said.

National Education, Health and Allied Workers Union (Nehawu) president Mr Vusi Nhlapo said all the unions had come up with a programme of action in preparation for intensifying the industrial action to be announced on Monday.

Members of the South African Democratic Teachers Union (Sadtu), the Police, Prisons and Civil Rights Union (Popcru) and Nehawu participated in the strike action throughout the country yesterday in support of their demand for a 10 percent wage increase.

Nhlapo said the strike was evaluated on an hourly basis and the national leadership monitored schools, government buildings, police stations and prisons, and ensured the provision of skeleton staff to manage essential services.

No meetings were planned between the Government and the unions today, but union leaders said that they were looking forward to return to negotiations.

Though limited disruption of services were reported, the protest action was effective, Popcru president Mr Zizamele Cebekhulu said.

He denied that police and prison warders were not participating in the strike because of confusion, insisting that those who reported for work manned essential services.

In Pretoria, sporadic incidents of picketing were reported in Garankuwa, Pretoria Academic and Kalafong hospitals, according to Nehawu strike coordinator Mr Sbusiso Dlangalala.

The departments of Public Service, Education, Foreign Affairs, Justice and Trade and Industry in the city centre were picketed by a few placard-carrying protesters.

Sadtu president Mr Wilhe Madisha, who expressed elation for the support shown by most teachers, condemned and regretted the shooting of three teachers who were Sadtu members at a Soweto high school.

He stressed that the incident was not related to the strike and expressed his condolences to the families of the deceased.

Breakdown of govt's pay offer

THE Government's offer of pay increases to public servants is as follows:

- Nurses have been offered a 6.3 percent. Student nurses' annual earnings will increase from R27 444 to R29 287, while their salaries will rise by R205 from R2 287 to R2 492 a month.
- The annual earnings of nurses in the middle category will increase from R38 460 to R40 875, translating into an increase of R201 from R3 205 to R3 406 a month.
- Matrons will receive a five percent increase. Their annual salaries will increase from R89 454 to R93 927, which translates to a monthly salary increase of R373 from R7 454 to R7 827.
- Policemen have been offered 6.3 percent. This means student constables will get an increase of R138 from R1 978 to R2 116 a month.
- The annual earnings of sergeants will increase from R47 613 to R53 361 when their monthly salaries go up by R479 from R3 967 to R4 446.
- Annual earnings for the police inspectors will rise from R59 307 to R65 289, representing a monthly salary increase of R498 from R4 942 to R5 440.
- The annual pay for police captains will increase from R74 211 to R82 305. Their monthly salaries will go up by R674 from R6 184 to R6 858.
- General workers have been offered 6.3 percent increase, which will push their annual earnings from R20 997 to R22 317. This means a monthly salary increase of R110 from R1 749 to R1 859.

Public service strike 'not over'

BD 30/7/99 (152)(250)
Reneé Grawitzky

PUBLIC service workers could continue to strike next week if union leaders are not satisfied by government movement on their pay demands.

Initially planned for two days, the strike could resume on Tuesday if government refused to move on its R3,2bn allocation, or increases ranging between 4% and 6,8%, union leaders said yesterday.

As the strike entered its second day, the three public service unions aligned with the Congress of SA Trade Unions (Cosatu) and involved in the strike have demanded a meeting with President Thabo Mbeki in his capacity as African National Congress (ANC) president. The call comes ahead of an ANC national executive committee meeting this weekend at which the strike is likely to be discussed.

The three unions — the National Education, Health and Allied Workers' Union, the Police and Prisons Civil Rights Union (Popcru) and the SA Democratic Teachers' Union — said workers had responded to the call to strike. While it was slow to start, by afternoon about 300 000 workers had taken part in demonstrations and pickets, union leaders said.

"This is a clear message that the workers are angered by the present average government offer of 6,15%," the unions said. They expected support for the strike to grow as it entered its second day today.

Reports indicated that schools were the most affected, with up to 80% of teachers around the country heeding the strike call.

The effectiveness of the strike in es-

sential services such as health was more difficult to assess. Workers in essential services could go on strike only if hospitals agreed on minimum service arrangements ensuring that some staff were at work to ensure the continued and effective delivery of services. By yesterday few hospitals had reached such agreements.

There were sporadic reports of disruption of hospital services. The health department said all indications were that most facilities around the country were operational. Lunch-time pickets took place at a number of hospitals.

Clarity has yet to be obtained on whether police and correctional services staff may strike, even if minimum service arrangements are agreed to, because the Police Act prohibits strikes.

Popcru said its members were on strike but groups of policemen wandering around the centre of Johannesburg denied they were on strike, saying they were on duty, "observing the pickets" outside the offices of Gauteng finance MEC Jabu Moleketi.

A similar response was received from police who put up a roadblock on a route into Soweto. Asked why the roadblock had been set up, they responded "We are working."

The Cosatu-aligned public service unions said they were still open to negotiations. Members are expected to report back to work on Monday to assess the strike and possible further action.

Meanwhile, unions aligned to the Federation of Unions of SA plan to hold countrywide marches today, starting strike action on Tuesday.

Cosatu plans to march in Pretoria tomorrow to protest against continued job losses throughout the economy.

Strike deadlock not over yet

Essential services threatened as unions push for bigger pay increases

ESTELLE RANDALL
POLITICAL CORRESPONDENT

Striking public-service workers will return to work on Monday but may resume the stoppage if their wage deadlock with the Government is not broken.

But besides wages, agreements about minimum service conditions must be met before workers in essential services - health, policing and prisons - can embark on a legal strike.

About a third of public service employees work in essential services.

According to the Labour Relations Act essential service workers may not embark on legal strike action unless they have concluded minimum service agreements at their places of work.

Meeting yesterday, unions and essential service managers were unable to reach agreement. Instead, they agreed to meet sometime in the near future.

If such workers are prevented from embarking on a legal strike, observers believe they could take other forms of disruptive action, which may be more difficult to manage.

The strike is the first major challenge to President Thabo Mbeki's six week-old government and a baptism of fire for new Public Service and Administration Minister Gertrude Fraser-Moleketi.

Over the past two days South Africa's 1.1 million public sector employees engaged in demonstrations and pickets to press home their demands for an inflation linked pay increase of up to 10%.

Unions said about 300 000 employees headed the strike call, which according to reports, mainly affected schools. Essential services such as policing and health care were largely unaffected.

Despite the two day strike, the Government has maintained that it cannot meet the unions' demands for a 10% increase without compromising delivery of social services. Since negotiations began almost



WE SHALL NOT BE MOVED about 2 500 public-sector workers picketed in the centre of Pretoria yesterday to demand wage increases

Picture PETER ANDREWS

seven months ago, the Government has revised its offer twice. A week ago the Government shifted from 5.7% to 6% for most civil servants and 6.5% for teachers. This week it increased the offer to 6.3% for about 90% of employees and 6.8% for teachers. The latest offer would add R200-million to the R3-billion budget for public-sector increases.

But the unions, who at first demanded a 15% increase, maintain this is not enough. "We would like to see them make a major shift, of say 6.7% or 6.8% for the lowest-paid workers," said Abbey Witbooi, general secretary of police union Popertu.

Mr Witbooi said the unions were ready to go back to the negotiating table so that the Government could reassess the situation when workers were back at work on Monday. The strike has thrown into stark relief the dilemma the Government faces of cutting its spending on wage

costs - so that it can put more into developing infrastructure for basic needs - and honing a public service that is able to deliver in crucial areas such as education, health care and policing.

Although the public service shed about 13% of the personnel it had in 1994, most of these were in lower-level and part-time jobs. Since 1994 the number of teachers and nurses has increased by about 40 000. The wage bill has also increased at about

1% above inflation between 1997 and 1998. This year the public sector wage bill will devour up to 51% of the budget which does not go towards servicing debt. According to information from the Department of Public Service and Administration, the average annual salary for educators is R67 067. For nurses, it is R52 026 and for the police, R59 787.

Currently teachers, health workers, the police and correctional service workers make up the bulk of the 1.1 million public-service workers. While the Government has maintained that the difference in percentage terms is not large, it amounts to thousands in rands. An increase of a half percent on the Government's current offer means R250-million more.

Some observers believe that if deadlock continues the strike could develop a momentum of its own. Twelve unions are involved in the

dispute, which may make coordination difficult. The three largest - the National Education, Health and Allied Workers' Union (Nehawu), the Police and Prisons Civil Union (Popertu) and the SA Democratic Teachers' Union (Sadtu) - are affiliates of the Congress of SA Trade Unions (Cosatu). Others are affiliated to the Federation of Unions of SA Unions (Fedusa) or are unaffiliated.

While the Cosatu unions called on their members to strike this week, Fedusa has indicated that its members will strike this Tuesday. And while Popertu has indicated a reluctance to engage in a full-scale strike, the South African Police Union, which is not affiliated to Cosatu, has hinted that it may call on its members to do so. Jerry Botolo, of the Fedusa-affiliated Hospital Personnel Trade Union, said his union would consider a full-blown strike, even though most of its workers provided essential services and could face dismissal.

The Cosatu affiliated Nehawu did not participate in a lunchtime demonstration by about 200 members of Fedusa outside the main gates of Parliament yesterday. Nehawu's parliamentary liaison officer Mark Sweet said the union would continue to seek negotiations with the Government.

There have been no major disruptions so far but a protracted strike could result in serious problems in the crucial areas where the Government has pledged to improve delivery. Education, in particular, could be hardest hit, with matric exams on the horizon. Last year there was only a 50% matric pass rate.

Teachers comprise about 30% of public-service workers and schools have so far been most affected by the stand-off between the Government and the unions.

Bhekis Khumalo, of the Education Ministry, said yesterday that about half of South Africa's 320 000 teachers had headed the strike call and that township schools were most affected.

The New National Party has called for teachers to be declared as essential service workers.

152 (152) (200) AKG 31

7 | 99

Civil servants promise bigger show next week

BRENDAN BOYLE

Johannesburg - South African public servants ended their two-day walkout yesterday vowing to mount a bigger and broader strike against President Thabo Mbeki's new government if their wage demands were not met.

David Makhura of the National Education Health and Allied Workers Union, said participation yesterday was up from the estimated 300 000 who joined the strike on Thursday.

"Our overall impression is that today the strike had more impact than it had on Thursday, even to the point that some essential services were affected," he said.

Unions representing half of the 1.1 million public sector staff are demanding a 10% wage increase. The Government has offered increases between 6.2 and 6.8%.

Reacting to the first major public-sector strike since the transition from apartheid to democracy in 1994, the Government has warned that strikers will not be paid and essential service staff who strike will face disciplinary action.

Bheki Khumalo, of the Education Ministry, said about half of the country's 320 000 teachers downed chalk for a second day yesterday but no serious incidents were reported at schools.

Public Service and Administration Minister Geraldine Fraser-Moleketi, who heads the Government's negotiating team, declined to comment yesterday.

The ministry said it had received a note from the unions calling for action by tomorrow to avert a potentially more damaging strike on Tuesday.

"The fight is getting very rough indeed"

Nehavu president Vusi Nhlapo said the unions had met the Government during the strike but there was no move now to resume the talks.

Mr Makhura said the unions would probably resume the strike on Tuesday if the Government did not improve its R3.2-billion wage offer.

"We're meeting on Sunday as leaders of the three public-sector unions and we will decide then what action to take from 'Tuesday,'" he said.

"If there is going to be any progress, it can only come from the Government. They are the only ones who can make a meaningful step forwards."

Mr Makhura said the unions would remain open to negotiations based on the country's 7.3% consumer inflation rate but

that the Government would have to make a significant new offer.

"If there is no movement from the Government by Monday, it is logical to assume that our action will escalate," he said.

Mainly white unions representing about 160 000 public sector workers joined the strike yesterday and have echoed the threat of escalated action next week.

The strike had little obvious impact, but witnesses reported long queues at hospitals and border-control points.

Political analysts described the strike, which comes just six weeks after Mr Mbeki succeeded Nelson Mandela as president, as a challenge to the Government's commitment to fiscal discipline.

"The fight is becoming very rough indeed. The big question now is who is going to blink first," said political commentator David Welsh - Reuters

(152) (250)

RRG

31/7/99

THE public service a bitter-sounding Trevor Manuel told Parliament earlier this year, had been the "poison chalice" of Nelson Mandela's government.

Five years after taking power and having implemented visible changes in a number of spheres of society the ANC government was still struck with a bureaucracy that looked much the same as it did when it was inherited — too big, underskilled and inefficient. The only difference was that it cost more to maintain thanks to the fact that employees especially those on the lower rungs were better paid and had more benefits.

Manuel's argument — since repeatedly echoed by President Thabo Mbeki and the new Minister of Public Service and Administration, Geraldine Fraser-Moleketi — was that rising personnel costs were limiting the government's ability to increase spending on services and infrastructure.

This was the backdrop to this week's strike by thousands of teachers and other public servants in unions affiliated to Cosatu. The intensity of the strike has been moderated by the provision in the Labour Relations Act which prevents workers in essential services — such as the health services, police and prisons — from going on a full-blown strike. The strikers may, however, be joined by thousands more next week as Fedusa unions, organising mainly white civil servants, prepare to launch action of their own.

The wage dispute itself is clear cut — it's simply about money. With the Budget having shrunk relative to inflation over the past two years demands by unions for inflation-related increases have become difficult to accommodate.

A government negotiator said "What's driving the wage dispute is simply that if the Budget declines relative to the consumer price index by two or three percent and salaries go up by inflation, then you have a problem. After two years of a shrinking Budget it gets harder and harder to compromise. Two years ago, we could afford to find a little extra — that has got tougher."

But while for pure economic reasons a battle over wages has been a long time coming, this week's showdown has a broader significance. In its aftermath, the government will have to make a new attempt at restructuring the public service. If it is to get rid of the poison chalice, it will have to simultaneously drive a hard bargain as employer and win the co-operation of unions for restructuring. Doing so will mean walking a fine line during the strike.

The government's previous attempts to restructure the public service have been a litany of expensive mistakes. The first came when in negotiations with public-service unions shortly after



STANDING FIRM: The Minister of Public Service and Administration, Geraldine Fraser-Moleketi, says rising personnel costs limit the government's ability to increase spending on services

Counting the cost of pay

The government's decision this week to tough it out with the unions over wages is its first step to rein in the public service after some expensive policy disasters, says CAROL PATON

ST/1/8/99

into something more appropriate. The second mistake came a year later. In a bid to reduce staff complements, the government unveiled a plan to grant voluntary retraining to those who applied. Coupled with the voluntary retraining plan was a bold overhaul of salaries and wages over three years, which raised salaries all-round — especially those of the lowest-paid and professionals.

The theory was that the salary increases would pay for themselves as the size of the workforce began to shrink. But, as could have been predicted, it was the more skilled personnel who left — the bulk of the excess employees remained. This made some people into millionaires while others remained poor and it did not transform the public service one iota.

With the three-year agreement only a year old, the government reneged on its commitment at the next round of wage negotiations, declining to pay the full amount it had promised the year before.

A further consequence was that with the collapse of the agreement, the government and the unions were left without a wage policy — making each round of annual bargaining a free-for-all. This was exacerbated by the fact that wage improvements for civil servants are tabling in the Budget before wage bargaining begins.

Teachers, better able to strike because they are not classified as essential, have also, not surprisingly, been more willing to do so. After a stand-off over the retraining of temporary teachers last June, the South African Democratic Teachers Union emerged the victor and the government altered a headcount of all teacher

promotion encouraging them to move as fast as possible out of the classroom and into administration.

The notch increases, said the Education Department's human resources director Duncan Hinde, would probably be reinstated — although this time they are likely to be performance-linked in some way.

Teachers, better able to strike because they are not classified as essential, have also, not surprisingly, been more willing to do so. After a stand-off over the retraining of temporary teachers last June, the South African Democratic Teachers Union emerged the victor and the government altered a headcount of all teacher

But the problem around teachers is nowhere near being solved. Hinde said that, at 359 000, the country has "the right global number" of teachers. But 110 000 teachers are underqualified and sources within the Department of Public Service and Administration are dubious that no retrainments will be required.

The frequent reversal of policy decisions sums up the government-as-employer role it has played as vacillating and ambitious. Now, as the five-year moratorium on retrainments expires and the government enters a less-constrained environment, a solution is once again on the table.

Transformation of the management echelons has already begun and all management-level employees up to director-general have signed performance contracts. In their cases, the performance contracts can be as specific as to set out exact targets for service delivery.

New legislation — expected to come into effect in January — will also hold senior managers

in the public service personally responsible for unauthorised expenditure. But the hard part will be rationalising the lower end of the scale. This time it involves a detailed headcount or skills audit of the entire workforce — a process which has as one of its primary goals the ending of the dispute between government and labour on numbers.

A government official said "It's very difficult to put numbers forward and, even when we do, unions don't believe them. There isn't even agreement on the basic number of public servants."

This could be a long drawn-out process. During May's announcement of the skills audit, government spokesman Joel Ntshunzhe said the Cabinet anticipated that the result would be known within six weeks — implying that action on restructuring was only weeks away.

But this week the Cabinet accepted a more realistic time frame of six months — the audit is now expected to be complete by December.

The skills audit aside, using methods which compare the number of public servants per capita, officials predict that more than 100 000 jobs will need to go. By any standards, this is a staggeringly large amount. The government's public estimates have never exceeded 50 000.

Yet the same officials admit that even if science puts the number of retrainments at 100 000, the reality is that political dynamics will temper the outcome.

"In the end, we will do something between science and politics and come up with something that is more palatable politically," said the official. The government has agreed to hold a sectoral jobs summit in the public sector — an opportunity, Cosatu believes, to initiate a broader debate on the nature of the state and service delivery.

A complex bargaining process lies ahead. With agreement in principle to consider redeployment rather than retraining, an important question will be whether the government agrees to this happening across all of its departments.

However, the prospect of the government negotiating through the morass in a way that can satisfy both science and politics depends on ensuring that the battle being waged over wages does not become a

unions for restructuring. Doing so will mean walking a fine line during the strike.

The government's previous attempts to restructure the public service have been a litany of expensive mistakes. The first came when, in negotiations with public-service unions shortly after taking power in 1994, the government guaranteed absolute job security to all employees, signing an agreement that there would be no retrenchments for five years.

The agreement may have been important for stability, but the moratorium tied the government's hands, making it impossible to mould apartheid's mul-

lowest-paid and professionals.

The theory was that the salary increases would pay for themselves as the size of the workforce began to shrink. But, as could have been predicted, it was the more skilled personnel who left — the bulk of the excess employees remained.

And even with the salary adjustments, many — in particular, the police — remained poorly paid.

As a result said Vusi Nhlapo, the president of the National Education and Health Workers Union, "the public service is one of the biggest problems in South Africa today. The first attempt at restructuring went awry. It

agreement the government and the unions were left without a wage policy — making each round of annual bargaining a free-for-all. This was exacerbated by the fact that wage improvements for civil servants are tabled in the Budget before wage bargaining begins.

Mistakes were also made with teachers, who were at the forefront of this week's industrial action. Apart from wages, one of the issues fuelling their anger is the withdrawal of "notch" increases: annual increases that rewarded teachers for accumulating experience. With these gone, the only route to improving their salaries comes from

sified as essential have also not surprisingly been more willing to do so. After a stand-off over the retrenchment of temporary teachers last June, the South African Democratic Teachers' Union emerged the victor, and the government after a headcount of all teachers, backed off on retrenchment plans.

The stand-off was one of the reasons the government did not back down this time.

"Every time there is a dispute, the unions threaten to strike. The government is saying that that trend has to stop," said an official who has been part of the negotiations.

'UNIONS MUST SIT IN ON FINANCE COMMITTEE'

Plan to end govt pay strife

(año) CT 2/8/99

JOHANNESBURG: The ANC hopes a summit with Cosatu and the SACP will solve annual disputes between public service unions and government. **EDDIE JAYIYA** reports.

IN a bid to avert future strikes, the African National Congress is to insist that public service unions are represented at meetings of the parliamentary finance committee, which discusses the Budget

ANC spokesperson Smuts Ngonyama said yesterday that the national executive committee (NEC), meeting for the first time since the general elections, had discussed the wage dispute between the government and the 12 public service unions

The unions want a 10% increase on a declining scale, which represents a compromise from their initial 15% demanded. The state is offering 6,3% for most public servants and 6,8% for teachers — slightly more than its initial offer of 5,7%.

"We felt there was a weakness in the negotiation process and that a new framework was necessary to avoid annual stand-offs between the government and unions," Ngonyama said "We will insist that unions participate in the finance committee"

This step would see Cosatu-affiliated unions — which walked out of finance committee meetings two years ago, claiming their views were ignored — resume their attendance

It also represents an attempt to get unions to agree to the wage bill at the committee level — which would mean wage negotiations would take place in committee meetings. If the unions attend the meetings, the ANC and the government would have to give weight to their views

"We believe the parties entered the talks with final offers and demands and have been reluctant to shift their positions," said Ngonyama

"We will convene a summit of the alliance (ANC, Cosatu and SA Communist Party) on Thursday and Friday, at which the deadlock and negotiation processes will be discussed. We hope the summit will produce creative proposals that will prevent annual stand-offs between government and public servants."

Cosatu acting general secretary Zwelinzima Vavi said the negotiation process was flawed. There was no bargaining about wages and the wage bill was determined by Parliament

"This spoils the environment before negotiations begin. We need mechanisms that will enable the unions to negotiate fully before the Budget is announced."

The National Union of Public Service and Allied Workers (Nupsaw), which represents court interpreters, magistrates, prosecutors, health workers and teachers, intends to go on strike today.

Nupsaw publicity secretary Mike Thlapane said more than 80 000 members would strike.

The union had asked the government to make contingency plans for hospitals, he said

His union did not recognise essential services. "The government has a tendency to talk of nurses and police as essential services staff. If they classify these workers as essential servants, they should pay them more."

Unions expected to trim demand for 10% rise

ED 2/8/99

250

Reneé Grawitzky

PUBLIC service unions aligned with the Congress of SA Trade Unions (Cosatu) were last night expected to moderate their wage demand in a bid to settle with government and head off further strike action.

SA Democratic Teachers Union (Sattu) president Willie Madisha said ahead of a meeting of the unions last night that his union would not settle for anything less than an inflation increase. Inflation is in the region of 7,3%.

The National Education Health and Allied Workers' Union (Nehawu) and the police and prisons union Popcru were also involved in last night's meeting. The three unions went on strike on Thursday and Friday last week in support of a demand for a 10% wage increase, implemented on a sliding scale.

The strike had most impact in black schools around the country.

Last night's meeting was called ahead of a scheduled return to work today by thousands of public servants who participated in the two-day strike last week.

The unions said last week that workers would return to work today to assess the effectiveness of the strike and decide whether to resume it tomorrow.

Unions aligned to the rival Federation of Unions of SA (Fedusa) plan to embark on a one-day strike tomorrow.

The latest government offer, which it has said is final, is a 6,8% increase for teachers and between 4% and 6,3% for other public servants, with an average rise across the public sector of 6,3%.

Unions representing more skilled staff and professionals, mainly affiliated to Fedusa, are challenging the proposed pay increase in the light of government's commitment to retain such staff, many of whose skills are in demand in the private sector.

Public Service and Administration Minister Geraldine Fraser-Moleketi last week signalled a firm stance on govern-



Geraldine Fraser-Moleketi

ment's pay offer. An inflation-linked increase would cost government about R3,8bn; its current offer would add R3,2bn to the wage bill.

There is speculation that government has a very small reserve which could still be put on the table, but not enough to pay an inflation-related increase for all workers.

Teachers argue that they deserve a higher increase because they are not eligible for rank and leg promotions available to other public servants. Government could accommodate their demand by juggling resources.

This could create tension between the different occupational groups and their respective unions. Tensions have emerged not only between the unions affiliated to Fedusa and Cosatu, but among the Cosatu affiliates.

Settlement of the dispute will require a 50% vote by the unions in the public service co-ordinating bargaining council. Cosatu represents an estimated 42% of workers and Fedusa 39%. The balance of power lies with independent unions, such as the National Professional Teachers' Organisation of SA.

National strike called off

Sowetan 2/8/99 (250) (102)
By Mzwakhe Hlangani
Labour Reporter

THE nationwide public sector strike by three Congress of South African Trade Unions-affiliated unions has been suspended and 500 000 members will report for work today, union officials announced yesterday.

While other unions engaged in the wage dispute vowed to intensify the strike and protest actions this week, National Education Health and Allied Workers Union, Police Prisons and Civil Rights Union and

the SA Democratic Teachers Union took a respite to assess the situation.

Nehawu deputy general secretary Mr David Makhura, speaking on behalf of the three unions, said it was decided that the action be suspended after union leaders had conducted a series of report-back meetings countrywide at the weekend.

Union members were urged to wait for a directive from the three unions as they were locked in meetings last night to decide on the effectiveness of their strategy, he said.

It is understood that Government

negotiators and the unions have held informal talks since the strike started last Thursday, but this was vehemently denied yesterday by the leaders of the three unions.

Institute of Public Servants and Public Union of Servants and Allied Workers spokesman Mr Jav Bhali said their members would go out on strike today, but insisted the call to heed the strike was "a voluntary one" on its 69 000 membership.

Federation of South African unions also announced it would mount its protest demonstration today.

Strike postponed for more talks

SAPA AND STAFF REPORTERS

Three public sector unions today postponed their strike and said they were ready to resume pay talks with the Government tomorrow.

"The Minister for Public Service and Administration (Geraldine Fraser-Moleketi) has expressed eagerness for the parties to return to the negotiating table," South African Democratic Teachers' Union president Willy Madisha said at a news conference in Johannesburg.

"In the light of this, the Congress of

South African Trade Unions' public sector unions have agreed to return to the table and to postpone further strike so that normal service to the public may be resumed pending the outcome of such negotiations."

Sadhu, along with the National Education, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union, will, however, continue to hold lunchtime pickets and mass meetings this week to press home their demands.

The three unions would consider reverting to a full-blown strike next Monday if the talks were unsuccessful, a spokesman said.

Members of the three unions were expected to return to work today after a strike that mainly affected schools and hospital support services last Thursday and Friday.

Nehawu president Vusi Nhlapo declined to discuss the union's bottom line, but he said the union would go into tomorrow's talks demanding a "graduated 10% increase".

"This would in fact mean increases of above 10% for lower paid workers and below 10% for highly paid public servants," Mr Nhlapo said.

By Geraldine Fraser-Moleketi

SINCE the present Government came into office the challenge of recreating a public service responsive to the needs of the people has been a big task.

In addition to transforming the public service into an integrated unit and ensuring that parity and equity governs the employment conditions of all public servants the Government has had to re-engineer itself to provide efficient quality service particularly to the poor.

In that context, the Government had to contend with finding an appropriate balance between personnel and non-personnel expenditure. Achieving these ends requires both excellent human and other resources.

The optimal balance between personnel operating and capital expenditure is imperative to realise the Government's service delivery goals. Currently education, health, police and defence account for around 80 percent of all public servants.

In the development of personnel costs two phases emerge in the recent past. Between 1994 and 1996 personnel costs rose rapidly, outstripping the growth in budgets. But the causes of the growth changed over the period.

After 1996 real growth in remuneration measured by consumer inflation slowed significantly – but since total budgets lagged behind consumer inflation the share of personnel cost continued to rise.

On average, increases in salaries levelled out at around one percent a year in real terms.

In unpacking the rising personnel costs we must consider the crucial factors affecting the increase relative to total spending, and then the real trends.

The crucial factors include:

- The decline in overall expenditure relative to consumer inflation in the past two years,
- The substantial rise in major benefits between 1994 and 1996 as black people, women and unskilled workers gained access to them,
- The decline in the employment of unskilled and part-time workers while better-paid professionals, especially nurses and teachers, gained jobs and

- The historical trend toward massive variations in growth rates of public service salaries, which was contained only in the past two years.

Rising personnel spending has formed a major concern for provincial administrations. Since 1995/96 provincial budgets taken together have fallen around five percent behind consumer inflation while personnel costs have remained more or less constant.

Welfare grants comprise 45 percent of non-personnel costs in the provinces. It is not surprising that provincial

Balancing public service budget

Soweitan 3/8/99

(250)



South African Democratic Teachers Union members protest in Soweto last week as part of the two-day strike by public service workers over their wage dispute with the Government.

PIG ANTONIO MICHAVE

administrations complain that they cannot afford capital investment.

Education and health comprise around two thirds of provincial budgets. Since these services are inherently labour intensive, it has proved difficult for provinces to contain personnel costs.

Moreover, the provinces that incorporated large homeland areas have the highest shares of personnel spending. These provinces have relatively low levels of spending per person plus high levels of employment in administration, economic services and infrastructure.

Three strategic issues that require consideration in managing personnel cost include:

- Whether the Government seeks to reduce real spending on personnel substantially, or only as a percentage of total spending
- The importance of establishing standardised definitions across the Government for capital investment, operating costs and personnel costs, and
- The need to define the relative

importance of major services and the nature of those services, particularly with respect to its impact on the levels of employment.

Analysis of the factors behind the climb in personnel costs indicates little scope for salary restraint. Three strategies seem likely to slow the overall increase to just over inflation, but will not generate major savings.

- Unskilled salaries should not increase so rapidly in the next few years. Improved career paths, permitting elementary workers to take on semi-skilled jobs, should become the main way to improve incomes at the lowest levels,
- Health, police and administrative personnel receive automatic promotions to the next salary level every three years. Replacing this approach with a more sustainable and equitable salary system across the public service would relieve the pressure on their budgets and
- A commitment to stable real salaries would avoid unnecessarily

high increases and make budget planning easier.

Strategies to reform benefits seem more likely to relieve the fiscus without harming incentives. Measures to ensure more efficient medical aid and to deal with the homeowner allowance seem urgent to avoid an explosion in cost as more people join the schemes.

Reform of the pension fund promises more positive benefits. It could free up funds for other purposes enabling some growth in total spending and reduce the share of the budget that goes for personnel expenditure.

Finally, strategies for managing personnel costs must deal with the structure of employment.

But first, they must answer some key questions. Above all, how many public servants do we need, and in what sectors?

The main government services – health, education and police – are inherently labour intensive. In contrast, departments that provide infrastructure or economic services can choose

between relatively capital-intensive and more labour-intensive strategies.

By extension the mix of government activities that comprises the overall development strategy will largely determine the scope for reducing personnel expenditure.

In South Africa, a focus on capital investment needs to be balanced by an expansion of investment in people and communities – which requires improvements in labour-intensive services like education, health and policing as well as in infrastructure and housing. After all, in this country, historically low investment in skills and neighbourhoods forms perhaps the most serious obstacle to both human development and economic growth.

To manage personnel costs in the major services requires more coherent strategies for determining an appropriate balance between personnel, consumables and capital investment, and setting realistic staffing norms for both professionals and support staff.

Managing personnel costs in departments that provide infrastructure and economic services offers a different set of challenges.

First, the delivery mechanism chosen will affect fiscal accounting substantially. These departments have the option of using public servants for construction or production, outsourcing to big companies or other groups or establishing agencies or parastatals. The former approach will lead to higher personnel costs on the budget. More fundamentally, a variety of criteria should guide the delivery strategy. These factors include the capacity of the Government and private sector to meet social needs efficiently, the cost of bringing about changes in employment and delivery systems, the impact on broader regional development, empowerment and so on.

Currently, departments providing economic services and infrastructure in the provinces – essentially departments of agriculture, public works, transport and local government and housing – employ around 100 000 employees.

Most of these workers are relatively unskilled, earning a package of around R30 000 a year. Shrinking these functions substantially could cut personnel spending to around 51 percent of total spending, from the current 52 percent.

In short a major challenge for the Government lies in reconciling the need for service delivery, maintaining fiscal discipline, fostering sustainable labour-creating economic growth and the desire to stabilise salaries.

This challenge is not an easy one and requires numerous trade-offs and difficult decisions.

(The author is the Minister of Public Service and Administration.)

Wage talks resume as Fedusa members strike

René Grawitzky (178) (270) 08 3/8/99

The resumption of wage talks between government and public service unions today coincides with a one-day strike by employees affiliated to the Federation of Unions of SA (Fedusa).

The return to the bargaining table comes in the wake of a series of week-end meetings aimed at ending the deadlock over wages.

Public service unions aligned to the Congress of SA Trade Unions (Cosatu) met on Sunday night to assess last week's two-day strike and to explore options for a settlement.

At the same time, the African National Congress (ANC) national executive committee emerged with a neutral statement on the dispute. It called on Cosatu to return to the parliamentary portfolio committee on finance so that labour could participate in discussions on the budgetary process.

The ANC did not comment on the substance of the dispute.

A special Cosatu executive committee meeting today is expected to discuss the issue. The Cosatu unions said consideration should be given to ensuring that future negotiations are concluded ahead of the budget so that proper negotiations can take place.

The Cosatu unions have suspended their programme of action pending further talks in the public service co-

ordinating bargaining council

The unions said yesterday that depending on the outcome of talks, further strike action could be contemplated from next Monday.

National Education Health and Allied Workers Union president Vusi Nhlalopo declined to comment on whether the unions had revised their demand for a 10% increase implemented on a sliding scale. "We know where we are going to settle," he said.

Government's current offer is 6.8% for teachers and between 4% and 6.3% for other public servants, with an average of 6.3%.

Public Service and Administration Minister Geraldine Fraser-Moleketi said government believed "there is room for discussion" on the R3.2bn allocation currently on the table.

The Fedusa-aligned Hospital Personnel Trade Union of SA said ahead of today's strike that government had refused in most provinces to ensure minimum service agreements were in place so that some workers classified as essential could participate.

Meanwhile, some magistrate and regional courts were affected by yesterday's strike by the National Union of Public Service and Allied Workers.

The union claimed that courts in Pretoria, Bloemfontein and Welkom were affected. It said the action would continue indefinitely unless the state improved its pay offer.

Cosatu members to resume talks

EDDIE JAYITA

JOHANNESBURG- Cosatu public sector unions have postponed their industrial action to give negotiations another chance.

The decision was taken at a marathon meeting on Sunday night, at which union leaders reviewed the impact of last week's two-day strike.

More than 300 000 workers took part in pickets, demonstrations and marches last week.

The National Education, Health and Allied Workers' Union (Nehawu), SA Democratic Teachers' Union (Sadtu) and Police and Prisons Civil Rights Union (Popcu) said the decision to suspend the industrial action had been influenced by the government's eagerness to return to the negotiating table today.

Pay talks collapsed last Tuesday when unions spurned the government's revised offer of 6.3% for most public servants and 6.8% for teachers.

The unions are demanding a 10% increase on a declining scale.



WORKERS WILL LOSE. Willie Madisha, president of Sadtu

They had initially asked for 15%.

Sadtu president Willie Madisha said most workers in the public sector were badly paid.

The government's offer amounted to a cut in real wages and workers could not be expected to accept a decline in their living standards.

The government was being insensitive as it was buying luxury cars for ministers and proposing a 10% rise for MPs while proposing increases below the inflation rate for lower-paid workers in the public service, Madisha said.



NEW APPROACH NEEDED. Geraldine Fraser-Moleketi.

"We are concerned at the attempts to play teachers off against other employees by indulging the question of pay progression for teachers in the offer for salary increments for the public sector," he said.

"Pay progression is a separate issue. The general salary increment needs to be handled and funded separately."

Nehawu president Vusi Nhlalopo said the structure of the public sector bargaining process was flawed. The unions would seek better coordination between negotia-

tions and the drawing up of the Budget.

"We would prefer the two processes to be integrated," he said. "The budgetary process should be maintained, but we must look at the total wage bill."

Announcing the resumption of talks, Public Service and Administration Minister Geraldine Fraser-Moleketi said the government hoped all 12 public sector unions would take part constructively in the discussions and resolve the dispute.

"The government had placed R3.2 billion on the table and believed there was room to discuss the allocation of this money."

"The government calls on all those unions that have protest action planned for today to reconsider in the light of the resumption of talks," Fraser-Moleketi said.

"The government believes the key to resolving wage disputes is a new policy that takes into account new conditions of service and a revised pay progression system that benefits all employees of the public service."

Unions slam govt's staff cuts

TEACHERS and health workers said yesterday they would oppose the decision by the Northern Province government to force more than 2 000 civil servants aged over 60 to retire.

The National Education, Health and Allied Workers Union (Nehawu) and the SA Democratic Teachers Union (Sadtu) said they were not consulted on the plan to enforce staff cuts from the end of August.

Nehawu spokesman Mr Makoko Lekola said he was shocked by the plan and the lack of consultation. The provincial administration was contravening its recognition agreement with the union, he said.

Nehawu claims 33 000 members in Northern Province

Some say 3/8/99

Northern Province 'retires' 2 000

AT LEAST 2 000 Northern Province employees would be "retired" in an attempt to reduce the size of the public service and the province's wage bill, the public service spokesman Jack Mokobi said yesterday.

Mokobi said those affected were employees who were 60 years and older. The employees were notified in writing last week and would leave the public service at the end of the month.

The provincial government had also discovered a "few employees that are well beyond retirement age" with the oldest being 83. Mokobi said disciplinary heads were looking into the matter and disciplinary action would be taken against those who had allowed this to happen.

Some say 3/8/99

service 8731
Kagiso 2

Unions 'ready for talks'

By Mzwakhe Hlangani
Labour Reporter

THREE public sector trade-unions allied to the Congress of South African Trade Unions (Cosatu) announced their preparedness for a resumption of wage negotiations with Government yesterday.

They are also prepared to postpone further strike action pending a final dispute resolution process.

National Educational Health and Allied Workers Union (Nahawu) president Mr Vusi Nhlapo told a press briefing that calling off the strike completely would depend on the unions' interaction with the membership after evaluating further offers made by the Government at the negotiating table, probably tomorrow.

In a first showdown between the Government and public sector unions

affiliated to Cosatu, South African Democratic Teachers Union, Police Prisons and Civil Rights Union and Nahawu led more than 300 000 public sector employees on a two-day work stoppage last week in support of the 10 percent wage increase

Bottom line

Nhlapo remained emphatic that the unions would negotiate for the best revised offer in addition to current the 6,2 and 6,8 percent, though it would not be proper to disclose their bottom line outside the collective bargaining forum.

Public Service and Administration Minister Geraldine Fraser-Moleketi expressed confidence yesterday that the wage dispute could be settled when the striking civil servants returned to work.

Fraser-Moleketi said a meeting of

the Public Sector Bargaining Council will definitely be arranged for today

"I am confident that we will return to the bargaining council early in morning and on return both parties will be determined to resolve this particular dispute," Fraser-Moleketi said.

A strike by two independent unions, the National Union of Public Servants (Nupsaw) and Allied Workers and the Institute of Public Servants, began yesterday. It reportedly brought Pretoria magistrate's and regional courts to a standstill or Monday as court interpreters and some prosecutors went on strike.

Nupsaw spokesman Mr Miki Thlapanane claimed courts in Bloemfontein and Welkom were also disrupted. "Our action will continue indefinitely unless the state improve its pay offer," he said.

was postponed grant

COMPROMISE POSSIBLE

Stalemate as unions spurn extra R80m

ET 4/8/99

(250)

JOHANNESBURG: Although 12 public-sector unions have rejected the state's latest wage offer, there are signs that a compromise may be in the offing. **EDDIE JAYIYA** reports.

THE wage dispute between the government and public-sector unions remained unresolved yesterday after 12 unions spurned the state's latest offer

The new offer, involving R80 million towards pay increases, is in addition to the R3,2 billion previously tabled in a bid to break the seven-month deadlock

It means an effective seven-percent increase to the lowest-paid workers and teachers, and 6,3% for 85% of the workers. The unions are demanding a 10% increase on a graduated scale

However, it emerged yesterday that unions would be willing to settle for about eight percent, as statements made by two unions linked a possible compromise on their part to the inflation rate, which stands at eight percent

The government entered the talks yesterday with a new chief negotiator, Kenny Govender. He replaced Neva Makgetla, who will now handle government policy matters. There was no explanation for the sudden change.

Unions said the latest offer was unacceptable and demonstrated the state's unwillingness to resolve the impasse

The SA Democratic Teachers' Union (Sadtu), the National Edu-

cation, Health and Allied Workers' Union and the Police and Prisons Civil Rights Union leadership will report back to their members in all provinces today and tomorrow and will ask for a fresh mandate. Lunch-hour pickets and mass meetings will continue throughout the talks

Sadtu president Willie Madisha said the unions were disappointed with the negotiation process yesterday. He warned that Cosatu unions would resume their strike if there was no better offer on Friday, when the government is to meet the unions again

"Once more, the government played around with figures during yesterday's talks, and we continued with negotiations in the hope that a better offer would be tabled. We are committed to settling the dispute, but we need a better offer. Juggling around with figures will not help the process.

"Our members are impatient and want a settlement. We will return to the talks on Friday and hope the government will consider an inflation-linked offer. We are prepared to shift from our demands and we call on the state to do the same. The inflation rate is around eight percent and we will be willing to negotiate around an inflation-linked offer," he said

National Union of Public Service and Allied Workers' (Nupsaw) official Mike Tlhapane said the union had suspended the national strike, which began yesterday, to "give negotiations another chance". But he warned that Nupsaw would resume the strike if the government did not improve its offer. "We reject the latest offer and we will only settle for something around the inflation rate"

National Professional Teachers' Organisation of SA (Naptosa) official Henry Hendricks said the latest offer is unacceptable. He warned that the government's unwillingness to table a better offer could force other unions to embark on a national strike

"I fear that unions who have resisted a strike could be forced to take to the streets. I will report to my principals today and I will then know what to do," he said

Public Service and Administration Minister Geraldine Fraser-Moleketi said the R3,28 billion package tabled yesterday represented a "considerable shift" from the government's initial offer.

She said the government was of the view that this offer "goes a long way towards meeting the demands of workers", and added that the current negotiations had laid a firm basis for discussions on the government's new wage policy. "The government urges public servants to accept this offer and join us in developing the new wage policy," Fraser-Moleketi said

Unions reject govt's 'final offer'

W Reneé Grawitzky

THE PUBLIC service unions rejected yesterday a further revised government offer which would add an additional R80m to the current wage offer of R.3 2bn

This revised final offer would effectively grant teachers and the lowest-paid earners a 7% increase while remaining public servants would receive an average 6.3%

Nurses and police, depending on seniority could receive increases ranging between 5% and 6.3%

More senior officials would receive increases ranging between 4% and 4.5%

Teachers have argued that they deserve a higher increase because they are not eligible for automatic promotions that are available to the majority of other public servants. As a result government offered teachers a 6.3%

increase plus 0.7% for salary progression

The unions rejected the offer because it was not linked to inflation, which is currently 7.3%. All parties agreed to go back to their respective constituencies to seek a revised mandate and resume talks on Friday

Government believed its revised offer constituted a significant shift from its initial offer. Since the unions declared a dispute in April, government has tabled an additional R280m to its initial budget allocation of R3bn. Unions have in turn revised their initial demand from 15% to 10%, introduced on a sliding scale

There were indications yesterday that some unions wished to move off this demand, with the National Union of Public Service and Allied Workers revising its demand down to 8.5%

There has been speculation that the

Cosatu unions have revised their demand, but no such indications were evident during talks yesterday

Government's revised offer follows a two-day strike last week by public service unions aligned to the Congress of SA Trade Unions and a one-day strike yesterday by unions aligned to the Federation of Unions of SA

Meanwhile, production at Northam Platinum Mine in North West was affected yesterday after 4 200 workers went on strike demanding their contributions from the company provident fund

This demand is reminiscent of a demand faced by Anglo American Platinum Mines (Amplats) in 1996 which subsequently led to a lengthy and violent strike

In the case of Northam, with the closure of Gold Fields of SA administration of the fund was taken over by another company

PH 118199 (2/10) (152)



Cosatu, government square up for fight

Ivor Powell, Marianne Merten
and Heather Hogan

The battle lines hardened into a stand-off between the government and the giant Congress of South African Trade Unions (Cosatu) on Thursday as three public service unions went on strike in protest against the government's refusal to bow to a 10% pay increase demand.

"The public service unions make up nearly a third of the total membership of Cosatu," said Zwelinzima Vavi, general secretary of the 1.8 million strong federation. "We would definitely consider a solidarity strike if union demands are not met."

"This is about a living wage for our members, and that is an ongoing Cosatu campaign. We will certainly do whatever we must to fight for a living wage."

Leaders of the three striking unions were scheduled to meet Cosatu top leadership late on Thursday to work out strategies for taking union action forward — beyond Monday, August 2, when the strike is scheduled to end.

The *Mail & Guardian* understands that shop stewards from all three unions were being dispatched to union regions on Friday to galvanise support — and to brief members on the resolutions taken at the meeting.

The government has indicated an equally hard line, with Minister of Public Service and Administration Geraldine Fraser-Moleketi absent from her office and fulfilling routine duties in the North West province — signalling the government has little interest in further negotiations in the short term.

The stand-off followed the rejection on Wednesday by the unions — the National Education, Health and Allied Workers' Union (Nehawu); the South African Democratic Teachers' Union (Sadtu), and the Police and Prisons Civil Rights Union (Popcru) — of the government's final offer. The government offered to add an additional R200 million to the R3 billion allocated for civil service salaries.

"There just wasn't anything more in the budget," Colin Msibi, Fraser-Moleketi's repre-

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Stand-off: Nehawu-affiliated nurses picket outside Chris Hanl Baragwanath hospital in Soweto in demand of a 10% wage increase. PHOTOGRAPH: JACQUI PILE

sentative, told the *M&G* "Funds would have had to be drawn from relief programmes to come up with more money, and the government is not prepared to do that."

In addition, the government has threatened to impose a strict no work, no pay rule on striking public servants.

Police representative Senior Superintendent Strini Govender indicated an equally hard line. "Police are forbidden to strike by both the Labour Relations Act and the police Act."

"We accept their democratic right to demonstrations but only if they are on leave, or if demonstrations are undertaken at lunch time, and if the police personnel are not in uniform."

Responding on behalf of Popcru, general secretary Abey Witbooi said members would report for work on Thursday, but only to picket and organise demonstrations.

"Our main aim is to ensure there is a disruption of services in support of our demands," he insisted.

"On Friday there will be large scale disruption of services if no solution is found,"

Witbooi promised. He declined to specify how that aim would be achieved.

Meanwhile, the strike action was uneventful on Thursday, with essential services continuing to operate unaffected almost throughout the country.

Only schools were visibly affected with teachers reporting for work but then leaving immediately. Striking teachers planned to hold pickets on Friday as strike action intensifies.

Hospitals around the country reported little or no absenteeism, after Nehawu undertook to ensure essential health services would not grind to a halt on the first day of the strike. For the most part, strike action was confined to picketing in hospitals and other health sector venues.

But even if the present parleying escalates into a Cosatu general strike, it could prove to be only round one in a battle between the trade union giant and its alliance partner in government. The real battle will be fought over planned retrenchments in the civil service.

The government has indicated it intends to cut the public service dramatically, especially in sectors like education, where more than 90% of budgets are swallowed up by salaries.

However, the *M&G* understands that preliminary job audits undertaken by Cosatu in advance of a government audit have called for more jobs, not less, to be opened up in the education sector and the police service.

A government source said with two provincial job audits already completed though not yet publicised, "big fights are on the horizon."

Vavi agreed. "We will be fighting retrenchments tooth and nail unless they are undertaken in accordance with agreed structures."

Strike action did not appear to disrupt life in Cape Town with the exception of schools.

Across the Peninsula teachers reported for work only to leave again. It seemed schools in Guguletu and Langa were particularly hard hit.

Sadtu Western Cape general secretary Don Pasquallie said mass meetings have been organised to inform teachers of the government's proposed pay hike and consult with members on the next steps.

Provincial Department of Education representative Tony Eaton said there was a strict no-work, no-pay rule in force. He admitted it was difficult to estimate the impact of the strike on schools, but was optimistic that teaching was taking place as only three of every seven educators belong to Sadtu.

"We have no idea of the general picture until figures are assembled," he said, adding an accurate assessment would only be possible next week.

Reports that several Popcru officials had encouraged members to strike in the Western Cape as "this is a democratic right" could not be confirmed. Provincial union staff said they had received instructions from their national office that policemen and women and correctional services members could only strike or picket if it was their day off.

On Saturday Cosatu's Western Cape branch is planning a march to protest against the thousands of job losses expected in various sectors this year.

Further strikes possible next week

Public service unions reject wage offers

From AFP

Johannesburg - Twelve public service unions yesterday rejected the government's latest wage offer but said they would consult their members before deciding on the next step, which could include further strikes next week.

All the unions have rejected the offer. Thulas Nxesi, the secretary general of the South African Democratic Teachers' Union (SADTU), said on SABC radio.

"They have, however, said they will be going back to their members to consult in terms of the offer given and also compare it with the various bottom lines of the unions.

"If the workers feel that we need to settle with what has been offered, we will definitely settle."

South Africa has been disrupted by labour action since last week, when hundreds of thousands of workers from three major unions started a two-day strike to protest against the government's below-inflation wage offer of above 6 percent.

Workers from smaller unions joined the action - the culmination of a seven-month pay dispute - with some continuing to strike this week, disrupting courts and hospitals.

On Tuesday the government proposed a revised range of offers

(270)

Unions say 'NO!'

Sowetan 5/8/99

By Mzweliso Hlangani
Labour Reporter

THE bitter wage dispute between public sector trade unions and the Government is still balanced on a knife edge after the unions announced their rejection of a revised offer and urged Government to better it or face a prolonged strike.

The unions are to meet the Government tomorrow to accept or reject officially the new increases after consulting their members during the past two days.

The last-ditch meeting will indicate whether the country will be thrown into total chaos.

The Congress of South African Trade Unions' three affiliated unions said yesterday they were consulting their 500 000 members on the latest offer. They were not in a position to release the preliminary results of their consultations.

National Education, Health and Allied Workers Union president Mr Vusi Nhlapo - speaking on behalf of the Police and Prisons Civil Rights Union and SA Democratic Teachers Union - warned that pressure on the Government would start on Monday if members rejected the offer.

While optimistic about last Friday's negotiations the public sector unions hoped the next round of negotiations would reach a settlement, union spokesman Mr Makoko Lekoko said. However, he stopped short of revealing the preliminary results of the consultations.

The National Union of Public Service and Allied Workers (Nupsaw) and the Institute of

Public Servants also rejected the offer, indicating that they would go out on strike on Monday if the matter was not resolved by Friday.

Both unions, who lowered their 10 percent demand to 8,5 percent, represent an estimated 69 000 public service employees.

They suspended a strike by the majority of court interpreters, which started on Monday, Nupsaw general secretary Mr Success Matatsane said.

The 190 000-strong Public Servants Association negotiator Mr Anton Louwrens said the revised offer was rejected but remained open for negotiation with a view to an inflation-related increase.

Public Service and Administration Minister Ms Gertrude Fraser-Moleketi, who wanted clarity on which unions rejected the offer, was not available for comment on the unions' rejection.

The Government's latest offer, tabled on Tuesday, comprised a seven percent pay rise for teachers and the lowest-paid public workers.

About 85 percent of employees were offered a 6,3 percent increase, while those in higher ranks would get between 4,7 and 6,2 percent.

Government added R280 million to the R3,2 billion initially budgeted for pay rises.

Fraser-Moleketi said the Government was of the view that the offer would go a long way to meeting demands and "it was definitely the final offer".

Some 300 000 public service employees mainly teachers, prison warders and health workers held a two-day strike last week to back their demands for a 10 percent increase.

They suspended the strike action last Monday until August 9, pending the the outcome of the talks

(350)

cent of employees getting a 6,3 percent increase and those in higher ranks getting between 4,7 percent and 6,2 percent.

Most of the unions are demanding a 10 percent wage increase, although at least one has indicated it would settle for 8,5 percent.

A union official said four of the unions would embark on an extended strike from next week if the pay dispute was not resolved by Friday when government and unions leaders met again.

"If our members reject the offer, our programme of action will start on Monday in an attempt to force the employer's hand," said Vusi Nhlapo, the president of the National Education, Health and Allied Workers' Union.

Nhlapo was also speaking for SADTU and the Police and Prisons Civil Rights Union, which together claim a membership of about 500 000 civil servants.

The National Union of Public Service and Allied Workers (Nupsaw), which has about 89 000 members, would also call a strike next week if the matter was not resolved by Friday, said Success Matatsane, the general secretary.

Nupsaw which held a two-day strike this week, has lowered its demand to 8,5 percent.

Seeing the big picture

It is unfortunate that the commercial media choose to portray for whatever reason, the public service deadlock over wages as being about salary increases for workers pitted against the Government's diminished resources.

And Congress of South African Trade Union (Cosatu) affiliates in the dispute are told to 'see the bigger picture' as the demands would inevitably mean cuts in already under-resourced services.

Thus a picture of grave crisis is drawn if some 'sacrifice' is not made. This kind of analysis is highly problematic and misleading. Cosatu has a different view, which places the demand for a living wage within a wider context.

Firstly, the wage bill has been climbing in the last three years not because of the basic pay of workers but as a result of the costs of allowances and benefits which, for the first time were extended across the public service, particularly to women.

These benefits and allowances - such as car and housing allowances, medical aid (which alone takes up more than R250 million) and overtime - is extremely inequitable, benefiting those at the top of the wage hierarchy.

The basic pay rise would not have been that significant for those at the bottom of the hierarchy.

Secondly, Cosatu recognises that the South African public service pay (as is common internationally) represents a major component of Government spending in areas such as health, education, safety and security and so on.

But the concern about 'consumption expenditure', and the so-called 'crowding out' effect of the wage bill, could be misleading as these social areas of delivery are inherently labour intensive.

Workers in these services are not just 'consuming' the resources, as some would like us to believe, they are also producers. Retaining their role in the public service is an extremely important investment for the country.

Furthermore, the whole notion of a bloated bureaucracy needs to be criticised. Studies have found that the so-called 'dead wood' or penpushers make up less than eight percent of the public service, and the so-called 'surplus' (50 000) are actually being deployed to do work that is productive.

In the main, the public sector worker is the teacher, nurse and policeman, providing an essential service to the country.

So this cynicism against public sector workers is not helping to resolve the issues that confront our country's public sector, that is transforming and building the capacity of the

Many would like to portray the recent mass action by public servants as greed - but it is really about a better life for all, writes **Vusi Nhlapo**



Flashback public service workers in Pretoria during their recent two-day strike
PIC PETER MOGAKI

public sector to deliver social and economic needs.

It is a cynicism that appears not to appreciate the role of public sector workers in the economy. The demand for a living wage in the public service is a demand for a wage that supports their communities whose livelihood is increasingly relying on wage labour.

According to June's *Bargaining Monitor* the major contributor to inflation (now 7.3 per cent) is the increases in the prices of housing, water and electricity, food (up 0.9 per cent), medical care (up 0.7 per cent) and transport (up 0.7 per cent).

So it is becoming difficult for an average general assistant, for example, who earns R1 500 a month, to meet the rising cost of food, water and electricity and to support his family.

The proposed below-inflation wage increase can only make things worse in a situation where there is a lack of effective social security and an economy that is shedding jobs.

So it is absolutely wrong to regard the 'immediate interest' of public service workers as excluding those of their families and their communities.

Thirdly, and more importantly, Cosatu acknowledges that public service pay has a major effect on the macroeconomic balance of

the economy. Now we know that the correct macroeconomic framework (Growth, Employment and Redistribution, or Gear) is extremely restrictive.

In the public service this strategy effectively means applying a fiscal austerity on the wage bill as Government's main objective.

This could include massive budget cuts and downsizing of the workforce.

The effect is not just on workers but on their communities as well. Social delivery is affected.

In the context of the huge social deficit left by the apartheid legacy you cannot simply remove these workers, while having the intention of building more classrooms, hospitals or police stations.

The Government's own public service skills audit raised concern about the downsizing of health, education and other areas of social delivery, warning that 'larger cuts will affect basic service delivery'.

We think the Government is likely to agree on this matter, as previous statements indicate their desire not to retrench but to seek other alternatives such as redeployment.

This could mean that even fiscal projections in the medium-term economic framework for example, which makes the whole area of wage negotiation in the public service look like a futile exercise, may be reviewed.

In this framework we are told of the reduction of personnel expenditure even before a skills and service delivery audit has been completed. Against this we have been calling - and are still calling - for a remuneration policy. And not one subordinated to a restrictive macroeconomic framework which we think is not entirely appropriate.

Cosatu's public sector unions have always been in the forefront of public sector transformation, which is not confined to workplace democratisation, but is committed to working for a better life for all.

(The author is president of the National Education Health and Allied Workers Union.)

Twelve public-sector unions plan strike

By **Mzwakhe Hlangani**
Labour Reporter

ALL 12 public sector unions that failed to reach a settlement with the Government, despite backing down from their demand for a 10 percent salary increase, will mobilise for a joint major strike action this week.

Meanwhile, the Government is scheduled to meet today to evaluate its options before making any proposal for a meeting with the unions.

Public Service and Administration Minister Geraldine Fraser-Moleketi expressed disappointment yesterday after the protracted talks failed to reach agreement in the public sector bargaining council.

"We will meet today to assess our options and we will then communicate with the unions," she said.

"The Government raised its total wage offer to R3,28 billion from R3,2 billion with a 7 percent increase for teachers and the lowest-paid workers, and a 6,3 percent increase for the rest of the civil service," Fraser-Moleketi said.

Most of the 12 unions have backed down from their demand for a 10 percent increase for more than 1,1 million employees, pressing instead for increases related to the 7,3 percent annualised consumer price index.

National Education Health and Allied Workers Union general secretary Mr Fikile Majola pointed out that the unions were frustrated because the negotiations had dragged on for seven months.

The unions had presented a substantially revised package for an

average 7,3 percent with a further 1 percent increase for teachers. They also proposed a public sector summit to look into retrenchments and job creation in the public sector, pensions and development of the proposed new wage policy.

Majola said the unions were disappointed after Government negotiators failed to respond positively to the compromised position, which requires an additional R500 million allocation.

Three public sector unions allied to the Congress of South African Trade Unions - Sactu, Popcu and Nehawu - will meet today to decide how best to pressurise the Government to accede to their demands before the final meeting with all 12 unions to thrash out plans for united action scheduled for this week.

reinforces

A view of public service pay in the context of reconstruction (AND)

DD 10/8/99

A general assistant earns about R1 500 and finds it difficult to support a family, writes Vusi Nhlapo

IT is unfortunate that the commercial media has chosen to portray the public service deadlock over wages as being an issue of salary increases for workers at the expense of diminishing government resources.

Congress of SA Trade Unions (Cosatu) unions in the dispute are told to "see the bigger picture" as their demands "would (inevitably) mean cuts in already under resourced services". Thus a picture of grave crisis is drawn if some "sacrifice" is not sought.

This analysis is highly problematic and misleading. Cosatu has a different view that places the demand for a living wage within a wider context.

First the wage bill has been climbing in the last three years — not because of increases in the basic pay of workers but due to the costs of allowances and benefits which for the first time were extended across the public service particularly to women.

These benefits and allowances such as car and housing allowances, medical aid (which alone takes up more than R250m) and overtime are extremely inequitable, benefiting those at the top of the public service wage hierarchy.

Basic pay increases have not been that significant for those at the bottom of the wage hierarchy.

Second, Cosatu recognises that SA public service pay (as is common internationally) represents a major component of government spending in sectors such as health, education, safety and security and so on.

The concern about the "crowding out" effect of the wage bill could be misleading as these social areas of delivery are inherently labour intensive.

Workers in these services are not just "consuming" the resources as some would like us to believe, they are also producers.

Studies have found that "deadwood" or penpushers make up less than 8% of the public service and the "surplus people" (50 000 of them) are being deployed to do work that is productive.

In the main, the public sector worker is the teacher, nurse and police officer providing an essential service to the people of our country.

This cynicism against public sector workers is not helping in resolving issues that confront our country's public sector, namely transformation and capacity building to deliver social and economic needs. It is a cynicism that appears not to appreciate the role of



Unions say the public service dispute is about more than just wages

public sector workers in the economy. Their demand for a living wage is a demand for a wage that supports their communities whose livelihoods are increasingly relying on wage labour.

According to the Bargaining Monitor (June 1999) the major contributor to inflation is the increases in the prices of housing, water and electricity, food, medical care and transport. It is becoming difficult for an average general assistant, for example, who earns R1 500 a month to support his family.

A wage increase below inflation could only make things worse in a situation where there is a lack of effective social security and an economy that is shedding jobs.

It is incorrect to regard the "immediate interests" of public service workers as excluding those of their families and their communities.

Third, Cosatu acknowledges that public service pay has a major effect on the macroeconomic balance of the

economy. We know that the macroeconomic framework (Gear) is extremely restrictive.

In the public service this strategy effectively means applying fiscal austerity to the wage bill as government's main objective. This could include significant budget cuts and the "downsizing" of the workforce.

The effect is not just on workers but on their communities as well. Social delivery is thus affected.

In the context of the large social deficit left by the apartheid legacy, you cannot simply remove these workers while intending to build more classrooms, hospitals or police stations.

The government's own public service skills audit raised the concern of downsizing health, education and other areas of social delivery, warning "larger cuts will affect basic service delivery".

We think government is likely to agree on this matter, as previous statements indicate their desire not to re-

trench but to seek other alternatives such as redeployment. This could mean that even fiscal projections in the medium term framework for example, which make the whole area of wage negotiation in the public service seem like a futile exercise, may be reviewed.

Within the framework we are told of the reduction of personnel expenditure or the terms of negotiation — even while the development of wage policy, the skills and service delivery audit and the related issue of the "size" of the public service are incomplete.

We have called for a remuneration policy not subordinated to a restrictive macroeconomic framework, which we think is not entirely appropriate, and for linking wage negotiation with budgetary processes, particularly on personnel expenditure.

Nhlapo is president of the National Education Health and Allied Workers' Union (Nehawu)

STRIKES IN NEHALI

By Mizwakhle Hlangani
Labour Reporter

TWELVE public sector labour unions are finalising their plans for a major strike today after the Government reiterated yesterday that there was no more money available for salary increases.

Public Service and Administration Minister Geraldine Fraser-Moleketi said yesterday after a Cabinet meeting that the R3,28 billion allocated for the wage bill was final.

"The Government is continuing to meet and consult in an attempt to resolve the current wage dispute," she said.

National Education, Health and Allied Workers Union (Nehawu) spokesman Mr Makoko Lekola said the 12 unions would jointly consider



Public Service and Administration Minister Ms Geraldine Fraser-Moleketi.

the way forward.

Public service administration, schools and correctional service operations are expected to grind to a halt if all 12 unions embark on a work stayaway.

The three public unions aligned to the Congress of South African Trade Unions, SA Democratic Teachers Union

Police Press 11/18/1999

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(850)

(Sadru), Police Prisons and Civil Rights Union (Popernu) and Nehawu consolidated plans on how to approach the labour caucus, Lekola said.

Public Servants Association chief negotiator Mr Anton Lourens said other unions were also strategising.

The unions have reduced their demand of a 10 percent increase and opted for an increase related to the prevailing 7,3 percent consumer price index.

The Government has raised its total wage offer to R3,28 billion, from R3,2 billion, with a seven percent increase for teachers and the lowest paid workers, and a 6,3 percent increase for the rest of the civil service employees.

The crunch came last Friday after seven months of dragging negotiations between the state and the unions.

In a move to put pressure on the state, Nehawu, Sadru and Popernu embarked on a two-day strike, while four unions affiliated to the Federation of South African Trade Unions went out on a one-day stoppage.

The unions expressed disappointment after the Government failed to respond positively to the position which required an additional R500 million.

Nehawu president Mr Vusi Nhlapo said earlier the unions had agreed that a new wage policy for public servants was required and that pay talks should in future be synchronised with the way in which money was budgeted for increases.

The unions were opposed to the lack of consultation and the practice of budgets for civil service wage increases being fixed in Parliament before the start of the negotiations, Nhlapo said.

Strike plans for major parastatals

(210) (152)
By Mzwakhe Hlangani
Labour Reporter

FRANTIC contingency plans have begun in the major parastatals - the South African Post Office and Telkom - to lessen the impact of a major disruptive strike by 14 000 postal workers and 27 000 telecommunication service employees from Monday, August 16

Post Office senior human resources general manager, Reverend Vukile Mehana, said yesterday they were geared to continue rendering service when the planned strike by almost 14 000 Communication Workers Union members begins next week.

Mehana believed the union's rejection of the offer ranging between 7,3 and 10 percent was not "reasonable and realistic" in view of the current financial position of the organisation. The offer meant an increase to the basic minimum salary of R2 350 which also entailed an increase of

nearly R80 million to the salary bill.

CWU deputy general secretary Mike Seroba described the "sliding scale offer" by the management to be less than an average 7,5 percent increase when translated in real terms for the majority of employees.

The union demanded a 14 percent increase for the lowest paid support staff and 10 percent for supervisors.

Postal workers would be joining at least 27 000 Telkom employees who will also embark on a major strike next Monday.

Other areas of deadlock included gain-sharing bonuses, long service awards and increased housing allowances

Post Office group communications manager Sandile Madolo assured customers that postal services will continue to operate smoothly despite the strike.

Telkom group corporate communications manager Ms Amanda Singleton said the demands inflated staff costs to about R1,8 billion a year

Pay dispute threatens bottleneck in Parliament

CLIVE SAWYER

POLITICAL CORRESPONDENT

(270)
ARL 12/8/99
The public service pay dispute could put a spoke in the wheels of law-making if planned protest action spreads into the corridors of Parliament.

Yesterday 12 public service unions requested an urgent meeting with President Mbeki to intervene in their continuing pay dispute with the state.

The unions said they would hold marches in big centres on August 24.

"This march will serve as a message to government that public servants are serious regarding their demands," they said in a statement.

There have been repeated failures to resolve the pay dispute, with the unions last week lowering their initial pay rise demand from 10% to 7,3% for public servants and 8,3% for teachers, provided that workers who went on strike in the past two weeks were not penalised for doing so.

In Parliament, there is uncertainty about the permitted boundaries of industrial action.

Parliamentary staff are classified by law as rendering an essential service, which limits their capacity for workplace protest action.

By law, staff classified as essential must provide "minimum service" but it has not been established what this means in the parliamentary context. The National Education, Health and Allied Workers Union, the largest of the public service unions represented among parliamentary staff, declined to comment on the issue.

Annual wage negotiations have been proceeding between parliamentary management and unions.

The 12 unions would meet again on August 27 to assess the situation and would inform their members of developments and seek mandates on the proposed programme of action.

Parliament is slowly gearing up to process a small but significant workload of legislation after a long post-election recess.

Public servants postpone launch of strike action (270) (152)

Reneé Grawitzky
and Sapa

2012/8/99

THE public service wage dispute seems set to drag on as unions emerged from a joint meeting yesterday with a decision not to immediately launch full-scale strike action but to hold a joint march on August 24.

The unions have yet again called for the intervention of President Thabo Mbeki in the dispute.

Government's mandating committee was also scheduled to meet yesterday to decide on its future strategy to resolve the dispute.

The meeting was still under way late last night.

Public service unions affiliated to both the Congress of SA Trade Unions and the Federation of Unions of SA met to decide on a joint programme of action yesterday. The unions agreed to the joint march and to meet again on August 27 to reassess the situation.

It was unclear yesterday whether any more formal meetings between the unions and government would take place.

Meanwhile, a number of Gauteng teachers carried out a threat to boycott classes yesterday in a bid

to force government to meet the wage demands of public sector unions, the education department said. Simultaneously, 12 unions — including the SA Democratic Teachers' Union — who were locked in a seven-month wage dispute with government, were meeting in Pretoria to plan strategy on the stalemate on a pay rise.

Gauteng education department spokesman Sybilla Hilzinger-Maas said: "We are aware of the situation. Various districts informed us that classes were suspended this morning (yesterday)."

She said the decision by the teachers to strike had not been communicated formally to the department and the policy of "no work no pay" would apply.

She said the department expected teaching to go back to normal today as there still was no communication between it and the union. The department would try to negotiate with the union representing the striking teachers.

The Star newspaper reported that Soweto teachers suspended lessons on Tuesday morning and picketed outside the Chris Hani Baragwanath Hospital. The protest later moved to Vista University.

Govt's wage offer is non-negotiable

PHINDILE NGUBANE
PARLIAMENTARY BUREAU

THE government's offer of R3,28 billion towards salary increases for public servants is its final offer — not open to further negotiations

Addressing a media briefing in Parliament yesterday, Public Service and Administration Minister Geraldine Fraser-Moleketi said the government had informed the 12 public service unions of its decision, and that arrangements would be made to implement the salary increases from July 1, 1999

At a meeting between the government's bargaining council and the unions last week, the parties

failed to lift a long-standing wage dispute where the unions were demanding a 7,3% increase across the board and government was offering 5,7%.

Government's offer translated into 7% for the two lowest grades in the public service, a 7% increase for 85% of teachers, and an average of 6,3% increase to most of the 1,1 million public servants.

Fraser-Moleketi, who was accompanied by Safety and Security Minister Steve Tshwete and Education Minister Kader Asmal, said government respected and valued public servants, who she said were an essential part of service delivery. She reaffirmed gov-

ernment's commitment to sound labour relations and the right of unions to collective bargaining

"The unions' demand of 7,3% across the board, however, we cannot meet, because that will mean government will have to allocate an additional R700 million to salaries and it will further erode the already struggling essential services in our country"

Such an increase, she argued, would be a contradiction to a fundamental aspect of reviewing conditions of service in the public service delivery and would further enforce the already wide wage gap. She said that government had decided to implement its final of-

fer when it became apparent that there was no possibility of concluding an agreement with the unions. The unions had indicated earlier this week that they would not go into negotiations if government was not willing to increase its offer. An optimistic Fraser-Moleketi said government was quite confident that it would have a good working relationship with the unions in the future

Asked about the government's reaction to the unions' planned march on August 24, Fraser-Moleketi said she hoped the issue had been resolved, but if strike action was undertaken, a no-work, no-pay policy would apply

Unions walk out of talks

By Makhudu Sefara

SIX public sector unions in the Northern Province declared a dispute with the provincial government yesterday on its "unilateral decision to renege on its civil servants"

The unions walked out of the provincial bargaining chamber in Pretoriusburg where the government tabled its intention to lay off more than 3 000 civil servants aged 60 and over

Chief government spokesman Mr Jack Mokobi had earlier said they did not expect problems from the unions as they had "agreed in principle" to the renege on its civil servants

National Education, Health and Allied Workers Union (Nehawu) provincial deputy chairman Mr Pule Rameitse told journalists later that they objected to the government's unilateral decision to force employees to retire at 60

Workers had already been given written notices that their services would be terminated at the end of this month. Rameitse said the decision to renege

and renege workers was a direct contravention of the Public Service Act, which stipulates that civil servants may retire at age 65

"The government took a unilateral decision after it promised to negotiate in the provincial bargaining chamber. Today they say the matter is non-negotiable. The premier gave us assurances on July 21 that the matter would be negotiated in the council but this was not done, said Rameitse

He said that unions had agreed to seek legal opinion with a view of getting an interdict against the government while consulting with the workers on what course of action to take

Rameitse, who said consultations would take a week described the imminent renege on its civil servants as "malicious both financially and socially" considering the number of families affected

Public Servants Association general manager Mr Nelson Chauke said it was still premature for the unions who represent 50 percent of the 120 000 civil servants to speculate about a full-blown strike

State's move on pay provocative - unions

STAFF REPORTER

ARL 13/8/99

Johannesburg - Labour analysts and public sector trade unions described the Government's unilateral decision to implement its final wage offer as "provocative", and said it could lead to confrontation

In Cape Town yesterday, Public Service and Administration Minister Geraldine Fraser-Moleketi said the Government would implement new salaries effective from July 1.

"We needed to implement the offer to make it clear that we don't want a stand-off. This is not a declaration of war on the unions. We hope they will continue to co-operate and constructively engage us on all other matters before the bargaining council," she said.

Labour analyst Gavin Brown described the Government's decision as provocative and said it could lead to a confrontation.

"Although the state acted legally and can also lock out workers, the decision is in conflict with the spirit of the negotiations

"But it has sent a clear message to the unions that it is not prepared to budge

"It wants to proceed with the restructuring of the public service and the process cannot continue when there is a wage deadlock

"This is the result of protracted negotiation and it signals the escalation of the dispute"

Andrew Levy and Associates labour consultant Brian Greenstein said it was clear that the negotiation process had failed

Mbeki has unions in a spin

ANC's hard line on wages means Cosatu now faces a tough choice

CELEAN JACOBSON

STUNNED union bosses have accused the ANC of declaring war on its ally Cosatu following the Cabinet's unprecedented decision this week to call off wage talks and pay public sector workers increases below inflation.

The decision to end the talks after seven months of haggling called the bluff of the unions, which had threatened a national strike in the hope that the government would cave in to their demands.

Unless they are prepared to suffer a humiliating retreat, union bosses will now be forced to take strike action at a time when the odds are stacked heavily

against them

Having recently won an election victory just short of a two-thirds majority, the government is in a strong position. And, with unemployment rife, workers have little stomach for a showdown that will hit their pockets.

The government's tough line was spelt out by the Minister of Public Service and Administration, Geraldine Fraser-Moleketi: "There is no possibility of concluding an agreement of [the public service bargaining] council on this matter. Government has therefore decided to implement the final offer."

She later raised the stakes by announcing that a mechanism to enable the government to retrench civil servants would be in place by the end of the year. National Education

Health and Allied Workers Union president Vusi Nhlapo, whose union represents 231 000 low-paid health workers and nurses, blustered that calling off the talks was "a declaration of war" and accused the government of acting like the "ant-union employers of the past".

Teachers' union boss Willie Madisha said: "This undermines the collective bargaining process. Our members are angry and are calling for us not to co-operate in other areas."

Fraser-Moleketi's is the strongest line yet taken by an ANC minister against Cosatu affiliates. She was acting in keeping with moves by President Thabo Mbeki to cut spending on government salaries, which gobbled up R81,8-billion last year — more than half the government's spending excluding repayments.

A senior government spokesman said Mbeki

for us not to co-operate in other areas."

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She was acting in keeping with moves by President Thabo Mbeki to cut spending on government salaries, which gobbled up R81,8-billion last year — more than half the government's spending excluding repayments.

A senior government spokesman said Mbeki

would not "allow the budget, which is supposed to serve 43 million people, to be dictated by 200 000 to 300 000 workers."

Nhlapo said his union had not yet decided to go on strike. The 12 public sector unions are to make a final decision after protest action later this month.

However, Nhlapo warned: "The government will be weakened by strike after strike and, in the long term, they will lose the confidence of the same people they are trying to impress now — the world capital markets and big business."

The government's hardline announcement came on the eve of this week's Cosatu congress, at which the public sector wage dispute is expected to be a highly emotional issue.

• Sunday Times

BUSINESS TIMES

THE BATTLE FOR VODACOM

Wages: Sadtu bares teeth

ET 16/8/99 (2nd)

JOHANNESBURG: Disappointed with the government's refusal to return to wage increase talks, Sadtu stops its involvement in policy negotiations **EDDIE JAVIYA** reports

THE SA Democratic Teachers' Union (Sadtu) yesterday suspended further talks with the government on the development of a new wage policy.

The state and all public sector unions have been discussing ways of drafting a new policy, which was to be finalised at the end of December.

Addressing a press conference, Sadtu general secretary Thulas Nxesi said the decision to stop all co-operation with the government was triggered by Public Service and Administration Minister Geraldine Fraser-Moleketi's decision to unilaterally implement the state's final offer of a 6,3% wage increase to the majority of the public servants and a 7% increase

to teachers and the lowest-paid workers.

The 12 unions in the Public Service Co-ordinating Bargaining Chamber (PSCBC) are demanding a 7,3% across-the-board increase and an additional 1% pay progression for teachers.

It is a compromise on the initial 10% increase demand.

Nxesi called on the government to re-open wage negotiations, saying the state was setting a bad precedent and was undermining its own labour relations.

He added that Sadtu was unhappy with the termination of salary negotiations. "This shows extreme bad faith and is reminiscent of the tactics of the former regime, not befitting a

worker-friendly government. If the government wants to avoid an escalation of the dispute and genuinely believes in collective bargaining, it will cease to negotiate through the media (especially the public broadcaster) and return to the bargaining table today.

"If the government fails to respond, we feel we have no option but to implement the programme of action (after discussion with other unions) from tomorrow," he said.

Nxesi said a block in co-operation with the government would affect the employer's recommendation to remove rank-and-file promotions, which would result in the saving of billions of rand for the state.

"The union will also pull out of all sectoral bargaining chambers such as the Education Labour Relations Council (ELRC) and the PSCBC.

"Sadtu will pursue all other (legal) strategies to ensure that government bargains in good faith and returns to the negotiation table.

"This does not exclude the existing arbitration for essential services and going to the Labour Court.

"The union will embark on a 'work-to-rule', which will include eliminating extra-curricular activities in schools.

"This will be conveyed to students' organisations and parents in all provinces," Nxesi said.

He called on all educators to report for work today.

He said Sadtu would meet school governing bodies as well as parents' organisations to brief them on the current dispute and the union's commitment to promoting a culture of learning and improving standards of education.



"UNILATERAL": Geraldine Fraser-Moleketi angers Sadtu

Education Department Deputy Director Thami Mseleku said it was unfortunate that Sadtu was withdrawing from the ELRC, which dealt with conditions of employment for teachers.

He added the department would meet with the union.

"This structure deals with salaries and other issues affecting teachers," he said.

Public sector strikes gain momentum

as talks stall
(1st) (2nd)
CYRUS RULINGI

Johannesburg - Twelve public-sector unions representing about 1,1 million workers said yesterday they would meet today to decide whether to go ahead with strike action over pay demands.

The National Union of Mineworkers (NUM) is also in dispute with employers. Miners may decide to strike after a meeting with the Chamber of Mines today.

Union workers at Telkom the state telecommunications utility have already decided to strike, with some 26 000 workers stopping work today.

The labour unrest is the first serious challenge for the two-month-old government of President Thabo Mbeki, which so far has said it would not deviate from its strict fiscal policy.

The public-sector unions have been angered by the government's decision to stop negotiating and impose its offer of a 6,3 percent wage rise for civil servants.

The unions are demanding an inflation-linked 7,3 percent higher increase for teachers and a higher increase for teachers.

The South African Democratic Teachers Union threatened at a media briefing to disrupt the country's already struggling education system "to ensure the government bargains in good faith and returns to the negotiating table."

The teachers' union said it planned industrial action from tomorrow, a move supported by the Hospital Personnel Trade Union which said in a statement the government was trying to undermine the unions.

Geraldine Fraser-Moleketi, the public services minister, confirmed that the union demands could not be met.

The decision by the government has strained the ruling alliance between the ANC, the powerful umbrella Congress of South African Trade Unions and the communist party - Peasants

ET (PR) 16/8/99

Budget 'won't be held to ransom by wages'

OT (MRA) 17/18/99 (250)

LYNDA LOXTON
PARLIAMENTARY CORRESPONDENT

Cape Town - The finance ministry was committed to ensuring wider public debate about the Budget process, but it would not allow it to be held to ransom by public sector wage demands, Trevor Manuel, the finance minister, said yesterday.

Repeating the hardline approach to the stalled wage negotiations put forward by several ministers over the past week, Manuel said the planned review of public sector wage levels, due by the end of the year, would lay a new basis for wage negotiations and "remove a lot of sting" from the debate.

"While we recognise the need for consultations about the issue, at the end of the day we are elected into government to take responsibility for executing a mandate from the wider electorate," he said.

Manuel was briefing the media after he had addressed the national assembly's finance committee on the year ahead. He hoped to be able to publish the medium-term expenditure framework and the medium-term Budget policy statement by October 29 "to break with the tradition about the secrecy of the expenditure model".

He would therefore like the finance committee and parliament to be more

proactive in debating the issues and in talking to the ministry about the potential problems "before we shape the Budget in its final form".

While this issue had been on the table for the past two years, he said, "it has perhaps not been fully dealt with .. and a high level of information about these issues will service South Africa better".

Manuel said a review of public sector salaries before January would be a new basis for negotiation

It would probably be better to have hearings about the Budget at the end of this year rather than after the Budget had been tabled, "so we can take account of the issues that have been raised, re-examine them in the context of a fairly tight fiscal frame and be able to report on these matters in February".

On the debate on allowing parliament to amend money bills such as the Budget, Manuel said it might be better to deal with issues affecting the Budget before it was finalised, rather than try to change the Budget after it had been tabled.

He said the adjustments estimates would also probably be tabled on October 29. These would be debated and both the Budget and the estimates should be finalised by February or March.

Attention would also be paid to the concept of inflation targeting, even though this should not be regarded as an integral part of the Budget. Manuel said there was no disagreement with the Reserve Bank on this issue.

Unions rally to strike call

STAFF REPORTER AND SAPA

Pretoria - Twelve public sector unions, representing more than 800 000 workers, meet here today to prepare for "a historic" national strike next week.

With no sign that pay talks between the unions and the Government will resume, the workers' joint action committee will go ahead with planning for the strike.

Members of the 12 unions, which represent all categories of public servants, will also take part in marches in Durban, Pretoria, Cape Town and other centres next Tuesday

Yesterday, the first effects of threatened mass labour unrest were felt when hundreds of Telkom employees in Durban joined their counterparts nationwide in protest marches. A total of 133 post offices did not open.

Hans van der Groenendaal, Telkom's spokesman in Durban, said disruption was minimal.

Among public sector unions, the Police and Prisons Civil Rights Union confirmed its 61 000 members would take part in the strike next week, despite the fact that the police and prison officials were barred from striking.

210 (152)
17/18/99

Unions' hand weakens but investors are happy

LUKANYO MNYANDA

ECONOMICS EDITOR

Johannesburg - International investors were likely to be reassured by the government's decision to take a tough stance in its wage negotiations with Cosatu aligned public service unions which would further enhance the credibility of its commitment to fiscal discipline, economists said yesterday.

The government said at the weekend it would unilaterally implement its final wage offer of R3,28 billion, or 6,3 percent, after talks with labour broke down. The unions are demanding an inflation linked rise of 7,3 percent.

Economists said basing wage demands on monthly increases in inflation was likely to weaken the unions' hand, because consumer inflation fell to 4,9 percent in July. Considering that the rest of the economy was losing jobs, the unions would struggle to win public support for their demands.

John Lutz, an economist from Wits University, said that with a third of the workforce unemployed the unions had chosen the wrong environment to take on the government. The current conflict involved

CT (RFA) 18/8/99

(250) (134)

more than just wages and the government would want to assert its authority ahead of the planned restructuring of the public sector.

But the unions are still squaring up for a fight. The South African Democratic Teachers' Union withdrew from the public service co-ordinating council earlier this week. It accused the government of adopting a stance "reminiscent of the former regime not befitting a worker friendly government".

Economists yesterday gave full support to the government's stance. They said the loss of credibility and possibly capital, that would result if Pretoria was seen to deviate from its market friendly policies would prove more costly than the disruption of services from a widely supported public service strike.

"Foreign investors are likely to see the government's stance as a prime signal of its commitment to fiscal discipline and the implementation of its Gear (growth, employment and redistribution) macroeconomic policy," said Econometrix, the

economic consultancy. "Furthermore, this standoff might come to be seen as a watershed marking the start of the diminution of the power of trade unions and an increase in labour market flexibility which reverses the trend of declining employment of labour."

Hania Farhan, an economist at FBC Fidelity, said a big problem was that inflationary expectations in the unions had still not caught up with actual changes in inflation.

The loss of credibility and capital would cost more than the disruption of services

She said South Africa had firmly moved away from double-digit inflation, meaning there was "no basis" for the initial union demand of 10 percent, which has since been reduced to 7,3 percent.

Dennis Dykes, the chief economist at Nedcor Bank, said "The financial markets will be concerned about the impact of the government (giving in) on the Budget."

"The government must not be seen to be failing its first post-elections test."

Popperu joins strike

Kowabain 18/8/99

(250) (134)



Public Service and Administration Minister Geradine Fraser-Moleketi

By Joshua Raboroko

DISRUPTIONS in an essential service could cause chaos when about 69 000 police and prison warders join other public sector unions in a national strike in their demand for a 7,3 percent pay rise.

The Police and Prisons Civil Rights Union (Popperu) has decided to embark on a strike on August 24 despite the "no work, no pay rule" announced by Public Service and Administration Minister Geradine Fraser-Moleketi. Business and civil rights organisations have called for calm during this period, saying the action might disrupt essential services and cause chaos in law and order enforcement.

Popperu president Mr Zizannele Cebekhulu announced the strike at a media conference yesterday.

The three public sector unions aligned to the Congress of South African Trade Unions - Popperu, the SA Democratic Teachers Union and National Education Health and Allied Workers Union - are engaged in a bitter wage dispute with the Government.

Cebekhulu said that they would join other unions, including the South African Police Union and staff associations in their programme of

action" today. They would also embark on a go-slow from August 20 to August 23.

The mass action will include lunch-hour pickets and demonstrations outside police stations and government buildings.

Political analysts have urged the Government to pay better salaries to the police, prison warders and traffic officers so that they can render a good services to the public.

Cebekhulu said many police officers have been killed in the line of duty. "We risk our lives protecting citizens against criminal elements yet we are the lowest paid workers."

He was aware of the guidelines concerning strikes by workers in essential services, but was adamant they would down tools.

"The employers' headline approach in introducing decisions outside the bargaining chamber prompted our decision to strike," Cebekhulu said. Senior Superintendent Shimi Gavunda said the Labour Relations Act and the Police Act prohibited police from taking such action. But in terms of the Constitution they could demonstrate.

South African Prisoners Organisation for Human Rights spokesman Mr Phinase Mambathu said prison warders had the right to strike.

Unions give Mbeki ultimatum

Howard Barrell

Militants among the 12 trade unions representing almost a million civil servants have effectively given President Thabo Mbeki an ultimatum: find a settlement to the public sector pay dispute over the next two weeks or face paralysis in the public service.

The stand-off comes amid signs that the cancellation of a scheduled summit this week of leaders of the tripartite alliance has placed serious strains on relations between some leaders of the African National Congress, the South African Communist Party and the Congress of South African Trade Unions (Cosatu).

Senior state officials indicate that the government is pinning its hopes of a solution to the pay dispute on its belief that civil servants will conclude they do not have enough public support to go on strike.

"The difference between their demand and our offer is about 1%. Will the public support massive disruption of services for that?" asked one senior government official on Thursday.

The committee which decides the government's negotiating position met on Wednesday and authorised no increase over the R3,28 billion allocated for a civil service pay rise under an earlier offer.

That offer, which the government said was final, falls short of the unions' last revision of their demand



No peanuts: Cosatu-affiliated public sector unions have threatened to bring the country to a standstill. PHOTO: JACQUI PILE

for a pay increase — down from 10% to 7.3%, with 8% for teachers.

The government argues that the public sector wage bill is already too big and is squeezing out much needed capital investment in the provision of services.

The 12 public sector unions, which also met in Pretoria on Wednesday, have called for an urgent meeting with Mbeki. If Mbeki does

not find a solution by August 24, according to Fikile Majola, general secretary of the National Education, Health and Allied Workers' Union (Nehawu), the 12 unions will meet on August 27 to take a final decision of industrial action.

Current indications are that the more militant of the 12, such as Nehawu and the South African Democratic Teachers' Union will opt for

full blown strikes and street protests. Other, more conservative unions, and workers in essential services who are not allowed to strike, are expected to resort to other forms of protest.

In the interim, work stoppages and disruptions by civil servants will escalate over the next week as leaders of the 12 public sector trade unions hold report backs for members and head sporadic protests according to Majola.

A number of the unions involved are holding executive meetings over the weekend to confirm plans for further action, he added.

Strike action by civil servants could coincide with a separate, broader campaign of protests by Cosatu, the country's largest union federation. Cosatu is planning a series of marches, rallies, demonstrations and work stoppages to protest against retrenchments, high interest rates, and job losses resulting from sharp reductions in import tariffs on some goods. The Cosatu campaign is directed against the government, business and the Reserve Bank.

Two weeks ago, Cosatu gave notice of the planned campaign to the National Economic Development and Labour Council (Nedlac), as required under the Labour Relations Act. The Act gives workers the right to take part in protest actions to promote or defend their socio-economic interests and to be protected against disciplinary and other sanctions for doing so.

If Nedlac cannot find an alternative way of addressing Cosatu's grievances, the federation can embark on its planned protests two weeks after serving a second notice on the council.

Trade union officials and SACP leaders not serving in the government said this week they were being inexplicably cold shouldered by the ANC leadership as the country faced the prospect of the most serious industrial action since 1994 and a threat of paralysis in the civil service.

The ANC's left wing partners are concerned that the ruling party's indefinite postponement of the alliance summit has blocked, at a crucial moment, discussion of government economic policy. Cosatu and the SACP had placed the government's policy for growth, employment and redistribution (Gera) and privatisation on the summit agenda. They were amazed to hear last weekend that preparations for this week's summit could not be completed in time.

Government leaders would prefer that the debate over macro-economic policy be considered closed.

"There is deep concern. Relations are very tense," a senior SACP source said. "There is a feeling that some people in the ANC want Cosatu and the SACP to help in an election campaign, but then drop us as soon as it's over."

Majola said he and other Cosatu unionists found inexplicable the government's insistence that the public sector wage dispute be viewed as a straight worker/employer interaction which should be isolated from political influence — even though the government was the employer.

"There will have to be political intervention," he said.

(250) mtg 13-19/8/99

Krisjan Lemmer

Not not white

Most of Naspers's shareholders are not white," trumpeted a headline in *Rapport* over the weekend. The newspaper said this dramatic change in the racial profile of its owners had resulted from about 24 000 people becoming new shareholders through the Welkom Trust.

Rapport did not, of course, quantify the value of the shares held through the trust. Nor did it point out that when it comes to the use of N shares and keeping company control away from shareholders, New Africa Investments Limited (Nail) are complete amateurs compared to Naspers.

Naspers only has N shares listed on the Johannesburg Stock Exchange and they only hold up to 14.6% of votes.

The rest of the...

Lobby tricks

The opening this week of *Basic Necessity* — an exhibition of photographs of sex workers around and about Cape Town by Tracey Derrick — had its moments. Not the least of them was the arrival of a number of the said workers, dressed to kill, who mingled colourfully with the arty hoi polloi.

Derrick had invited the sex workers to an earlier opening on the previous Sunday and after a few drinks, invited them to write graffiti on polystyrene foam sheets. Much of it was explicit and graphic. Lemmer was rather taken by one which said "I did it in Parliament. Keep Parliament in Cape Town." That should do the trick!

Learning

Om Lemmer was intrigued to hear that the SABC's chief executive officer, the Reverend Hawu Mbatha, whose appointment caused a stir in media circles, has taken a one-month sabbatical after a year spent managing the giant corporation. Seems the reverend has decided to go on a learning course in the United States. The course? Management, of course!

Talk about closing the stable door after the

publicly expressed concerns. Seems like "misplaced politicking", sure enough. But not by Zille.

Darwin

Samantha Weinberg, a one-time trainee at the *Mail & Guardian* — better known in Britain as the socialite daughter of Sir Mark Weinberg — has just launched a book in London on South Africa's "living fossil", the coelacanth. Among the guests was Earl Spencer. Which prompted one social commentator to observe wittily that conversation focused on "the capacity of certain species to defy evolution — but then we moved on from Earl Spencer."

Earl Spencer, incidentally, is in the middle of a furious row over plans to flog part of his Althorp Estate in Northamptonshire, burial ground of Lady Di, to build a 2 500-unit housing estate. The sale would destroy one of Britain's most valued woodland areas, but would reportedly earn the earl in the region of R500-million.

Constantia has been warned.

Mail snail

The opening disciplinary hearing of...

opposite Parliament.

Inquiries at the Post Office were met with insistence the documents had been delivered. The computer said so!

Tit for tat

An invitation arrived from Dr Zoran Binjugalac, ambassador of the Federal Republic of Yugoslavia, to attend the "presentation of white book" in Pretoria on "Nato crimes in Yugoslavia." Lemmer's heard of the pot calling the kettle black, but!

Spook news

South African spy has been boasting about his exploits working for British intelligence. David Clark, from Durban and a former member of South African military intelligence, has told the *(London) Sunday Times* that he was hired by the British secret service (MI6) to tap the phone of Gibraltar's attorney general, John Blackburn-Gittings. As a result the AG was given the heave ho on suspicion of having potentially prejudicial underworld contacts.

Clark claims he was involved in various dirty tricks operations against the African National Congress in London.

DS 19/8/99

Office bearers to get 4% pay increase

Farouk Chothia (270) 128

CAPE TOWN — The cabinet has decided that public office bearers should settle for a 4% salary increase to set an example to the nation, says Public Service and Administration Minister Geraldine Fraser-Moleketi.

She also announced yesterday that future wage talks would take place before the parliamentary budget vote — a key demand of trade unions, observers pointed out. The bargaining process had to be aligned to government's medium-term expenditure framework, Fraser-Moleketi said.

The commission for the remuneration of public office bearers has recommended the implementation of a notch system for MPs and cabinet ministers, granting a 10% increase to those with two years' experience and nothing to newcomers. However, government spokesman Joel Netshitenzhe said yesterday's decision on a 4% increase should not be linked to the recommendations, which were being debated by a cabinet committee.

Fraser-Moleketi was left to announce the 4% increase in what appeared to be an attempt by government to hold the moral high ground in the wage dispute with public service unions. Fraser-Moleketi said the decision was taken in the context of President Thabo Mbeki urging public office bearers to act in such a way that "none can challenge us".

She said government wanted to assess options on decentralising wage negotiations and "empowering" departments to make decisions. Strategies had to be developed to "use purchasing power to extract concessions from the private sector on medical aid".

Government would also renegotiate with unions the structure and regulations for overtime pay.

Unions form united front in pay battle

Wave of protest imminent

LYNETTE JOHNS
EDUCATION REPORTER

The union said if the Government was allowed to unilaterally implement increases, unions would not view negotiations in a serious light, as they would constantly wield the axe of unilateral action.

Twelve public sector unions representing more than 800 000 workers will march in the big centres across the country.

In the Western Cape more than 30 000 workers are expected to march on Parliament on August 24.

At a press conference, held at Cosatu's offices in Salt River yesterday and addressed by members of 11 different unions, Gavin Moultrie of the Hospital Personnel Trade Union said the unions were unified as never before.

He said the Government had to remember that behind every minister was a loyal public service employee.

Workers were frustrated and angry with the Government's attitude towards the strike.

The unions are, however, calling on the Government to return to the bargaining table, but even if it does so on Monday, the protest march will go ahead on Tuesday.

Unions say they are prepared to use strike action for months and will do so until the Government agrees to the extra 1%.

STRIKES State 'violated ILO convention'

Cosatu raises the stakes in

wage battle

FRANK NYUMALO
LABOUR EDITOR

Johannesburg - Cosatu's support for public service unions yesterday threatened to turn their pay dispute with the government into a crippling strike showdown on Monday.

Cosatu made a stinging attack on the government for violating the International Labour Organisation (ILO) convention on collective bargaining by unilaterally implementing its final average wage increase of 6.3 and 7 percent when the matter was still under dispute.

In an attempt to mollify the wage demands, the Cabinet yesterday asked parliament to accept a lowly 4 percent increase for national politicians.

This week the Cosatu-affiliated National Education Health and Allied Workers' Union dismissed the view that inflation figures released on Tuesday made the government's unilateral increase generous.

Headline inflation dropped to 4.9 percent in July from 7.3 percent in June, but the volatile core rate rose to 8.2 percent from 8 percent.

About 800 000 public servants, mostly from Cosatu affiliates, are expected to take to the streets on Monday in a show of union power not seen since the mid-1980s.

"We are extremely worried by the precedent this bad faith unilateral action will set for the private sector, in particular the blood-thirsty conservative employers," said Peter Malepe, the acting president of Cosatu.

"We are equally concerned that the government's offer, which is below the July inflation rate, has also set a precedent as employers will interpret this as the way to go."

Cosatu reiterated its call for the government to immediately amend the new Labour Relations Act so that retrenchment of workers were made a mandatory negotiations issue instead of mere consultation.

The section spells out procedures for operational retrenchments but does not place an obligation on management to negotiate these with unions, effectively limiting the latter's abilities to protect members' jobs.

Malepe also called on the state to fundamentally change the Insolvency Act so that workers were made preferred creditors and companies forced to inform labour in good time if faced by problems that might lead to liquidation.

"Companies that fail to make the transfer of workers' contributions to the provident fund and/or other joint contribution funds should be prosecuted and their senior managers given jail sentences without any option of a fine," Malepe said.

Numsa seeks tough debate on alliance

DD 19/8/99

(140A)

ANC's Lekota wants criticism confined to alliance structures

Reneé Grawitzky

THE National Union of Metalworkers of SA (Numsa) delegates called for a debate last night on the relationship between the Congress of SA Trade Unions (Cosatu) and government at the start of the federation's three day congress.

This call was made during deliberations on the federations' approach to the adoption of an alliance programme of action to ensure the implementation of the African National Congress (ANC) election manifesto.

Numsa's proposal also came in the wake of an address by ANC chairman Patrick Lekota who questioned the manner in which unionists were criticising government policy. He said this should be done within alliance structures.

Numsa has proposed a number of resolutions to the conference calling for greater account-

ability of government ministers to their own constituencies such as Cosatu and its affiliates.

In line with this approach, the National Union of Mineworkers (NUM) criticised those government ministers who had agreed to the gold sales by the International Monetary Fund.

During the start of debate on the alliance programme, the Transport and General Workers Union said the resolutions failed to recognise the weaknesses in the movement while the manifesto itself was broad and not sufficiently focussed.

The federation's discussion document on the alliance programme said there were clear commitments in the manifesto.

Cosatu's biggest challenge in the post-election period was the translation of the contents of the manifesto into a programme that will better the lives of our members - the working class and the poor.

The Cosatu document said the alliance had an important role to play in policy formulation and planning and would be engaged in implementation.

The federation would welcome the approach of government and ensure the strategy developed during the congress enabled Cosatu to play a powerful role in shaping programmes for the implementation of the manifesto. This was on the proviso "that budgetary constraints are negotiable within the alliance", the federation said.

Some unions raised questions on the issue of budgetary constraints while attempts were made to ensure this did not end in a debate on government's growth, employment and redistribution strategy.

As this debate continued delegates awaited the outcome of the election of office bearers

Popcru joins strike

Sowetan 18/8/99



Public Service and
Administration Minister
Geraldine Fraser-Moleketi

By Joshua Raboroko

DISRUPTIONS in an essential service could cause chaos when about 69 000 police and prison warders join other public sector unions in a national strike in their demand for a 7,3 percent pay rise

The Police and Prisons Civil Rights Union (Popcru) has decided to embark on a strike on August 24 despite the "no work, no pay rule" announced by Public Service and Administration Minister Geraldine Fraser-Moleketi

Business and civil rights organisations have called for calm during this period, saying the action might disrupt essential services and cause chaos in law and order enforcement

Popcru president Mr Zizamele Cebekhulu announced the strike at a media conference yesterday

The three public sector unions aligned to the Congress of South African Trade Unions - Popcru, the SA Democratic Teachers Union and National Education Health and Allied Workers Union - are engaged in a bitter wage dispute with the Government

Cebekhulu said that they would join other unions, including the South African Police Union and staff associations in their "programme of

action" today

They would also embark on a go-slow from August 20 to August 23

The mass action will include lunch-hour pickets and demonstrations outside police stations and government buildings

Political analysts have urged the Government to pay better salaries to the police, prison warders and traffic officers so that they can render a good services to the public

Cebekhulu said many police officers have been killed in the line of duty "We risk our lives protecting citizens against criminal elements yet we are the lowest paid workers"

He was aware of the guidelines concerning strikes by workers in essential services, but was adamant they would down tools.

"The employers' hardline approach in introducing decisions outside the bargaining chamber prompted our decision to strike," Cebekhulu said.

Senior Superintendent Strini Gavinda said the Labour Relations Act and the Police Act prohibited police from taking such action. But in terms of the Constitution they could demonstrate.

South African Prisoners Organisation for Human Rights spokesman Mr Phineas Mnambathi said prison warders had the right to strike

(250)
(152)
(251)

opposition" is a sentiment not far from many lips

But there was nothing on the agenda of this year's congress about forming a Workers' Party. There was, however, plenty about the need for Cosatu to begin to strike other alliances. Its natural allies now, declared several unionists, are civic organisations nongovernmental organisations and the inchoate Rural People's Movement.

In the latest edition of the SA Labour Bulletin, a Cosatu intellectual, Diviga Sibekwe calls for an independent political programme. "Only a programme of struggle can tilt the scale in favour of the poor. No amount of sweet-talking within the alliance will benefit the working class."

Sikwebu and others advocate a "social movement unionism" for Cosatu and say it must be more rooted in communities. The federation has resolved to become more involved in local government, school governing boards, hospital boards and water committees. With about one in three workers now employed as a casual or contract worker, Vavi says Cosatu must get to these workers in their communities. But it has thus far shown little enthusiasm for this sort of unionism because it is hard slog with none of the convenience of stop orders or facilities that industry offers.

One reason, for example, that Cosatu's autumn offensive recruitment drive last year was a failure was that it targeted traditional industries where its membership had peaked. It has now decided on a "summer offensive" to reach 2m members early next year.

It will focus on the new categories of workers as well as on domestic and farm workers. "It means having to release huge levels of resources to maintain such a movement," says Vavi.

But new, flexible work arrangements

► "I don't think Cosatu has quite adapted to the twin challenges of a new democratic and globalisation. Wealth creation, training and productivity must become part of labour's agenda. These issues haven't been foregrounded adequately."

Eddie Webster

to meet the challenges of the next millennium. This is not 1985. Realistic sentiments, but factions in Cosatu behave as if they are still in the Eighties. The politics of opposition continue to dominate and they display little strategic economic sense.

According to Wits labour academic Eddie Webster, Cosatu must build on the gains it has made in the past five years. "I don't think Cosatu has quite adapted to the twin challenges of a new democracy and of globalisation," says Webster. He adds "wealth creation training and productivity must become part of labour's agenda. These issues haven't been foregrounded adequately. There must be a shift towards problem-solving."

Many believe that to maintain its influence and power, Cosatu must look to the idea of a triple accord between labour, business and government in which all parties make trade-offs for economic growth and for jobs.

The idea is gaining currency in top Cosatu circles, but it will not be an easy sell among the rank-and-file where re-trenchments and, for the public-sector unions, a tougher stance from government, have calked relations.

Still some lateral thinking is needed to break the logjam. "The challenge is for a new kind of worker or we will indeed become part of the Fourth World," Webster says.

Ferial Hatfield

PUBLIC-SECTOR STRIKES

FORCES STIRRED UP, READY FOR A REALIGNMENT

Blue- and white-collar unions find common cause

The wage dispute in the public service has become the setting for a nascent tripartite alliance between the African National Congress, Congress of SA Trade Unions and the SA Communist Party and towards greater trade union unity across federations and encompassing white- and blue-collar workers.

Public Service Minister Getalaine Fraser-Moleketi's decision to implement government's wage offer (upped by R2,000 to R3,200) midway through a dispute has sent a tremor through the alliance. It has also prompted joint action by Cosatu's predominantly black affiliates with predominantly white and coloured

craft unions affiliated to the Federation of Unions of SA (Fedusa).

The wage issue is to go to (binding) arbitration in late September.

On August 24, the 12 unions that sit in the Public Service Bargaining Council with government will march in protest against what they call government's "unilateralism". Fraser-Moleketi upped the ante last week when, convinced talks were getting nowhere, she decided to implement the offered increase.

She also changed the language of public service restructuring by talking about "re-trenchment" of civil servants, instead of the softer "redeployment" strategy which had been in vogue until then.

The decision to bring the dispute to a head was taken by Fraser-Moleketi with Cabinet colleagues, including Finance Minister Trevor Manuel and President Thabo Mbeki.

Unions were caught completely unaware. They had dropped their opening demand for a 10% increase across the board to 7.3%, with slightly more for teachers (see graphic). Thulas Nxesi, general secretary of the SA Democratic Teachers Union (Sadtu), says "We believed that a settlement was imminent." With just one percentage point separating the union demand from government's final offer of a 6.3% general increase and 6.8% for teachers, the parties were not far off. But something snapped in government.

Fraser-Moleketi initially approached the negotiations with conciliatory talk and an appeal to unions to keep talking because a settlement was on the horizon. By assisting with reopening the National Economic Development & Labour Council (Nedlac)'s Public Finance & Monetary Policy Chamber government has also partially acceded to labour's demand that public-service in-

creases be negotiated before they are announced as a fait accompli in the Budget.

In addition it has moved on plans to introduce a basic income grant a key campaign by labour (see page 22).

But the unions' willingness to negotiate appears to have been too little too late for a government that said "enough".

The Minister changed chief negotiators midway through the talks opting to do much of the talking herself. She also toughened government's position with the assistance of her adviser Robinson Ramatle.

Two reasons may account for its change of heart. The strike did not have the impact many imagined it would. Large chunks of the public-service work force are defined as essential services by the Labour Relations Act and, as such, are forbidden from striking. Their protests are tightly regulated so that unions are obliged to provide a minimum service even if they go on marches or lunch-time protests. Thus, the dispute has been most acutely felt at township schools and in some courts.

The sight, on national television, of marching teachers (some jiving) juxtaposed against angry parents who had organised themselves into the parents' committees reminiscent of the Eighties, has swayed public opinion against them.

Also, not all teachers who belong to unions in dispute with government have come out on strike. These factors weighed against the unions and prompted a far harder stance from government.

If government's action sets a precedent, then protests planned for August 24 will do



so too. If the 12 unions concerned pull it off it will be the biggest exercise in cross-racial and cross-federation unity.

Over the next five years, we'll see more common strategies and action across federations," says Eddie Webster of Wits University's Sociology of Work Unit.

Meanwhile, some government sources suggest Fraser-Moleketi may have misjudged the depth of union anger.

Cosatu's three public service affiliates (the National Education, Health & Allied Workers' Union, Nahawu, Sadtu, and the Police & Prisons Civil Rights Union, Popcorn) last weekend held emergency executive meetings to plan a new phase of protests. They have threatened to block government's plans to restructure the public service and develop a new wage policy.

They have also exhorted members to return to work, but are planning a work to rule. Teachers, for example, will not supervise any extra-curricular activities at school. "If it's lunch-time, it's lunch-time. If it's tea-time, it's tea-time," harrumphed Sadtu's Nxesi at the weekend. The problem, some argue, is that it always is. Ferial Hatfield

Question?

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MBA Director Professor Mick Donald
Campus: Ilorin, Johannesburg

Massive strike on Tuesday as govt, unions clash

By SEKOLA SELLO

AN ESTIMATED one million public sector workers cutting right across race and ideological divides are expected to down tools on Tuesday in what could be an unprecedented war of attrition between the labour movement and government over salary increases

This industrial dispute is spearheaded by four unions affiliated to the Congress of SA Trade Unions

and the mainly white Federated Unions of South Africa (Fedusa)

And unless a way out of the impasse is found soon, the one-day strike could turn into a long, drawn-out test of strength between the African National Congress government and trade unions, some of whom are its alliance partners

Government yesterday maintained a stoney silence on the pay dispute with civil servants, saying it has nothing to add to Public Service and Administration Minister Geraldine Fraser Moleketi's statement earlier in Parliament

Fraser Moleketi said government would not tolerate an illegal strike by unions pursuing their

own narrow interests to the detriment of society as a whole

She also rejected demands that employees who participate in the strike should be exempted from the no work no-pay rule

Government has also made it clear that it will not budge from its offer of a 6,3 percent increase. The unions, on the other hand, are demanding an average increase of 7,3 percent

Last week Fraser Moleketi broke off negotiations when she unilaterally decided to implement the 6,3 percent wage increase

This was at a time when the unions thought negotiations were still going on

As attitudes harden, Cosatu has threatened that it may embark on a solidarity strike to support the demands of the civil servants

The union federation is looking at closing all legal loopholes that, in terms of the Labour Relations Act, could prevent it from embarking on a secondary strike

At its three-day congress which ended in Johannesburg on Friday, Cosatu unveiled a programme of action aimed at expressing solidarity with the public sector employees and preventing job losses in the private sector

Cosatu is planning a three-pronged campaign to pressure both government and the private

sector to act decisively to end the jobs crisis

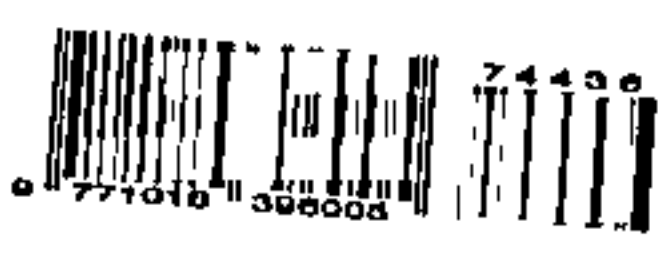
This will entail
 A campaign at shop-floor level where each week the unions will decide on which sector of industry is to be targeted. This could be the public sector, gold mining sector, textile sector, banking sector, the food sector or any other sector where Cosatu has members

Cosatu could also take its campaign to the provinces with what it calls a rolling mass mobilisation. The Cosatu leadership said the duration of this action will be determined by its central executive committee

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CP 22/8/99

(152) (250)



Millions to join solidarity protest

(152) (250)
 CELEAN JACOBSON

ST 22/8/99

COSATU is planning a day of mass action on Tuesday when private sector workers will stage protests in solidarity with striking civil servants

The action is the latest shot fired by the trades union federation in its dispute with government, which last week called off wage talks and began unilaterally implementing a pay increase

A million teachers, health workers, policemen and other public officials are expected to down tools on Tuesday

Businesses will be hit as a further 1,7 million Cosatu members are expected to take part in marches and protests

Cosatu is also planning a one-day general strike of its affiliates to protest against job losses and government labour and economic policies

"We will use Tuesday to mobilise for a full-blown strike. The government must come back to the negotiating table and reverse their decision [on pay] or face a major confrontation," said the general-secretary of the National Education, Health and Allied Workers Union, Fikile Majola.

The threat came as hardline teachers' union boss, Willie Madisha, was elected Cosatu president, signalling tougher relations between government and the public sector

Massive strike as govt, unions clash

■ From Page 1

(3) Cosatu said if its demands are not met, the central executive committee has been mandated to call a general strike at national level and will also decide on its duration

The National Union of Mine workers (Num), which is still reeling from the crisis facing the gold mining industry, was delivered another body blow this week when the East Rand Proprietary Mine near Germiston was finally liquidated. Some 5 000 mine workers, most of whom are Num members, will lose their jobs as a result.

At another gold mine, Haartebeesfontein in North West, 9 000 miners were dismissed this week

■ Also read 'Labour turmoil will have strong economic impact' on this page.

(250) (152)

CP 22/8/99

Public servants, govt fail to settle dispute

BD 23/8/99 (250) (152)

Unions expected to embark on a national pay strike tomorrow

Primarashni Pillay, Simphiwe Xako, Nicola Jenvey and Sapa

MORE than 300 000 public servants from 12 trade unions are expected to embark on a national pay strike tomorrow, following a failure to settle a dispute with government.

The strike will involve teachers and other public servants.

The Congress of SA Students (Cosas) has condemned the strike action and will tomorrow protest against teachers participating in industrial action.

Tahir Maepa of the National Union of Public Service and Allied Workers (Nupsaw) said yesterday that talks with government were suspended by the unions after government announced its intention to unilaterally implement its final wage offer of R3,28bn which would ensure an average increase of 6,3% and 7% for teachers and lowest paid workers.

Maepa said the Congress of SA Trade Unions (Cosatu), Independent unions and the Federation of Unions of SA (Fedusa) would review their course of action on

Wednesday. The unions are demanding a 7,3% pay increase.

Cosas president Lebogang Malle, said the "strike is going to negatively affect preparations for final examinations".

He said the deadlock had to end within the next five days and called for President Thabo Mbeki to intervene as Cosas wanted schooling to normalise.

He called for separate matric exams for township pupils who have been affected by teacher stay-aways in the past three weeks.

Meanwhile, the National Union of Mineworkers (Num) and the management of the Durban Rood-epoort Deep mining group were last night locked in talks over Friday's dismissal of about 9 000 Haartebeesfontein miners after they embarked on an illegal strike.

The miners went on strike over the terms and conditions surrounding the group's R45m purchase of the North-West mine from AngloGold last Monday.

Num secretary general, Gwede Mantashe, said the union would meet mining management to continue wage talks today. He said

about 12 000 colliery workers would embark on a strike today.

Telkom and the Communication Workers' Union (CWU) yesterday failed again to reach a pay dispute settlement after management tabled a revised 9,1% offer.

Telkom spokesman, Amanda Singleton said union leaders would consult their members today to consider the offer. She said the two parties would meet next Monday for further negotiations.

This comes after Telkom and the Alliance of Telkom Unions (ATU) at the weekend reached an agreement of a 5,5% total remuneration package increase for employees on supervisory level, 6% basic salary for operational workers and 6,5% for support staff. The company also offered to increase the minimum wage to R2 350 a month.

Singleton said the deal, which is in addition to the 2% performance based increase and a 1,1% gain sharing bonus, will be effective from April 1.

Private courier companies canvassed on Friday said the telecommunication strike had not boosted business.

Protests to continue until demands are met

We want action now, says Cosatu

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The time for talking was over, Cosatu warned at the weekend after a national congress adopted a programme of rolling mass action to culminate in a general strike if its demands were not met.

Cosatu's demands relate to the job crisis, tariffs, labour market policy, the liquidation of East Rand Proprietary Mines, the mass dismissal of 10 000 workers at Hartbeesfontein gold mine and the public sector dispute.

"We are sick and tired of the senseless destruction of jobs in our country," the congress said. "The high unemployment rate inherited from the apartheid era continues to grow, jobs are being destroyed faster than they are being created, while 350 000 new workseekers come on to the labour market every year."

"The time for talking is over; we want action now."

Cosatu said it had consistently put forward proposals on job creation and retention to employers and the government at Nedlac and at last year's jobs summit.

A special central executive committee (CEC) meeting would be urgently convened.

The programme of action had three components every week: the labour federation would focus on a different industry to defend jobs and labour rights.

There would also be provincial action in all Cosatu regions, the length of which would be decided by the CEC.

Third, a national strike would take place if congress resolutions

and declarations were not met. The duration would also be decided by the CEC.

The congress said Statistics South Africa figures showed a net loss of more than 365 000 jobs in the non agricultural sectors between 1996 and 1999.

More than 150 000 miners had lost their jobs between 1997 and 1999, six marginal mines had notified the Gold Crisis Committee of intended retrenchments and 28 000 jobs were at risk in the next two months.

In the same period more than 110 000 jobs had gone in manufacturing and 22 000 jobs were lost last year in clothing and textiles.

There had been 110 000 jobs lost in the construction industry, with 30 000 more at risk. The service and transport sectors had lost 110 000 jobs, finance had lost 10 000 jobs between 1998 and 1999 and SpoorNet and Telkom were threatening to retrench 27 000 and 11 000 workers respectively.

A combination of voluntary severance packages, frozen posts and natural attrition had reduced the public sector by 170 000 workers from the levels of four years ago.

"We are facing a national crisis of job losses and rising unemployment, which is deepening poverty and inequality and threatening the gains of new democracy," Cosatu said.

"Despite the agreements of the jobs summit in October 1998, employers continue to throw workers on to the streets in numbers. Economic policies are still flung the economy (and) urgent measures are needed to address this growing crisis."

Public-service wage demands part of a bigger picture, says unionist

As the public-sector unions prepare for marches tomorrow to back their wage demands, president of the National Education, Health and Allied Workers Union (NEHAU) provides a broader perspective.

It is unfortunate that the commercial media chose to portray, for whatever they want to prove, the public sector's deadlock over wages as being about salary increases for workers against the Government's diminished resources.

And Cosatu unions in the dispute are told to "see the bigger picture" for the demands "would (inevitably) mean cuts in already under-resourced services."

Thus a picture of grave crisis is drawn with some "sacrifice" is not sufficient. The public sector is highly problematic and needs to be addressed. The

Cosatu unions have a different view which places the demand for a living wage within a wider context.

Firstly, the wage bill has been climbing up in the past three years, not because of basic pay of workers, but because of the costs of allowances and benefits which, for the first time, were extended across the public service, particularly to women.

These benefits and allowances, such as car and housing perks, medical aids (which take up more than R100 million) and overtime, are extremely inequitable, benefiting those at the top of the public service wage hierarchy. Basic pay rises have not been that significant for those at the bottom of the pile.

Secondly, Cosatu unions recognise that public service pay represents a major component of Government spending in areas such as health, education, safety, security and so on.

And the concern about the "consumption expenditure", and the so-called "crowding out" effect of the wage bill could be misleading, as these social areas of delivery are inherently labour intensive.

Workers in these services are not just "consuming" the resources, as some would like us to believe, they are also producers. Retaining their role in the public service is an extremely important investment for the country.

Furthermore, the whole notion of "bloated" bureaucracy needs to be critiqued. Studies have found that the so-called "deadwood" or pen-pushers make up less than 8% of the public service and the so-called "surplus people" (50 000 of them) are actually being deployed to do work that is productive.

In the main, the public-sector worker is the teacher, nurse, and policeman, all of whom provide an essential service to the country.

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In the main, the public-sector worker is the teacher, nurse, and policeman, all of whom provide an essential service to the country.

In the public service this strategy effectively means applying a fis-

(water and electricity), food, medical care, and transport.

It is becoming difficult for a general assistant, for example, who earns R1 500 a month to meet the rising costs and support their families.

A wage increase below inflation could only make things worse in a situation where there is a lack of effective social security and an economy that is shedding jobs.

So it is absolutely wrong to regard the "immediate interests" of workers as excluding those of their families and their communities.

Thirdly, and more importantly, Cosatu unions acknowledge that public-service pay has a major effect on the macro-economic balance of the economy.

Now we know that the macro economic framework (Gear) is extremely restrictive. In the public service this strategy effectively means applying a fis-

cal austerity on the wage bill as Government's main objective. This could include massive budget cuts, downsizing of the workers.

The effect is not just on workers but on their communities as well. Social delivery is thus affected.

In the context of the huge social deficit left by the apartheid legacy, you cannot simply remove these workers, while intending to build more classrooms, hospitals or police stations.

The Government's own public-service skills audit raised the concern of downsizing health, education and other areas of social delivery, warning that "larger cuts will affect basic service delivery."

We think the Government is likely to agree on this as previous statements indicate their desire not to retrench but to seek other alternatives like redeployment.

This could mean that even fiscal projections in the medium term for

example, which make the whole area of wage negotiation in the public service look like a futile exercise may be reviewed.

We have been told of the reduction of personnel expenditure or the terms of negotiation before the development of a wage policy skills and service delivery audit and that related issues of the 'size' of the public service are incomplete.

Against this we have been calling (and still are calling) for a remuneration policy (and not subordinated to a restrictive macro economic framework, which we think is not entirely appropriate) and to link wage negotiations with budgetary processes (particularly on personnel expenditure).

Cosatu public-sector unions have always been at the forefront of public sector transformation, which is not confined to workplace democratisation, but includes a better life for all.

GOVT ACTION CONDEMNED

Public servants plan national day of protest

JOHANNESBURG: Public servants will embark on protest action tomorrow that could lead to a shutdown in services. EDDIE JAYIYA reports

ET23/8/99

MORE than one million public servants will take part in marches nationwide tomorrow in a show of anger at the government's unilateral implementation of its final wage offer to 12 public sector unions.

The action is also a challenge to the government to return to the public service coordinating bargaining chamber.

Unions have demanded an average of 7,3% and an additional 1% pay progression for teachers.

Before breaking off negotiations and unilaterally implementing its final wage offer, the government offered 6,3% to most of the workers and 7% to the lowest paid and to teachers.

Paddy Padayachee, chairperson of the action committee representing the 12 unions, said marches would take place in all nine provinces. The biggest march would be in Pretoria.

Padayachee said essential services workers would hold lunch-hour pickets or apply for sick or annual leave.

Police, Correctional Services workers, nurses, magistrates and prosecutors are classified as essential services employees and are excluded from going on strike. If they stay away from work, they could face disciplinary action and dismissal.

"We don't want to put our members' jobs in danger and have advised them to apply for sick leave and ordinary leave," Padayachee said. "If they are refused leave, lunch-hour pickets will be ideal."

"This is the beginning of the mass action that will send a strong message to the government that we reject its final offer. We want it to return to the negotiating table."

The industrial action is expected to disrupt major institutions throughout the country.

- Teaching will be severely affected,

- Hospitals will run on skeleton staffs as general staff are likely to stay away from work,

- Staff shortages could hamper services at the Department of Home Affairs,

- Prisons could face work-to-rule and lunch-hour disruptions,

- Provincial education departments face shutdowns,

- Police stations could operate on skeleton staffs if officers are granted a day's sick or annual leave. Officers will also stage lunch-hour demonstrations and pickets.

Government spokesperson Joel Netshitenzhe said the implementation of the final offer was a "transitional settlement".

He said the state was calling on the unions to return to the negotiations process to develop a broader wage policy acceptable to the parties.

"This policy, which has to be finalised by the end of the year, will surely avoid similar disputes," Netshitenzhe said.

"The government is keen to begin wage negotiations with the unions before the Budget is finalised — so tomorrow's protest is unnecessary."

Coal miners are set to continue

(152) (250)
their strike today while their union, the National Union of Mineworkers (NUM), and the Chamber of Mines meet in a bid to resolve the wage dispute.

About 12 000 coal miners are on strike. They are demanding a 9% increase across the board, while the chamber is offering 7%.

NUM general secretary Gwede Mantashe said the strike would continue until management upped its offer.

Telkom and the Alliance of Telkom Unions reached wage agreement on Saturday.

The alliance, which represents the South African Communications Union, Mineworkers' Union and Postal and Telkom Association, will receive a 5,5% increase on the total remuneration package for supervisors, 6% for operational staff and 6,5% for auxiliary (lowest-paid) workers.

Telkom spokesperson Amanda Singleton said the company had tabled the same offer to the Communications Workers' Union (CWU), which had not yet decided on the offer.

CWU general secretary Seleboho Kiti said the union would report to its members, who were expected to return to work today.

"We are not returning to resume normal work," he said.

"We will embark on protest action such as work-to-rule, a ban on overtime, and lunch hour pickets on Friday. The two parties will resume talks next Monday."

"We have made proposals to the Post Office in a bid to resolve the impasse. They have taken the proposals to their principals, who are overseas."

"We will meet (the Post Office) again today," he said.

● See Business Report

It's all-out strike next, say unions

(250) (152)
Cosatu goes on march

ARG 23/8/99

STAFF REPORTERS AND SAPA

Eleven public sector unions say tomorrow's planned Cosatu march on Parliament should be seen as the first part of action which could end in a national strike if the Government does not return to the bargaining table.

At a press conference today, Cosatu said it would meet on Friday to discuss a full blown nationwide strike.

Tomorrow's protest was expected to hit schools, health and police services the worst. Only skeleton staff was expected to be on duty tomorrow in these sectors.

Unions are demanding a 7,3% increase and a 1,1% pay progression for teachers.

The Government has walked away from the bargaining table and has implemented an across the board 6,3% increase.

Tony Enreich, Cosatu's assistant general secretary, said workers deserved an inflation related increase.

If the Government was not prepared to offer this, it was sending out a negative

message to private industry.

Tomorrow's marchers will be joined by nurses, even though this profession failed to secure a minimum service agreement with the provincial government.

Parliamentary staff will also take part in the march, along with provincial staff based at the legislature building in Water Street. Mr Enreich said this would have a huge impact on Parliament and if the union embarked on a full-blown strike, Parliament could come to a standstill.

The intention was to ensure the employers got the message that the unions were serious about salary negotiations.

Cosatu has also called on its unions in the private sector to hold lunchtime demonstrations tomorrow.

Teachers' unions in the province are calling on parents to help out at schools, especially primary schools, while they are out marching.

Hawa Khan, spokeswoman for the

To page 3

Its all-out strike next - unions

From page 1

health related independent unions, said the provincial government was not prepared to grant leave for staff to go on the march. The provincial health department had also threatened that the no-work, no-pay rule would be implemented.

Mrs Khan said, however, nurses would be out in force. "The nurses will definitely take part," she said, but added that nurses would not leave patients to die.

Today Public Service Minister Geraldine Fraser-Moleketi said the government would not budge from its current wage offer to public ser-

vants, saying the proposal was reasonable.

One of the 11 striking unions, the Police, Prisons and Civil Rights Union (Popcru), said "The employer's hard line approach to implement decisions outside the bargaining chamber prompted the decision to strike."

Police and other workers in essential services are prohibited from striking.

But Mr Zizamele Cebekhulu, president of Popcru, said "The government cannot expect us to conform with provisions laid down by management on strike action if the employer is running away from

negotiations. There is no option other than a strike."

The unions have urged public servants, especially police and teachers, to apply for sick leave or annual leave to take part in the strike.

The predicted disruption to schools, just weeks away from the year-end examinations, has angered parents and students.

The Congress of South African Students (Cosas) will hold a national protest tomorrow and has threatened to embark on its own mass action if the impasse between government and the unions was not resolved.

Huge marches hit SA streets

Pay protesters confront state

STAFF REPORTERS AND SAPA

Thousands of public service workers, ranging from teachers to health workers, cleaners and managers, joined the biggest national one-day pay strike South Africa has yet seen.

The two main events were marches on Parliament in Cape Town and on the Union Buildings in Pretoria, but striking workers also converged on Bishop, Durban, Nelsonspuit, Pietersburg, Matikeng, Kimberley and Bloemfontein.

More than 15 000 public sector union members marched on Parliament demanding the Government returned to the bargaining table.

The marchers, members of a dozen unions, started their protest march more than an hour late, while hundreds of people lined Darling Street in a show of solidarity and support.

Freek de Lange, a police union shop steward, had come from Oudshoorn with six other SA Police Union members.

He said it was their day off and they had felt it was fitting for them to drive to Cape Town take part in the march.

In Pretoria about 30 000 public servants swarmed Pretoria's Church Square before marching to the Union Buildings. Many Western Cape schools closed as teachers went on strike. The SA Democratic Teachers' Union,



ARL 24/8/99 (152) (250)

Pay frontline: public service workers prepare to march on Parliament today to voice their demands

the National Professional Teachers' Organisation of SA, and the Suid-Afrikaanse Onderwysersunie represent a combined total of 350 000 members.

Most of the staff at the Peninsula's big hospitals reported for duty and services were largely unaffected. National Education, Health and Allied Workers' Union spokesman Makoko Lekoko said most of the union's 230 000 members took part in the stayaway, except for a core hospital staff, including those in operating theatres, maternity wards, and intensive care units. Western Cape police management said

there were no significant disruptions in policing.

But at Pollsmoor prison, about 200 people visiting jailed relatives and friends were told to go home because most warders were out on the strike.

Strike organiser Paddy Padayachee said the 12 public service unions would meet on Friday to consider future action. This could include a protracted strike, or a withdrawal from all negotiating forums should the Government not improve its offer.

Unions hold last-ditch talks, page 3

Unions hold last-ditch talks with Government over national pay protest strike

CLIVE SAWYER

Poulton Correspondent

Top-level efforts were made within the tripartite alliance on the eve of today's public service pay protest to limit the damage to relations between the African National Congress and its labour partners. Complicating the nature of the

strike, in which participating unions hope to mobilise thousands of teachers, police and health workers, among other public servants, is that traditionally ANC-aligned unions are working with non ANC unions.

Meanwhile, President Mbeki maintained a studiously hands-off approach to the confrontation between the public service unions and his government, leaving management of the affair to recently-appointed Public Service and Administration Minister Geraldine Fraser-Moleketi.

Presidential spokesman Parks Mankahlana said Mr Mbeki was 'on top of the situation' and was continuously kept informed. Asked what Mr Mbeki's response was to the calls by unions for him to

intervene, Mr Mankahlana asked what the point would be.

Cabinet ministers, as a matter of course, did not do anything without the express approval of the president, he said.

Mr Mbeki was to spend today in a meeting with directors-general of all government departments and parastatals to discuss issues of governance. Mr Mankahlana said.

Yesterday, senior ANC officials held discussions with union leaders affiliated to the alliance about ways to resolve the labour dispute in a way least damaging to all concerned.

But at the same time the Government maintained its firm stance that it would not move from its controversial decision to implement its wage proposals, over the objections of the unions, which want the

reopening of negotiations and which have called for Mr Mbeki's intervention.

Today's industrial action, which will include a march to Parliament and protests in all big centres, will be a key indicator to how the impasse will be resolved.

The unions have indicated that today's protest could be only a curtain-raiser to further action, possibly including a continuous strike. Sapa reports that the Police and Prisons Civil Rights Union, aligned to the Congress of SA Trade Unions, withdrew from the strike last night after Safety and Security Minister Steve Tshwete appealed to the leadership of Cosatu.

Popcru said its members were instead due to hold lunchtime pickets at their stations.

'800 000 TO STAY AWAY'

Unions unite in

historic protest

(250) (152)

CT 24/8/99

THE MINISTER OF Public Services and Administration, Gertrude Fraser-Moleketi, faces an unwelcome birthday present today — up to 800 000 state employees taking part in a protest action. JUDITH SOAL, PRISCILLA SINGH and GASANT ABARDER report.

TODAY'S industrial action is an historic occasion for organised labour in the new South Africa. It's the first time that unions on opposite sides of the political spectrum are acting together to fight for workers' demands.

In the past month Cosatu affiliates and non-Cosatu unions have organised separate protests, pickets and stayaways; none of these has had the desired impact. Today unionists are expecting 800 000 workers around the country to take to the streets in a united show of force — although unions say it is not, strictly speaking, a strike. It will be the first time that some sectors, such as the formerly white model C schools, will be affected by protest action. "I think the employer (the govern-

ment) has made a serious miscalculation," said Andrew Madala of Cosatu's National Education, Health and Allied Workers' Union (Nehawu). "We have it to thank for uniting the labour movement."

Cosatu said that if the government does not improve its offer of a 6,3% wage increase for public sector workers and seven percent for teachers to at least 7,3% after today's action, it will call out members of all Cosatu unions to embark on sympathy strikes and bring the country's economy to a standstill.

Fraser-Moleketi, who turns 39 today, remains adamant that the government cannot afford a larger wage bill and will not bow to the unions' demands.

As an unwanted birthday present, workers from the police, prisons, justice,

health and education sectors will gather at 11am today to begin their marches. Twelve public sector unions, representing 1,1 million civil servants, are expected to take part in the action, though not all of them are expected to march.

In the Western Cape, union officials expect between 30 000 and 60 000 people to take to the streets.

Many schools are expected to close early but essential services — hospitals, prisons and police stations — will be run by a skeleton staff. Organisers, who are busying in workers from as far as Oudtshoorn and Breda, say members will be urged to return to work after the march.

"All health workers, even cleaning staff, are deemed essential services so none of them can legally join the march, but we can't predict what they will do," said Alan Frauentsein of the provincial health department.

Red Cross Children's Hospital and Groote Schuur Hospital officials say they have contingency plans in the event of large stayaways, but they hope their staff will ignore the calls.

The health unions predicted that many health workers — including nurses and doctors — would join the march and that services would be disrupted.

"There will be staff to attend to emergencies but we may have to send away non-emergencies," said G F Jooste's medical superintendent, Norman Maharaj. "I would advise patients to come in only if it is really urgent."

Many schools have sent letters to parents informing them of the protest action and how it will affect their children's day at school.

Provincial education spokesperson Tony Eaton said principals unable to cope with the normal running of their schools today had informed area managers that they would be closed for the day.

Eaton could not say how many schools would be affected by closure, but he confirmed that the "no work, no pay" policy for teachers participating in the march would be enforced.

Education Minister Kader Asmal has condemned the Congress of South African Students (Cosas) for asking pupils to embark on protest action today. "The real casualty will be their own education. This amounts to cutting off their noses to spite their faces," Asmal said.

Public servants to march today

Reneé Grawitzky (152) and Simphiwe Xako

(152)

(250) BD 24/8/99

HUNDREDS of thousands of public servants are expected to participate in countrywide marches and demonstrations today to protest against government's decision to implement its final wage offer.

This is the first joint action of its kind in recent years between the Congress of SA Trade Unions (Cosatu) and the Federation of Unions of SA (Fedusa).

The extent of support for the action will only become clear today in response to a request by Safety and Security Minister Steve Tshwete police members agreed yesterday to demonstrate during lunch time only.

The Labour Relations Act allows essential services employees, such as police and health workers, to engage in strikes only if minimum service agreements have been reached. It is understood that

many health workers have taken leave or plan to picket during meal intervals.

The action is expected to be supported chiefly by teachers in township schools though it is expected that a large number of teachers from other areas would also participate. A union source said even in conservative previously white areas public servants had adopted a "fed up" attitude.

Meanwhile the strike by 10 000 coal miners on Inqwe and Anglo-coal mines was expected to continue today though significant progress had been made during negotiations between Inqwe and the National Union of Mineworkers.

The union said agreements had been reached also on all gold mines. Most settled on 9% while agreement with Durban Roodiepoot Deep was on 6%, despite earlier offers of between 0% and 4%. Elsewhere the SA Post Office and Telkom stated yesterday that

most employees who embarked on a pay strike last week had returned to work. Post Office GM Sandile Maddo said that all post offices around the country were open.

Mike Seroba, Communication Workers Union (CWU) acting general secretary, said the union's members would intensify the pay strike until management listen to their demands.

He said the union and post office management had not held discussions since the beginning of the strike last week.

Telkom spokesman Amanda Singleton said the company was waiting for the CWU leadership to consult its members after management tabled a 9,1% offer during a meeting at the weekend.

Seroba said CWU members returned to work yesterday but would continue a go-slow, work-to-rule and overtime ban. Singleton said the two parties would meet next Monday.

Unions threaten more disruptions

By Mzwakhe Hlangani
Labour Reporter

THE public sector labour unions issued an ultimatum to the Government yesterday to reopen wage talks or face serious disruptive mass action if their demands are not addressed by Friday.

Congress of South African Trade Unions president Mr Willy Madisha warned that planned strikes "would be too hastily to contemplate" unless the Government resumed negotiations to address the pay demands.

Further plans of action will be announced on Friday.

In response the Government has called on public service unions to return to the bargaining council to discuss a new wage policy.

Such discussions would ensure a more dynamic link between the budgetary process and salary negotiations said the Government.

Hundreds of thousands of public servants have embarked on nationwide demonstrations to put pressure on the Government to restart talks. They also protested against the state's unilateral decision to implement its final offer of 6.3 percent.

Madisha, who handed a memorandum to Government representative Mr Mokgopodi Mokoena, told jubilant crowds at the Union Buildings in

Pretoria that he expected President Thabo Mbeki to see the long list of their demands and respond soon.

More than 40 000 workers reportedly participated in a Bloemfontein Free State, march which delivered a memorandum to the premier's office.

In Nelspruit Mpumalanga, Premier Ndaweni Mahlangu received a memorandum from 7 000 protesters and promised to deliver it to Mbeki's office.

Meanwhile, in Pieterburg, Northern Province, about 20 000 angry workers handed their memorandum to Ms. Catherine Mabuza, who received it on behalf of Premier Ngwenyama Ramadholi.

In Matikeng, North West, over 70 000 workers joined the march.

Public Service and Administration Minister Geraldine Fraser-Moleketi and her finance colleague, Mr Trevor Manuel, faced about 40 000 disgruntled public sector workers as the Cape Town leg of the nationwide strike culminated outside Parliament.

Unions issue government ultimatum over wage talks

● From page 1

Zwehlizani Vavi also warned that the federation was bracing itself for a major confrontation with the Government in its fight for a living wage.

We see this action as the beginning of things for we will not allow a dictatorial government, which was elected by people to contravene the International Labour Organisation's Convention, he said.

Secretary Mr Chez Mhlan lauded the unity of the public sector unions and warned that extra effort by the 12 unions would spark off a full-blown strike if the Government failed to accede to their demands.

South African Council of Churches president Bishop Mvume Dandala made an urgent appeal yesterday to both the Government and trade unions to break the current deadlock on salary increments.

In a statement Dandala said: "On behalf of our communities in which our children and simple, ordinary people are suffering the consequences of upheaval and turmoil we plead for an immediate truce to be called between the Government and trade unions. Out of sheer concern which is shared by all organs of civil society as churches - if need be - we are standing-by to act as mediators in this deadlock."

Mr Thomas Dicker, deputy director of public prosecutions in the Johannesburg High Court, said the situation was bad especially since the court's roll was already congested.

It is also bad because we are losing precious court time in a country where crime has reached alarming proportions."

Court proceedings at the Pretoria Magistrate's Court in Soweto were stopped at about 10am because magistrates were taking part in the protest marches, said senior public prosecutor Mr André Lamprecht.

A single case was handled at the Orlando Magistrate's Court yesterday, according to senior prosecutor Mr Canisius Motlmele.

Govt stands firm in face of further strikes

8/25/89 (152) (250)
Renee Grawitzky and Primarashni Pillay

GOVERNMENT stood firm on its final wage offer yesterday despite threats of further strikes by public service unions in the wake of yesterday's countrywide marches and demonstrations.

Thousands of public servants heeded the call by the Congress of SA Trade Unions (Cosatu) and the Federation of Unions of SA to protest against government's decision to implement the final wage offer. Cosatu made unsubstantiated claims that 570 000 workers took part in marches and demonstrations.

Public Service and Administration Minister Geraldine Fraser-Moleketi urged the unions to return to the public service co-ordinating bargaining council - not to discuss the wage dispute but to talk about a new wage policy.

Some unions have threatened not to co-operate on this issue while others said they would not negotiate on a new policy if it meant the erosion of current benefits.

Services in various government departments were affected to varying degrees by yesterday's action. The disruption of schooling varied across the country with Soweto schools being the hardest hit. Teachers in a number of schools north of Johannesburg also protested.

Kwazulu-Natal schools were mainly disrupted in Durban and Maritzburg in Braamfontein Johannesburg police fired rubber bullets and stun grenades during a Congress of SA Students march in which students went on the rampage and damaged businesses and cars. They were defying an appeal by Education Minister Kader Asmal to go to school.

The unruly pupils harassed journalists and stole food from hawkers. Police struggled to control them while businesses in the area closed.

570 000 WORKERS MARCH

Govt firm on wage offers

ET 25/8/99 (250) (152)

JOHANNESBURG: Unionists were buoyant after yesterday's stayaway, saying their hand had been strengthened. But the government remained adamant that it would not budge **EDDIE JAYIYA** reports.

YESTERDAY'S show of strength by civil servants in marches throughout South Africa and the government's hardline stance on the wage dispute could plunge the country into an indefinite full blown strike

Buoyed by the success of the marches, which unionists said attracted about

570 000 workers, the 12 unions are set to enter the next round of talks with the government convinced that they will be able to force the state to bow to their demands

The government is offering 6,3% to most workers, plus an extra 0,7% for teachers and the lowest paid workers, while the unions are demanding an average 7,3% increase, plus one percent for teachers.

The government remained unmoved by the large turnout of marchers, saying it would press ahead with implementing the increases rejected by the unions

Public Service and Administration Minister Geraldine Fraser-Moleketi confirmed that she had received a memorandum from the leaders of the 12 public-sector unions outlining their demands. However, she said the government had implemented its final offer, which would be backdated to July 1

She rejected criticism that the government's "unilateral" implementation of the

increase had undermined the collective bargaining process "The government reaffirms its commitment to sound labour relations," she said

Labour analyst Gavin Brown said the stand-off had become "political theatre" and that the government knew it would face the wrath of the unions when it implemented its offer "I (foresee) unions embarking on more actions. The state will save millions in unpaid wages if it applies the 'no work, no pay' policy"

SA Democratic Teachers' Union president Willie Madisha, addressing marchers at the Union Buildings yesterday, said "the biggest turnout ever in Pretoria" would send a strong message to the government that public servants would fight for better salaries. The government's unilateral implementation of its final offer had united the unions and co-operation between them would continue

"The message has been driven home and we are now waiting for a positive response from President (Thabo) Mbeki. We have the power in our unity and we are not going to allow the state to negotiate with us through the media

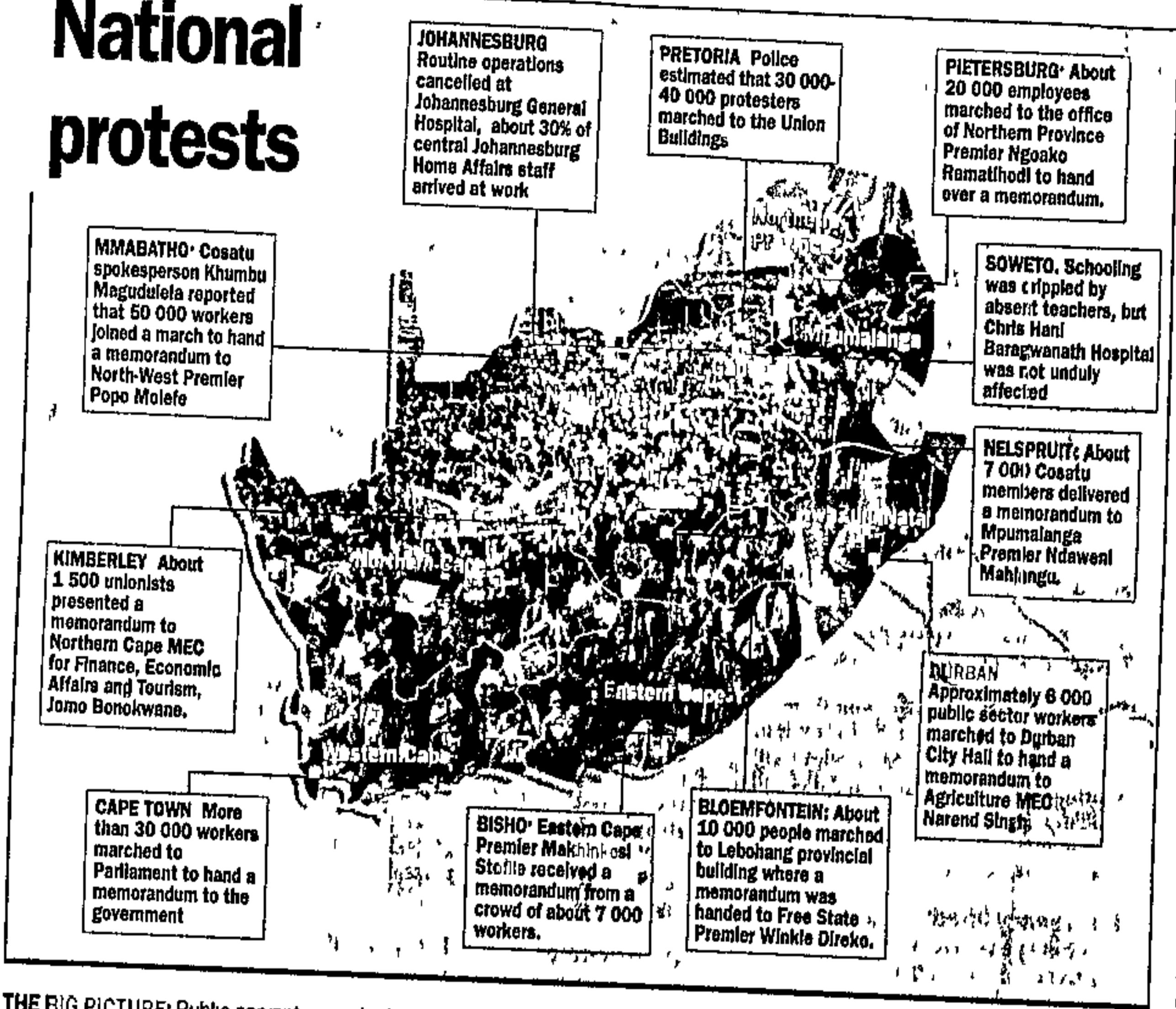
"We want a speedy return to the negotiation table where pertinent issues, including the wage deadlock, the development of a new wage policy, discussion of salary increases and the restructuring process, can be discussed," Madisha said

Fraser Moleketi yesterday called on the unions to return to the bargaining council at a mutually determined date to discuss the new wage policy "We will engage (over) a new policy that will review the conditions of service of all employees in the public service. It will take into account a system of pay progression for all public servants that will be performance-linked"

SA Council of Churches president Bishop Mvume Dandala appealed to the government and the unions to break the deadlock. He said the involvement of teachers indicated "how we as a community have let them down" He urged churches to explore ways in which communities could intervene in the dispute

- Zille expects full report
- Taste of what might come
- Minister bums midnight oil
- Promise of talks 'within days'
- See Page 5

National protests



THE BIG PICTURE: Public servants march along Darling Street, Cape Town, during the stayaway called by 12 public sector unions yesterday. Marches around the country attracted a total of 570 000 workers, according to unionists **PICTURE DAVID BLOOMER**

Stop playing with words, Fraser-Moleketi told

15 000 public service protesters march to Parliament in support of demands for higher wages

FRASER MOLEKETI (152) AND TONY LEON (250)

LYNNETTE JOHNS



EDUCATION REPORTER

The South African Democratic Teachers' Union accused Public Service Minister Geraldine Fraser-Moleketi of playing with words following her call for a return to the bargaining table yesterday, flanked by the Ministers of Finance Education, Health and President's Office Ms Fraser-Moleketi told 15 000 marchers that the Government would return to the bargaining table.

This was met by loud cheering from the crowd, which earlier had been banging for her blood.

In a later press release she said the Government called on the unions to return to the Public Service Co ordinating Bargaining Council to discuss the new wage policy and not to reopen negotiations around salary increases.

"The Government has implemented the final offer put before unions on August 3. The increase will be backdated to July 1." She said this amounted to R3,28-billion for public service wage increases.

The provincial secretary of the South African Democratic Teachers' Union, Don Pasqualle said the minister was playing with words as she was obviously not prepared to renegotiate the 6,3% increase that had already been implemented.

The 12 public sector unions which represent, among others, teachers, nurses and police staff left the bargaining table after the Government refused to further negotiate increases.

They accused the Government of acting in bad faith by first determining the budget then negotiating.

Unions initially called for a 15% increase but have since lowered their demand to 7,3% and a 1,3% pay progression for teachers.

Yesterday's march, one of the biggest in the city in more than a decade, went off peacefully. In an ironic twist a number of protesters wore African National Congress colours and scarves.

Marchers, many wearing union T-shirts and carrying banners and placards, walked and toy-toyed down Darling Street, which was lined by hundreds of supporters, before making their way up Adderley Street and then to Parliament, where they were met by a large police contingent.

Inside Parliament, union members were holding a lunchtime demonstration, much to the appreci-

ation of the crowd, which encouraged them to come through the gates of Parliament to join them.

When the crowd spotted the five ministers their initial reaction was one of outrage. "You wanted us to vote for you, for us to put our crosses by your names, but you have betrayed us," a marcher said.

The five ministers were led through the crowd by police. Hawa Khan, representing five independent unions, said people should know that "although nurses and police provide essential services, the labour organisations are prepared to make arrangements not to disrupt services".

"We are not interested in playing games and gambling with human lives neither do we want to beg, but bargain collectively."

"It is time for the Government to show commitment for a better life for all."

Before accepting the memorandum Ms Fraser-Moleketi shouted "Amandla!" to the crowd's delight.

After she took the memorandum, the crowd sang *Happy Birthday* to Ms Fraser Moleketi, who turned 39 yesterday.

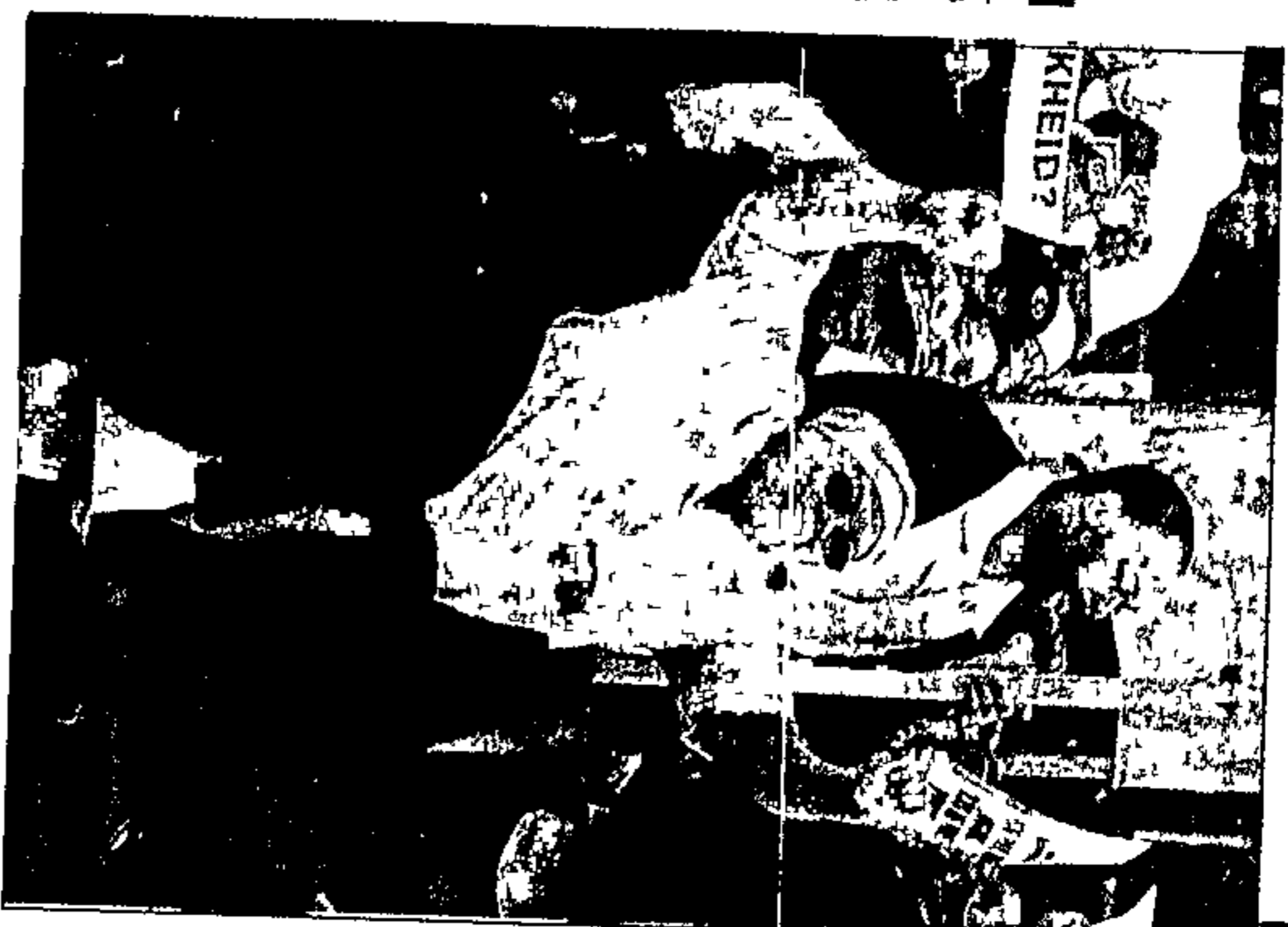
The president of the mainly white Suid Afrikaanse Onderwysunie, Steve Roux, said marching yesterday had been great.

"We had to show the community and the state that teachers were being ripped off."

Two pupils Martin Mhambatho and Luthando Nanzu, from Vuyiseka High in Phillipi, who came to observe the event said they were sad to see teachers marching.

"Teachers must not disrupt learning. They should rather march during the holidays - there are enough holidays for them to do so."

The Government is prepared to negotiate on several issues including a new wage policy, which will review conditions of service. It will also consider a system of a performance-linked pay progression which will try to take care of inadequacies in pay to educators and other public service professionals.



Don't fight us, some of the marchers who took to the streets of the city



Armandial Geraldine Fraser-Moleketi, with Thales Nkasi of the South African Democratic Teachers' Union, shouts freedom slogans

LEON MULLER

Minister called to account on costs

ELINE SWARTER
PUNZA CORRESPONDENT

Public Service and Administration Minister Geraldine Fraser-Moleketi has been asked to spell out to Parliament the impact of public service strike action this year.

In a question tabled in the National Assembly, Democratic Party leader Tony Leon has asked Ms Fraser-Moleketi to disclose how many "person-days" have been lost because of public service strike action since January 1.

Mr Leon has also asked whether any public servants have been paid for working hours

while they were on strike, and if so what the total amount was.

He asked whether pay was deducted for participating in strikes, and if so how much.

In a statement yesterday, DP labour spokesman Rudi Heine labelled yesterday's protests by 12 public sector unions "completely irresponsible".

Public service salaries should be performance-related downsizing of the service should be speeded up and the savings used to reward excellence Mr Heine said.

André Gáum, New National Party spokesman on education, welcomed the Human Rights Commission investigation into

whether it was unconstitutional for striking teachers to deprive pupils of their right to education.

In a statement last night, Ms Fraser Moleketi urged the public service unions to return to the co-ordinating bargaining council at a mutually determined date to discuss a new pay policy.

This new policy would review the conditions of service of all employees of the public service, and would take into account a system of pay progression for all public servants that would be performance-linked.

But the Government made it clear that it was standing firm on its final wage offer which it has unilaterally implemented.



We hear you Finance Minister Trevor Manuel, Health Minister Manto Tshabalala-Msimang and Education Minister Kader Asmal listen to the demands of the marchers

Taste of what might come

CT 25 | 8 | 1990

(250) (152)

WHILE tens of thousands of public sector workers were converging on the streets of Cape Town, the rest of the city had to deal with the loss of important services provided by civil servants for the day. Yesterday Cape Town had a taste of what could happen with a full-blown public workers' strike. **GASANT ABARDER** reports

WHILE Cape Town schools and colleges were the worst affected by yesterday's protest mass action by public workers, police and hospital workers understood that they had an obligation to the communities they served. But even some of those still working voted support for the unions.

The action's trends differed from area to area. The Tafelsig High School in Mitchells Plain resembled a ghost town by early morning with less than 100 of 1,200 pupils pitching for classes.

In contrast, at Westford High School in Newlands hundreds of pupils left school shortly after 2pm following a normal day. Parents picked up their children as usual and extra-mural activities continued.

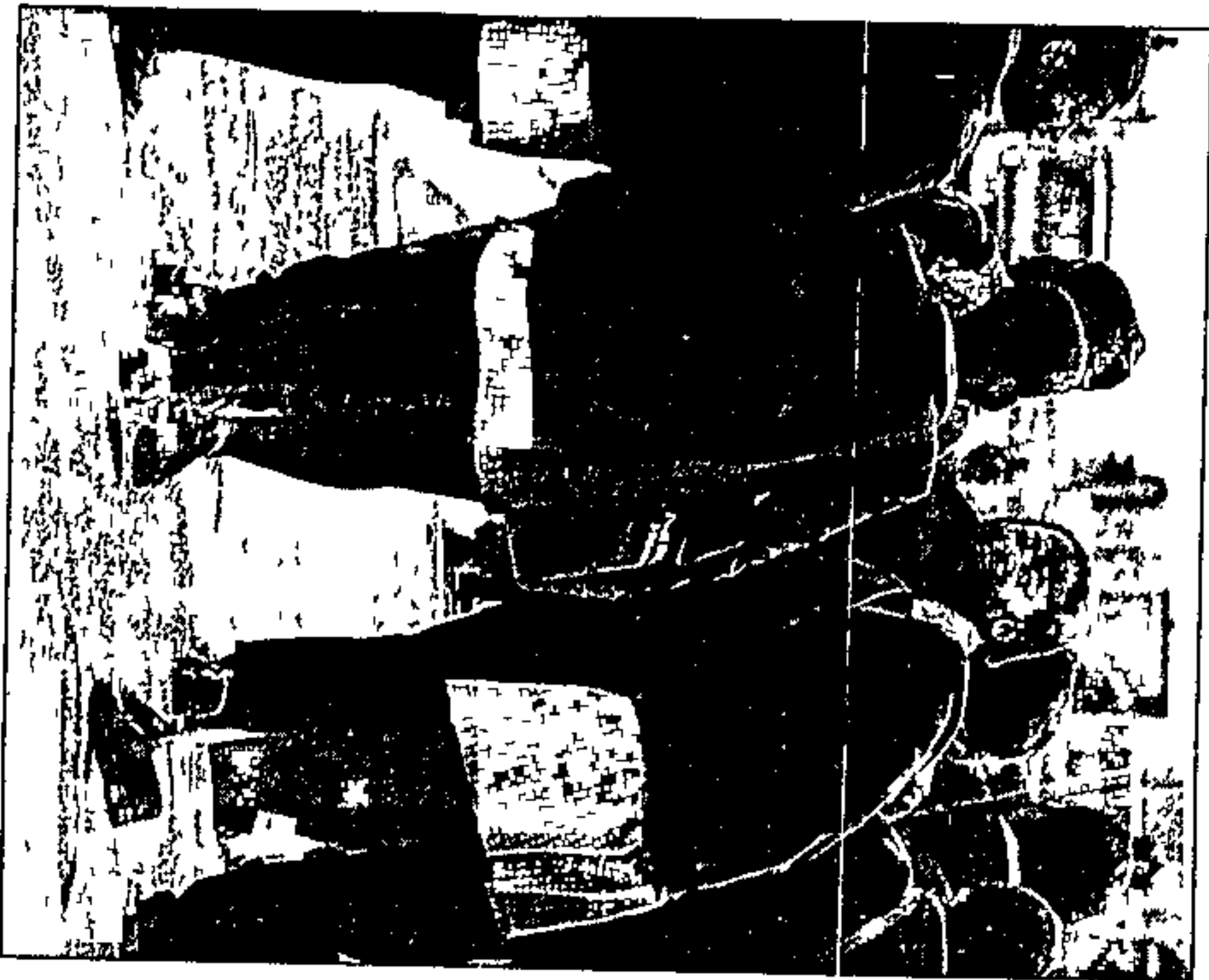
At police stations across the city, policemen were on duty to serve their communities, following safety and Security Minister Steve Fehwewe's request for them to consider the high crime rate.

Khayelitsha Mitchell's Plain and Marnberg police stations — plagued by violent crime — were adequately manned and crime-fighting was a priority for police. In duty, who said they sympathized with their fellow public servants.

At hospitals, staff based closer to the city used their lunch breaks to join the mass action in the city and returned to duty after the march, while those who worked at hospitals on the Cape Flats took time off.

Like all police stations across the Cape Peninsula, Khayelitsha police station functioned normally.

Site B resident Theodora Himekwana was pleased to be helped so quickly when she had documents certified at the charge



HALF DAY: Sinazo Wulana and fellow Masiyile Secondary pupils in Khayelitsha leave school early yesterday. **PICTURE: ANGELA KALMEYER**

office. "I did not have a problem — I was assisted speedily," Himekwana said.

Khayelitsha police station commander Henne Haathoff explained that it was important for his police station to be operating at full strength. "We serve some 350,000 residents with our limited manpower."

Just down the road, a group of schoolgirls from Masiyile Senior Secondary School were idly walking down the street near the school, shortly after 11am in the G-section of Khayelitsha.

"We had three periods instead of seven today. We were sent home at 11am. The teachers then left for the march," matriculant Sinazo Wulana said.

"Our teachers work very hard and they should get a bigger increase. But at the end of the month we are writing an exam and we will suffer."

At the former model-C school, Westford High, situated in Newlands, a grade-10 schoolgirl, who had no knowledge of any mass action, said she "had a full school day today." "If I had one teacher missing it would have been a lot. I got all my subjects. Even homework."

At another former model-C school, Camps Bay Preparatory, teachers joined unions in the protest march — an action never seen at the school before — despite complaints by parents.

At a few institutions, large numbers of hospital staff took off from work. One such facility was GF Jooste hospital in Marnberg, where 62 employees were absent out of a duty roster of about 200.

Medical Superintendent Norman Maharaj said "Everything has been running okay, not quite smoothly, but all the patients have received attention, food and medication. I am a unionist myself and the workers have a very strong point to make with regard to the negotiation strategies, done in bad faith."

At Red Cross Children's and Groote Schuur hospitals, however, little changed.

"We have loyal and committed staff who understand that they have to be at work for the children," Red Cross Children's Hospital spokesperson Di Ross said.

● See Business Report



UNITED. A strong sense of unity among teachers from all unions was evident in Pretoria yesterday as thousands of conservative teachers, taking part in strike action for the first time, joined their more experienced toy-toting counterparts in protest action against the government. In a historic move, teachers from all three unions joined against what they termed the government's "high-handedness." **PICTURE: AP**

Promise of negotiations within days

ZINE GEORGE
CAPE TOWN, like the rest of the country, yesterday experienced the biggest labour protest in history.

More than 30,000 workers, including nurses in uniform, marched down Darling Street yesterday, chanting "protect our young democracy. Criminalise unilateral decision" as they made their way to Parliament, where they handed a memorandum, demanding re-opening of wage negotiations, to Public Service and Administration Minister Geraldine Fraser-Moleketi.

Four other ministers — Trevor Manuel of Finance, Kader Asmal of

Education, Manto Tshabalala-Msimang of Health, and the Minister in the office of the President, Essop Pahad — flanked Fraser-Moleketi when she received the memorandum from South African Democratic Teacher's Union (Sadtu) general secretary Thulas Nxesi.

Fraser-Moleketi promised "to call the unions back" to the negotiating table "within days."

While the unions were handing over the memorandum, union members in parliament demonstrated during their lunch hour and pledged solidarity with other workers.

According to Filkie Majola, general secretary of the National Education, Health and Allied

Workers' Union (Nehawu), the government negotiated in bad faith by announcing an increase in (government) unilaterally decided on.

The union initially demanded a 15% increase but lowered its demand to 7,3%, while the government only compromised with 1,3% from their initial offer.

"The government" used the press "to get information across to the union, which started the problem."

Majola challenged the habit of government to isolate civil services from rest of the public. "We cannot be seen as enemies of the public, as the government portrays us. When the workers demand a liv-

ing wage, our demand suggests a 'cut on essential services', according to the government. This is not necessarily the case," he said.

The public sector unions are composed of 12 Congress of South African Trade Unions (Cosatu) affiliates: Federal Unions of South Africa and Independent Unions — who, for the first time despite their differences, agreed to embark on a national demonstration after eight months of failed negotiations.

After singing "happy birthday" to Fraser-Moleketi, the large crowd of protesting workers dispersed peacefully.

"Fraser don't eat chop, and give us bones" — one protester shouted.

Unit probes 1 000 cases of public service corruption

(250)
Simpfihwe Xako

BD 26/8/99
THE Heath special investigating unit is investigating more than 1 000 cases of public service corruption involving more than R53m, the unit's head, Judge Willem Heath, said last night.

Heath said in Johannesburg at Business Day's annual Business Achievement Award — won by AngloGold CEO Bobby Godsell — that public servants from various provinces had illegally withdrawn pension funds and salaries from government funds.

"On an average pension of R500 per month this would mean that 9 397 persons could have received a pension every month for 12 months," Heath said.

Although corruption remained a major problem in SA, he was encouraged that government was taking "giant strides" in combating the problem.

He emphasised the importance of the unit's independence from government. "Corruption flourishes where institutions in the justice sector — including the judiciary, prosecutors, police investigators and the private bar — are weak and incapable of investigating and prosecuting criminal activity."

Godsell, who won the award for having shown innovation and entrepreneurship during one of the gold industry's most difficult periods, said SA business faced two defining challenges in its preparation to enter the next millennium.

These were globalisation and creating one shared and functional society.

SA had not yet begun to understand the extent and reach of the new economic order.

"SA will have to develop its own road map in this global economy. SA companies and industries will have to define the areas of competitive advantage and exploit them," Godsell said.

The engagement needed by SA between labour and management in collective bargaining must be about how companies and industries respond to realities of the global marketplace.

"We need to debate with each other about both the preparation for work, and the ongoing education that enables a work place to reinvent itself rapidly."

Labour and management needed negotiation about the structuring of pay and to investigate the nature of medical and retirement benefits, he said.

First 'class action' in South Africa

Howard Barrell

When hundreds of thousands of civil servants join marches and work stoppages next Tuesday, the country could witness the broadest coalition of labour traditions ever to combine in an industrial dispute on South African soil

Public servants of all races, language groups and political persuasions are expected to be involved in the protests which will culminate in a march on the Union Buildings in Pretoria to hand over a memorandum to President Thabo Mbeki from the 12 unions leading the action

Anton Louwrens, head of the Public Servants' Association (PSA), which has 190 000 members, called the unity in action that had been achieved between different sections of the labour movement historic

Observers say the unity achieved between unions in the dispute indicates the remarkable extent to which the racial and political cleavages that have divided workers and other employees in South Africa for most of this century have broken down since the days of apartheid. In some respects, it is the first 'class action' the country has seen,' said one

The two union groupings at the centre of the industrial dispute, the Congress of South African Trade Unions (Cosatu) and the Federation of Unions of South Africa (Fedusa), represent different union traditions.

Cosatu unions are unashamedly political, project a socialist message, have overwhelmingly black memberships and often resort to strike action. Fedusa unions are determinedly apolitical, in some instances have significant white memberships and are tactically cautious.

Cosatu has about 1,7 million members and Fedusa 555 000. The 12 unions involved in the public sector pay dispute with the government represent between 800 000 and one million workers

They have revised their wage claim downwards to a 7,3% increase for all public servants, with an additional 1% for teachers. The government's final offer, which ministers have said both publicly and privately they are now implementing and will not increase, is 6,3% with an extra 1% for teachers

Senior state officials say they believe the public will not understand or sympathise with civil ser-

vants if they eventually go on strike over what amounts to a 1% difference between their demand and the government's offer. But the 12 unions say they are encountering growing public support

Louwrens said it was "all systems go" for Tuesday's protest actions. There had been full liaison with police and municipal authorities to ensure the marches were orderly. PSA mem-

bers who stop work for Tuesday's protests will ensure that essential services are maintained by others

Leaders of the Prison Officers and Police Civil Rights Union, a Cosatu affiliate, said their members are willing to strike in the dispute, prompting warnings from senior police officers to them not to do so

Louwrens and other union leaders said it would be difficult now to call

off Tuesday's protests. But they were still hopeful that Mbeki would meet with the 12 unions' action committee and intervene on the wage issue

If Mbeki does not intervene or the government does not soften its position, leaders of the 12 unions will meet on August 27 to plan further action

Louwrens said he expected that consulting union members and deciding on further action would then

take about a month in the case of Fedusa. Cosatu's processes are likely to be quicker

Another senior Fedusa leader said that although his members tended to be more cautious than their Cosatu counterparts, the depth of their anger and willingness to take strong action over wages in the civil service should not be underestimated

'The government should not think they can divide our members and Cosatu members in this wage dispute,' he said. 'We are a lot more sophisticated than we used to be and we will recognise any attempt like that immediately'

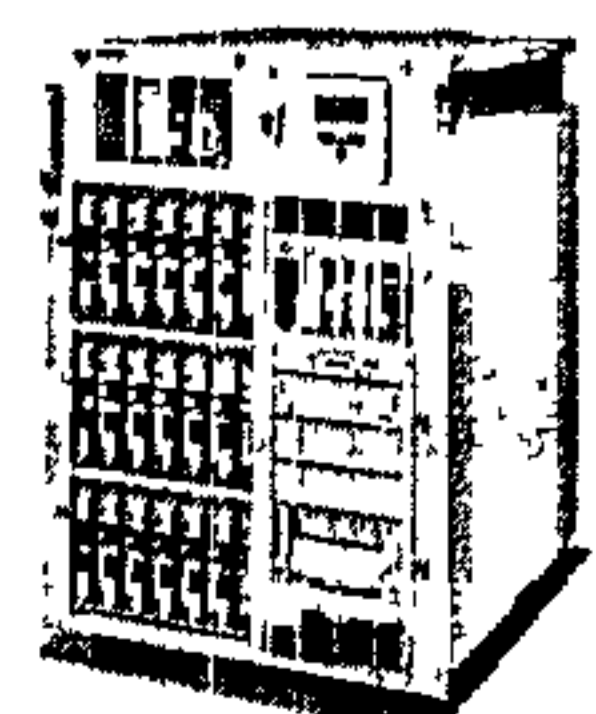
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Government reaches out to unions

Wally Mbhele

Minister of Labour Mem bathisi Mkhadana failed to address the tension between the government and public sector unions over the wage negotiations deadlock when he spoke at the Congress of South African Trade Unions (Cosatu) special congress on Thursday.

Mkhadana's approach was a departure from the hardline position that has been taken by a number of Cabinet ministers over the issue. He called for the establishment of what he called the 'workplace renaissance'.

As government we would like to see our laws bring equity and efficiency to workplaces. We want to see workplaces freed of discrimination, adversarial conflict and poor and unhealthy working conditions, he said.

However, secretary general of the South African Communist Party Blade Nzimande warned that the current public sector dispute may

end inconclusively. He said this poses an important question for Cosatu's congress to debate.

The challenge facing Cosatu public sector unions politically is how these unions support and strengthen our government without at the same time sacrificing the genuine and legitimate interest of their members. How do these unions advance their legitimate interests without undermining the democratic government?

Nzimande said it would be wrong for public sector unions to advance the interests of their members as if they were an opposition to the government, just as it would be wrong to mechanically support each and every government decision for its own sake. This he warned would turn these unions into sweetheart unions.

The resolution of these questions requires an open and frank debate by all of us in the alliance said Nzimande.

Much as the immediate issue is a wage dispute, Nzimande said there

are broader political issues that will have to be dealt with.

But much more importantly said Nzimande, the alliance must agree on a need for a new wage policy.

Much as the government is constrained by the budget, he said the same budget is an outcome of political choices that we have made, including macroeconomic policy which remains a subject of disagreement within the alliance.

Nzimande said the government could never achieve the transformation of the state and the public sector without the unions and principally Cosatu unions.

Any approach that is based on the fact that one without the other can advance transformation can only play into the hands of the enemies of transformation.

He slated a Sunday newspaper editorial which called on the government to take tougher action against the unions. He said that the editorial was mischievously trying to get the

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government to act in a manner that would set a precedent and open a floodgate for bosses to smash the labour movement.

Workers are not just a cost on the payroll but are a chief asset for transformation.

Our approach should also be that there is no contradiction between a living wage and services delivery, and that we cannot expect only workers to be the ones to make sacrifices for the sake of transformation in this country and every body else to defend their interests to the hilt.

Calling for the strengthening of the African National Congress and the alliance the SACP secretary general told delegates at the conference that the working class will prove itself by not fleeing when encountering problems and misunderstandings but by struggling for the resolution of those problems.

He said it is the responsibility of the working class to ensure that it pulls its weight behind a strong ANC — rooted in the working class and

the poor — rather than to seek to run away from this task.

To abandon the ANC would be to agree with those who try to represent the ANC as a conservative, elite organisation. We should challenge all those who would like to turn the ANC into a home for anti-working class sources pursuing another capitalist agenda."

Nzimande said whoever believes that any component of the alliance can advance the revolution on its own will play into the hands of those forces who are anxiously waiting for its dissolution.

'Such a break in the alliance will mean a split within all our organisations, not least the ANC itself.'

The special congress elected current South African Democratic Teachers Union president Wally Madisha as Cosatu's new president.

First 'class action' in SA, PAGE 7, A time for compromise, PAGE 20, Cosatu examines the way forward, PAGE 24

State stands firm on public union pay deal

But way opens for future talks

CLIVE SAWYER
POLITICAL CORRESPONDENT

On the eve of discussions by public service unions on further wage protests, Public Service and Administration Minister Geraldine Fraser-Moleketi today stood firm against reopening talks on this year's wage deal.

At a news conference in Parliament, Ms Fraser-Moleketi said the state was ready to return to the Public Service Central Bargaining Chamber to discuss future wage policy with the unions at a mutually convenient date.

Asked whether she was leaving the door open for reopening negotiations on this year's wage adjustments, she said "I prefer a room without doors."

But when asked to confirm that the Government was prepared only to discuss future wage policy and not this year's salary increases, she said this was correct.

Ms Fraser-Moleketi said the Government's decision unilaterally to implement its wage offer, backdated to July, was not intended to stymie the labour movement or neutralise public service unions.

She did not accept that the Government's move would create a precedent for similar action by private sector employers.

ART 26/8/99
The decision to implement the wage adjustment had been motivated by the failure to resolve the dispute on the size of the increase, and the fact that hospital employees union Hospersa was taking the Government to arbitration on the issue of what constituted an essential service.

In addition, one of the non-Cosatu unions had indicated that if the signing of a wage agreement went ahead it would not be among the signatories.

Ms Fraser-Moleketi reaffirmed the Government was prepared to have "synchronisation" between its salary bargaining process with unions and the compilation of the national Budget.

A major issue in the current dispute has been that the wage adjustment for civil servants is fixed in the Budget ahead of the completion of negotiations.

■ The SA Council of Churches has offered to mediate in the wage dispute.

Council president Bishop Mvume Dandala said children were suffering the consequences of "upheaval and turmoil".

"I consider it incumbent on us as churches to explore ways to assist our communities and to intervene between the Government and the teachers to ensure our children are not put at a disadvantage," he said.

Finalising ethics code urgent, says Baqwa

Farouk Chothia

CAPE TOWN — Public protector Selby Baqwa criticised the president's office and Parliament yesterday for failing to finalise a code of ethics for public office-bearers 10 months after legislation providing for such a code came into effect.

Baqwa voiced concern about the issue while making a damning finding against Mpumalanga premier Ndaweni Mahlangu for saying lies "could be justified under certain circumstances".

Baqwa recommended that the Mpumalanga legislature should, as a minimum step, strongly reprimand or pass a

motion of censure against Mahlangu for violating the constitution by behaving in a way that was "inconsistent with the office of a premier".

This was the first known instance of any legislature being asked to take such action against a member of government.

Baqwa said the Executive Members' Ethics Act came into effect in October last year. The act required the president, after consulting Parliament, to publish a code of ethics that public office-bearers would be required to uphold. Baqwa was concerned that 10 months had lapsed "without any indication" of when the code of ethics would

be promulgated. It was difficult to properly enforce accountability by office-bearers in the absence of "clearly definable ethical precepts". The code should be finalised urgently.

Presidential spokesman Parks Mankahlana could not be reached for comment yesterday, while speaker Frene Ginwala's office said she was unavailable for comment.

The Mpumalanga legislature's legal adviser, Gobizitha Zama, said he expected Baqwa's report to be tabled at a meeting of the legislature's service board next week, after which an "appropriate decision" would be taken.

Mahlangu's office said it learnt of Baqwa's report via the media and was still studying it.

Baqwa said that while Mahlangu had apologised through the African National Congress, the provincial legislature had a constitutional obligation to call on him to account.

"Mahlangu's responsibilities and allegiance to his political party and his responsibilities as premier and head of government of Mpumalanga must be clearly demarcated and kept in mind," Baqwa said.

Meanwhile, the Democratic Party said that if Mahlangu had any "moral fibre" he would resign immediately.

BD 26/8/99

Review will help decide on layoffs

Wyndham Hartley (250)

CAPE TOWN — The number of public servants who will lose their jobs to retrenchment in the restructuring of state employment will be known in December following the completion of the R10m-R15m review and audit process, Public Service Minister Geraldine Fraser-Moleketi said yesterday.

Fraser-Moleketi, speaking at a news briefing in Parliament, said that the report of the review teams would be placed before the cabinet by December and that is when the number of public service retrenchments would be known.

Some of the funding of the review came from donors BD 27/8/99

Fraser-Moleketi said implementation of the salary increase was under way and there was no way more money could be made available now. Any negotiations for more money in the bargaining council would have to be directed at the future. She said government would stand by its declaration that striking public servants would lose wages and salary if they withdrew their labour.

She said she was confident that all sides would return to the table for further negotiations in the bargaining council.

Fraser-Moleketi rejected as unfounded any accusation that the unilateral action by government in implementing its final offer before agreement had been reached with the unions would serve to toughen private sector attitudes to unions. She said the private sector dealt with profit which could be distributed to workers while the state dealt with what was available in the fiscus.

No concession on wages

ROBERT BRAND
PARLIAMENTARY BUREAU

ET 27/8/99 (250)

THE government would go back to the public service bargaining chamber with an open mind, but workers should not expect any concessions on wage increases, Public Service and Administration Minister Geraldine Fraser-Moleketi said yesterday.

"We are going to discuss a whole range of issues, we obviously need to engage on all the issues that are there," she told a media briefing in Parliament.

But while she felt there were "some points of convergence" between the government and union positions, she reiterated that public servants should not expect more than the government's final wage offer of a 6,3% increase for public servants, with an extra 0,7% for teachers.

The unions, which are demand-

ing 7,3% across the board plus an extra percentage point for teachers, have embarked on a nationwide campaign of mass action to force the government's hand.

Unions have accused the government of bargaining in bad faith when it was decided to implement the final wage offer without further negotiations.

"On the percentage increase, we would not be able to resolve that. The demand by the unions would cost an additional R700 million, and that is not available," Fraser-Moleketi said.

She also said the government would remain firm on the "no work, no pay" rule, and some departments had already implemented it for the strikes this month.

Fraser-Moleketi said she agreed with the unions that the wage bargaining process and the state's budgetary process should be synchro-



FRASER-MOLEKETI:
No concessions.

nised, and government was willing to sit down with the unions in the central bargaining council to discuss this and other issues.

She also said the government was engaged in a comprehensive review of public service benefits.

On the retrenchment of public servants, Fraser-Moleketi said an exact figure on the number of possible retrenchments could not be given before a comprehensive skills survey and review had been completed.

Far more is at stake than size of the annual wage increase. **Anthony Johnson** reports

Adrenaline is pumping for public sector unions

ARG 28/8/99 (250)

Public sector unions have come in for a fair amount of stick from government and opposition parties amid a growing public conviction that many in South Africa's labour aristocracy may not be delivering value for money

The timing of the industrial action, including strikes, to press home demands for higher than-inflation pay hikes has left this key sector of the union movement poorly placed to polish its collective marble for the benefit of employers or the public at large

The latest wave of "living wage" protests take place against the background of the recent report by the World Economic Forum which saw South Africa dropping to a parlous 47th in global competitiveness of the 59 countries surveyed

Among the key indices that dragged South Africa down to its bottom of the barrel status was the comparative ineffectiveness of its public sector and the low efficiency and competitiveness of the labour market in general.

The great army of the unemployed has surged by over 500 000 over the past five years and our conservatively estimated joblessness rate of 30% would precipitate the collapse of the governments of most of our major

trading partners

With South Africa only last month having dropped 12 slots down the United Nations' human development or quality of life measure and the sluggish economy ensuring that fewer than one in every 10 matriculants will have a job waiting for them in the formal sector next year, unions find themselves in a more vulnerable position than they have been for some time

This realisation has produced a greater militancy and unity of purpose among the thousands who took to the streets this week

At stake is far more than the size of the annual pay increase. The question is whether South Africa can afford to have among the most powerful and protected labour movement at a time we are slipping so far behind in global competitiveness that we should be feeling lonely

So, the adrenaline is really pumping for the 12 public sector unions in a stand-off with the state. For the moment, the response is fight rather than flight. If the unions blink first, their bargaining clout could be weakened for years to come

The inherent weakness of the labour movement's current position was neatly captured last week when the ANC leadership felt emboldened



BITTER MEDICINE outgoing auditor-general Henri Kluever

to publicly lecture its Cosatu allies like a bunch of errant school pupils for ill-discipline and what must surely be the ultimate sin for any comrade worthy of the honorific "confusing the masses"

Opposition parties and politicians, remembering the importance of kicking a man when he is down, have also had a field day. Proposals for cutting the strike-happy and work shy unionists down to size have ranged from calls for government to institute work place lock-

outs to curbing the rights and powers of some unions

But what about the track record of the critics? Is there overwhelming evidence that those in the vanguard of the latest stampede to censure the unions are themselves models of productivity, efficiency, hard work, discipline, competitive practice, frugality, sacrifice and general belt tightening?

This week some of those doing the finger-pointing at the unions also came in for some uncomfortable scrutiny and did not always pass their finger nail inspections unscathed

In a report published by the prestigious Centre for Development and Enterprise on government performance since 1994, a number of ministers in both the Mandela and Mbeki administrations came in for some scathing criticisms

Performance was particularly poor when it came to the ability of ministers to make realistic self assessments of the performance of their ministries, and the report raised pointed questions about whether the quality of a minister's work was gauged "according to personal relationships rather than output" and why no members of the executive have been fired for incompetence

Significantly, many of the 1999 crop of ministers have displayed a distinct aversion (compared with the 1994 batch) to committing themselves to clear delivery targets which can be used to measure their performances

Outgoing auditor general Henri Kluever also produced some bitter medicine for government to swallow this week. In his swansong annual audit he found that financial management throughout government left much to be desired, with serious problem children like justice and public works coming bottom of the class

Public representatives in Parliament, who have battled to settle into a productive routine since returning recently from a five-week post-election break, also have no reason to rest on their laurels when it comes to producing value for money

With the National Assembly having sat for fewer than one in every eight days so far this year - and with a spring recess and three weeks of "constituency work" beckoning before another two-month holiday starts in December - it is hardly surprising that cabinet was forced to balk at a recommended 10% pay hike for MPs who had to settle for 4%

Talk about setting a bad example

Audits on public service buried

Reports failed to substantiate government's wish to cut 55 000 staff

ED 30/8/99
(250)

David Greybe

CAPE TOWN — Government buried two personnel audit reports before the June election because they failed to substantiate its wish to cut the public service by at least 55 000, according to government sources.

"Prolabour" private consultants and government officials have been blamed for the "failure" of the service, skills and personnel audits in the Eastern Cape and Northern Province to identify tens of thousands of excess public servants.

Where they were expected to identify up to 40 000 surplus staff in the Northern Province, "fewer than 2 000" were found, a senior government source said at the weekend.

In the Eastern Cape 7 000 excess staff were identified instead of 22 000. Another 7 000 were found to be candidates for government assistance in helping to set up firms for outsourcing.

Cabinet has since instituted a new round of skills and personnel audits. Public Service and Administration Minister Geraldine Fraser-Moleketi said recently these latest audits would be completed by December.

Government has grappled with the need to reduce the public service by at least 55 000 for more than three years.

According to a senior government official, "left-wing intellectuals" from the private sector employed as consultants to conduct two provincial audits in January, failed to consider the crucial issue of affordability in terms of government's medium-term expenditure framework.

As a result the consultants went to the other extreme and identified shortages in certain sectors, such as health facilities in the Eastern Cape. "In the end the consultants produced a very biased report," the official said.

Public service deputy director-general Neva Seidman-Makgetla, who was responsible for overseeing the two provincial audits, has had to shoulder most of the blame.

Seidman-Makgetla was replaced as government's chief negotiator with the unions following the appointment of Fraser-Moleketi as public service minister. Seidman-Makgetla could not be reached for comment.

The source said government still hoped to reduce the 1,1-million-strong

public service by at least 55 000. If redeployment and outsourcing using existing public servants was included, this figure could rise to 80 000.

"The current public sector wage bill of R70bn a year is no longer sustainable," another source said.

Approached for comment on the provincial audits, Robinson Ramate, special adviser to Fraser-Moleketi, said they were never finalised.

Ramate described the audits as "scoping exercises" in preparation for "broader audits". However, a senior source familiar with the audits denied Ramate's statement.

According to the source, the report into the public service in the Northern Province was finalised at the end of April this year, while a draft report on the Eastern Cape was produced in May. Up until a few weeks before the election there had been a sense of urgency about finalising the reports for cabinet.

But then senior officials in the public service department received an instruction not to bother anymore.

"I suspect that some of the politicians read the reports and did not like the conclusions," the source said.

Samwu spokesman Anna Weekes said "well-known" fact that there were many irregular practices in the retirement fund.

in practices

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Public sector unions to halt national wages strike

CT(OR) 20/8/99
(270)
(152)
FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The 12 united public sector unions agreed at the weekend to suspend a planned national strike involving about 800 000 members until they have met the government later this week at the Public Service Bargaining Coordinating Chamber.

"We will consult and mobilise our members for possible indefinite strike action. Everything hinges on the outcome of the talks," Paddy Padayachee, the joint unions' spokesman, said at the weekend.

The government will unilaterally implement its final wage offer of 6,3 percent for the majority of public servants and 7 percent for teachers.

Geraldine Fraser-Moleketi, the minister of public service and administration, said the government did not have the additional money, estimated at R700 million, to improve on its final offer.

She welcomed the unions' offer to return to the talks but only to discuss a new wage policy and substantive conditions of employment issues, not wages.

"The return of the public service unions will mean discussions on issues with long- and short-term implications can begin," Fraser-Moleketi said.

Padayachee said, "The unions will withdraw from all other bargaining councils until the (wage) dispute is resolved."

The unions said they were dismayed their request for a meeting with President Thabo Mbeki had not materialised nor had he acknowledged receipt of their memorandum handed to his representative last week when 350 000 of their members marched on to the Union Buildings in Pretoria.

"Fraser-Moleketi has only responded to some issues raised in the memorandum via the media, and has failed to communicate directly with the unions. We see these actions as a delaying tactic and an unwillingness of government to resolve the dispute."

High Courts in the dock over budgets

By Jimmy Seepe

JUSTICE Minister Penuell Maduna called for the rationalisation of resources and the transformation of the country's highest courts yesterday to help "achieve a far and equitable" distribution of resources to under-staffed courts in poor areas.

Maduna, speaking at a luncheon of the Pretoria Press Club, called for a review and a rethink of the allocation of resources to high-profile areas and courts such as the High Court, which tend to receive a high budget allocation but handle fewer cases.

Maduna said "The magistrate's courts are hopelessly under-resourced by comparison, despite the fact that they shoulder at least 90 percent of the load".

He said the Court of Appeals, which disposes of more than 12 cases a year, received a much lower budget than the Constitutional Court, which usually handles less than two cases a year.

"This clearly calls for rationalisation and transformation," said Maduna. "In our efforts to ensure justice for all, it is extremely important to adopt radical affirmative action to redress this imbalance while working towards rationalisation of the utilisation of our scarce resources."

He said the human resources employed in the justice system would also come under

scrutiny from his department in its transformation and rationalisation drive.

He said his department had already taken several measures to try and address the disproportionate level of resources in several departments.

He singled out the national directorate of public prosecution, which has been helped in restructuring its service to ensure more efficient and effective prosecution of criminals.

"The department has placed considerably increased resources at the disposal of the national directorate of public prosecutions, which is in line with the Government's policy to prioritise the fight against crime," he said.

Maduna launched an attack on the former chairman of the General Council of the Bar, Mr Peter Hodes, who criticised the recent appointment of personnel to certain positions in the country's courts.

He said Hodes had "the audacity to suggest in a recent legal journal that the standard of appointments to the bench might be regarded as so low that advocates might begin to refuse to make themselves available for appointment."

Maduna described the comment as "unacceptable, given the history of the legal profession in South Africa".

He said his department was slowly turning its attention to the transformation of the judiciary in the lower courts.

Source: 31/8/99

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Press coverage of strike was union bashing

RECENT strike action by teachers and public sector workers received the kind of press coverage that under more conservative governments would be described as "union bashing".

Unions involved in the dispute have generally been represented as bearers of narrow sectional interests of a relatively "privileged" minority invariably opposed to "the public" of service users. For example, echoing views from right-wing economist Tony Twine one columnist argued that if the government wants to honour its commitment to service provision it can do so only by containing and cutting the wages of public servants.

On the other hand unnamed "labour experts" are mobilised by newspapers to advocate the "government's strong ground" to dismiss striking workers.

The issues go beyond just the amount of wage increases, writes Franco Barchiesi

Meanwhile the most common word used to define the strikers is "disruptive" with the associated images of students deprived of their exams and patients denied urgent care. The first casualty of this treatment has been the general and structural significance of the strikes.

The industrial action is made to look like conflicts on wage increases that have nothing to do with the concerns of masses of unemployed marginalised or casualised workers who are the majority of the working class, or of those losing their jobs by the thousands each day.

There is more to the public sector workers' struggle than the stereotypes explain. In particular, three issues concerning the strikes have been ignored.

First, the strikes are challenging the government's unilateral implementation of wage increases based uniquely on "budget constraints". These constraints are the product of the growth employment and redistribution (Gear) programme imposed on the unions without consultation.

Unilateral wage increases represent the continuation of Gear's logic. Therefore the public sector becomes a decisive testing ground for the government's unentertained capacity to implement wage flexibility and unilaterally impose sacrifices for the sake of the new secular religion "fiscal discipline".

Second, this conflict highlights the rising impoverishment of workers. In fact having a formal job is becoming an increasingly inadequate condition for workers who have to satisfy basic needs at market rates where, also due to the very "budget constraints" used to oppose the strikers' services such as water and electricity are charged at exorbitant rates by municipalities.

This when services are not simply privatised — which brings further increases and retrenchments — as the only way through which the government repays its debts. The lack of social security and free access to basic social services make this probably the most commodified country in the world.

This strike is a signal that workers can no longer cope with such a systematic undermining of their living standards.

Finally, grassroots support for the strikes draws attention to a deeply-felt desire by members to continue to be part of strong, independent trade unions as a decisive component of a democratic society, even when it entails conflict over government's macroeconomic strategies.

From this point of view, Jeremy Baskin argued in Business Day that unions' demands are not compatible with the fact that budget limitations are voted by parliament at the beginning of the year.

This misses the point entirely. The current conflict is not over a technical issue of how to account for wage increases in the budget. It rather challenges the priorities and principles that Gear and the budget process have so far advanced.

These priorities (cuts in public spending, privatisation, employment flexibility) have caused a far greater disruption to health care, education and social welfare than a hundred strikes like the recent ones could possibly do.

If striking public workers win, a debate on socioeconomic policy alternatives will become more thinkable than currently. Conversely, while negotiating in situations prove their limitations in defending workers' living standards, the present events show struggle can still play a meaningful role.

□ Barchiesi is a sociology lecturer at Wits University.

Public service poised to add value

(250)

CT(BP) 2/9/99

LYNDA LOXTON

PARLIAMENTARY CORRESPONDENT

Cape Town - The face of the public service would change forever under new legislation and in-house rules aimed at ensuring value for money performance by civil servants and departments, Maria Ramos, the director-general of finance, said yesterday.

Briefing the standing committee on public accounts on the Public Financial Management Act, she said it dovetailed with the new disciplinary codes and performance agreements introduced in the public sector in July.

It was now up to the government as a whole to ensure that the act was implemented.

Ramos said the culture of the civil service, the way it managed resources and the emphasis it placed on outputs, efficiency and performance would be affected.

The act will be introduced in stages from April next year to ensure the political support required and that departments build up the capacity to implement and monitor the new way of handling public finances.

Ramos said the provinces had already been drawn into the process through workshops. She hoped the public accounts committee would also be closely involved in the implementation of the programme.

A major thrust of the new law was that "it is not just about financial accounting principles and generally recognised accounting practices, but also requires us to develop and understand output-based budgeting".

This would affect the budgeting process and the ways in which performance and accountability were measured.

An important long-term goal would be to make available annual consolidated financial statements on the basis of generally recognised accounting practices.

The committee would also look at output and performance, resulting in annual statements that were "sensible, readable and understandable ... that should provide parliament and the public at large with a better sense of what government's accounts look like".

Treasury norms and standards for departments and different categories of public

entities are being drafted to move from the present rules-based environment to one with incentives for management and staff to be more accountable and efficient.

Where necessary, however, treasury instructions would still exist, said Ramos.

Danie du Toit, the acting director-general in the department of public service and administration, told the committee the department's aim was to move away from the cumbersome and legalistic disciplinary procedures that sapped staff morale, to a system that resolved disputes quickly and fairly.

In the case of disputes, staff would be suspended with pay for up to one month but neither employers nor employees would be permitted legal counsel.

Joel Raphela, the deputy director of senior management services, said the new performance agreements for heads of departments would improve management and administration in the public service while ensuring that senior management met certain performance criteria.

Onus on govt to end pay impasse

Reneé Grawitzky
and Farouk Chothia

PUBLIC service unions were expecting government to come up with concessions to end the protracted wage dispute during a meeting in the public service co-ordinating bargaining council today.

African National Congress (ANC) spokesman Smuts Ngonyama said the organisation expected compromises from both sides to break the impasse as soon as possible. The 12 public service unions said they expected government to resume talks to resolve the wage dispute. One unionist said "if government does not talk about wages, then the deadlock remains".

Government spokesman Joel Netshitenzhe said government would not reverse the implementation of its final wage offer and wanted to start talks

immediately on a wage policy.

Union sources said government was not expected to reverse the implementation but to add to it to ensure inflation-linked increases.

Public Service and Administration Minister Geraldine Fraser-Moleketi told a parliamentary portfolio committee meeting yesterday that employment conditions should be reviewed. She said "I am quite optimistic .. that we will definitely be well on our way to resolving the current impasse".

Labour demands included a call on government to discuss the relationship between the budgetary process and collective bargaining, inflation-related increases and good faith bargaining.

Government said earlier this month that it would go ahead and implement its final offer of 6,3% for the majority of public servants and a 7% increase for teachers and the lowest-paid workers.

(250)

BD 2/8/99

Unions will not budge

Talks with government fail to end wage dispute

RENEWED pay talks between Government and the 12 public service labour unions failed yesterday, but the two parties might meet again next week. "Not much happened," Mr Boas Mojetsi, vice president of the Police and Prisons Civil Rights Union, said in Pretoria.

"The Government negotiators seemed to have come unprepared and had no mandate to

improve their salary offer. We raised a number of issues on which they should acquire a mandate, and asked for another meeting on Monday."

Public Service and Administration Minister Geraldine Fraser-Moleketi said several options were explored at the meeting of the public service central bargaining council in Centurion, south of Pretoria.

"Due to the sensitivity of the negotiations

we are unable to provide further details."

Fraser-Moleketi confirmed a request was made for another meeting on Monday, but gave no indication of whether or not it would take place.

Chairman of the unions' labour caucus, Mr Paddy Padayachee, said the unions had proposed ways in which the Government could find money to increase its wage offer.

"The state negotiators undertook to study these options and to put them to their principals," he said.

Mojetsi said the unions entered into yesterday's talks with the impression that the current pay dispute was the only item on the agenda. But state negotiators wanted to discuss issues such as the structure of future wage talks.

● To page 3

Unions will not budge over wages

● From page 1

"We reiterated that the current dispute has to be resolved before any other could be addressed."

Fraser-Moleketi said the Government was keen for negotiations to focus on a new wage policy to overcome problems in the current remuneration policy.

Yesterday's meeting came after the unions agreed about a week ago to give the Government one last shot at resolving the eight month dispute.

The pay disagreement saw thousands of disgruntled public servants taking to the streets in major centres last week Tuesday in the first public service labour action that involved all 12 unions.

The state has so far stuck to its stance that it could not afford union demands for a 7,3 percent pay rise for public workers and 8,3 percent for teachers.

It offered teachers and the lowest paid public workers a seven percent pay rise. About 85 percent of the 1,1 million public servants would get a 6,3 percent raise, with between four and 6,2 percent for

those in higher rank.

Fraser-Moleketi announced last month that these increases would be put into effect despite union objections.

She called on the unions to put the current pay dispute behind them, and to enter into talks about a new wage policy and other labour matters.

Several labour leaders last week warned of an indefinite strike if the pay dispute was not resolved.

The National Union of Public Services and Allied Workers said such action was a stronger likeli-

hood after yesterday's failed talks.

"An extended strike is now close to becoming a reality," Nupsaw general secretary Mr Success Matatsane said.

He said the unions' proposals could help the state find an extra R878 million for salaries.

"We suggested that the Government reduce its contribution to the public service pension fund by one percent, and delay the implementation of this year's increases by a month. That will free enough money to meet our pay demands," Matatsane said. - Sapa



The staff teachers and members of Sadtu on strike in Soshanguve. PHOTO LEN MUMALO 3/9/99

Unions list wage solutions

STAFF REPORTER

Johannesburg - Public sector unions have tabled five proposals to the Government which they believe could unlock the eight month wage deadlock.

In its response, the Government said it was committed to the collective bargaining process and would explore all avenues to search for a constructive solution to the impasse.

Public Service and Administration Minister Geraldine Fraser-Moleketi said she could not provide details on the issues discussed because the parties were due to consult with their respective principals.

Ms Fraser Moleketi is scheduled to discuss the proposals with other members of the mandating committee, Finance Minister Trevor Manuel, Education Minister Kader Asmal and Safety and Security Minister Steve Tshwete.

"Government is intent on engaging in a joint process in charting the way for future negotiations on salaries and related matters."

"We are keen that the negotiations focus on the new wage policy in order to overcome problems in the current policy," she said.

Yesterday's meeting was the first after an 18-day break and the parties reconvene on Monday to find creative ways of reaching a settlement.

Government negotiators, led by Kenny Govender, could not discuss the unions' proposals because they did not have a mandate to do so.

The Government has unilaterally implemented its final offer of 6,3% to the majority of workers and 7% to the lowest paid and 8,5% of educators. The unions are demanding an average 7,8% and an additional 1% pay progression for educators.

The National Education, Health and Allied Workers' Union's second

vice-president, Noluthando Sibiba, said the unions had tabled five proposals which could help unlock the deadlock. She refused to disclose them, saying the Government was still studying them.

"But it is believed that the reduction of employers' and employees' contributions to the pension fund from 18% to 16% was one of the proposals tabled. The unions have been trying to sell the reduction of pension contributions to the Government as a "creative" way of finding extra cash to meet their demands.

"It will be unfair for me to disclose what we proposed to the Government, which is still studying them. However, we are satisfied with the progress and we are confident that a speedy resolution to the impasse is imminent.

"The current dispute is just one of many issues that must be discussed," Ms Sibiba said.

ARG 3/9/99 (250)

Higher wages would be at the expense of transformation

WE are building a better life for all South Africans. But we will not be able to accelerate service delivery if this is not matched with an equal determination to speed up the transformation of the public service.

The transformation process should result among other things in changes to public expenditure patterns, better control and containment of personnel expenditure, improvement in the quality of spending, eliminating gross inefficiencies and corruption, as well as implementing the principles enunciated through the Batho Pele campaign.

We value the contribution by public servants and we want to safeguard the rights workers earned through decades of struggle. Indeed, the transformation of the public service will not be successful without the full co-operation and participation of the servants.

Trade unions, as individuals and through labour organisations, have played a constructive role in the various transformation initiatives and programmes of government. The lot of public servants has improved a great deal over the last five years. The government has sought to be an exemplary and model employer. We have, in the last few years, not only reaffirmed workers' rights but also significantly improved the basic conditions of service of state employees.

Our determination to be a model em-



BALANCING ACT . . . Geraldine Fraser-Moleketi has to balance workers' needs with resources and service delivery

ployer must, however, be balanced with other equally important responsibilities and obligations of the state. Personnel expenditure currently amounts to R72 billion and about 52 percent of the budget after interest. Between 1994/5 and the current budget, the share of personnel

(250) CP 5/9/99
The transformation process cannot be suspended because a few are unhappy with the bargaining process. Together we need to design a wage system to accommodate both the workers' needs and the needs of the country as a whole, writes Geraldine Fraser-Moleketi

In the budget rose rapidly, from 37 percent to 52 percent. The fact that personnel costs account for over half of overall expenditure and more than 70 percent in the health and education sectors, militate against any further dramatic increases in personnel expenditure.

Taking into account relatively low national investment rates and the need to shift resources towards fixed investment, any attempt to sustain growing personnel expenditure patterns will seriously undermine the ability of the nation to achieve redistribution and development targets.

The discrepancy between growth rates in total spending and personnel costs ultimately reflects the relative rigidity of labour costs. When budgets decline year on year, it is difficult to immediately effect similar cuts in personnel spending.

Personnel spending can only be reduced through downsizing, whether through redeployment, retrenchment or attrition, or by holding salaries below inflation.

Together, government and the unions must share this process to design a more

sustainable and manageable wage system to prevent disputes of this nature recurring in the future.

We are deeply conscious that there may be circles in the country who want to exploit the current wage dispute to pursue narrow trade unionism to the detriment of the broader social transformation agenda.

We need to guard against a narrow focus on wages for public servants as opposed to creating jobs, building houses and payments of grants and other services, which for many people is their only hope for a better life.

There are also right-wing opportunists who see this dispute as a window to suppress unionism with the aim of furthering the neo-liberal consensus to frustrate social progress. Any insinuation that we seek to declare war on trade unions or are intent on pursuing a policy aimed at reversing the collective rights of workers is an oversimplification of the complex challenge of government to balance between competing societal interests.

The fight against poverty and the need

for sustainable development requires that we move beyond rhetoric and political expediency to confront the challenge of achieving more with constrained resources.

We cannot and should not, even in the name of advancing the economic interests of ordinary workers, seek to ignore the responsibility of the state to balance between competing societal interests.

In an environment where there are demands for increasing accessibility to basic services and a shrinking resource base, difficult choices have to be made.

The government recognises that there is a dire need to improve the lot of public servants, most of whom work under difficult conditions and struggle to make ends meet.

We have to be equally mindful of the millions of welfare grantees who support extended families with meagre grants, mothers with young children who depend on free health services, communities without access to water and others who rely on government services for survival. To prevent disputes of this nature in the

future, it is important that we develop more effective strategies to manage personnel costs.

As government, we reiterate our commitment to continue co-operating with and consulting and subscribing to the bargaining council process, where appropriate. For our government to be strong enough to govern against interests that threaten democracy and social progress, we need, amongst others, strong and effective unions as a vital part of a vibrant and dynamic civil society.

We need each other more than ever before if we are to ensure that government achieves the on-service delivery priorities that our communities have so dearly struggled for.

To advance a position that says we must suspend the transformation of the state because of differences in the collective bargaining process is indefensible and only serves to fuel unfounded assertions about divisions in our rank.

As President Thabo Mbeki said in his opening address to Parliament: "For us to succeed in our work, both as a government and as a people, will require that we approach the tasks ahead with all due seriousness and a sense of discipline which recognises the fact that all rights are accompanied by obligations." □ *Fraser-Moleketi is Minister of Public Service and Administration.*

New deal for public pay talks

STAFF REPORTER (250)

Durban - The chairman of the Public Service Co-ordinating Bargaining Council, Edwin Molahehi, has told the Government and public sector unions that he will in future hold separate wage talks with them.

Mr Molahehi made the dramatic decision yesterday in a brief session and I took the decision to find a settlement in the eight-month-long dispute.

Mr Molahehi, who is also a part-time commissioner with the Commission for Conciliation,

Mediation and Arbitration (CCMA), said the mood at yesterday's talks between the Government and unions had not been conducive to the joint negotiation process.

"It emerged after a five-hour shuttle diplomacy with the parties that a fruitful discussion was not possible. I didn't want the process to become a debating session and I took the decision in the best interests of the parties.

"I am convinced that further talks with the parties, separately, could result in a settlement. For the next few days, I will be meet-

ing them separately and will assess the situation.

"I will also look at other dispute resolution mechanisms and institutions and I cannot rule out the possibility of involving the CCMA in the process," Mr Molahehi said.

South African Democratic Teachers' Union president Willie Madisha said the unions supported Mr Molahehi's decision, and that no constructive discussions had taken place.

"It is now up to Mr Molahehi to find a creative way of getting the process back on track."

Public service retrenchment (250) scheme costs govt R2,6bn

Farouk Choithia

CAPE TOWN — A clearer picture of the cost of government's widely criticised voluntary severance package scheme emerged yesterday with indications that about R2,6bn was paid out to employees in an attempt to reduce the size of the public service.

Public Service and Administration Minister Geraldine Fraser-Moleketi said in a written reply to a parliamentary question by the Democratic Party that R356m was paid to 56 978 employees — an average of R15 000 per employee.

The figure was for packages granted between April 30 1996 and August 1 last year.

Fraser-Moleketi's figures excluded payments to teachers and members of the SA National Defence Force (SANDF), the two categories with the highest number of people who took packages.

An SANDF spokesman said R767m was paid out while an education department official said that about R1bn was paid to 15 000 teachers — an average of R60 000 a teacher.

Duncan Hindle, the national education department's human resources chief director until his re-

cent transfer to the crisis-riddled Mpumalanga education department, said there were now about 359 000 teachers.

This meant that the number of teachers was "pretty well at the size it should be," he said.

The government planned to unveil a retrenchment tool by the end of the year with the aim of reducing the size of the public service by 30 000 to 55 000.

Hindle said that while there would not be large-scale retrenchments, he expected some teachers to be retrenched.

"They were mainly from 'advanced' schools which had a teacher surplus.

Criminal

The teachers did not want to move to under-staffed schools and it would be "criminal" to retain them, Hindle said. Fraser-Moleketi's figures showed that only 960 public servants took packages in the Northern Province administration.

This was despite the fact that the province was seen, with Kwazulu-Natal and the Eastern Cape, to have the highest number of redundant public servants.

7/19/99

Northern Province government spokesman Jack Mokobi said the dearth of job opportunities in the region was probably responsible for the low figure.

The provincial government could not force employees to apply for the packages. It was therefore "eagerly awaiting" the finalisation of a retrenchment tool by central government.

The Western Cape administration lost the highest number of public servants (9 500) through the package.

The figure excluded teachers Gary Oliver, the chief director in the provincial director-general's office, said the scheme had negatively affected the administration's skills base.

However, training had since been "jacked up" in order to overcome the problem.

The Western Cape had gone through the "pain" of rationalising the public service, having brought the number of employees down to about 70 000.

The mooted retrenchment tool would only be used for "fine-tuning", Oliver said. Kwazulu-Natal cut its public service by 7 024 and Eastern Cape by 3 642. This excluded teachers

Civil servants get R856-m in packages

By Wagheed Mtsbach
Political Correspondent

THE Government spent more than R856 million last year on voluntary severance packages for public servants in a bid to cut costs, according to Geraldine Fraser-Moleketi.

In reply to a question in Parliament, Fraser-Moleketi said a total of 56 978 people were granted the severance packages in the last financial year.

The majority of the packages were offered to public servants working for provincial administrations.

A total of 24 382 national government and 32 596 provincial government public servants were granted the packages.

The average payout was in the region of R15 000 a person, but this figure excluded payouts from the Government employees pension fund. This fund paid individuals their pensions separately from the Government's severance packages.

There was no need for the Government to raise additional funds for the payouts because each department had budgeted for this expense last year, said Fraser-Moleketi.

She added that the Department of Defence had the most employee cuts, with a total of 12 580, followed by Safety and Security with 3 365 people, 2 681 from Water Affairs and Forestry, and 1 162 from Public Works.

Correctional Services relieved 957 workers, Home Affairs 883 and Agriculture 413.

"In the provincial administrations, Western Cape topped the list with 9 500 people, followed by Kwazulu-Natal with 7 024 Gauteng

Fraser-Moleketi said the figures did not take into account the packages offered to educators because the Minister of Education acted as a principal for them and paid that out separately.

None of the vacant positions resulting from the voluntary renelements had been filled. Meanwhile, the Government will finalise legislation early next year aimed at ensuring "value-for-money" performance from civil servants.

Coordinated by the finance ministry, the Public Financial Management Act would be introduced in stages from April next year to ensure political support and that departments built up the capacity to implement and monitor a new way of handling finances.

The provinces had already been drawn into the process through workshops and the public accounts portfolio committee will be proactive in ensuring its implementation.

The thrust of the new law was to introduce new financial accounting principles and also to ensure that public servants worked on an "output-based" budgeting model that ensured delivery.

The new Act dovetails with the new disciplinary codes and performance agreements introduced in the public sector in July this year.

The Public Service and Administration Department also aims to improve the disciplinary process that would avoid lengthy wage disputes.

In the case of disputes, staff would be suspended up to a month without pay, but neither party would be allowed to seek legal counsel during this period.

Pay talks! new hope

By Mzwakhe Hlangane
Labour Reporter

A RESOLUTION in the long-standing wage dispute between the Government and 12 public sector unions now seems possible after what appeared to be promising talks yesterday.

Talks held at the Public Service Co-ordinating Bargaining Council in Pretoria yesterday were postponed to allow both parties time to seriously consider proposals aimed at ensuring a settlement was reached.

Congress of South African Trade Unions president Mr Willy Madisha confirmed that the while the Government moved from 5,7 to 6,3 percent, the unions originally demanded 10 percent.

Madisha had postponed the meeting to ensure that a number of processes were looked into before finally on the issue was reached.

An elated Madisha said the unions supported the postponement by the council to give the parties a chance that could help in finding a resolution.

Molahleh, who was reportedly engaged in another meeting, refused to respond to Sowetan's questions.

Public Service and Administration Minister Geraldine Fraser-Moleketi did not issue a statement yesterday. She is expected to convene a media conference today.



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Closure of wage talks places future agreements in jeopardy

Pearl Sebollo

08/9/99 (250)

GOVERNMENT'S announcement to officially end further talks on the public service wage dispute had left the unions no room to step down gracefully, thus jeopardising talks and agreement on a new wage policy by December.

A labour consultant said government's focused and public declaration yesterday was inappropriate in the current context where it had been acknowledged that government had stood firm against labour's inflation increase demand. The move snatched of "we won, you lost".

Public Service and Administration Minister Geraldine Fraser-Moleketi said government was satisfied all options to break the impasse had been explored. Government was still committed to collective bargaining and hoped to begin talks on salary increases for the next financial year by the end of this month, she said. This would ensure wage negotiations coincided with the budgetary process already underway.

However, public sector unions said they would not participate in talks on next year's wage increases until the current negotiations were concluded. Last month unions adopted a "noncooperative" stance towards the wage policy if the current dispute was not resolved.

Responding to the union's intentions, Fraser-Moleketi's adviser Robinson Ramatle said: "The reality is that we need each other and it is not sustainable to avoid each other." He said the unions started the negotiations knowing what the government could afford as parliament had already voted on the budget.

He said the union would continue with its arbitration case against government next month.

State's 'closed door' angers unions

FRANK NNUMALO

LABOUR EDITOR

Johannesburg - The government could not wish away the public sector wage deadlock, the three public sector unions allied to Cosatu said yesterday after the state closed its doors on further 1999/2000 wage bargaining.

Geraldine Fraser-Moleketi, the public service and administration minister said the state was satisfied that all options had been explored to break the impasse.

"There will not be any further wage increases for this financial year," she said.

By September 15 1999 all

and Allied Workers Union president Vusi Nhlapho said "As far as we are concerned the talks are not over yet." The Hospital Personnel Trade Union has supported this stand.

Union negotiator Albert Wocke said the demands for next year would, in any case include those not resolved this year. By unilaterally implementing its wage offer government's position had weakened as now it will be difficult to get concessions from the unions in future.

"We will not entertain any negotiations on retrenchment or conditions of service like rank and leg promotions which the government wanted to remove," he said. Rank and leg promotions will cost government R1,2bn this year.

He said the union would continue with its arbitration case against government next month.

public servants would have received their wage increases backdated to July 1 1999. This drew to an end salary negotiations for 1999/2000.

Fraser-Moleketi said she was now "living in a room without doors".

Abhey Withoo, the general secretary of the Police and Prisoners Civil Rights Union, said "If the state's approach is to close doors, things are going to get difficult. It would be a stumbling block to talks on any other matter."

He added that an 800 000 strong protracted general strike could not be ruled out.

The National Union of Public

'NO FAT TO CUT'

Government slams door on labour unions

ET 8/9/99 (250)

THE GOVERNMENT has ended all further wage talks with the public sector unions, which will meet on Monday to decide what to do, EDIE JAVYA reports.

THERE will be no more talks between the government and trade unions about wage increases in the public sector, Public Service and Administration Minister Geraldine Fraser-Moleketi said yesterday.

In their response to Fraser-Moleketi's firmly shutting the door on further negotiations, the unions criticised the decision, describing it as "intransigent".

The 12 unions involved are due to meet on Monday to discuss the government's decision.

Fraser-Moleketi also ruled out any further increases to the government's final wage offer and said all public servants will next week receive their increases, which would be back-dated to July this year.

"There is no fat to cut at this moment, so the government cannot table any further increases. The additional R280 million the government had tabled will be deducted from various govern-

ment departments," she said.

When asked if she would keep her door open for further talks on the current dispute, she replied: "I have a room with no doors and I have been mandated to convey this decision. This dispute impacts on both the unionised and non-unionised workers," Fraser-Moleketi said.

Most public servants will receive an increase of 6,3% and educators 7% in their September pay. The lowest-paid workers, including cleaners, will now earn between R1 872 and R2 264 a month, excluding benefits such as pension, housing subsidy and medical aid.

The unions are demanding an average 7,3% increase and an additional 1% pay progression for educators.

The government intends working with unions on salary negotiations for 2000-2001 before the end of this month, in order to synchronise such talks with

budgetary processes, as well as to develop and implement a comprehensive remuneration policy and system for the entire public service and to accelerate skills and service delivery audits.

The National Union of Public Service and Allied Workers' general secretary Success Matlatsane said the government's decision was a complete surprise. He added that the unions had tabled proposals aimed at breaking the deadlock and were expecting a response to the proposals.

"We are surprised by the decision and it shows government's intransigent behaviour. We will meet on Monday to discuss this decision and we will respond appropriately," he said.

National Professional Teachers' Organisation of South Africa's assistant labour director Enoch Rabotapi said the current wage dispute was still on the table and the government was expected to respond to proposals by the unions to break the deadlock.

"We will review the latest developments on Monday and we will decide on the next action," he said.

Labour groups face a 'terrible' decision

Public sector unions driven into a corner

ET(MA) 9/9/99 (250)

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - A strike was now the only route open to the 12 united public sector unions after the government had closed the door on further wage negotiations on Tuesday, labour analysts said yesterday.

The government has unilaterally implemented its final wage offer of 6,3 percent for the majority of public servants and 7 percent for teachers.

This brings its wage bill to an estimated R3,28 billion against union demands of 7,3 percent for most workers and 8 percent for teachers.

Acceding to these demands would cost the government an additional R700 million.

"There is no more fat to cut," said Geraldine Fraser-Moleketi, the minister of public service and administration, adding that she was "now living in a room without doors".

Brian Allen, an industrial relations consultant with Andrew Levy and Associates, said because collective bargaining was about power and leverage and because the government had been firm, it was now up to the unions to decide whether they wanted to use power and whether that would produce the desired results.

Allen said arbitration by the

Labour Court was out of the question because the dispute was one of interest, as opposed to one of right.

Arbitration in a dispute of interest could only happen by mutual consent of the parties, which would be difficult to obtain under the circumstances. No arbitrator had the power to award a settlement in this case, he said.

In addition, there was no obligation on either party to give something to the other to save face, he said.

At any rate the problem was structural. A decision needed to be made on whether to budget first and then negotiate, or go the other way round.

Labour analyst Gavin Brown said the unions faced a "terrible decision" on whether to succumb in some way to the unilateral increases, which would be a bit humiliating, or attempt to mount a widespread industrial action, which would hurt their members the most.

Brown said a decision to strike would alienate the public, place severe strain on the unions' unity and cost them millions in lost wages.

"I think the unions are in a very difficult position," he said.

However, Cosatu vowed to fight to the bitter end.

"This is a long battle, but we are determined to fight it to the last," a Cosatu spokesman said.

Door shut on unions

(250) Souther 9/9/99
By Mzwakhe Hlangani
Labour Reporter

PUBLIC sector unions announced a boycott of all contact with the Government yesterday in a response to Public Service and Administration Minister Geraldine Fraser-Moleketi's decision to end talks on the current wage deadlock.

The latest development has cast a shadow over the future of the Public Sector Co-ordinating Bargaining Council and could have far-reaching implications for next year's wage talks.

Fraser-Moleketi's adviser, Mr Robson Ramaite, said this could also delay negotiations on key issues such as a new wage policy for the public sector.

He emphasised that the disintegration of the PSCBC could impact negatively on the acceleration of skills and service delivery audit.

He said: "Important work regarding a public sector skills audit, which is necessary for the rationalisation and right-sizing of the civil service, could also be held up by the withdrawal of union cooperation with the Government on all labour matters. And that too could have implications for resources to fund wage increases next year," Ramaite said.

The National Education Health and Allied Workers Union president Mr Vusi Nhlapo said the Government "threw a bombshell on us" by announcing the closure through the media.

"This is in contrast with our agreement at the bargaining council on Monday. As a result, we have embarked on a total boycott of the council,

provincial, departmental and institutional bargaining forums with immediate effect," he said on behalf of Cosatu-allied SA Democratic Teachers Union and Police Prisons and Civil Rights Union.

Nhlapo further charged that the Government "played double standards with them" and was misleading the public while raising hopes at the PSCBC that the wage dispute would be amicably resolved.

Fraser-Moleketi rejected further talks on the current pay dispute, saying the Government had no money to improve its latest pay offer ranging from 6,3 to 7 percent.

The Government has implemented salary increases unilaterally since last month, backdated to July 1.

Nhlapo said the unions had identified alternative sources of funding to ensure a breakthrough without impacting on the personnel expenditure.

Its proposals included a cut in merit awards and pension fund employer contributions to raise an additional R700 million for the wage bill. Nhlapo said government negotiators had promised to explore these alternatives in consultation with their principals. The unions demanded 7,3 percent across the board and 8,3 percent for teachers.

Ramaite rejected the unions' proposals as unacceptable.

President Thabo Mbeki, as chairman of the Government's mandating committee, was aware of the current dispute and had urged the unions to continue discussions with relevant bodies, he said.

The unions will hold a joint caucus on September 13 to consider further options.

Cosatu issues ultimatum to Fraser-Moleketi

(2470)
Source: 10/9/99

By Mzwakhe Hlangani
Labour Reporter

PUBLIC Service and Administration Minister Geraldine Fraser-Moleketi has been given a three-day ultimatum to retract her unilateral declaration to end ongoing pay talks or there will be no basis to negotiate with her now or in future.

Congress of South African Trade Unions (Cosatu) president Mr Willy Madisha yesterday warned Fraser-Moleketi to comply with the latest agreements facilitated by the chairman of the Public Sector Coordinating Council or her refusal would be translated as an attack on collective bargaining.

Madisha also demanded an explanation from Fraser-Moleketi to publicly declare whether her department recognised and saw itself as being bound by this week's bargaining council agreement, which mandated the council's chairman to mediate a settlement within two weeks.

"If she, on behalf of the department, issues an unequivocal statement in support of the process as agreed to in the bargaining council, then this will represent a step in the right direction. If she feels not bound by what took place at the council, then she will be

declaring war on workers," Madisha said.

Cosatu general secretary Mr Zwelinzima Vavi said while Fraser-Moleketi's statement ended the salary negotiations for 1999-2000, it was not different from the previous statements.

"The unfortunate feature of these public sector negotiations is that they had been conducted through the media.

"Should the Minister refuse to comply with the agreement, then we will have to conclude this is an attack on the principle of collective bargaining itself, whose effect will not only have permanent negative consequences for public service workers but for all workers," Vavi said.

He further warned that the Minister's stance represented the most serious attack on the very right of trade unions to exist and also jeopardised the relationship between the State and workers.

Vavi said Fraser-Moleketi's stance contradicted President Thabo Mbeki's assurances committing the Government to negotiations in the chamber.

Cosatu's special central executive committee meeting next Tuesday will consider the appropriate action to take as this will be going beyond the public sector collective bargaining domain.

LABOUR Government has until Monday to resume wage talks

Reopen the door or we go to war, says Cosatu

FRANK NXUMALO

LABOUR EDITOR

Pretoria may have to back down

Johannesburg – The 1,8 million-strong Cosatu was ready to cut ties with the government and “go to war” if Geraldine Fraser-Moleketi, the minister of public service and administration, publicly declared that her department was never bound by Public Service Co-ordinating Bargaining Chamber (PSCBC) agreements, the country’s biggest labour federation said yesterday.

Fraser-Moleketi has reportedly said wage talks for 1999/2000 were closed. Cosatu has given her until Monday to publicly restate her position, particularly on the 12 united public sector unions’ proposals for additional wage increases.

“This would represent the most serious attack on the very right of trade unions to exist and there will be no basis to negotiate with the government now and in the future,” said Zwelinzima Vavi, the general secretary of Cosatu.

The government had unilaterally implemented its final wage offer of 6,3 percent for the

majority of public servants and 7 percent for teachers, against the unions’ demands for an average of 7,3 percent and 8 percent for teachers.

“Monday’s last round of PSCBC negotiations was concluded on the basis that the various proposals made by the unions as to where money can be sourced from (latent salary expenditure items) would be considered,” Vavi said.

“It is our intention to support and proceed with this process, as this is the agreement that emanates from the PSCBC and this is the agreement that must be complied with.”

“This is the foundation of good faith bargaining, an essential component for the complex issues that are to be negotiated at the PSCBC, now and in the future.”

Vavi said the caucus of the 12 united public sector unions would meet on Monday.

The Cosatu Special Central Executive Committee would then consider what appropriate action to take on Tuesday



DAGGERS DRAWN (from left) Cosatu's Willie Modisha and Zwelinzima Vavi and Popo Molekane's Zizamele Cebekhulu. PHOTO JOHN WOODROOF

LIBRARY

Nehawu in dispute with Sars

(250) ARG 11/9/99

FRANK NXUMALO

Johannesburg – The Cosatu-allied National Education Health and Allied Workers Union (Nehawu) yesterday declared a dispute of interest against the South African Revenue Service (Sars) over the unilateral implementation of a new grading system.

Nehawu said it would decide on what course of action to take after meeting management next week.

On the other hand, the Public Service Association, allied to the Federation of Unions of South Africa, has withdrawn its dispute after the implementation of the performance-based Hay grading system which replaced a rank based system.

At issue was the mechanism or formula for closing the wage gap between the lowest and highest paid employees

Judy Parfitt, the general manager for human resources at Sars, said Nehawu had proposed that lower level employees should get higher percentage salary increases than higher categories

“Our dilemma as management is that we are experiencing a high turnover rate of key staff and we are highly dependent on skilled people such as auditors whose skills are in very short supply in South Africa.

“Our ability to collect revenue for the government would be seriously undermined if we couldn't pay skilled people competitive packages,” Parfitt said

She said the decision to implement the Hay system was aimed at achieving a number of objectives

Sars wanted to ensure that there was internal equity because job titles were no longer an accurate reflection of what people were doing.

Parfitt said the Sars also wanted to flatten the rank system which had been too rigid and hierarchical with 17 levels that carried three notches, effectively making 51 employee layers.

The new system, which was implemented over the period from January to last week, had reduced these layers to 10 and was believed by management to be flexible

The new system promoted staff participation and communication and reduced bureaucracy.

“The system allows us to pursue a robust affirmative action policy, we have taken on board 20 talented black managers and we wouldn't have been able to do that if we weren't paying competitive packages,” she said

The Sars remained committed to involving and consulting with Nehawu over the new system, Parfitt said.

Nehawu declares dispute with Sars over its grading system.

Roy Cokayne

(270) CT (PR) 12/9/99

Pretoria - The National Education, Health and Allied Workers' Union (Nehawu) had declared a dispute with the South African Revenue Service (Sars) over its "unilateral implementation of a new grading system", the union said at the weekend.

Judy Parfitt, the human resources manager at Sars, confirmed Nehawu had declared a dispute, but was confident the differences between them would be resolved at a meeting scheduled for Thursday.

Sihembiso Myaluza, Nehawu's national organiser for the state administrative sector, said the union, which had 2 500 Sars members, declared a dispute on September 7 because its members felt they had been disadvantaged by the new grading system.

He said the new system had been implemented while the union was involved in negotiations with Sars. He claimed the new grading system would not benefit any employees below level eight senior officers.

New entrants to Sars, he said, would start at a lower salary and

the system had created a median that would keep other employees "where they are now".

Parfitt said the development of the new grading system had been a joint exercise between Sars, Nehawu and the Public Service Association (PSA).

"More than a year ago we formed a joint task team to develop the new grading system. Representatives of both unions were involved in grading jobs, but a num-

ber of concerns were raised when it came to implementation," she said.

The new grading system will not benefit any employees below senior officers'

"As it happened, the PSA, which is the majority union with Sars with about 7 000 members,

was demanding implementation and declared a dispute late last month over the failure of Sars to implement the new system.

"Sars was caught between a rock and hard place. But Sars's management is convinced the new system is desirable for staff and Sars as whole," she said.

"On that basis, Sars decided to proceed with the implementation on an interim basis and told Nehawu it will continue talking about its concerns. It (the new system) is not cast in concrete." Parfitt said no Sars employees would be worse off because of the

new system and black employees would benefit proportionately more than white employees.

The system would substantially flatten Sars' organisational structure. The new system had 10 grades when previously there were 17 levels with three notches, amounting to 51 tiers.

She said lower-level employees at Sars would be paid considerably above the market median and Sars had adopted a pay policy that was competitive and yet still slightly discounted the salaries of the top two grades in an attempt to reduce wage differentials.

Unions flex muscles

By Mzwakhe Hlangani
Labour Reporter

PUBLIC service administration is heading for major disruptions as 12 public sector labour unions which endorsed a boycott of further talks with the Government meet today to consolidate their position.

This follows the Congress of South African Trade Unions' three-day ultimatum to Public Service Administration Minister Geraldine Fraser-Moleketi last week to reverse her unilateral decision to end the current pay talks between National Education, Health and Allied

Workers Union spokesman Mr Thembisile Siko said yesterday all public sector unions, representing 1,1 million public servants, will discuss prolonged industrial action, which "is now the only option left" after previous demonstrations.

Speaking for the three, Cosatu-aligned unions - the South African Democratic Teachers Union and Police Prisons and Civil Rights Union - Siko said unless Fraser-Moleketi explained to the unions that the Government did not recognise Public Sector Coordinating Bargaining Council agreement, the unions will push for "aggressive forms of protest action today".

The United Public Service Unions anticipate Fraser-Moleketi's response today "or else a major strike in the public sector is bound to take place".

"Up to now she has failed up to explain her utterances which were translated as an attack on the principle of collective bargaining," Institute of Public Service and National Union of Public Service and Allied Workers coordinator Mr Mike Thhapanane said.

"Today's meeting is about the labour movement entrenching its bargaining rights after the minister's declaration to end the talks.

"Government as a custodian of the laws of this country is expected to lead by example, if not what precedent is being set for the private sector?" he asked.

Cosatu will also hold its special central executive committee meeting tomorrow to consider the appropriate action to take in solidarity with its affiliates and the entire United Public Service Unions to put pressure on the Government to accede to their pay demands.

The federation president Mr Willy Madisha said Fraser-Moleketi's viewpoint represented the "most serious attack on the very rights of trade unions to exist and her declaration will go beyond the public sector collective bargaining domain".

(250) *Sowetan 13/9/99*

Aim is to close SA down

PUBLIC service unions agreed yesterday on a strategy that could see a month-long shutdown of the civil service, coupled with sympathy strikes in the private sector.

Stung by the recent move by the Government to terminate talks on the current public service pay dispute, labour leaders vowed to join forces in further industrial action next month.

"The unions will approach their members to seek a mandate for actions, which could include shutting down the public service in October."

After meeting at Centurion, south of Pretoria, the 12 public service unions said

(950)

they would urge major labour federations to throw their weight behind the protest action of civil servants.

"(We) call on all workers in the country to act in solidarity with the public servants in their programme of action," the unions said in a statement.

To this end, the 12 unions intended declaring a socio-economic dispute in terms of the Labour Relations Act.

Labour leaders said such a dispute would open the way for the members of all labour unions in the country to embark on strike action without fear of dismissal. "Our aim is a complete shutdown of the country," some said.

Public Service and Administration Minister Geraldine Fraser-Moleketi last week Tuesday closed the door on further talks on the eight-month-old pay dispute.

Her announcement came a day after the two parties agreed to give the chairman of the public service central bargaining council a shot at brokering a settlement.

She said the state simply did not have money to improve on its pay offer of a seven percent raise for teachers and the lowest paid workers, and 6,3 percent for the bulk of civil servants.

State employees would receive these increases, which were unilaterally put into effect last month.

"This drew to an end salary negotiations for 1999/2000, hence there will not be further wage increases for this financial year," Fraser-Moleketi said.

The 12 labour unions are demanding a 7,3 percent pay rise for public workers and 8,3 percent for teachers.

The disagreement saw thousands of public servants taking to the streets in major centres for one day last month in the first labour action involving all 12 public service unions. On Monday the 12 unions said the way in which the Government had handled the matter amounted to the subversion of fundamental, collective bargaining rights. — Sapa

SOWETAN 14/9/99

Union, Sars in dispute over salary system

OWN CORRESPONDENT

Johannesburg - The Cosatu-affiliated National Education, Health and Allied Workers' Union (Nehawu) has accused the South African Revenue Service (Sars) of unilaterally implementing a new performance-based salary grading system.

Nehawu has declared a dispute with Sars and yesterday embarked on nationwide lunch-hour pickets and go-slows. Placard carrying workers outside the Sars Russik Street offices denounced the implementation of the system.

If Nehawu and Sars do not resolve the matter, the union has said it will embark on a national strike.

Nehawu national organiser Sthembiswo Myaluzwa said Sars was engaging directly with members on issues that should be discussed with the union's head office. He added that Sars' action was "highly provocative" and undermined unions within Sars.

The Public Service Association, which is affiliated to the Federation of Unions of South Africa, has withdrawn its dispute with Sars after the implementation of the new Hays salary system, which replaces a rank-based one.

Sars employee relations manager Andy Motlhi informed the workers the company had received a letter from Nehawu, declaring a dispute on the implementation of the grading system. He said Sars would meet the union on Thursday.

Unions warn as Mbeki backs

Moleketi on pay

Public sector shutdown threat

STAFF REPORTER

Johannesburg - President Mbeki has spelled out his support of Public Service Minister Geraldine Fraser-Moleketi, ending union hopes he might intervene to restart pay talks.

Public sector unions immediately pledged to seek a mandate for action that could include the shutdown of the public service next month.

Mr Mbeki's office informed the unions yesterday that the "entire government" was fully behind Ms Fraser Moleketi.

He dismissed their suggestion that there were differences between the minister and the president over the dispute.

In a letter to Paddy Padayachee, chairman of the United Public Sector unions, Mr Mbeki's political adviser, Thus Mafolo, reprimanded the union leadership for "spreading rumours" to the effect that Mr Mbeki differed with Ms Fraser Moleketi on the issue of negotiations between the state and unions.

"The approach taken by Minister Fraser-Moleketi is not her individual position but that of the entire government," Mr Mafolo said.

Mr Padayachee had earlier written to Mr Mbeki asking for a meeting to discuss the problems in the negotiations statement.

AKS 14/9/99

But 12 public sector unions meeting in Pretoria again asserted yesterday that the Government's abandonment of negotiations and the unilateral implementation of its final offer undermined a fundamental collective bargaining right.

The unions said they would now approach their members to seek a mandate for the way forward, which could include shutting down of the public service next month.

"This will include a meeting with major trade union federations later this week to intervene and a call on all workers in the country to act in solidarity with the public servants in their programme of action," Mr Padayachee said.

They intended to declare a socio-economic dispute in terms of Section 77 of the Labour Relations Act.

Spokesman Mike Tshapane of the National Union of Public Service and Allied Workers called on Mr Mbeki to explain "whether this is the beginning of a dictatorship that is often whispered about".

Public service to strike for a month

Simplewe Xako

GOVERNMENT is expected to again face the full wrath of public service unions next month after a decision yesterday to embark on a month-long strike.

A union source said the tug-of-war between the two no longer concerned wage increases alone — the unions accuse government of undermining the public service co-ordinating bargaining council and the Labour Relations Act.

At a meeting held in Pretoria yesterday the leaders of 12 unions resolved to appeal to community organisations and churches to help put pressure on government.

"All 12 unions have agreed to embark on a full-blown programme of action which will lead to a total shutdown of all major government services."

"We are not optimistic about government's response but the crisis will deepen nevertheless," they said.

The meeting also agreed to allow council chairman Edwin Moleketi to continue discussions with all parties in an attempt to lure them back to the negotiations.

The unions believed government — by unilaterally implementing its final wage offer and by later closing the wage discussions — was setting a bad precedent for the private sector and other employers.

"Not only salaries are at stake in this matter but also the whole meaning and significance of the Labour Relations Act and the public service co-ordinating bargaining council."

AKS 14/9/99

The public servants plan to meet the Federation of Unions of SA, the National Council of Trade Unions and the Congress of SA Trade Unions (Cosatu) later this week and finalise a full programme of action.

Cosatu last week called on Public Service Minister Geraldine Fraser-Moleketi to clarify her refusal to comply with an agreement reached in the council last Monday to explore options to break the impasse.

Cosatu-aligned public service unions are adamant there will be no talks on next year's wages or on wage policy until this year's dispute is resolved.

Nehawu holds protest over Sars' new grades

(270) CT (RR) 15/9/99

FRANK NXUMALO

LABOUR EDITOR

Johannesburg - The National Education Health and Allied Workers' Union (Nehawu) yesterday held lunch-time demonstrations in central Johannesburg and strongly condemned the South African Revenue Service (Sars) for unilaterally implementing the Hay grading system.

Last week Sars management said the system had been identified as the most suitable to replace the former hierarchical rank based system. Judy Parfitt, the human resources director, said the old system was no longer accurate. The Hay system reduced employee categories and was compatible with the Sars' affirmative action and employment equity goals.

But Nehawu said the job evaluation committee had not conducted thorough research into individual job descriptions

It asked: "How do you explain different grades assigned to employees doing exactly the same job in the same office? Is it because the committee is incompetent or the Hay system itself is not compatible with Sars conditions?"

Sars warned the union that any employee who disrupted work before internal dispute procedures had been exhausted risked losing their job. "Any disruption will be contrary to the Labour Relations Act, (and) the employer is entitled by law to take disciplinary action," Sars human resources management said. Legislation also entitled the employer to deduct pay from employees "who engage in unprotected industrial action".

The parties were scheduled to meet tomorrow in an effort to find an amicable solution to the dispute. "Proposals will be tabled (and) management is confident this will provide the basis for a compromise," Sars said.

LABOUR President's office says offer for current year is final

State 'won't back down on public sector wages'

(270) 01 (270) 16/9/99

FRANK NUMALO AND SAVA

Johannesburg - Cosatu was wrong in assuming that the government was willing to resume talks on the current public service pay dispute. President Thabo Mbeki's office said yesterday.

Presidential spokesman Parks Mankahlana said in Pretoria that Mbeki's remarks on the matter on Tuesday related to wage talks with regard to the next financial year and not the 1999/2000 increases.

"The state's pay offer for the current financial year - which has already been put into effect - is final," Mankahlana said.

Cosatu leaders earlier in the day gave a different interpretation of a statement by Mbeki that the government would "continue to interact with the unions."

Cosatu said its interpretation of Mbeki's statement, along with a similar statement by Deputy President Jacob Zuma that the government was still committed to the principle of collective bargaining, had restored its faith in the government's bona fides.

"The door has been unlocked," said Zwehinzima Yavu, the general secretary of Cosatu. "We welcome yesterday's press statement from the office of the deputy president that reiterated the government's commitment to the principle of collective bargaining."

"We further welcome the president's commitment to finding a negotiated settlement to the current impasse in the Public Service Co-ordinating Chamber (PSCBC).

"We see this as an indication of the government's commitment into



READY FOR ACTION (from left) Zwelanzima Yavu, the general secretary of Cosatu, and Alima Ransosoa, Cosatu's national treasurer

PHOTO: SEMAKHAT

finding a speedy resolution to the outstanding dispute."

The union federation implied that the government had backed down from its fight with Cosatu over public sector wages and had distanced itself from public service and administration minister Geraldine Fraser-Moleketi's public pronouncements that the state had closed the doors to the 1999/2000 wage negotiations.

Fraser-Moleketi had unilaterally implemented her department's final wage offer of 6.3 percent for the majority of public servants and 7 percent for teachers, against the unions' demands

Cosatu committed to strike action

(172) (270) 16/9/99

Taryn Lambert

THE Congress of SA Trade Unions (Cosatu) has vowed to throw its full weight behind the proposed public service unions strike next month after government reaffirmed that it would not reopen this year's wage negotiations.

The public service and administration department implemented government's final offer of 6.3% negotiations last month. Cosatu is demanding 7.3%.

Cosatu general secretary Zwehinzima Yavu said the federation would call a meeting of public service unions to "see how far they are prepared to go."

"We have to see if they have the commitment, we have the commitment," he said.

The 12 public service unions announced on Monday that they would embark on a month-long strike next month which will lead to a "total shutdown of all major government services."

Presidential spokesman Parks Mankahlana poured cold water earlier yesterday on Cosatu's hopes to resume wage talks when Mbeki had reopened the door for further negotiations. Mbeki reportedly told journalists at a diplomatic function on Tuesday that if discussions between government and the unions took place, a solution would be found.

He said Mbeki was speaking "in

general terms" when he said wage disputes should be resolved through negotiations. He was referring to future wage policies and upcoming wage negotiations in 2000 and 2001, Mankahlana said.

"Cosatu conveniently misinterpreted the president's statement. The negotiations are closed. It is not something that we can go back to," he said.

Cosatu last week asked Public Service and Administration Minister Geraldine Fraser-Moleketi to clarify what she meant when she refused to resume wage talks in the public service co-ordinating bargaining council.

Yavu said the "clarity" the federation was seeking had come from Mbeki. "We are very satisfied. The president's statement can only be interpreted to say that the parties currently in dispute must negotiate as a very progressive step."

He denied that Cosatu had softened its stance toward government over the wage dispute in an effort to save face and said if Mbeki had not meant to "reopen" the wage negotiations, then the federation would "wholeheartedly throw its weight behind the public service unions."

He believed there was still hope for a settlement in the dispute despite the fact that Mbeki said there was no money to meet the unions' demands. He said the unions had put forward 10 proposals on where extra money could be found.

Municipal workers' union threatens industrial action

Simphele Xaki (270) 16/9/99

THE SA Municipal Workers' Union (Samwu) may embark on industrial action in an attempt to prevent the Greater Johannesburg metropolitan council from "unilaterally" implementing its Igoli 2002 plan.

A union source accused the council of not abiding by the national framework agreement, which says the public sector is a preferred provider and demands adequate consultation by councils in any matter of transformation.

Samwu plans to object to what it calls the corporatisation of council assets such as electricity, the xho and water at a bargaining council plenary meeting on September 30.

"If we do not reach agreement on any issues I am afraid workers will not just stand aside and watch council assets being corporatised. This will lead to privatisation in the long run," the source said.

The council was accused also of continuing with the unilateral corporatisation of some services while still negotiating with the union. "Samwu has a problem with the entire plan as it demands an agreement on corporate entities before addressing social needs."

Last week a senior council member said privatisation plans would go ahead despite Samwu's objections. Services to be privatised included Metro Gas and Rand Airport, which it was believed would net about R250m. The Johannesburg Stadium also would be sold.

Samwu fears corporatisation will lead to large-scale job losses for its members. Meanwhile, the National Union of Metalworkers of SA (Numsa) said yesterday that its members embarked on a wage strike after a dispute with Barlows Equipment. Numsa spokesman Dumisa Ntuli said the union demanded a 10% across-the-board increase against management's 7.5% offer. He said workers also wanted a 40-hour working week and a moratorium on retrenchments.

The company maintained its offer was "very fair and reasonable in the current worsening trading environment." It argued that no SA company could afford a moratorium on retrenchments because of a low rate of productivity.

A spokesman said the company was still open to negotiations.

Cosatu shelve strike plans

(270) 16/9/99

Johannesburg - Cosatu's central executive committee has shelved plans to ask affiliated unions to embark on a sympathy strike with the 12 public sector unions.

The committee yesterday renewed its pledge to support public sector unions in current pay negotiations. Its decision to shelve industrial action was triggered by Tuesday's statement from Deputy President Jacob Zuma, reiterating the Government's commitment to the principle of collective bargaining.

But Cosatu backed the call by public service unions for mass action if the deadlock remained. - Staff Reporter

Pay talks resume

sementan 16/9/99
(250)

By Mzwakhe Hlangani
Labour Reporter

THE Congress of South African Trade Unions said yesterday it was ready to reopen talks with the Government after indications by President Thabo Mbeki that the state was prepared to end the deadlock with Cosatu and public service unions through negotiations.

Cosatu general secretary Mr Zwelanzima Vavi told a media briefing after the federation's special executive committee meeting in Johannesburg yesterday that Cosatu's allied public sector unions would go back to the Public Sector Coordinating Bargaining Council next week to restart negotiations.

Explaining the latest backdown from Cosatu's previous militant stance of engaging in a showdown with the Government, Vavi said Mbeki's statement "not only limits the parties to negotiations, but to reopening talks and settling the current dispute. Strike action should always be used as a lever to reopen negotiations"

"We also welcome the statement from Deputy President Jacob Zuma's office reiterating Government's commitment to the principle of collective bargaining and see this as an indication of a commitment to finding a speedy resolution to the outstanding dispute," he said



President Thabo Mbeki

Vavi said the executive committee was convinced additional funds could be found on the basis of the 10 options the public sector unions had jointly put forward to the bargaining forum before Public Service Administration Minister Geraldine Fraser-Moleketi unilaterally ended talks.

The minister had "set a dangerous precedent for the private sector employer organisations" by unilaterally ending negotiations, Vavi said.

Cosatu had never intended to cripple the Government "for which we had all sacrificed our lives".

Cosatu president Mr Willy Madisha warned that they would walk out of the bargaining chamber if the Government refused to tackle the current dispute first before a new wage policy was discussed.

"At the same time, we support the call by public service unions for further mass mobilisation should these processes not lead to a successful conclusion to the current deadlock," Madisha said.

The federation also announced a series of campaigns next month to highlight the national jobs crisis which would culminate in a general strike in May next year.

A notice of protest action against job losses has been filed with the National Economic Development and Labour Council to that effect.

Not without the unions

ACCCELERATING service delivery is the cornerstone of Government policy. The intended outcome is greater access to basic services and increased investment in infrastructure

So it is ironic that the Government's approach to public service labour relations appears not to support this vision, but rather serves narrower objectives

It is becoming apparent that Government is choosing fiscal austerity over service delivery. The implication of this will be to undermine the goal of transforming the public service.

Not long ago Government agreed with unions to conduct skills and service delivery audits to match resources and guide effective transformation restructuring.

These audits represented an opportunity for the state and unions to develop a staffing framework to ensure accelerated service delivery.

The audits were intended to assess staffing levels in relation to service delivery objectives. The outcome of the process could result in more staffing in areas of acute shortages, and a reduction or redeployment of personnel where there was overstaffing, amongst other options.

'Burying' audits

But recent newspaper reports allege that the state is "burying" audits for the Eastern Cape and Northern Province. The reason is that the findings do not conform to the pre-determined conclusion that public service employment must be reduced by 55 000 people.

Rather, Government's own audits find that in some cases there are acute staff shortages.

Two concerns arise from the burying of these reports. Firstly, if there is indeed a commitment to cut jobs regardless of delivery implications, this would be a disservice to the public.

In particular, the impact would be greatest on the majority of the population, the poor, who are dependent on public services.

One can imagine that some politicians, keen to cut jobs to save money, were not impressed by the following findings.

- The size of the public service has decreased by 13,3 percent (about 150 000 jobs) since 1995;

- The police service has declined by 8,6 percent since 1995;

- Class sizes in public schools are set to increase from 34 to 38 pupils per teacher.

- Many service delivery functions are labour intensive and further cuts could have negative implications

- The Department of Justice has more than 1 000 crucial vacancies that cannot be filled due to budgetary constraints

These trends indicate understaffing or decreasing staffing norms in important areas of service delivery. Understaffing coupled with

Accelerating service delivery is central to Government policy, but **Ebrahim Hassen** and **Ravi Naidoo** argue that its decision to disregard public services audits while implementing fiscal austerity will have a negative impact on delivery and transformation

shrinking budgets is likely to lead to deteriorating levels of service

Significantly, understaffing appears more pervasive than overstaffing. Accordingly, the transformation of the public service cannot, and must not, be reduced to a commitment to reduce the number of public servants

The transformation agenda should rather strengthen the public service to deliver more in a sustainable manner

Secondly, the unions and the state have a collective bargaining agreement that covers the audits. If disregarding the reports compromises the collective bargaining process, one is likely to see the current crisis of trust deepening.

Simply stated, Government must assess whether unions are needed to transform the public service, and the answer for most analysts is that

Disputes could stop the country from getting back to work

union support is needed to introduce broad ranging reforms.

Further, an approach that serves to alienate the unions is likely to see continued strife in the public service, and the goal of accelerated service delivery becoming less attainable

Another reported motivation for disregarding the audits was that they did not take into account the affordability of the salary bill, a rising percentage of Government spending.

But the reason has not been exorbitant wage increases, but rather that the overall budgets have declined in real terms. The reason for cuts in real spending has been a strict adherence to macro-economic targets. In reality, it is these targets – and not wages – that have "crowded out" investment in service delivery. Simply stated, the budget choice is not between salaries and service delivery, rather it is between macro-economic management and service delivery.

Furthermore, lower graded posts have already been significantly reduced (by almost 20 percent), in favour of a smaller number of higher skilled ones within the public service

Recent policies on primary health care and

outcomes-based education indicate that additional and more skilled personnel are needed to realise these transformative policies.

The successes of the education, health and justice sectors are all, consequently, based on the availability of a skilled and motivated staff. But the salary requirements of skilled jobs are likely to offset "savings" from reduction in employment. The reality is that the salary bill will not be reduced through "downsizing"

Many of these concerns have emerged in the current wage dispute in the public service, which is marked by growing adversarialism

In fact, disputes could stop the country from getting, in President Thabo Mbeki's words, "back to work". The short-term approaches to restructuring will undermine the process of fundamental administrative reforms and solutions

There are three key intervention areas that could see the public service moving forward from this crisis stronger, and more motivated to deliver more and better services. These are.

- Wage Policy: A wage policy must be developed to provide direction and certainty to salary increases, introduce parity in non-wage benefits, and provide policy that links wages to delivery

- Monitoring of staffing levels: Rightsizing the public service is a continuous process and developing a mechanism to assess staffing is necessary to ensure availability of skilled personnel

- Budget process reform: Increased influence of the bargaining process on the budget process is a condition for meaningful, good faith collective bargaining. The linkage of the two processes will ensure that the integrity of the bargaining process is protected and that the Government can project spending accurately

The resolution of these three areas would create conditions for sustainable and improved service delivery. This requires leadership, perhaps from within the tripartite alliance, that can locate current disputes within the broader goal of accelerated change

The nature of public service labour relations hangs in the balance. Innovative and sustainable solutions on wage policy, staffing levels and wage increment, are needed to set the stage for improved service delivery

(Ravi Naidoo is director of the National Labour and Economic Development Institute. Ebrahim Hassen is co-ordinator of Naledi's public sector transformation project)

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Journal 16/9/99

Govt may regret actions in wage fight

BD 22/9/89 (252)

To effect pay policy changes, minister must work hard to woo unions alienated by the state's unilateral decision, writes René Grawitzky

HOWEVER the public sector wage dispute eventually pans out, government will be left with a challenge as it turns to a review of the pay structure for public servants.

Public Service and Administration Minister Geraldine Fraser-Moleketi has a tough mandate and she needs a co-operative labour movement if she is to succeed.

She has to contain personnel costs and even reduce them as a proportion of total government spending. This will require engagement with the unions on a new wage policy and a revision of the costly retrenchment package system, attempting to provide a new "instrument" for provinces and departments to rationalise.

Unions are more distrustful of government as employer since its decision to unilaterally implement its final wage offer. They are suspicious that a new policy will reduce or remove current benefits and allowances, despite assurances to the contrary.

Public servants are currently protected if government wants to unilaterally implement reduced benefits. The Public Service Act (which may be changed in the future) provides that if parties do not reach an agreement, government will implement new conditions, if it means a reduction in current benefits.

A proposed new wage model is intended to support government's macroeconomic strategy — the growth, employment and redistribution programme (Gear). Gear says that "fiscal discipline is synonymous with the proper management of wages and salaries within the public service".

A new wage policy would look at achieving equity efficiency and increased departmental autonomy in determining personnel structures. More importantly, the process is intended to stabilise the labour market by determining increases not only in the public service, but through a knock-on effect in the private sector.

Hospital Personnel Trade Union

of SA official Albert Wocke says government wants to take the lead in the hope private sector employers will follow suit and entrench wage moderation in line with Gear which he calls "unreasonable".

Government's first attempt to formulate a new public service wage policy in 1996 failed dismally — the now infamous three-year wage deal is something "no one wants to be associated with", a government official says.

The agreement was intended to shift the public service towards being a higher-skilled and better-paid work force, but with an explicit understanding that higher wage increases meant shedding an estimated 300 000 jobs.

During the three years the wage bill was expected to rise by more than R20bn from R56.7bn to R77.1bn by this year. The deal collapsed after a year when government effectively pulled out because it was unwilling to finance the required R6.5bn for increases. During the first year of the agreement 37 996 jobs were lost either through natural attrition or voluntary retrenchment.

Government says personnel costs have risen while the budget has lagged behind inflation. The rise in costs is attributed not only to the 1996 deal but to increased numbers of workers gaining access to benefits and allowances after 1994. In real terms salaries have fluctuated and have risen by 1% a year since 1994.

How then is government going to restructure and reduce personnel costs? Simple wage restraint is not sustainable if skills are to be retained in the public service.

Retrenchments will be considered if a new, less costly package is negotiated. Retrenchments also have an adverse effect on the pension fund — it is estimated that its funding level is reduced by 1% for every 1 000 workers retrenched.

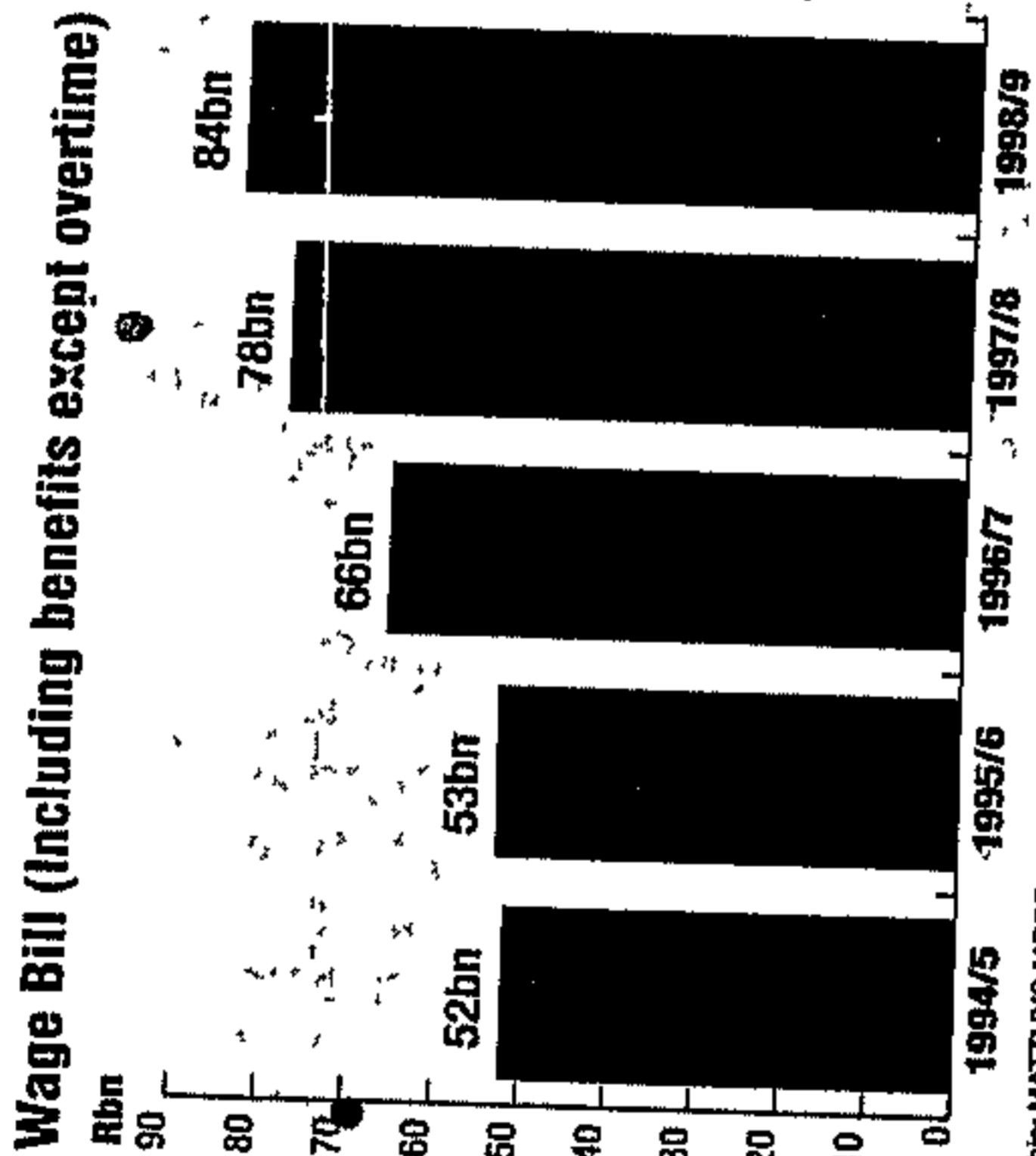
Changes will have to be considered in terms of the transferability of the pension fund, especially if government pursues strategies such as outsourcing. Perhaps coupled with attempts to encourage

employees to start their own business or corporatisation as followed by the SA Revenue Services. The trend set from 1994 to narrow the "apartheid wage gap" is likely to change as government continues whether it is feasible to continue raising the minimum wage, ultimately pricing itself out of the lower end of the labour market while capping professional salaries and losing scarce skills.

There is talk of linking increases to projected inflation targeting. Finance officials say a projected decline in inflation should be reflected in remuneration decisions.

However, government advisers say that increases in the future will have to be discussed with provinces while departmental heads should also have a say in determining increases with a performance component.

This will affect the nature of collective bargaining with a move to



Graphic: MATTHYS MOSS



Both sides of pay war plan next move

René Grawitzky (250)

THE chairman of the public service co-ordinating bargaining council has resumed confidential bilateral talks with government and public service unions to try to find a solution to the wage dispute impasse.

At the same time, the 12 public service unions meet tomorrow to plan their mass action programme, agreed on last week to force government into resolving the dispute.

Meanwhile, government is continuing with its media campaign to explain the wage dispute to public servants and to refute speculation that benefits and allowances will not be paid out.

Radio advertisements will be

aired in the 11 official languages from today while the unions intend to launch their own media campaign this weekend.

Bargaining council chairman Edwin Moleketi confirmed yesterday he was trying to hold separate bilateral meetings with the respective parties.

This initiative follows an announcement by Public Service and Administration Minister Geraldine Fraser-Moleketi that government would not engage in further wage talks for the current financial year.

In response, the unions threatened to embark on a month-long strike next month.

Despite this threat, union leaders expressed hopes that talks with

government would resume and they believed such an indication was given by President Thabo Mbeki last week.

However, these hopes were dashed when presidential spokesman Parks Mankahlana denied that Mbeki had reopened the door for further negotiations.

While tomorrow's meeting aims at ending the dispute but gives further consideration to mass action, the unions are nevertheless preparing for arbitration proceedings next month regarding the wage dispute and public servants engaged in essential services.

New curbs planned: Page 15
Cycle of violence: Page 19

BD 22/9/89

Union officials have not been able to withdraw from the dispute gracefully and are still hoping for a symbolic concession from government so that the dispute can be put to rest.

If government wants to transform the public service it has to decide what type of relationship it wants with organised labour and where the alliance of the African National Congress, Congress of SA Trade Unions and SA Communist Party fits in.

The alliance can be a powerful tool for change. However the dispute has shown that it is not necessarily a substitute for effective handling of labour relations.

Government might have thought it "won" the current round on wages as labour appeared unable to sustain a long strike. What it fails to realise is that the long-term cost of its approach may claim the wage policy as a casualty.

to have to do something to bridge the credibility gap created between government and the unions in recent weeks.

The unions have been backed into a corner while government's stance and attempt to crow about its "victory" could blow up in its face and prevent collaboration.

Government's aggressive strategy of unilateral implementation of its final wage offer could have a negative effect on the employer-employee relationship.

Labour consultant Andrew Levy says unilateral implementation is the biggest slip in the face of an employer can deliver a union. The employer is telling the union that it and collective bargaining are irrelevant.

A union source says government was spoiling for a fight from the start. The unions could have seen this coming but vacillated between wanting to fight and retreat.

wards sectoral or more decentralised bargaining to accommodate departmental needs.

Besides wages, extensive focus will be placed on the rationalisation of allowances granted on an ad hoc basis over the years to some civil servants and other benefits such as rank and leg promotions, housing and medical aid.

Government wants to replace rank and leg promotions (promotional opportunities) which cost R1.2bn a year with pay progression to cover all public servants.

Housing benefits cost R3bn a year and are rising as more employees become eligible. The same applies to medical aid costs rising by R1bn a year.

Other conditions are also under scrutiny such as R1bn a year spent on overtime and the 60-million days of accumulated annual leave.

But before talks on these issues can begin, Fraser-Moleketi is going

10 000 job cuts in megacity plan

Tim Cohen (250) 2022/9/99

CAPE TOWN — The creation of a Cape Town megacity could cost up to R1,5bn and result in the reduction or outsourcing of about 10 000 municipal posts, Cape metropolitan chamber executive committee chairman Kent Morkel said yesterday.

Morkel said the megacity project would see the merger of the six existing municipalities in the larger Cape Town area, which would mean many duplicated functions would be unified.

Speaking at a French/SA Chamber of Commerce function, he said plans currently under discussion suggested 10 000 fewer posts would be needed as the council decreased in size and its functions were outsourced.

It is understood that the number of retrenchments required will probably be much smaller, and would be confined largely to senior managers, but some savings will result from the elimination of duplicated functions.

Morkel said significant cost savings would be achieved in the longer term, but in the short term the cost of the transition could be up to R1,5bn — about a fifth of the collective budgets of the seven metropolitan structures.

The megacity is scheduled to come into effect immediately after the 2000 municipal elections toward the end of next year or early the year after.

Stand-off on public sector

Wage policy 'spells trouble'

FRANK NKUMALO

(250) 23/9/99

LABOUR EDITOR

Johannesburg - A continuing stand off between the government and the 12 united public sector trade unions could constitute a hostile beginning to the 2000/2001 wage policy talks labour and economic analysts said yesterday.

The government has unlater any implemented its final wage offer of 6.3 percent for the majority of public servants and 7 percent for teachers against union demands of an average of 7.3 percent and 8 percent for teachers.

"It's not a pretty political or diplomatic solution," said Tony Twine a senior economist at Econometrix consultancy.

"The unions see it as no solution at all and the government sees it as the only solution. In that picture, the unions must either attempt to force the door open or go back to their members and say we will try and get a better deal for 2000."

Twine said the government had been definitive in its statement that it was all over - no more 1999/2000 wage talks. I have difficulty seeing them backing off from that position," he said.

spokesman for President Thabo Mbeki said Cosatu had badly misunderstood the statement on negotiations issued last week by the office of the presidency. But as late as yesterday Cosatu said it still believed the presidential statement to mean that the government had committed itself to reopening talks on the present wage policy dead lock.

"We believe we have correctly understood the president and the deputy president the union federation said.

"The president has clarified that the principle of collective bargaining is not under attack and we are looking forward to further negotiations said Mukom Ratshtanga, the Cosatu spokesman.

Ratshtanga said a date for further talks presumably on the present wage impasse, had not yet been set but it "wouldn't be difficult to come up with a date".

Brian Greenstein a labour law consultant with Andrew Levy and Associates, said Cosatu's stance could be understood to mean that it was "obviously hoping that government

still had money hidden under the table

When a wage offer is implemented unilaterally the employer means that it has no more money and has come to the end of the negotiation process.

Effectively the negotiation process has been exhausted and the strike route is the only option open for the unions, said Greenstein.

'A month-long total shutdown is probably beyond the unions' capacity'

But Twine said while the unions could mount a "seriously disruptive" action a month long total shutdown of the public service during October, as the unions had threatened was "probably beyond their capacity" because their members are not the wealthiest of people who could go a month without any wages.

In a separate development Cosatu said the executive council of the National Economic and Labour Council would be meeting shortly.

It would consider Cosatu's section 77 notice against massive retrenchments and the urgent amendment to section 189 of the new Labour Relations Act which deals with retrenchments for operational reasons.

Unofficial

leave costs

SA millions

(250) 23/9/99

By Wagnied Mshach Political Correspondent

TAXPAYERS are forking out millions of rands for unauthorised leave payments to public servants working in South Africa's troubled courts, it was revealed in Parliament yesterday.

Reporting on the progress of the government's judicial revamp, Justice Minister Penuell Maduna told the justice and constitutional affairs portfolio committee that court secretaries and other personnel often took leave when magistrates or judges took recess.

In four cases uncovered by the justice department thus far, 1 391 days had been accrued by secretaries who had taken unauthorised leave with magistrates during court recess.

Public servants took payment for the leave when they returned or left the public service, which resulted in the taxpayer footing the bill.

In one case, a public servant had accrued almost two years of accumulated leave - a total of 604 days - while others had claimed for 271, 303 and 213 days respectively.

This was uncovered by Deputy Justice Minister Cheryl Gillwald after she spent two hours on an informal telephone audit.

"What happens during recess is that the entire court infrastructure is paralysed. We are pouring money into this," Gillwald complained.

"No-one else in the public service is treated this way," she said. Maduna said that there was a general lack of time management in South Africa's courts.

Some magistrates worked only for one and a half hours a day. This was often not their fault, but was caused by inefficiencies in the court management system.

These include delays in prisoner transportation and case dockets not being passed on to prosecutors in time by the police services.

Maduna said that his department was now working closely with the private sector, including Business Against Crime, to improve the management skills of court officials.

One of his priorities was to conduct an audit into the troubled Legal Aid Board (LAB), which was currently R430 million in the red. Projections are that the Board would have R650 million debt by the end of the year, with only R164 million currently in the kitty.

The problems in the LAB stemmed from spending money on unnecessary, lengthy and inconsequential cases. For instance, the LAB has spent almost 200 days on a divorce case, at a cost of R600 000 - although R500 000 was recouped when the LAB had won the case.

To cut costs, the justice department has had to take some hard decisions about cases that the LAB was currently undertaking. Maduna said that he had decided to cut funds for cases in certain categories, like personal injury.

This meant that 2 000 people who had contracted respiratory diseases from asbestos mines would no longer be assured of State support in their litigation against the United Kingdom company that owned the mines.

Eastern Cape unit to monitor public servants

BD 30/9/99 (250)

BISHO — Rhodes University sociologists have set up a unit called the public service accountability monitor to help in efforts against corruption and maladministration at local government level in the Eastern Cape.

The unit said yesterday it was established by the department of sociology and industrial sociology at the university. Unit co-ordinator Colm Allan said the unit would liaise closely with the Eastern Cape director-general, Mvuyo Tom, to promote an efficient and accountable public service in the province.

This was necessary, Allan said, to foster economic growth and meet the challenges of poverty and unemployment.

He said the unit's objective was to publish an online database containing reports of misconduct within various public service departments in the province.

The unit would try to provide an overall assessment of the level of service delivery within provincial departments that would be published in an annual bulletin.

Allan said there was a

need for research and monitoring of activities because legislative constraints limited the work of existing public protection agencies such as the auditor-general, the Heath special investigating unit and the public protector's office.

He said none of those agencies had the capacity to monitor and follow up on what happened to public officials found to be responsible for acts of gross misconduct.

Unit researchers would be able "to establish this information in an objective and politically impartial manner", he stated. Allan denied the objective of the unit was to perform a purely negative policing function.

"The intention is to make a constructive contribution to help increase public service efficiency and delivery".

Services provided by the unit would include the generation of accurate and reliable information on performance management and disciplinary procedures.

Allan said the service would be rendered to the provincial government at no cost — Sapa.

Cosatu calls for end to continuing wage dispute

BD 6/10/99

(250)

No policy talks with government until dispute is resolved, says federation

**Primarashni Pillay
and Reneé Grawitzky**

THE Congress of SA Trade Unions (Cosatu) called for an end to the continuing public sector wage dispute so that work could begin on the transformation of the public service, federation president Willy Madisha said yesterday.

Madisha, who is also president of the SA Democratic Teachers' Union (Sadtu), an affiliate of Cosatu, was speaking at Sadtu's ninth anniversary celebrations in Johannesburg. The celebrations coincided with International Teachers' Day.

"We want to go back to the negotiating table and resolve the wage issue and then begin with the transformation of the public service," Madisha said.

He said that the principle of collective bargaining had been "put on the sideline" and that Cosatu could not afford this.

Cosatu would not enter into discussions with government on wage policy

until the wage dispute was resolved, Madisha said.

Government and the 12 public service unions party to wage negotiations in the public service co-ordinating bargaining council failed to reach agreement on increases this year. Government unilaterally implemented its final offer of 6,3% for the majority of public servants and up to 7% for teachers.

Further threats of industrial action have not materialised but various campaigns get under way next week to publicise the dispute.

The unions are also preparing for the arbitration later this month of workers engaged in essential services. In the past arbitration awards have cost government hundreds of millions of rands.

Bargaining council chairman Edwin Molahlehi is still pursuing options for a settlement. He confirmed he had met government representatives and planned to meet the unions next week.

The dispute came up at an African National Congress national executive

committee gathering at the weekend. No decision was taken as the committee was advised that the dispute was being dealt with by a "higher authority".

Labour Minister Membathisi Mdladlana, a former Sadtu president, called on Sadtu to "swallow other unions" and unite with unions such as the National Professional Teachers' Organisation of SA and the Suid-Afrikaanse Onderwysersunie. He said SA did not need 500 teacher unions and that a united, powerful union was what was needed to realise SA's objectives.

Meanwhile, in a continued attempt to back-pedal from a scathing attack on the union at a recent congress, Education Minister Kader Asmal patted Sadtu's leadership on the back for being "leading examples of how schools should be run".

He previously warned that "undisciplined" members should mend their ways or face government's wrath. Yesterday he said that government needed them to improve conditions at schools.

Wage deadlock may be broken

By Mzwakhe Hlangani
Labour Reporter

INTENSE behind-the-scenes diplomacy over the past two weeks may yet yield agreement in the protracted public sector wage dispute, despite Government statements suggesting that negotiations on pay differences were closed.

The Congress of South African Trade Unions (Cosatu) president Mr. Willy Madisha said yesterday that much work had been done to salvage the talks which collapsed after Public Service Administration Minister Ms Geraldine Fraser-Moleketi declared negotiations closed.

Madisha expressed confidence that mediation proceedings facilitated by Public Sector Coordinating Bargaining Council commissioner Edwin Molahlehi would "definitely bring a resolution".
The commissioner, who was not

available for comment, will probably report back on the progress of his shuttle diplomacy to the caucus of the public sector unions in Pretoria on Friday.

Madisha said that ongoing negotiations dealt with options identified earlier by the unions to find additional funds to finance their 7,3 per cent demand.

"The wage negotiations are back on track, which is an achievement in defending collective bargaining and ensuring that the needs of the workforce are not compromised," he added.

Breaking the deadlock

National Union of Public Service and Allied Workers general secretary Mr Success Matlatsane was also optimistic that Molahlehi's mediation would break the deadlock.

He said all public sector unions would meet on Friday to decide on the way forward after a report-back

by the commissioner
Federation of Unions of South Africa general secretary Mr Chez Milan said they were hoping that the outcome of the arbitration hearing scheduled for October 18 on essential services would influence the current deadlock.

Public Servants Association president Mr Casper van Rensburg said that all the unions should agree on a plan if the continued contacts by the commissioner failed before the scheduled arbitration so that they could mobilise for the arbitration award to be extended to non-essential services.

He was confident that if the award is in their favour, the Government would be forced to readjust the current wage levels for nonessential services, or else the unions would be justified in embarking on industrial action.

The Public Service Ministry declined to comment on the issue.

Lowest 12/10/99

(210)

'Wage battle near an end'

By Mzwakhe Hlangani
Labour Reporter

THE protracted wage dispute between public sector unions and the Government is set to reach finality soon following behind-the-scenes diplomacy by the chairman of the public sector coordinating bargaining council in an effort to find a solution

Next year

Both parties have now expressed hope that a settlement will be reached probably within the next two weeks, in time for the preparation of the long-awaited wage policy discussions for next year.

Council chairman Mr Edwin Molahlehi confirmed yesterday that

the 12 unions and Government negotiators had been considering a series of options to break the wage deadlock.

"I am deeply encouraged by the spirit and co-operation displayed by Minister Geraldine Fraser-Moleketi, Government negotiators and the leadership of the trade unions," Molahlehi said.

However, he declined to divulge the issues being negotiated, beyond saying that the talks were at a "sensitive stage".

Molahlehi presented a progress report to the unions at the weekend on his contacts with Fraser-Moleketi, the new director-general Mr Robson Ramante, government negotiators and individual union leaders.

Mr Paddy Padayachee, the spokesman for the United Public Sector Workers Union, the umbrella body for public sector unions, said all the unions were encouraged by the progress so far and felt it was urgent that a solution be found within the next two weeks.

Essential services

Padayachee said that the unions were also considering the ongoing arbitration over employees in the essential services, to be finalised probably this week.

The unions have demanded a seven percent increase for the majority of public service employees with an additional one percent salary progression for teachers.

18/10/99

Mzwakhe Hlangani

Failure to root out irregular promotions

BD 20/10/99 (250)
Linda Ensor

CAPE TOWN — Most national departments and provincial governments had made little progress in reversing more than 16 000 irregular public service promotions as recommended by the White commission, Auditor-General Henri Kluever said yesterday.

In a special report tabled in Parliament, Kluever warned of potentially costly and serious repercussions of this failure. Only 420 of the 16 392 irregular promotions which occurred before and just after the new democratic government came to power had been set aside.

Of the total number of promotions, 13 970 occurred in the former Eastern Cape homelands of Ciskei and Transkei and 2 017 in the former homelands of Lebowa, Gazankulu and Venda.

Kluever's report covered the implementation of the findings of the White commission, formerly known as the Browde commission, which investigated irregular promotions between April 1993 and September 1994.

He found that the recovery of the R17m overpaid in respect of these 420 irregular promotions only commenced in April this year and that only R2m had been recovered.

Kluever said an Umtata High Court judgment in July, which overturned the commission's findings in relation to the promotions of 160 judicial officers, "may have a vast impact on all the hearings and findings of the commission." He said the consequences of the ruling must be clarified as soon as possible.

A number of departments and provincial governments had not submitted progress reports on implementing the commission's findings. Kluever also said certain departments were hesitant to recover alleged overpayments because they questioned the commission's recommendations.

Meanwhile, the process of choosing a replacement for Kluever has begun. Applications and nominations must be submitted by October 22, said Pallo Jordan, chairman of the parliamentary ad hoc committee dealing with the appointment.

The selected candidate would be presented to the National Assembly for approval and it would make a recommendation to President Thabo Mbeki. Deputy Auditor-General Shauket Fakie is considered the likely choice.

Sowetan

China

Cut out today's symbol and paste it next to the correct number on your entry form

Snake



POLITICS

'Irregular' salary rises cost R16-m

Sowetan 20/10/99

By Wagheed Mlsbach, Political Correspondent

(250)

THOUSANDS of public servants around the country have received "irregular" promotions that cost the taxpayer millions, it was revealed in Parliament yesterday.

A special report by the auditor-general revealed that it has cost the public more than R16 million to pay these "irregular" increases to almost 16 000 civil servants.

These promotions had taken place from February 1995 to June 1999.

The report is an overview of the findings of the Judge White Commission (formerly the Browde Commission) which was set up by former president Mr Nelson Mandela to investigate irregular promotions in the public service.

Because the commission was not empowered by the Constitution to ensure that corrective measures were taken, the A-G had taken over this task which entailed monitoring and reporting on whether the commission's findings were being implemented.

The commission had conducted 201 hearings, covering 30 609 cases and made the following findings:

- Regular cases - 6 689;
- Irregular cases - 16 392;
- No findings - 7 453;
- Cases withdrawn - 75.

The report was given to Mandela last year, and all the national and provincial departments were asked to recover the money.

At present, only R2,5 million has been recovered and returned the state, according to the A-G's report. About R15 million is still outstanding.

The government printing works were the main culprits, with about R9,5 million outstanding from 85 cases. The printing works had only managed to pay back R1,2 million.

The A-G's office also owed money, about R1,6 million, for overpayment to 27 officials.

The South African Revenue Service still owed the taxpayer about R400 000 after overpaying 144 officials to the tune of R1,4 million.

The South African Police Service overpaid 98 employees by R1,3 million. Only about R300 000 was paid back.

While Correctional Services were reportedly owing



According to the auditor-general's report the South African Police Service has overpaid 98 employees by R1,3 million. Only about R300 000 of this amount has been recovered.

about R300 000, investigations were continuing into a further 1 638 cases, according to the report.

Other outstanding debts included:

- Corporate services (Eastern Cape): R609 402;
- Trade and Industry (national) R630 127;
- Land Affairs (national) R162 936;
- Labour (national) R406 659;
- South African Defence Force R22 876;
- Foreign Affairs (national) R98 436, and
- Environment Affairs and Tourism (national): R50 901.

The report stated that it was met with a great deal of reluctance from many departments to recover the money. This had happened because the Umtata High Court had recently overturned the findings of the commission concerning the rank promotions of more than 160 judicial officers.

The ruling was likely to have a "vast impact" on all the hearings and findings of the commission, and the implementation of its decisions.

More grief for Nyerere

THE body of Tanzania's former president Julius Nyerere lay in state at a sports stadium yesterday for Dar-es-Salaam residents to pay their last respects to the man revered as the father of a nation.

Nyerere, who led the former British colony to independence in 1961 and voluntarily relinquished the presidency in 1985, died of leukaemia in London last Thursday aged 77.

Earlier, thousands of people thronged the Saint Joseph's Roman Catholic cathedral here to attend a requiem mass celebrated by the Archbishop of Dar-es-Salaam Cardinal Polycarp Pengo and 14 other bishops.

Cardinal Pengo praised Nyerere as a "man who loved peace and never tired of resolving conflicts".

Hundreds of people who could not find space inside the church stood outside.

President Benjamin Mkapa and other members of his government were the first to pay their respects when the body arrived at the stadium from the church after a procession through the streets of the capital - Sapa-AFP

Appointments show govt's hand

Reshuffle may signal the increasingly political nature of jobs, write Alan Fine and Drew Forrest

08 21/10/99 (250)

CAPE TOWN — The public service deployments and "redeployments" approved by the cabinet yesterday reflect a further consolidation of the Thabo Mbeki presidency and an intensified focus on government's crime-fighting capacity.

They may also mean a lesser priority afforded to civil rights considerations, and a narrowing of the "broad church" administration put together by Mbeki's predecessor, Nelson Mandela.

The two central appointments announced yesterday are designed primarily to beef up the state's crime-fighting capacity. New National Intelligence Agency chief Vusi Mavimbela, until now Mbeki's intelligence and security adviser, is said to be one of Mbeki's closest confidantes.

He takes over an agency supposedly in the front line of the fight against organised crime, but which has not covered itself in glory.

The key appointment is that of former foreign affairs director-general Jackie Selebi as the new police commissioner. It may be asked how a civilian with no policing experience can do the job.

An analyst sympathetic to the safety and security secretariat — which lost its secretary, Aznar Cachalia, and whose future may be in doubt — described Selebi's appointment as an inspired one.

The new commissioner's role, he said, would be to build the SAPS's legitimacy, to "be black", to be its public face, to give strategic direction and inspirational leadership, to provide innovative ideas and to be close to Mbeki so as to be able to represent the police in government. "You do not need to be a policeman to do these things."

Selebi has shown during his stint in foreign affairs his ability to provide clear strategic direction and to manage effectively.

However, the analyst said his civilian background would impose new burdens on the divisional commissioners, as the SAPS's senior police professionals



Finance Minister Trevor Manuel, left, and Public Service and Administration Minister Geraldine Fraser-Moleketi at a news briefing after yesterday's cabinet meeting in Cape Town

gave last week's appointment of seven new divisional commissioners new significance. Some were equal to the job, others had not yet proved themselves and might not "make it".

The other main feature was the departure of a number of directors-general. Land affairs director-general Geoff Budlender, said yesterday he had asked to leave the public service. However, his departure confirms with the dropping of Derek Hanekom as land affairs minister last June and the pressure on Land Bank chief Helena Dolny. The three belong to a group who are not close to Mbeki.

Sources said yesterday Mbeki had been "gunning for" Cachalia for some time, both because he consid-

ered him ineffectual and because he apparently no longer saw a rationale for a large civilian secretariat responsible for overseeing the police.

Another source indicated that Cachalia's human rights background and hawkish approach to law and order issues and desire to bring the police service on board.

A senior government official said it would be a mistake to see too much of a grand plan in the overall reshuffle. In most cases the changes affected departments with new ministers and incumbent directors-general, who had not established good working relationships. It is rumoured that environment affairs director-general Patrick Fitzgerald and his newly installed minister, Vali Moosa, have been at odds and that there has been tension between welfare director-general Lucy Abrahams and Minister Zola Skweyiya.

A senior government source said the reshuffle signalled the increasingly political nature of the directors-general's jobs.

The wholesale reshuffle was a message from Mbeki that ministers were in charge of their portfolios, and director-generals were there to serve them.

Some director-generals had recently been employed on three-year contracts rather than the normal five-year contract. This reinforced the message that they served at the bidding of the minister.

complete until repressive laws are repealed and civilian supremacy consolidated Page 13

millennium bug, expert Karl Feild

Beating poverty
AN EFFECTIVE strategy to beat poverty requires two things from government: sustainable social

TODAY'S Manag
looks at recent in the growing use of alliances between and other airlines

Govt asserts authority over officials

Five directors-general, police commissioner and security secretary are replaced

Farouk Chothia

CAPE TOWN — The cabinet asserted its authority over the upper echelons of the public service yesterday by saying it will replace five directors-general as well as police commissioner George Fivaz and security and security secretary Azhar Cachalia.

Public Service and Administration Minister Geraldine Fraser-Moleketi said foreign affairs director-general Jackie Selebi will replace Fivaz, while safety and security secretary head Azhar Cachalia will relinquish his post.

She said also that five directors-general — including hand affairs' Geoff Budender — who is being paid out — were to be replaced.

Condemning Selebi's appointment, the Democratic Party (DP) said that SA would be "lumbered" with a commissioner who, though competent, did not have the credentials to tackle the demands associated with fighting crime.

Safety and Security Minister Steve Tshwete said the SA Police Service was divided along racial lines, with black officers feeling marginalised. Selebi's appointment would tackle the problem.

Fivaz agreed on the need for a black commissioner, Tshwete said.

Selebi would act as Fivaz's special adviser from next month, before succeeding him in January.

The DP said that instead of appointing a senior policeman to the post, government opted for someone who would "toe the party line".

The appointment of the commissioner and directors-generals is made by President Thabo Mbeki in consultation with relevant ministers.

Fraser-Moleketi said that Cachalia, a lawyer had decided to pursue his professional career. It is understood that Cachalia would do work for the justice ministry. Fraser-Moleketi said his post would be advertised.

However, Tshwete said a decision

AB 21/10/99 (AND)

Officials would be allergic to new bill — DP

David Graybe (AND) 20/11/01/99

CAPE TOWN — Confidential employment packages for top parastatal employees such as SA Airways (SAA) CE Coleman Andrews could be a thing of the past if the Open Democracy Bill is enacted in its present form.

Judging by the comments yesterday of members of Parliament's ad hoc joint committee, which is dealing with the bill, they have every intention to retain the clause.

A state law adviser working with the committee confirmed that the bill did away with the current practice of allowing salary details to be confidential.

The all-party committee, which is facing a February 4 constitutional enactment deadline, began work in earnest on the bill this week.

Committee chairman and African National Congress MP Johnny de Lange said he did not have "much sympathy" for the view expressed by some interested parties to retain the practice in both the public and private sectors.

The Democratic Party's Dene Smits said some high-ranking officials working at parastatals such as SAA and Telkom would be "very allergic" to legislation that could force them to disclose their salary details.

Fatima Chohan-Kota of the ANC said because parastatals "are largely owned by the state" she saw no reason why employees of parastatals should be treated differently to public servants.

If Parliament was serious about opening up government to South Africans, salaries should not be a confidential matter, Chohan-Kota said.

De Lange said doing away with the practice of confidential salaries in both the private and public sectors was necessary if the fight against corruption was to be successful, and if South African society was to become truly "open and democratic".

The argument in favour of disclosure of salary details in the private sector was based on the view that, just as members of the public had a right to know what employees of public institutions were paid, so did the shareholders of companies, De Lange said.

At the time of Andrews' appointment as SAA CE last year in July, there was much speculation in the media about the exact details of his salary package

Fraser-Moleketi said that Abraham would be replaced by Angela Bester currently director-general in the office of the Public Service Commission

Public service appoints chief pay negotiator

Simphiwe Xako (250)

FORMER trade unionist Manoko Nchwe has been appointed government's new chief negotiator in future wage talks with the public service unions.

Public Service and Administration Minister Geraldine Fraser-Moleketi said yesterday that Nchwe would lead a government delegation as soon as the public service bargaining chamber had given the parties a go-ahead to resume talks on the new wage policy that was being contemplated.

Nchwe worked for the National Union of Mineworkers for many years, after which she moved to Samancor.

Responding to reports that government had delayed reversing more than 16 000 irregular public service promotions as recommended by the White commission, Fraser-Moleketi said this was because the matter was sub judice.

She said the matter would be heard in court soon, after a group of public servants challenged the validity of the composition of the commission.

Fraser-Moleketi said her department, in conjunction with the finance department, was dealing with the retrieval of government funds from public servants who were promoted irregularly.

She said deductions would be made by the treasury as soon as the legal process had completed its course.

"The matter had been delayed not because government is negligent, but because we want the legal process to take its course. Government will follow the necessary procedures when the court has made a ruling," she said.

BD 22/10/99

DG OVERHAUL: THE 'DOING PHASE'

An apolitical, constant public service is unsuited to transition

(250) PM 29/10/99

The Mbeki administration has signalled a sea change in governance with its overhaul of the top rank of the public service. SA is moving towards the US system where a victorious President and his team install their own civil servants.

In doing so, it is moving away from the Commonwealth model, where the civil service tends to be apolitical and constant. President Thabo Mbeki displayed the new way last week.

When 10 directors-general were changed, five are quitting and five have new jobs in government. While Public Service & Administration Minister Fraser-Moleketi fronted negotiations on the DG changes, Mbeki drove the process.

The President gained the right last November to appoint and dismiss DGs in consultation with Ministers, through the Public Service Management Act.

He has used this power to retrain the top level of the public service to help him meet his goals notably to fight crime. The appointments of Jackie Selebi as Police Com-

missioner (see page 38) and Vusi Mambela as Mbeki adviser, as intelligence DG bear this out.

Labour DG Sipho Pityana, it emerged this week, seems likely to be appointed new chief of the SA Secret Service, whose incumbent head Billy Maseela is tipped to replace axed Home Affairs DG Albert Mokoena.

There will be other changes as the ANC's deployment policy is fine-tuned. Ministers will be moved into administration. Fraser-Moleketi says changes are necessary because managers more than policy-makers "This is a doing phase," she says. The governing party is also extending its hegemony and assessing its weak points.

Says government spokesman Joel Ntshenzhe: "The centre is strong but the periphery is weak." Thus there may be "deployments" into local government parastatals and other state-run institutions. Last week, for example, Nelson Mandela's former DG Jakes Gerwel be-

LAND BANK

DOLNY ON SPECIAL LEAVE

A decision by the Land Bank's board of directors to place MD Helena Dolny on "special leave" last week seems designed to hasten her exit. This and the upcoming departure of Land Affairs DG Geoff Budlender signal a new epoch in the political management of land.

The young Land Affairs Minister, Thoko Didiza, has made her mark and begun to craft a new order in which land reform will take on the dimension of a black empowerment exercise, and

not simply an act of restitution for past wrongs.

In the process, many of former Minister Derek Hanekom's key strategists have left or have not had their contracts renewed.

Didiza this week introduced her new political adviser, Pinky Miles, to the department and began to flesh out her restructuring plans. She has put a land resettlement grant on hold and is reconsidering a Land



Helena Dolny Land Bank board has sent her a charge sheet

Rights Bill, a controversial piece of legislation that would have extended a range of land tenure rights to occupants.

Though there was no acrimony in Budlender's decision to leave, there is little doubt that a difference of approach spurred his departure. He was also a pointee, as is Dolny who was last Friday informed by Land Bank board chairman

Robbie Tshabalala

came the chairman of the HSRC

The change also means DGs will move office with their Ministers. For example, Environmental Affairs & Tourism Minister Mohammed Valli Moosa is likely to bring DG Chippy Oliver over from Constitutional Development (his previous Ministry) to head the department. Incumbent Patrick Fitzgerald has been appointed special adviser to the Minister (see page 22).

Welfare Minister Zola Skweyva has appointed Angela Beeser as his DG. They worked together at Public Service & Administration, where Beeser was DG of the Public Service Commission. She has replaced Lucienne Abrahams, who was appointed Welfare DG at the beginning of the year but chose not to take the more junior government job offered to her last week.

Trade & Industry DG Zay Rustonjee will become an adviser to Minister Alec Erwin when his contract expires. Former intelligence DG Sizakhele Sigxashe will advise Intelligence Minister Joe Nhlanhla. Mbeki's presidency has been bolstered by six new Cabinet committees, which will have far more oversight of policy formulation than those under Nelson Mandela. The committees will be overseen by a new Cabinet office which has just been formed in Mbeki's office. At full throttle,

these committees will direct policy formulation that is in line with the President's priorities. Gone are the days when Ministers conceived, planned and executed their policies in isolation. In the near future, key policy changes in areas like land, housing and the public service are expected.

"We must re-engage with our vision," declares Fraser-Moleketi.

Both developments display a stronger management of government which the country needs. But they raise the spectre of an uncritical and highly politicised civil service.

On the other hand it would be naive to think that SA would immediately emulate the Westminster practice where the civil service stays in place no matter which party forms the government. Politics in SA is too all-consuming, transformation remains a goal, and the old-guard public service is largely deemed to be tarred with an apartheid brush.

Maintaining tenets of the Westminster tradition is important for democracy in that a constant civil service is more independent than one which is not.

The new trend in DG appointments raises some concerns. For example, will a hand-picked DG whose job depends on a particular leader be an effective troubleshooter or sufficiently independent to criticise dubious policy?

Too many DGs have left under the catch-all explanation "personality differences with the Minister" when the underlying reasons should be more thoroughly investigated.

OUT OR REDEPLOYED

The following directors-general have quit or been redeployed since 1994:

- Air, Culture, Science & Technology: Roger Jordan
- Education: Chabon Mngwenya
- Environmental Affairs & Tourism: P. de Lange
- Foreign Affairs: Jakes Gerwel
- Health: Olive Shosha
- Home Affairs: Albert Mokoena
- Housing, Built Environment, Utilities & Energy: Sibusiso Nkomo
- Intelligence: Sibusiso Nkomo
- Land Affairs: Geoff Budlender
- Provincial & Local Government: Chippy Oliver
- Public Service & Administration: Fraser-Moleketi
- Revenue: Sibusiso Nkomo
- Trade & Industry: Zay Rustonjee
- Underdevelopment: P. de Lange
- Welfare & Population Development: Letta Mphahlele
- Police: Jackie Selebi
- Prisons: Jakes Gerwel
- Transport: Jakes Gerwel

tain the skills of such senior civil servants which is the reason government pundits gave for the change in the way DGs are appointed.

"If the public service wants to attract high-level expertise, it needs to have a more professional approach to the appointment and retention of its senior public servants," says another former DG.

This may mean borrowing from the German and New Zealand models, where senior public servants left jobless in a Cabinet reshuffle form part of a pool of expertise and are used to teach at civil service training institutions until jobs become available.

One outgoing DG asks: "Who wants to be a DG these days?" The job is becoming more demanding. DGs can now be held criminally liable for policies that go wrong, and their contracts have been reduced from five to three years.

Ministerial advisers earn as much as DGs do. Advisers have power but little of the responsibility that a DG must bear. Mbeki has cracked the whip. But to avoid the impression that only DGs carry the can for policies that aren't working, the President should institute the practice of a mid-term Cabinet reshuffle so that Ministers who do not shape up get shipped out.

Ferdie Hoffmann

Dolny has made inroads into supporting black farmers through innovative financing and a grassroots marketing drive. Didiza must have her own person in place.

Mkhabela was not available this week to explain Dolny's special leave. The board this week sent Dolny a charge sheet linked to her disciplinary inquiry.

Special leave is common in the course of an investigation into a staff member, especially where scrutiny of company accounts will take place. "It is a prudent step to take to protect the institution and the employee," says a labour lawyer. By not being on the premises during a probe, the employee cannot later be accused of influencing

its outcome, by concealing information or changing records, for example.

It's especially prudent where the employee is senior. The practice of special leave is also common to allow investigators to gather the evidence they will use during a disciplinary inquiry. The bank's board has chosen to pursue action against Dolny, even though a report by lawyer Michael Katz into the matter did not recommend it.

It also appears not to have been swayed by the report's detailed listing of the difficulties Dolny has faced in overhauling the bank. "The report was never intended as a substitute for a judicial process," Mkhabela said when he announced the disciplinary action last week. Ferdie Hoffmann

Minister calls for govt partnership with labour

(250) CP 31/10/99
By **DESMOND BLOW**

MINISTER of public service and administration, Geraldine Fraser-Moleketi, believes that strong leadership from both civil service unions and the administration will bring about benefits for civil servants and the public in the new millennium.

In her address to the Johannesburg Press Club this week, she said labour unions in particular were important contributors and beneficiaries of the transformation process to make the state machinery more responsive to people's needs.

"We would be short-sighted not to seek meaningful partnerships with our key social partners," said Fraser-Moleketi.

She said insinuations that the administration sought to distance itself and reverse the historic gains of the public sector labour movement, were an imaginative adjustment of the truth.

"We remain committed to a constructive partnership with labour and even have common objectives in transforming the quality of lives of our people. Given the dynamics of employer-union relationships, it is expected there will be continuous differences on how to balance the needs of broader society with the objective of being a model employer."

Moleketi said the government, the private sector, labour and the rest of civil society widely agreed the key challenge of our time was to reverse the scourge of poverty that beset most South Africans. She said the key challenge of the new millennium was for people to have sustainable livelihoods, proper and affordable health care, decent education and to overcome the threats of AIDS and crime.

But this can only be attained



'BATHO PELE' ... Geraldine Fraser-Moleketi

with co-operation and collaboration among all the stakeholders."

She said the public service played a crucial part in the lives of all South Africans.

"As mothers with children we require access to primary health care, affordable quality education and child welfare grants; as travellers we require passports; as business people we register companies and pay taxes; as responsible citizens we expect safety and security and for our rights to be protected. All these services are provided through an annual expenditure of over R160 billion by over 1, 1 million men and women, at a cost to the state of about R80 billion.

"As government we have committed ourselves to accelerating the delivery of these services to communities and improving the quality, accessibility and consumer friendliness of our services. The transformation of the public service is about putting people first, as captured in the Sotho phrase, 'batho Pele'."

Investigators set off on the trail of uncivil servants

ARG 1/11/99 (250)

STAFF REPORTER

Pretoria - Public servants will need to be especially helpful, friendly, polite and efficient in the coming weeks as a team from the Public Service Commission embarks on an evaluation of service delivery.

"We believe sufficient time has now been given to departments to adhere to the requirements of Batho Pele and will embark on a project to evaluate how well departments have fared in the Government's commitment to building a public service that is capable of efficiently and effectively delivering services to the citizens of South Africa," said Commissioner Jerry Vilakazi.

The Batho Pele ("people first") project was launched throughout the public service in 1996 with the aim of transforming service delivery by emphasising a "customers come first" approach

Among the principles departments

are now required to observe are that

- All citizens should have equal access to services

- Citizens should be treated with courtesy and consideration

- Citizens should be given full, accurate information about the public service.

Mr Vilakazi said the project, which is scheduled for completion by March and will culminate in a report to be tabled in Parliament and all provincial legislatures, would not only evaluate implementation but would form a benchmark from which to gauge future improvements

Departments identified for the initial evaluation are all education departments, health departments, the Department of Justice, Department of Correctional Services, Department of Home Affairs and the police

"One of the motivating reasons behind the selection is that the majori-

ty of them represent some of the most prominent services delivered by the Government to the public," said Mr Vilakazi.

One department relishing the evaluation is Home Affairs "We are constantly striving to improve our standards and welcome this evaluation as a very useful guide," said spokesman Hennie Meyer.

"Batho Pele is not a once-off. It is an on-going process to make sure we offer the best service possible."

Home Affairs, which was one of the pilot departments to institute Batho Pele, set itself a number of clear service standards in April last year including processing times of two months for ID documents, one day for birth registrations, a same-day service for marriage and death certificates and six weeks for passports.

Mr Meyer said the department was adhering to 99% of these standards.

(250) ST 7/11/99

Cosatu says unions won't back down

THE salary dispute in the public sector must be resolved in favour of the workers, Congress of SA Trade Unions president Willy Madisha said on Saturday.

Workers would continue until their demands for "food on the table" had been met, he told a rally at the University of the Western Cape to mark the 10th anniversary of the Police and Prisons Civil Rights Union.

Public sector unions should not give in "in the name of being progressive", he said. "We can't agree to other processes until this hurdle has been overcome."

Despite mass action and a one-day strike by civil servants in July, the government in August implemented its offer of a seven percent increase for the lowest-paid workers and teachers, and 6,3 percent for civil servants.

The unions were demanding a 7,3 percent raise for public workers and 8,3 percent for teachers.

Madisha said Cosatu would make sure that SA National Defence Force members were also allowed to join Popcru. "Those people are workers, they need to be organised," he said.

Madisha called for a moratorium on retrenchments until sec-

toral summits had been convened to discuss the issue.

Insolvency legislation, which he said employers were using to circumvent labour laws, had to be amended, while certain provisions in the Labour Relations Act also gave employers too much latitude in retrenching.

"Companies must understand that if they invest in our country it is not only for their personal gain and profit — they must uplift the lives of our people."

In the public sector, 170 000 jobs were lost during the past five years. Over the past three years, 110 000 people in the manufacturing sector and 150 000 in the mining sector lost their jobs.

Madisha also criticised tariff reductions, which he said flooded the market with foreign goods. This had led to huge job losses in the textile and clothing industries, especially.

He called on Popcru members to "eliminate those small, trivial organisations that want to make sure there is no transformation". When Popcru celebrated its 20th anniversary, there should be no SA Police Union and no Black Officers' Forum, but "one giant Popcru", Madisha said — Sapa

'Give workers

what they want'

THE salary dispute in the public sector must be resolved in favour of the workers, Congress of South African Trade Unions president Mr Wally Madisha said at the weekend.

Workers will continue until their demands for "food on the table" have been met, he told a rally at the University of the Western Cape near Cape Town to mark the 10th anniversary of the Police and Prisons Civil Rights Union (Popcru).

The public sector unions cannot give in "in the name of being progressive", Madisha said. "We can't agree to other processes until this hurdle has been overcome."

Despite mass action and a one-day strike by civil servants in July, the following month the Government unilaterally implemented its offer of a seven percent increase for the lowest paid workers and teachers,

'Companies must uplift the lives of our people'

and 6,3 percent for civil servants

The unions demanded a 7,3 percent raise for public workers and 8,3 percent for teachers

Madisha said Cosatu will make sure that South African National Defence Force members are also be allowed to join Popcru. "We don't agree that those people can't join Popcru. Those people are workers, they need to be organised."

Union members cannot not sit back and relax while the members of other sectors are retrenched, he said. Madisha called for a moratorium on retrenchments in all sectors until sectoral summits have been con-

(2nd) Soulehan 8/11/99

Insolvency legislation, which he said employers used to circumvent the labour laws, had to be amended. Certain provisions in the Labour Relations Act also gave employers too much latitude in retrenching workers, he said.

"Companies must understand if they invest in our country it is not only for their personal gain and profit. They must uplift the lives of our people."

In the public sector 170 000 jobs were lost during the past five years. Over the past three years retrenchments cost 110 000 jobs in the manufacturing sector and 150 000 in the mining industry.

Madisha criticised tariff reductions, which he resulted in foreign goods flooding local markets.

The textile and clothing industry was mostly affected and this had led to huge job losses - *Sapa*

Public service wage dispute in arbitration

Renee Grawitzky (250)

GOVERNMENT has failed in its attempts to prevent the wage arbitration covering close to 300 000 public service workers engaged in essential services from going ahead.

At the start of the long-awaited arbitration hearing on Friday, government raised a technical point, arguing that the arbitrators had no jurisdiction to hear the case.

A number of public service unions, which organise essential service workers in the public service, referred the continuing wage dispute with government to arbitration.

These unions have been demanding an inflation-linked increase, while government unilaterally implemented a 6.3% increase for most public servants and a 7% increase for teachers and the lowest paid workers.

The Labour Relations Act prevents workers engaged in essential services from striking and requires that disputes, if they are not resolved, be referred to arbitration.

The act does, however, allow such workers to strike if minimum service arrangements are agreed to between management and the unions involved. During the two-day strike in August and other forms of protest action, management failed to agree to such arrangements, hence essential service workers did not participate in the action legally.

Government's legal representative argued on Friday that essential service workers did not have legal recourse to have their wage dispute referred to binding arbitration as they formed part of a single bargaining unit with nonessential workers and they shared a common wage demand that was the subject of strike action. The unions did not distinguish their wage demand from the demand presented by the unions representing nonessential workers.

The arbitrators advised the parties yesterday that the arbitration hearing should continue.

BD 8/11/99

Unions caution wage arbitrators (250)

DD 9/11/99

Reneé Grawitzky

THE arbitrators presiding over the public service wage arbitration were cautioned yesterday that they should not be deterred from making a monetary award by virtue of the fact that government might have to source additional funding.

Rob le Grange, acting on behalf of two Congress of SA Trade Union public services unions, who represent essential service workers, said this at the start of the arbitration proceedings.

He said the unions were not asking the arbitrators to make a ruling

on the budgetary process or to act as parliament. Assessing government's increase and ability to pay had to be done in light of its stated policy and how such policy was being implemented, he said.

Le Grange said the unions' common demand of a 7,3% increase was reasonable and it was hoped that sufficient grounds existed to reward workers an additional amount. The arbitrators, in evaluating this demand, would have to consider a range of issues, he said, including whether the demand was reasonable, the ability of the employer to meet this demand and

comparable increases agreed to in other negotiations.

The Federation of Unions of SA also supports the demand for a 7,3% increase but argued that the right to collective bargaining had been undermined.

Norman Arendse, counsel for a number of Fedusa and other independent unions, said the bargaining process had been undermined by the budgetary process. He said if there had been a collective bargaining process and it had been possible to debate the merits of a decent increase, the outcome would have been different.

R11,6bn leave owed by govt

BD 10/11/99 (250)
Overtime and accrued pay under attack

Farouk Chothia

CAPE TOWN — Public servants have accrued vacation leave payment of R11,6bn, while they were paid nearly R1bn for overtime work during the 1997/98 financial year, the public service commission has reported.

The commission warned that costs would increase once the Basic Conditions of Employment Act came into effect in June next year. The government should end the system of allowing public servants to accumulate leave over years. Overtime pay, which increased in the trade and industry department by 10,12% since the 1993/94 financial year, should be replaced with time off.

The commission expressed its views in two reports submitted to Parliament's public service committee yesterday after investigating the issue within national departments and provincial administrations.

The commission said the state's liability on accrued vacation leave stood at R11,6bn at the end of September last year. Liability for officials over 55, who are nearing retirement age, stood at R1,2bn.

The commission said that public servants, except those working with finances, were not forced to take any annual leave. Some officials saw leave credits as a "nest egg" for retirement. Others failed to take leave because of "high work pressure".

The act would increase costs as, unlike before, public servants would be paid out for leave accrued even if they resigned.

It was difficult to believe that as many as 48,2% of public servants failed to take leave in the 12 months to June 15 this year. Officials were "guilty of unethical conduct" by not recording leave. There might also be a backlog in processing leave applications, the commission said.

The situation was the worst in the Eastern Cape and Mpumalanga, where 84,9% and 62,5% of employees apparently did not take leave. The problem was least acute in Northern Province (39,5%) and Western Cape (44,5%). At national level, the situation was worse in the water affairs and forestry department (47,8%), the government communication and information system (28,4%) and the police service (26,6%).

The commission said that overtime expenditure increased significantly in the 1996/97 financial year, and "more dramatically" during the 1997/98 financial year when R986m was paid out. People were working longer hours. An adjustment in calculating overtime tariffs also came into effect in July 1996.

The overtime costs figure would rise further as the new act required an employer to pay one and one-half times the employee's wage, as opposed to one and one-third times the wage

Wage talks settlement in sight

Sowetan 15/11/99

By Mzwakhe Hlangani
Labour Reporter

A SETTLEMENT in the long-standing public service wage dispute between the Government and 12 public-sector unions is expected after a protracted, behind-the-scenes mediation process.

Public sector coordinating bargaining council chairman Mr Edwin Molahlehi, who facilitated the process, confirmed that he intended to convene a bargaining council meeting at the end of the month, after finalising consultations with parties this week.

Molahlehi said he expected protracted negotiations.

The Public Administration Ministry and trade union declined to comment, saying Molahlehi was the only person who had the right to speak on the issue.

In another development the Congress of South African Trade Unions (Cosatu), in its submission to the medium-term budget policy statement in Parliament last week, slammed the current Government policy prescriptions intended to cut the public sector wage bill to "free up resources for capital expenditure".

Cosatu said increases in personnel expenditure have been modest, although personnel expenditure has indeed increased as a proportion of the total budget. It had to increase since the Government committed itself to correct past imbalances within the public service and deal with the legacy of apartheid.

Cosatu argued that inadequate alignment of budgeting and bargaining systems was one of the fundamental sources of the long-standing dispute.

The employer, in using Parliament to announce its final offer, closed the space for meaningful dialogue and negotiation as envisaged in labour relations.

The submission also proposed the completion of the collective bargaining cycle before the draft budget is submitted to Cabinet, thus taking into account the relationship between plans, budgets and personnel.

Similarly discussions with public service unions on remuneration policy should link up with the medium term budget policy statement, the submission concluded.

Wage dispute goes to arbitration

Reneé Grawitzky (2770)

GOVERNMENT faces another wage arbitration linked to a dispute with unions, representing close to 7 000 senior managers in the public service

The wage arbitration between government and unions representing workers engaged in essential services has been postponed until January. However, the dispute relating to senior managers from director level upwards has been referred to arbitration, which starts this week

The Public Service Association (PSA) is demanding that collective bargaining apply to minimum increases for senior managers.

Under an agreement signed last year, increases for senior managers

were to be determined by individual performance agreements

The PSA believes these agreements do not take away the rights of employees to engage in collective bargaining. Hence, the arbitration also relates to the interpretation of the agreement

The PSA said in reality there would be no individual adjustments, and government would decide on an across-the-board increase for management.

The PSA is to demand a separate bargaining unit for senior managers as well

Arbitration between government and essential service workers' unions started last week with some unions presenting their case. Unions aligned to the Federation of Unions of SA (Fedusa) said if proper negotiations were held, the outcome would have been different.

PD 16/11/99

Senior public servants must declare assets from April

Farouk Chothla (270)

CAPE TOWN — Government officials in senior departments will be required to declare their assets in order to improve moral standards within the public service, according to a public service commission member Yusi Mavuso.

Mavuso said the idea was to get all 1.1 million public servants to declare their interests. This was something that would happen over time. For now, directors-general and deputy directors-general would declare their assets from April. The requirement would come into effect from lower level managers, upwards, the following year, Mavuso said.

He and other commission members were addressing the national assembly's public service portfolio committee. The decision to get public servants to declare their interests was taken at the anti-corruption summit in April.

Mavuso said managers would have to disclose both liabilities and assets. Although no final decision was made, aspects of the register — such as shares owned — may be confidential. Properties owned would be made public, Mavuso said.

"We need a beginning," Commission chairman Stan Sangwen said. "The decision related to whistle-blowers" of corruption clauses in the Open Democracy Bill. In countries such as Britain, the issue of "whistle-blowers" was dealt with separately, he said.

The code of conduct for public servants required them to expose corruption, but without any mechanisms to protect them.

MD 17/11/99

Top public servants will be forced to tell all on assets

MARCO GRANELLI
POLITICAL STAFF

ARG 18/11/99 (250)

to the entire public service from 2001

This information would then be compiled in an asset register which would highlight any potential conflict of interest.

Mr Mavuso said the system was based on the asset register introduced for members of Parliament and other elected officials last year.

"This is a long-awaited and much-needed initiative to ensure public servants are beyond reproach. We plan to start with the asset register in April and hope to extend it beyond only the management echelon by 2001," he explained.

He said asset and interest disclosure

would be required from all existing public servants and anyone applying for a senior post. "The Government does not want to hire people of shady character. For example if a person has been sequenced it is an important consideration as it could impact on their susceptibility to bribery and corruption."

"Also if a person has an interest in mining and is the director general of Mineral and Energy Affairs that could be considered a conflict of interest and you need that information upfront."

Mr Mavuso said the planned implementation of the project was at a very advanced stage and required only Cabinet approval

and final negotiations with trade unions

He said the asset register would be available for inspection but confidential information would be contained in a separate confidential register only available to senior public service personnel

The asset form - to be known as an accountability agreement - forms part of an overall anti-corruption programme which will also include black-listing of businesses organisations and individuals who are proven to be involved in corruption or unethical conduct.

Vital role of ombudsmen

Sowetan 24/11/99 (250)

By Siphwe Mpye

PUBLIC protectors from around the globe met in Pretoria recently under the auspices of the International Organisation of Ombudsmen (IOO). The meeting was called by Selby Baqwa, South Africa's public protector.

The international organisation meets every four years, and through Baqwa's initiatives the next gathering - in October 2000 - will be in South Africa.

The recent meeting in Pretoria created an opportunity for the organisation to inspect South Africa's readiness for the conference and to discuss some of the issues that will be on the agenda in the new millennium.

Next year's conference will see more than 300 ombudsmen from more than 90 countries converging on our shores. The IOO's numbers grow from a modest and somewhat elitist beginning.

Peru's first public protector, Dr Jorge Santistevan, attended the Pretoria meeting. "The concept began more than 50 years ago as an exclusively Scandinavian invention," he explained.

Years later New Zealand joined, along with some other members of the Commonwealth.

Membership gradually increased in Africa, South America and when certain Eastern European countries broke away from Russian control and looked for ways to address issues of human rights and good governance.

In 1996, after working with the United Nations for 20 years, Santistevan was unanimously elected by the Peruvian parliament as the country's first public protector. He subsequently joined the IOO.

Recently he was elected vice president of the high-profile organisation, which is plagued by common problems of public protectors throughout the world.

According to Santistevan, although ombudsmen or public protectors are a vital cog in the fight against corruption and maladministration, they encounter numerous problems.

"Public protectors are bridges between citizens and the state. Their independence is very important and yet this is one of the biggest problems some of our members face," said the former attorney.

"In certain countries many ombudsmen find it difficult to maintain their independence because of intolerant governments.

"Other problems are a lack of funds, a lack of interest and a lack of cooperation from the public."

An obstacle he identified as almost unique to South America was the distortion of the role of a public protector.

"In South America, there is a tendency to politicise the role of the ombudsman.

"Public protectors become political figures because they have a public voice, a perception that is grossly misguided," Santistevan noted.

He believes the ombudsman has a vital role to play in societies in transition and quoted African, South American and Eastern European countries as examples where transition can be assisted by a strong public protector.

Media freedom, which is constantly under threat in many developing countries, was also an area of concern to him.

"A free press is the pillar of a truly democratic society. If the press is threatened, then corruption



International Organisation of Ombudsmen vice president Dr Jorge Santistevan the public protector has a vital role to play in societies in transition.

PHOTO LEN KUMALO

thrives.

"You cannot fight corruption without a free press," he said.

He said corruption was as significant a problem in South America as it was in Africa. However, he added that South Africa possesses much that can be shared with the rest of Africa and its South American counterparts.

Santistevan elaborated: "South Africa has a strong, admirable constitution which we can all learn from. What is significant is not just the document itself, but the path towards its drafting and implementation.

"South Africa's transition as a whole, from authoritarian rule to a democratic dispensation through dialogue, has been impressive."

When *Sowetan* spoke to the New York University and Wisconsin University law graduate, he had just concluded a consultative meeting with Southern Metropolitan Local Council mayor Nandi Mayathula Khoza.

The purpose of this meeting was to discuss areas of common interest between South Africa's largest township, Soweto, and Peru and to share ideas about these areas.

"Soweto has always been a symbol of struggle in Peru. There are many similarities between the two places, one being the strong spirit of community, which in Peru stems from solid ties to the Inca tribe," Santistevan said.

Sadly, other similarities are negative, with unemployment, poverty and informal settlements being forerunners. Out of all this negativity, however, Santistevan sees positive lessons to be shared.

"There is a neighbourhood called Villa El Salvador, which began as an informal settlement in the 1970s. Through working together and assistance from various sectors, including foreign help, the community is now self-reliant and well-organised," he beamed.

Santistevan feels the same could be achieved in certain areas of Soweto and the rest of South Africa if everyone banded together for a common good.

He went on to open the door for discussions between Mayathula-Khoza and Peruvian representatives in South Africa about possible exchange programmes between Peru and Soweto.

Through this commitment South African-Peruvian ties could strengthen in the future, furthering the common goal of effective democratisation and good governance.

Govt seeks labour pact on cost cuts

Proposals on alternative service delivery to be discussed with public service unions

Farouk Chothia

CAPE TOWN — The public service department wants a national framework agreement to be negotiated with organised labour in order to win its support for "alternative service delivery mechanisms".

This is the central feature of proposals aimed at reducing government's personnel costs. The document containing the proposal has been adopted as the basis for talks with public service unions.

It defines alternative service delivery as including "the creation of agencies outsourcing commercialisation and the establishment of shared services". Other proposals include reducing the amount of overtime work and renegotiating the terms of home loans and medical aid schemes with relevant private institutions to reduce the costs of these fringe benefits to government.

The department said that compared with both developing and developed countries, SA's public service was not excessively large but had inefficiencies shown that significant savings in personnel costs could be achieved by re-trying an alternative service delivery mechanisms. Some departments had already introduced the mechanisms. Welfare transport and forestry had outsourced noncore functions such as laundry services, security and cleaning. Management of the government garage had also been outsourced.

The department said there would be "retirements" but "all necessary minimum jobs should not be shed without taking into account the cost to

communities" and the "higher burden" of unemployment would bring on the welfare and policing budgets.

The department said that as part of the framework agreement public servants should be given "employment guarantees for a limited period". This was "critical" for economically depressed communities.

Public servants older than 65 except those such as specialist doctors and others with scarce skills should be retired. The contracts of seasonal and temporary employees should also be reviewed, the department said.

The move towards alternative service delivery mechanisms had often triggered labour conflict. This could be attributed to the absence of a national agreement with organised labour, the department said. The experiences of other countries showed that the support of labour was needed for the scheme to work.

Government also needed a national framework to ensure there were clear criteria to assess the effect of alternative service-delivery mechanisms.

On the remuneration of public servants the department said their general increase would be more or less at the rate of inflation.

The "expensive and possibly unnecessary" upgrades of high level positions should also be avoided.

The department said R260m could be saved annually by replacing mechanisms to enable employees to move up salary and job grades with a more "sustainable and equitable" pay system linked to performance incentives.

Innovative plan to prune costs Page 2

Department comes up with an innovative plan to prune costs

Government says the strategy will ensure a better deal for public servants, write Farouk Chothia and René Grawitzky

CAPE TOWN — The public service department has come up with an innovative strategy to cut personnel costs in government.

This includes proposals that financial institutions grant public servants lower interest rates on home loans and pushing medical aid companies to delink medical aid from the medical price index.

Among strategies the department has proposed are the retrenchment of public servants and dropping the state's contribution to the government employee pension fund to 13.5%.

The department has outlined its thinking in several documents drafted after President Thabo Mbeki called for a cut in personnel expenditure in his state of the nation speech to Parliament earlier this year. The department said government had to move quickly to develop "collective procurement" policies for homeowner allowances and medical aid benefits.

This would ensure a better deal for public servants while restraining costs. "Potential long-term savings, in real terms, come to more

than R2bn a year in the next five years," the department said.

There are about 62 medical aid schemes covering public servants, and 85% of them belong to 10 different schemes. They were not benefiting from their "market power". Government's contribution rose with medical price inflation, but the annual rise lagged behind the actual increase in cost, it said.

This is despite the fact that public servants account for about 20% of all medical aid membership in the country. Because the employer contribution is linked to the medical price index, it rises much more quickly than overall inflation. The medical price index rose by 60% between 1985 and 1999, "twice as fast" as the consumer price index, the department said.

The cost of medical aid has doubled in real terms since 1994, both as a result of rationalisation and because the cost per member rises faster than consumer inflation. The cost to the employer comes to R2bn a year if take-up at all levels increased to 50% under the current system, the cost would rise by another R2bn, the department said.

It said framework contracts should be negotiated with selected service providers. The aim should be to moderate overall costs, "effectively delinking medical aid from the medical price index".

It said an autonomous regulatory board made up of employer and employee representatives should be created to review regularly the efficiency of service providers.

On the reform of homeowner allowances, the department suggested negotiating a package with financial institutions to reduce the interest rate for public servants and to "link the interest rate for the allowance to that rate rather than the market rate".

Guarantees on home loans for public servants should be shifted to the pension fund. An employee should receive no more than the

interest on a R70 000 bond over a normal term, the department suggested. It said under the current system the homeowner allowance provided the market interest on a R70 000 bond. With inflation, the amount of the allowance should decline gradually in real terms. However, this potential saving had been offset in real terms by high interest rates.

The allowance came to about R800 a month and was subject to income tax. Government provided guarantees on bonds. The department said alternative housing schemes also had to be developed for low-income and rural-based public servants, as they were not benefiting from the scheme.

Meanwhile, government told public service unions on Friday that it would require seven days to obtain a new mandate on the skills audit process that formed part of last year's wage agreement. This emerged at a meeting of the public service co-ordinating bargaining council where Labour requested clarity from government as to whether it was reviewing its involvement in the process.

Government agreed last year to conduct a proper skills and personnel audit in return for labour's support in restructuring the public service. Union sources said during the meeting on Friday that government indicated it was developing its own management plans, but was still committed to the process.

Labour requested clarity on how this position fitted in with previous comments by the department's director-general, Robson Ramatle.

At a previous meeting, Ramatle said that, in view of government's decision to develop its own management plans to define necessary restructuring of the public service, it could not continue with the audit process as it stood. Union sources said it appeared government wanted to sell a new position to labour

GETTING IT RIGHT

AN ARTICLE on page three of Friday's Business Day should have referred to "foreign exchange reserves at the end of last month" and not "at the end of last year".

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NATIONAL Chuck (Natzux) is involved in the breeding and hatching of day-old chicks sold to independent operators to rear them as broiler or egg layers. The company is therefore not a broiler company.

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Nehawu to fight Govt job cuts

(250)

Sawetran 6/12/99

By Mzwakhe Hlangani
Labour Reporter

THE National Health Educational and Allied Workers Union has accused the Government of pushing ahead with its unilateral retrenchments in the provinces in total disregard of the social audit agreement with several public service unions.

Nehawu general secretary Mr Fikile Majola said yesterday the executive committee was dismayed by the Government's continued plans to undermine collective bargaining. The state had also reneged on its commitment to the skills and service delivery needs audit agreement reached in September 1998.

Government is pushing ahead with management plans, which are essentially downsizing plans in provinces without strategic guidelines.

The committee resolved to declare a dispute with the Department of Public Service Administration on skills audit due to the Government's failure to adhere to this agreement.

The NEC endorsed the resolution of Nehawu's National Bargaining conference last month on remuneration policy in the public service and is ready to

engage the Government on this matter. Public sector unions will seek a meeting soon and coordinate a common response to this matter, Majola said.

The Public Service Administration Ministry was not available for comment yesterday about the dispute declared by the union.

But the department had indicated earlier that it was preparing to engage trade unions in discussions about the new remuneration policy after the deadlocked public sector wage negotiations had been resolved.

It is expected that the talks will be finalised when 12 public sector unions meet in the public sector coordinating bargaining council - after prolonged behind-the-scene mediation by the council chairman.

● Chemical, Energy, Paper, Printing, Wood and Allied Workers Union deputy general secretary Mr Bengeza Mthombeni warned yesterday that Ceppawu will embark on mass action to protest the proposed retrenchment of more than 300 members by four black empowerment companies. The companies are the preferred bidders for Southern Cape Forestry Consortium sawmill in George.

CIVIL SERVICE National policy framework being negotiated with unions

Public sector reforms to save billions

LYNDA LORXON

Cape Town - Carefully crafted but comprehensive public sector reforms being negotiated with civil service unions could save the state billions of rands a year. Geraldine Fraser-Moleketi, the minister of public service and administration, said yesterday.

But Fraser Moleketi and Robynson Ramate her director general, "are careful to point out at a media briefing that although the reforms had been approved in principle by the Cabinet they still had to be worked through with the unions and that the details were far from final.

But if the two had their way the civil service would be a completely different organisation in about a year's time. It would be slimmer, more professional and cost-effective, and much less of a financial burden on the state.

Speaking after the 1999 personnel expenditure review was unveiled to the unions Fraser Moleketi and Ramate said the aim would be to tackle not so much the size of the



RESTRUCTURING Geraldine Fraser-Moleketi, the minister of public service and administration, says the civil service reforms have been approved in principle. *By Andrew Rossouw*

merit, the structure of the pension system, the large number of temporary workers and the mismatch between staff and skills needed.

As a result, a national policy framework for the civil service was being negotiated "in a fairly adult fashion"

It hoped to identify the possible outsourcing and rationalisation of services and the improvement of the quality and monitoring of contracts.

It would also look at cost containment possibilities such as limiting the "myriad" allowances in the civil service, alternative service delivery, the better management of older workers by retiring them at 65 unless they performed essential services and improved early retirement schemes.

Ramate said the elimination of automatic "rank and leg" promotions would save about R260 million a year, while a move toward collective purchasing for housing and medical aid schemes could save about R1 billion a year over the next five years.

Efforts to improve organisational structure and management could also reduce staff costs in the long term.

The restructuring process would, however, minimise retrenchments in a bid to avoid "false economies" that could increase welfare costs and pricing burdens

Public service crooks pay price as state delivers on vow to halt graft

GAME SAWYER
PAINFUL CORRESPONDENT

Government departments are making good on promises to combat corruption.

In the past two years, the Government has convened a series of workshops and summits which have adopted resolutions aimed at eradicating corruption in the public sector.

In replies to questions in Parliament, a range of ministers have disclosed steps being taken to achieve this goal.

Zola Skweyiya, the Minister of Welfare and Population Development, disclosed separate cases of social welfare fraud involving several millions of rands and leading to prosecutions, convictions and dismissal of officials.

In the Eastern Cape, 31 officials

had been referred for internal disciplinary and criminal hearings linked to fraud involving about R8,5-million.

In the Western Cape fraud had accounted for more than R7-million lost in the past 12 months.

In this period, 441 of 613 fraud cases involving R3,3 million had been referred to the police of which 146 had been before the courts.

Between April and June, a further 277 fraud cases involving R3,7-million came under investigation, and between July and August 57 fraud cases involving slightly less than R400 000 were reported to police.

In the Free State, 11 social security officials had been dismissed and a further 15 disciplinary hearings were in progress.

Re-registration of social

welfare benefits had led to 12 438 "beneficiaries" in the Free State being suspended, Dr Skweyiya said.

While he gave no figures he said several officials in KwaZulu Natal, the Northern Province the Eastern Cape and Free State had been prosecuted and sentenced. Several others had been charged and were under investigation.

Home Affairs Minister Mangosuthu Buthelezi, replying to questions in the National Assembly, confirmed that 204 cases of corruption were being investigated by the department's unit.

Safety and Security Minister Steve Tshwete said 12 Home Affairs officials were among the 98 people who had been charged in Gauteng since the beginning of last year with illegal trading in driver's licences.

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CT(MA) 8/12/99

Unions vs government clash is circumvented

By ZOLILE NQAYI

CP 12/12/99

(250)

A POTENTIAL showdown between the government and public service unions about pending retrenchments in the public service has been averted with last week's cabinet approval of a new draft policy on remuneration and expenditure.

The government has been under pressure to retrench thousands of public service workers in order to put its wage bill in line with targets set in the Growth Employment and Redistribution policy.

The department of public service and administration said its wage bill, as a percentage of the national budget, had increased substantially from 36,2 percent in 1995/96 to 50,8 percent in the 1998/99 fiscal year.

About 100 000 workers had already been laid off through a variety of measures that included voluntary severance packages and early retirements.

The anticipated further retrenchments in the public service had already placed the government and the public service unions on a collision course.

The public service unions cautiously welcomed the new plan announced by the DPSA.

"We welcome the presentation by government as it gives us an insight into what government is thinking and doing," said Vusi Nhlapo, of the National Education and Health Workers' Union.

Minister Geraldine Fraser-Moleketi denied statements that the South African civil service was bloated.

Rather it was diversity in terms of skills, benefits required and other differences that needed to be addressed in order to reign in the spending on personnel in the pub-



NOT SO . . . Minister Geraldine Fraser-Moleketi says the SA civil service is not bloated

lic service, she said.

"The public service employs 1,1 million people. Relative to the population, the available evidence suggests that the overall size is not excessive

"The problem lies rather in inefficient remuneration systems and the misallocation of personnel in some departments and between sectors," her director-general, Robinson Ramaite, said.

It is on the contentious issue of the size of the public service that the draft policy has bridged the difference between government and the unions

"The government has come around to our way of thinking - that the public service is not

bloated. Its own studies show that South Africa employs 20 people for every 1 000 citizens as compared to 25 to 1 000 in the United States," explained Nhlapo.

It is on some finer details of the plan on how to contain the spiralling wage bill that unions are uncomfortable with the government's strategy, he added.

"We are concerned with some of the strategies, especially with regard to the lower rungs of public service workers," said Nhlapo.

Aspects of the DPSA plan likely to encounter resistance from unions relate to wage increases, especially with regard to lowest paid public service workers.

"General increases in wage-shave to move alongside inflation. There is also a need to slow down increases for the lower rungs of public service and to keep wage increases to roughly the rate of inflation," said Ramaite.

Fraser-Moleketi said the slowing down of increases for the lowest paid workers was not a change from the government's strategy to narrow the wage gap, but was necessitated by the need to retain skilled public service workers.

The government also plans to reform benefits through a host of measures, including the reduction of employer's contributions to the pension fund and a reduction of higher benefits for security force members. One of the short-term measures intended to reign in spending on personnel wages will be a change in contracts for temporary workers.

"Over R700 million is spent by government on temporary employees (excluding teachers) and some of these are outside the essential skills category," said Ramaite.