

PUBLIC SECTOR - GUT. - GENERAL

1982

JAN —

DEC

PSA in campaign for better salaries

(250)
star
2/1/82

PSA

Own Correspondent

The public service appears to be gearing itself for a full-scale campaign for better salaries for the more than 70 000 Government employees

A number of branch meetings have already been held countrywide, culminating in the executive of the Public Servants' Association agreeing to an extraordinary general meeting at which the salary position will be discussed.

This will be only the second such meeting in the PSA's 60-year history and will be held in Pretoria in mid-January.

The latest issue of The Public Servant, magazine of the PSA, devotes considerable space, including two editorials, to the question of improved salaries, pensions and benefits.

In an editorial on the future of the service it is stated that much has been written and said about the service in recent months not because it has become more important, but because of concern over deterioration and its economic, social, political and strategic effects on the country

The editorial said the main reason for the shortage of manpower in the service was that salaries had lagged not only far behind the inflation rate but also behind those of other State institutions and the private sector.

It said the current "defeatist attitude" had to make way for a new philosophy in which the emphasis had to fall on the importance of State administration for the creation of the necessary infrastructure for development, economic growth and the deployment of constitutional-political policy

"It is true that one cannot live by bread alone but it is also true that one cannot live without bread — and this is beginning to happen in the public service, especially in the lower ranks which form the basis of all administrative and professional activity," the editorial said.

In other articles the PSA expressed concern at the growing number of applications for financial aid because of delays in pension payments on death or retirement. These, it says, are a result of staff shortages.

Star 8/11/68
PSA
grows
militant
over pay

Chief Reporter

South Africa's increasingly militant public servants will discuss next week how to increase their bargaining power in their campaign to raise public service pay.

At the extraordinary meeting of the Public Servants' Association's executive in Pretoria on Monday, some members are even expected to propose that the PSA become a trade union.

But the move to trade unionism is unlikely to succeed as the Government has already rejected such a proposal.

REFUSED

A spokesman for the PSA said today that the Wiehahn Commission had recommended trade union rights for public servants with arbitration rights instead of the power to strike.

The Government turned this down but referred the matter of increased bargaining rights to the Commission for Administration.

At present the PSA's bargaining powers are severely limited and are determined by the Public Service Act.

The spokesman said executive members would discuss on Monday how this Act could be amended to strengthen the muscle of public servants.

THRUST

The main thrust of the meeting will be to discuss how to make public service pay competitive with the private sector after State salaries fell behind in recent years.

Although the PSA has not demanded a specific percentage, members talk in terms of 25-percent this year. The Government, they believe, is considering a 15 percent increase.

Public servants may consider the highly unusual step of holding a public protest meeting to embarrass the Government.

Public servants: Tension mounts

ARGUS
8/1/82

PH 250

Argus Correspondent
PRETORIA — Tension among South Africa's more than 700 000 public servants is mounting on the eve of Monday's crucial extraordinary meeting of the Public Servants' Association.

Vital issues such as salaries, the bargaining power of the association and the employment of coloured workers will be discussed by the executive.

The meeting follows a huge petition drive by association members, who fear their salary increases will not be sufficient in view of the state of the economy and cutbacks in Government spending, according to a spokesman.

Members feel they should act before they are given low increases.

After they have been granted increases, they fear they will be unable to do anything for another 12 months.

The spokesman said a proposal that the association become registered as a trade union was sure to be raised and discussed.

But he doubted whether the association would move in this direction.

Because the Government has tended to turn a deaf ear on to salary representations, many members feel they need to have bargaining power as a trade union.

Members in the lower ranks are also suspicious that their salaries are 'purposely' being kept low so that they will leave, then their posts

will be filled by coloured workers.

A decision by several districts of the association, that they are no longer prepared to bear the work burden caused by staff shortages without extra remuneration, will also be discussed.

There is also talk of a public protest meeting. The spokesman said a decision on this would be taken at Monday's meeting or later.

The spokesman said, however, members were reluctant to protest publicly.

The meeting's decisions will be sent to the Commission for Administration and the Minister of State Administration, Dr Andries Treurnicht.

⊕ The Argus's political staff reports that Dr Treurnicht has been having talks with the Commission for Administration on the growing crisis in the public service.

Dr Treurnicht's office said today he did not wish to comment at this stage.

But it was confirmed that he held talks with the commissioners yesterday and that he would have further discussions on Monday.

It is not clear yet what solutions the Government is working on to resolve the serious situation in the public service.

But the issue is certain to come up at the first Cabinet meeting of the new year shortly before the start of the next parliamentary session on January 29.

Pay bill could

rise by 15%

~~15%~~ 250
RNM 9/1/82

By GERALD REILLY

THE April pay increases for the country's more than 900 000 public sector workers in the State departments, Railways and Post Office will amount on average to 15 percent, it was reliably learned in Pretoria yesterday

racing for a decade now, progressing steadily to faster cars

In 1980 Toleman TG280s took first and second place in the Europe in Formula 2 series, winning convincingly and this gave them the impetus to get into F1

Experience

The team began F1 racing only in the second half of last year and with a new chassis design, new tyres, a new 1.5l turbo-charged engine, and drivers with little F1 experience, they only managed to qualify for two Grands Prix

The team is expected to do better in this year's series

Byrne 37 graduated with a BSc from the University of the Witwatersrand and joined Toleman in 1978

The TG181 features a Brian Hart developed 1.5l turbo-charged engine, and second generation Pirelli P7 radial tyres

Derek Warwick will drive one of the Candy-sponsored TG181s

The other driver has not yet been announced, but Frenchman Patrick Tambay who has F1 experience is likely to take the wheel

Three in court for protest

By RAMOKOENA MATLALA

THE State had failed to prove that three people charged with holding an illegal Anti Republic Day gathering in Mamelodi last year were part of the demonstration, a magistrate was told yesterday

Mi Selbourne Nkasi 32 Mr Joseph Phatsoane 21 and a 15 year old youth who may not be named, pleaded not guilty before Mr B J O van Schalkwyk in the Pretoria Regional Court yesterday

Mr M N Mavundla for the accused, said the State had failed to prove that the accused were demonstrators

The prosecutor, Mr J Strub argued that it was impossible for about seven policemen to fail to arrest any member of the crowd

Judgment will be heard on February 2

as a thin Fund



In loving memory of Mona R 10.00
Anonymous 50.00
C M Pinkney 30.00
G F Bridge 10.00
S A Whyte 10.00
Town Council of Sandton 300.00

FINAL TOTAL 53411.51



- 2 There may well be demand for change in very difficult ROLE/RULE
- 4 Belonging to it ITS
- 5 Its no surprise if often has particular attraction for the young REBEL/REVEL
- 7 Mine shaft PIT
- 9 Lost explorer may eventually emerge from dense jungle looking decidedly BATTERED/TATTERED
- 11 Failure of can come as a serious blow BAT/BET
- 12 Undue may be the reason why firm fails to market promising new product successfully HASTE/WASTE
- 13 Athletes tremendous could well bring burst of applause from specators SPRING/SPRINT
- 15 Inquiry into a serious might lead to sweeping reforms in an

Fraud pair went on spree

By JOHN MILLER

TWO former health shop employees who went on an illegal shopping spree over a month-long period were found guilty yesterday on 41 counts of fraud totalling R1 350

Wendy Hendley 25, pleaded guilty in the Hillbrow Magistrate's Court to 25 counts of fraud and Marion Fourie, 40 also known as Jackie pleaded guilty to 16 counts of fraud. They both live at Protea Mansions, Fourbert Park

They told the court that, while working at a Turkish bath establishment, they obtained the credit card which belonged to a client from the manageress

They had been shopping together on 16 occasions. Hendley had used the card on a further nine occasions

The magistrate, Mr G P Button found both guilty and adjourned the case to February 12

This is expected to compensate for the inflation rate for the 12 months to the end of April, but is much less than demanded by the Public Services Association and some of the railway staff associations

Increases of 15 percent, it was pointed out, would fail to quieten the growing clamour among State department workers for "realist" increases

One result of the salary increases will be big increases in railway fares and tariffs. They will be announced in the Minister of Transport's budget in March

The railways administration is expected to end the financial year in March with a big deficit

The Minister of Transport, Mr Hendrik Schoeman, will have to find nearly R400-million to give railway workers 15 percent rises. This will send the railway's annual

Railways set to up its fares

payout soaring to about R2 000-million

Meanwhile, the Minister of State Administration, Dr Andries Treurnicht, had discussions earlier this week with the Commission for Administration

Concern

The meeting is a clear reflection of the Cabinet's growing concern at the potentially explosive dissatisfaction among State department workers

It is seen as part of an effort to avert a head-on clash between the Government and its 70 000 workers on the pay issue

Just how far the pay crisis in the public service has gone will be clear from the outcome of a meeting in Pretoria on Monday of the executive of the Public Servants Association

The meeting is expected to call for a more satisfactory system of bargaining — a system which will give Government workers a more direct say in determining their salary levels

It is also expected to call for increases of at least 25 percent, especially in the entry grades where the need is greatest

Fourth Council member quits

Mail Reporter

PROFESSOR Charles Nieuwoudt has resigned from the President's Council

Prof Nieuwoudt, head of the political science department at the University of Pretoria, said last night he was no longer able to do two jobs and had chosen to stick with the university

He is the fourth member of the President's Council to resign since it was formed late in 1980

Prof Nieuwoudt was originally seconded from the university to the Council for a year and had been very happy working on the constitutional committee

But his two jobs had created a tremendous amount of work, and he could not cope with it all. He had to choose one or the other, he said

Faith

He still had faith in the

R2 200 CAN BE WON

There was no correct solution received for Jackpot No 632 — so up it goes to R2 200. NOTE: Post your entry on a postcard to Mail Saturday Jackpot No 633, PO Box 1485, Johannesburg 2000. Unstamped entries may be left in the Jackpot box in the foyer of the Rand Daily Mail Building, 171 Main Street, Johannesburg, or at the city office of the Rand Daily Mail, corner Rissik and Jeppe streets. All entries must be in by midnight on Thursday, January 14, 1982. For rules to Jackpot No 633 see Page 11

ACROSS

RAND

RAND

FOUR-YEARS AFTER P.M.'S PROMISE, THERE ARE MORE POSTS — AND MORE VACANCIES

SHORTLY after Mr. P.W. Botha became Prime Minister in 1978, he promised to streamline the country's civil service, improve working conditions, upgrade training schemes, and slash the number of departments from 39 to 22.

Mr. Botha pledged improved all-round proficiency — even if it meant a smaller civil service.

But this week the Sunday Express uncovered facts that show that the reverse has happened — the civil service employs more people than ever and is in a state of greater crisis than ever.

The facts are:

- There are **MORE** posts today in the civil service than in 1978 — and fewer people to fill them. In 1978 there were 73 649 posts (for Whites). Today there are 79 072 posts — an increase of 5 423.

This applies only to the 'central' civil service (Police, Transport, Post Office, Education, Defence and Prisons excluded).

○ In 1978, 13 000 posts were vacant. Today more than 20 000 posts are unfilled.

○ In 1978, 4 222 appointments were made — and in 1980, despite an alarming increase of vacancies in some departments, 4 800 new appointments were made — an increase of only 578 over 1978, and not nearly enough to combat the growing rate of resignations.

○ In 1978, 1 446 men resigned from the public service. In 1980, this had risen to 2 595 — an increase of 1 149.

In 1975, 1 453 women resigned, against 2 613 in 1980.

○ Thousands of civil servants are threatening to resign unless their demands for a minimum 25% salary increase are met by April 1.

Resignations from teachers last year topped 4 042. The Postmaster-General, Mr. Henri Bester, disclosed last year that the Post Office had lost almost a quarter of its staff (17 000 officials) in the previous financial year.

In just one month last year — November — the Department of Agriculture lost 250 workers.

In the clerical section of the public service, fewer than 5 000 matriculated men hold administrative assistant jobs — out of more than 16 000 such posts. More than 11 000 women, many with only Std 8, hold the rest of

Revealed: The shock State jobs statistics

Sunday Express
Special
Investigation

By **KEVIN
KATZ**

the administrative assistant

jobs
This causes severe con-

tinuity problems as man-
women leave the service
after only a few years to be-
come housewives and

mothers
This year's recruitment
drive to fill the 20 000 vacan-
cies fell far short of previous
years and was probably the
worst ever.

A typist with a matric
starts in the service at
R4 2000 a year (R350 a year
monthly), which rises to R5 100
after four years' service. A
typist starting this year will
earn only R350 a month in 1986
R432 a month in 1988.

In the private sector, ma-
triculated typists are start-
ing out at R500, R600 and
even R700 a month. And as
for their salaries in a few
years from now, companies
in Johannesburg were this
week advertising monthly
salaries of R1 000 for private
secretaries and senior
typists.

With the exception of the
Master's Office, Supreme
Court, and the Actuaries' Of-
fice (R4 900), matriculated

IN A slashing attack on the Govern-
ment over its bungling management
of the public service, a top Afri-
kaner academic has warned that
public servants felt acutely "let
down" — and it was un-
believable they would vote again for a
Government so insensitive to their
needs.

Professor D. J. J. Botha, head of the
Department of Economics at the
University of the Witwatersrand,
said responsible public servants re-
sponsible for the public service's
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to fill responsible adminis-
trative posts is that 47% of
these posts are now occupied
by women. In the Sixties the
figure was 25%.

Many women, however,
resign after only a few
years, leaving behind thou-
sands of vacant posts.
Many senior civil servants
employed in specialist de-
partments, such as the
Department of Education,
are also resigning.

Revenue earn as little as
R12 000 a year (R1 000 per
month) after 20 years' service.
But to borrow R60 000 to
buy a house, a civil servant
in terms of the law, must
earn at least R20 800 annual-
ly, and R20 471 to borrow
R40 000.

Heved that never in living memory
had the public service had a Minis-
ter with their interests at heart.

Writing in the current issue of the
public service journal, The Public
Servant, Professor Botha said the
quality of life of public servants had
degraded alarmingly.

The Nationalist Government had
allowed this to happen through "bad
management and bad conditions".
Its machinery for determining sala-
ries was cumbersome, obsolete and
antiretic, and its anti-inflation
policy ineffective.

In a direct reference to Dr An-
dries Treurnicht, the conservative
Transvaal National Party leader
and Minister of State Administra-
tion, Professor Botha said while
many other Ministers, like those of
Justice and Health, had been ed-
ucted in their respective fields, co-
nomics as a science had always ap-
peared to have enjoyed a low status
among politicians.

and most homes in the
R60 000 bracket are beyond
the means of almost all pub-
lic servants, except those
with a private income.
Mr. Botha has succeeded in
one respect that of slashing
the number of departments
from 39 to 22.

This is certainly an im-
provement from the position
in 1973 when, with 43 depart-
ments, South Africa had the
largest public service in the
world — compared with
Canada (26 departments),
Britain (24), Japan (13), Swe-
den (12), the Netherlands (10)
and Switzerland (seven).

“The Ministry of State Adminis-
tration — a portfolio that requires a
firm grasp of statistics, changes in
the cost of living and the well-being
of public servants — is headed by a
theologian whom one cannot expect
to understand the problems facing
those for whom he is responsible.”

Prof. Botha called for the
creation of a remuneration commis-
sion to examine and suggest the dis-
crepancy of salaries between the
public and private sectors.

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Britain (24), Japan (13), Swe-
den (12), the Netherlands (10)
and Switzerland (seven).

“I told them what I knew,
which wasn't much, and I
was then released.”

Calvin, resigned and rather
distant, she said she had re-
turned from Hawston only a
few days before her deten-

having given two names to
the Security Police while he
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“I have never heard of Ste-
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From Page 1

DATE 250 ~~10/11/82~~ *Sunday Times* 10/11/82 **Public servants' pay**

A CONFRONTATION is looming between South Africa's angry public servants and Dr Andries Treurnicht in his capacity as Minister of State Administration.

The crisis in the grossly undermanned public service has led to warnings of its imminent collapse and tomorrow the executive of the powerful Public Servants' Association will hold an urgent meeting to discuss the situation.

"We can no longer give the public the service they expect," is the startling claim of Mr G W van der Veen, vice chairman of the Public Service Association.

"It used to take three or four days to get a reply



from a Government department Now it takes 14 days or more."

According to Mr van der Veen, the bulk of the public servants wanted a mass public meeting to air their grievances which centre directly on pay and undermanning through-

SHOWDOWN

out the service.

"But we are not really in favour of protest meetings," said Mr van der Veen.

"So we have called this urgent meeting of the executive."

"About 100 people representing all the regions will be there."

According to Mr van

der Veen the topics for discussion will be

- Public service pay packets, held to a maximum 12 percent by the Government last year, except in the case of the Department of Transport and Post and Telecommunications which received an extra 5 percent
- Better bargaining

power for the association on issues like pay, conditions and working hours

Overtime

"We would like to be able to sit down and discuss it in a reasonable manner," he said.

"People in the public service are no longer pre-

pared to do the work of two or three and all the overtime that is expected of them.

"There are 17 000 posts vacant in the public service and the public is starting to complain.

"The old public service is a thing of the past. Service just cannot be supplied."

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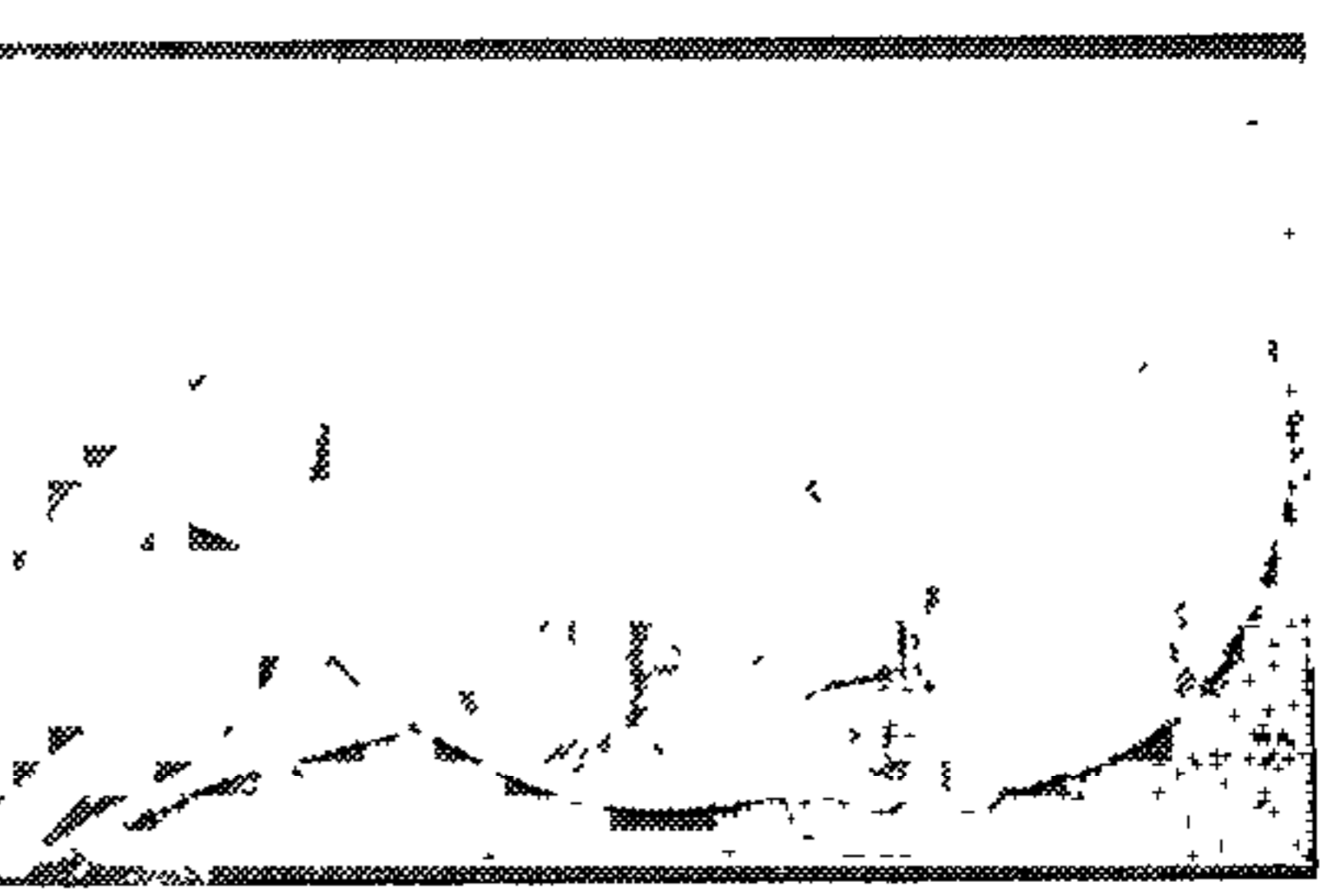
EXPRESSIONS FINDS THAT

It is true that one cannot live by bread alone, but it is also true that one cannot live without bread — and this is beginning to happen in the Public Service. — The Public Servant.

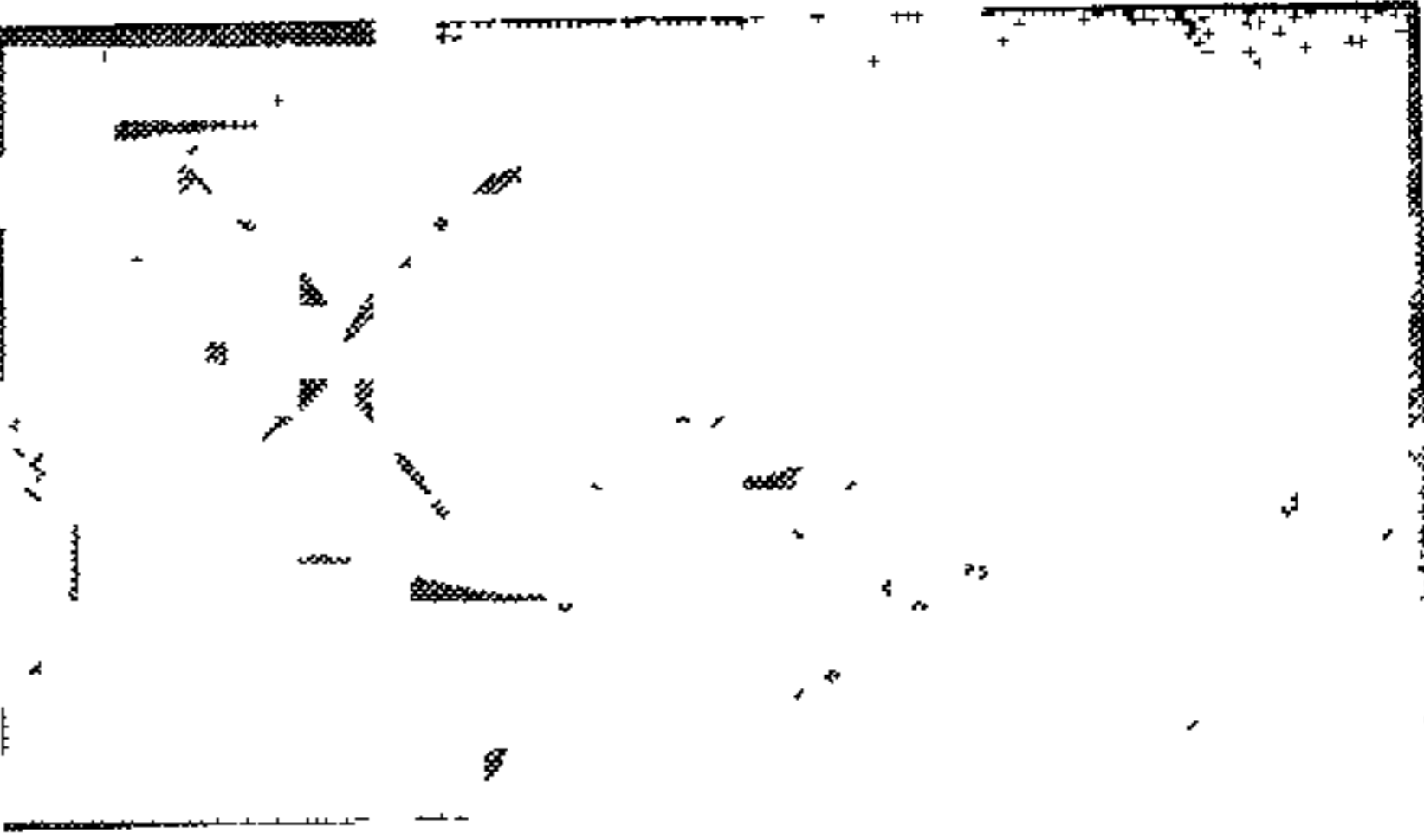
Public servants are fast becoming disillusioned with the State as a reliable and considerate employer in the labour market. — The Public Servant.

If the Government wishes to retain the credibility of its personnel corps, and their loyalty and devotion, it is essential that service conditions, in particular the remuneration package, be improved considerably by not later than April 1. — The Public Servant.

BATTLELINES ARE BEING DRAWN IN PAY ROW



P W Botha — faces a major challenge from public servants



Sam Moss — says the Public Service is an insatiable monster

NATS TO

Writers Bitter

250
Summers
16/11/82

AN act of defiance and rising militancy, South Africa's 77 000 public servants are poised to declare "open war" on the P W Botha Government by plunging the Public Service and almost every aspect of public life, into a devastating national crisis.

Frustrated, disillusioned and seething with discontent, thousands of lifelong Nationalist public servants are abandoning political loyalties and threatening to resign unless their demands for a minimum 25% salary increase are met by April 1.

"The civil service," said Mr G W Van der Veen, vice-president of the 45 000-member Public Servants' Association, "is in a state of chaos."

Mr Van der Veen, chief of the Transvaal Provincial Inspection Services, who has an unblemished 40-year record with the Public Service, warned the Government that thousands of State employees were "waiting in the wings" ready to resign in protest if the crucial wage negotiations broke down.

"You can be sure of that," he said.

This would leave the Public Service in ruins — and in its wake South Africa would be faced with the most severe crisis in its history.

But already a massive collapse of public administration has burst into the open and mounting staff shortages, running at 20 000 in more than 600 job categories, is threatening to bring a string of crucial departments to breaking point — from which South Africa and the National Party may never recover.

At a time when the Public Service is experiencing its worst staff shortages in history, hardest-hit departments — and in the view of many public servants, "on the verge of collapse" — are:

● Police — The force is undermined by about 5 000 Hundreds of policemen are still leaving and violent crime is reaching unprecedented proportions as a result.

With urban terrorism set to become the order of the day in South Africa, police stations are despatching underrmanned, and the PSA be-



By KITT KATZIN

lieves that in addition to their low basic salaries, policemen should receive at least an extra R150 a month in danger pay.

● Nursing — Wards in major hospitals have been closed throughout the country because of a growing shortage of nurses. Some hospitals will be closed completely.

According to the Department of Health's latest report, some health services are threatened with collapse, shortages of health inspectors have reached serious proportions and, as a result of the staff situation, the department is responsible, are being rendered un-

tsatisfactorily and certain services run the risk of collapsing.

At the Johannesburg Hospital only 1 017 of 2 000 available beds are being used because of the nursing crisis and at the HF Verwoerd Hospital in Pretoria, 247 of the 1 137 beds for Whites are closed.

● Prisons — Prisons built to hold 70 000 have a daily population of over 100 000. They are 40% overcrowded overall and 59% in the case of Blacks, Indians and Coloureds.

● Teaching — The Transvaal has been hard hit. Resignations from teachers last year topped 4 042 — 2 881 permanent and 1 161 temporary — and although they won a 28% salary increase recently, resignations are continuing.

High schools are still in desperate need of mathematics and science teachers and at many schools technical subjects are being abandoned because no qualified teachers are available.

Every day 75 000 Transvaal pupils miss part of their curriculum when schools opened last week, headmasters were struggling to fill hundreds of vacant posts.

The number of Black teachers will have to more than double between now

and the year 2 000 — from 95 000 to 239 000 — if South Africa's skilled manpower needs are to be met.

● Post Office — In Parliament last year the Postmaster-General, Mr Henri Bester, disclosed the Post Office had lost almost a quarter (17 000 officials) of its staff in the previous financial year.

Shortage of skilled technicians remains critical. More than 500 technicians have been recruited abroad.

In another dramatic move to break through the salary crisis, the PSA's executive committee will be asked to meet with the Minister of Finance.

There is a growing feeling among top State officials that the PSA should adopt the Wiehahn Commission recommendation that all public servants, including those employed by provincial administrations, be entitled to exercise trade union rights with the proviso that representations are submitted through arbitration rather than by striking.

The Government last year referred the Wiehahn Commission to the Com-

mission for Administration (Public Service Commission) but with the PSA now in full cry for trade union representation, the State may be compelled to act earlier.

Equally significant in this week's developments was a report by the Nationalist Press that the Minister of State Administration, Dr Andrew Treurnicht, the conservative Transvaal NP leader, had attended an emergency meeting of the Commission for Administration.

In an apparent attempt to come to the Minister's aid, Die Vrijheid said staff problems at the Public Service were receiving attention "at the highest level."

The PSA is demanding a 25% salary increase, settle for nothing less — but, according to Dr Colin Cameron, PSA president, workers feared the economic slowdown and a low gold price were being used by the State to condition them to accept 12% — which, says Dr Cameron, is "unacceptable".

It is 25% or nothing. At next week's crucial meeting, public servants are expected to decide on an April 1 deadline for pay increases, and to make it clear that the 45 000 members of the PSA are ready to stage protest gatherings throughout the country if their demands are not met.

An intensive Sunday Express investigation this week showed that the following Government departments were also fast approaching a crisis situation:

● The Department of Co-operation and Development is battling to keep up with pension applications — and the backlog is increasing by 1 000 a month.

And only 50% of the staff the department employs are suitable for the job.

● Traffic — The Transvaal Provincial Traffic Department has 50% vacancies in lower grades (Whites) and 26% for Blacks — and more senior inspectors than before are quitting.

Dissatisfaction has also broken out over Black-White salary scales — only this time it's discrimination in reverse. A White senior officer based in Pretoria earns R9 1000 a year compared to R11 000 earned by his Black counterpart in Johannesburg.

● Severe staff shortages have plagued the Department of Justice into the worst crisis it has ever faced. Of 700 authorised posts for prosecutors in South Africa, only 399 (57%) are filled by suitable staff and of the remainder, 259 (37%) are filled by unqualified staff such as administrative assistants.

Hundreds of court days will be lost this year, courts are standing empty and public prosecutors are leaving in droves for more lucrative jobs in the private sector.

● Department of Inland Revenue — Acute staff shortages mean some offices are half-staffed as private firms entice away staff with tax experience. Many taxpayers, especially in Johannesburg, will have to wait for up to three months this year before their tax assessments are posted to them.

Some are still awaiting last year's tax assessment.

In addition, the department has been unable to keep a strict check on sales tax payments because of a critical shortage of suitably qualified inspectors.

The overall shortage in the Public Service has risen in one year from 13 000 posts to 20 000, and the Minister of Manpower, Mr Fanie Botha, has admitted that certain divisions in the service are on the verge of collapse.

One aspect causing resentment within the service is that employees in quasi-government departments, like Armscor Black administration boards, statutory boards, public corporations and control boards, are paid higher salaries than government departments.

Generally, salaries in the Public Service are 50% lower than those in the private sector and according to latest reports this year's recruitment drive for more staff among school-leavers has fallen far short of last year's figure.

Well-placed sources say apartheid-style policies scores of Afrikaner public servants throughout the country have lost faith in the National Party and the Government, and in the current issue of its monthly journal, "The Public Servant", the PSA says that "while it is

true that one cannot live by bread alone, one cannot live without bread — and this is beginning to happen in the Public Service."

With the massive Public Service governing every facet of public life, day-to-day existence in South Africa could be plunged into chaos overnight.

Imagine being unable to have a faulty telephone repaired, unable to receive your pension payments, unable to receive instant medical attention, or live with inadequate police protection, traffic control, transport, education and recreational facilities.

That is what South Africans face unless the Public Service can be restored to the level of competency it maintained before the Nationalist Government recruited drive for more staff among school-leavers has fallen far short of last year's figure.

Of a Public Service

faces

of a Public Service

Nat

THE Government has failed to fulfill a 1978 pledge to streamline the Public Service and dramatically increase its efficiency.

Today, South Africa's ballooning bureaucracy — one of the biggest State machines in the world — is on the verge of collapse

Its competency has plunged to a record low because of the worst-ever staff shortage

In 1976 South Africa had 44 Government departments — more than any other country in the world. In fact twice as many as West Germany and more than treble the Japanese total. Britain had 24.

When Mr P.W. Botha was elected Prime Minister in 1978 he pledged to streamline the Public Service and announced steps in 1980 to rationalise administration in all Government institutions

He said that considerable success had been achieved in reducing and rebuilding Government departments

That much Mr Botha's Government has achieved

The departments were cut from 44 to 28 — the number of departments comprising the civil service when the Nationalists swept to power

monster's diet dries up

in 1948.

But it took them 34 years to phase out 16 departments and revert to the position they inherited from the United Party

In the intervening period, however, the Nationalists created a monstrous octopus to control apartheid-style State administration. They

also created the most over-legislated country in the world

Then came the quasi-government departments — at least 25 State corporations, 20 agricultural control boards, statutory boards, advisory boards and the provincial administrations (The Transvaal Education De-

partment, for example, has 61 departmental committees)

As Mr Sam Moss, veteran Johannesburg City Councillor, and Progressive Federal Party leader in the Transvaal Provincial Council, put it. "The Nationalists have created a monster they can no longer control

"And this monster, an insatiable machine, can only survive by being fed on heaps of manpower. That is why the civil service is breaking down — the food supplies have dried up"

What was required to salvage the civil service was to upgrade salaries, re-assess Public Service functions,

improve working conditions, revise housing and travel subsidies, upgrade educational facilities, and employ Blacks, Coloureds and Indians to beat the staff shortages

Public servants are coming out in revolt against the Government for the first time.

250

S. Express

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Sunday 1 June

The

Public service under heavy pressure to use blacks in white jobs

brain sprain

250 1275 1354

IMPORTANT areas of South African life will be stultified by the manpower crisis in the public service.

Projects vital to its growth and development are being shelved because the country does not have the officials to carry them through

The Public Service Association reports that 22 000 vacancies exist in the professional grades of the public service

The nursing crisis has led to the closure of many wards in the central hospitals in Johannesburg and Pretoria

The police are reported to be substantially under strength

Revenue collection by the tax office has been slowed up by the shortage of administrative personnel

Most critically, the all important functioning of bodies directly concerned with economic growth and efficiency such as the Board of Trade and Industries, the Competition Board and the planning branch of the Prime Minister's office is being severely hampered by professional staff shortages

Predictably the threatened breakdown in State services has evoked calls for an improvement in conditions to retain trained staff and encourage recruitment to the public service

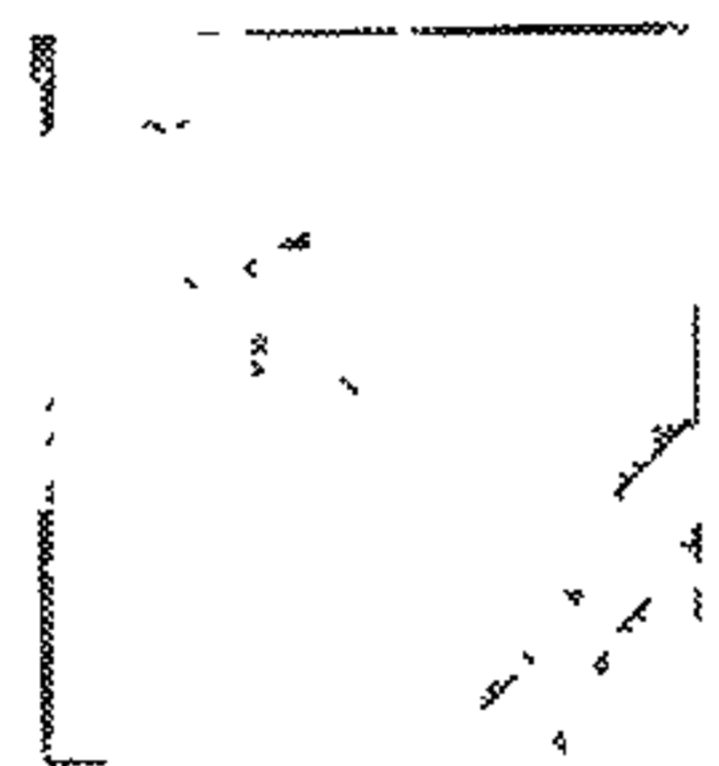
The Public Service Association is asking for a 20 percent salary increase, a structural change in civil service grading scales and additional housing relief

Already 130 000 white high-level workers (28 percent of all white high-level manpower) are in the public service

For all population groups some 40,6 percent of the high-level manpower available in the coun-

SOUTH Africa's public service is in crisis. Understaffed and allegedly underpaid, it is said to be in danger of collapse

Today, on the eve of emergency meetings and warnings of the formation of a public service trade union, a leading spokesman for the private sector looks at the effect of a sick public service on South Africa's economy and suggests some radical treatment



By Dr J C VAN ZYL

Executive Director, SA Federated Chamber of Industries

try was in the service of central and local government in 1979

There is growing pressure for the public service to follow the railways and post office which are increasingly using blacks in areas that until a few years ago were reserved for white workers

Already the railways have some 23 000 blacks doing work previously classified for whites

The Minister for the public service, Dr Andries Treurnicht, has acknowledged the need for more recruitment of coloured, Indian and black public servants

But the intention is clearly to provide promotion opportunities for them in those sections of the public service decentralised to serve the re-

spective communities directly

The recruitment of coloureds, blacks and Indians into the public service on a fully integrated basis is still a very divisive issue

For some a white and predominantly Afrikaans public service has become an important national symbol of separate development policy on a par with the Mixed Marriages Act, the Immorality Act and the Group Areas Act

Yet in a merit orientated public administration there could be no bar to the eventual promotion of blacks to senior controlling positions in the public service

The rationalisation of the public service has done little in practice to ease the manpower shortage

It has not streamlined public service functions. Instead the emphasis has been on institutional reforms building fewer and larger Government departments

The inevitable result has been to increase friction and competition for promotion at top levels in the service

Many officials are dissatisfied not so much for reasons of salary deficiencies but because of an effective downgrading of their status in the new hierarchies

At the same time the

opportunity to streamline the activities of government by avoiding duplication and weeding out inessential activities has been missed. As a result the work load has, if anything, increased

Much of the time of top officials is now spent communicating and liaising with new members of the enlarged departments in order to promote effective co-ordination

Furthermore, the manpower shortage has hit the Commission for Administration itself so that delays are hampering the appointment of much needed professionals who are being snapped up by the faster acting private sector

The vicious circle is thus complete

The only practical alternative to enlarging the public service is to change the style of government

This would mean a concerted move away from substantial discretionary powers being granted to a large powerful bureaucracy to oversee and regulate the functioning of the private sector

Of course this is fully in line with the free enterprise approach of having strong, but limited government and greater freedom of the private sector to operate within broad parameters laid down by government

What is needed is a general shift away from direct to indirect regulation through greater emphasis on non-discretionary incentives such as those recently introduced for export promotion

This approach is in the process of being extended to decentralisation and manpower training

Not only is such a change in line with government's declared intentions, but it would also be favoured by the private sector which seeks more freedom to take management decisions without having to consult large numbers of civil servants endowed with extended discretionary powers

The biggest obstacle to such a change in the style of government is ironically the programme of rationalisation of the public service itself

With the emphasis on institutional reform the process has tended to bog down in procedural ramifications and co-ordinating activities

As a result the limited quota of high-level manpower available cannot devote sufficient attention to the really crucial questions — such as which functions the public service ought to be performing and which it ought to drop

A pertinent example relates to administrative prices

Some time ago the economic planning branch was given the task of investigating all aspects of price control administered by various departments such as industries, commerce and tourism, agriculture and fisheries, and energy and mineral affairs

In addition, all subsidies such as those granted for foodstuffs, urban transport and the like were to form part of the investigation since such actions also involved government interference in pricing by the market

A first and major object of the exercise was to determine to what extent government action in influencing the prices of a wide range of goods and services was actually justified

Where such control was found on balance to serve no useful purpose it would be abolished

In remaining cases a consistent policy approach to administrative pricing would be developed

This is what functional rationalisation is all about

Unfortunately, there is a real danger that this important study will have to be shelved at least for the time being because of an acute shortage of senior professional staff in the economic planning branch

Clearly we face a fundamental dilemma

Unless there is a marked change in the style of government and a sloughing off of much unnecessary discretionary bureaucratic decision-making, important segments of the life of the country will be stultified by the manpower crisis in the public service.

South Africa simply cannot afford this

If it is to be avoided urgent attention will have to be given to directing the best brains in both the private and the public sectors to a meaningful functional, rather than a predominantly institutional, rationalisation of the public service in line with the principles of greater private sector autonomy and strong, but limited government of high quality



TALKS ON PUBLIC SERVICE SALARY CRISIS TOMORROW

By GERALD REILLY

THE Government risks chaos in some State departments if it ignores demands expected to be made after tonight's meeting of the Public Servants' Association executive in Pretoria, according to senior Government workers.

A major source of the anger simmering among the 70 000 State department workers is that during the two years of unprecedented boom conditions, when huge increases were given in the private sector, they were given "token" increases.

Last year's increase of 12% was rejected by the PSA as totally unacceptable.

The warning given then that efficiency in the service would plunge, and that breakdowns in some State services were imminent, has been shown to be well-founded.

Root causes of discontent are

- Inadequate pay levels
- The perks tax threat to what public servants claim is their only fringe benefit — subsidised housing loans
- An excessive work load because of the huge 20 000 staff shortage

(250) ~~11/1/82~~ 11/1/82

Public servants say in the good times they are told they cannot be given big rises because this would swell the money supply, and in the bad times that Government spending must be curbed because of inflation and other economic dangers.

According to Government sources the Cabinet is aware of the threat to efficiency and knows the remedies, but are prepared to apply them.

For instance giving workers a 20% increase, something less than they are demanding, would cost the Government about R400-million a year.

The Government claims the high degree of security in the public service generous medical benefits, good pensions and a big end-of-service gratuity should be incentive enough to attract staff and limit resignations.

Response

However, senior Government workers say this might have been so 30 years ago but in the current dynamic economic climate with its acute shortage of skilled workers it no longer applies.

Should the response to tonight's meeting be unusual, a general meeting of the PSA is likely to be called to dramatise the protest and decide on future action.

The more militant of the PSA membership favours some form of strike action to force the Government to meet their demands.

However, this kind of action was rejected at protest meetings after the announcement of last year's increases and is not likely to be supported by a majority of Government workers.

ARGUS 11/1/82

Vital day ⁽²⁵⁰⁾ for public servants

Argus Correspondent

PRETORIA. — A showdown between South Africa's 70 000-plus Government employees and Dr Andries Treurnicht, Minister of State Administration, is likely after a special meeting in Pretoria today

About 100 officials from all over the country that make up the executive committee of the Public Servants' Association were meeting in Pretoria to discuss the crisis in the severely understaffed public service. The meeting was called because of a petition drive by members of the PSA, spurred by fears that their salary increases will not be sufficient in the light of the state of the economy and subsequent cutbacks in Government spending

ISSUES

Vital issues like salaries, the bargaining power of the PSA and questions about the employment of coloured people were to be discussed at the meeting which was expected to be characterised by

heated debate. The meeting was expected to last more than two hours

Although some executive members were likely to propose that the PSA apply for registration as a trade union it is doubtful this proposal would be accepted

A decision on whether or not the PSA would hold a public protest meeting was also likely to be taken.

The decisions of the PSA will be sent to the Commission for Administration and a copy will also be sent to Dr Treurnicht

Public Service Worries Unions

By Tony Davis
Labour Reporter

Independent trade unions trying to make inroads into the public service are running into seemingly insurmountable problems

There are two problem areas in the public service which especially worry them — the railways and the post office

The trial of more than 50 former post office workers resumes at the Port Elizabeth Magistrate's Court this week

The workers were involved in a strike at two post office yards in October and are being charged under Section 10(a) of the Riotous Assemblies Act for intimidation

About 180 workers were fired as a result of the strike and union organisers of the General Workers Union of South Africa (Gwusa) said management had blocked their attempts to organise workers

COMMITTEES

Four Soweto post office workers who were apparently attempting to organise their colleagues were held under Section 6 of the Terrorism Act for almost seven months last year

At present there is no trade union representation for black post office staff but only a system of liaison committees

A spokesman for the post office said the department would help 'in any way possible' if black staff decided to form an association or trade union

"Black staff can at any time decide to form a staff association or trade union, whether registered or unregistered, to promote their interests," the spokesman said

There are already coloured and Indian staff associations in the post office

SUSPICION

But in light of detentions and court cases unions are suspicious of Government intentions towards them organising in the post office

The South African Transport Services, which includes the railways, harbours and airways, holds a strict, straightforward view towards trade union activity

There was nothing to prevent black workers in transport services from joining trade unions, according to a railways spokesman, but management would not negotiate with them

'Management will only negotiate with the staff association for black employees of the South African Transport Services, which is a registered and recognised trade union which already has a membership of more than 50 000,' the spokesman said

STANCE

The Transport Services' stance on trade unions will come under growing fire as unions begin to claim greater and greater membership among black workers

At the end of last month a GWU organiser was arrested by railways police for distributing pamphlets on a train at Addo in the Eastern Cape

There are legal restrictions on strikes in essential services such as the transport industries and so the workers' strike weapon is effectively curtailed

But organising among post office and transport workers by independent trade unions is inevitable and management face the likelihood of having to re-examine industrial relations systems.

Public
Star
SERVICE
WORRIES
UNIONS

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Pay Demands ⁽²⁵⁰⁾ ^(25%) ^{Star} ^{12/11/82} Could Hit Budget

Chief Reporter

The Government will have to curtail the budgets of some departments if the Cabinet decides to accommodate the 25 percent pay demand made by the Public Servants' Association last night.

This caution was sounded today by Dr Jooop de Loor, the Director General of Finance, after an emotional meeting of the PSA executive in Pretoria, at which the Government was given three years to put public service salaries on a par with those in institutions such as the Post Office and Railways and in the private sector.

The PSA is demanding a 25 percent increase from April 1 when this year's Budget takes effect.

Last night's meeting also resolved to inform the Commission for Administration that officials were no longer prepared to bear the

added burden of longer working hours — which had been caused by the large number of vacancies — without additional compensation.

But Dr de Loor said guidelines for the Budget had already been set by the Cabinet late last year. Any unplanned salary increases for public ser-

vants would force the Cabinet to reconsider Budget priorities. This could make inroads into budgets of some State departments which had already

been given a rough idea of what funds to expect. It has been estimated that every percentage point pay rise for public servants will add

Transport workers likely to receive increases of 15 pc

Labour Reporter

About 100 000 workers in the public sector will receive pay increases of at least 15 percent this year.

The increases will affect white workers in South Africa's railways, harbours and airways. Their coloured and black colleagues who are not on the same wage scales are likely to receive slightly higher increases.

The Minister of Transport Affairs, Mr Schoeman, recently held talks on increases with staff associations and unions for workers in the transport services.

Worker sources said the Minister met the associations individually and assessed their wage demands.

From these demands Mr Schoeman had arrived at the figure of 15 percent.

The figure is apparently an average of the different demands. Some of the associations had expected lower increases.

It is believed that demands for much higher increases from the Public Servants' Association in the Public Works Ministry prompted Mr Schoeman to meet the transport workers' wage demands.

The Government is seen as unwilling to move much beyond the 15 percent figure for public servants in the various budgets which will be presented in the first session of Parliament in Cape Town this year.

Coloured and black workers in the transport services will probably receive a 17.5 percent increase to help close the wage gap between them and their white counterparts.

Officials of the transport associations and unions who met Mr Schoeman are expected to report back to their executives to obtain approval of the increases.

Mr Schoeman is unlikely to make the increases public until the Railway Budget is presented in Parliament.

R40 million to the State Budget. The Government is believed to have budgeted for a 15 percent pay increase. Meeting the 25 percent demand would therefore add about R40-million to the proposed salary bill.

The Minister of State Administration, Dr Treurnicht, said the Cabinet would consider the PSA's representations.

He would not comment on whether it was too late for the Government to build the latest pay demands into the Budget but said preparing the Budget was a lengthy process.

The Cabinet holds its first meeting of the year next week.

The PSA will discuss further action on February 8 if it does not receive a satisfactory response from the Commission for Administration by February 5.

Public servants want 25 pc rise

ARGUS
12/11/82
250

Argus Correspondent

PRETORIA. — The Public Servants' Association has given the Government three years to put their salaries on a par with the private sector and other Government institutions.

This was one of the decisions taken at an extraordinary meeting of the executive of the PSA in Pretoria last night.

It was attended by almost all of the executive members who represent 38 districts throughout the country.

Office bearers at the meeting apparently had their hands full trying to calm feelings and to persuade members to take restrained action after emotional outbursts and calls for drastic action were made.

Other decisions taken by the PSA executive were that:

Negotiations

● The Board of Directors continue its negotiations for the granting of satisfactory salary adjustments from April 1 this year using 25 percent as the basis in spite of the climate of money scarcity.

The Government must also initiate a programme to put central government service salaries and service benefits in a competitive position with other government institutions and the private sector from the beginning of 1982/83 financial year and over a maximum period of three years.

● The executive committee consider further steps at its meeting on February 8 this year if satisfactory answers have not been received from the Commission for Administration before or on February 5.

The Government would have to curtail the budgets of some of its departments if the Cabinet decided to accommodate the 25 percent pay demand made by the Public Servants' Association.

This caution was sounded today by Dr Joop de Loor, the Director-General of Finance, after last night's emotional meeting of the PSA executive.

Dr de Loor said rough guidelines for the budget had already been set by the Cabinet late last year.

'Massive resignations unless civil servants' demands are met'

By CHARMAIN NAIDOO

IF civil servants do not get the 25% increase in salaries they want, then massive resignations can be expected, the vice president of the Public Servants' Association, Mr Gerrit van der Veen, said today.

At present there are about 17 000 vacancies in the public service none of which have been filled for the last year.

"It all comes down to one word - pay," Mr Van der Veen said in an interview today.

He complained that the civil service lost large numbers of workers to the private sector and to municipalities every year and that low pay meant that recruitment was poor.

The proposed increases were not based on the consumer price index but on a comparative look at the salaries earned in the private sector and by employees of the Post Office and the railways.

"If we look at the average salary paid for the same kind of work performed, an official in the public service gets between

30% and 34% less than in the private sector," Mr Van der Veen said.

In specific groups such as motor mechanics and electricians the difference is as high as 60%.

An association clerk who asked not to be named said today that clerical assistants in the public service earned R4 470, while his counterpart in the Post Office which comes under a separate administration earned R7 900.

Mr Van der Veen said his organisation had called for an immediate 25% increase in salaries from April 1 and demanded that the Government meet the existing backlog over a three-year period.

He said it was a fallacy that civil servants got large housing subsidies.

"Only about 29% of all civil servants receive housing subsidies because only married property owners are allowed to make use of this scheme," he said.

Mr Van Der Veen said there had been an improvement in the housing subsidies for civil servants last October.

But we are pressing for subsidies in rent as well (considering our people are so poorly paid, it is impossible for them to afford the ever increasing prices asked for houses and flats today," he said.

His organisation had made representations to the Government and hoped that something will be done about it soon.

He said that the public service spent a fortune training workers who leave immediately the training is finished.

"Take traffic officers for example. We train them for three months and they leave immediately to work for municipalities where they earn between R4 000 to R6 000 a year more," he said.

If the Government does not meet the pay increases, Mr Van der Veen said there would be massive resignations from the service.

He added that because of the large number of vacancies most public servants did the work of three people which decreased efficiency and caused annoyance among the public.

13/11/82
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Public servants warn Govt on pay

By GERALD REILLY

THE executive of the Public Servants Association called on the Government last night for basic increases of 25% from April 1 in spite of the shortage of State funds

The executive warned that frustration and defeatism in the service, because of inadequate pay levels, was a threat to efficiency in State departments

The extraordinary meeting of the executive was attended by 94 members representing 38 branches of the association from all parts of the country

Demands

Emotional demands were made for drastic action and the chairman Mr G W van der Veen and his senior officials had their hands full maintaining order

The meeting virtually presented the Government with an ultimatum

In a statement after the meeting Mr Van der Veen said if satisfactory answers to the questions raised at the meeting were not received from the Commission for Administration before February 5 further action would be considered by the executive at its meeting on February 8

Roots

According to a statement issued after the meeting root causes of the widespread dissatisfaction in the service were

- In the midst of a climate of general prosperity public servants were becoming poorer because of inadequate salaries
- They were unable to carry out their functions fully because of the serious shortage of staff

Commission replies to PSA queries

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Star 13/1/82

Our Correspondent

The Commission for Administration has undertaken to follow up and supply the Public Servants' Association with an answer to queries that came out of the PSA's extraordinary meeting in Pretoria on Monday.

A statement by the chairman of the commission, D. P. S. Rautenbach, said decisions taken at the special meeting of the extraordinary executive meeting of the PSA were handed to the commission yesterday.

The commission supplied the general manager of the PSA with a written reply after the PSA's decisions had been studied.

It read: "I would like to inform you that the commission has already made a thorough study

of the contents of the decision of your executive committee and has instructed me to inform you that at this stage he has taken cognisance thereof.

"The matter will now be followed up and you will be supplied with an answer as soon as possible, considering the fact that your executive committee will meet again on February 8.

APPRECIATION

"The commission has also directed me to inform you that it is with appreciation that he has taken cognisance of the responsible way in which the decisions were taken. This conduct is not only a credit to your association it also reflects the professionalism of the public servants' corps."

"One decision taken by the PSA executive was that 'The commission' for Administration be asked to speed up and complete its investigation into and recommendations about a system of collective bargaining for government officials in consultation with the PSA."

MP's fight

KANO—Fighting broke out in the Kano State House of Assembly yesterday after a motion was passed that allegations of improper conduct by some members be investigated, the Nigerian news agency Nana reported today — Reuters

Mail Reporter

IF PUBLIC servants were to get pay increases in excess of those broadly approved by the Cabinet, Budget priorities — already determined — would have to be substantially reshuffled

Pretoria sources said increases in the public sector state departments — the post office and railways — were expected to average about 15 percent

The Director-General of Finance, Dr Joep de Loor, has refused to comment on the extent of the increases, or the total amount involved

But any new significant expense would be disruptive, he said

It is understood that some railway staff associations have already been told by the Minister of Transport their increases would amount to 15 percent

And it is Government policy to make increases uniform throughout the public sector

Inflationary

The only alternative, Dr De Loor said, was to finance any additional increases by widening the tax base, or by creating money — which would be inflationary

The Minister of State Administration, Dr Andries Treurnicht, said the public service could rest assured the Government would only consider what was best for its workers

The report of the Commission for Administration on Salary Structures had been completed at the end of last year and certain recommendations would soon be considered by the Cabinet

Meanwhile, the General-Manager of the Manpower and Management Foundation, Mr R I Marsden, said 25 percent increases would not necessarily solve the public sector's staff problem

The private sector used salary levels in the service as a bench mark, and demands for similar increases would follow, he said

In itself, a 25 percent rise for government workers would be highly inflationary, and would be aggravated further by related increases in the private sector, and would also burden the taxpayer

Mr Marsden said the public service should look to black workers to relieve staff pressures. Increasing numbers of black graduates on the labour market could be taken into the service

THE public sector salary and wage bill will rise by more than R1 000-million a year if the Government submits to the demand of the Public Servants Association for increases of 25 percent from April 1.

However the Cabinet is likely to reject the demand, made at a special meeting of the PSA executive on Monday night, and a serious clash seems unavoidable, according to Pretoria sources.

The demand was accompanied by an ultimatum unless satisfactory replies were received from the Commission of Administration by February 5, the executive would meet again on February 8 to discuss how to put pressure on the Government

The 25 percent demand and other decisions taken at the meeting were conveyed to the chairman of the Commission for Administration, Dr Piet Rautenbach, in Pretoria yesterday

Outbursts

Monday night's meeting was marked by angry outbursts from frustrated public servants at the Government's indifference to their plight

However it is understood that there is little hope of the Government agreeing to rises of more than 15 percent, except in special circumstances

Cost

If the Cabinet does agree to a 25 percent raise, the earnings of railway and post office workers would have to be raised to the same extent at a cost of more than R1 000-million

The 270 000 railway workers earn about R1 500-million a year the 78 000 Post Office workers R420-million 330 000 central Government workers, including prisons, SADF and police personnel, R1 400-million and the 250 000 provincial department workers nearly R1 000-million

So it looks like 15 percent and no more for public servants

This would just cover inflation, and would leave untouched what public sector workers claim is a huge pay backlog accumulated over the past 20 years

Drastic

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13/1/82

At Monday night's meeting demands were made for drastic action to compel the Government to make realistic pay adjustments

These included "soft" strike action like working to rule, and countrywide protest meetings

Government workers have also demanded that they be given a bigger and more direct say in salary negotiations, and that the lower grades be given big pay rises

RAND DAILY MAIL, Wednesday, January 13, 1982

'Pay rises upsets Budget'

Public servants ask for R1 000m

(250)

(~~124~~)

Prudence or pay?

FM 15/1/82

250

The disarray being caused in the public service by government's prudent financial policies should not be misunderstood. It is the inevitable crunch after three years in which resources have been released to the private sector.

Of course, the reduced financial resources of the country at present will make it difficult for Finance Minister Owen Horwood to continue to release resources in his forthcoming Budget at the rate of recent years. For that reason any erosion of what has been done so far must be avoided at all costs.

A 25% pay increase to civil servants this year would most certainly be a serious setback to that policy. It is something the country simply cannot afford at present.

It would also fly in the face of the efforts made by the Prime Minister, P W Botha, to rationalise the civil service at its highest levels. In fact, by holding public revenue pay scales at present levels, government would be implementing a further — and crucial — phase of that policy.

Indeed, by doing so, it would be using the price mechanism to encourage more civil servants to move into the private sector where there is an enormous demand for skills and where they are likely to be more productive.

Of course, an inevitable short-term consequence will be a reduction in the quality of some of the essential services which only government can provide. For the more able civil servants will be the first attracted to the business world. That is the price to be paid for government's using the civil service for its own political and social ends over the past 30 years. It cannot be avoided.

But the longer-term efficiencies should outweigh disadvantages such as that. Apart from encouraging private enterprise to take on more of the services provided by government — and provide them more efficiently — it will inevitably lead to de-regulation.

The mass of laws that regulate the lives of the blacks will simply have to be repealed. For instance, if white provincial hospitals were opened to black nurses, not only would the shortage of nurses in them be overcome, but it would be done almost instantly. In



Finance Minister Horwood freeing resources

Certainly it is going to mean some disruption. But that is a negative way of looking at a policy that ultimately will be of great benefit to the country in general.

Rather, any shortfall in the services provided by the State should be seen as an

enhanced opportunity for private enterprise. In addition, it will inevitably lead to a beneficial erosion of the colour bar in the public sector. The country's manpower resources will then be more productively and gainfully employed.

addition, the Group Areas laws that prevent black nurses from moving to white areas where their services are needed will have to be reformed. As the bureaucracy has grown over the years, there has been an increased tendency to regulate the lives of both blacks and whites. It has led to massive over-regulation which has inhibited the provision of essential services commensurate with economic and social needs. And it has created an army of non-productive civil servants to administer a bureaucratic monster.

Take housing, for instance. The level of building standards applied to black housing has been far above what was really necessary — either for public safety or health. The result is a massive backlog in the provision of adequate black houses.

Whites have not escaped the same tendency. In order to get a white township proclaimed, developers have to deal with numerous government departments and sometimes have to wait years for approval. A great deal of this red tape is not caused by technical necessity, such as the need for geological tests or adequate provision of services. Those are necessary precautions. Instead, it is caused by the need to comply with race classification and living requirements. That type of regulation must go. It must have an impact on housing prices.

Needless to say, the greater the de-regulation, the less need there will be for civil servants and the lower will be the burden of their pay on the public purse.

A further beneficial consequence of reduced centralised regulation will be a tendency towards the decentralisation of government. This should enhance government's constitutional ambitions to give each race greater autonomy over its own domestic affairs.

Of course, it is not only the civil service as such that needs to be reduced in scope and opened up to other races. There are at least 50 government agencies that need examination. Many should become redundant as de-regulation and de-control progress.

They include the Banana Control Board, Decentralisation of Industry Board, Egg Control Board, Electricity Control Board, Foskor, Geological Survey, National Transport Commission and Satour, to name but a few. In some instances appointments to agencies such as these have provided pension supplements for retired civil servants — another impost on the public purse.

But capitulating to public service pay demands will not only set back government's long-term policy of releasing resources to business. If estimates are correct that every 1% rise in pay adds about R40m to the State budget, then a 25% increase will require immediate tax increases to keep the deficit before borrowing within reasonable bounds.

To raise taxes at a time when the economy is unable to produce sufficient goods to meet demand, as the high level of imports indicates, will increase inflationary pressures. It will discourage supply further at a



Nurses . . . an artificial shortage

time when demand is high and likely to be boosted by the higher pay for civil servants.

Nor should it be taken for granted that all civil servants are poorly paid and have not received regular increases. Considering very material housing perks and security of tenure, many cannot be said to be badly off. Moreover, as their service mounts and they are promoted, they move up through higher pay scales.

Nor should civil servants' threats of "soft" strike action be taken seriously. That is just the sort of provocation that could lead to a tougher resolve in Pretoria to reduce and reform the public service. And the record of civil servants in Britain and the US should be a salutary reminder of what a determined government can withstand.

But that is not to suggest that government itself shouldn't adopt policies aimed at easing the painful consequences of its policy of resources transfer. It could actively dispose of some of the services it provides and encourage private enterprise to take them on. It could review the laws that reduce labour mobility. It could introduce differentiated pay scales for those specialist civil servants most in demand. It is quite ridiculous, for instance, that all directors general, be they of health, sport or finance, receive the same remuneration.

There can be little doubt that the sooner the public service is reduced and reformed, the better both for the country in general and public servants in particular. Those that provide essential services — such as health, justice and defence — will automatically be in an enhanced position.

Nor should there be any doubt that to pour many millions into civil servants' pockets now will be retrogressive. It will stunt economic and social reform and encourage inflation without any guarantee that State services will improve. In fact, it would simply pile up problems for the future.

250

Post

16/1/82

Public servants defy Govt

IN an act of defiance and rising militancy, South Africa's 77 000 public servants are poised to declare "open war" on the P W Botha Government by plunging the public service, and almost every aspect of public life, into a national crisis.

Frustrated, disillusioned and dissatisfied, thousands of lifelong Nationalist public servants are abandoning political loyalties and threatening to resign unless their demands for a minimum 25% salary increase are met by April 1.

"The civil service," said Mr G W van der Veen, vice-president of the 45 000-strong Public Servants' Association, "is in a state of chaos."

Mr Van der Veen, chief of the Transvaal Provincial Inspection Services, who has an unblemished 40-year record with the public service, warned the Government this week that thousands of State employees were "waiting in the wings" ready to resign in protest if the crucial wage negotiations broke down.

"You can be sure of that," he said.

This would leave the public service in ruins — and in its wake South Africa would be faced with the most severe crisis in its history.

But already a massive collapse of public administration has burst into the open, and mounting staff

shortages, running at 20 000 in more than 600 job categories, is threatening to bring a string of crucial departments to breaking point — from which South Africa and the National Party may never recover.

At a time when the public service is experiencing its worst staff shortage in history, hardest-hit departments — in the view of many public servants they are "on the verge of collapse" — are

● **POLICE** — The force is undermined by about 5 000 Hundreds of policemen are still leaving and violent crime is reaching unprecedented proportions as a result.

With urban terrorism set to become the order of the day in South Africa, police stations throughout the country are desperately understaffed, and the PSA believes that in addition to their low basic salaries, policemen should receive at least an extra R150 a month danger pay.

● **NURSING** — Wards in major hospitals have been closed throughout the country because of a growing shortage of nurses. Some hospitals will be closed completely.

According to the Department of Health's latest report, some health services are threatened with collapse, shortages of health inspectors have reached serious proportions, and, as a

result of the staff situation, essential services for which the department is responsible are being rendered unsatisfactorily and certain services run the risk of collapsing.

● **PRISONS** — Prisons built to hold 70 000 have a daily population of over 100 000. They are 40% overcrowded overall and 59% in the case of blacks, Indian and coloureds.

● **TEACHING** — The Transvaal has been hardest hit. Resignations by teachers last year topped 4 042 — 2 881 permanent and 1 161 temporary — and although they won a 25% salary increase recently, resignations are continuing.

The number of black teachers will have to more than double between now and the year 2 000 — from 95 000 to 239 000 — if South Africa's skilled manpower needs are to be met.

● **POST OFFICE** — In Parliament last year the Postmaster-General, Mr Henri Bester, disclosed that the Post Office had lost almost a quarter (17 000 officials) of its staff in the previous financial year.

There is a growing feeling among top State officials that the PSA should adopt the Wiehahn Commission recommendation that all public servants, including those employed by provincial administrations, should be entitled to exercise trade

By KITT KATZIN

union rights with the proviso that representations are submitted through arbitration.

The Government last year referred the Wiehahn Commission for Administration (the former Public Service Commission), but with the PSA now in full cry for trade union representation, the State may be compelled to act earlier.

Equally significant was a report in the Nationalist Press that the Minister of State Administration, Dr Andries Treurnicht, the conservative Transvaal NP leader, had attended an emergency meeting of the Commission for Administration.

In an apparent attempt to come to the Minister's aid, Die Vaderland said staff problems in the public service were receiving attention "at the highest level".

The PSA is demanding a minimum 25% salary increase — "we'll settle for nothing less" — but, according to Dr Colin Cameron, PSA president, workers feared the economic slowdown and a low gold price were being used by the State to condition them to accept 12% — which, says Dr Cameron is "unacceptable".

An investigation this week showed that the following Government departments are also fast approaching a crisis situation.

● **The Department of Co-operation and Development** is battling to keep up with pension applications — and the backlog is increasing by 1 000 a month. And only 50% of the staff are suitable for the job.

● **Traffic** — The Transvaal Provincial Traffic Department has 50% vacancies in lower grades (whites) and 26% for blacks — and more senior inspectors than before are quitting.

Dissatisfaction has also broken out over black-white salary scales — only this time it is discrimination in reverse. A white senior officer based in Pretoria earns R9 109 a year compared to R11 000 earned by his black counterpart in Johannesburg.

● **Severe staff shortages** have plunged the Department of Justice into the worst crisis it has faced. Of 700 authorised posts for prosecutors in South Africa, only 399 (57%) are filled by suitably and legally qualified staff and of the remainder, 259 (37%) are filled by unqualified staff such as administrative assistants.

Hundreds of court days will be lost this year, courts

are standing empty and public prosecutors are leaving in droves for more lucrative jobs in the private sector.

● **Department of Inland Revenue** — Acute staff shortages mean some offices are half-staffed as private firms entice away staff with tax experience. Many taxpayers, especially in Johannesburg, will have to wait for up to three months this year before their tax assessment is posted to them. Some are still awaiting last year's tax assessment.

In addition, the department has been unable to keep a strict check on sales tax payments because of a critical shortage of suitable qualified inspectors.

The overall shortage in the public service has risen in one year from 13 000 posts to 20 000, and the Minister of Manpower, Mr Fanie Botha, has admitted that certain divisions in the service are on the verge of collapse.

One aspect causing resentment within the service is that employees in quasi-government departments, such as Armscor, black administration boards, statutory boards, public corporations and control boards, are paid higher salaries than government departments.

Generally, salaries in the public service are 35% lower than those in the pri-

vate sector. According to latest reports, this year's recruitment drive for more staff among school-leavers has fallen far short of last year's figure.

Well-placed sources say scores of Afrikaner public servants throughout the country have lost faith in the National Party and the Government, and in the current issue of its monthly journal, The Public Servant, the PSA says that "while it is true that one cannot live by bread alone, one cannot live without bread — and this is beginning to happen in the public service".

With the massive public service governing every facet of public life, day-to-day existence in South Africa could be plunged into chaos overnight.

Imagine being unable to have a faulty telephone repaired, unable to receive your pension payment, unable to receive instant medical attention, or live with inadequate police protection, traffic control, transport, education and recreational facilities.

That is what South Africans face unless the public service can be restored to the level of competency it maintained before the Nationalist Government deemed it necessary to convert the service into a "ballooning bureaucracy" to administer its duplicate apartheid-style policies.

Govt is accused of labour abuse

By PETER MALHERBE

THE GOVERNMENT has been called 'the greatest exploiter of labour in South Africa' in a hard-hitting article in *Die Staatsinplaas*, the official magazine of the Public Servants Association of South Africa.

The article compares public service salary conditions in South Africa to those in socialist countries and with the plight of labour in 19th Century Britain.

The article - written by the head of the Department of Economics at the University of the Witwatersrand Prof D J Botha - appears in the January edition of the monthly publication.

Copies of the magazine will reach the 70 000 State department workers this week - a week in which the public service salary row is expected to reach new heights.

Last week the executive of the Public Servants Association called on the Government to grant 25 percent basic salary increases and warned that frustration and deterioration was rife in the service because of inadequate pay threatening efficiency in State departments.

The article says that the Government's economic theory has been deficient.

The Government has always believed the article claims that public service salaries should play the role of a stabiliser in a process of inflation.

The result has been that the Government has emerged as the greatest exploiter of labour of all employers in this country.

The article titled 'Public sector remuneration and the economy' says that public sector incomes in South Africa are determined through a slow and cumbersome process, which by any standards can only be regarded as obsolete.

And the persons whose incomes are so determined have virtually a zero bargaining position vis-a-vis the authorities, a situation which is very similar to those in socialist countries.

~~PSA~~

250

Sunday Times 17/1/82

Unions

In Western democracies public service employees are organised in white collar unions which give them a far greater say in affairs that affect their material well being than is the case in South Africa where the unions are not allowed writes Prof Botha.

The South African public sector is forced into a picture reminiscent of the subservient relationship of labour to employers in 19th Century Britain.

Spokesmen for the Public Servants Association were reluctant to comment on the article yesterday.

Vice president Mr G W van der Veen said he had not yet read the article and could not comment.

The PSA chairman Mr F Brenkman said that the association policy was that only the president or vice-president made Press statements.

He said that the president Mr C M Cameron was overseas at present.

The article claims that the root of the personnel crisis in the public service is the fact that public servants did not share in the national increase in wealth of the 70s.

'Certain groups of people have benefited greatly from this wealth increase but public sector employees was however, nil.'

The article blames the Government for allowing this to happen.

Govt's plan to trim State jobs has failed

ROM 16/1/82 Mail Reporter (250)

THE rationalisation of the country's vast bureaucratic machine has failed in one of its major aims -- a thinning out of State department posts.

Although the number of departments has been decreased to 22 the total number of posts has increased.

Government sources in Pretoria concede that a major reason so large a proportion of the country's scarce white manpower works for the State is apartheid with its tangle of laws which have to be administered and enforced.

Thousands are employed in the departments of community development co-operation and development, education and training, and the coloured and Indian affairs divisions of the Department of Interior.

According to figures published at the weekend the number of posts in State departments have actually increased since 1978 by nearly 5 500 to 79 672.

Apartheid laws get the blame

Part of the reason for the huge 20 000 staff shortage in the State departments is the fact that the number of posts continues to expand.

In the boom climate of the past three years, with better paid jobs available in the private sector, the number of appointments to the service has fallen far short of what was needed to compensate for the high resignation rate.

In 1974, according to the figures, 1 445 men resigned. By 1980 this had risen to 2 505 -- mainly because of the lure of the private sector.

A few weeks ago the Minister of Manpower Utilisation, Mr Jano Potho, admitted that the critical staff shortage threatened to roll down in some State departments.

At the root of the problem is the wide pay gap between the public and private sectors.

Senior State workers say they realise the Government cannot win the pay race with the private sector, but they add the gap could be substantially narrowed.

And if the Government rejects the demand for a basic 25% increase submitted to it after an emergency meeting of the executive of the Public Servants' Association last week resignations will continue.

The Commission for Administration has promised to respond to the grievances of the P.S.A. by February 5.

The crisis is not only in the State departments. The country has been fighting a teacher and nursing shortage for the past four years. And the reason is the same -- inadequate pay levels.

Last year the Post Office revealed that almost a quarter of its staff -- nearly 14 000 -- had resigned in the previous year.
O See Page 8

Handwritten notes in a large oval:
* Minister of Manpower Utilisation
Mr Jano Potho

Handwritten note in an oval:
O See Page 8

Handwritten note in an oval:
Post

Handwritten note in an oval:
Apartheid

Handwritten note in an oval:
Market
Improvement

Fewer state departments but more jobs

250

D. Dispatch
18/1/82

JOHANNESBURG — The rationalisation of the country's vast bureaucratic machine has failed in one of its major aims — a thinning out of state department posts

Although the number of departments has been decreased to 22 the number of posts has increased

Government sources in Pretoria concede that a major reason why so large a proportion of the country's scarce white manpower work for the state is the apartheid policy with its tangle of separatist laws which have to be administered and enforced

Thousands are employed in the Departments of Community Development, Co-operation and Development, Education and Training and the Coloured and Indian Affairs Divisions of the Department of Interior

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In 1978, according to the figures, 1 446 men resigned. By 1980 this had risen to 2 595 — mainly because of the lure of the private sector

A few weeks ago the Minister of Manpower Utilisation, Mr Fanie Botha, admitted that the critical staff shortage threatened breakdowns in some state departments

At the root of the problem is the wide earnings gap between the public and private sectors

Senior state workers say they realise the government cannot win the pay race with the private sector but they believe the gap could be narrowed substantially

And if the cabinet rejects the demand for a basic 25 per cent increase submitted to it after an emergency meeting of the executive of the Public Servants' Association last week, resignations will continue

And despite the slowing down of the economy and what the government hopes will be a weakening of the attraction of the private sector, the resignation rate may even rise according to senior government workers

The Commission for Administration has promised to respond to the grievances of the PSA by February 5

If the response is unacceptable, the executive, which meets again on February 8, will consider further action

The crisis is not only in the state department. The country has been fighting a teacher and nurse shortage for the past four years. The reason is the same — inadequate pay

Last year the Post Office revealed that almost a quarter of its staff — nearly 17 000 — had resigned in the previous year

The PSA has stressed repeatedly that a great part of the crisis lies in the low starting salaries in government service. It has asked the government to give a particular priority to this problem

For instance, a typist with matric starts at R350 a month, rising to R432 a month after four years' service. Starting salaries in the private sector in this category are 30 per cent to 40 per cent higher. With a few exceptions starting salaries for men are no better

Under these conditions senior government workers say the staff crisis in the service can only become more serious — DDC

Urgent decision on civil servants

Cape Times 19/1/82 (250)

Own Correspondent

percent

PRETORIA — The Cabinet is expected to give urgent priority to a decision on the Public Servants Association's claim for 25 percent increases at its meeting in Cape Town today

The government is seriously concerned about the threat to efficiency in the State departments because of the staff-shortage, but, it was pointed out, not so concerned that at a time when central government funds are at a low level and the revenue prospects for the coming financial year grim, it would agree to unprecedented increases of 25

The Cabinet meeting will continue tomorrow and Thursday according to a spokesman in the Prime Minister's office

The Public Servants Association has given the commission for administration until February 5 to respond to a number of proposals, including the 25 percent pay demand

It is understood that a decision has already been taken to grant increases of about 15 percent and, according to Pretoria sources the Cabinet is likely to reject "with little discussion" the demand for 25 percent

Boost for SA sports boycott

By RICHARD WILKER

NEW YORK — Top sports boycott strategists, Dr. Richard Lapchick is to have a powerful new base for his operations against South Africa.

He has been appointed director of Southern African Programmes for the Phelps Stokes Fund, a prestigious, 100-year-old organisation based in New York, which helped establish the South African Institute of Race Relations about 50 years ago.

His duties will be to promote a cultural and sports boycott of South Africa, and seek to "diminish the incredible degree of ignorance about South Africa," he said.

He will run seminars attracting personalities from Africa's black national movements to the US media, and to decision-makers in US foreign policy.

Milds

Dr Lapchick will be co-author of a regular column for such US newspapers, and to run an Emergency Committee for African Refuges, which aims at helping political exiles.

Mr Lapchick chairs the American Co-ordinating Committee for Equality in Sport and Society (Access), and through it has directed a campaign against all sports contact with South Africa. He has previously taught at Virginia university, and held various consultant jobs with the United Nations.

Cabinet (250) (127) (204) 19/1/82 to decide on pay hike of 25 percent

THE Cabinet is expected to give urgent priority at its meeting in Cape Town today to a decision by the Public Servants' Association's that public servants be given increases of 25 percent.

The Government is seriously concerned about the fact that the 20 000 staff shortage in State departments could lead to inefficiency.

By GERALD KELLY

A spokesman for the Prime Minister's office said the Cabinet meeting will conclude tomorrow and on Thursday.

The Cabinet is also expected to take a decision on a request by the Medical Association of South Africa that doctors' fees be increased by 6 percent.

A decision has to be taken before the end of the month. The Minister of Health, Dr L. A. P. A. Murrain, is given a statutory three months to respond to the demand, which was made at the beginning of November.

This would be the second increase in five months. Doctors' fees were raised by 9 percent in September.

The Public Servants' Association has given the Commission for Administration until February 5 to respond to a number of proposals including the 25 percent pay demand.

Student's Secrets Case held in camera

Mail Reporter

THE Official Secrets Act case against a student was heard in camera when it started in the Johannesburg Regional Court yesterday.

Mr Benjamin David Greyling, 20, a final year BA student at the University of the Witwatersrand, pleaded not guilty before Mr P A J Kotze.

An application by the State that proceedings be held in camera was granted by the magistrate.

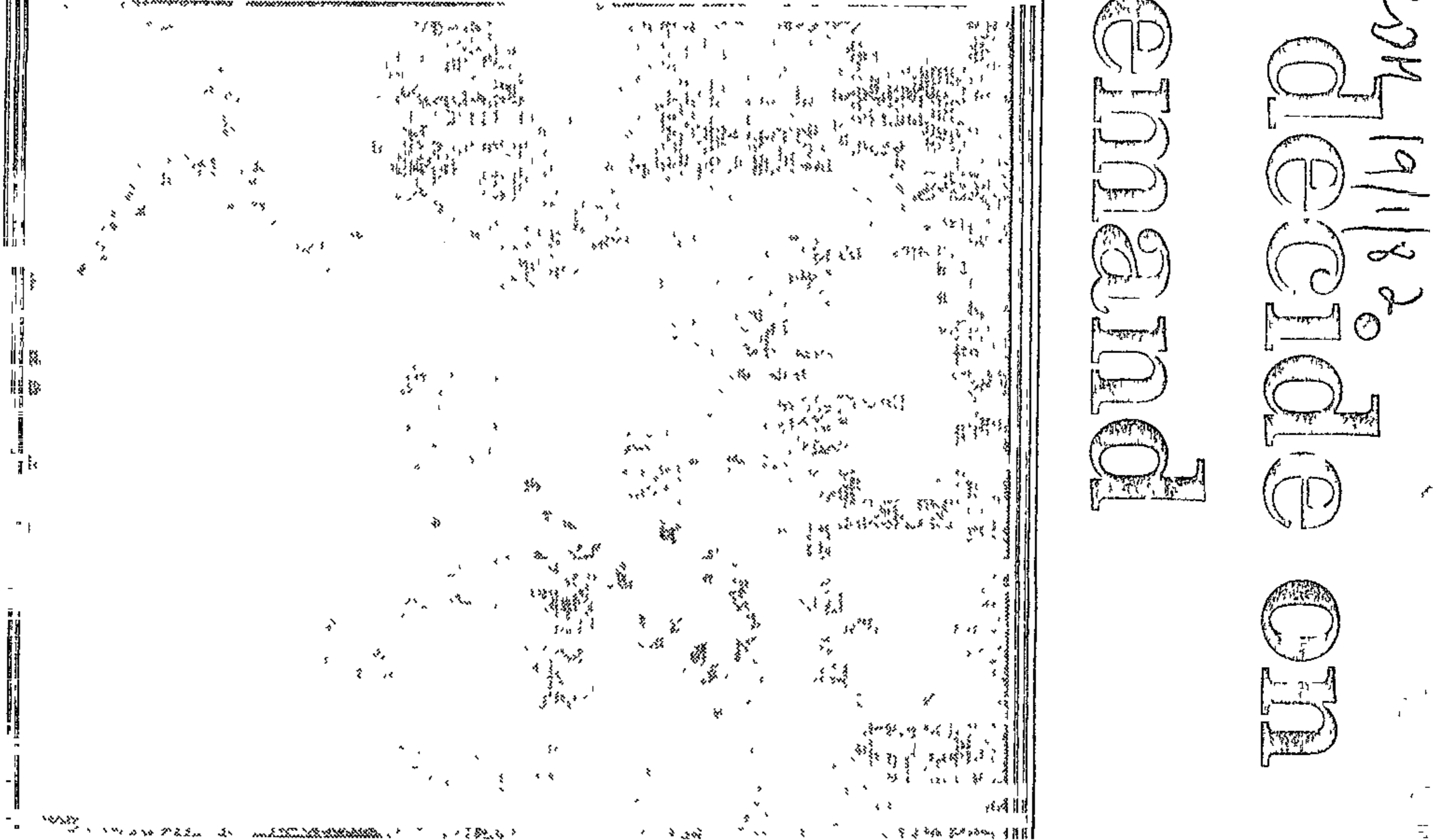
Students and friends, including journalists who intended listening to evidence, waited outside the court during proceedings.

The trial continues today and Mr Greyling was remanded in custody.

Fares

The increases already promised to Railways workers from April 1 are a major reason why substantial increases in railway fares and tariffs are certain to be announced in the Railway Budget.

These would have to be even bigger if 25 percent rises were granted. Increases of 25 percent for the 270 000 Railways workers would cost the administration more than R400-million.



State spending off the boil

250
RJM
20/1/82

GOVERNMENT expenditure is slowing down. From a peak rate of R1 579-million in October 1981, outlays by the Treasury have dropped to R1 308 in December but they will have to go as low as R1 142-million a month for the next three months if the Budget is not to be over-run.

And judging by the pattern of expenditure this year, it is doubtful whether departmental expenditure can be reduced to this figure

In only two months of the year the Treasury issues dropped below the R1 200-million mark, and that was in June and July last year when the Government was awaiting the election-delayed passing of the new Budget

If expenditure in the next three months runs at an average rate of R1 300-million a month, the Budget will be overshot by about R620-million

This will not mean that Mr Horwood will produce a deficit of this size. That will depend on collections and judging from the figures to December, R9 965-million, and taking into account that peak collection months are February and March, it would seem that the Minister will garner more than the R13 000-million which he estimated he would receive

But he will have to take in more than R13 500-million if he is not to go into deficit

In order to finance total expenditure to December which amounted to R12 590-million — estimated expenditure for the fiscal year is R15 871-million — with revenue of R9 965-million the Treasury had to draw on the Stabilisation Account to the tune of R638-million. It would seem that the Minister has not raised all the money which he had hoped to borrow

From the December figures, several departments look as if they will over-run budget and will require supplementary votes when Parliament re-assembles

The Parliament vote will be overspent. By the end of December R4 295 000 had been issued against a budget for the year of R3 417 000

With three months to go Mineral and Energy Affairs has spent R327-million with a total budget of R385-million and a monthly expenditure of more than R50-million

Among others, the Police

By HAROLD FRIDJHON

vote will be exceeded, National Education might be, Defence certainly will be. By the end of December total Defence expenditure was R2 204-million, with R2 465-million provided in the estimates and with monthly outlays of R200-million

Community Development might be another department which could overshoot the mark

Collections to the end of November suggest that customs and excise will net more than the Minister had hoped for. For eight months this source of revenue had produced R1 643-million against a budgeted R2 272-million with cash coming in at a rate of more than R200 million a month

With imports running high customs collections are very buoyant

Income tax revenue is difficult to assess from the running figures because income does not accrue evenly throughout the year. At the end of November 1981 the total was slightly ahead of the comparable figure for 1980

General sales tax brought in R1 339-million for the eight months with the November figure touching a peak of R184-million. Mr Horwood hopes to pull in R2 150-million from this source

S. Post 21/1/82

Shock State job statistics show Botha came short

By KITT KATZIN

SHORTLY after Mr P W Botha became Prime Minister in 1978, he promised to streamline the country's civil service, improve working conditions, upgrade training schemes, and slash the number of departments from 39 to 22.

Mr Botha pledged improved all-round proficiency — even if it meant a smaller civil service.

But statistics obtained this week show that the reverse has happened — the civil service employs more people than ever, and is in a state of greater crisis than ever.

The facts are

- There are more posts today in the civil service than 1978 — and fewer people to fill them. In 1978 there were 73 649 posts (for whites). Today there are 79 072 posts — an increase of 5 423.

This applies only to the "central" civil service (Police, Transport, Post Office, Education, Defence and Prisons excluded).

- In 1978, 13 000 posts were vacant. Today more than 20 000 posts are unfilled.

- In 1978, 4 222 appointments were made — and in 1980 despite an alarming increase of vacancies in some departments, 4 800 new appointments were made — an increase of only 578 over 1978, and not

nearly enough to combat the growing rate of resignations.

- In 1978, 1 446 men resigned from the public service. In 1980, this had risen to 2 595 — an increase of 1 149.

In 1975 1 453 women resigned, against 2 613 in 1980.

- Thousands of civil servants are threatening to resign unless their demands for a minimum 25% salary increase are met by April 1.

Resignations from teachers last year topped 4 042. The Postmaster-General, Mr Henri Bester, disclosed last year that the Post Office had lost almost a quarter of its staff (17 000 officials) in the previous financial year.

In just one month last year — November — the Department of Agriculture lost 250 workers.

In the clerical section of the public service, fewer than 5 000 matriculated men hold administrative assistant jobs — out of more than 16 000 such posts. More than 11 000 women, many with only Std 8, hold the rest of the administrative assistant jobs.

This causes severe continuity problems as many women leave the service

after only a few years to become housewives and mothers.

This year's recruitment drive to fill the 20 000 vacancies fell far short of previous years, and was probably the worst ever.

A typist with a matric starts in the service at R4 200 a year (R350 per month), which rises to R5 190 after four years' service.

In the private sector, matriculated typists are starting out at R500, R600 and even R700 a month. And as for their salaries in a few years from now, companies in Johannesburg were this week advertising monthly salaries of R1 000 for private secretaries and senior typists.

With the exception of the Master's Office, Supreme Court, and the Actuaries' Office (R4 900), matriculated men in all departments of the central civil service (administrative assistants) also start on R4 200 a year (R350 per month), rising by only R430 per year after three years' service.

Those with a Std 8 certificate start on R2 500 a year (R208 per month).

The result of failing to attract suitably qualified men to fill responsible administrative posts is that 47% of these posts are now occupied by women. In the 1960s the figure was 25%.

Many women, however, resign after only a few years, leaving behind thousands of vacant posts.

Many senior civil servants employed in a specialist department such as Inland Revenue earn as little as R12 000 a year (R1 000 per month) after 20 years' service.

But to borrow R60 000 to buy a house, a civil servant, in terms of the law, must earn at least R20 800 annually, and R9 471 to borrow R40 000.

Few suitable homes are available today for R40 000, and most homes in the R60 000 bracket are beyond the means of almost all public servants except those with a private income.

Mr Botha has succeeded, in one respect that of slashing the number of departments from 39 to 22.

This is certainly an improvement from the position in 1973 when, with 43 departments, South Africa had the largest public service in the world — compared with Canada (26 departments), Britain (24), Japan (13), Sweden (12), the Netherlands (10) and Switzerland (seven).

Public service parity urged

ARGUS
21/1/82
250
124

Labour Reporter

A CALL for immediate parity in the salaries and working conditions of black and white civil servants has been made by the Public Servants' League of South Africa. The league, which has about 20,000 coloured and African members, was formally recognised as a personnel organisation by the Commission for Administration late last year.

We are asking for a non-discriminatory, well-paid and contented public service, it said in a statement issued by its national secretary, Mr B. Wentzel.

DISPARITY

The reasons given for the present disparity in service conditions are no longer acceptable to the league.

The argument that parity in salaries would increase inflation proved that black public servants were being used as a buffer against inflation.

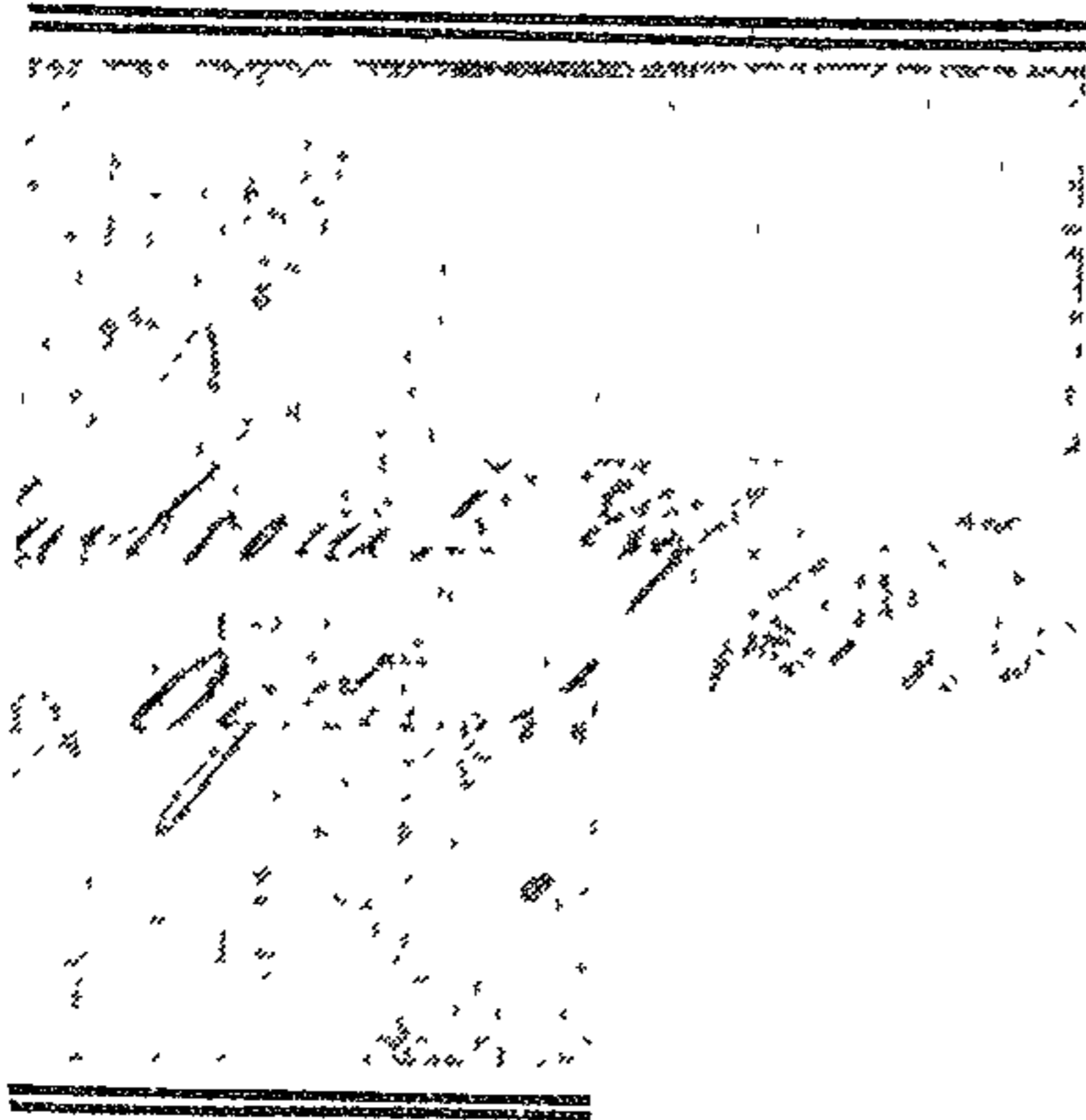
Speculation about higher percentage salary increases for black than for white public servants was misleading, the league said.

HEUNIS

The Public Servants' League expects to have discussion soon with the Minister of Internal Affairs, Mr Chris Heunis, on the service conditions of blacks in the civil service.

● The white Public Servants' Association has demanded a 25 percent salary increase. The association has given the Commission for Administration until February 5 to respond to this and other demands.

Food over foods



Hunt for man nose for t

URBAN — Police are searching for a man — nicknamed "Big Nose Twas" — who allegedly stabbed two men and threw a petrol bomb at a Durban hotel at the weekend

Police said a coloured man, apparently a member of the Drainrats gang in Kentworth, went to the Palm Springs Hotel in Jacobs on Saturday night

He got involved in an argument with the hotel's security

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A LIGHTSABER
TANITH WEAPON
THE JEDI KNIGHT
ALMOST FORGOT
IN AN AGE OF
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Busy

but

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26/1/87 MM
beaten

250

Mail Reporter

THE public service staff crisis is causing delays in the collection of Government tax revenue, according to Pretoria sources

However, taxpayers can draw little comfort from the shortage of skilled workers in the offices of the Commissioner for Inland Revenue — sooner or later the taxman will get his pound of flesh

The commissioner, Mr Mickey van der Walt, said from Cape Town yesterday the staff shortage did not mean that anyone would slip through the tax net

Missing

He declined to comment on weekend reports that millions of rands paid as general sales tax had gone missing because of the staff shortage

"The shortage is no more serious than in other State departments"

Mr Van der Walt warned taxpayers that "the wheels may be grinding slowly but they're grinding small — and if they're not being asked to pay today, they'll certainly be asked to pay tomorrow"

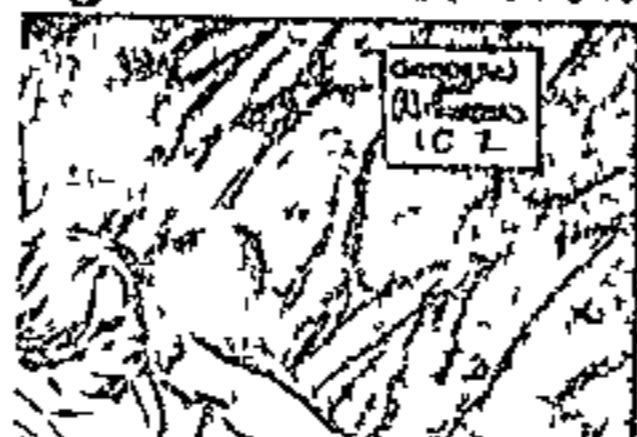
The shortage of skilled assessors and other workers, in the commissioner's office is expected to be greatly complicated when fringe benefit taxation is introduced in March

Jim Allen/John Dodd

ONE THING PLANNING
DOES WITH THE WATER
—IT'S ANOTHER GETTING
HIM TO PAY UP!



Jim Allen and R. S. Helm



IN THE RED

250 ~~1/21/82~~ FM 29/1/82

A hint of the state of Treasury finances may be gleaned from its latest returns, showing the position at the end of December 1981

□ Government stock Redemptions are on target with the 1981/82 budget, but with no further issues due this fiscal year the Treasury must still sell another nearly R800m The PDC (who would normally take it up) is said to be in a negative cash flow, due mainly to a shortfall in SA Railways funds Tap stock sales may help, but the possibility of a shortfall remains

□ Bond redemptions (mainly defence and Treasury bonds) are way over budget, and sales way under The Treasury concedes it is disappointed by its non-marketable debt position, adding that the rise in interest rates in the last year has made its bonds uncompetitive The shortfall in this category is over R400m

□ Foreign borrowings are currently running under budget, but the Treasury expects to meet its quota before April

□ The Stabilisation Account has provided a cushion of R638m, most of it drawn in December The Treasury views this as a "cash flow" problem which will be eradicated in February,

when the mining houses pay tax Other analysts are sceptical The State Revenue Account, the Treasury's "reserve fund", has been drawn on to R94m, and an opening balance of R215m last April has assisted in making up shortfalls The drawing down of these surpluses holds ominous implications both for the fiscal year about to end, and the one about to begin

**TREASURY FINANCES
APRIL TO DEC 1981**

	Actual to Dec 1981	Budget 1981/82
	Rm	
Revenue		
Government stock	3 877	4 564
Bonds	290	550
Foreign loans	298	350
Expenditure		
Departmental	12 590	15 871
Loan levy repayment	9	88
Govt stock repayment	2 069	2 064
Bond repayment	702	571
Foreign loan repayment	69	74
Drawings		
Opening balance	215	—
State revenue a/c	94	—
Stabilisation a/c	638	—

* All figures rounded



UNIV
EXAM

250 C. Herald 30/1/82
**State workers
slam pay gap**

MUST enter in
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All answer books mu

Number of books h

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Surname

First Name(s)

Date

Degree/Diploma/Cer
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Subject Economics
(to be copied from the heading on the Examin

Paper No 1
(to be copied from the heading on the Examin

THE Public Service League, the newly recognised personnel organisa-
tion for black public servants, says that the age of referring to black
public servants as 'annexures' is past.

In a hard-hitting state-
ment which criticises the
Government for its policy
towards black public ser-
vants, the league calls for
parity in salaries, and
rejects the argument that
this will increase infla-
tion

It says that this is
proof that black public
servants are being used
'as a buffer against infla-
tion' and ask 'is this
justifiable?'

'The disparity in the
basic salaries which
already exists cannot be
eliminated by percentage
increases

BASIC

Whites receiving a 15
percent increase on a
R200 basic salary would
be better off than blacks
getting a 18 percent in-
crease on a R100 basic
salary

'Thus it only widens
the present salary gap'

Asked why there are two
organisations for public
servants, the black Public
Servants League and the
white Public Servants
Association (PSA) the
general secretary of the
League Mr Bernard
Wentzel, said:

'A White Paper said it
was preferable for there
to be separate organisa-
tions, but that there could
be a liaison body on a
higher level

FAVOUR

'We will have to sit
down and decide whether
this is viable or not, so I
would not like to say
whether my organisation
would favour this

'We have had tentative
discussion with the PSA,'
he said

A spokesman for the
PSA in Pretoria refused
to comment because 'we
are in negotiations at the
moment'

The League said it was
'disappointed' to see there

were objections to the
appointment of blacks to
the 17 000 vacancies in
the public service

FACT

'It is a fact many white
public servants serve in
departments exclusively
meant for serving non-
whites.'

The statement said
that, in a certain depart-
ment, blacks were told
they were 'promotable'
but there were 'no vacan-
cies'

The League said it
hoped it will be realized
that blacks are also
public servants

'We are asking for a
non-discriminatory, well-
paid and contented public
service'

ers'
entials

NOTE CAREFULLY

- 1 Enter at the top of each page and in column of the block on this cover the number of question you are answering
- 2 Blue or black ink must be used for writing answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
- 4 Do not write in the left hand margin

- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

otes, pieces of paper or other mate-
brought into the examination room
dates are so instructed

are not to communicate with other
or with any person except the invi-

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Civil ⁽²⁵⁰⁾

service

rise: ^{CME Times} 1/2/82

15 pc at
most?

Own Correspondent

PRETORIA — Nearly a million public sector workers will know later this week the extent of their 1982 salary increases — and the most optimistic forecast is they will get a maximum of 15 percent

The Minister of State Administration, Dr Andries Treurnicht, has promised to deal with the salary issue in the public service during this week's no confidence debate in the House of Assembly

And the Commission for Administration has till Friday to respond to an ultimatum submitted to it after a special meeting of the executive of the Public Servants Association early in January

The executive demanded 25 percent increases for State department workers and improved service and salary conditions

Rejected

Against a background of the commission's responses, the executive will meet here on February 8 to decide "on further action" The Cabinet, it is understood, has bluntly rejected the demand for 25 percent salary hikes

This would have involved another R1 000-million being added to the already massive wage and salary bill in the State departments, which stands at R4,200-million This includes prisons, police and SADF personnel and Railways and Post Office workers

Economists point out that without higher productivity — and this they say is unlikely, in the plodding public service — this would have been R1 000-million worth of inflation

The fact that South Africa is moving into a period of low growth and still has a 15 percent-plus inflation rate, is causing the government grave concern, according to one government source

'Economic madness'

The average monthly inflation rate last year, according to Barclays Bank's chief economist, Dr Johan Cloete, was 15,2 percent To add to the inflation problem by "extravagant" pay rises in the public sector would be "economic madness"

According to Department of Statistics figures, the "central government" employs 330 000 people

It was pointed out that private sector pay increase levels were also affected by those in the public sector

It is also understood that the Minister of Transport, Mr Hendrik Schoeman, has told some of the seven Railways staff associations that they are to receive 15 percent rises, so with some exceptions, especially nurses and in certain key areas of the public sector, increases will not rise above 15 percent and could be less

State pay rise crunch looms

250
DOM 1/2/82

By GERALD REILLY

NEARLY 1-MILLION public sector workers will know the extent of their 1982 salary increases by the end of this week — and the most optimistic forecast is that they will get at most 15 percent.

The Minister of State Administration, Dr Andries Treurnicht, has promised to deal with the issue of public service salaries during this week's No Confidence Debate in the House of Assembly.

And the Commission for Administration has until Friday to respond to an ultimatum submitted to it after a special meeting of the executive of the Public Servants' Association early in January.

The executive demanded 25 percent increases for State staff, plus improved service and salary bargaining conditions.

In the light of the commission's response, the executive will meet again in Pretoria next Monday to decide on further action.

It is understood the Cabinet has bluntly rejected the demand for 25 percent.

Massive

This would have added another R1 000-million to the massive R4 200-million wage and salary bill for State staff.

Economists point out that without higher productivity — which they see as unlikely in the plodding environment of the public service — granting the demand would have meant R1 000-million of sheer inflation.

A Government source said an approaching period of low growth — between two and three percent is the most optimistic forecast — and continuing 15 percent-plus inflation were causing the Government and its economic advisers grave concern.

It was pointed out that private sector pay rise levels are affected by those granted in the public sector.

It is also understood that the Minister of Transport, Mr Hendrik Schoeman, has told some of the seven Railways staff associations that they are to get 15 percent rises.

Exceptions

So with some exceptions, particularly for nurses and in other key sectors, increases will not go above 15 percent — and could be less, according to Pretoria sources.

According to Department of Statistics figures, the central government has 330 000 employees, 134 000 of them white, with an annual pay bill of R1 400-million; the Railways has 270 000 (115 000 whites), also with a wage bill of about R1 400 million; the Provincial departments have 248 000 (126 000 whites) earning R1 000-million, and the Post Office 78 000 (46 000 whites) paid R400-million.

PM will refuse pay rise this ^{CAPL TIMES} 3/2/82 year ⁽²⁵⁰⁾

By MICHAEL ACOTT
Political Correspondent

HOUSE OF ASSEMBLY —
The Prime Minister, Mr P
W Botha, announced yes-
terday that he, the rest of
the cabinet and top public
sector officials would re-
fuse pay increases this
year

Mr Botha said during the
no-confidence debate that
this sacrifice was being
made to help the country's
fight against inflation

The money was to be used
instead for "some deserv-
ing public sector undertak-
ing".

Mr Botha appealed to
others earning comparable
salaries in both the public
and private sectors to turn
down pay increases.

'High taxes'

As Prime Minister he
earns a salary of R52 452 a
year, supplemented by a
tax-free allowance of
R26 376

Cabinet ministers earn
R36 072 a year with a
R10 992 tax-free allowance

Mr Botha complained
that newspapers were ever-
ready to publish his salary,
but were "not honest
enough" to mention the
high taxes payable on this
salary.

At present rates of tax,
both Mr Botha and cabinet
ministers will pay about 50
percent of the top portion of
their salaries to the Receiv-
er of Revenue

Mr Botha told the Assem-
bly that the government
was determined to master
the present economic re-
verse, which, he said, was
only temporary

Example

"We are serious in our de-
sire to combat inflation and
there are signs that it will
succeed"

The cabinet decision not
to accept the percentage
salary increases to which
they were entitled this year
was an example he urged
others to follow

Mr Botha said he had al-
ready approached others in
the same salary bracket as
cabinet ministers, and an-
nounced that people in
comparable posts in the
public sector would make
the same sacrifice as the
cabinet

He did not specify which
officials, either in top civil
service posts or State orga-
nizations, this included

☉ More parliamentary
reports, page 6

15 pc rise for public servants

RRG 4/2/82
250

Political Staff

PUBLIC SERVANTS can expect an average pay rise of 15 percent from April 1. They had asked for 25 percent

This was the figure given today by public service sources after the announcement in Parliament yesterday by the Minister of State Administration, Dr Andries Treurnicht, that public servants would get an increase of not less than

last year's losses to inflation. Details of the salary adjustment will be circulated to the various departments, but the public announcement can be expected only when the Minister of Finance, Mr Owen Horwood, introduces his Budget in Parliament.

RAILWAYS

The increase is expected to be the same as that already offered to Railways employees.

An increase of 15 percent for the 729,134 public servants who are paid out of central government fund would cost the State about R637 million.

The Opposition spokesman on state administration, Mr Howie Maza, said the announcement by Dr Treurnicht in the Assembly yesterday had done nothing to check the deteriorating situation in the public service.

A spokesman from the assurance that the public service would get salary increases of not less than the inflation rate, the announcement amounted to little more than promises.

GAP

Nothing is being done to remove the gap between salaries earned by the central service and officers of local authorities, control boards and other semi-state institutions, in spite of this being one of the most important grievances of the public servants.

The Public Servants Association executive will meet on Monday to discuss further steps.

Dr Colin Cameron, president of the PSA, said anomalies in central government pay still existed. He said no attempt had apparently been made to solve pay problems in beginners' ranks.

WORKERS ARE UPSET

Chief Reporter

The Public Servants' Association executive is to meet on Monday to discuss further what steps should be taken as the result of the failure of the Government's announcement yesterday to resolve anomalies in the pay for Central Government workers.

The PSA says its members have suffered a pay backlog for several years, compared with other State and semi-State workers.

Workers with the Railways, Post Office, Eskom and Inco received higher pay rises in the past few years than Central Government workers, and the PSA has asked for a 25 percent increase to help wipe out this backlog.

But in his statement yesterday, the Minister of State Administration, Dr Treurnicht, did not indicate a higher increase for Central Government workers.

PSA will meet on

pay rises

Central Government workers.

He said rises would be not less than the inflation rate last year — about 14.4 percent. Observers believe the average increases will be 15 percent — 10 percent less than the PSA is asking.

Dr Colin Cameron, the PSA president, said today that there were still anomalies in Central Government pay, and it seemed no attempt had been made

to solve pay problems in beginners' ranks.

The PSA says it is in these ranks that low pay has led to severe shortages.

Dr Cameron said that when the PSA executive meets on Monday there would be greater clarity about the details of the pay rises.

In his statement yesterday, Dr Treurnicht also confirmed the Government's acceptance in principle of professional differentiation

Govt pay package 'unlikely to satisfy'

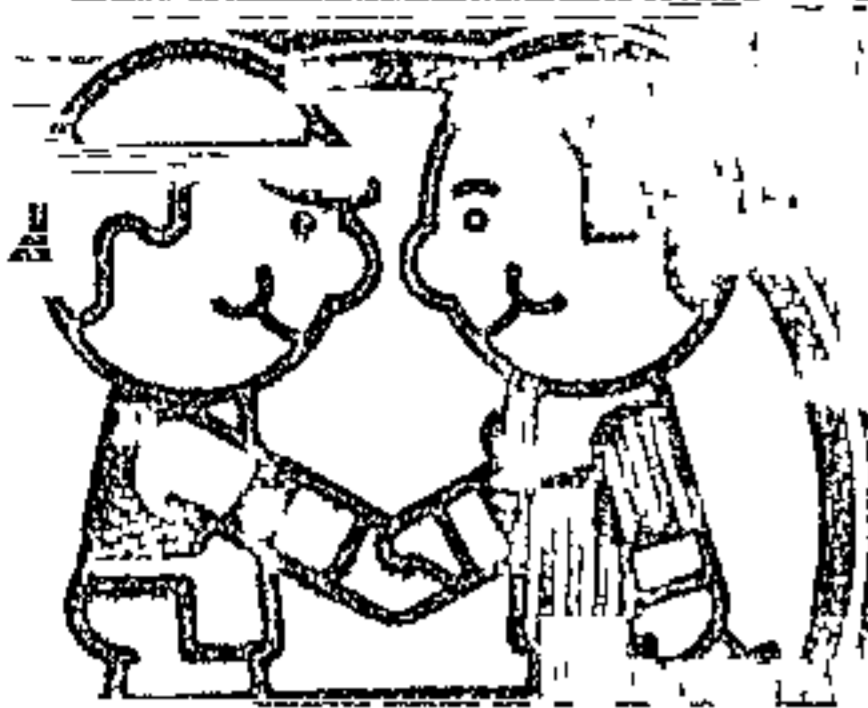
Political Staff
CAPE TOWN — The Government was warned today that its package offer to public servants was unlikely to satisfy them or stop them resigning.

The Opposition spokesman on state administration, M. Kewie M., said Dr Treurnicht's announcement in the Assembly yesterday had done nothing to check the deteriorating situation.

Apart from the Minister of State Administration's assurance that the public would not see increases of not less than the inflation rate, his announcement was not expected to do anything to solve the pay problem.

The offer meant only that public servants would not have their real income further eroded for some months.

Nothing would be done to remove the salary gap between the central service and officers serving local authorities, control State institutions — one of the most important



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Two quit after racial clash

East London Bureau

EAST LONDON — The Town Clerk of Hamburg, Ciskel, Mr G du Toit has left the territory and the commissioner, Mr G Holland, will be leaving within the next few days as a result of a racial clash during the Christmas season.

Mr du Toit and Mr Holland were summoned to President Lennox

Sebe's office after two black families were ordered to leave a camping site at Hamburg.

Mr Holland said there was confusion about the zoning of the camping sites and he was under the impression that they were to remain white after Ciskel's independence.

President Sebe said the action was insulting and a reflection on Ciskel's sovereignty.



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expect 15%

THE April increases for South Africa's nearly 600 000 central and provincial government workers will cost about R400-million.

They will have to be satisfied with a maximum of 15 percent increases — which is 10 percent less than they demanded after a special meeting of the Public Servants' Association executive last month.

This is clear from a statement during the no-confidence debate in the House of Assembly yesterday by the Minister of State Administration, Dr Andries Treurnicht — although the Minister mentioned no specific percentage rise.

The coming increases are an important reason why the Minister of Finance, Mr Owen Horwood, is expected to announce taxation increases in his budget on March 24.

Dr Treurnicht told the Assembly the Government had accepted a package deal for public servants' pay rises, as well as a long-term programme to make the service more competitive.

Though he declined to say what the extent of the increases would be, the Minister said they would not be less than last year's losses to inflation.

On this basis, senior public servants pointed out last night, the increases would average about 15 percent.

Dr Treurnicht said the increases would apply to all

civil servants on central and provincial government levels as well as staff of particular extra-departmental institutions.

The Commission for Administration was now working out the details of the salary adjustments and these would be circularised to the various departments as soon as possible.

The Minister said the Government had also set aside an additional amount to make improvements in certain categories of employment where there were serious problems.

But the amount was not as large as the Government would have liked, he said.

Investigations

The funds would be applied through the year as and when investigations into particular professional groups were finalised.

One such investigation — into the nursing profession — was due to be completed shortly, Dr Treurnicht said.

Public servants said last night the 15 percent increase would perpetuate the big pay backlog which had accumulated over the past decade.

The weak competitive position of the service on the labour market would also remain, they said — Staff Reporter and Sapa

PUBLIC SERVICE image unfair,

says Dr No



AN UNFAIR image of the public service had been created in recent times and had to be set straight, The Minister for State Administration, Dr Andries Treurnicht, said yesterday

Criticism of a clumsy overweight bureaucracy was out of step with reality and he wanted to set right some misconceptions and misrepresentations

There were few spheres of employment where the work had such intrinsic value or offered such challenge as the public service

Young people who wished to make a career of the public service had the prospect today of moving faster than ever before through the different grades to the top posts. It was true there were

staff shortages in the public service and that the pre-1971 position had not been attained since

Current vacancies numbered around 17 000

More than 80 percent of those leaving the service were under 40 years of age and this caused serious problems in manning senior ranks

Vacancies in the recruit grades for whites had risen by 20 percent in 1981

"Almost every available method of strengthening the service's staff situation is already employed," Dr Treurnicht said

- Married women were employed on a large scale,
- All race groups were being employed with 53 percent of the service being manned by blacks,
- Organisation and methods were being applied continually,
- Training was promoted, and
- Labour saving aids were being used increasingly

There was criticism that the service was too extensive and there were hints of a clumsy bureaucracy, "an unwieldy mass of personnel appointed left and right

"What are the facts?"

At all public sector levels a total of 1 300 000 of all races were employed, representing 27 percent of the total employed in South Africa

Of this 1 300 000 26 percent were employed by the central government, 21 percent by the transport services 19 percent by provincial administrations and 17 percent by local authorities

Normal

It was this 26 percent employed by the central government, numbering 350 000 in total, which was the so-called "clumsy bureaucracy," Dr Treurnicht said

Of these, 64 percent were employed in education, the Defence Force and prison service

The 36 percent that remained (121 000) provided the normal public services of the central government, including nursing and welfare services

Of these just over 37 000 officials were employed in clerical, technical and general "A" category jobs in the service

Favourably

This was 2.8 percent of "total civil employment"

"In other words if we added all the officials of all races and compared it to the total population, we have one official for an average of 18.5 persons"

This ratio compared favourably with comparable countries such as the United States, a developed country, where the employment in the public service per 1 000 was higher than in South Africa

"I can rightly ask that we be more careful with accusations of a clumsy bureaucracy," Dr Treurnicht said — Sapa

IT WAS unclear what Mr Harry Schwarz had done to attract the Prime Minister's attention on Tuesday but suddenly Mr P W Botha was talking about Mr Schwarz's problems within his own party and Mr Schwarz was knocking over his glass and spilling water on himself and the Assembly carpet

Accidentally, of course The House roared its head off while the MP for Yeoville ruefully studied the puddle under his desk

Mr Botha's nearly two-hour speech will be remembered as much for Mr Schwarz's involuntary hand movement as for any shattering new insights

There was, admittedly, Mr Botha's announcement that he and his Cabinet would this year forego their annual salary increments as an example of the need for all to make economic sacrifices

Survive

"You will have to eat miehe pap man, Hendrik," called Mr Horace van Rensburg of Bryanston to the Minister of Transport, Mr Schoeman

But probably Mr Schoeman won't have to. Probably he will just survive

Mrs Helen Suzman was confused about the Government's ability to handle the country's economic problems

"If everything is so good," she asked, "why is it so bad?"

Mr Schwarz may have spilt his water, but it didn't dampen his spirit. And when Mr Botha, explaining what kind of change he supported, said he favoured renewal and development, Mr Schwarz interjected "What's the difference between renewal and development, and change?"

It turned out that from the communist point of view, change was the destruction of existing structures



**JOHN
SCOTT**

**IN THE
HOUSE**

"That's not change," said Mr Schwarz, spotting the difference "That's destruction"

"Precisely," cried Mr Botha "Now you can knock over another glass"

But this time Mr Schwarz kept his hands under control

Later Dr Ferdie Hartzenberg, Minister of Education and Training, returned to the glass-knocking opposition MP

"A glass can make me *nat*, but you can't," retorted Mr Schwarz

Dr Hartzenberg's interest in Mr Schwarz arose from his disagreement with other delegates at the PFP national congress last year over the role of the Defence Force

"Were you there?" called Mr Kowie Marais of Johannesburg North in his gravelly voice

"No, I'm not that simple," said Dr Hartzenberg

One of those who opposed Mr Schwarz at the congress was Mr Graham McIntosh of Maritzburg North. Dr Hartzenberg asked Mr McIntosh if he rejected the giving of funds to terrorists by church organizations

"Naturally!" exclaimed Mr McIntosh "Why do you ask such stupid questions?"

"To see where your heart sits," replied Dr Hartzenberg, who is not a medical doctor

Mr Louis Nel, Nationalist frontbencher and MP for Pretoria Central, took exception to the Opposition's continual references to the "poli-

cy of apartheid" This, he explained, stressed the separation aspect of Government policy without mentioning all the other wonderful things it included

"Separation is just one small portion of the whole policy," he declared

Directly across the floor of the House from Mr Nel, who can reasonably be described as *verlig*, Dr Andries Treurnicht looked up with interest. One felt he regarded separation as somewhat more than just a small portion of policy, more like a giant leap for mankind

Apartheid

Then Mr Schwarz entered the debate, this time from a standing position, and called on both Mr Nel and Dr Piet Koornhof to realize that apartheid, no matter how you packaged it, would never be a saleable commodity

"Tell us what you mean by apartheid," invited Dr Koornhof

"He (Dr Koornhof) said it was dead," remarked Mr Van Rensburg

"He said it was dead, but he won't bury it," agreed Mr Schwarz

Yet who could blame Dr Koornhof? Greater men than he have diagnosed death prematurely

Today's business

RESUMPTION of no confidence debate (the Minister of Internal Affairs) — Sapa

Detainees may face trial later this year

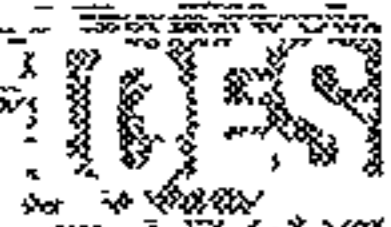
POLICE investigations into activities of detainees were in an advanced stage and could lead to an important trial later this year the Minister of police, Mr Louis le Grange said yesterday

Replying to a question by Mr Brian Bamford (PFP Groote Schuur), Mr Le Grange

said those detainees not required as witnesses would be released

At present 133 people were being held under security legislation and there were 21 terrorism trials pending

This did not include those being detained under Section Six of the General Laws Amendment Act — Sapa



ITS

My wife died on 28/1/82... I miss her very much...

ITS your kindness will always be remembered...

ITS away peacefully... my dear wife...

ITS away February 5... my dear wife...

ITS away peacefully... my dear wife...

ITS Alpine Feb 3... peacefully...

ITS wonderful father... passed away...

ITS wonderful... loved you so...

ITS away on... deeply mourned...

ITS away suddenly... sadly his...

ITS daughter... mourned by...

ITS Get her, 1925... passed away...

ITS away suddenly... my dear wife...

ITS away suddenly... my dear wife...

ITS loved dad of... passed away...

ITS away peacefully... my dear wife...

ITS wood Much... Ann and...

ITS wood of Florida... passed away...

ITS James of... passed away...

ITS Johannes George... passed away...

ITS Johannes George... passed away...

ITS Johannes George... passed away...

Funeral Notices

DEWRANCE The funeral of William John late of Boksburg...

DRY The cremation service for Maria Elizabeth late of...

FHRENREICH The cremation service for Edna Aletta late of...

KAMP The funeral cortege of Anna Maria Kamp late of...

LIEBENBERG The funeral service for Hendrick Hermanus Liebenberg...

O'CONNOR A Requiem Mass for Jean Campbell late of the...

STEYN The funeral service for Joseph late of Berea will be held at the...

In Memoriam

CLARK Gordon Grant (Nobby) in loving memory of my husband...

CLARK Gordon Grant (Nobby) in loving memory of our father...

ENGLEZAKIES In loving memory of my husband Nicos Englezakies...

ENGLEZAKIES Nicos treasured memory of Nicos Englezakies...

KALMEK Abraham, in ever loving memory of our beloved father...

LEGATOR Roy beloved husband and daddy passed away...

LEGATOR Roy passed away 1 year ago today... missed and never to be forgotten...

Lost

JACK-RUSSEL TERRIER Answers to name Toffee light brown and white...

LABRADOR Black bitch, elderly with white muzzle...

LADY'S GOLD WATCH In vicinity Benmore Shopping Centre...

LOST Tan and white Lassie Collie near DI Majan Drive...

MALTESE POODLE White female approx 6 months old...

MALTESE POODLE White male vicinity Roosevelt Park...

PEARL NECKLACE In Randburg shopping area...

PEKINGESE Grey and black dog lost since Sunday Jan 31...

POODLE White Maltese in the vicinity of Dennis rd...

REWARD VW, white 1J 12658 missing Bramley area...

REWARD Old English Sheep Dog typical colouring...

REWARD R40 Light brown bull terrier with black nose...

SIAMESE Kitten on Tuesday night in Lombardy East...

SLEEK BLACK CAT With small patch of white on its chest...

SNOW WHITE CAT Red collar answers to name...

TOY POM/POODLE Black small fluffy male dog...

WALLET Lost one black wallet Hillbrow area...

WATCH King Centre please hand to manager...

WHITE ALSATIAN Puppy 6 months old answers to name...

YORKSHIRE TERRIER Male, 01 in Nooit Gedagt Lion Park...

Found

BLACK and white terrier type dog in Houghton Dr/Whids...

BLACK male Pom type dog blue collar white paws...

BLACK male Poodle found Hypermarket Norwood 4th...

BULL Terrier, male 3 years plus minus found Brackenhurst...

Shortage of typists hits Govt offices

Own Correspondent The public service is facing a drastic shortage of typists...

Among the worst-hit are believed to be the Department of Justice...

In the Department of Justice head office in Pretoria...

Dolphin midwife sacked

Own Correspondent PORT ELIZABETH — Dr Graham Ross...

Dimple, who acted as midwife on Wednesday when the dolphin was born...

Dolly, the other adoptive dolphin, has been allowed to remain with Thandi and her son...

Dr Ross said the performing dolphins shows had been postponed until mother and calf had settled down.

This situation is alleviated by the fact that a further 24 posts are filled by temporary typists...

But nearly half the total — 45 — are unfilled.

In the State Tender Board only two of the 11 posts are believed to be filled...

Some sections are seven months behind schedule and urgently needed purchases are being authorised under emergency regulations...

In the Johannesburg Receiver's office, reports claim that only one typist's post is filled.

BORROW THEM

The Commission for Administration in Pretoria, which acts as a go-between for the public servants...

The major cause for the shortages is that salaries do not compete with those offered by the private sector.

Starting salaries in the public service range from R28,50 to R432,50 a month.

PLUS CASH

In comparison a male clerk in the public service earns R540 a month.

Typists in the private sector can expect starting salaries of between R600 and R800. One recent advertisement offered a salary of R700 with a company car.

Vertical text on the far right edge of the page.

Executive to discuss Govt deal

THE executive of the Public Servants' Association meets in Pretoria on Monday night to discuss the plight of Government workers and the package deal mentioned in the House of Assembly this week by the Minister of State Administration, Dr Andries Treurnicht.

The PSA executive last month issued an ultimatum to the Commission for Administration demanding 25 percent increases and improvements in conditions of service for public servants.

The commission has replied to the demands and the matter will be on the agenda on Monday.

Inflation

Meanwhile, in the light of Dr Treurnicht's statement that public servants' pay rises would compensate for the inflation rate of the past year, the increases are expected to be between 13 and 15 percent.

The Government has claimed that last year's inflation rate was 13,8 percent but economists say that if the calculation is based on the monthly increase then the rate for the year was 15,2 percent.

Whatever is decided,

By GERALD REILLY

economists point out, the increases will be inflationary.

Across-the-board increases of about 15 percent for the 1-million workers in the public sector would mean an annual salary and wage bill of about R5 000-million, according to calculations based on figures from the Department of Statistics.

Economists have warned there is no chance that the increases, or even a significant part of them, would be offset by higher productivity.

The combined salary bill for the Central Government and provincial departments, the Railways and the Post Office this year is about R4 250-million.

Senior Government workers say increases of 15 percent would fail if the objective was to plug the resignation drain and step up recruitment.

1952-53, 1953-54

Minister of Education

(250) Accounts
2/11/52

Public Service posts 3/2/52

Mr H H SCHWARZ asked the Minister of State for Education

(1) (a) How many posts are there in the Public Service at present and

(b) how many such posts are vacant.

(2) For every (a) appointment to and (b) promotion in the Public Service, how long does it take for the necessary vacancies to be filled? Are there any special provisions for the filling of vacancies in the Public Service?

The MINISTER OF STATE FOR EDUCATION

The following particulars relate to the position in the Public Service in the various education departments

(1) (a) 120 440 posts on 30 June 1951 (White and Non-White)

(b) 10 273 posts on 30 June 1951 (White and Non-White)

(2)

	1979	1980	1981
(a)	4 781	5 668	5 361

CAPL TIMES 9/2/87 250

Public servants review 'pay deal'

Own Correspondent **Commission for Administration**

PRETORIA — The "pay package deal" promised the country's 600 000 central government and provincial employees was reviewed at a meeting of the executive of the Public Servants' Association in Pretoria last night. Although no statement was issued after the meeting, it is clear the expected maximum 15 percent increases from April for government and provincial workers will do little to eliminate the widespread dissatisfaction in the service.

The president of the PSA, Dr Colin Cameron, said a statement would be issued this morning. Senior government workers agreed last night that they had "Hobson's choice" on the package put together by the Commission for Administration.

On the agenda last night was the commission's responses to demands made early in January by the executive, including 25 percent pay rises. Also discussed was the statement in the Assembly last week by the Minister of State Administration, Dr Andries Treurnicht, that the government had accepted the package deal for public servants, as well as a long-term programme to make the service more competitive.

The minister promised that increases would not be less than last year's losses because of inflation. The staff crisis in the service, senior government workers' claim, will persist till realistic increases to bring the service more into line with the private sector are paid.

The staff shortage is estimated to be about 20 000 on a full establishment of just under 80 000. The shortage in some departments, particularly the Inland Revenue office, is desperate.

The Public Servants' Association has made a particular plea for bigger increases at the entry of lower levels of the service.

Public ⁽¹²⁴⁾
DOM 9/2/82 ⁽²⁵⁰⁾
servants meet
on pay deal

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Demands

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By GERALD REILLY

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The Public Servants' Association has made a particular plea for bigger increases at the entry of lower levels of the service

PSA steps down on wages

Staw Nam 9/2/82
250

By David Breier,
Chief Reporter
South Africa's Public Servants Association has expressed bitter disappointment in this year's pay increases but has avoided a militant stand in favour of a conciliatory approach
There were fears that the meeting of the PSA executive committee would recommend protest action, including public meetings and increased agitation for a trade union
Public servants had been hoping for a pay increase of 25 percent

to help make up the backlog they had suffered due to the anti-inflation drive over the past five or six years
But in his statement last week, the Minister of State Administration, Dr Treurnicht, indicated that pay increases would not be less than last year's

inflation rate This points to pay increases of about 15 percent in April after the Budget is tabled
In his statement today Dr Colin Cameron, president of the PSA, indicated a more conciliatory approach than had been feared by the Government

The announced salary adjustment, more or less equal to the reduction in the purchasing power of the salary paid over the past year, does not satisfy officials in any way because it by no means wipes out the

To Page 3, Col 5

Public (250)
Star 9/2/82
servants (250)

step down

backlog and does not promote the retention and recruitment of quality staff

"Public servants are nevertheless optimistic over, and harbour great expectations for the new approach to pay, namely to make public service salaries comparable to those in the private sector," he said

Dr Cameron added that the Commission for Administration — the Government's personnel department — in consultation with the PSA, had drawn up a programme for restructuring the public service on a basis of professional differentiation

No details of this new structure are available, but it could point to improved salary scales for professions within the public service which experience severe shortages — nursing for instance

Dr Cameron said that while in the present economic climate funds were limited, the Government had indicated that it was willing to carry out the programme as soon as possible

The PSA executive has set a timetable — a maximum of 18 months — for the implementation of this pay differentiation programme

1284
250

Public servants meet on pay deal

ROM 9/2/82

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Public servants want new pay deal

ARGUS
9/2/87
250

Argus Correspondent

PRETORIA. — The Public Servants' Association (PSA) has called on the Government to introduce a new pay deal for the public service within three years

At an executive meeting, the association's directors were ordered to continue their negotia-

tions to have the new deal implemented as soon as possible

In a statement issued after the meeting the PSA said the programme should be introduced as a budget priority and implemented within three years at the most

It said the salary adjustments announced last week by the Minister

of State Administration, Dr Andries Treurnicht, in no way satisfied the service, as it did not wipe out the backlog nor helped in any way to recruit or keep quality staff.

The president of the PSA, Dr Colin Cameron, said the Commission for Administration, in conjunction with the PSA, was drawing up a programme for restructuring the public service on a job differentiation basis.

While the current economic climate limited the funds available, the Government had indicated it was in earnest about the programme and would implement it as soon as possible

The priority list of the restructuring would also be drawn up by the commission in conjunction with the PSA.

201-1W

CAPK TIMES 10/2/82 (250)

Collapse of State services predicted

Own Correspondent

PRETORIA — Responsible sources in the public service are predicting the probable collapse of some State services following the "unacceptable" salary deal put together for 600 000 State and provincial workers by the Commission for Administration

Towards the end of last year the Minister of Labour, Mr Fanie Botha, warned of the imminent breakdown of some services because of the acute shortage of staff.

The executive of the Public Servants Association met in Pretoria on Monday night to review the broad outline of the new deal.

So far the government has not said what the increases will be, although it is accepted that they will be 15 per cent at most

It is clear from a statement issued after Monday night's meeting that dissatisfaction in the service will remain at a high level and that a clash between the government and its workers appears likely

The staff shortage has already reached 20 000 — more than a quarter of the establishment.

The president of the PSA, Dr Colin Cameron, said in his statement that the expected salary increases, which according to the Minister of State Administration, Dr Andries Treurnicht, would match the inflation rate of the past 12 months, would fail to satisfy government workers.

Dr Cameron said the association, in consultation with the Commission for Administration, had drawn up a programme for

the restructuring of the civil service on a basis of professional differentiation

Although funds were limited in the current economic climate, the government had undertaken to carry out the programme as soon as possible

Other public service sources said that if the government failed to act swiftly to pay its professional workers on a basis competitive with the private sector, the technical departments in the service would grind to a halt

Minister in move to balance books

250 Star 12/2/82

Political Staff

THE ASSEMBLY — General Sales Tax was increased by one percent and a new 10 percent surcharge slapped on certain imports by Finance Minister Mr Owen Horwood in a shock Mini-Budget yesterday

The increases come two months before the main Budget next month when further tax shocks are expected

The new five percent GST comes into effect on March 1

It is expected to give the Government an extra R600 million in the coming financial year

The import surcharge takes immediate effect on all goods not cleared by Customs

It is expected Government coffers will swell by R550 million over a year from the surcharge

The surcharge, last levied in 1977, was seen as a temporary measure, the Minister said

Most petroleum products, including petrol and crude and diesel oil, will be excluded with a "drawback" being given on goods imported for processing or manufacture of exports

Goods covered by the General Agreement on



The Star was first with the Mini-Budget news in its Late Final edition yesterday.

Tariffs and Trade are similarly excluded

Mr Horwood said "insurmountable administrative difficulties" had made it impossible to introduce a differentiated GST which would bear more heavily on non-foods items

But he had instructed his department to look again closely at the question of food subsidies within the constraints of the Budget

Painting a bleak picture

Mr Horwood said he believed the measures taken would demonstrate the Government's resolve to make adjustments required by adverse external developments

Mr Horwood gave three main reasons for the current downturn in the economy

- The falling price of gold
- The balance of payments situation which was in the red by R4 000 million

● The tight monetary policies and high interest rates in the main industrial countries

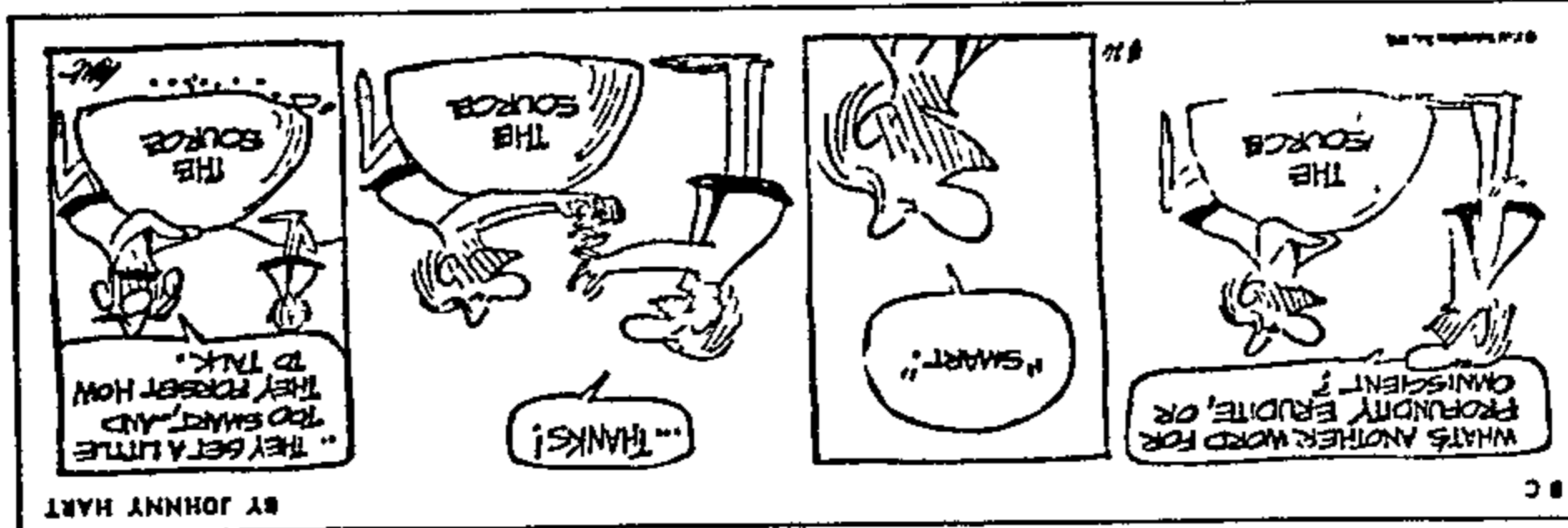
The time had arrived to take stronger corrective action, particularly in the field of fiscal policy

He said the new measures could have been held until the main Budget next month but he had judged it in the national interest to act promptly and decisively to avoid uncertainty and speculation.

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By permission of John Hart and Field Enterprises Inc



(Sjgband p. 72)

Govt spending slows, defence over shoots

250
NSM
17/2/82

By HAROLD FRIDJHON

THE rate of Government spending tapered off in January although the total for the 10 months of the current fiscal year, R13 800-million, is 20,3% higher than at the same period of the last financial year.

In January outlays by the Treasury amounted to R1 210-million compared with a peak of R1 579-million in October 1981 and an average of R1 374-million a month for the first nine months of the current fiscal year.

The total budgeted expenditure which Mr Owen Horwood tabled in Parliament was R15 871-million, an average of R1 322-million a month.

Total expenditure for the 10 months was R13 800-million and revenue receipts amounted to R11 232-million leaving a deficit before borrowing of R2 361-million which was covered by a net drawing of R550-million

from the Stabilisation Account, the issuing of tap loans and the borrowing of R203-million from abroad of which about R68-million was used to repay previous foreign loans.

The drawing of R550-million from the Stabilisation Account is a move which has aroused considerable criticism because it represents an inflationary input of money into the banking system and no doubt made an unhealthy contribution to overall money supply.

The biggest over-spender is the Defence Department which at the end of 10 months had almost used up its year's allocation of R2 465-million.

The Police vote of R349-million for the year has already been spent and National Education with a budget of R512-million has almost reached this figure with two months of the fiscal year to go.

The Justice vote will also overshoot the mark. At the end of January R192-million had been spent out of R193-

million allocated for the year.

The vote for Parliament was R3 417 000. By the end of January R4 745 000 had been issued by the Exchequer.

Collections for the nine months to December 1981, the latest figures available, amounted to R9 923-million compared with a Budget expectation of R13 160-million for the full year and R9 185-million for the nine months to December 1980.

With imports running at an excessively high rate, customs collections for the nine months amounted to R807-million against an expected R850-million for the year. Excise duty brought in R1 028-million against a budgeted R1 385-million. The income tax position will only be clear after the end of February.

General sales tax has brought in R1 529-million with December collections still to come into account. The Budget estimate is to receive R2 150-million from this source.

Exactly ⁽²⁵⁰⁾ what is ^{Star} an ombudsman? ^{18/2/82}

With the proliferation of bureaucracies, the citizens of South Africa could need an officially appointed ombudsman. Here is some background from the Law Society's point of view on the office.

Legal circles in South Africa believe the time has arrived for an investigation to determine the feasibility of a new office, in the style of an ombudsman, and whether this should be achieved by adapting and expanding the existing office of the Advocate-General.

What is an ombudsman, how does he fit into the administrative structure, and where does the concept originate?

The International Bar Association saw it as an office provided for by the constitution or by action of the legislature or parliament and headed by an independent high-level public official who is responsible to the legislature or parliament. The ombudsman receives complaints from aggrieved persons against government agencies, officials and employees or acts on his own motion, and has the power to investigate, recommend corrective action and issue reports.



The International Ombudsman Institute notes, that, as a result of the relatively recent development of the modern welfare state government and citizen now interact at every turn, and the citizen is confronted by all types of departments, boards and agencies that have been allotted extensive powers.

With the proliferation of bureaucracies to administer government programmes, it has been necessary to provide new protection against bureaucratic failings and abuses of power. The ombudsman, says the institute, should be seen then in this perspective.

The power to act on his own motion gives the ombudsman an ad-

vantage which he does not have if limited to handling complaints sent to him. All ombudsmen, with the exception of the British and Northern Ireland parliamentary commissioners and the French mediateur, have the right to investigate complaints on their own initiative.

In every country which has an ombudsman the legislators have equipped the ombudsman with wide powers of investigation to enable him to investigate a complaint thoroughly and impartially.

The ombudsman is empowered to require any government official, who in his opinion, is able to give any information on the matter being investigated, to furnish the ombudsman with the information, and to produce any documents which are likely to be helpful in the investigation.

In addition, the ombudsman is empowered to resort to a range of measures of a compulsory nature, he may summon a complainant, any government official, and any other person who is able to give any information on the

complaint and he may require them to testify on oath before him.

Having found a complaint to be supported, the ombudsman is then entitled to make a recommendation which is appropriate under the circumstances. This recommendation may be to provide relief for the individual complainant and his particular situation, or to achieve general improvements in the functioning of the administration or both.

Stellenbosch will be the venue in March for an international seminar on the concept of the ombudsman. The seminar, presented by the ombudsman forum of the International Bar Association, will be held in association with the International Ombudsman Institute and the Association of Law Societies of South Africa.

An important aspect of the ombudsman's work is that he exonerates and vindicates civil servants and governmental organisations in instances where unfair accusations have been made, and thus reinforces the public's trust and confidence in the administration.

The International Ombudsman Institute believes the basis for the establishment and the reason for the continued growth of the ombudsman concept may be seen as the continuing need of the public to be able to obtain guidance from a high-level, respected official who is both independent and impartial and who has the formal power to investigate, and the more informal power to correct an act of maladministration.

The evolution of this office, particularly after the introduction of the 1809 Swedish constitution, provided the model for the present office of the ombudsman.

During the 19th and early 20th centuries this office gradually evolved from one whose main responsibility was to act as an agent of, and report to parliament, and a prosecutorial officer to one which primarily served the purpose of resolving citizens' complaints against bureaucracy, and whose prosecutorial role became a lesser one.

DOM 18/2/82

A Ministry by any other name...

By MICHAEL ACOTT

THE planned absorption of the Department of Police into a new Department of Law and Order will add yet another ministerial change of name to an already long list

Since taking over as Prime Minister in 1978, Mr P W Botha has set about rationalising the public service. One of the side effects has been that, over the past few years, a majority of Ministries and Government agencies have acquired new titles

Among the few to keep their familiar names are the departments of the Prime Minister, Defence, Finance, Justice, National Education and Police

The Department of Community Development has reverted to this title in English after a brief period as the Department of Community Development and State Auxiliary Services. Its Afrikaans title is, however, to change from Gemeenskapsbou to Gemeenskapsontwikkeling

Demise

Departmental letterheads have also had to keep up with the change of the Department of Plural Relations (formerly Bantu Administration and Development) to Co-operation and Development and the fusion of the separate Departments of Water Affairs and Forestry into the Department of Water Affairs, Forestry and Environmental Conservation, now simply the Department of Environment Affairs

When Mr Botha took over as Prime Minister in September 1978, the Ministry of Bantu Education had already become the Ministry of Education and Training, and the demise of the Department of Information had already been agreed to

Since then, however, Economic Affairs has become Industries, Commerce and Tourism, Agriculture become Agriculture and Fisheries, Labour became Manpower Utilization and then just Manpower, while Transport became Transport Affairs

Merged

The former Department of Health, and the Department of Social Welfare and Pensions were merged into one department — the Department of Health, Welfare and Pensions. But last month, the name was changed again. Now it's known as the Department of Health and Welfare

Among the familiar names to disappear were Planning, absorbed into the Prime Minister's department, Public Works, absorbed into Community Development and the Departments of Coloured Relations, Indian Affairs and the Interior which all merged into the new Department of Internal Affairs

Government agencies have not been exempt from the shifts in nomenclature

The Department of Information was relegated first to the Bureau for National and International Communication and then to the Information Service

The Bureau for State Security is now the National Intelligence Service

The groundwork for the rationalisation has been entrusted to the Public Service Commission — now known as the Commission for Administration

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Bamford cracks whip on cult of sub judice excuse

ARGUS 19/2/82

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Political Correspondent
THE sub judice excuse, increasingly being used in official circles to avoid giving information to newspapers and the public, was a dangerous cult that seemed to be spreading like wildfire.

This was stated today by a legal expert, Mr Brian Bamford, MP, the Opposition's chief whip in the Assembly.

He said there seemed to be more and more instances of officials and Ministers, shielding behind the sub judice rule and the way they preferred to use it in handling information.

"This is a dangerous new phenomenon and if it continues like this newspapers may in the end not be able to write about anything except perhaps the state of the weather."

The latest example of the use of the sub judice rule occurred yesterday when Brigadier Kobus Bosman, director of public relations for the SADF, said the Press would not be allowed to interview survivors from President Kruger.

He said a board of inquiry had been convened and the matter was therefore sub judice.

Mr Bamford said today that this was "absolute nonsense".



Mr Brian Bamford

The sub judice rule has never been applied to administrative investigations of this nature.

"It is only applied where there is litigation, in civil cases involving two individuals or in criminal cases involving the State and an accused."

"Here the life, liberty or property of the parties could be affected."

"In these circumstances it is obviously desirable that the Press and Parliament and the public generally should be careful not to obstruct the course of justice, but there is absolutely no reason at all why the sub judice rule should not be extended to inquiries which do not end in a judgment affecting individual rights."

Mr Bamford said that while the sub judice rule had been extended to inquests, a board of inquiry such as the one that had now been appointed by the navy did not give any definitive judgment.

Referring to ministerial evasions when it came to answering questions in the Assembly, Mr Bamford said many of these fell outside the scope of rulings on the sub judice rule which the Speaker made. In the case of such ministerial replies and in the case of statements by official spokesmen of State departments the only rule which should generally apply was the public's right to know.

The latest and most blatant example was the refusal by the Minister of Justice, Mr Kobie Coetsee, to tell Mrs Helen Suzman about the circumstances of the post mortem on Dr Neil Aggett.

"How can information on whether a private doctor was present when Dr Aggett's post mortem commenced affect the inquest — the purpose of which is to ascertain whether any person was criminally responsible for his death?" Mr Bamford said.

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1. Installing a storm sewer system throughout Cayman Flats.
2. Excavating zone S-17 and building a pump station on it.
3. Installing a storm sewer between the pump station and the existing storm sewers of zone S-5.

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Sabra
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Year 02 - same

03, Jan 1: Life

By NEVILLE FRANSWAN

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Dec 31:

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THE South African Bureau of Racial Affairs (Sabra) has declared its support for the policy of self-determination for whites, Indians and coloured people - with three separate parliaments and eventually three separate civil services

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surrender value

04, Jan 1: Life

Sabra has just published a booklet detailing its views on future constitutional development for South Africa

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Jan 2:

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In a covering letter, Sabra says "At present the authorities regard a new constitutional dispensation as of vital importance "Sabra concentrates on essential aspects, such as the retention of an ethnological basis, and the further political development of peoples which are at present the subordinates of the white government"

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Jan 2:

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The organization points out that its booklet is based on evidence on a new constitution submitted by Sabra to government commissions on various occasions. This evidence was preceded by research and talks at congresses and symposiums to which a number of specialists in politics and related matters contributed

23 460

23 460

Jan 31:

Bank

In its proposals for a new South African constitution, Sabra believes the principle should be upheld that one population group should not be subservient to another. This would entail separate political systems functioning on a basis of equality. Legislative power was vested in Parliament and this "can not and may not be changed" The obvious course in a new political deal would be granting similar powers and authority to coloured and Indian people in, respectively, a House of Representatives and a Chamber of Deputies, as suggested in draft legislation in 1979

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Sabra suggests, by way of example, that "the coloured section of the Department of Defence" should be handed over to the jurisdiction of the (coloured) House of Representatives if that authority requested it.

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The booklet emphasizes that "the Council of Cabinets is not the government of the Republic of South Africa, but the State President and his Executive Council (the white cabinet)"

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Dec 31: Income Statement

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Public

The president of the Public Servants' Association, Dr Colin Cameron, said today that public servants would not be satisfied with pay increases which were merely an adjustment for the inflation of the past year

Public servants had been hoping for a pay increase of 25 percent but, in a statement earlier this month, the Minister of State Administration, Dr Treurnicht, indicated that pay increases would not be less than last year's inflation rate.

This points to increases of about 15 percent in April, after the Budget is tabled.

Dr. Cameron said the increase did not deal with the accumulated backlog public servants had suffered due to an anti-inflation drive over the past five or six years

His association would pursue the matter with the authorities, he said

"We would like to see additional adjustments on a career differential basis," he added

26/2/82

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Civil servants' pay hopes dashed

PRETORIA — The government has finally dashed the hopes of the Public Servants' Association for 25 per cent increases from April 1.

This is clear from a Commission of Administration document setting out new salary scales submitted to the association yesterday.

Although no details of the scales were available last night it is clear that chaos threatened in many areas of the public service because of staff shortages.

Dr Cameron said the contents of the document accorded with the statement by the Minister of State Administration, Dr Andries Treurnicht, that the loss in purchasing power because of inflation over the past 12 months would be restored.

Asked what effect the increases would have on resignations Dr Cameron said most seriously dissatisfied public servants had already left the service.

The state departments were now left with a hard core of workers who had no alternative but to stay in the service.

As far as could be determined at this stage the extent of the increases varied from grade to grade.

Dr Cameron said the minister had given an undertaking however that further adjustments would be made in terms of the principle of career differentiation, and negotiations with the commission would continue on this issue.

Senior government workers pointed out that the staff crisis in the service would obviously continue — DDC

Dec 31: Income Statement Life Policy

(Surrender value of policy is zero - therefore no amount can be capitalised)

300	300	300	300	300	300	300	300	300	300
24 000	24 000	24 000	24 000	24 000	24 000	24 000	24 000	24 000	24 000
Company	Policy	proceeds receivable	Policy	proceeds	Company	Policy	proceeds	Company	Policy
Income	Statement	Life	Policy	Income	Statement	Life	Policy	Income	Statement

113 Persons employed in Republic (250)
 Hansford Q 61 741 - 242
 222 Mr I ARONSON asked the Minister of Statistics 1/3/82

(a) How many persons in each race group were employed in the Republic as at the latest specified date for which figures are available and (b) how many such persons were employed in the public sector?

The MINISTER OF STATISTICS
 Information as at 30th September 1981

	Whites	Coloureds	Asians	Blacks
(a) Economically active population (preliminary estimate)	1 936 000	865 000	262 000	6 747 000
(b) Public sector—Total	554 116	150 587	27 658	722 446
Central Government	129 088	61 626	13 175	133 560
Provincial Administrations	122 807	25 484	4 299	95 317
Local Authorities	57 100	26 800	5 900	139 300
National States (estimate)	—	—	—	102 000
S A Transport Services	115 588	22 827	2 025	130 955
Post Office	44 720	8 095	1 495	23 887
Sundry Statutory Bodies	13 525	1 376	128	11 000
Public Corporations (estimate)	69 400	4 200	600	85 800
Control Boards	1 888	179	36	627

Does South Africa need an

Ombudsman?

(250) J. P. ... 2/3/50 ... 2/5

Stellenbosch will be the venue this month for an international seminar on the concept of the ombudsman. The seminar, presented by the Ombudsman Forum of the International Bar Association, will be held in association with the International Ombudsman Institute and the Association of Law Societies of South Africa. It is expected to attract more than 100 delegates from legal and administrative circles in the Republic and abroad.

Key speakers will be Dr. Randall Ivany, ombudsman for Alberta, Canada and executive director of the International Ombudsman Institute, Mr. Justice Ulf Lundvik, president of the institute and former parliamentary ombudsman in Sweden, Professor Walter Haller, Professor of Constitutional Law at the University of Zurich, Mr. Alex Weir, chairman of the IBA Ombudsman Forum, and other eminent legal men. The chairman will be Mr. J. E. Knoll of Pretoria, President of the Association of Law Societies.

The seminar is being held because legal circles in South Africa believe the time has arrived for an investigation to determine the feasibility of a new office, in the style of an ombudsman, and whether this should be achieved by adapting and expanding the existing office of the Advocate General.

What is an ombudsman, how does he fit into the administrative structure, and where does the concept originate? When the 1974 biennial conference of the IBA resolved that consideration should be given to the promotion of the office of ombudsman

on the national, state, province and local government levels, it defined the office quite clearly.

The IBA saw it as an office provided for by the constitution or by action of the legislature or parliament and headed by an independent high level public official who is responsible to the legislature or parliament, who receives complaints from aggrieved persons against government agencies, officials and employees, or who acts on his own motion, and who has the power to investigate, recommend corrective action and issue reports.

The International Ombudsman Institute believes the basis for the establishment and the reason for the continued growth of the ombudsman concept may be seen as the continuing need of the public to be able to obtain guidance from a high-level respected official who is both independent and impartial and who has the formal power to investigate, and the more informal power to correct, an act of maladministration.

Although the concept may be regarded as a component of 20th century phenomena, it has origins dating from those of the first sophisticated governmental organisms.

During the era of the Roman Empire, the Roman satirist Juvenal asked "Quis custodiet

ipsos custodes," which a free translation renders "Who governs the government?"

During the preceding Roman Republic, two censors — magistrates

Daily Dispatch Special Correspondent

appointed for a stated term — scrutinised administrative action and heard complaints of alleged maladministration.

At about the same time in China during the Han Dynasty, there was a continuous control system termed "the Control Yuan." Its function included the supervision of administrative officialdom and the hearing of public petitions against administrative injustice.

In medieval Europe, the Christian Church often provided an office of intercessor between subject and prince, or between seif and feudal lord.

In 1722, in Russia, Peter the Great appointed a procurator general, who, as "eye of the Czar" would not only ensure the enforcement of laws and edicts, but would protect also the population from excessive official action.

Some nine years earlier, the Swedish

monarch, Charles XII, had appointed an "ombudsman" to be a legal safeguard for the executive branch in its administration of the state.

The evolution of this office, particularly after the introduction of the 1809 Swedish constitution provided the model for the present office of the ombudsman. The Swedish constitution provides for a strict division of powers between the executive, legislative and judicial branches of government, so that individual departments are not responsible to ministers, but rather to the rule of law.

Parliament refined the office of the ombudsman so that he would report to the legislative rather than the executive branch, and so that the office would have the power to scrutinise and, if necessary, prosecute members of the state judiciary, who, committed an unlawful act or neglected to perform official duties properly.

During the 19th and early 20th centuries, this office gradually evolved from one whose main responsibility was to act as an agent of, and report to, Parliament, and a prosecutorial to one which primarily served the purpose of resolving citizens' complaints against bureaucracy, and whose prosecutorial role became a lesser one.

The possibility that

such an office, in its refined form, could be incorporated in the democratic process on a world-wide basis, became a reality after adoption of the concept by Denmark in 1954. Its introduction was characterised by modifications suitable to a governmental system which included a highly independent judiciary and an administration run on the basis of the concept of ministerial responsibility.

The jurisdiction of the Danish ombudsman was thus restricted to a supervision of actions of the public administration of the country, and to the ordering of a prosecution rather than a prosecution by itself of alleged wrong-doing by public officials.

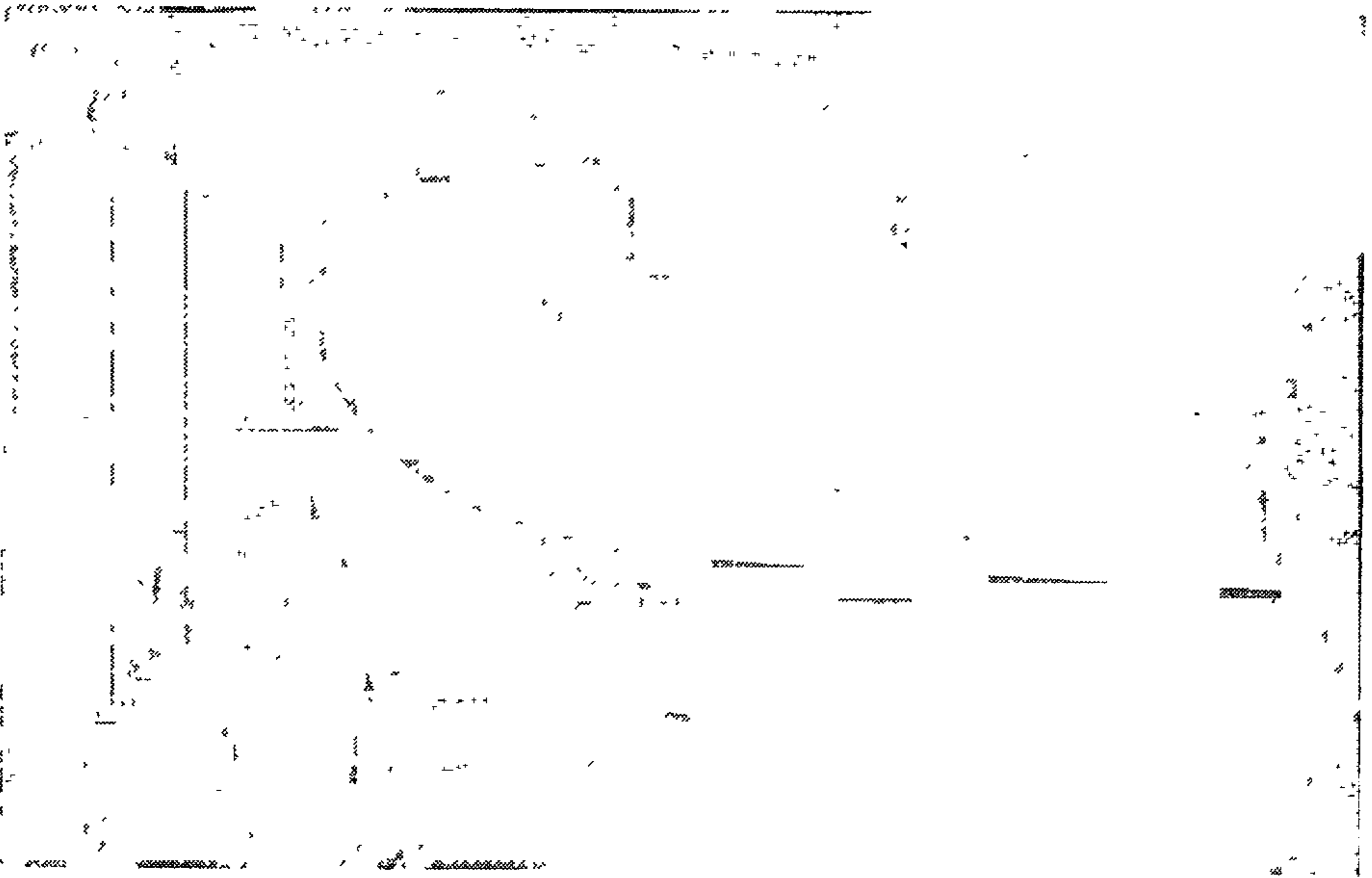
The successful transfer of the ombudsman concept to such a system of government sparked interest, and its adoption throughout the world.

Although the idea spread slowly at first, the last two decades have seen a dramatic growth in the institution around the world.

The International Ombudsman Institute notes that, as a result of the relatively recent development of the modern welfare state, government and citizen now interact at every turn, and the citizen is confronted by all types of departments, boards and agencies that have been allotted extensive powers.

With the proliferation of bureaucracies to administer government programmes, it has been necessary to provide new protection against bureaucratic failings and abuses of power. The ombudsman, says the institute, should be seen then in this perspective.

A striking sight in the western Cape — the monument to the Afrikaans language (Afrikaanse taal) at Paarl.



Medicaid for black gov't employees

2/3/48 Sowetan

250
299

THE Department of Co-operation and Development yesterday donated the sum of R100 000 for the immediate launching of a medical aid for black employees in the public service.

Mr G van der Wall, deputy director-general of the department presented a cheque to Mr H H Dlamlenze, secretary-general of the African Teacher's Association of South Africa (Atasa) at a news conference held in Pretoria



of 60 percent by the employer. The first management committee would consist of representatives nominated by the Departments of Post and Telecommunications, Finance, Education and Training, Co-operation and Development, the Commission for Administration, the Provincial Administrations, the United Municipal Executive

of South Africa and Atasa

Members will elect their own representatives at the first annual meeting. Mr Dlamlenze, who is also committee member of the fund, said the scheme will provide "a very necessary service to our people and will be welcomed by all those employed by the State."

Membership of the scheme is voluntary and contributions will vary from R1.60 to R9.60 per month depending on salary and number of dependants.

The new scheme Bonitas Medical Fund, whose initial membership is expected to exceed 20 000 after the first 12 months, would be administratively run by Med Scheme Administrators (Pty) Ltd.

Contributions would be subsidised at a rate

000

000

24 000

000

24 000

24 000

Income from Life Policy

Jan 2:

being accrual of proceeds receivable

Debtor (Insurance Company)
Income from Life Policy

Jan 2:

24 000

24 000

Bank

04, Jan 1: Insurance Expense

300

300

Years 02 and 03 - same as 01

Income Statement
Insurance Expense
being closing entry

Dec 31:

300

300

Bank
01, Jan 1: Insurance Expense
being payment of premium

01, Jan 1:

300

300

(1) Premiums Treated as Business Expense

SOLUTION TO: GLS

250

South African Year Book 12/3/82
 Hansard Q Col. 375-6
 147 Mr D J N MALCOMESS asked
 the Minister of Finance:

- (1) Whether the State Tender Board has awarded a contract for the printing and production of the South African Year Book, 1982, if so, (a) who is the successful tenderer, (b)(i) when and (ii) where were tenders called for (c) when was the tender awarded, (d) what is the price per copy, (e) how many copies have been ordered and (f) how many tenders were received,
- (2) whether the lowest tender was accepted, if not, why not,
- (3) whether the contract was awarded for one year only, if not, for what period was it awarded?

The MINISTER OF FINANCE

- (1) A contract for the printing and issue of the South African Year Book was awarded during 1978 for a period which includes the 1982 edition
 - (a) Chris van Rensburg Publications (Pty.) Ltd.
 - (b) (i) On 24 November 1978.
 - (ii) The tender was advertised in the State Tender Bulletin
 - (c) On 19 December 1978
 - (d) (i) R23,75 per English copy
 - (ii) R54,00 per Afrikaans copy
 - (iii) For 100 volumes of both languages, bound in artificial leather, an additional R2,00 is payable per copy.

(e) 1979 edition—5 300 in English;
 1980/81 edition—5 000 in English
 and 800 in Afrikaans, 1982 edi-
 tion—6 800 in English.

(f) Three

(2) Yes.

(3) The contract was awarded for a period of 4 years, with an option of the State to extend this period by one year at a reduced price.

Civil service pay crisis talks in City

CAPE TIMES 18/3/82 (250)

Own Correspondent

PRETORIA. — A deputation from the Public Servants' Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in State departments.

Background to the meeting is the 20 000 staff shortage in the service, the "unacceptable" maximum 15 percent pay increases for government workers from April 1 and the fact that dissatisfaction is still rife

The Minister of Labour, Mr Fanie Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate, and lack of suitable recruits

Collapse

Senior public servants said yesterday the resignations in the service would continue unabated this year in spite of the April 1 pay rise

Vital services, they said were threatened because of a lack of qualified and experienced staff

The position was particularly critical in the offices of the Commissioner for Inland Revenue

where big delays in collecting taxes were being experienced

Narrowed

At today's meeting in Cape Town the PSA delegation is expected to seek assurances that a resolution taken at a special meeting of the associations executive committee in February, that the pay gap between the public and private sectors sectors be significantly narrowed over three years, will be carried out

The alternative, especially when the country starts climbing back out of recession, will be increased resignations and a critical deterioration on at least some key State services, it is claimed

Still wrangling with State department workers is the fact that last year's increases of about 12 percent failed to compensate even for cost of living rises

3

State staff crisis: talks are on today

By GERALD REILLY
Pretoria Bureau

A DEPUTATION from the Public Servants Association will meet the Commission for Administration in Cape Town today to discuss the pay and staff crisis in the State departments

Background to the meeting is the 20 000 staff shortage in the service, the "unacceptable" maximum 15% increases for Government workers from April 1, and the fact that dissatisfaction is still rife in the State departments

The Minister of Labour, Mr Fanie Botha, warned last year that some departments were on the brink of collapse because of the high resignation rate and lack of suitable recruits

Senior public servants said yesterday the resignations in the service would continue unabated this year in spite of the pay rise

Vital services, they said, were threatened because of a lack of qualified and experienced staff

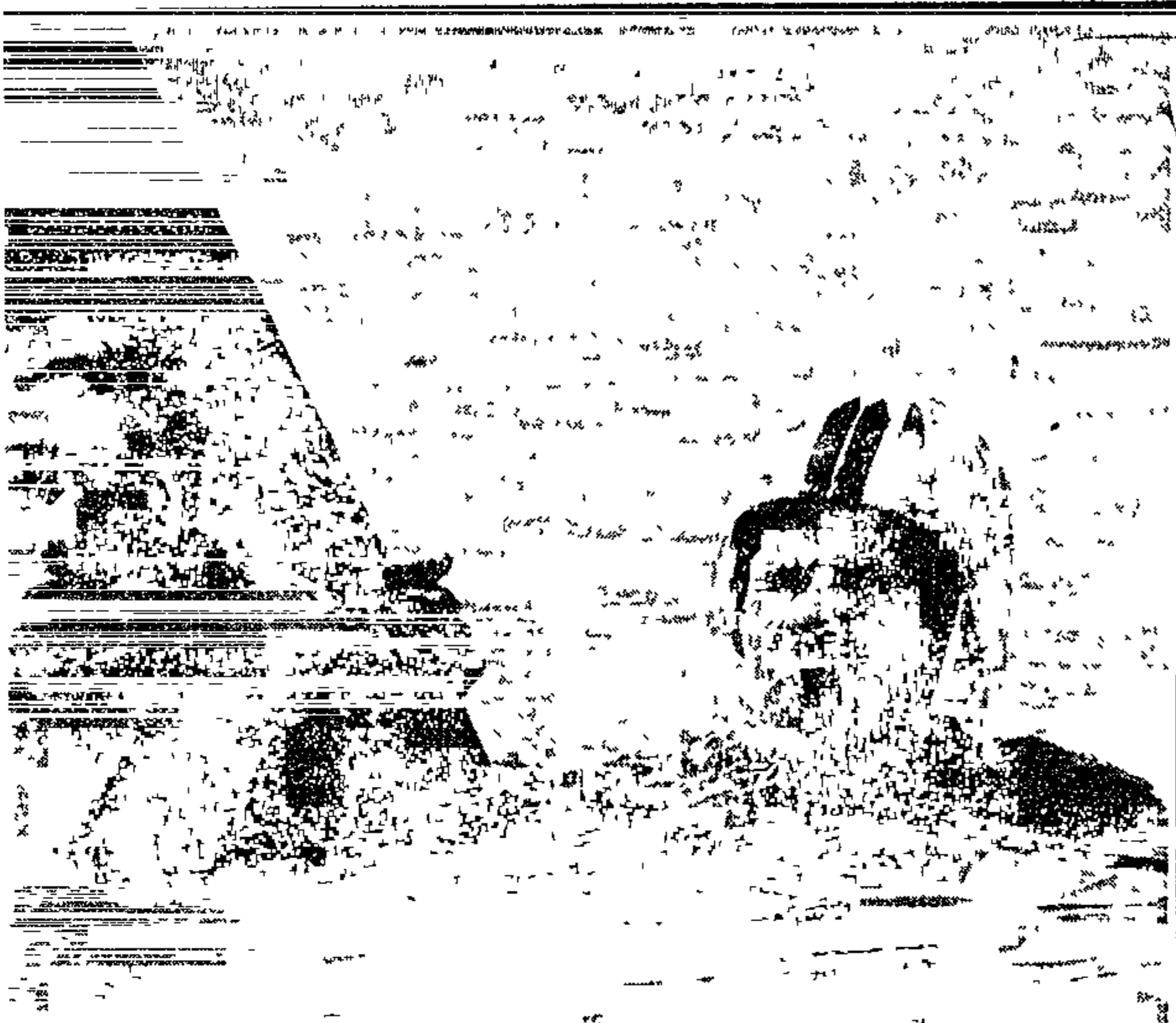
The position was particularly critical in the offices of the Commissioner for Inland Revenue where big delays in collecting taxes were being experienced

The financial spokesman for the PFP, Mr Harry Schwarz, has questioned the Minister on allegations of GST losses as great as R600-million because of a lack of tax inspectors

At today's meeting in Cape Town the PSA delegation is expected to seek assurances that a resolution taken at a special meeting of the association's executive committee in February, that the pay gap between the public and private sectors be significantly narrowed over a programmed period of three years, will be carried out

The alternative, especially when the country starts climbing back out of recession, will be increased resignations and a critical deterioration in at least some key State services, it is claimed

Still ranking with State workers is the fact that last year's increases of about 12% failed to compensate for the rise in the cost of living



Craig Marais, Craig Viljoen and Wade Garvey hope they never land in this May to raise funds for their school.

Picture RAYMOND PRESTON

boys attempt canoe marathon

have been training since the beginning

R2 000 for their sponsorship. They will start at the Dam to the May 19 to May

Assisting them will be a sports teacher, Mr Michael Bibb, who will travel along the river by minibus, with two other school boys

They will rendezvous with the canoeists each evening, and if roads allow, during the day as well.

In the evening, Mr Bibb and the two helpers, Brett Ross and Wayne

Malan, will set up camp, cook and attend to injuries or stiff muscles

Mr Bibb is not a canoeist himself "The boys themselves decided on the route and distance," he said

The boys said the biggest problems they will face are shooting rapids, the cold, and rendezvousing successfully each evening

Piquet is favourite for Brazil GP

RIO DE JANEIRO — Defending world champion driver Nelson Piquet of Brazil and Frenchman Alain Prost are the two big favourites for Sunday's Brazilian Formula 1 Grand Prix

Mechanics and team managers were out in force on Tuesday at the Jacarepagua track preparing the cars for the 63-lap race, which starts at 1pm

The Brazilian race will be only the second in this season's competition, following the South African Grand Prix in January when victory went to Prost in his turbo-powered Renault

The Argentine Grand Prix was cancelled

in the aftermath of the disputes between the drivers and manufacturers

Official qualifying laps are scheduled for tomorrow and Saturday. Thirty-six drivers from 17 teams are signed up for the race and will compete for 26 starting spots on the grid

In preliminary training last week, Piquet clocked the fastest time in his Brabham-Ford, hurtling round the 5,031km track in just under one minute, 50 seconds

That is way below the official lap record of 1 43,07 set by Argentinian Carlos Reutemann in 1978. The times at the

Jacarepagua track in 1981 were slowed down considerably by rain that fell through most of the race

In this year's race Piquet will be using a conventional three-litre engine in his Brabham rather than the BMW turbo he used at the Kyalami track in South Africa

Experts say that Prost's Renault turbo would be difficult to better this season. The sea-level location of the Brazilian event will take some of the edge away from the turbos, but they will be top contenders unless the weather gets really hot, mechanics said — UPI

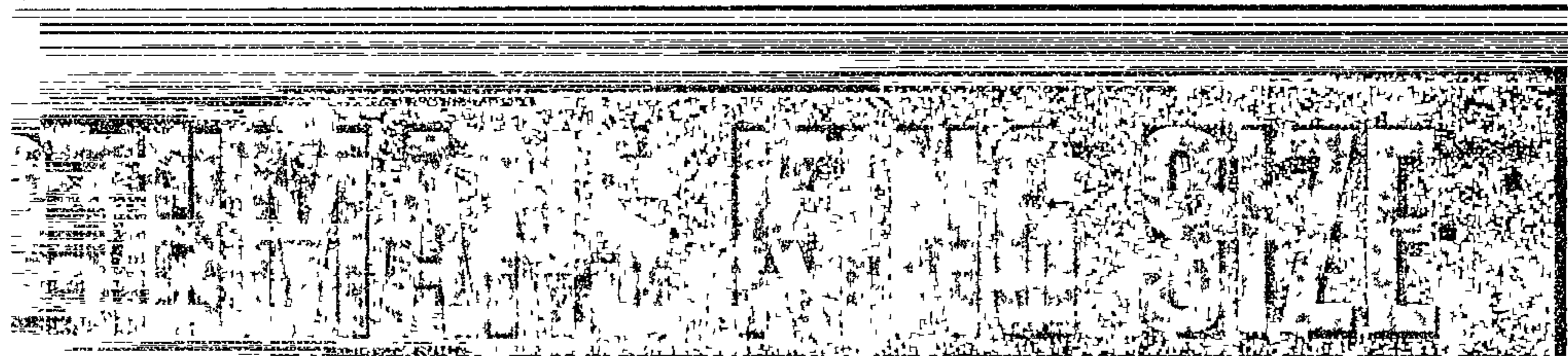
Murder still a mystery

Mail Reporter 18/3/82

NO BREAKTHROUGH has been made in the investigation into the slaying of Mrs Allison Weinberg in her Johannesburg flat two months ago

Mrs Weinberg, aunt of Mr Steve Kitson who had to leave South Africa after being detained by Security Police, was murdered in her Wanderers Street flat

A police spokesman said yesterday no new leads had emerged despite a R5 000 reward for information



THE ASSEMBLY — The government made savings of more than R24 million during the 1980-81 financial year because of the number of staff vacancies in the civil service

In the report of the Auditor-General for the year, tabled in Parliament yesterday, most departments reported savings because of "vacant posts" or "posts not suitably filled," and related problems

Even the Prime Minister's Department reported that it had not spent all the money budgeted for salaries because of "staff vacancies and new posts not filled timeously"

Although other factors were also involved, the Prime Minister's Department saved R82 187 under this section of the

Staff vacancies save govt R24m

250
19/3/82

audit

One department, however, saved through staff vacancies but then found it had to spend more on telephone bills because of the staff shortage

This was the Department of Statistics which, at the time, was headed by the former minister, Dr Andries Treurnicht, who is now the leader of the rebel Nationalists in Parliament

The department said that "as a result of serious staff shortages it is not always possible to follow up outstanding

questionnaires in the customary way. In order to ensure that information is obtained timeously, it has, from sheer necessity, been obtained telephonically"

Because of this, R73 877,49 more than had originally been budgeted had been spent under "administration"

But the Department of Statistics made savings because of a decrease in the number of surveys on unemployment because of the non-availability of enumerators

Among the other departments which made savings because of staff shortages were the President's Council (R352 554), the Department of Co-operation and Development (R35 million) the Department of Agriculture (R115 135), the Department of Commerce (R1,7 million) the Department of Industries (R245 954), the Department of Finance (R45 227), the Audit Department (R40 831), the Department of Coloured Affairs (R54 558), and the Department of Indian Affairs (R678 558)

Also named were the Department of Interior (R647 138), the Commission for Administration (R143 085), the Department of Foreign Affairs (R3,2 million), the Department of National Education (R27 185) the Department of Statistics (R666 161), the Department of Education and Training (primary education — R9 million and general staff — R3,4 million) and the Department of Health (R412 917)

This means that some R24,2 million was saved because of staff shortages — PC

De Pontes slams rebel Nats over sports clubs

THE ASSEMBLY — The MP for East London City, Piet de Pontes, has bitterly attacked the rebel Nationalists for opposing the legislation before Parliament to remove sports clubs from the jurisdiction of the Group Areas Act

say that the government wanted to open all facilities, he said

"The government is not forcing anyone to do something they do not want to do or to admit someone they do not want to admit"

"The club, local authority or person who exercises control will be free to decide who to admit"

"This must actually take place within the framework of the country's laws which ensures that there will be order. All this measure is taking in is that the responsibility for the decisions is transferred to the person or bodies who can decide who to admit," Mr De Pontes said

He was particularly critical of the rebel Nationalist MP for Langlaagte, Mr S P Barnard, who spoke before him

Mr De Pontes said Mr Barnard reminded him of the person who came into a church and saw a person of colour on his knees

This person went to the man and asked "What are you doing?"

The man replied "Boss, I am working," to which came the reply "Oh, that is good that way. I thought that perhaps you were praying"

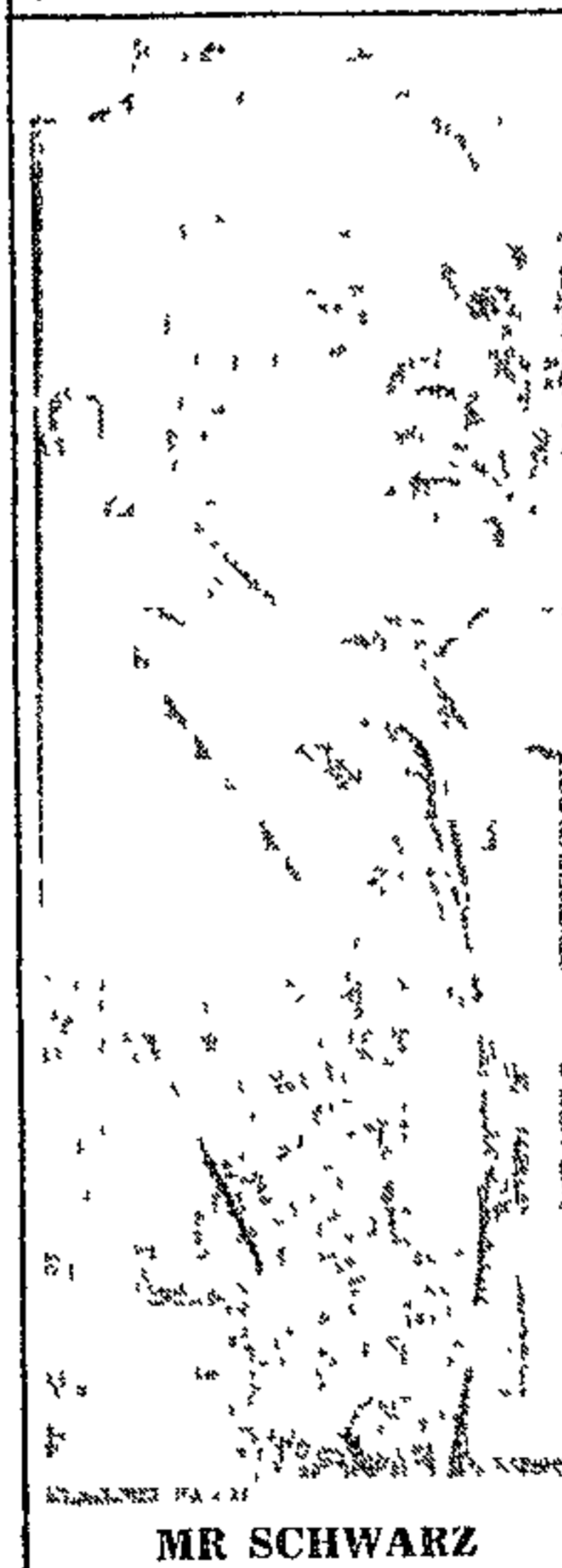
Mr De Pontes said "I think that is the sort of mentality we find in that honourable member"

The principle of multi-national sport continued and people of all races could attend sports matches and this had been accepted in principle for some time, he said

"Newlands without brown spectators is actually unthinkable. It is already tradition"

Mr De Pontes said the rebel Nationalists had accepted that principle while they were still in the National Party

The new law did not change any principles and was only doing away with outdated procedures, he said — PC



MR SCHWARZ

20pc
defence stocks error

254
D. Dispatch
19/3/82

CAPE TOWN — No complete stock verification has been done at the 81 technical stores depots of the defence department for 20 years

Yesterday, Mr Harry Schwarz, chief opposition defence spokesman, described this news — contained in the Auditor-General's report for 1980/81 as "a shock"

According to the report, stocktaking deficiencies and surpluses at the depot amounting to R109m were approved by the Treasury last year

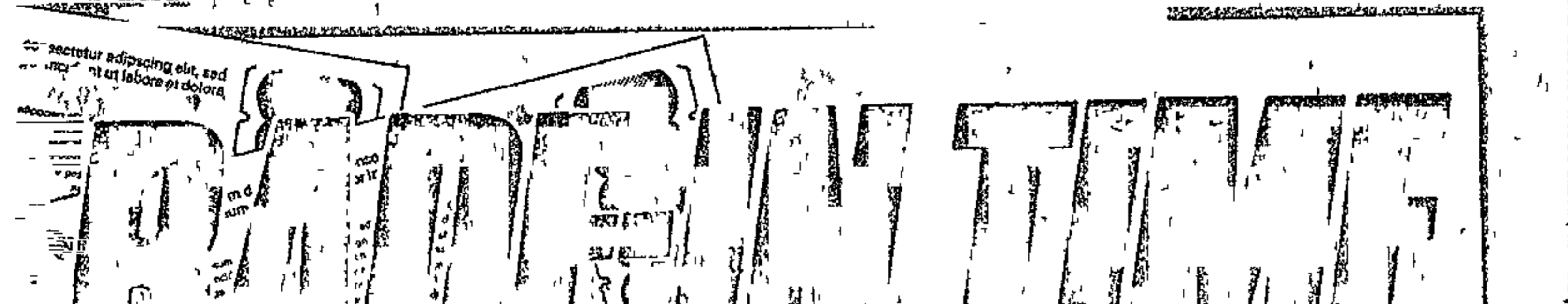
"The amount is, subject to amendment pending stock verification in progress and a further stocktaking in an area where a 20 per cent error was revealed," said Mr W G Schickerling in his report

A complete stock verification of the depot was last carried out during 1959/60, and Treas-

Govt: less spent

Originally an expenditure of R6,9 million was budgeted for the settlement and repatriation of people from prescribed areas under the vote for the Department of Co-operation and Development

But R1,3 million less than expected had been spent, it was reported — PC



the spokesman said

(250)
~~122~~
Civil servants want ^{E Post} power to bargain
20/3/84

JOHANNESBURG — The Association of Civil Servants has asked the new Minister of State Administration, Dr Gerrit Viljoen, for increased negotiating powers

The chairman of the association Dr Colin Cameron, said talks on the implementation of the full programme for the reconstruction of the civil service had been held with Dr Viljoen and the Commission for Administration

The association's representatives were told a new deal for the civil service would be hammered out in consultation with the association

Dr Cameron said personnel groups, such as clerks and technicians, were in a poor position and the association had asked for an improvement

Problems in connection with housing were also discussed in the light of the Prime Minister's announcement that assistance was envisaged as from next month — Sapa

'Package' for public service to cost R800m

CAPE TIMES 24/3/82

250

HOUSE OF ASSEMBLY — The Minister of Finance, Mr Owen Horwood, yesterday announced a "package" of improvements in conditions of service in the public service costing a record R800 million for 1982/83

Introducing the main Budget, he said that because an early decision was reached on the remuneration package, the greater part of the provision could be allocated to the various votes, leaving a balance of R200 million to be included in the improvement of conditions of service vote.

"The major improvements contemplated are a substantial general salary adjustment, the implementation of a further phase of the programme to narrow the wage gap among the different population groups and an extension of the practice of salary differentiation among selected professional categories"

"The government trusts that the substantial salary and related improvements brought about in the present Budget will do much to alleviate the manpower problem in the public service, the smooth functioning of which is essential to the country's administration" — Sapa





chosen yesterday from 50 others to take part in the finals of the Mod-
From left: Leigh Harding, Denae Wright and Millicent Mseleku.

Picture: DANIE COETZER

ays out of black Bok

said his department did not deal with the matter as it was "too administrative"

At the centre this week Mr Johan "JC" Engelbrecht said Siwisa should be given a chance to practise "to the full" before going to the United States

"But there is a Rightwing element at the centre, and it will therefore be better for him to practise when whites are not around"

Most of the members of two Railways volley-ball teams did not want to hear of Siwisa practising at "our" centre

They pushed the Rand Daily Mail reporter and photographer out of the centre saying "We do not want the kaffir here — he must get

Woman drunk before death

DURBAN — A 59-year-old woman was naked and "horribly drunk" some hours before her husband allegedly stabbed her to death, the Durban Regional Court heard yesterday

Mr Carl Pieter Gildenhuys,

Politics in unions is out, says PM

NEW YORK — South Africa would encourage private companies to talk to trade unions representing black workers, but any improper political activities by unions would be stopped

This was said by the Prime Minister, Mr P W Botha, in an interview with Business Week magazine this week

Mr Botha said. "The right of workers to organise and deliberate on working conditions must be accepted"

But he added "If trade unions allow themselves to be exploited by outside political forces, the ordinary measures of orderly government will be applied"

Asked by Business Week's Africa bureau manager, Mr Jonathan Kapstein, why so many black trade union leaders had been detained by police, Mr Botha said the action taken was not against union leaders but against individuals

"We have certain measures that we apply against anyone, trade union leaders or others, either white or black, who want to undermine the security of the country," he said

Mr Botha said South Africa's programme of setting up separate homelands for blacks would continue despite the defection of some Rightwing members of his National Party

It was absurd to call the homelands dumping grounds or a method of separating the races Homelands were "self-governing states on their way to independence"

In reply to critics of apartheid Mr Botha pointed to South Africa's prosperity which, he said, attracted people from surrounding countries

"How do they explain the fact that more than 500 000 people from all over Southern Africa are trying to live in the Republic of South Africa?" he asked "Our problem is to get them back to their own countries"

Asked about the threats facing South Africa, Mr Botha said the country was threatened by communist agitation and "interference by the international community, consisting of dogooders and some media who believe they can preach to us how we should practise our political life"

Coach trips' switch

SALISBURY — Coach trips from Salisbury to Johannesburg will be rescheduled as a result of the sunset to sunrise curfew on the Bulawayo-Beit Bridge road, imposed after a car was ambushed on Wednesday night

A statement from Express Motorways said that from Monday the coach would leave Salisbury at 9pm instead of 6pm on Mondays, Wednesdays and Fridays

There would be an hour stop in Bulawayo, making a 4-hour difference in the time of arrival at Beit Bridge

The general manager of Express Motorways, Mr William Thomas, said the changed times would remain in force "until further notice"

Last night's departure for Bulawayo was still to be 6pm, but there would be a 3½ to 4-hour wait in Bulawayo Return journeys from Johannesburg would also be delayed — Sapa

Rembrandt refuses request by union

By STEVEN FRIEDMAN
Labour Reporter

DR ANTON Rupert's Rembrandt Group this week rejected a request by a union that the group intervene in a dispute at Henkel, which faces a world-wide consumer boycott from today

In a telex message to Fosatu's Chemical Workers' Industrial Union, Dr Rupert's personal assistant, Mr J H Groeneveld, said Rembrandt was not involved in the management of Henkel

the union is to call a boycott of the company's products

The 6 000 000-member International Chemical and Energy Workers' Federation has pledged support for the boycott.

Mr Groeneveld yesterday released an extract from a telex message to the CWIU responding to its request for senior Rembrandt men to intervene

"I wish to advise that Henkel is not a subsidiary of Rembrandt, which has only

250
MZA
It's wait
and see
for civil
servants
31/3/82

Chief Reporter

South Africa's public servants are waiting to see how they will benefit from the new policy of pay differentiation to be introduced this year.

Mr R H Landman, general manager of the Public Servants' Association, said civil servants had already been notified of the size of their April increases which are roughly equal to the cost-of-living index over the past year — about 14 percent.

Black, coloured and Indian public servants will receive slightly higher increases as part of the Government's policy of closing the wage gap.

Mr Landman said public servants were satisfied with their increases, but were watching how the principle of pay differentiation between various professions would be applied.

The Commission for Administration is investigating how to attract new public servants to professions that are suffering a desperate shortage.

This could affect categories such as teachers and nurses as well as other professional people who are in such short supply.

Mr Landman said the availability of funds would determine whether special pay increases for professions would be made retrospective or would be paid after the adjustments were made.

250

R95 000 of your money was spent - at a banquet

BLACK leaders have criticised the Government for wasting R95 000 at a lavish banquet when launching Manpower 2000, a project aimed at promoting community awareness in manpower affairs.

When Manpower 2000 was launched in Pretoria, a banquet for 2 000 guests was held, and Prime Minister P. W. Botha was the guest speaker.

The expenditure of R95 706 was revealed in Parliament in the Auditor-General's report, listed as "Manpower 2000 - enter-

tainment expenses."

Dr Nthato Motlana, chairman of the Soweto Committee of Ten, said: "That kind of expenditure from our rulers does not come as a surprise to us. That is nothing

compared to other unnecessary expenditures in which the Government has indulged in the past.

"We are aware that millions are wasted on projects that are of no value to the man in the street in this country. I refer to millions wasted on resettlement of people in the administration of the Group Areas Act and the enforcement of Influx

BY SAM MABE

Control,

"These are, of course, apparatus of the apartheid system which need not be mentioned. So, we not only call for the tightening of belts over such obvious waste, but also over some worthless projects so dear to the hearts and mind of our leaders in Parliament.

"You only have to

think of expenses incurred in the raping of District Six for instance, to realise that this R95 000 is nothing compared to the more serious losses incurred by the taxpayer."

Bishop Desmond Tutu, general secretary of the SACC, described the expenditure as "scandalous".

"How can this type of thing happen at the time when we are get-

ting reports of children dying in Kwa-Zulu because of lack of food? This was the most heartless and insensible thing to have done.

"Even in a well-to-do country this would still have been something to be condemned. But in a country like South Africa where increases in the price of foodstuffs and other essentials is becoming a

daily occurrence, this becomes a disgraceful disregard for the feelings of the people.

"What makes it even worse is the fact that it is the taxpayers' money that is being used for such projects and with the full knowledge that no sensible person would have agreed to have their money spent so recklessly," said Bishop Tutu.

ISP never held

Lenzene

THE MINISTER of Police, Mr Louis le Grange, said yesterday that former Soweto Students Representative Council member Mr Peter Lengene had never been detained nor held by Security Police since his alleged kidnapping from Botswana in the past 12 months.

Mr Le Grange was answering a written question by Mrs Helen Suzman, PFP Houghton and Progressive Federal Party spokesman on police matters.

Mr Le Grange said a personally

Where's Joe Tshabalala?

By MONK NKOMO

MYSTERY surrounds the whereabouts of the Ateridgeville/Saulsville Community Council chairman, who failed to appear at the Pretoria Supreme Court yesterday to seek an urgent interdict against the recently announced rent increases in the township.

Mr Joseph Tshabalala, together with his council, had unanimously agreed to seek a court interdict yesterday. The decision was made at a special urgent meeting on Tuesday night. According to Mr Tshabalala, the case was to be heard before the Supreme Court judge at 2 pm.

Members of the Press were made to wait impatiently for about three hours in the court chambers with neither the council chairman nor any of the councillors appearing until the court doors were closed.

Makgotla spreads BUT OPPOSITION IS GROWING

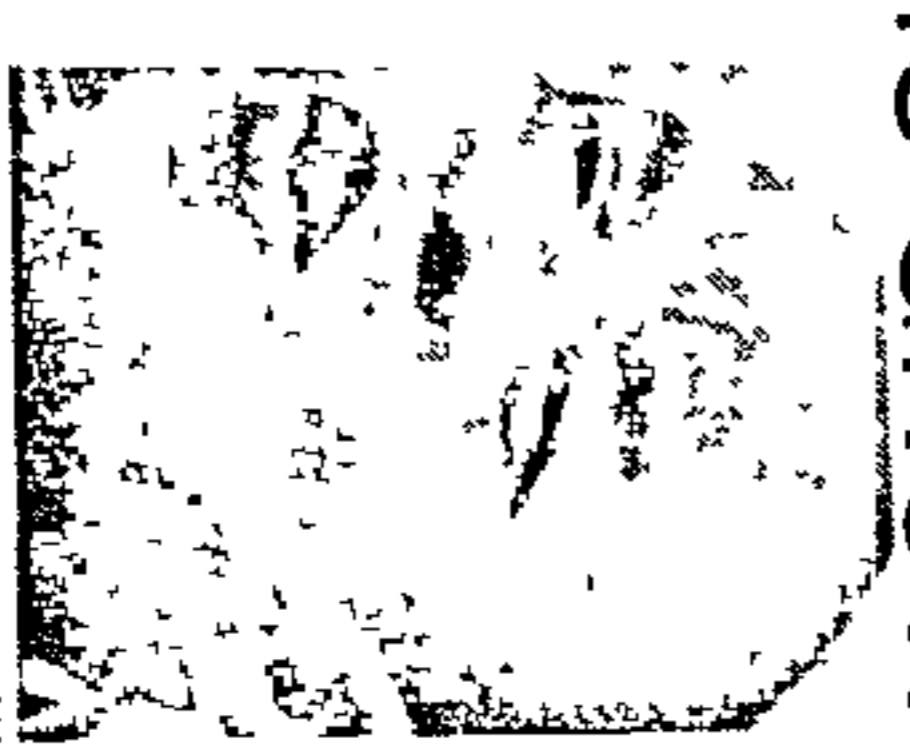
By SHAFATH AHMED KHAN

MR SIEGFRIED Mantatha's powerful Soweto makgotla are now set on smashing gangs of thugs in the Indian township of Lenasia.

Mr Mantatha has warned there would not be any pulling of punches "when his units begin their infiltration of crime-ridden Lenasia in the coming weeks.

His moves, he said this week, have been prompted by Indians who have approached him, asking him to spread the wings of his makgotla over Lenasia to combat crime carried out by both Indian and black youths in the area.

"Indians have com-



MANTHATA: "I will control situation"

move and provide my help. And I have promised I will control the situation.

Mr Mantatha boasted of also having had calls from whites in Southdale who complained of

justice and law by the makgotla people.

"It is the feeling of Inkatha to launch an appeal to the police and community councils to investigate whether makgotla is operating within the precinct of law and not for their personal aggrandizement."

He said the makgotla were doing more harm than working in the interests of the people, as they had assumed the powers of acting as judicial officials and arbitrators in all civil and criminal offences.

"These makgotla," he

Spending by public sector slows down

(250)

Star 1/4/82

By Mervyn Harris

Capital expenditure of the public sector will increase by 5,9 percent this year and 10,3 percent in 1983 when it will total R10 839 million, according to the latest estimates by the Department of Statistics.

Total capital expenditure of the sector, excluding purchases of land and existing buildings, was R9 022 million in 1981 compared with R7 430 million in 1980, an increase of 21,4 percent at current prices

million this year to R1 674 million in 1983. But such purchases by public corporations will continue to decline from the R3 326 million last year to R2 985 million this year and R2 911 million next year.

Date _____

Degree/Diploma/Certificate you are registered (e.g. _____)

Subject ECON
(to be copied from _____)

Paper No _____
(to be copied from _____)

According to calculations by the department, the prices of the capital goods of the public sector increased by about 14,2 percent in 1981, resulting in the real capital formation of the public sector rising by 6,3 percent.

Purchases of land and existing buildings by the sector in 1981 and 1980 amounted to R255 million and R220 million respectively.

Because public corporations spent more than planned in 1981, the actual capital expenditure of the sector was 7,3 percent higher than the amount which the sector planned to spend at the beginning of 1981.

DECLINE

The actual expenditure of the public corporations last year was 16,4 percent more than their anticipated expenditure.

The expected expenditure of R9 826 million in 1982 is 5,9 percent above the actual expenditure of R9 278 million last year.

Real capital expenditure of the sector will, therefore, decline in 1982.

Purchases of machinery and equipment by central government will rise from R1 297

The total of all such purchases, including those from divisional councils, local authorities and administration boards, will climb from R4 361 million this year, a slight decline from 1981's R4 461 million, to R4 659 in 1983.

Of the R915 million to be spent by central government on new constructions this year, R745 million will be allocated to private construction firms.

ALLOCATED

This will rise to R869 million of the R1 065 million to be spent on new constructions in 1983.

SA Transport Services and the Department of Posts will spend R1 290 million on new constructions this year, of which R656 million will be allocated to private construction firms.

PRIVATE

In 1983 this will rise to R1 471 million for these bodies, of which R734 million will be allocated to private firms.

The survey by the Department of Statistics excludes Namibia, the independent national states, as well as statistics on the Armaments Development and Production Corporation and its subsidiaries.

RY CANDIDATE MUST enter in column (1) the number of each question asked (in the order in which it has answered); leave columns (2) and blank

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NOTE CAREFULLY

- The answers only marked. The left margin is for rough work, but not for answers.
- Enter at the top of the block on this page the number of the question you are answering.
- Blue or black ink only. The use of a ballpoint pen or green ink may be used for emphasis or for correction.
- Names must be written in the examination book.

Any dishonesty will render the candidate liable to possible exclusion from the examination.

Candidates must not bring into the examination room any books, papers, notes, or other material unless so instructed.

Candidates must not communicate with other candidates or with any person except the invigilator.

The answer book is to be torn out by the invigilator before leaving the examination room.

Mr. [Name] will be in the examination room at [Time] and will be available to answer any queries.

Yours faithfully,
[Signature]

250

3



Civil service home scheme to be 'open'

Mail Reporter

THE home interest subsidy scheme for civil servants has been extended to married officials of all races, following an announcement yesterday by Dr P S Rautenbach the chairman of the Commission for Administration.

Unmarried officials, who until now had been excluded from the scheme — allowing for the subsidy of interests on home loans of up to R40 000 — would in future be allowed to participate in the scheme under the existing conditions.

The move was welcomed by the Opposition spokesman on finance, Mr Harry Schwarz, who said any move on a non-discriminatory basis would be welcomed by the Progressive Federal Party.

However, he said it had to be borne in mind that the Commission of Enquiry into fringe benefits was still investigating home subsidy schemes and that one had to wait to see what their findings were.

A spokesman for the commission of administration said that if the commission into fringe recommended

that fringe benefits should be taxed the housing subsidy would also be affected by it.

The statement said that the loan limit would not be increased at present but that it would be revised at more regular intervals than at present.

Dr Rautenbach said yesterday that the measure had been taken because it had become apparent that there was a great need for housing loans among unmarried civil servants — especially in Pretoria.

He conceded that it formed part of a drive to stem the tide of resignations from the civil service and said "We would like to have a stabilised work force in the civil service."

Commenting on this statement, Mr Schwarz said home subsidies did not represent the core of the problem of the staff drain in the civil service.

One move will not solve the whole problem, Mr Schwarz said.

The president of the Public Service Association Dr Colm Ameron could not be reached for comment.

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

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NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book (s) are used

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator
- 3 No part of an answer book is to be torn out
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

RETHINK ON THE GOVERNMENT DEPARTMENTS' ROLES

SHARP cuts in Government spending are proving a major indirect boost to plans for restructuring the civil service and could even be the first sign of a diminishing role for South Africa's provincial councils

The Public Service, for decades one of South Africa's largest growth industries, has been put on a protracted austerity diet to trim it down to size

While the Minister of Finance, Mr Owen Horwood has for many years promoted a policy of less government, Government departments have tenaciously clung to their empires in the hope of better days to come

They have tried desperately to maintain all their old functions with skeleton staffs and long lists of vacant posts in the hope of one day getting more money to fill them

But this year, with an overall Budget increase of only 14.9% — just on or under the inflation rate, and every indication of worse to come — top Government planners are hoping that they will now finally get the message Change or wither away

The trend and change in Government priorities becomes even more marked when the substantial Budget increases for certain departments such as Education and Training, National Education, Manpower and Police and Prisons are taken into account

Traditionally a major part of the Public Service has been employed in providing direct services — many of them welfare services for a poorer, more ignorant white public — and administering Government handouts

Many of these services

A ²⁵⁰cash-starved

Sunday Express 4/4/82

Public Service

has to trim down

By MARTIN WELZ

Political Correspondent

have become redundant or out of date, while others are simply a duplication of services now provided by the private sector

On all fronts Government subsidies are being phased down

Government subsidies for exports, internal tourism, sport, bread and maize have been cut or are scheduled to be phased out

As more and more Government services are driven to the wall by budget cuts — to use the words of a top Government planner — the departments will be forced to establish new priorities to survive

"They might start out by trying to spread their butter thinner but soon they are going to have to decide to leave some functions altogether," a Government source said

"Not only are they having to justify increases, they are having to justify the services they provide from scratch

"They are being asked such questions as 'what will happen if you simply stop?' They will increasingly perform only a control func-

● Mr Owen Horwood for years he advocated pruning the Public Service



tion, abandoning many of their service functions either to history, or if there is still a real need for them, to the private sector

An example of this process can be seen in the decreased amount budgeted for housing and to local authorities

In the past local authorities were obliged to get money for housing from the Government

Now the rules have been changed and they are free to seek finance in the open money market

For obvious reasons money has also been the measure

of power of the Public Service. Less money means less power

The four provincial councils are a major victim of the new policy

Excluding provision for salary increases for staff employed now, the Government's overall subsidy to the

provincial councils was increased by only 8.1% in the Budget tabled in Parliament last week — a decrease in real terms

The subsidy for capital works has been allowed no increase at all

Taking inflation into account, this means that the provinces have had their

capital budgets cut by 15% in real terms

The result has been dramatic — and apparently unexpected. The Transvaal Provincial Council was obliged to abandon major capital works such as a multi-million rand teachers' training college in Pretoria — after the contractors had already laid the foundations

POLITICAL comment in this issue by Ken Owen and C V Day, posters and design by Les Stephenon, headlines and sub-editing by J A Leask, all of 171 Main Street, Johannesburg

MPs' pay goes up by 15 pc

ARGUS 7/4/82 250

Political Correspondent
THE salaries of MPs have been increased by approximately 15 percent and their allowances by 20 percent

From the end of April MPs will receive R19 113 a year in salary and R10 863 in allowances. Up to now they have been receiving R16 620 and R9 052.

The increases are linked with those granted to public servants in the Budget

Since a few years ago parliamentarians have not voted increases for themselves — they are linked

automatically to public service increases

Ministers and some high-ranking State officials have decided not to accept increases this year

The Prime Minister's salary stays at R52 450, with a reimbursive allow-

ance of R26 376 and Ministers' salaries at R36 072 with a R10 992 allowance

The salary of the Leader of the Opposition goes up to R30 567 and his allowance to R16 761

The State President has been granted an increase of more than R8 000 a year and the Vice-State President one of more than R7 000

They now receive R62 796 and R56 508 a year respectively

ARGUS 13/4/82 250

MPs, MPCs may lose dual seats

Political Staff

A STRING of by-elections could result from legislation which will prevent city and town councillors from being members of provincial councils and Parliament

The Constitution Amendment Bill will be published in Cape Town tomorrow

According to Government sources, it is likely to take effect from date of proclamation, which would result in a string of by-elections, particularly in the Transvaal

The exact implications of the Bill will become

known only when the Minister of Internal Affairs, Mr Chris Heunis, makes his second reading speech — probably next week

The reason for introducing the amendment is also not clear at this stage

Two Cape Town MPCs who serve on the Cape Town City Council said today the legislation could result in a shortage of suitable people for public office, particularly in rural areas.

Dr John Sonnenberg (PFP, Green Point) said most MPCs from Cape rural areas served on

either their local town council or divisional council

Mr Rupert Hurly (PFP, Claremont) said the connections of MPCs from country districts with town and divisional councils should not be disturbed

He found it strange that the Bill should be released shortly before the President's Council was to make proposals for local government

The Administrator, Mr Gene Louw, was not available for comment.

The Argus correspondent in Johannesburg

quotes the city's Nationalist Mayor, Mr Danie van Zyl — who is MPC for Maraisburg — as saying such a move would have a disastrous effect on local government throughout the Transvaal

He said provincial councillors who also served on town or city councils made an invaluable contribution to local administration because of their dual experience.

'This will be a disastrous, backward step,' said Mr van Zyl, who is NP Chief Whip in the Provincial Council

The MINISTER OF ENVIRONMENT AFFAIRS

- (1) No scale is used for the valuation of damaged trees. Each valuation is treated on its own merits, using current and hence up to date field data, costs and prices.
- (2) There is no specific valuation for certain tree species. Tree species, age, dimensions, past treatment and growth rate are parameters which are used in calculating the value of a tree or a stand of trees.
- (3) No. Re-establishment costs are not related to compensation for damage to plantations.

X (250) Harisand Q. Col. 587-8
 Public servants: parity in salaries
 13/4/82

166 Mr J F MARAIS asked the Minister of National Education

- (1) In what categories has full parity been achieved in salaries paid to public servants of different race groups,
- (2) what further progress towards full parity is it anticipated will be made during the current financial year, with specific reference to the different categories of work?

The MINISTER OF NATIONAL EDUCATION

- (1) and (2) In the following ranks for Coloureds, Indians and Blacks parity in salaries with Whites has been achieved

Coloureds and Indians
 Senior Clerk and comparable and higher ranks

Blacks
 Chief Clerk and comparable and higher ranks

The salary gap will be eliminated further with effect from 1 April 1982 and the position will then be as follows

Coloureds and Indians
 Clerk Grade I and comparable and higher ranks

Blacks
 Principal Clerk and comparable and higher ranks

Public Service: recruitment of personnel

467 Mr J F MARAIS asked the Minister of National Education

What amount was spent in the financial year (a) 1979-'80 and (b) 1980-'81 on (i) advertising and (ii) publicity for the recruitment of personnel for the Public Service?

The MINISTER OF NATIONAL EDUCATION

- (a) (i) and (ii) R406 507
 Separate figures in respect of (i) and (ii) are not available
- (b) (i) R340 031
 (ii) R169 452

Airbuses

505 Mr D J N MALCOMESS asked the Minister of Transport Affairs

- (1) Whether the orders placed by the South African Transport Services for Airbuses are channelled through a South African agent, if so, (a) who is the agent, (b) how many orders have been placed through him and (c) what is the value of these orders; if not.
- (2) whether any South African agency is involved in any other way, if so, what agency?

The MINISTER OF TRANSPORT AFFAIRS

- (1) No
 (a), (b) and (c) Fall away
- (2) No

many and (b) of which commissions and committees?

The PRIME MINISTER

To question 424 as well as on behalf of the Ministers concerned to the similar phrased questions 425, 426, 427, 428, 429, 430, 431, 432, 433, 434, 435, 436, 437, 438, 439, 440, 441, 442, 443, 444 445 and 446

(1), (2) and (3) The State President appointed twenty six Commissions of Inquiry during the past three years

The reports of twelve Commissions have been laid upon the table. A further two have been completed and will be tabled in the near future

The remaining Commissions have, as yet, not completed their reports

The total estimated cost relating to all these Commissions is R2 419 727

The appointment of departmental Committees of Inquiry is a management practice and takes place according to each department's own needs

Particulars in this regard are not readily available

Commissions/committees

425 Mr K M ANDREW asked the Minister of Manpower

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF MANPOWER

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

426 Mr K M ANDREW asked the Minister of Co-operation and Development

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

(See reply to question 424 on Tuesday 20 April 1982)

Commissions/committees

427 Mr K M ANDREW asked the Minister of Transport Affairs

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the South African Transport Services in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so (a) how many

and (b) of which commissions and committees

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF TRANSPORT AFFAIRS

(See reply to question 424 on Tuesday 20 April 1982)

Commissions/committees

428 Mr K M ANDREW asked the Minister of Transport Affairs

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the Department of Transport in each of the latest three years for which figures are available and (b) what was the (i) name (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so (a) how many and (b) of which commissions and committees

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

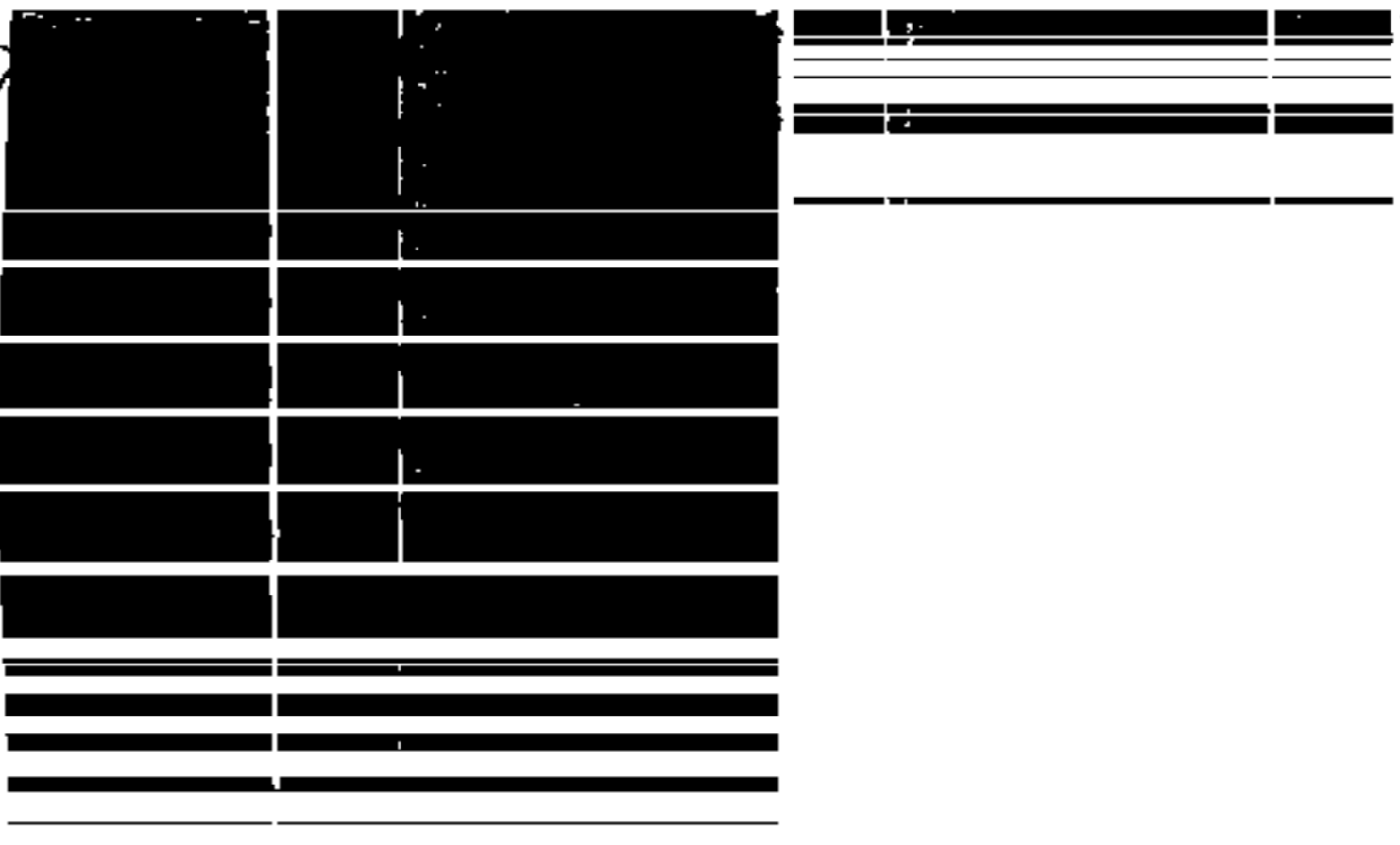
The MINISTER OF TRANSPORT AFFAIRS

(See reply to question 424 on Tuesday 20 April 1982)

Commissions/committees

429 Mr K M ANDREW asked the Minister of Finance

(1) (a) How many (i) commissions and (ii) departmental committees of in



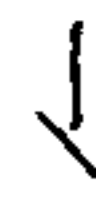
250 *20/4/82*
Howland Q 601. 631-645

424 Mr K M ANDREW asked the Prime Minister

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the Office of the Prime Minister in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how



quiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF FINANCE

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

430 Mr K M ANDREW asked the Minister of Finance

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the Office of the Auditor-General in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF FINANCE

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

431 Mr K M ANDREW asked the Minister of Internal Affairs

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF INTERNAL AFFAIRS

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

432 Mr K M ANDREW asked the Minister of Posts and Telecommunications

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public if so (a) how

many and (b) of which commissions and committees?

The MINISTER OF POSTS AND TELECOMMUNICATIONS

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

433 Mr K M ANDREW asked the Minister of Foreign Affairs and Information

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee,

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(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF FOREIGN AFFAIRS AND INFORMATION

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

434 Mr K M ANDREW, asked the Minister of Mineral and Energy Affairs

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF MINERAL AND ENERGY AFFAIRS

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

435 Mr K M ANDREW asked the Minister of Law and Order

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the South African Police in each of the latest three years for which figures are available and (b) what was the (i) name (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF LAW AND ORDER

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

436 Mr K M ANDREW asked the Minister of Health and Welfare

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

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(3) whether any of the reports of such commissions and committees have been made public, if so (a) how many and (b) of which commissions and committees?

The MINISTER OF HEALTH AND WELFARE

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

437 Mr K M ANDREW asked the Minister of Environment Affairs

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

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(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF ENVIRONMENT AFFAIRS

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

438 Mr K M ANDREW asked the Minister of National Education

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees.

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF NATIONAL EDUCATION

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

439 Mr K M ANDREW asked the Minister of State Administration

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the Department of State Administration in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF STATE ADMINISTRATION

(See reply to question 424 on Tuesday, 20 April 1982)

Commissions/committees

440 Mr K M ANDREW asked the Prime Minister

(1)(a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the Department of Statistics in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees.

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The PRIME MINISTER

(See reply to Question 424 on Tuesday, 20 April 1982)

Commissions/committees

441 Mr K M ANDREW asked the Minister of Defence

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of the South African Defence Force in each

of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees.

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF DEFENCE

(See reply to Question 424 on Tuesday, 20 April 1982)

Commissions/committees

442 Mr K M ANDREW asked the Minister of Agriculture and Fisheries

(1) (a) How many (i) commissions and (ii) departmental committees of inquiry were appointed in respect of his Department in each of the latest three years for which figures are available and (b) what was the (i) name, (ii) subject and (iii) estimated cost of each such commission and committee.

(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees.

(3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees?

The MINISTER OF AGRICULTURE AND FISHERIES

(See reply to Question 424 on Tuesday, 20 April 1982)

Nat MPs return part of salary

ARG 21/4/82

250

Political Correspondent

NATIONALIST MPs have decided to give back part of their recent salary increases, but the idea had a cool reception from opposition parties today.

Their spokesman were inclined to dismiss the gesture as a political gimmick, unlikely to be followed by the Opposition.

According to the Chief Whip of the National Party, Mr Alex van Breda, the Nationalist parliamentary caucus decided unanimously that its MPs would return a percentage of the recent 15 percent salary increase.

He declined to state what the percentage was.

The Prime Minister, Mr P W Botha, announced in February that the Cabinet had decided not to accept increases this year. He said that with the present economic difficulties facing the country, an example needed to be set regarding high pay demands.

STOP ORDERS

Some deserving State undertaking would benefit by this. Mr van Breda said today that the contributions from Nationalist MPs would go to this same fund. The MPs would do this for a year through stop orders.

Mr Brian Bamford, Chief Whip of the Progressive Federal Party, said his caucus had not yet discussed the matter. He thought Mr Botha's announcement earlier this year had been a political gimmick.

NRP

Mr Brian Page, the New Republic Party whip, said the matter could be raised at today's caucus meeting.

He was perfectly satisfied that increases for MPs had been commensurate with increases in the cost of living. In the past they had in fact been lower.

In 1974 MPs' salaries were taken out of the political arena and tied to civil servants' increases.

'If the Nationalist caucus decision can be seen as a political act, then let us bring the matter of our salaries back into politics and Parliament and discuss it there,' Mr Page said.

Mr Jan Hoon, the Conservative Party whip, said his caucus had not yet discussed the matter.

Call to Govt to employ staff of all races

28/4/82
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Post Reporter

THE manpower shortage in the public sector could only be eased by a non-racial employment policy, the president of the Artisan Staff Association, Mr. J Zurich, said today

Speaking at the opening of the association's annual congress in Port Elizabeth, he said the shortage of manpower would not be solved by "buying" workers from the private sector

This would lead to higher salaries being paid in the private sector — and this would be inflationary

The solution lay in employing people of any race & colour

He also accused agricultural control boards of keeping the cost of food artificially high

An investigation into the workings and effectiveness of these boards, and their worth, would benefit the consumer, he said Their dissolution would be of service to the free enterprise system

It was unfortunate that the present economic climate meant that despite wage increases worker's wages did not keep pace with rising living costs, Mr Zurich said

If workers did not occasionally get wage rises which were higher than the inflation rate, their standard of living would drop

The association had hoped the economy would be strong enough for the Minister of Finance to end the general sales tax on basic foodstuffs

The higher sales tax on basic foodstuffs placed a greater financial burden on pensioners and the less fortunate race groups

Workers, who generally did their duty in attempting to keep wage demands within the limits of the inflation rate, expected commerce and industry to keep their profits within reasonable bounds

Amidst increasing unemployment the Government service complained of staff shortages It needed trained workers for certain posts and "because they work with the public it is difficult to employ people of other race groups in certain posts"

However, the public service had to take note that the public did not complain about being served by "persons of other race groups" in building societies, shops and banks

OF S.A.

White	Total
..	..
..	..
..	..
A 738	25 738
..	..
000	28 000
000	28 000
H 000	33 000
000	33 000
860	33 860
065	34 065 (1)

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Address

phone: (011) 834 5261

Officials: General Secretary: T.S. Neethling

Area of Operation: National

Founded: 1886-1893 (2)

Registration: Yes

- Industrial Council:
- 1) Industrial Council for the Dissolving Pulp Manufacturing Industry
 - 2) Industrial Council for the Electrical Contracting and Servicing Industry - Cape
 - 3) Industrial Council for the Electrical Industry - Natal
 - (a) Electrical Contracting Section
 - (b) Electrical Engineering and Servicing Section
 - 4) National Industrial Council for the Iron, Steel Engineering and Metallurgical Industry
 - 5) Industrial Council for the Pulp and Paper Manufacturing Industry
 - 6) Industrial Council for the Sugar Manufacturing and Refining Industry.

(1) 1980/81 TUCSA Directory gives figures as 30465 - this is presumed to be a typographical error.

(2) Between 1886-1893 branches of British Amalgamated Society of Engineers formed - became Amalgamated Engineering Union and remained a branch of the Commonwealth body until 1957.

(b) 645 708

(c) 206 075

Identity documents

555 Mr K. M. ANDREW asked the Minister of Internal Affairs:

- (1) How many identity documents for (a) Whites, (b) Coloureds and (c) Asians for which applications had been received by his Department remained to be issued as at the latest specified date for which figures are available;
- (2) what is the average time taken by his Department to issue identity documents to (a) Whites, (b) Coloureds and (c) Asians;
- (3) how many identity documents were issued in respect of each of these race groups in (a) 1979, (b) 1980 and (c) 1981?

The MINISTER OF INTERNAL AFFAIRS:

- (1) (a), (b) and (c) 334 950 as on 31 March 1982. Separate statistics are not available.
- (2) (a), (b) and (c) 8 to 10 weeks, irrespective of race, provided the application is correctly completed.

250 Identity documents 30/4/82
 Hansard Q. Col. 741-742
 554. Mr. K M ANDREW asked the Minister of Internal Affairs:

How many adult (a) Whites, (b) Coloureds and (c) Asians (i) were issued and (ii) is it estimated remained to be issued with identity documents as at the latest specified date for which figures are available?

The MINISTER OF INTERNAL AFFAIRS:

As on 31 March 1982 in respect of persons 16 years and older—

- (i) (a) 3 101 047
- (b) 975 281
- (c) 317 925
- (ii) (a) 263 816

(3)

Whites
 Coloureds
 Asians

	1979	1980	1981
Whites	93 529	98 091	71 279
Coloureds	106 240	89 277	71 353
Asians	21 572	24 644	20 715

y

Staff crisis in civil service

ARGUS 250
4/5/87

Parliamentary Staff
THE serious staff situation in the civil service continues to worsen, in spite of efforts to improve conditions of employment.

This is the dire message from the Commission for Administration's report for 1980-81 tabled in Parliament yesterday.

Troubled by serious shortages in almost every category, it says a disturbing aspect is the fact that more than 83 percent of white personnel losses occurred among those under 40.

This could lead to "serious problems with the filling of senior positions".

Losses of highly qualified staff also increased "considerably" during the year — from 95 staff members with qualifications beyond standard 10

the previous year to 690 last year.

Equally "alarming loss of experience" continued in the administrative, clerical, professional and technical divisions where the man-years experience lost came to 27 273 compared to 3 219 five years before.

About 18 percent of the white personnel who left last year were "officers with above average ratings". Of the 91,81 percent whites who left the civil service, 52,56 percent said their reason was better remuneration elsewhere.

The report draws a distinction between white and black staff situations — and a striking aspect is the discrepancy between the shortages in the two categories.

Of the approved establishment of 120 440 posts,

which excludes teachers, 80 549 are for white occupation and 39 891 for other population groups. On June 30 last year, 14 187 posts for whites were vacant and 5 463 posts were reserved for other population groups.

Of the occupied posts a "substantial percentage" were filled by those who did not have the requisite qualifications.

The civil service has been trying to counter the situation by more intensive application of merit assessment and methods to identify above average personnel.

Other methods included more efficient organisational arrangements, the reduction and simplification of legislation, the elimination of unnecessary work, the application of incentive schemes and the granting of greater managerial self-sufficiency to departments.

Other	Diamond Cutters Union of South Africa	Jewellers and Goldsmiths Union	Optical Workers Union	S.A. Association of Dental Mechanicians	S.A. Diamond Workers Union
ELECTRICITY, GAS AND WATER					
Cape Town Gas Workers Union	Escam (Cape Western Undertaking) Salaried Staff Association	Escam Salaried Staff Association	Escam Workers Association	General Workers Union	Johannesburg Municipal Water Work Mechanics Union
CONSTRUCTION					
Amalgamated Society of Woodworkers	Amalgamated Engineering Union of South Africa	Amalgamated Union of Building Trade Workers	Black Allied Workers Union	Blankenbouverkewerksbond	Building, Construction and Allied Workers Union
Building Workers Union	Electrical and Allied Trades Union of South Africa	Electrical and Allied Workers Union of South Africa	Engineering and Allied Workers Union	General	Metal
Engineering	Natld	Port	S.A.	S.A.	S.A.
Steel	S.A.	S.A.	S.A.	WHOLE	WHOLE
Black	Comm	Comm	Comm	Comm	Comm
Conce	Domes	Domes	Domes	Domes	Domes
Kimbe	Natld	Natld	Natld	Natld	Natld
Natld	Preto	Preto	Preto	Preto	Preto
Trans	Cater	Cater	Cater	Cater	Cater
Commer	East I	East I	East I	East I	East I

POLITICS

19 000 govt posts vacant

250
 Dispatch
 4/5/82

From
BARRY STREEK

CAPE TOWN — The staff crisis in the civil service deteriorated even further during the 1980-81 year, the Commission for Administration reported yesterday

The commission, whose report was tabled in Parliament, said there were 19 650 vacancies in the civil service — 16,32 per cent of all posts — at the end of June last year

It added "The incumbents of a substantial percentage of the posts which were filled did not have the requisite qualifications or were appointed on a temporary basis"

The commission added that from July 1, 1980, "the already grave personnel position in the six divisions of the civil public service deteriorated even further"

During the 1979-80 year there had been a gain of 881 whites in civil service but during the year under review this had changed to a net loss of 2 629 whites

Vacancies in the entry grades for whites in the six divisions of the service had risen from 8 786 (15,85 per cent) to 11 125 (20,28 per cent) a year later in spite of the number of posts being decreased by 573

At the end of March last year "only 33 225 (60,57 per cent) of these posts were filled by permanent incum-

bents"

"In specific personnel categories and occupational groups the situation is considerably worse than reflected in the global statistics

"Vacancies in the entry grades of some occupations are as high as 85 per cent

"In the technical division, the vacancy rate in the entry grades similarly rose to more than 30 per cent in 1980-81"

A graph included in the report shows apart from small peaks at the beginning of 1975 and 1979 that the staff situation in the civil service has worsened steadily since 1971

The commission commented "It is clear from the graph that the public service is not competitive on the labour market during periods of economic prosperity

"The worsening personnel position becomes even more apparent when it is taken into account that the employment of temporary personnel is on the increase, while losses of permanent male personnel (who still represent the core of the career corps) have increased sharply, especially since the beginning of 1980"

During the 1980-81 year, 91,81 per cent of the white personnel who left the public service had resigned

Of those who resigned, 52,56 per cent gave "better remuneration else-

where" as their reason for resignation

The commission said "A disturbing aspect is the fact that more than 83 per cent of white personnel losses occurred among persons under the age of 40 years

"This tendency could, in future, lead to serious problems with the filling of senior positions in the public service

"The loss of highly qualified personnel increased considerably during the year under review

"The net loss of personnel with qualifications beyond Std10 rose from 95 during 1979-80 to 690 in 1980-81

"The alarming loss of experience from the public service continued during the year under review

"In the administrative, clerical, professional and technical divisions alone there was a net loss of 27 273 man-years experience during 1980-81"

It was equally disturbing that almost 18 per cent of the white personnel who left the public service during the year were officers with above-average merit ratings, the commission said

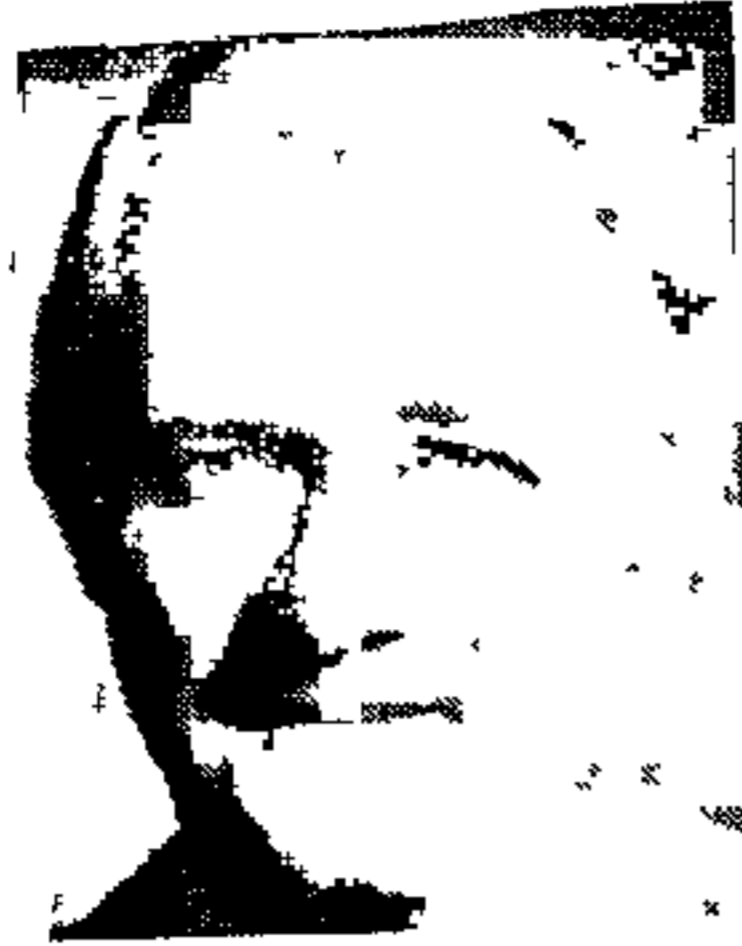
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 MINING

National Federation of Workers
 Orange-Vaal General Workers Union
 General and Allied Workers Union

Unions have been classified according to the Standard Industrial Classification of All Economic Activities. The full extent of the operation of the following general workers unions has not been established:

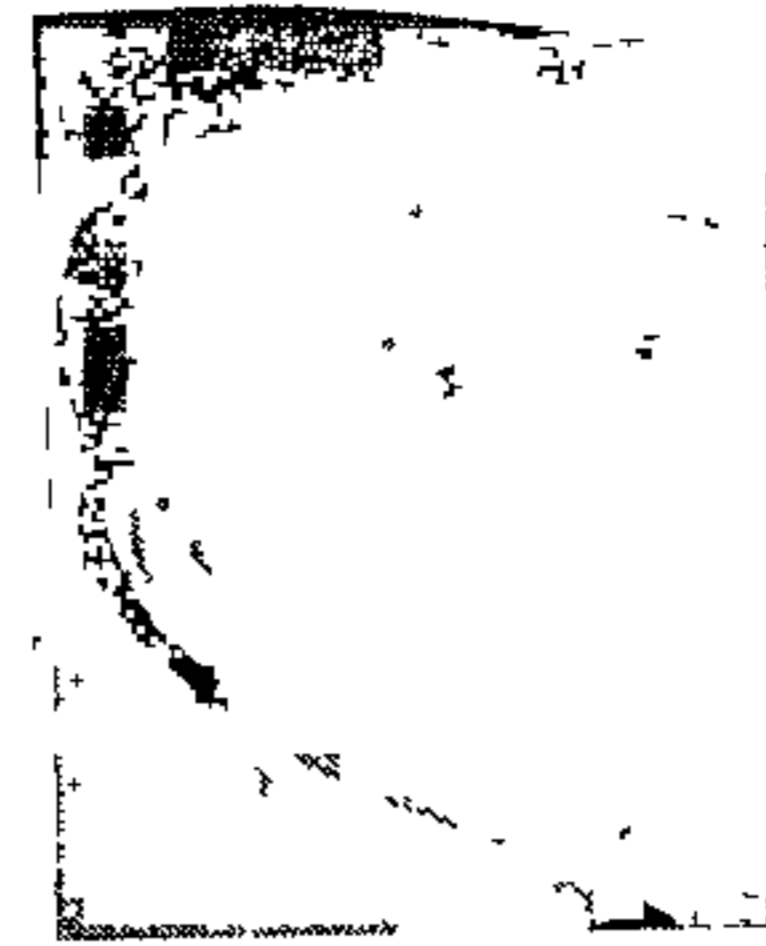
UNIONS OPERATING IN 1981 GROUPED ACCORDING TO INDUSTRIAL CLASSIFICATION



Mr John Wiley



Mr Philip Myburgh



Mr Harry Schwarz

Civil service staff crisis is deepening

CAR Times 4/5/82 (250) (PAST)

Political Staff

HOUSE OF ASSEMBLY
— The staff crisis in the civil service deteriorated even further during the 1980-81 year, the commission for administration reported yesterday

The commission, whose report was tabled in Parliament, said there were 19 650 vacancies in the civil service — 16,32 per cent of all posts — at the end of June last year

It added "The incumbents of a substantial percentage of the posts which were in fact filled did not have the requisite qualifications or were appointed on a temporary basis."

The commission added that from July 1, 1980, "the already grave per-

sonnel position in the six divisions of the civil public service deteriorated even further"

At the end of March last year only 33 225 (60,57 per cent) of the vacancies were filled by permanent incumbents

The commission went on "In specific personnel categories and occupational groups the situation is considerably worse than reflected in the global statistics

'Not competitive'

"Vacancies in the entry grades of some occupations are as high as 85 per cent"

The commission commented "It is clear that the public service is not competitive on the labour

market during periods of economic prosperity"

"The worsening personnel position becomes even more apparent when it is taken into account that the employment of temporary personnel is on the increase, while losses of permanent male personnel have increased sharply"

During the 1980-81 year, 91,81 per cent of the white personnel who left the public service had resigned. Of those 52,56 per cent gave "better remuneration elsewhere" as their reason for resignation

The report showed that there were vacancies of 19 273 people of all races in the civil service at the end of June 1981

Rietvier, Milnerton, regarding the boundaries utilization and management of the area and they are receiving attention. Further particulars in this respect will be made known as soon as a decision has been taken.

250 Hansard Q 61 800
Public Service housing loan guarantee

12/5/82
*12 Mr J W E WILEY asked the Minister of Community Development

Whether single men employed by the Public Service on a permanent basis are eligible for the 100 per cent housing loan guarantee, if so, what procedure is to be followed in applying for such guarantee?

The MINISTER OF COMMUNITY DEVELOPMENT

No A committee under the guidance of the Commission for Administration is however investigating housing benefits for Civil Servants

(b) (i) and (ii) The necessary steps in terms of section 110 of the Electoral Act, 1979, are being taken at present

X (3) No
 243 *Howard / Q Col. 815-816*
 Circulation figures of newspaper
 14/5/82
 *4 Mr J H VAN DER MERWE asked the Minister of Law and Order †

(1) Whether the Commercial Branch of the South African Police in Pretoria is investigating alleged irregularities in connection with the circulation figures of a newspaper, the name of which has been furnished to the Minister's Department for the purposes of his reply, if not.

(2) whether he will order or has ordered an investigation into the matter, if not, why not, if so,

(3) whether the investigation has been completed, if not, what progress has been made to date, if so,

(4) whether the investigation docket has been submitted to the Attorney-General of the Transvaal, if not, (a) why not and (b) when will it be submitted to him?

†The MINISTER OF LAW AND ORDER

(1) Yes

(2) and (3) The investigation commenced on 29 April 1982 and consequently it is still in the initial stage

(4) The docket will be referred to the Attorney-General as soon as the investigation is concluded
 Circulation figures of newspaper

*5 Mr J H VAN DER MERWE asked the Minister of Justice †

(1) Whether the Attorney-General of the Transvaal will order or has ordered

an investigation into alleged irregularities in connection with the circulation figures of a newspaper, the name of which has been furnished to the Minister's Department for the purposes of his reply, if not, why not.

(2) whether a Police docket on an investigation in this connection has been submitted to the Attorney-General, if so,

(3) whether the Attorney-General has made a decision on the matter, if so, what decision, if not, when is it expected that a decision will be made in regard to the matter?

The MINISTER OF LAW AND ORDER (for the Minister of Justice)

(1) According to information the matter is already being investigated by the South African Police. It was therefore not necessary for the Attorney-General to order an investigation

(2) No, the police investigation has not yet been completed

(3) Falls away

X *250 Howard*
 Court case, deed of settlement
 Q. Col. 816 - 820 14/5/82
 *6 Mr F J LE ROUX asked the Minister of Community Development †

Whether he entered into a deed of settlement in respect of the payment of the costs of the applicant-plaintiff in the matter of *Brian Reginald Bamford versus the Minister of Community Development and State Auxiliary Services as such representing the Government of the Republic of South Africa* (Case No M881/81) which was heard in the Cape of Good Hope Provincial Division of the the Supreme Court, if so, (a) why, (b) what basis was accepted in respect of the payment of such costs and (c) what was the amount of the taxed costs?

†The MINISTER OF COMMUNITY DEVELOPMENT

Yes

(a) Because acceptance of the settlement on the basis agreed upon which included the payment of the costs of the applicant-plaintiff, was considered to be in the best interests of the State

(b) the basis for the payment of the said costs was as between attorney and client, a condition for settlement on which the applicant insisted

(c) the said costs were not taxed

I am prepared to make all the documents in connection with the agreement available to the hon member for inspection. If he then still wants to put questions, he may do so

†Mr T LANGLEY Mr Speaker, arising out of the hon the Minister's reply, can he possibly tell us what the costs paid to the plaintiff in this case were?

†The MINISTER R29 000

Mr J W E WILEY Mr Speaker, answering further out of the hon the Minister's reply, may I ask the hon member for Grootte Schuur whether he is prepared to make a financial statement of how the funds that he begged from the public were expended? [Interjections]

Mr SPEAKER Order!

Mr H H SCHWARZ Mr Speaker on a point of order. In the words used by the hon member for Simon's Town there is a clear implication of alleged impropriety [Interjections] It is quite clearly so Mr Speaker, I submit you should instruct the hon member to withdraw those words [Interjections] I also think, Mr Speaker, you might well decide to give the hon member for Grootte Schuur the opportunity of replying to the hon member for Simon's Town, because there is a clear inference of impropriety, which, I believe, is something to be deprecated

Mr SPEAKER Order! I rule the question of the hon member for Simon's Town out of order

Mr H H SCHWARZ Mr Speaker with respect I submit the hon member must withdraw the words used. It is not sufficient to rule it out of order. The hon member should be instructed to withdraw it because it is improper and has indeed an implication of impropriety [Interjections] Either he withdraws it Sir or it will be the usual cowardly action from him

Mr SPEAKER Order!

†Mr H H SCHWARZ That is a filthy insinuation

†Mr SPEAKER Order! The hon member for Yeoville must withdraw that allegation

Mr H H SCHWARZ I withdraw it, Sir. However, I ask you also to instruct the hon member for Simon's Town to withdraw his question [Interjections]

Mr SPEAKER Order! I have ruled the hon member's question out of order

Mr H H SCHWARZ Mr Speaker if the hon member is not instructed to withdraw it in proper words [Interjections] Mr Speaker, I ask you to consider to instruct the hon member to withdraw it [Interjections] He cannot insult an hon member of this House [Interjections]

Mr SPEAKER Order!

Mr P A MYBURGH He is a pig!

Mr SPEAKER The hon member must withdraw that

Mr P A MYBURGH Mr Speaker I withdraw it

Mr D J N MALCOMESS Do not insult pigs! [Interjections]

Mr SPEAKER The hon member must withdraw that

Mr D J N MALCOMESS Mr Speaker I withdraw it

Mr H H SCHWARZ Wileys should not be in the House!

Dr H. M. J. VAN RENSBURG (Mossel Bay) Mr Speaker, on a point of order Is the hon member for Yeoville allowed to say the hon member for Simon's Town should not be in the House?

Mr H. H. SCHWARZ Yes, of course He should not be here! [Interjections]

Mr SPEAKER Order! Did the hon member for Yeoville say that?

Mr H. H. SCHWARZ Mr Speaker, I said the hon member for Simon's Town should not be in this House

Mr SPEAKER Why not?

Mr H. H. SCHWARZ Because I think his behaviour in attacking another hon member is of such a nature that it is unworthy of an hon member of Parliament [Interjections]

Mr G. J. VAN DER LINDE Mr Speaker, on a further point of order I submit that the hon member for Yeoville's remark is a reflection on the Chair [Interjections]

†Mr SPEAKER Order! The hon member for Yeoville must withdraw those words

Mr H. H. SCHWARZ Mr Speaker, what did I say that was a reflection on the Chair? I said the hon member for Simon's Town was not worthy to be in this House [Interjections]

Mr SPEAKER Order! What the hon member said was a reflection on another hon member

Mr H. H. SCHWARZ Why, Mr Speaker? Is he worthy to be in this House?

Mr SPEAKER What the hon member said was a reflection on the hon member for Simon's Town

Mr H. H. SCHWARZ No, Sir It is not a reflection on you either [Interjections]

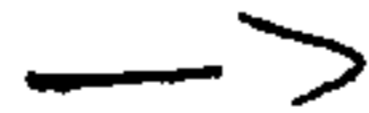
Mr SPEAKER Order! I instruct the hon member for Yeoville to withdraw those words

Mr H. H. SCHWARZ Mr Speaker, I withdraw them [Interjections]

†Mr F. J. LE ROUX Mr Speaker, may I put a further question to the hon the Minister arising out of the reply he furnished?

†Mr SPEAKER Order! I have already put the next question

†Mr F. J. LE ROUX As it pleases you, Mr Speaker.



The rising cost of running apartheid

By GERALD REILLY
 Pretoria Bureau

SOUTH Africa's costly bureaucracy continues to expand in spite of the Government's aim of a smaller and more efficient public service

Economists said yesterday latest figures showed that although the number of Government departments had been reduced to 20, staff numbers continued to rise

The heavy staff commitment to administering and policing the Government's apartheid laws remains the basic reason for the country's huge public service and the disproportionate percentage of the country's total labour force it employs

According to figures released in Pretoria yesterday by the Central Statistics Office of the Prime Minister's Department, the number of State department

workers increased by more than 16 000 during 1981 to 340 723

Their pay for the last quarter of last year was, at R514 042 000, nearly R100-million more than the same time the previous year

The figures also show an increased dependence in most departments on black workers, in spite of resistance by a strong element in the Public Servants' Association to the over-fast advancement of blacks in areas once reserved for whites

Of the 340 723 workers in the State departments, 136 196 were black, an increase of 12 600 during 1981

The 129 195 whites were paid a total of R316 909 000 in the last quarter of 1981, and the 211 528 blacks, coloureds and Indians R198 133 000

The four provincial administrations, according to the figures, were employing 246 475 people at the end of last year. More than half — 125 551 — were black, coloured or Asian

The provinces' total wage bill for the last quarter amounted to R372 882 000, of which the minority white group got the lion's share, R287 995 000

In the Transvaal Provincial Council this week the MPC for Houghton, Mrs Irene Menell, said it was becoming increasingly acknowledged that the public sector would have to start drawing on a wider pool of skills to staff the departments, and to train blacks, coloureds and Indians for every rank in the service

This view is shared by public administration authorities, who have warned that if South Africa does not speed up the training and induction of blacks into more senior levels in the service, a disastrous fall in already low efficiency levels in some areas of the service will be unavoidable

The huge staff turnover every year — a turnover which escalated dramatically last year — was a major reason for the falling standards of efficiency, it was stated

250

Public service needs other races

By BEVIS FAIRBROTHER

VITAL administrative posts in a seriously ailing public service could soon be filled by Indians and coloureds, a government source revealed this week.

They were jobs jealously guarded for whites in the past

Now, faced with a staff shortage of about 17 000, the public service was seriously considering recruiting other race groups.

"The Commission for Administration has to consider this alternative

"I think it's coming. The time is not very far away when we will have Indians and coloureds in important administrative posts," the source said.

A spokesman for the commission confirmed that numerous proposed solutions to the staff crisis were being investigated.

It was present policy, however, to employ Indians and coloureds, where they could be of service to their own population groups.

Up-to-date figures on the staff situation were not available.

Instigators

Meanwhile, Afrikaans business leaders were among the main instigators for blacks to be given a greater share in the administrative running of the country

Several of them expressed grave concern for the public service, fearing a "possible collapse" of the system

"Whites can no longer bear the brunt of the administration alone," was the general feeling among about 1 000 of the country's top businessmen at a recent Afrikaanse Handelsinstituut conference in Pretoria

A conservative estimate was that the public service needed 17 000 people.

Although it was believed resignations from the public service had dropped off recently, recruiting was still a problem

Those still in the service had been temporarily pacified by a 15 percent increase and were waiting for the Commission for Administration to finish its investigations

Collapse

But recruiting was the main problem as, presently, it was impossible to match private-sector salaries.

Fears of a public service collapse were heightened by a report at the congress by Professor P C Fourie, of the University of the Orange Free State

Prof Fourie said he was concerned that the public service, already stretched past its limit, could not cope with increased demands through newly introduced policies for manpower opportunities, housing, teaching, training and other developments.

of those in his department. The effect of his newly formed native Party on the public service is unknown

Salary improvements, increased bargaining power for civil servants and better service conditions are needed for the service to recover, he believes

The hot seat doesn't burn

750
4/6/82



Mr van der Merwe

To most people, taking on the chairmanship of the Commission for Administration at a time when the public servant is becoming an endangered species would be like suspension between the frying pan and the fire

For Mr J W A (Jimmy) van der Merwe, who has been in the hot seat for just a month, the challenges of the job promise to be exhilarating. And if dynamic personality can help government departments fight off staff shortages, the public service is in for a shot in the arm

Dedicated to the public service for almost 35 years, Mr van der Merwe succeeded Dr P S Rautenbach as chairman of one of the country's oldest commissions and one which affects the lives of all South Africans.

EFFICIENCY

A vital organ in the system of public administration, the commission is officially independent of the public service and the Government, but directly responsible to Parliament

Its main functions

are the promotion of efficiency in the widest sense and the maintenance and development of effective personnel management

From statistics in the commission's latest annual report, it is obvious that the organisation has a full agenda.

Two top priorities are staff retention and planning

"There is one truth that has to be brought home in the public service," said Mr van der Merwe "Rationalisation must become our way of life"

MILITANCY

Public servants deserved to be consulted in a systematic way. Adequate pay and benefits were essential if the service was to recruit and retain staff, he said

Would public servants resort to militancy if their needs were not met?

"You do not get militancy among true professionals," he claimed

"Everyone including public servants, has the right to express an opinion — and in pretty strong terms too. To my mind, that is not militancy"

Comrades victory will 'o the w

By Moira Levy

While men struggled and spluttered across the finishing line of last week's Comrades marathon, will o' the wisp Cheryl Jorgensen battled on to become the first woman home with only a slight limp to show for her ordeal.

Feeling "the way I imagine a race-horse feels before the start of a big run", Cheryl led the female field

She knew from the start she would win. Her lucky charm had said so

Officials told her half-way through the race that her diamond earring, lost at the start, had been found and Cheryl was certain it was her lucky day.

From then on there was no stopping her. She finished in 7 hr 4 min, an improvement of 18 minutes on her previous time.

She failed to hit her personal target of finishing in less than seven hours, but her first win was a "great victory." Twice she has known the disappointment of coming second.

This year's marathon left 14 runners in hospital with dehydration and exhaustion and another semi-conscious after crawling across the finishing line.

How did tiny Cheryl, weighing only 47 kg and



CHERYL J

standing only 1,68 m high, finish with hardly any adverse effects at all?

"My body can take a beating. Somehow distance seems to agree with me. I get stronger as I go along"

Cheryl has trained her body to endure long distances. She does

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INFO
725-7911 tells you where to buy, sell or hire all the goods and services you need.

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How Chickens kg

Open Public Service 'door' to blacks

250
 4/6/82
 Shaw

Reports by Sheryl Raine of The Star's Pretoria Bureau

South Africa will never solve the staff crisis in the public service unless it opens the doors to blacks, says Professor Dick Sutton, a personnel expert.

Professor Sutton, of Unisa's School of Business Leadership, believes there is no real shortage of personnel.

"There are, however, serious political stumbling blocks," he said.

Dr Colin Cameron, president of the whites-only Public Servants Association said the question of admitting blacks at all levels was sensitive.

He was reluctant to become involved in a politically-loaded debate. Coloured, Indian and some black staff — referred to collectively as blacks — have been appointed in some government departments where no whites were available.

The number of blacks in "white" posts is not known.

Those employed in the "white" service fill lower posts and do not form part of the permanent establishment.

They cannot advance to any position of consequence.

Even if the political doors are

opened to all races few blacks are suitably qualified to fill specialised posts, some officials say.

Dr Cameron said that in the short term training black or white public servants was almost an exercise in futility.

"Trained personnel have a higher market value and many resign," he said.

Allowing blacks, technically, that service would mean, however, that any black person could become director-general of a department.

Such a situation, taking the current political situation into account, would amount to a political bombshell.

The public service has the reputation of being one of the country's most conservative sectors.

Dr Andries Treurnicht, the Minister formerly responsible for public servants was once accused of introducing racism into the service when he called for racially separate staff associations.

What's perhaps more relevant is that he expressed the sentiments of many of those in his department.

The effect of his newly formed Conservative Party on the public service is as yet unknown.

But, this unknown factor could be a sizeable one in the future workings of government departments.

Public servants have shown in the past that they are not beyond threatening to withhold their collective vote to show an already politically hamstringing government their displeasure.

Strong resistance has been shown openly to the admission of other race groups to the service in certain areas, including the Free State.

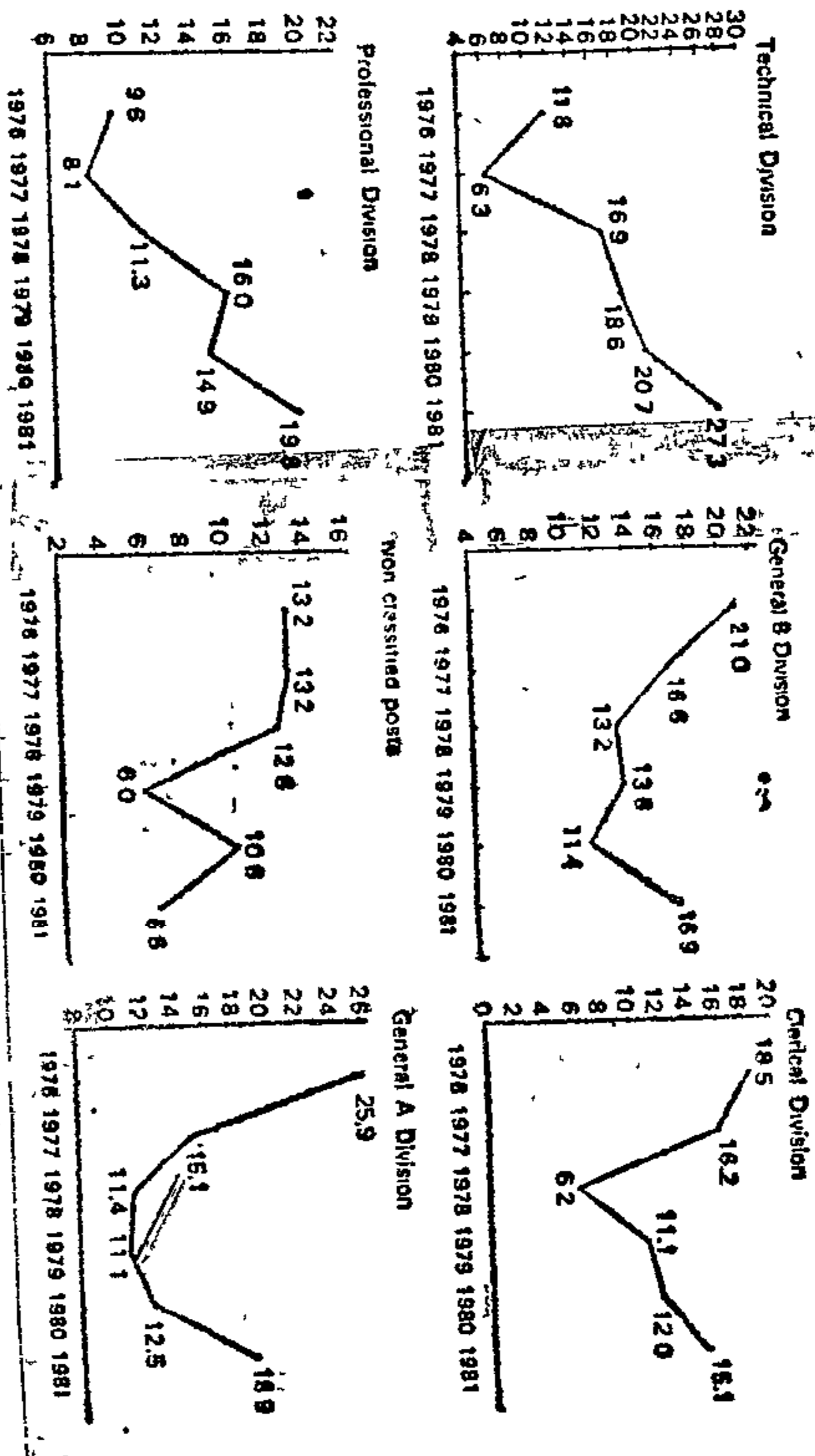
The PSA has sidestepped the issue by going on record as saying that the future constitution of South Africa, as recommended by the President's Council, would influence the public service.

"The PSA would eventually have to obtain clarity on the issue," Dr Cameron has said.

An economic slump may help the service in the short term but, according to Dr Cameron, to rely on economic fluctuations to staff essential government departments is not sound policy.

Salary improvements, increased bargaining power for civil servants and better service conditions are needed for the service to recover, he believes.

ACTUAL WHITE VACANCIES IN THE PUBLIC SERVICE (EXCLUDING SERVICES AND TEACHING POSTS) EXPRESSED AS PERCENTAGES OF THE ESTABLISHMENT OF EACH DIVISION



New-look SA will be hobbled by public service staff crisis

THE PRIME MINISTER'S plans to reshape South Africa's constitutional structure are getting bogged down because of the manpower crisis in the public service

But the implementation of such plans could rest largely on black, coloured and Indian public servants. Already, the Sunday Express established this week, about 45% of all central public service posts are held by people of these groups

This is because white public servants have resigned in droves during the past three years

Vacancies in the service amount to more than 19 000 posts — 20% of the total

In the year ended last June vacancies for whites in the entry grades rose more than 11 000 or 20%

At the moment an unknown number of lower-grade posts normally held by whites in the public service are filled by people of other races.

But a senior man in the Commission for Administration confirmed to the Sunday Express this week that "non-whites, particularly Indians and coloureds, will soon be in important administrative posts in the public service"

Dr Colin Cameron, president of the Public Servants' Association, told the Sunday Express yesterday that critical staff shortages in the service — the worst in 35 years — could prove a stumbling block to the implementation of the President's Council recommendations

Mr J F 'Kowie' Marais, Progressive Federal Party MP for Johannesburg North and spokesman on State administration, called on Mr P W Botha to establish how many public servants would be needed before any legislation to amend the constitutional structure reached the statute books

"We could find that we need to treble the public service," he said

However, the new chairman of the Commission for



By JEAN LEMAY

State Administration, Mr J W A 'Jimmy' van der Merwe, refused to comment, saying that to do so was premature as legislation had not yet been introduced

A spokesman for the Commission for Administration added that the new constitutional dispensation might not necessarily involve enlarging the public service

"It could be that certain functions will be taken away from central government and given to local authorities," he said

Mrs Irene Menell, PFP MPC for Houghton, foresaw enormous problems with implementing the PC's proposals for regionalisation of government functions in view of serious staff shortages in the public service

She called on the Government to abandon its policy of employing blacks, coloureds and Indians to serve their own race groups and to open all public service posts to all races

"There is an indication that other races are now being given public service posts formerly held by whites — mostly in teaching and nursing — but this does not alter the fact that there is still official job reservation in the public service," she said

Statistics released by the Commission for Administration disclosed that

● ALMOST 20 000 central public service posts, or about 19% of the total, are vacant

● Vacancies in the entry grades of some categories are as high as 85%

● Government departments lost more than 27 000 man years service last year compared with only about 3 000 in 1976

● More than 90% of the 3 577 public servants who left the service last year resigned

● Of these, 52% said they were leaving for more pay

● Resignations in the professional, technical and general divisions of the service last year amounted to 14,6% of people employed in these divisions

● There were vacancies for 14 187 (17,6% of white posts) and 5 463 (13,6% of posts for other races) in June last year

A spokesman for the Commission of Administration told the Sunday Express that close to 45% of establishment posts in the central public service were now filled by blacks, coloureds

crisis worked perfectly. Because of the backlog in training newcomers to the service, and the critical shortage of experienced public servants, plans adopted by the Government to implement recommendations of the President's Council could be bogged down before they got off the ground, he told the Sunday Express

"Just increasing the number of posts will not be the answer because we can't fill the present posts" in terms of the President Council's recommendations, provincial councils would be scrapped and replaced by eight regional organisations with drastically reduced powers, and multiracial metropolitan councils would be established in the major urban areas

About 1 000 of the country's top Afrikaans businessmen concluded at a recent meeting of the Afrikaanse Handelsinstituut in Pretoria that whites could no longer bear the brunt of running the administration



● Mr Kowie Marais probe manpower needs and Indians, although officially only 33% of such posts were "identified for occupation" by these groups

This means that about 12% of designated white posts in the public service are already being filled by other races. Dr Cameron said the effects of present vacancies in the public service would be felt for the next two decades — even if efforts made by the Government to ease the

250 Hansard Q.61.1015-
Occupational differentiation 1016
9/6/82

*13 Mr A G THOMPSON asked the Minister of State Administration

- (1) Whether any progress has been made in regard to occupational differentiation; if so, what progress,
- (2) whether any groups have been identified for the purposes of occupational differentiation, if so, (a) how many and (b) what is the total number of groups which the Commission for Administration envisages to define?

9 JUNE 1982 1016

The MINISTER OF ENVIRONMENT AFFAIRS (for the Minister of State Administration)

- (1) Yes The methodology for the carrying out of occupational specific investigations has been developed and twenty-seven group specific dispensations have already been implemented. Approximately twenty further groups are at present in the process of being restructured and the planning of further investigations has been completed.
- (2) (a) and (b) Yes The identification of occupational classes as foci for investigations is a prerequisite for the creation of group specific dispensations. According to planning all occupational groups in the public service will be identified and subjected to investigation in order of priority. At this stage it is not possible to indicate the total number of occupational classes comprising the public service in view of the fact that delineation often depends upon interrelations between groups and other considerations pertaining to practicability and efficacy.

Y 250 Hammond Q. Col. 1014 X
Public Service: alcoholism - 1015
9/6/82
*12 Mr. A. G. THOMPSON asked the
Minister of State Administration

1015

WFDNESDAY

- (1) Whether the Public Service recognizes alcoholism as a disease, if so,
- (2) whether a public servant dismissed on account of alcoholism would receive any pension benefits, if so, what pension benefits would such public servant receive after (a) 10, (b) 15 and (c) 20 years' service?

†The MINISTER OF ENVIRONMENT AFFAIRS (for the Minister of State Administration)

- (1) No
 - (2) If a public servant abuses liquor excessively, but has performed his duties satisfactorily, and is not charged on the grounds of misconduct, the Commission for Administration can furnish a recommendation for the servant's discharge with pension benefits on condition that he has served for a period of at least ten years and complies with the age requirements as set out in section 14(4) of the Public Service Act, 1957 (Act 54 of 1957)
In other cases where a public servant is discharged on grounds of abusing liquor he is entitled only to a resignation benefit
- (a), (b) and (c) A public servant's pension benefits are determined by his salary on retirement and his years of service

Q. Col. 1009 9/6/82
Public servants: military service
250 Hansard
3 Mr H. H. SCHWARZ asked the Minister of State Administration

- (1) Whether it is the intention to continue with the differentiation in respect of reduction of salary between public servants rendering military service for periods of three months or longer and those rendering such service for periods shorter than three months; if so, why, if not, what changes are contemplated in this regard,
- (2) whether any other changes are contemplated in respect of the remuneration of public servants rendering military service, as set out in a circular issued by the Public Service Commission in September 1979, if not, why not, if so, what changes are contemplated?

The MINISTER OF ENVIRONMENT
AFFAIRS (for the Minister of State Administration)

- (1) and (2) The relevant measures have already been amended to the effect that public service salaries are reduced only during the initial two years' military service. Public servants retain their full salaries and full military pay during any military service after the initial two years. The amendment applies as from 1 February 1982 and departments were informed accordingly on 28 April 1982.

GENERAL EXPLANATORY NOTE:

- []** Words in bold type in square brackets indicate omissions from existing enactments
- Words underlined with solid line indicate insertions in existing enactments

ACT

250

To amend the Public Service Act, 1957, so as to provide that members of the Commission for Administration shall cease to be members of the Commission upon being appointed to certain offices; to provide that certain matters concerning which the said Commission may or is required to make recommendations or give directions may be assigned to Ministers, Administrators, heads of department or incumbents of certain posts in the public service to deal with such matters to the exclusion of the Commission; to authorize the Commission to make recommendations or give directions with respect to the training of officers and employees and with respect to the requirements with which a person's condition of health shall comply before such person may be appointed as an officer in the public service; to extend to employees in the public service the provisions relating to the seconding of officers in the public service to another government, board, institution or body; and to delete certain obsolete provisions; and to provide for incidental matters.

*(English text signed by the State President)
(Assented to 4 June 1982.)*

BE IT ENACTED by the State President and the House of Assembly of the Republic of South Africa, as follows:—

1. Section 3 of the Public Service Act, 1957 (hereinafter referred to as the principal Act), is hereby amended—
 - 5 (a) by the substitution for paragraph (b) of subsection (1) of the following paragraph

10 “(b) who having ceased to hold posts on the fixed establishment referred to in paragraph (a), and not having retired or been discharged, are employed additional to the fixed establishment **[in accordance with a recommendation made in terms of paragraph (e) of subsection (2) of section six]** or who are deemed to continue to hold posts in a division in the circumstances contemplated by the second proviso to subsection (3),”
 - 15 (b) by the substitution for subparagraph (ii) of paragraph (c) of subsection (2) of the following subparagraph

20 “(ii) who are employed temporarily or under a special contract in a department, whether in a full-time or part-time capacity, additional to the fixed establishment or in vacant posts on the fixed establishment **[in accordance with a recommendation made in terms of paragraph (d) of subsection (2) of section six]**”, and
 - 25 (c) by the deletion of subsection (4)

Amendment of section 3 of Act 54 of 1957, as amended by section 31 of Act 67 of 1968, section 53 of Act 66 of 1974, section 2 of Act 64 of 1976 and section 38 of Act 104 of 1978

See full text see Acts Box

250

14/8/82

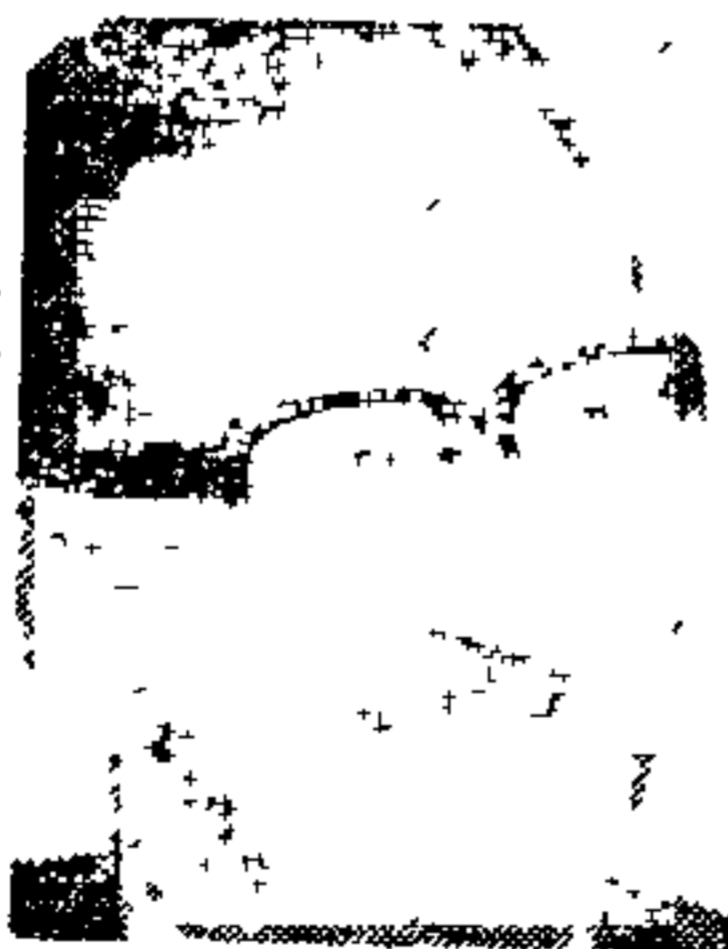
Today's roles

The central characters in the Information scandal are today widely dispersed, many of them pursuing interests not unrelated to what they were doing when the Info bombshell burst in 1978

Axed Minister of Information, **DR CONNIE MULDER**, after being expelled from the National Party for his lie to Parliament over The Citizen newspaper and his refusal to accept the findings of the Erasmus Commission, is trying to rebuild a career in politics

After trying a new flagship in his own National Conservative Party, under whose banner he came close to beating the National Party's Dr Boy Geldenhuys in Randfontein in last year's election, Dr Mulder recently joined rebel Minister and Transvaal National Party leader, Dr Andries Treurnicht, in his newly formed Conservative Party

Dr Mulder remains the eternal optimist and his firmly held conviction that he will one of these days be back in Parliament no



Jan van Zyl Alberts true enigma.

longer seems the remote possibility it once was.

The incredibly durable **DR ESCHEL RHOODIE**, who was the epicentre of the storm which brewed around Info, having shrugged off the effects of his trial and subsequent successful appeal, was quick to launch into new projects—this time on his own account, not those he clandestinely operated on behalf of his old department.

Three years ago, in June 1979, the "Information Scandal" reached its zenith when the then State President, Mr John Vorster, resigned because of the adverse findings of the Erasmus Commission of Inquiry relating to his role in the

Apparently making use of the many contacts he built up over his years in secret dealing, he has ventured into the field of investment consultancy, gauging the risks for those who want to sink capital into African states south of the Sahara. He has kept other options going, and is to act as a broker in commodity and real estate deals, some of them involving South Africa

He said an American base would suit his operations better than one in South Africa, and to this end recently shifted to Atlanta, Georgia although his companies still maintain offices in Johannesburg

In Georgia Dr Rhoades has already come across another of the central characters of Info — film entrepreneur **MR ANDRE PIETERSE** who is reported to have theatre interests in the United States

Mr Pieterse, an Info frontman, was advanced R825 000 from the secret coffers to launch a chain of black cinemas, but the money was instead used to tide Mr Pieterse over problems he was facing over the R5 million film flop, "Golden Rendezvous"

Since his company Film Trust, was put under liquidation he has formed another company Studio RSA as the umbrella for his South African interests

Two other figures of Infogate are in the United States former deputy secretary of Information **LES DE VILLIERS** once code named "Dirty Harry" and American publisher **JOHN MCGOFF**, into whose ventures were sunk about R10 million in secret funds

During the buildup to the bursting of the Info bubble Mr De Villiers launched into a new career in public

relations with one of the companies his former department had hired in the United States

Mr McGoff remains a publisher, but during the Carter Administration serious efforts were being made to indict him for allegedly acting as an unauthorised agent for the South African Government because of his use of secret funds to buy interests in the UPITN agency and the Sacramento Union

According to latest information from the United States the chances of charges being brought against Mr McGoff have receded under the Reagan Administration

Undoubtedly one of those at the centre of the Info web in South Africa was **MR IOHANNES VAN ZYL ALBERTS** who took over from fertiliser magnate Mr Louis Luyt as publisher of The Citizen, was associated with To the Point magazine and who tied in with Mr McGoff in the running of black film and comic-publishing ventures in South Africa

Mr van Zyl Alberts who was the subject of an extensive police investigation because of his links with the secret activities of the former Department of Information but whom the Attorney General of the Transvaal declined to prosecute resigned all of his directorships in companies related to the Information affair

His interests in these companies were sold off by the State Trust Board in efforts to recoup some of the public funds which had been sunk into them

When last approached he was devoting most of his time to his farming activities in the Mooi River area of Natal

He remains one of the true enigmas of the Information scandal in that he was never prepared to talk about his secret activities to the Press, although most of his business ties were unravelled through the Erasmus Commission and Press investigations

No look at the characters of Infogate



John McGoff still in publishing

would be complete without mention of the Pretoria advocate, **MR PIETER RETIEF VAN ROOYEN, SC.**

For it was knowledge that "Rit" van Rooyen had given evidence under oath on certain aspects of the Information affair to the Mostert Commission of Inquiry which undoubtedly caused certain newspapers in South Africa to disclose the Government funding of The Citizen and related matters

Mr van Rooyen is today busily pursuing his legal practice in Pretoria. He seldom has time these days to speak to his old friends from the Press who homed in on him when his role as an Info frontman was revealed

Judge **ANTON MOSTERT**, after a run in with the Prime Minister Mr P W Botha, over his decision to disclose evidence which had come before his commission, first saw his commission disband before deciding to leave the Bench and return to legal practice

Of the 'Infogate' cast

affair. Today Tony Stirling looks at what has happened to the central characters in the drama which shook the South African Government as no scandal has before or since.

No pressman is likely to forget the photographs of former State President and Prime Minister, MR JOHN VORSTER, who was compelled to resign after the Erasmus Commission reversed its findings on his role

emerged in the National Party he had been addressing meetings behind closed doors up and down the country. When he tried to enter the current dispute, Mr Vorster, who is living out his retirement between Port Elizabeth and a holiday cottage on the Eastern Cape coast, was sharply rebuked by Mr Botha. Since then he has not again publicly entered the fray

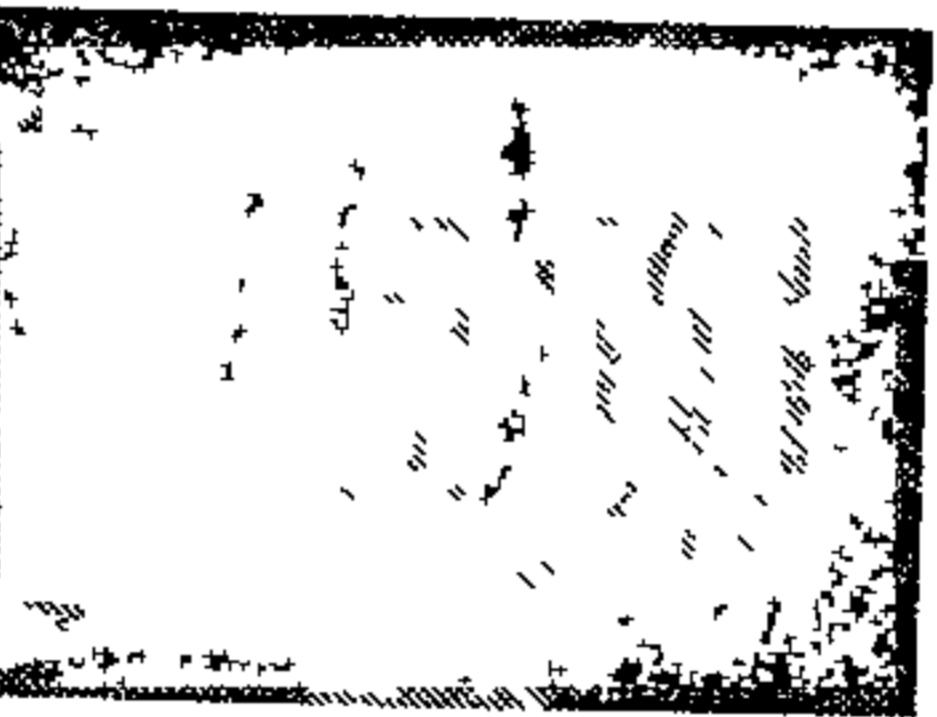
But he also quietly addressed meetings behind the scenes and recently launched a move which has freed him to sue former Erasmus Commissioner, Mr Justice A J Latagan, for defamation. Subject to appeal on both sides, he has been given leave to sue on the grounds of certain alleged utterances on him by Mr Latagan, but not on matters rel-

ating to the Erasmus Commission itself. It is possible that if General Van den Berg, who spends most of his time on his Bapsfontein farm, does go ahead with the planned action that new and sensational dimensions of hitherto unexplored aspects of the information affair, which have been lurking beneath the surface for the past two years,

will emerge in public and a whole fresh debate on the matter will begin. Other lesser and major figures in "Infogate" have slipped quietly into places and jobs where their names are no longer headline news. Figures like MR HUBERT JUSSEN, close friend of Mr Johannes van Zyl Alberts, who was publisher of To the

Point magazine He left for Europe before Dr Rhoodie came to trial, not to be heard from again. The other Rhoodie brothers named in the affair, DR NIC RHOODIE and DR DENNEYS RHOODIE, former deputy secretary of Information, have both quietly gone into new jobs, Dr Nick Rhoodie with the Human Sciences Research Coun-

ci One of the few who did not undergo a change of scene is MR LOUIS LUYT of Triomf Fertilisers. After his adventures as a secret informant in The Citizen and the Pretoria-based Foreign Affairs Association, Mr Luyt has remained what he started as — head of a fertiliser empire. The Horters men in the debacle, MR DAVID ABRAMSON and MR STUART PEGG, are now continents apart. Mr Abramson, who has kept his Hyde Park home, is operating in the field of academic text books in Britain after a prolonged illness. Mr Pegg operates a number of businesses from offices in Johannesburg, mainly in the field of financial con-



Connie Mulder... the eternal optimist.



John Vorster... "the wounded buffalo"



Eschel Rhoodie... new projects.

Public service 'must reflect social plurality'

CAPE TIMES 19/6/22 (250)

Staff Reporter

THE time was past when one population group could carry the entire burden of public services, the Minister of Internal Affairs, Mr Chris Heunis, said at the opening of the annual meeting of the Public Servants' League of South Africa in Cape Town yesterday

Speaking on the role of the public servant in future State administration of South Africa, Mr Heunis said that while the public servant earned his living in the service of the State, he remained a member of the total community, serving all population groups

"The plurality of our society must, as it does, be reflected in the composition of our public service

"In recognizing the reality of participation of all population groups, I accept as a prerequisite

that the circumstances in which and the conditions under which they serve must be founded on a fair and reasonable approach by the organization which they serve — the State"

Staw 7/7/82 (250)

Power of the public sector

A relatively small or even diminishing public sector may still have an immense and a growing influence upon economic activity in the private sector

This is the view of Mr Patrick Gardiner, senior lecturer at the School of Economics, University of Cape Town.

REGULATIONS

Writing in "Businessman's Law," Mr Gardiner said all legislation, and the rules and regulations from such legislation, both at central and local levels of government, affect the behaviour of individuals and firms.

"Any attempt to evaluate the extent and effect of intervention of the public sector must take this legislation into account.

"The pervasive nature of much legislation in the economy is not directly reflected in statistics on participation of the public sector, except possibly in such indicators as increases in em-

ployment by the public sector of personnel to administer the legislation, or in capital expenditure on office buildings to accommodate them

"It is quite conceivable that a relatively small or even diminishing public sector, measured in terms of total output, employment, investment, tax revenue or expenditure may have both an immense and a growing influence upon the behaviour of firms and upon the amount of economic activity in the private sector"

He said this influence may be achieved through widespread controls over business activity and individual choice

Controls over prices and wages, conditions of employment, the mobility and utilisation of resources, foreign trade and the location of industry were obvious examples

"Government policy in relation to, incentives for investment,

the promotion of saving or discouragement of consumption may have crucially important effects on the development of the economy generally and upon the rate of growth of industries and regions in particular

"The influence exercised through legislative controls may be far wider and have more significant effects than that achieved by the ownership by the

public sector of particular industries such as electricity and rail transport or its operation of particular activities such as postal and telegraph services

QUOTAS

"For example, the imposition of quotas on imports increases the demand for domestically produced items by limiting the quantity of imported substitutes, and the results may be evident in many industries" — David Braun

252
Strain builds up on reserves

RF
COM 1/1/82
**Govt's R9bn
debt exposure**

THE South African Government is exposed to world bankers to the tune of R9 561-million.

Of this sum, the Government is a direct borrower of R1 326-million

The balance of R8 235-million consists of guarantees, indemnities and securities which the Government has given to enable public corporations and other public-sector bodies to raise money in offshore capital markets

Public corporations, such as Escom, the Post Office and the SA Transport Services, either raise money abroad or negotiate lines of credit to finance their heavy capital expenditure programmes which involve buying overseas-manufactured equipment

Figures to March 31 show that Government-guaranteed facilities for these bodies include R5 895-million in capital commitments, the balance of R2 340-million is in interest payable up to the final dates of the contracts. In some cases these extend to 1995

The total commitments which must be met in the last three quarters of this year amount to R1 231-million. For the whole of next year capital repayments and interest due amount to R1 315-million

Finding the money this year and next will strain the balance of payments and the foreign exchange reserves as the amounts involved underline some of the Reserve Bank's anxieties

The four major currencies in which these guaranteed debts have been incurred are, in order of magnitude, dollars, marks, French francs and Swiss francs. The involvement of these currencies does not necessarily indicate that the deals were negotiated in the countries concerned

Dollars are used as an international trading coin because they are readily accepted. A total of R2 800-million of the corporations' business was dollar-designated

The mark is the preferred European currency and much of the business which originated in the European Economic Community could have been transacted in other EEC countries

Swiss francs are possibly the the strongest of the European currencies and deals might have been routed through Switzerland for the convenience of suppliers of

By HAROLD FRIDJHON

equipment, possibly the multinational corporations

Looking at the big debt in French francs — R1 509-million — one is tempted to attribute the larger portion of this commitment to the Koeberg atomic power station in the Cape in which French suppliers were heavily involved

But these commitments are not cast iron. Some lenders have what is termed a multi-currency option on the renewal of a drawing. The currency of choice at the last drawing was used to compute the March 31 statistics

In the case of floating interest loans, the interest rate applicable last March was projected for the extent of the loan. This means that if interest rates fall overseas, the ultimate interest bill will be lower than the figures shown

It is also obvious that if the rand falls against the world's major currencies, the amount of rands committed ahead could be greater than the figures shown. Exchange rates have been calculated at yesterday's ruling prices

The Government's R9 561-million is certainly not SA's total debt exposure to offshore lenders. The private sector is heavily involved in foreign borrowing. From the banks through to the larger corporation, big sums of money have been borrowed in recent months, but most of these transactions are strictly private deals

Probably only the exchange-control section of the Reserve Bank knows the full story of the total exposure on world financial markets

Last week, SA Breweries announced that it had arranged facilities abroad to the extent of \$100-million. If one takes this an indicator it is possible that private-sector fund-raising from abroad could account for at least R1 000-million, taking the total to near R12 000-million

South Africa has a good reputation as a borrower — hence the foreign acceptability of these large debts. On the other hand, reports from abroad suggest that bankers in some countries, Switzerland in particular, are watching the regional exposure of South Africa on world financial markets and it is expected that raising money abroad will become increasingly difficult until the balance of payments is put right and the reserves start to rise again

SA's red ink: What they ^{18/7/82} think abroad ²⁵⁰ *S. Turner*

By Neil Behrmann London

THE Bank for International Settlements (BIS) reports that South African foreign borrowings have more than doubled since the end of 1980

The Basle-based BIS, which monitors international borrowing, reports that the South African public and private sector owed major Western banks \$9 333-million at the end of last year

Borrowings from the same banks stood at \$4 832-million in December 1980

The bank shows that the borrowings increased rapidly from June 1981, when public and Iscor and large private-sector companies and banks began looking for money abroad

This capital inflow financed the huge current account deficit

The bank says that, with Australia, South Africa was a large seeker of funds, borrowing nearly \$3 000-million in the second half of 1981. Three-quarters of these borrowings were short-term loans

But, of the total foreign debt of \$9 333-million, \$6 000-million must be repaid within a year and just under \$3 000-million after two years

The BIS has no statistics available for the first half of this year, but it is well known that South Africa borrowed extensively, especially in the first quarter

An increase in loans to commodity-producing nations such as South Africa is a normal development when their foreign trade accounts shift into the red

The impressive increase in South African borrowings in deteriorating international banking conditions came about because the country has proved to be a reliable debtor

Lean times ahead for public sector workers

250
RSM
22/7/82

By GERALD REILLY
Pretoria Bureau

SOUTH Africa's one million public sector workers will have to brace themselves for increases next year substantially below the inflation rate, according to sources in Pretoria

Against this background tough bargaining is expected between Government and Railway and Post Office workers

The Public Servants Association would also put up maximum resistance to increases which fell short of full compensation for the inflation rate

During the past two years the earnings of public sector workers have increased by nearly 30%

Based on 1980 statistics,

the public sector wage bill — the State Departments, Prisons, Police, SADF, Railways and Post Office — amounts to more than R5 000-million

Economists, therefore, point out that virtually any percentage increase on this huge amount could have significant inflationary influences

The Government has demonstrated its new tight-fisted determination to cut spending and smaller wage adjustments for its workers is expected to be part of the overall plan

Earlier this week, the Minister of Transport, Mr Hendrik Schoeman, exposed the near financial crisis in the Railways

The Department of Agriculture has also suspended fi-

financial assistance to farmers in certain key areas

In Pretoria yesterday the chairman of the Federal Council of SA Transport Services Staff Associations Mr Jimmy Zurich said the seven white unions, two coloured, one Indian and one black union, would have discussions with the Minister during the next few months about next year's wage increases

The Minister, however, has hinted that Railway workers would have to accept smaller increases next year

Mr Zurich said when his own union, the Artisan Staff Association, met the Minister their bottom line would be increases large enough to compensate for inflation during the 12 months prior to April next year

15
7

Very confused

cloth ~~England~~ has a ratio of wine to cloth $\frac{170}{410}$

Portugal pays it where it can only get $\frac{410}{170}$ cloth where to England wine to England where to home

But it also pays it where it can get 0,5 wine where it can get 170/410 wine

Portugal to send wine to England where to home

England to send cloth to where it can get 1 cloth it

where it can only get $\frac{170}{410}$ wine

Full pay ²⁵⁰ for public ^{250A} servants on call-up duty

Mercury Reporter

PUBLIC servants will no longer have the equivalent of their military pay deducted from their monthly pay cheques when they are called up to do a three-month camp, according to Mr Vause Raw, leader of the New Republic Party

Mr Raw has been negotiating with the Minister of Defence, Gen Magnus Malan, since November last year to have the compulsory deductions scrapped. Yesterday he received a letter from the Minister confirming that deductions would no longer be made.

The revised measure would be retrospective to February 1981 provided the person had completed his initial training and was still a member of the public service.

Mr Raw said that in the past no salary deductions had been made for one-month camps but they were imposed for three-month camps which led to a lot of dissatisfaction within the Public Service.

'I welcome the Minister's announcement and express my appreciation

to the Public Service Commission and the State Administration for the concessions,' he said.

Commenting yesterday on the concession to public servants, Mr Ken Hobson, general manager of the Durban Chamber of Commerce, said that it would be financially impossible for the private sector to make the same concession in commerce and industry.

The question of deductions varied from employer to employer. Some paid full salaries to men undergoing military training camps, others deducted the equivalent of the military pay and some paid no salary at all.

'No employer in the private sector can really be expected to do more than make up the pay but to expect all employers to pay the full salary over and above the military pay is an unwarranted imposition on the taxpayer and would create an element of discrimination between the private and the public sectors,' he said.

Public servants
to benefit

Own Correspondent

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Retrospective

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"I welcome the minister's announcement and express my appreciation to the Public Service Commission and the State Administration for the concessions," he said

Civil defence

Civil pensioners can join medical aid fund free

271
250
S. Post
30/7/82

PRETORIA — The Government has decided to give substantial aid to civil pensioners who in the past could not afford an official medical aid scheme, the Minister of Health and Welfare, Dr L A P A Munnik, said

"It has been arranged with the Public Service Medical Aid Association that a civil pensioner who, prior to April 1, 1982, received a civil pension administered by the Department of Health and Welfare and is still in receipt thereof and who, on March 31, 1982, or any date thereafter, was not, or is not a member of an officially prescribed medical scheme, can obtain membership of the association," he said

"Such members' subscription fees will be paid in full by the Government," said Dr Munnik

"Membership counts with effect from the date on which a valid application is received by the association, but, in any case, not earlier than October 1, 1982," Dr Munnik said.

Application forms to join the PSMAA are obtainable at most, but not all, branches of the Post Office in the Republic. — Sapa

De Loor card may have ²⁵⁰ broken rules ⁷⁰

Star 5/8/82

Pretoria Bureau

The Director-General of the Department of Finance, Dr Joop de Loor, may have contravened public service regulations by keeping and using a discount card

The card entitled Dr de Loor to 40 percent price cuts at Greatermans.

It was reported in a Sunday newspaper that Dr de Loor had been given a discount card by the Greatermans group before the company changed hands

It is believed he received discounts worth more than R900 on purchases at the store in Pretoria last May

Public service regulations stipulate that no officer or employee "shall accept without the permission of the head of a department, or in the case of the head of a department, without the permission of the Minister or Administrator, a gift, pecuniary or otherwise, offered to him by a member of the public by reason of his occupying or having occupied a particular office or post in the public service"

Dr de Loor refused to comment on the discount card when approached by The Star this week

He was quoted in Sunday's report as saying he did not think it was improper of him to have accepted the card because he did not apply for it and similar cards were offered to other Greatermans' clients

Dr de Loor was also quoted as having said he had several cards from other companies

He returned his Greatermans card when

asked to do so some months ago.

The only person in a position to clarify the situation, the Minister of Finance, Mr Owen Horwood, has been unavailable for three days.

Under normal circumstances, a civil servant, including heads of department, face an inquiry and possible suspension if misconduct is suspected

In terms of the Public Service Act 54 of 1957, if a head of department is accused of misconduct, the Minister of that department may report the matter to the Head of State, who may direct the Minister to charge the official with misconduct

The civil servants charged with misconduct may be suspended from duty and may have to forgo salary during the time of suspension

If found guilty of misconduct, the official could be fined, transferred to another post, have his salary or grade or both reduced, be discharged or called on to resign from the public service

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CALL TIMES 6/8/82
250

State 'prejudiced' against epileptics

Staff Reporter

EPILEPSY sufferers who were permanently employed in the civil service were blatantly discriminated against Dr John Sonnenberg, MP for Green Point, said this week.

Dr Sonnenberg was addressing the annual meeting of the South African Epilepsy League (Western Cape), at the Jan Kriel School for Epileptics in Kuils River.

"A person suffering from epilepsy who is permanently em-

ployed in the civil service is not entitled to the benefits which accompany his employment," said Dr Sonnenberg.

He said epilepsy sufferers may not belong to a medical aid or pension scheme, nor may they qualify for housing loans.

"In other words it's a case of blatant discrimination which offends the epilepsy sufferer," he said.

He said the whole situation was worsened by the fact that people who suffered from dia-

betes, high blood pressure or a heart condition were not necessarily subjected to the same discrimination.

In fact, each case was considered on its merit with regard to a permanent appointment in the civil service.

Dr Sonnenberg quoted a specific case where a chemist suffering from epilepsy worked at Tygerberg Hospital for 2½ years without suffering an epileptic attack.

He had applied for a perma-

nent post but his application was refused. He then resigned to do the same work in the private sector without discriminatory measures.

"I want to state clearly that the State acts against its own legislation with its prejudicial attitude towards people suffering from epilepsy. I also wish to suggest that the quicker these appalling regulations with regard to epilepsy sufferers are removed the better," Dr Sonnenberg said.

NB The smaller the no of men the more off the country is in producing the prod

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8 12	120	80	80	death	death
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per cent }
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Prod death



Public staff anger at pay pledge delay

By GERALD REILLY
Pretoria Bureau

THE Government has gone back on its undertaking to make adequate funds available this year for interim salary adjustments in certain areas of the public service, according to senior public servants.

They said the issue would be raised at next month's annual conference in Pretoria of the Public Servants Association (PSA).

Government workers believed the bulk of the funds available had been channelled into the new deal for the country's 57 000 nurses while other public sector workers were being left out in the cold, they said.

The president of the PSA, Dr Colin Cameron, said yesterday the 15% increases granted to public sector workers in April still left a wide gap between pay in the private and public sectors.

The staff position had not significantly improved since April and the service was still suffering from a shortage of trained workers. As a result, it was "vitally

important" that funds be made available for selective interim rises.

Sources said the staff shortage in the public service was about 20 000.

Dr Cameron said the Minister of Finance, Mr Owen Horwood, had said in his Budget speech that, apart from the normal salary adjustments in April, funds would be made available for interim adjustments.

However, this had not happened to the extent expected by Government workers.

Dr Cameron said funds made available were apparently inadequate and the extent of the special adjustments had caused widespread dissatisfaction.

The PSA had told the Commission for Administration of the dissatisfaction among workers, who felt the pay commitment was not being honoured.

The PSA intended seeking an interview with the new Minister of Internal Affairs, Mr F W de Klerk, to urge him to honour the commitments. Dr Cameron said

33%

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

	Internal	External
(1)	(2)	(3)
1a	2	
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Paper No (to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
- 2 Blue or black ink must be used for written answers. The use of a ball point pen is acceptable. Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used.
- 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used.
- 4 Do not write in the left hand margin.

WARNING

- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
- 2 Candidates are not to communicate with other candidates or with any person except the invigilator.
- 3 No part of an answer book is to be torn out.
- 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination.

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Labour laws ROM (250) 'must be 13/8/81 changed'

Pretoria Bureau

LAWs would have to be changed to enable the public sector to employ more blacks, coloureds and Asians to ease the labour shortage, the annual meeting of the SA Institute of Public Administration in Pretoria was told yesterday

The chairman of the Prime Minister's Economic Advisory Council, Professor Simon Brand, said the public sector's share of employed manpower, outside agriculture, was one quarter of all population groups, and more than a third of whites

He stressed that Government regulations restricted the full use of all the country's manpower resources

Whites provided about half the workers in the Government sector. This was out of proportion considering they constituted less than 20% of the total population

This reflected the official policy that blacks, coloureds and Asians should only be employed in posts where they served their group

This meant an artificial limitation on the exploitation of the country's total manpower potential

Prof Brand said if the total demand for manpower for the public sector increased, and the policy was unchanged, whites would be taken up to an increasing extent in the public sector

At the same time the private sector, also to an increasing extent, would have to rely on black, coloured and Asian workers

An adequate broadening of the sources of trained manpower, even to provide for the present demand, would call for adjustments in legal and administrative regulations which at present limited the full use of the country's manpower sources

(250) (175) ROM 17/8/82

Disgruntled artisans quit union

Mall Correspondent

CAPE TOWN — The Public Servants' Association (PSA) is facing a walk-out by disgruntled artisans and technicians, who accuse it of "years of fruitless bargaining"

They say that despite a grave shortage of skilled people in the public service — estimated at between 30 to 40% — their salaries have remained extremely low and uncompetitive.

The final straw for many PSA members in the Western Cape is a hike in their monthly subscriptions from R1,50 to R2,50 "We can no longer afford to belong to a representative body which accomplishes nothing," ex-members said yesterday

They allege that the all-white PSA is controlled by the Broederbond and therefore does not want to confront the Government with higher salary demands for its members

The chief manager of the PSA, Mr R H Landman, said yesterday that the Government had agreed in principle that the public service should be in a position to compete

with the private sector. However, funds were not available to overcome the huge backlog.

"Not all groups can be granted the new structures simultaneously, but artisans will most probably receive their increases in the course of the year," he said

Sources inside the association conceded, however, that artisans and inspectors of works had received a raw deal and there was dissatisfaction among "lower structure" employees though the vast majority remained loyal to the PSA

"There has been a spate of resignations in the Cape but we believe this has been organised by certain people for their own ends," a PSA official said "Besides those resigning are only a small proportion of our total 40 000 membership"

Mr H P Loots, former Western Cape vice-chairman of the PSA, who has resigned his PSA membership, said many trained artisans and inspectors of works had left the public service to work for more than double their salaries outside

PSA artisans in walk-out threat

CAPE TIMES 17/8/82 250

Staff Reporter

THE PUBLIC Servants Association (PSA) is facing a walk-out by disgruntled artisans and technicians who accuse it of "years of fruitless bargaining"

They say that in spite of a grave shortage of skilled people in the public service — estimated at between 30 and 40 percent — their salaries have remained extremely low and uncompetitive

The final straw for many PSA members in the Western Cape is an increase in their monthly subscriptions from R1 50 to R2 50

"We can no longer afford to belong to a representative body which accomplishes nothing," ex-members said yesterday

Broederbond

They alleged that the all-white PSA was controlled by the Broederbond and so did not want to confront the government with higher

salary demands for its members

According to "The Super Afrikaners" by Ivor Wilkins and Hans Strydom, the chief manager of the PSA, Mr R H Landman, is a member of the Broederbond

Mr Landman said yesterday that the government had agreed in principle that the public service should be in a position to compete with the private sector. However, funds were not available to overcome the huge backlog

'Not all groups'

"Not all groups can be granted the new structures simultaneously, but artisans will most probably receive their increases in the course of the year," he said

Sources inside the association conceded, however, that artisans and inspectors of works had had a raw deal and there was dissatisfaction among "lower structure" employees, although the vast ma-

jority remained loyal to the PSA

"There have been a spate of resignations in the Cape, but we believe this has been organized by certain people for their own ends," a PSA official said. "Besides, those resigning are only a small proportion of our total 40 000 membership"

Doubled salaries

Mr H P Loots, former Western Cape vice-chairman of the PSA — who has resigned his PSA membership — said many trained artisans and inspectors of works had left the public service to work for more than double their salaries outside

"Some departments are now being propped up by pensioners and below-average workers and the government will soon be forced to contract most of its work out to the private sector

"This is costing the taxpayer more than he would have had to pay for a better salary structure"

By Sheryl Raane, Pretoria Bureau

A glance at the many annual reports published by Government departments this year shows unimpeachable projects shelved or crippled by severe staff shortages

Staff Crisis Cripples Govt

250

Skw 20/8/82

Manpower Commission whose job it is to review labour matters, make recommendations has several projects locked in the pipeline awaiting qualified staff

In the research field projects awaiting staff include investigations into...

The position of women in the South African working world

The recruitment of staff has become a continuous process. Some departments prompted by desperation, have carried their appeals to London and the European Press

A talent survey for blacks similar to one conducted for whites

Persistent staff shortages have delayed reports and information programmes necessary for timely research on relevant manpower issues

Land surveying services have also been curtailed in the homelands because of a lack of personnel. There are four national states which urgently need land surveyors

The only qualified black land surveyor in the country resigned from the department of Co-operation and Development last year and 40 percent of the posts in the survey division

were reportedly vacant. Engineers are also in demand. The liaison engineering section of the department has three assistant engineers, each of them responsible for two or more national states

Work pressure has become so great that three engineers were seconded from private companies last year. The projects division, responsible for the physical development of land for black resettlement purposes, has also been severely undermined by lack of staff

Consultants have been used in the Transvaal to help with resettlement projects and national servicemen have also been involved

In the data processing division a lack of fully trained computer programmers has meant that the division has not been able to take on new projects

and an advertising campaign was begun in the European Press

Despite these efforts little success in alleviating staff shortages has been achieved

The Department of Community Development authorised 857 225 hours of paid overtime last year and departmental employees volunteered to work 199 442 hours of unpaid overtime

Students and school pupils have been employed regularly during holidays to supplement staff. Part-time staff have also been paid hourly rates to help close the gaps left by staff shortages of between 20 percent and 87 percent within the Department

of Agriculture and Fisheries (since split into two separate departments) important research projects are not receiving the priority they warrant

A major reason for this is a shortage of funds for expansion of research and development activities. The department is also unable to attract its rightful share of scientific and technical manpower

It is believed that a recent circular distributed in the department advised staff to shelve certain projects for which there were no staff

In recent years the Department of Public Works has reached formal agreements with consulting firms to

The Star Friday August

be transferred to other centres such as Durban and Cape Town

An investigation is being carried out to establish the feasibility of transferring the workload, he said

It was reported in the department's annual report that in centres such as Durban and Cape Town, Indian and Coloured workers could be employed

Some departments guard the secrets of their staff shortages carefully. For others, such as the Department of Statistics, the task of keeping their skeletons in the cupboard is impossible

Although officially defunct and transformed into Statistical Services of the Office of the Prime Minister, the Department of Statistics is still issuing reports — some of which date back to 1978

meet demands made upon it

A total of 574 such contracts were signed in 1979 compared with 319 the previous year.

The Department of Internal Affairs is severely short of staff — particularly in Pretoria and Johannesburg

This is having a detrimental effect on the provision of services. The situation is particularly bad among junior staff but as more experienced staff members resign or retire, the problem is spreading

The Chief Director of Civic Affairs, Mr J Pretorius told The Star certain sections of the department's work would most probably

(250) NOM 19/8/82

Government seeks 25 000 recruits

Pretoria Bureau

THE Commission for Administration has launched an intensive campaign to fill 25 000 vacancies in the civil service

Recruiting officers will visit high schools, technikons and universities during the next three months in one of the biggest staff drives ever

The drive coincides with the announcement of an increase in the commissions bursaries for university study to R2 400 a year

The greatest staff need is in the auxiliary services stores and clerical staff, personnel officers and others

The Public Servants' Association

(PSA) believes, however, that despite the economic downswing and the general shrinking of job opportunities, pay levels in the service are still too low to attract staff of quality in sufficient numbers to relieve the shortage

A PSA delegation told the new Minister of State's Administration, Mr F W de Klerk, last week that staffing salaries were hopelessly non-competitive and "urgent adjustments" were necessary

The issue will be discussed at the PSA annual conference in Pretoria next month

According to the commission, some Government departments are recruit-

ing Polish refugees in Vienna

The commission sent an official to Vienna last week to find suitably qualified potential emigrants

The Transvaal Provincial Administration is also recruiting in Vienna, mostly for doctors

But, as it was stressed at last week's conference on public administration in Pretoria, South Africa cannot solve its manpower problem through immigration

Authorities said at the conference the solution was to educate and train other population groups for skilled work in the service and elsewhere and remove legal barriers to their employment

Gloomy news for men in civil service

750
ROM

By GERALD REILLY
Pretoria Bureau

SOUTH Africa's more than 1 000 000 public sector workers can brace themselves for pay increases next April of 10% or less, according to Pretoria sources.

The Government, it was learnt, has virtually decided that because of the deepening recession and the compelling need to slash State spending it would be impossible to grant rises to match the inflation rate.

It was pointed out that recessionary conditions now plaguing the economy will be even more serious in the first half of next year.

To give the 370 000 whites and more than 600 000 black workers in the public sector an increase to match the inflation rate of the previous 12 months would cost the country more than R700-million.

The Minister of Finance, Mr Owen Horwood, has warned that "things will get worse before they get better" and that belts would have to be tightened.

And part of the belt-tightening process, sources said, would be modest pay rises for public sector employees.

The governor of the SA Reserve Bank, Dr Gerhard de Kock, also warned this week that tough and sustained economic policies had to be applied.

The Minister of Transport Services, Mr Hendrik Schoeman, is expected to tell the leaders of the seven staff associations of the railways that rises above 10% next April are out of the question.

The administration is already deep in the red — and going deeper. Operating losses for the first quarter of the financial year — April to June — exceeded R85-million.

Anything less than full compensation for increased living costs will be rejected angrily by the more than 370 000 workers in central Government employ.

The president of the Public Servants' Association, Dr Colin Cameron, said the minimum expectation was full compensation for purchasing power eroded by inflation over the previous 12 months.

Public servants are in 'gloomy shadow'

By GERALD REILLY
Pretoria Bureau

THE country's more than one million public sector workers are unlikely to get increases next year unless the slide into deeper recession is halted and there is a dramatic improvement in the national economy, it was learnt in Pretoria yesterday

This will plunge the whole of the public sector into a gloomy shadow

The Minister of Transport Affairs, Mr Hendrik Schoeman, told the executive of the Footplate Staff Association in Pretoria last week that if current economic conditions continued into next year, there would be no increases for railwaymen

The general secretary of the association, Mr Aubrey Koekemoer, said, however, that the Minister gave an assurance that if there was an improvement

in the economy, salary adjustments would be considered again

And unless there is a break with tradition, workers in other areas of the public sector — the Post Office, Prisons, Defence, Police and State departments — may also have to go without their annual increases

In the past, what has been given to one area in the public sector has been given to all others

The executive of the 23 000-strong Railways Artisan Staff Association (ASA) is due to see the Minister on Thursday

It is expected that they will be told that the financial plight of the SA Transport Services is so serious that at this stage undertakings about increases next year cannot be given

The president of the ASA Mr Jimmy Zurich said that "whatever the Minister's attitude, or whatever story he tells us, we intend pressing our claim for

increases which at least compensate for the rise in living costs during the previous 12 months"

And, according to Pretoria sources, the unhappy prospect is that SATS revenue from railways, harbours and airways will continue to shrink month by month for the rest of the financial year

According to railway headquarters in Johannesburg, the administration ran up a huge R90-million deficit during the first four months — April to July — of the financial year

Export and import traffic — a lucrative source of railway earnings — is expected to continue to decline for the remainder of the financial year

Pretoria sources said the fact that railway workers had been told their chances of increases were virtually nil would "cast a gloomy shadow" over the Public Servants Association conference in Pretoria later this month

Alarm²⁵⁰ in the^{room} public^{8/9/82} service

By GERALD REILLY
Pretoria Bureau

SENIOR public servants yesterday expressed "alarm and concern" at the probability that they will get only token salary increases next April — or none at all

Their concern stems from the fact that one of the railway unions, the Footplate Staff Association, has been told by the Minister of Transport Affairs Mr Hendrik Schoeman that rises for railwaymen are out, unless there is a quick and substantial economic recovery

Government sources confirmed that "there is much agonising going on at a high level on the issue of increases next year" However, the likelihood was that funds would be inadequate to give "normal" rises To give the million-plus workers in the public sector increases to match the inflation rate would add at least R700-million to a total salary bill of about R5 000-million

For the past decade or more the government has given uniform increases to all sections of the public sector — state departments, Post Office, Police, Prisons and SADF personnel — except in exceptional circumstances Senior government workers said if the railwaymen received no rises, that would apply to all other branches of the public sector

The Public Servants' Association has submitted its salary increase demands to the Commission for Administration The minimum expectation is compensation for the inflation-eroded purchasing power of the previous 12 months The 1983-84 state departments' budgets are now being planned and salary decisions must be made

The issue will be raised at next week's annual conference of the PSA in Pretoria and the Commission for Administration will be asked to give an undertaking that the "no-increase" decision by the railways will not apply to the state departments

According to PSA sources the staff position in some departments is still critical and the recruiting rate inadequate, with 20 000 vacancies on an establishment of 80 000 posts

Public service pay rises to be small?

ARGUS 9/9/82 250

Argus Correspondent
PRETORIA — South Africa's thousands of public servants may be in line for salary increases of only between 7,5 percent and 8 percent in April — about half the expected inflation rate this year

Concern has already been expressed by public servants that their April salary increases may be in jeopardy because one of the railway unions, the Footplate Staff Association, has apparently been told that increases are unlikely unless there is a quick and substantial economic recovery.

MONEY CRISIS

Informed sources say it is unlikely that public servants will get no increase at all. But they point out that it is equally unlikely they will get large increases because of the economic slowdown and the money crisis now facing most Government departments.

In the present climate, therefore, an increase of between 7 and a half and 8 percent seems likely, the sources say.

It can be assumed that the Public Servant's Association (PSA) will almost certainly discuss the question of salary increases at its biannual conference in Pretoria starting next Wednesday.

THREE YEARS

The PSA is unlikely to be contented with an increase only 7,5 to 8 percent because at the beginning of the year it gave the Government three years to put its members' salaries on a par with the private sector and other governmental institutions.

In the past the PSA has urged the Government to grant large increases to its members in an economic downturn because this was the only

time the gap in salaries was narrowed. It seems unlikely that the PSA will change its attitude to this from the Commission for Administration about salary increases.

In the next few months the issue would more than likely come to a head and the PSA would adopt a firm policy, but he did not want to preempt the association's conference.

NOT BEEN TOLD

Dr Colin Cameron, president of the PSA, said the association had as yet no communication

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Early news on... taken from...

PUBLIC SERVANTS SAY HOME LOAN SCHEME

Barclays' new plan angers Pretoria

12/9/82

S. Express

250

By TERRY MEYER Property Editor

PUBLIC servants and others entitled to State home subsidies feel they are being discriminated against by Barclays Bank's new home-loan programme

Unlike building societies, the bank does not at present take housing subsidies fully into account on certain 100% home loans to public servants

In Pretoria where more than 70% of home loans go to people who get State subsidies, people are furious with the bank, local estate agents said

This week angry Pretoria estate agents complained to the Sunday Express about the policy of the bank in its approach to loans to public servants

They said that while building societies have always leaned over backwards to help State employees with home loans, the bank appears to have taken a totally different stance

But, Barclays Bank assistant general manager Michael Smythe defended the bank policy by saying that the building societies have had an agreement with Government for many years in regard to

the "100% loan scheme", but Barclays had not yet been invited to join the scheme

He said that the bank had not yet been approached by the Department of Community Development to take part in the scheme, but then neither had the bank approached the department

In the past, building societies have taken the public service subsidies into account and allowed them to get larger bonds than others would have been entitled to

The system used by building societies, for example, allowed a public servant earning R840 a month to get a R40 000 bond for his house

But with the new Barclays' scheme, the public servant now has to earn at least R1 569 a month to get the same bond

On a R40 000 bond, the monthly repayments for a building society at current interest rates would be R549 a month

But most civil servants in this category would then be entitled to a State subsidy of R338,50 a month which, when subtracted from the individual's repayment would mean a payment of R210,50 to the building society. The State's portion of the loan is paid in monthly

by computer to the building society

Applying the rule of thumb that repayments should not exceed 25% of a person's income, this means that the State employee would have to earn only R840 a month to qualify for a R40 000 bond

But Barclays does not apply this formula

It prefers to add the monthly subsidy to the employees income so that in their opinion that same employee earning R840 a month (plus the subsidy of R338,50) gives him total monthly earnings of R1 178,50 a month

With Barclays' rule of thumb of 30% of salary against repayments, that would mean that he would not be allowed to get a bond from Barclays where repayments were more than R393 a month

To get a R40 000 loan the Barclays way, a public servant would have to earn R1 568 a month

Smythe said there was no discrimination when it came to 80% loans to public servants

If certain bank managers in Pretoria were misinterpreting the system this was not the fault of head office, he said

Civil servants to tackle Govt on salaries

250
14/9/82

By GERALD REILLY
Pretoria Bureau

THE Public Servants' Association congress, which opens in Pretoria tomorrow, is expected to demand a Government rebuttal of reports that there may be no — or at best only nominal — salary increases next April.

The congress meets in an atmosphere of growing dissatisfaction for two major reasons — the declining living standards of Government workers because pay rises have failed to keep pace with inflation, and extra work because of the staff shortage.

In a statement yesterday the PSA said recruitment in most departments had stopped because starting salaries were too low.

The new recruitment season was about to start "and with the current poor starting salaries the service will go into yet another drought year".

The PSA had stressed the urgent need for drastic improvements in the lower structure of the service. This "crisis situation" will be given "full attention at the congress".

Of the 80 000 posts in the State departments more than 20 000 are empty. The reason,

according to senior public servants, is the big gap between salary levels in the service and in the private sector.

Some departments, including the Commissioner for Inland Revenue office, have a 30% staff shortage and national servicemen have been mustered to ease the shortage.

The fear that salary increases next April may be suspended or at best fixed at between 5% and 8% is based on the warning to railway workers by the Minister of Transport Affairs, Mr Hendrik Schoeman, that there would be no rises next year unless the national economy improved dramatically.

Government workers also pointed out that last year's increases of about 12% fell short by at least 3% of the inflation rate.

According to the PSA, attention at the congress will be focused on four major aspects — salaries, housing, pensions and service conditions.

The PSA pointed to the huge backlog in pay which has developed over many years because of the cost of placing public servants in a competitive position with the private sector.

The association suggested improvements be done over a period of three years starting on April 1 this year.

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Recession may spike public sector pay claims

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14/9/82

Pretoria Bureau

Public servants must decide this week if the recession has put paid to their hopes of big salary increases

The Public Servants' Association begins its bi-annual congress in Pretoria tomorrow

PSA president Dr Colin Cameron has said salary increases for the new year will be a key issue for debate

"It is an awkward issue which will require careful consideration," he said "We will have to consider our demands in the light of economic realities

More than 100 delegates from around the country must decide whether demands for substantial salary increases are realistic and whether we are prepared to compromise

The congress takes place against a background of critical staff shortages in the public service unsuccessful recruiting drives and increases in the cost of living

In some Government departments work has been transferred to

cities where coloured and Indian clerical manpower is available

In at least three instances the Defence Forces Civil Action Division has provided aid to Government departments

In the past demands for salary increases in the public service have been pegged to the inflation rate and the rise in the cost of living Inflation is running at between 14 and 16 percent

It is unlikely public servants will be granted increases to match that figure Government sources recently hinted that they could expect only 7.5 to 8 percent in increases next April

"An economic recession could help to keep public servants in their jobs in the short term," said Dr Cameron "But relying on economic fluctuations to staff essential Government departments is no long-term solution"

Although the Government has agreed to launch a three year

programme to bring the public sector salaries into line with those in the private sector, there has been little improvement in the staffing situation

More than 50 percent of public servants who resigned last year did so because they were offered more money elsewhere

At the end of last year 18 percent of white posts and 14 percent of posts for other races were vacant Recruitment drives in most Government departments are failing because of poor starting salaries

Other issues to be debated at the congress include

- The expansion of housing subsidy schemes,

- Additional housing allowances for breadwinners with no other financing,

- Expansion of the pension stabilisation fund,

- Improved service conditions for married women,

- Filling senior posts from within Government departments rather than from outside

The issue of admitting black staff to the public service to alleviate shortages would not be discussed Dr Cameron said "Some time ago we requested a policy statement on this issue from the Government We have not yet received a reply," he explained

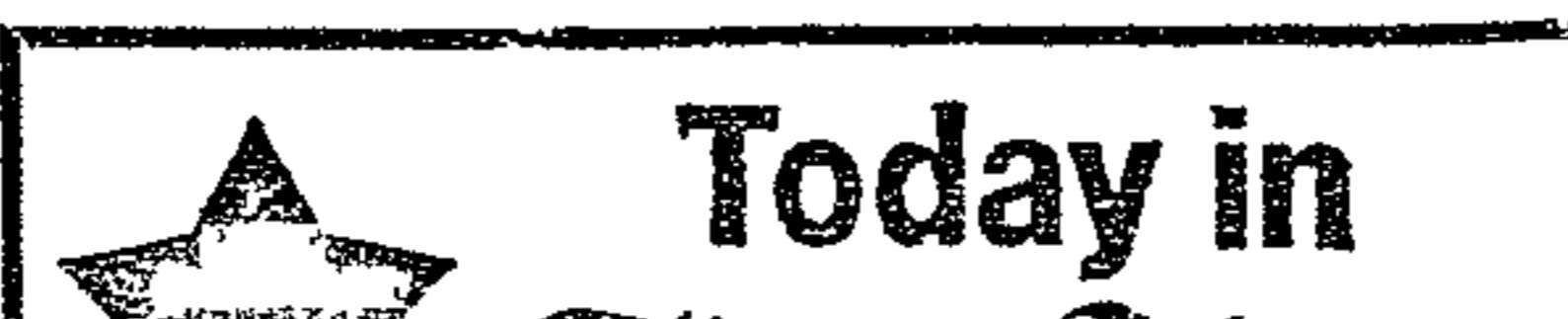
No to open Tuks

Own Correspondent

A snap survey of University of Pretoria students has shown more than half are against allowing students of all races to study there

The poll, run by the campus radio station, Radio Tuks, before last week's mass meeting on campus, represents the opinions of 308 of the 16 500 students

However 40 percent of the students consulted were in favour of the university council's decision to open the university Five percent of those asked declined to give their views



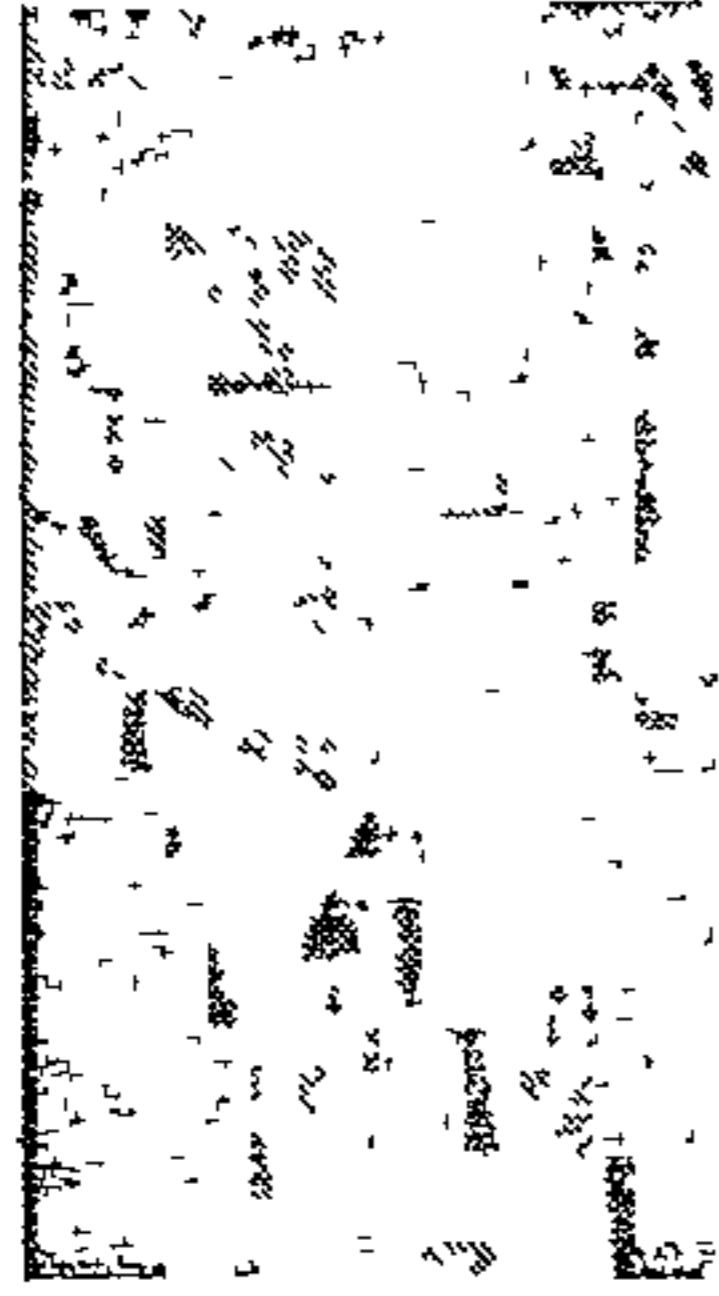
Today in

Nat paper attacks

Pay blow to public servants

Star
279
250

16/9/82



Mr Peter Wronsley matching inflation means R900 million on the wage bill

Public servants cannot hold out hopes for any big pay rises next year. The Treasury Secretary, Mr Peter Wronsley, made this clear today to delegates at the annual congress of the Public Servants Association in Pretoria

By Sue Leeman, Pretoria Bureau

Mr Wronsley said public servants must be prepared to have their hopes dashed as the Government juggled its Budget priorities in a time of recession

Even a one percent across-the-board salary rise for public servants would cost the Government R60 million a year, he said

A rise of 15 percent — matching the current inflation rate — would add R900 million to the Government's annual wage bill

And if the programmed narrowing of the wage gap between the races and improved public service housing benefits are taken into account this figure would top R1000 million," Mr Wronsley said

He warned delegates that the outlook for State revenue was gloomy and little money would be avail-

able for generous service benefits

In its annual request for funds the Commission for Administration had painted a striking picture of the deteriorating staff position in the public service. Any pay rises for public servants meant an expansion in State services — and priority was given to the maintenance of existing services before expansion could be considered

In the private sector, too, experts have forecast that salaries will not keep pace with the rate of inflation during the next 12 months

Mr John Cole, director of Human Resources Development, a subsidiary of the P E Consulting Group, said companies with reasonable profit margins were planning increases of about 13 percent on

their annual wage bills

These would be allocated according to employees' skills and value to the company

Companies with low profit margins would increase their wage bills by much less — most by about 7.5 percent and some by as little as five percent, Mr Cole said.

The average was expected to be around 10 percent

Dr Ockie Smit, chief economist with the Bureau of Economic Research at the University of Stellenbosch, said he did not foresee much difference in salary increases between the public and private sectors

He added that retrenchment would increase as companies tried to trim their budgets in the new financial year

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250 Star 17/1/82
Own Correspondent

The Public Servants' Association has warned that salary increases of about 15 percent were needed for the public service to retain its existing personnel.

The warning was given by the association's president, Dr Colin Cameron, at the P.S.A.'s annual conference in Pretoria.

The average remuneration of public servants has fallen seriously behind that of the private sector over the last five to six years, Dr Cameron said.

Salary adjustments announced on April 1 this year compensated more or less for the inflation rate, but did not compensate for the existing backlog, he said.

He added that inflation had continued and that a general salary increase in line with the inflation rate was essential to merely compensate for this.

PIVOTAL ROLE

"In order that the public service may at least retain the existing personnel and to maintain their standard of living, an adjustment of about 15 percent would be required," Dr Cameron said.

A further deterioration could in no way be condoned, "particularly in the light of the pivotal role public servants are called upon to fulfil with respect to the implementation of the anticipated Constitutional developments."

The largest number of vacancies and the fastest staff turnover existed in the entry ranks, Dr Cameron said. "Productivity is seriously jeopardised and frustration exists among senior officers."

MR WRONSLEY

Yesterday The Star reported the Secretary of the Treasury, Mr Peter Wronsley, as saying public servants must be prepared to have their pay hopes dashed as the Government juggled its Budget priorities in a time of recession.

Mr Wronsley did not use those words.

This was the inference that could be deduced from his speech at the annual congress of the Public Servants' Association in Pretoria.

The clear message in his speech was that public servants must be prepared to have their hopes of substantial wage increases dashed in the present economic climate.

R500m

budget

for pay

raises

Sept 1982

RDM

By GERALD REILLY
Pretoria Bureau

THE Government is expected to budget less than R500-million for salary increases in the Public Sector next April, it was learnt in Pretoria yesterday.

And if the economy continues its current dive into recession the amount could well be substantially less.

It has been made clear to staff associations representing 280 000 rail workers and nearly 80 000 Post office workers that they will have to drastically scale down their expectations for next April.

Greatly reduced salary and wage hikes are part of the Government's overall strategy for slashing Government spending and fighting inflation.

It is understood that last week the Postmaster General, Mr H O Bester, told a Post Office staff association that they could not expect increases on the same scale as last year — which were in any case 3% below the inflation rate of 15%.

The Minister of Transport Affairs, Mr Hendrik Schoeman, has also been frank with the railway unions.

He has told at least one union — the Footplate Staff Association — that they may get nothing next year, unless there was a substantial upturn in the economy.

And last week in Pretoria the country's 80 000 State department workers were left in no doubt that they too, will get substantially less than last year in the next round of salary increases.

Teachers organisations, possibly the most militant when it comes to pay demands, can also brace themselves for limited increases next year.

Two years ago, they were granted a 25% rise after a long drawn out fight between the Federal Council of Teachers Associations and the Government.

This year, however, fighting won't help because the funds are just not available, according to a Pretoria source.

BEIRUT—An Israeli soldier on the run as a prisoner of war.

Staff shortages disrupt State services

Mercury Correspondent

PRETORIA—Staff shortages in Government departments were disrupting State services, the president of the Public Servants' Association, Dr Colin Cameron, said last night.

Addressing a press conference after the close of the annual congress of the PSA, Dr Cameron said the implications of the too rapid turnover of staff in the service were serious.

He stressed the vital importance of salary levels in the service which could compete with those in the private sector.

'If we cannot recruit the right calibre of person to the service the long term effects will be extremely serious'

Obviously the quality and efficiency of services were threatened if there was a lack of efficient and well trained manpower

The shortage had been put at between 18 000 and 20 000

A situation had developed, Dr Cameron said, where there were too few officials of the right standard to promote to senior posts

'If we don't reverse this trend the threat to services supplied by the State can only become greater.'

Reflection

A point had been reached where a people outside the service were being appointed. This was a serious reflection on the country's public service

Human Sciences Research Council studies had shown the service was getting far less than its fair share of the country's top brain power.

However Dr Cameron said he could give an assurance there was no talk of a collapse of services

It was vital, however, that sufficient funds be made available to make possible the recruitment of the right people. 'We must be able to compete in the manpower market on equal terms with other employers'

Dr Cameron said the conference had flatly rejected suggestions that the PSA should convert into a full blown trade union, incorporating striking rights for Government workers

Arbitration was also rejected. What was wanted was more machinery with entrenched rights of negotiation.

Document
18/9/82
250

R8bn spent in 5 months

Government spending

Sept. 1982
up by 17% *250* *ROM*

By HAROLD FRIDJHON

GOVERNMENT spending for the first five months of the fiscal year is running at a rate of 17,3% above that for the comparable period of last year

Total outlays during April 1 to August 31 1982 amounted to R7 996-million compared with R6 816-million in the first five months of the 1981/82 fiscal year

The Minister of Finance budgeted to spend R18 237-million for the twelve months to March 31 1983. On a pro rata basis total spending for the five months should be R7 598-million which means that the apparent over-spending is about R398-million

Superficially, it would appear that all the over-spending took place in the first month of the current fiscal year when Treasury outlays amounted to R1 906-million against what should be an average monthly rate of R1 520-million

In previous years there has always been a certain amount of over-spending in the first month of a new fiscal year because some accounts for expenditure incurred in the previous fiscal year are held over and paid when the new appropriations have been passed by Parliament

During the course of the year, the State departments manage to get their spending into line but what appears to be a certain amount of "under spending"

This year, however, after the excesses of the first month expenditure has been pegged closely to the correct average and the R386-million "excess" of the first month has been carried forward month by month with no sign of it being reduced. If anything it has been slightly increased

But there is another factor which must be taken into account. This year's Budget included an amount of just over R200-million for the "improvement of conditions of service". This sum of money, presumably for the upgrading of public service remuneration and perks, has not yet been drawn on. If this proposed expenditure had been implemented, total spending would have been R83-million higher than it already is

And when one examines the expenditure, department by department, it would seem that there will be further heavy drawings on the exchequer which all points to heavy overall over-spending, underlining why Mr Horwood saw fit to increase GST by one percentage point to bring in another R300-million

On the assumption that departmental ex-

penditure accrues evenly month by month — which it does not — by the end of August five-twelfths of each department's budget should have been spent, and not more

On this basis, the biggest over-spenders are Defence and the Police, with Defence R262-million over the average and the Police R200-million over

Mineral and Energy Affairs is R77-million over the average and National Education R72-million, with many other departments appearing to over-run the average by amounts between R1-million for Parliament and R30-million for agriculture

But there are four departments which seem to be under-spending. They are Co-operation and Development R166-million, Foreign Affairs and Information R53-million, Industry Commerce and Tourism R31-million, and Health and Welfare R12-million

It seems reasonable to assume that the rate of expenditure of these departments will accelerate as the year progresses. If this is so and the rate of Treasury issues to the present "overspenders" does not decelerate, Mr Horwood might have to ask Parliament for a fairly large sum when he presents his Additional Appropriation Bill early next year

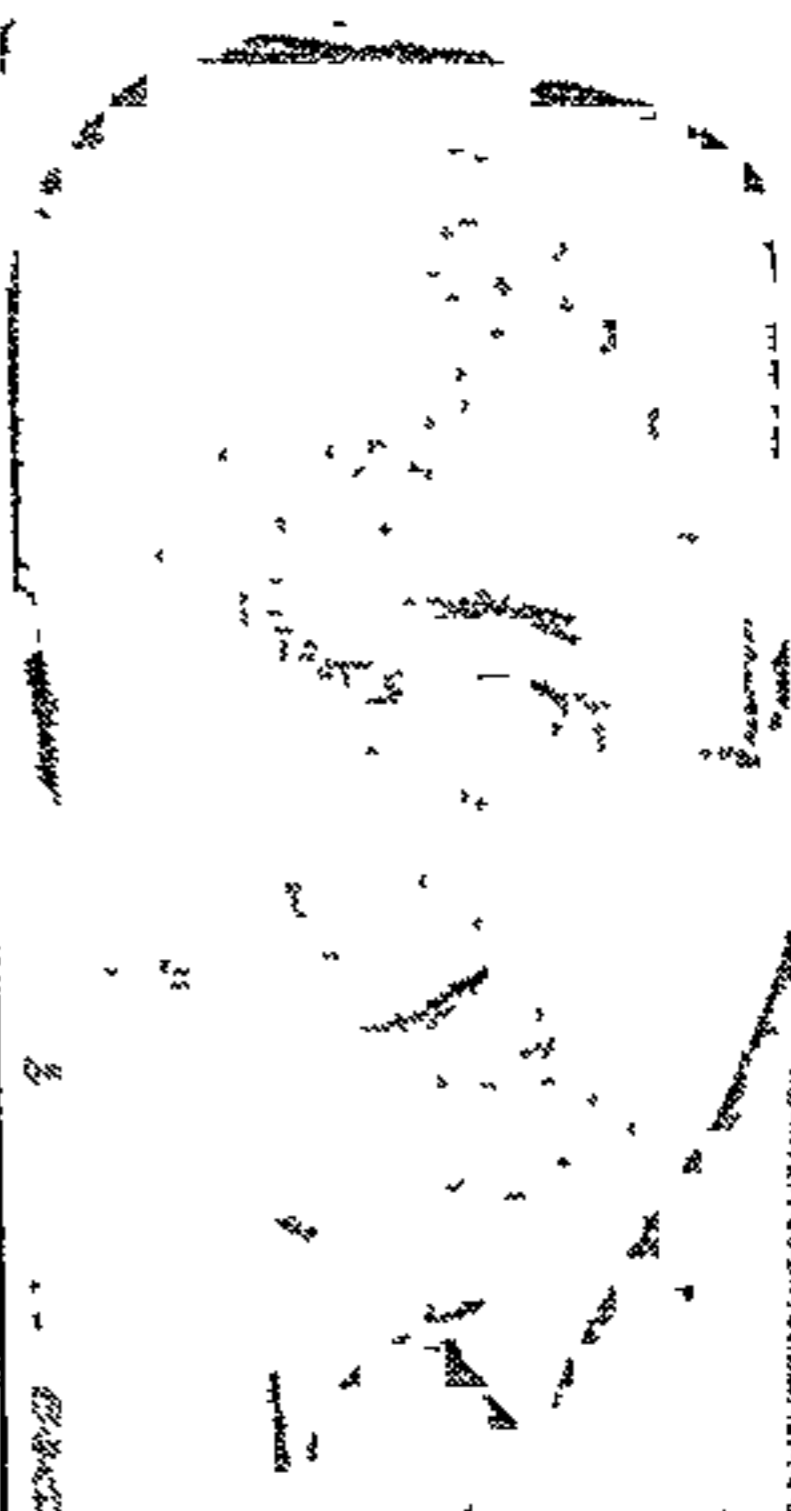
He has already indicated that defence expenditure will be running at a higher rate and that he will need additional funds for subsidies. But it looks as if he may also have to find extra money for many of the other departments

What has to be watched is how the over-spending is financed. From what Mr Horwood has said he will not draw money from the stabilisation account. This suggests that if he requires more than the R300-million he is now providing he will have to use some of the surplus funds which he will raise from loan issues — which is the lesser of two evils

Last month R480-million was raised by the issue of 10-year five-year and three-year stock. To date he has raised R2 610-million in stock issues, R10 million on the loan levy, and R171 million by means of bonus bonds, Treasury bonds and defence bonds making a total of R2 797 million — against a budget requirement of R3 619-million, with at least another R100-million to come from loan levies and seven months of the fiscal year to run

Revenue — for the first four months, the latest available figures — is at R4 600-million running at a rate of 20% above last year. On a pro rata basis this is below budget, but these numbers are misleading because of the big tax collections in August and September

The one significant increase in revenue is general sales tax which brought in R933-million in the first four months against R643-million for the comparable period of last year



Mr Peter Beningfield has been appointed group director, finance, of Malbak Limited

Zandpan portfolio R83-million

Financial Reporter

THE market value of Zandpan Gold Mining Company's listed portfolio at the end of June was R83 114 000, compared with R117 413 000 a year before, but by August 31 the value had risen to R140 678 000

Zandpan's dominant investment is a holding of 2 200 000 shares in Hartbeestfontein, and the value of these shares alone jumped 69% from the end of June to the end of August

Dividends from Harties were substantially lower in the year to June, and Zandpan's total income fell to R14 461 000 from R22 728 000

Expenditure rose to R167 000 from R145 000 leaving profit of R14 294 000 (R22 583 000) and dividends totalled R14 322 000 (R22 525 000) — R28 000 was drawn from the distributable reserve to cover the dividend

UK inflation drops

LONDON — Britain's annual inflation rate, the one clear success of Prime Minister Margaret Thatcher's monetarist economic strategy, has fallen to 8% the lowest for nearly four years, the government reported yesterday

In the 12 months ending in August, prices rose by 8% compared with 8,7% the previous month. This is the lowest rate since October 1978.

For the second successive month, inflation stood still in August

Blyvoorui pro

By JOHN

BLYVOORUI Mining Company's decision to cease uranium production about November is able to secure substantially better terms than those ruling now

Mr Dammy, chairman, says in the stockpile at it is not sufficient material to cover outstanding contracts

In the year ended August 31 working profit fell to R7 073 000 from R10 000 000 in the previous year, and Mr Dammy says the spot price of uranium has fallen 10% in the year

"There are still a number of power plants and that there is little material improvement in the short to medium term

As I have previously said, the company is in the process of having concluded negotiations for the bulk of the production over the next few years

Over the past year production fell 29 tons and lower profit is due to rising costs, decreasing demand and slightly lower sales. The reduced sales

Gold falls \$15.50

LONDON — Gold in London yesterday fell to \$426 an ounce, down from \$441.50 on Friday. It was traded at \$425.50 after the close and at \$425.50 in the morning

Friday's price was \$441.50 but it fell in New York to \$425.50 in the wake of a million rise in US supply

The growth of the money supply — seen as a major cause of inflation — is a concern for gold, and dealers said could lead into the \$420-\$430 technical resistance zone

Gold closed at \$425.50 in New York yesterday, Saturday's \$432.50 at \$433.50 in London. Active trading, tired long and stop-loss selling, retreated

Pretoria Bureau

Public servants have refused to compromise on their demand for a 15 percent salary hike and yesterday they decided to fight for recognition as a priority area for Government spending

At a Press conference after the Public Servants' Association Congress in Pretoria, PSA president Dr Colin Cameron said the stability of the country in general depended on the ability to maintain an efficient public service.

The service was losing staff and services were being seriously disrupted in some sectors. About 20 percent of the posts in the public service were vacant.

"The implications of a rapid staff turnover, poor recruitment at entry levels and staff shortages are far greater than is evident from the bland

Public servants

firm on 15 pc

figures," said Dr Cameron

These problems were disrupting the public service and eroding its efficiency

"The question of salaries undoubtedly formed the major issue for debate during the congress," he said

"We discussed not only salaries but the total remuneration package for public servants. We were constantly aware of the shortage of Government funds but did not compromise on our demand for a 15 percent increase

"This is a realistic figure"

PSA
250
Stan
8/9/62

State employees only expect 0,5% increase

250
S. Express 19/9/82

DISGRUNTLED delegates representing 79 000 Government workers met in an atmosphere of dissatisfaction and uncertainty in Pretoria this week.

The more than 100 delegates from around South Africa gathered in a Pretoria hotel to discuss shortcomings in the public service at the three-day bi-annual congress of the Public Servants' Association (PSA)

Hampered by critical staff shortages, unsuccessful recruiting drives and increases in the cost of living, they came hoping to hear that their lot would improve with next year's Budget.

Instead, speaker after speaker dashed their hopes of a new deal that would increase their salaries by at least 15% and rejuvenate the ailing public service.

They now expect to get about a 0,5% increase. First the Prime Minister, Mr P W Botha, asked them to 'washy' and help the Government ride out the present

BUT THEY WIN A NEW PLEDGE ON SCHEME TO UPGRADE WAGES

By ARLENE GETZ

economic crisis. Then the Secretary for the Treasury, Mr R P Wronsky, told them that the increases wanted by central Government and provincial governments would cost South Africa more than R1 000-million — the amount currently paid by taxpayers to maintain the State bureaucracy.

But the day was apparently saved on Friday — the last day of the congress — when a closed meeting of confused public servants asked Commission for Administration chairman Mr Jimmy van der Merwe precisely how

much money was available for them. When Mr van der Merwe left the gathering the people were slightly more at ease as he assured them that both the commission and the Government would continue this year with the three-year programme for salary upgrading.

This three-pronged salary programme negotiated by the PSA could eliminate future general salary adjustments, as senior public servants at the congress said. The plan involved:

- The granting of additional funds for the revision of salaries
- The introduction of occupational differentiation which involves the re-adjustment of salary scales to bring them into line with those paid for similar jobs in the private sector

This occupational differentiation has already been introduced in various offices of the Receiver of Revenue.

"Occupational differentiation has been so successful that one department reduced its vacancy rate to 15%, the Johannesburg Receiver of Revenue is short only of registry workers, and the Pretoria Receiver of Revenue has a waiting list," he said.

"Yet almost all of the departments which have not undergone salary restructuring are experiencing problems."

It was impossible to identify the departments

which had been worst hit as the vacancies tended to fall among categories of workers who were employed in all sections, such as artisans and registry workers.

It is understood that it would cost the Government between R4 000-million and R5 000-million to make public service salaries competitive with those paid in the private sector.

"There was a lot of dissatisfaction and uncertainty among us," a senior public servant attending the congress said.

"At Friday's meeting people were still confused, but it was a wise thing to call in Mr van der Merwe as he calmed their doubts."

According to the public servants, it is understood that only R30-million — or enough for public servants to receive a salary increase of 0,5% — is available.

In April the Minister of Finance, Mr Owen Horwood, indicated in his budget speech that R200-million would be made available for the readjustment of public salary structures, the public servant said.

It was later announced in Parliament that this amount had been reduced to R150-million — and that this was to be used for salary adjustments as well as "other purposes".

"Nobody seems to know the nature of these 'other purposes,' but we believe that in the end only R70-million was left. Of this, R40-million was given to the nurses, which leaves us with R30-million," he said.

PSA president Dr Colin Cameron described the atmosphere at this week's congress as "resolute".

"This time last year there was a great deal of tension, but this year, despite serious undertones, people have spoken responsibly.

"The implementation of the President's Council constitutional proposals will be the task of the public service and we maintain that an efficient public service is fundamental to the growth of the community.

"Therefore we feel that we can make out a good case for the public service to receive high priority in the allocation of available funds, and there is confidence that alleviation will come (with the Budget) in March."

The civil service

LOW salaries manpower shortages and the poor image of governmental organisation are the main causes of staff shortages in the public service, says the president of the Public Servants Association

Dr Colin Cameron said that the nationwide average of a 20 percent shortage is inaccurate and non-indicative of the true situation

"The turnover is high — especially in the entry ranks — and the quality of personnel for recruitment is not adequate," Dr Cameron said

Few people made a career of the public service and the proportion of top quality people recruited was small

Salaries

"As an example, the normal distribution in terms of quality would be five good, 10 average, and eight low average

"But the public service, for example, would be recruiting in the ratio three-12-eight, and resignations would be about 12-10-two"

This, he said, meant that recruitment and losses were ineffective in terms of quality, but added that "one cannot be absolute in this"

The reason for this was the lack of competitive salaries

The Public Servants Association had suggested a 15 percent salary increase "to maintain the standard of living"

"Especially in the lower and entry grades, we think that is essential. However, we have had no formal reply and will only hear when the

S. Times
26/9/82
has the blues (250)

By CHARMAIN NAIDOO

budget is presented in March," Dr Cameron said

He said he had doubts about whether civil servants would be granted the increase asked and in any case the suggested 15 percent would merely compensate for the inflation rate

"This applies particularly to the lower grades who are directly affected by price increases"

However, merely raising salaries would not overcome the drastic manpower shortage throughout the country

"But better salaries will allow the public service to stabilise its work force and recruit at the same proportion as everyone else"

The Commission for Administration had suggested the adjustment of salaries within the various categories built into a system of career differentiation

Setback

"The adjusting of salaries internally over a period of time is an excellent idea, provided the commission does not procrastinate," Dr Cameron said

Dr Cameron said that pension schemes, housing subsidies and security formed the total remuneration package

"All these factors have to be considered to come up with a salary level that is acceptable," he said

Another serious setback was that the public service did not have a good image

"This is an unfair image and has a marked effect on recruitment. The only way this can be changed is through the efforts of the individual public servant"

Star 23/9/82

Revamping of civil service (250) jobs hailed

Own Correspondent

The Government has planned a new pay and grading structure that will affect about 400 000 civil servants in 12 professions

Groups to be given priority by the Commission of Administration for an improved pay deal are artisans, para-medical personnel, nature conservation officials, health inspectors, industrial technicians, architects, land surveyors, town and regional planners, financial and auditing personnel, and stores staff

WELCOME

The chairman of the Public Servants' Association, Dr Colin Cameron, welcomed the plans which could be implemented in the current financial year.

"We agree with the principle of differentiating professions according to merit," Dr Cameron said in Pretoria today "And we especially welcome any speeding up process"

He pointed out "The new structure will not include fringe benefits, such as housing subsidies, which are available for everyone. But it will affect the pay, and grading structure."

The decision was released in Pretoria yesterday after weeks of hearings before the Commissioner for Administration in which representatives for various professions appeared.

Details of the new structure which will affect about half the civil service, were not made available. Officials in local government state corporations, posts and telecommunications, and the railways are excluded from the plan. The nursing profession also falls outside its ambit.

Argus Correspondent
PRETORIA — The new

Civil servants welcome new deal

pay and grading structure for about 400 000 civil servants has been welcomed by the chairman of the Public Servants' Association, Dr Colin Cameron

Groups who will be given priority by the Commission of Administration for an improved deal are artisans, para-medical personnel, na-

ture conservation officials, health inspectors, industrial technicians, architects, land surveyors, town and regional planners, financial and auditing personnel and stores staff

"We agree with the principle of differentiation according to merit," Dr Cameron said "And we especially welcome any speeding up the process"

The new structure was released in Pretoria yesterday after weeks of hearings by the Commission for Administration

Details of the new structure — that excludes local government, state corporations, Posts and Telecommunications and the Railways — were not made available

It is hoped the new deal will relieve the staff crisis in the civil service

At the time of the commission's investigations, the vacancies in the nursing profession stood at about 35 percent and 17 percent in the civil service

Mr Piet Colyn, Chief Director for the office of the commission, said, however, it would be unrealistic to expect to fill all the posts in the light of the general shortage of skilled manpower at present

He warned that in the new structure there would be no room for unmotivated and unproductive officials who "were riding on the backs of others"

Mr Piet Colyn, Chief Director for the office of the commission, said, however, it would be unrealistic to expect to fill all the posts in the light of the general shortage of skilled manpower at present

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Argus 28/9/82

250

Rom 29/6/82

More pay for workers in key Govt areas

Pretoria Bureau

THOUSANDS of Government workers in areas where staff shortages are critical are to get additional pay increases this year, according to the Commission for Administration

The Public Servants' Association has warned repeatedly that unless conditions are made more attractive in certain key areas, there would be breakdowns in services

The categories to benefit are para-medical staff, health inspectors, forensic chemists, office personnel of customs and excise, storemen and stores personnel, financial and audit staff, engineering technicians, prison staff, nature conservation officers, artisans and the group which includes architects, land surveyors, town planners and cost accountants

The chief director of the commission Mr Piet Colyn said the Minister of Finance Mr Owen Horwood set aside R150-million in his Budget for occupational differentiation increases. About half of this had already been spent

Most of the rest would be devoted to improving the earnings of the 12 categories

Mr Colyn said it was impossible to say just how much the new increases would cost as the matter was still being investigated

However, the increases would depend on merit, length of service and qualifications

The special increases would be confined to State and provincial departments and certain semi-government institutions

However, Post Office and Railways employees would not be included in the deal

The president of the Public Servants' Association Dr Colin Cameron said he welcomed the commission's move to improve earnings in areas where staff difficulties were acute

He said the efficiency of some departments was threatened because of staff shortages and he hoped the new increases would attract suitable recruits to the service

"We also hope that some of the categories not included this time round will receive the urgent attention of the commission," Dr Cameron said

Rom 20/9/62

Govt in bid to stem clerical staff shortages

By GERALD REILLY
Pretoria Bureau

STATE departments are to resort to a work-at-home policy for part-time workers in a bid to relieve the acute shortage of clerical staff

In a statement in Pretoria yesterday, the chairman of the Commission for Administration Mr Jimmy van der Merwe said there were experienced clerical workers who wanted to enter the labour market but were unable to do so for a full day, or even a fixed half day. The commission has laid down various bases on which this category of clerical work can be employed.

In addition to clerks working on a full-day basis, or fixed half-day basis, two further categories of clerical workers have been created.

- These are
- Occasional work which can be performed on a more flexible basis so long as supervision is possible
- Work-at-home in cases where production norms can be laid down, and direct supervision is, therefore, not necessary
- Shorter hours of duty apply for both these categories than for the full-day and fixed half-day categories
- Those who do occasional work or work at home are paid at competitive hourly tariffs

People interested can apply to the personnel divisions of State departments for further particulars

Senior public servants said yesterday the work-at-home policy for part-time staff was a measure of how desperate the service was for personnel, particularly in the clerical division

It was also announced this week that thousands of Government workers in areas where staff shortages are critical are to get additional pay increases this year

The categories to benefit are para-medical staff, health inspectors, forensic chemists, office personnel of the Department of Customs and Excise, storemen and stores personnel, financial and audit staff, engineering technicians, prison staff, nature conservation officers, artisans and the group which includes architects, land surveyors, town planners and cost accountants

The chief director of the commission Mr Piet Colyn said the Minister of Finance Mr Owen Horwood had set aside R150-million in his Budget for occupational differentiation increases. About half of this had already been spent

Mr Colyn said it was impossible to say just how much the new increases would cost as the matter was still being investigated

However, they would depend on merit, length of service and qualifications

Public service figures rising

EBM
11/10/82
250

By GERALD REILLY
Pretoria Bureau

STAFF employed by the central and provincial governments have reached a record level of more than 600 000, according to the Central Statistical Services office in Pretoria. And the Commissioner for Administration claims there is still an acute shortage of staff in many departments — so bad they have had to implement a part-time, work-at-home category to shift some of the bureaucratic paper pile-up.

The increased staff is in spite of the Government's public service rationalisation programme, which cut the number of departments to 22.

The wage bill has gone up by 20% in a year. Compared to the three months ending June 1981, the total salary and wage bill for the central and provincial government departments increased by R224-million to R1 123-million.

The number of blacks, coloureds and Asians in the departments continues to rise at a greater rate than whites.

At the end of the second quarter this year, the number of whites in the state and provincial departments was 258 454, with 344 989 blacks.

This is a total increase of about 17 000 in a year.

There is an even greater preponderance of blacks in the country's local authorities, outnumbering whites by three to one.

Even in the "sundry statutory bodies", there are as many blacks as whites — 13 344 in a total of 27 584.

Economists said yesterday the figures indicated that all areas of the country's economy were becoming increasingly dependent on black workers.

A choice:

Low rise

No rise

No job

250
A
SLS
21/10/82

Staff Reporters

As the recession bites, South African workers face low pay increases, no pay increases at all or retrenchment

The Minister of Transport Affairs, Mr Hendrik Schoeman, has warned South African Transport Services employees not to expect pay increases for the year ahead if retrenchments are to be avoided

This follows the news that SATS faces a deficit of R500 million this year

Sources in Iscor said there were fears that employees in some sections of the corporation would not receive increases. A spokesman declined to comment on whether there would be general wage increases but said no retrenchments were intended

Mr JP Kotze, managing director of Iscor, warned this week that the steel market had shrunk to such an extent that adjustments were inevitable

SACRIFICES

He said old blast furnaces at the Newcastle works would be closed down and production at the Pretoria works would be curtailed

The Vanderbijlpark works would not be affected, he said

Iscor staff would have to make sacrifices, Mr Kotze said

Except in special cases, no new staff

To Page 3, Col 3

5/10 21/10/82
The choice:

Low rise

No rise

No job

from page 1

would be taken on and manpower would be allowed to erode naturally through retirement, death and resignations

At all levels, productivity would be increased. Extensive training programmes to reduce costs had been begun, he said.

A spokesman for the Public Servants Association said a meeting with Mr F W de Klerk, Minister of Internal Affairs, was envisaged next month when the pay issue would be discussed.

EXTENSION

The PSA has asked for increases which take effect next April to be pegged to the consumer price index, but the association has received no reply to this request from the Commission for Administration.

Recent indications have been that public servants can expect pay increases of about 12 percent, which is below the current inflation rate.

The PSA is also pushing for an extension to the system of job differentiation in which categories of public servants receive special pay increases.

The Star reported earlier this week that many firms were expecting to pay white workers an average of 12 percent more in forthcoming increases.

SHORTAGE

Despite the gloomy pay prospects, the Postmaster General, Mr H O Bester, said in Durban this week that South Africa was short of 180 000 skilled workers and that despite the 31 000 apprentices in training, there was still a lot of leeway to be made up.

He said South Africa was known to have one of the lowest productivity ratings among industrialised countries.

Star 28/10/82 (25/11/82)

Closed shop endangers his job

Lenasia residents expressed their support for a trade union official who is in danger of losing his job with the Johannesburg City Council

A resolution, passed unanimously, noted "with alarm and concern the Johannesburg Municipal Combined Employees' Union executive's attempt to ex-

pel Mr Terry Jeevanantham for criticising the union's leadership as undemocratic."

Mr Jeevanantham, a librarian at the Lenasia Library for seven years, would lose his job because of the union's closed-shop agreement with the city council.

"We wish to state that he has served the best interests of this community for the past seven years and we

would take extreme exception to him being dismissed from the library service. The closed-shop principle is being used by the union to stifle criticism, and we therefore wish to state our opposition to it."

The union executive is asked to stop its expulsion bid. If not, action to oppose the dismissal through community organisations will be considered.

Rbm 4/11/82 (25c)

De Klerk gives no firm reply on pay

By GERALD REILLY
Pretoria Bureau

A PUBLIC Servants' Association delegation left after meeting the Minister of Internal Affairs, Mr F W de Klerk, in Pretoria yesterday with no firm agreement over next year's salary increases.

But they stressed the critical importance of a better deal for lower grades and the continuing enormous staff losses.

The Minister's caution on committing the Government to pay rises is consistent with the "negative" response given to the country's 280 000 railway workers by the Minister of Transport Affairs, Mr Hendrik Schoeman.

The president of the PSA, Dr Colin Cameron, said the background to yesterday's meeting was the vital importance of an efficient well-staffed public service to handle the big developments just ahead — the implementation of new constitutional plans, development and de-

fence among them — to avoid crippling bottlenecks.

The PSA told the Minister the present economic climate should not retard the reconstruction of the public service, and that salary adjustment, particularly the career differentiation plan, was very important.

Although the Minister on his own was not in a position to make the necessary funds available for increases, he had shown an eagerness to tackle the problems of the service pragmatically, Dr Cameron said.

The lower grade public servant was having grave difficulty in making ends meet. This led to an enormous staff drain among clerical staff, stores personnel, and tradesmen, he said.

Jobs still available in banks, building societies and other private sector areas meant that the public service recruitment campaign — now at its peak — might not be successful, Dr Cameron said.

Section B.



UNIVERSITY OF CAPE TOWN
EXAMINATION ANSWER BOOK

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered), leave columns (2) and (3) blank

All answers

Public sector faces meagre pay increases

(210) from 24/1/82

By GERALD REILLY
Pretoria Bureau

Services union in February Representatives of the three Post Office unions came away from a meeting with the Deputy Postmaster-General on November 2 with little hope of anything more than a limited rise in April

And public servants were virtually told in September by the Secretary for the Treasury, Mr R P Wronsley, that funds for increases anywhere close to matching the inflation rate were just not available

Senior Government workers claim they have been conditioned for only token increases by repeated warnings of the serious financial plight of the Government, the compelling need for maintaining State spending on housing, education and defence among other priorities; the worsening recession and the certainty of reduced Government revenue from taxation next year

An estimate of the current spending on wages and salaries based on Central Statistical Office figures in the Railways, Post Office, State and provincial departments is more than R6 000-million a year

The combined salary bill for the central Government departments — they include the SADF, Police and Prisons personnel — is about R2 300-million. They employ 340 000

The Post Office's 78 000 workers will earn about R600-million this financial year, the Railways' 273 000 workers R2 280-million, and the provincial departments' 250 000 workers R1 600-million

All this, they say, adds up to bad news for the average worker in the Railways, the Post Office and the State and provincial departments

Hopes of some go no higher than a 6% to 8% increase

The railway workers have been told by the Minister of Transport Affairs, Mr H Schoeman, they will almost certainly get no increases in April, although he will discuss the issue further with the South African Transport

	Internal	External
(1)	(2)	(3)
4a	0	
Examiners' Initials		

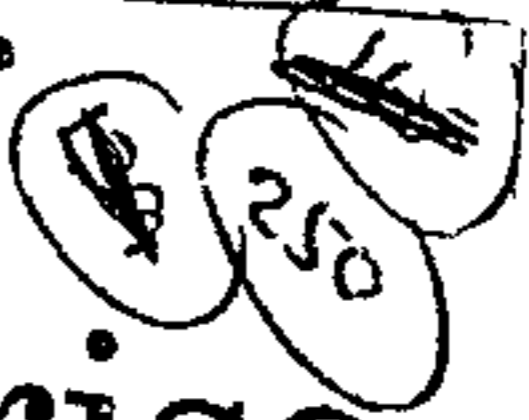
- NOTE CAREFULLY
- 1 Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering
 - 2 Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
 - 3 Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used
 - 4 Do not write in the left hand margin

- WARNING
- 1 No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed
 - 2 Candidates are not to communicate with other candidates or with any person except the invigilator
 - 3 No part of an answer book is to be torn out
 - 4 All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

Municipal staff granted added rise

Mercury 27/11/82



Labour Reporter
THE Industrial Court has awarded Pinetown municipal staff an extra 3,5 percent wage increase on top of the disputed 10 percent one granted by the Town Council earlier this year

The local committee of the South African Association of Municipal Employees had asked the council for an 18 percent increase at the beginning

of the year

But, after a meeting of the staff advisory committee, consisting of four council members and four staff members, it had been agreed to moderate the demand to a 15 percent increase across the board

However, the Town Council had over-ruled the committee's recommendation and had granted a 10 percent increase, causing widespread discontent-

ment among staff and a strike by 120 refuse and road workers

The employees' association had declared a dispute and a conciliation board had been set up but this had failed to settle the matter

It had been referred to the Industrial Court for arbitration

The Court's deputy-president, Dr D B Ehlers, awarded the staff a 3,5 percent increase back-dated to August 1.

An executive committee member of the employees' association, Mr Bob Castro, said the award had been made for the white staff because technically the association could not represent the municipality's black employees

'But we hope the council will give the same increase to all the staff,' he said

'Disastrous' if Parliament moves

ARGUS
2/12/82

250

Consumer Reporter

THE Cape Chamber of Industries believes that moving Parliament to Pretoria would have a disastrous effect on Cape Town's economy

It has asked the Mayor, Mr M J van Zyl, to call a meeting of all business organisations concerned about the proposal so that a joint protest can be sent to the Government.

The director of the chamber, Mr Jack Roos, said today he understood that the Cabinet had not yet formally considered any proposal to move Parliament, but he thought it vital to protest before any decision could be reached

OBLIGATION

In an article on the front page of the chamber's weekly newsletter, Roos said Parliament "kept Cape Town on the map".

He believed the Government had "a moral obligation to keep Parliament in the city, the cre-

ation of the dual capital system being an important part of the Pact of Union."

Mr Roos said today that he feared some important business organisations would move their headquarters to the Transvaal if Cape Town lost prestige through Parliament being moved

A great deal of business would be lost to the city if Parliament, senior civil servants and diplomatic organisations were no longer here for six months of the year

The loss of Parliament would harm the city's

tourist trade. It would also mean that senior ministers and civil servants from overseas would no longer come to Cape Town

Mr Roos said that at this stage the chamber would not send an individual protest to the Government. It was thought that a united protest from all business organisations in the city would carry more weight

The Mayor could not be reached for comment today. It is understood, however, that he is making arrangements to call a meeting.

'Spark of light' for civil service

Star 2/12/82

250

Own Correspondent

South Africa's civil service staff situation is improving. But the president of the Public Servants' Association, Dr Colin Cameron, has warned in Pretoria that the slight improvement could be misleading.

Figures released by the Commission for Administration reveal that compared with the financial year up to June last year, the total number of vacancies in the civil service in the financial year up to June this year had shrunk by about three percent — 1 834 vacancies.

This is in spite of the total number of posts in the civil service increasing by 7 880, or 61 percent, in the same period.

At the end of June last year there were 19 650 vacant posts in the civil service. This represented 163 percent of the total workforce.

But by the end of June this year the number of vacancies

had shrunk to 17 816, or 13,9 percent of the total.

This year there was an increase of 2 293 in the number of posts for whites, while there was an increase of 5 587 in the number of posts for other race groups. These are increases of 2,8 and 12,3 percent respectively for these two groups.

Vacancies for white posts dropped by 0,5 percent while vacancies for posts for other groups dropped by 5,9 percent.

Part of the reason for the improved staff situation has been the occupational differential programme a programme in which specific occupational groups in the civil service are singled out for additional salary adjustments.

But Mr Ian Robson, director system development of the Commission for Administration, said it was still too early to say what the net results of the programme would be.

He said there was a tendency at present for the number of vacant posts to shrink but this could be the result of two factors — the occupational differentiation programme and the slowdown in the economy.

People traditionally flow back to the civil service in an economic downturn and flow back to the private sector in an upturn when offers were more attractive in the private sector.

Mr Robson said the situation was being monitored and in six months to a year the success of the occupational differentiation programme would be determined.

He added that since April 1 last year, 96 occupation groups had been subject to an intensive investigation under this programme.

About 300 000 members of the services — police, defence force, teachers and other officials — had benefited from the programme.

6/12/82

Public sector wages row

By GERALD REILLY

THE Government's apparent intention to deny public servants their routine general increases next year has met with an angry reaction from senior public servants

Although no official announcement has so far been made it is reliably learnt that only "scale" increases and increases in areas where there are acute shortages of key personnel are to be granted

Senior public servants warned that the acute staff shortage in the service — in spite of the recession and growing unemployment — was seriously undermining efficiency

Reacting to the reports of "no increases" for government workers next year the president of the Public Servants Association, Dr Colin Cameron, said the PSA had not as yet been informed of the extent of next year's salary adjustments

But, he stressed, a sound government service was essential to support the expected administrative developments resulting from a new constitution

Dr Cameron said in the short term the greatest problem was the acute shortage of staff at the lower levels, especially in the "service" areas

However, the PSA was not insensitive to current economic circumstances and the Government anti-inflation strategy

Meanwhile the president of the Afrikaanse Handelsinstituut, Mr Jan Horn, said in a statement the AHI fully supported the Prime Minister's appeal that all employers and employees in the public and private sectors exercise discipline in relation to salary and wage increases

The AHI was seriously disturbed over the big increases in salaries and wages, particularly as they were in many cases unrelated to higher productivity or efficiency

Reb 9/12/82

Govt reform threatened by staff shortage

250

By GERALD REILLY
Pretoria Bureau

THE implementation of the Government's constitutional reform plans would be seriously hampered by an "under-staffed, under-paid and under-qualified" bureaucracy, senior public servants warned in Pretoria yesterday.

The plans, which will create an even heavier and clumsier legislative arm of government than the existing system — a three-chamber Parliament and the President's Council — will generate a demand for several hundred back-up workers, including typists, secretaries and other administrative personnel

This, Government workers said, would aggravate an already serious shortage of administrative personnel

They said despite the recession and growing unemployment the service was still short of thousands of workers — up to 15 000 — and in many areas standards of efficiency had dropped.

The president of the Public Servants' Association, Dr Colin Cameron, has also warned

that the Government's constitutional plans would place greatly increased work burdens on a depleted public service.

The Cabinet's decision — not yet officially announced — that there are to be no general wage increases in the public sector next April would have a serious effect in the commission for administration's recruiting campaign, it was stated

The campaign started earlier this year when officials of the commission visited schools and universities, canvassing for matriculants and graduates

Most serious staff shortages, it is pointed out, are in the lower levels of the service and the starting grades

Senior Government workers say until salaries at these levels are substantially increased to compete with the private sector, the chronic shortage of workers will persist.

Economists pointed out that although the country was moving into a recessionary trough, white unemployment was unlikely to become serious. At present it stood at about 1% of the workforce

Under these conditions the public service was likely only to get private sector rejects, it was claimed

By Sue Leeman,
Pretoria Bureau

It has been another year of deliberation and discontent for South Africa's public service, long the Cinderella of the labour market

Salaries eroded by inflation, the most acute staff shortage in 35 years and the limited bargaining power afforded to the country's more than 70 000 public servants were the major issues in a year which saw little change in the status of the profession.

However, it was also the year of the launching of a new deal — an occupation differentiation programme in which specific occupation groups will be singled out for additional salary adjustments

Public servants are adopting a wait-and-see attitude. Experts predict it will take six months to a year before the effect of the scheme is felt.

Staff vacancies dropped slightly towards the end of the year as the economic downturn increased the number of people looking for jobs

Proposals that the Public Servants' Association apply for full trade union and bargaining rights in accordance with the recommendations of the Wiehahn Commission were shelved for the time being

January opened with

'Cinderella' expecting a pumpkin

250
Star
2/12/82
175

a 19 percent shortage in public service ranks leaving some sections, including the State Tender Board, more than six months behind schedule.

There was a debate on the pro and cons of hiring coloured people or national servicemen but some of the backlog was eventually cleared by part-time personnel, some of them working from home.

BACKLOG

But the backlog continued. Personnel expert Professor Dick Sutton estimated the Government may have lost more than R800 million in GST since 1978 because of the critical shortage of tax inspectors.

It was against this gloomy background that the PSA decided in February to call an extraordinary executive meeting at which it made an official de-

mand for 25 percent across-the-board increases effective from April 1 this year.

The Government countered with an offer of a 15 percent wage increase but undertook to improve salaries and service benefits on a long-term basis

The association, in conjunction with the Commission for Administration set about drawing up a programme for the proposed restructuring of the service on a job differentiation basis

ASSURANCE

The idea was accepted in principle by the Acting Minister of State Administration, Dr Gerrit Viloen, who gave his assurance that the new pay deal would include clerks and technicians who could not be categorised as professional groups

When Mr F W de

Klerk assumed office as Minister of Internal Affairs after the midyear Cabinet reshuffle he called for a fullscale investigation into the public service

At the end of September he announced details of the new pay and grading structure.

The scheme, he said, would affect about 40 000 public servants in 12 different professions, including artisans, paramedical staff, town and regional planners, industrial technicians and architects

Increases would be based on merit

Public servants enter 1983 with unanswered questions.

They also know that next year will probably mean a further tightening of belts

WARNING

At the PSA's congress in September, Treasury Secretary Mr Peter Wronsley warned that public servants must be prepared to have their hopes of substantial pay increases dashed as the recession continues to bite into the Government's budget

He said there would be little money for increased spending on a generous service benefits package. He pointed out that in any case this was only a small segment of much broader State objectives.

PUBLIC SECTOR—GOVT. GENERAL

1983—JAN. — DEC.

Clash looms on govt salaries

Own Correspondent

PRETORIA — A clash between the government and the country's nearly one-million public sector workers is certain if, as is likely, there are no substantial salary increases provided for in the March budget, according to Pretoria sources

The Minister of Finance, Mr Owen Horwood, and his senior officials have hinted strongly that because of the run-down state of the economy and of government revenue, funds would not be available for increases except in exceptional circumstances

At the Public Servants' Association (PSA) conference in Pretoria last year, the Secretary for the Treasury, Mr R P Wronslley, said that to give central government and provincial workers increases to compensate for the inflation rate would cost the State more than R1 000-million.

He indicated that the government did not have that kind of money

The president of the PSA, Dr Colin Cameron, said yesterday that no comment had come so far from the Commission for Administration on the question of salary increases

Dr Cameron said whatever the decision was, it was vital that the "salary occupational differentiation programme" be continued in the new financial year and speeded up

It was just as vital, however, that reasonable increases be given to the lower ranks in the service, where real hardships were being suffered and resignations were at a crippling high

A Commission for Administration source said the cabinet had not so far indicated what salary increases, if any at all, would be given in the new financial year

However, according to one senior public servant, it was clear from the belt-tightening talk of the Minister of Finance over the

past few months that efforts were being made to condition public servants to an acceptance of no, or very limited, salary adjustments

No special consideration, it is understood, will be given to increases for teachers and nurses. Both got substantial rises last year and they can expect the same deal as public sector workers

Meanwhile, the railway trade unions are to fight for increases, although they have been told by the Minister of Transport Affairs, Mr Hendrik Schoeman, that funds are not available for the usual annual salary adjustment.

The 12 unions — seven of them white — are to meet the minister separately next month on the salary issue

Mr Schoeman will also have discussions with the Federal Council of Railway Staff Associations, where a strong bid will be made by the council for rises, irrespective of the serious financial plight of the administration

CAPE TIMES

15/11/83

250

(250) (17/8) EDM 15/1/83

Pay or else, State told

By GERALD REILLY
Pretoria Bureau

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The firm charged be- in the industrial explo- ping

By PETER MANN
Political
Correspondent

Right wing civil servants are headed for another clash with the Govern- ment over pay

And the row, expected when Finance Minister Owen Holtwood delivers his budget in Parliament in April, could have far-reaching political impli- cations

Many civil servants are notably conservative Dr Andries Treurnicht's new Conservative Party claims to have sup- porters at every level of the bureaucracy — in- cluding some of the pri- vate secretaries to Cab- inet Ministers — and a row over money could bring them droves more

Civil servants heading for clash with Govt over pay

CIP Set to cast in the row erupts...

The Public Servants' Association (PSA), which represents 41 000 civil servants, called for a 15 percent, inflation-match- ing increase at its annual conference last year

But now there are ru- mours that civil servants will not be getting any general salary increases

The PSA's official mouthpiece, *The Public Servant*, is already car-

rying the battle to the Government An editorial in the latest issue said it was "unthinkable" that civil servants should go without an increase when they were already suffer- ing a year-long backlog

"It is unacceptable that the salaries of civil servants be used as mon- etary instruments to doc- tor the economy," the editorial said It added

that it was "socialistic" of the Government to un-ilaterally decide on sa- lar-ies

The PSA had been warning the country for 10 years of the conse- quences of an inadequate pay policy Now the pub- lic service had fallen so far behind that senior posts could no longer be filled

The editorial said it

was futile of the Govern- ment to ask the private sector to keep its salaries down

Dr Colin Cameron, president of the PSA, said in an interview this week that civil servants would only know the Government's response when the budget was pre- sented

"We are very satisfied with the concept of ca-

reer differentiation which seems to be the way of solving our man- power problems in the future But it needs to be expedited

"It is our belief that re- muneration should keep above the inflation rate This is especially impor- tant for people in the lower grades who would not benefit from the prin- ciple of career differen-

"I'm not an economist but I don't think there is any point in the Govern- ment trying to cut Gov- ernment spending by not giving increases to civil servants"

He would not speculate what would happen if civil servants were not given increases We will just have to wait and see," he said

Volume 250
1/1/83
1/1/83
1/1/83

BACK TO IMCO FOR SCHOOL REQU

CUSTOMER QUARRY
ENTRANCE, QUARRY
ROAD
**AMPLE FREE
PARKING
NO HASSLES**

FAST & FRY

TO THE TRADE
ONLY
ALL PRICES
ADD-ON G.S.T.
THESE OFFERS
UP TO
20/1/83

EASY TEAR SELLOTAPE	R3,75
12 rolls x 66cm	
SELLOTAPE	R5,98
24 x 7m	
12 rolls x 66cm	R6,45
RADIANT BLUE INK	R3,87

BLUE BORDER LABELS	R5,28
20 x 24's	
GIFT WRAP	P1
100 per b	
P1	
x 12 rolls	
GOU	
P1	
25 x 10's	

Pay review bringing hope to public service

250 Stan 17/1/83

By Sue Leeman
Pretoria Bureau

His attitude is perhaps refreshing, coming at a time when it is usual to express only criticism for the beleaguered civil service and for the Government which has failed to protect its employees from the ravages of inflation.

staff with the Department of Justice — has been gauged, and salary adjustments have been made. "Most people are satisfied and the crisis that existed in some departments has been averted."

are generally on a lower scale. "This has meant erosion of the lower ranks of the service."

pay increase for public servants. "We have been warned from public platforms that the prevailing economic climate makes adequate adjustments unlikely, but the P.S.A. has had no official notification so far."

SYSTEM
"The next thing we hear is an announcement by the Minister of Finance — after all the decisions have been made and we have to start negotiating all over again."

Unusually optimistic words! The speaker is the president of the Public Servants' Association, Dr Colin Cameron.

ADJUSTMENTS
"I feel positive about the decision to restructure the service on a basis of differentiating professions."

But Dr Cameron is quick to point out not all is rosy in the garden. "There is still a substantial group of public servants who are not readily allocated to specific occupational groups."

Dr Cameron therefore concludes, "While occupational differentiation is a sound approach, a general horizontal pay adjustment is also needed."

Dr Cameron refuses to speculate on this year's pay increase for public servants. "We have been warned from public platforms that the prevailing economic climate makes adequate adjustments unlikely, but the P.S.A. has had no official notification so far."

SYSTEM
"The next thing we hear is an announcement by the Minister of Finance — after all the decisions have been made and we have to start negotiating all over again."

Government's plan to give additional salary increases in occupations where staff shortages have hampered the effectiveness of the public service.

"The market value of public servants in some crucial categories — among them nurses, and

neglected and have been more acutely affected by inflation as their salaries

He is wary of interpreting the general drop in staff vacancies as a positive sign, attributing it largely to the economic downturn.

The fact that public servants are kept so much in the dark while decisions are being made about their salaries rankles the quietly spoken veterinarian.

The Commission for Administration is considering a system of collective bargaining for the public sector.

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State

losing millions in taxes

CAPE TIMES

20/1/83

250

~~230~~

CAPE TIMES
250
A
From page 1
20/1/83
Inland Revenue had 1 030 vacant posts and a staff shortage of 229 percent as compared with 17.6 percent in the public service as a whole.
Mr Van der Walt also disputed a press estimate that R800 million in sales tax had gone uncollected in a 45-month period. He said the 90 percent recovery rate for sales tax was high because most of it came from a small number of large chain stores.

Political Correspondent

SOUTH AFRICAN taxpayers could be getting away with R100 million a year in due taxes while the government is unable to run proper checks on the expenditure of its own departments.

All this is due to a severe shortage of accounting and auditing staff in all government departments, including Inland Revenue.

The shortage is highlighted in evidence given to the parliamentary select committee on public accounts. The committee has expressed "grave concern" at the situation and is to take further evidence on the matter.

The Auditor-General's report on government departments for the 1980-81 tax year, and questioning by the select committee, show that:

● The Auditor-General, Mr W G Schickerling, cer-

tified the correctness of the accounts of government departments with "hesitation and anxiety".

● Millions of rand in uncollected taxes is lost annually because Inland Revenue lacks staff to perform sufficient checks on tax assessments.

Unrefunded

● People unwittingly paying too much tax could go unrefunded for the same reason.

● There is deteriorating internal financial control in government departments, where staff shortages have led some departments to tell the Treasury that they simply

cannot cope.

● There is no assistant auditor in either the Department of Community Development or the Department of Transport, where a total of nine such posts are vacant, while nearly every other government department is understaffed.

● The Auditor-General's department does not employ a single qualified chartered accountant because it cannot offer competitive salaries.

Mr Schickerling and the Commissioner for Inland Revenue, Mr Mickey van der Walt, were both questioned by the committee on the auditing of income tax assessments and the amount of potential tax which went uncollected.

Mr Schickerling said that in the 1980-81 financial year, his auditors had carried out checks at only 11 of the 32 Inland Revenue offices. Only two percent of the returns at these offices, which excluded the major centres, had been checked, but the audit had resulted in nearly R640 000 in additional due taxes being collected.

He estimated that, if a 50 percent or 60 percent audit could be carried out, the additional revenue could amount to R100 million.

He said income tax auditing, particularly of companies, was a complicated task and the public service suffered both from a shortage of trained staff and a high turnover of personnel.

As far as he could establish, there was no auditing at all of company tax assessments by the Auditor-General's department, although Mr Van

Govt departments in PE report no shortage of staff

250 E. Post
21/1/83

By JERRY McCABE

GOVERNMENT departments in Port Elizabeth have not experienced the same critical staff shortage which has all but crippled similar departments in other parts of the country

The report of the Select Committee on Public Accounts released this week revealed a critical situation in State institutions because of staff shortages brought on by unrealistic salary levels

A short survey among local Government departments revealed that while there was not a severe staff shortage, there was a shortage of male staff

The Regional Director of the Department of Posts and Telecommunications in Port Elizabeth, Mr G de Korte, said his department did have staff problems but these were not as serious as was being experienced in the Transvaal

"Sometimes we are asked to send members of our staff to help out in the Transvaal," Mr De Korte said

He said the response to this year's recruitment programme had been "reasonably good" but the recruitment of male clerks had been disappointing

Many applications were received for available posts but applicants did not always accept the posts they were offered

"We have taken on more women to offset the male losses

"In a way this is a pity as women tend not to make the post office their career and we like to think in the long term," Mr De Korte said

The department often battled to fill vacancies in the country areas

"This is especially so on the technical side," he said
Mr F J Fourie, commis-

sioner of the Department of Co-operation and Development, said he had only three vacancies

He, too, experienced a problem of having very few male applicants for the jobs

"When they learn the salary they are not interested," Mr Fourie said

Work in this department had not fallen behind

Mr B R Buys, Regional Director of the Department of Internal Affairs, said all the posts in his department had been filled and work was up to date

Dr J D Krynauw, Regional Director of the Department of Health, said he did not have a severe staff problem but there was a shortage of artisans

Administrative posts were all filled, he said

The Receiver of Revenue in Port Elizabeth does not have a shortage of staff problem

CAPE Times 21/1/83

250

Staff shortage creates chaos in govt depts

Political Correspondent

GOVERNMENT payments are unchecked, staff appointments unconfirmed and salaries unpaid because of accounting and other staff shortages in government departments

Details of administrative backlogs have been given to the parliamentary select committee on public accounts by the Auditor-General, Mr W G Schickerling.

Huge losses

Following evidence he gave to the committee last year, which included details of huge losses because income tax assessments could not be audited, he submitted a memorandum showing how particular departments were unable to exercise proper financial control over amounts often running into millions of rand

Officials from the departments of Transport, Health and Welfare, the Government Printer, Community Development, Co-operation and Development, Environment, Customs and Excise, Education and Training, and Justice, had all reported an inability to comply with strict government accounting procedures

Among those hardest hit were the departments of Justice, Education and Training, and Transport.

The Director-General of Justice reported in June 1981 that nearly 8 000 files, including 3 300 relating to civil claims, could not be properly processed and closed. Details of a further 10 000 still had to be transferred to the relevant registration cards

No receipts had been issued for more than

R25 000 received in 306 postal items, nor had the money been accounted for. Some of these were payments for which debtors were charged interest on money incorrectly regarded as overdue

The Director-General of Education and Training, the department which handles black education, reported in June 1981 that its outstanding work included 3 500 unprocessed leave applications, 1 600 unissued letters of appointment and 18 000 unprocessed postal items

In addition, 700 teaching appointments in the previous six months had not received attention and the teachers had consequently not been paid

The Director-General of Transport said in November 1981 that reconciliation of tax deductions from employees had not been done since March that year and he anticipated "chaos" when IRP5 tax certificates for the year had to be issued

Abandoned

He also reported that auditing of some accounts in Transport had been abandoned and that the section responsible for internal financial control had stopped all internal checking.

Other departments hampered by staff problems were Co-operation and Development, which had been unable to follow up accounts to homeland governments totalling several million rand, and Community Development, which was unable to check expenditure by regional offices or update statistics on property registers for the Community Development Fund or the Housing Fund

Industrial Council: _____
 Registration: Yes
 Founded: 1937
 Area of Operation: Cape
 Officials: Secretary: J.
 8000
 Cape Town
 Address: P.O. Box 3390

\$ _____
 \$ _____
 \$ _____
 R _____
 R _____
 R _____
 + _____

	1980
	1979
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	1974
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	1970
African	
	Year

250

DOES ANYONE AUDIT GST?

WATCHDOG SILENT

ON THE TAX HAUL

By JEAN LE MAY, Political Reporter

WITHIN weeks of a Sunday Express disclosure that R800-million in GST had not reached the State, the Government's watchdog on public expenditure told a Parliamentary committee he did not know if his staff audited GST

This has emerged from remarks by the former Auditor-General, Mr W G Schickerling (who has since retired) to the Parliamentary Select Committee on Public Accounts

The committee's report has just been published

And yesterday, the present Auditor-General, Mr A P Ellis, was also unable to say if GST was audited "I can't comment as I do not have the facts"

The Sunday Express disclosure, in January last year, led to a major Parliamentary debate — and an acknowledgment by the Minister of Finance, Mr Owen Horwood, that South Africa lost large amounts in uncollected GST

that in 43 months more than R628-million in GST payments had not reached the State's coffers SA's 'compliance' (tax collection rate) was 90%, he said, and the missing money represented the the 10% in taxes that have not been collected

However, the Government's own experts told the Sunday Express that their calculation on losses was higher — 14% (R809-million) The investigation showed that the losses had been caused largely as a result of growing staff shortages in the Inland Revenue Department, which did not have the means to trace, process and collect all taxes

The Select Committee on Public Accounts report this week also disclosed that deteriorating internal control measures in the public service and critical staff shortages were costing the State millions of rands in uncollected taxes as well

Mr Schickerling told the committee his department had been able to carry out a basic check at only 11 of the 32 Receiver of Revenue offices because of staff shortages

An audit of only 2% showed shortfalls of R637 000, and he estimated that if a 50% to 60% audit was undertaken, the amount could reach R100-million

However, in regard to GST losses, the report discloses that Mr Schickerling was asked by Progressive Federal Party MP for Yeoville, Mr Harry Schwarz, whether his department was auditing GST

Mr Schickerling said these things are audited, but it is in the hands of the field staff

Mr Schwarz. It was not done this year (1981) You

Do you audit (general) sales tax?

Mr Schickerling I do not know We can discuss it next week

Mr W J H van der Walt,

Commissioner for Inland Revenue, told the committee that transgressions in not paying GST were most likely among small traders, but that "as far as the total volume of tax is concerned, it is rather negligible"

The 90% recovery rate of GST was much higher than that for income tax, which he estimated at 85% for businesses and "much higher" for salaried people

Sunday Express

CHANNESINGE JANUARY 24 1983

REVEALED You'll pay more because

Park's tax could feed inflation

R400-million in GST has gone astray

SAS'S GREATEST TAX SWINDLER

FLASHBACK: The exclusive Sunday Express report of January 24

Govt men say

staff shortages

are the cause of

improper audits

State staff chaos is race relations threat

23/1/83

250

S. Times

THE GOVERNMENT was warned yesterday that the chaos reigning in some of its departments poses a threat to race relations.

The warning came from Mr Harry Schwarz, Opposition finance spokesman, in the wake of amazing disclosures this week that staff shortages were creating havoc in the public service and costing the country millions of rands in unclaimed taxes.

Mr Schwarz said he was very concerned that two sensitive government departments dealing with the black community were affected.

By **BENNIE VAN DELFT**

The upheaval came to light this week with the publication of the first and second reports of the parliamentary select committee on public accounts.

The reports exposed a mountain of untended paperwork in the Department of Education and Training, which deals with just over 40 000 black teachers.

Staggering backlogs in this department have meant that by June 3 1981 there were

• 3 500 leave applications waiting to be processed

• 700 newly appointed teachers who were waiting up to five months to receive their first salaries

• 41 000 teachers still waiting after two months for their salary adjustments

• 635 teachers were still waiting after more than a year to receive their letter of appointment

• 18 000 items of registered mail awaiting attention

In the main government ministry dealing with black affairs, the Department of Co-operation and Development, the salary section is also reported to be unable to cope with all its work.

Although the select committee reports cover the period of 1980-81 there is no indication that these two departments have shown improvement over the past year.

Mr Schwarz, who is a member of the committee, said this week that he was very concerned at the state of affairs in these two departments.

"They operate in the most sensitive race relations field and one would have expected that a responsible government would have ensured priority for these departments."

"But this apparently has not been done."

"The commission on public accounts sat this week again and the rules of Parliament prevent me from commenting on what transpired there."

"But we hope that a report will be tabled in Parliament soon after the beginning of the session when recommended improvements can be disclosed and the whole matter debated."

The auditor-general, Mr W G Schickerling, states in the select committee reports that the "certificate of correctness of the accounts was not furnished without hesitation and anxiety."

Observers see this as a clear indication that the auditor-general did not know whether the accounts were right or wrong.

Evidence before the committee blamed the staff shortage for the various problems and backlogs of work encountered by government departments.

Although only certain departments and their problems are mentioned by the select committee, it is believed to be only the tip of the iceberg.

Shortage

The reports also revealed other problems, including

• The State losing millions of rands in tax due to a severe shortage of accounting and auditing staff

• And the Department of Customs and Excise unable to keep a proper check on imports

In the Department of Community Development no checks at all were being undertaken on expenditures, said the reports. The keeping of statistics regarding property registers of the Community Development Fund and Housing Fund have come to a complete standstill.

Mr Mickey van der Walt, commissioner for Inland Revenue, told the committee that his department was 1 030 workers short. This represented a shortage of 22.9 percent as against the 17.6 percent experienced by the general public service.

Mr H J van Eck, deputy auditor-general, told the committee that the situation was so serious that they had to take on anybody, whether they had accounting experience or not.

He confirmed that they had not a single qualified chartered accountant on their staff, because "we cannot offer him nearly what he wants."

The auditor-general, Mr W G Schickerling, told the committee his department had been able to make only a basic check at 11 of the 32 Receiver of Revenue offices because of severe staff shortages.

This two percent audit showed a shortfall of R637 112. He said if a 50 to 60 percent audit was undertaken, the amount could reach R100-million.

October rise for public sector?

Own Correspondent

PRETORIA — General salary increases for the one-million employees of the public sector are likely in October according to Pretoria sources

One informed source said the issue hinged on the level of the gold price in the next nine months. If the level was maintained at between 450 dollars and 500 dollars, the government, it is claimed, would have the resources to grant relief

Talk of a general election this year has also strengthened optimism that adjustments will be made

Speculation is that the election could take place in April or May, in which case, the Pretoria sources say, the Minister of Finance, Mr Owen Horwood, might well make an announcement about October adjustments in his Budget in March

'Not April'

In Pretoria last week the Director-General of Finance, Dr Joep de Loor, said there would be no general increases in April. This, because of the sagging economy and reduced government revenue, had been accepted by most leaders of staff associations in the Railways, Post Office and central government departments

The cabinet is aware of the chaos which threatens in key State departments, where a backlog of administration work is building up, and of a general decline in efficiency in some areas

'Lost'

The fact that several hundred million rands may be lost annually in taxes because of a lack of trained officials is one example of the consequences of working conditions which fail to hold staff

It is acknowledged that salary dissatisfaction is still rife and that in spite of the recession, better-paid jobs are still available in the private sector, especially for professionally-qualified personnel

So, to allow a whole year to go by without substantial compensation for inflation, would seriously aggravate an existing staff shortage estimated to be at a total of 17 000

Meetings

Meanwhile the Minister of Transport Affairs, Mr Hendrik Schoeman, has agreed to individual meetings with the 10 railway trade unions to discuss the salary issue

These meetings will take place next month and will start with a meeting with the federal consultative council of the Railways Staff Association

The president of the council, Mr Jimmy Zurich, said last night "We will press the minister for salary adjustments to be made at the latest in October"

"But unless we get some assurance from the minister that provision will be made for October adjustments, we can expect trouble from our members"

Public Service leaders in training

ARGUS 24/1/83

250
~~ETS~~
~~ETS~~
~~ETS~~

Political Staff

THE chairman of the Commission for Administration, Mr Jimmy van der Merwe, says the Public Service has taken the lead in the utilisation and training of personnel from all population groups

The staff situation was not as bad as some people made it out to be, and considerable use was already being made of coloured, Asian and black personnel, he said

Mr van der Merwe had been asked to comment on reports about serious staff shortages in the Public Service, including reports based on evidence to the Select Committee on Public Accounts

The committee's latest reports indicated that the State was losing millions

in uncollected tax because of staff shortages, and that most departments had staff difficulties

Mr van der Merwe said the need for more personnel was a matter that could not be generalised. There were many facets of personnel requirements, some unrelated to others

Although certain needs existed in some areas of the service, there were other areas where considerable progress had been made in the use and training of personnel

CIRCUMSTANCES

He did not like the term "shortage" and preferred to speak of "needs"

Personnel needs in the public sector were also determined by circumstances, such as in times of drought or when disasters occurred

Public Service personnel needs were also re-

lated to conditions in the labour market in specific fields

Mr van der Merwe said some Press reports about the reports of the Select Committee on Public Accounts had given a distorted impression of the personnel situation

Asked whether any steps were being considered to use more black, coloured and Asian staff, he said he preferred not to consider this matter in terms of race

The Public Service had made considerable use of personnel from all population groups over the years

Because of steps taken by the State in recent years, there had been "good progress" in the personnel situation in such areas as Inland Revenue, Finance and the judiciary

There had been improvements in meeting qualitative needs. In education there had been considerable improvements through the upgrading of black coloured and Indian teachers, for example

Full use would be made of all personnel, irrespective of race, if they had the right qualifications

Many job opportunities had been created for black personnel through the development of the national states

UNDERESTIMATED

The total utilisation of personnel from all population groups by the Public Service was underestimated

The public sector was giving the lead in the utilisation and professionally orientated development and training of personnel from all the population groups, Mr van der Merwe said

CPI 11/25/78 37 (25)

Spying in SA has intensified

Chief Reporter

THE detention of a senior naval officer and his wife in connection with alleged espionage has occurred at a time of apparent intensification of spying activity in South Africa. But this is the first time that anyone so much "on the inside" as was Commodore Dieter Gerhardt has been said to be implicated.

Four months ago, an important figure in the drafting of a blueprint for the constitutional future of South Africa, Dr Anthony de Crespigny, suddenly resigned from the President's Council and left the country.

Although there was widespread speculation that his sudden departure for Britain could be connected with investigations by the South African security police or by a British intelligence agency such as MI5 or MI6, no evidence has been produced of espionage, or of any breach of security.

Dr De Crespigny himself has vehemently denied that he had any connection with any intelligence agency.

● In 1980 a former researcher at the University

of Cape Town, Dr Renfrew Christie, was jailed for conspiracy after a court had found he had passed on information about South African nuclear and other energy plants to bodies hostile to this country.

● In 1979 a former CIA agent, Philip Agee disclosed that the number of CIA agents working "under deep cover" in South Africa had increased since the start of the Angolan war, in the mid-1960s.

● Also in 1979 three American airmen on the staff of the US Embassy, accused of spying on South Africa, were given a week to leave the country by the Prime Minister Mr P W Botha. The men had been accused of photographing some of the country's most sensitive installations by means of a secret camera installed in a diplomatic aircraft.

● The Russian KGB master-spy Major Aleksei Kozlov, uncovered by South Africa's National Intelligence Service (NIS) on his fourth visit to this country, was swapped last year for Sapper Johan van der Mescht, the South African held in Angola since 1978.

Public Service 'leaders in training'

ARGUS 24/1/83

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~~RTS~~
~~RTS~~
~~RTS~~

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Full use would be made of all personnel, irrespective of race, if they had the right qualifications

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Talks win new pay deal for public service

Pretoria Correspondent

A new pay deal is on the way for South Africa's public servants

This has emerged following top level talks between the Public Servants' Association (PSA) and the Minister of Finance, Mr Owen Horwood, the Director General of Finance, Dr Joop De Loor, and the Secretary to the Treasury, Mr Peter Wronsley

The President of the PSA, Dr Colin Cameron, said they had been told the Government would speed up the occupational differentiation programme — which will eventually affect the pay scales of all public servants — and possibly consider general salary increases later this year

However, he said at this stage it was impossible to say how much sooner the programme would be completed

It was originally planned as a four-year programme to be finalised by the end of the 1984-85 financial year

It included investigations by the Commission for Administration into the salary structure and benefits of the various categories of workers and professions employed in the public service

SATISFIED

Dr Cameron said the new salary scales which had been announced following completed investigations were satisfactory

He added, however, that once the programme was completed, steps had to be taken to maintain the salary levels and to prevent salaries deteriorating again

He said the PSA delegation was told it may be possible for the Government to grant general salary increases later in the year if the economic situation improved

"But I must stress it was said in a very tentative way and in no way should it be construed as any promise or commitment at all," he said

Dr Cameron said that under the present economic circumstances the PSA was satisfied the Government was doing what it could to improve public service pay

He said it had been explained in detail that the financial situation was tight and that general salary increases were now not possible

However, speculation continued that while the Government could not afford general salary increases from April 1 — the normal salary increases as staff progress from one grade to the next — it could announce increases effective from September or October

This depended on whether the country's financial situation — especially the gold price — improved

STATE PAY

250

Not standing still

FM 28/1/83
Media comment on a temporary wage freeze in the public sector ignores the fact that most public servants will, in any event, as an annual matter of course, advance a notch or two on their pay scales. On average, such increments amount to about 5%.

Civil servants on fixed salaries and those at the top of their scales will obviously have to endure a pay standstill. This is because Finance Minister Owen Horwood and his Director-General, Joep de Loor, have indicated there is no prospect of a general increase being announced in the March Budget.

In talks with representatives of the Public Servants Association in Cape Town this week, Horwood and De Loor intimated that if economic circumstances permitted, a general pay increase would be considered later in the year, possibly October. But they made no promises.

Meanwhile, government plans to restructure public service jobs to provide for occupational differentiation is proceeding apace. But there is a fairly acute staff

shortage in the Commission for State Administration, the department that has been entrusted with the job.

The idea is to revise rates of pay according to professional qualifications and skills and their scarcity value. In other words, remuneration packages will be determined by total demand for any given category of work. In time, this would mean that the gap between public and private sector wage rates would disappear.

Public servants get new slap in the face

By ARLENE GETZ

NOW EVEN R870m COULDN'T STEM THE TIDE OF WORKERS LEAVING

PUBLIC servants' hopes for a new deal have been dashed yet again.

Disgruntled State employees say that even if the Government agreed to pay out an immediate 15% salary increase, it would not stop the tide of workers leaving the public service.

Speaking after weeks of uncertainty and amid staff shortages so crippling that the State is losing millions of rands in uncollected tax, public servants believe that only a complete overhaul of their salary structure will help to rejuvenate crumbling departments.

A 15% increase — at a time when no increases have

been earmarked for this year — would cost the State R870-million.

But even if a 15% increase were given, some State employees would be able to add only R36 to their pay packets.

However, some of them have cautiously welcomed the spirit of the latest Government commitment to continue to bring specific occupational groups in line with the private sector rather than award horizontal general salary increases.

While the Government has

not committed itself to a specific time-period, it is expected to make substantial progress within a year, said Dr Colin Cameron, president of the Public Servants' Association.

"Some public servants are in a terrible position, and it is better to upgrade only certain groups than to give everybody something which would only maintain their low positions," a senior public servant said this week.

The policy of occupational differentiation has been so successful that upgraded de-

partments such as the various Receivers of Revenue have waiting lists.

However, more than half of the public sector has not yet received its slice of the cake and these people were "rather irritated", Dr Cameron said.

One of the worst-hit groups in the public service was the approximately 600 stock-inspectors employed by the Department of Agriculture.

These inspectors, who qualified for the job if they had farming experience,

worked full-time supervising stock dippings, injections, and preventing the spread of disease.

For this they received a monthly salary of R240,50 — the same paid to clerical workers with a Std 8 pass.

"Stock inspectors are one of the categories receiving urgent attention, but they are by no means the only ones receiving such low pay," Dr Cameron said.

Clerical workers have a maximum scale of R429,50 while typists — who are among those upgraded in terms of the new policy — begin with a similar salary.

Librarians and administrative assistants can expect to begin working in the public service with monthly salaries of R323,50 and R365 respectively.

Professional people employed by the State are only slightly better paid, with qualified librarians, professional officers, foresters, engineering technicians and editors of departmental magazines receiving minimum starting salaries of less than R550 a month.

It is understood that it would cost the Government between R4 000-million and R5 000-million — considerably more than last year's Defence budget — to make public service salaries competitive with those paid in the private sector.

Civil servants will receive increments

Political Staff 250

THE Minister of Internal Affairs, Mr F W de Klerk, has allayed the fears of civil servants that they would not get any salary increases at all this year by confirming in a weekend statement that normal increments will be paid.

However, he said there would be no general increase on April 1 because of economic conditions. This decision would be reviewed later in the year if the situation improved.

Although there would be no general increase, ample provision would be made for job differentiation and the Minister of Finance, Mr Owen Horwood, would make a statement on this in his Budget speech.

Mr De Klerk said that because the lower-paid ranks in particular were being heavily hit by the rising cost of

living, special provision would be made for them in job differentiation.

Salary structures in the public service had received the "urgent attention" of the Government recently. While there was appreciation of the workers' problems, the Government had been confronted by an economic recession. It had now devised a wage programme for the coming year.

Normal increases according to standing salary scales would be paid out and the possibility of a general pay hike and/or more money for differentiation would be considered later if the economic position improved.

In the past two years 371 000 workers had been involved in the job differentiation process, which meant that by the end of 1983 about 501 000 of the target figure of 693 000 officials would have been dealt with.

De Klerk: Usual increases for civil servants

Political Staff

THE Minister of the Interior, Mr F W de Klerk has allayed the fears of civil servants that they will not be getting any salary increases this year by confirming that normal increments will be paid.

Reports to the contrary have no basis, he said in a weekend statement.

CAPL Times

7/2/85

250

However, he has made it clear that there will not be a general increase on April 1 because of economic conditions, but said this decision would be reviewed later in the year if the situation improved.

Although there would be no general increases, ample provision would be made for job differentiation and the Minister of Finance, Mr Owen Horwood, would make a statement on this in his Budget speech.

Mr De Klerk said that because the lower-paid ranks in particular were heavily hit by the rising cost of living, provision would be made for them in job differentiation

Salary stipendures in the civil service had received the "urgent attention" of the government recently but, though the government appreciated the workers' problems, it had had to face the harsh realities of recession.

The government had now devised a wage programme for the coming year.

The usual increases according to standing salary scales would be paid out and the possibility of a general pay increase and/or more money for differentiation would be considered later if the economy improved.

Ample provision would be made for job differentiation and this could involve a further 130 000 officials.

In the past two years, 371 000 workers had been involved in the job differentiation process, which meant that by the end of 1983 some 501 000 of the target figure of 693 000 officials would have been dealt with.

250 *Parity in salaries* *Hansford Q 61 64*
69 Maj R SIVE asked the Minister of
Internal Affairs *9/2/83*

- (1) In what categories has full parity been achieved in salaries paid to public servants of different race groups,
- (2) what further progress towards full parity is it anticipated will be made during the current financial year, with specific reference to the different categories of work?

The MINISTER OF INTERNAL AFFAIRS

- (1) *Coloureds and Asians* Clerk Grade I and comparable and higher grades, *Blacks* Principal Clerk and comparable and higher grades
- (2) None

~~127~~ Hansard Q Col. 45-
Public Service: personnel 46
250 9/2/83
*10 Maj R SIVE asked the Minister of
Internal Affairs
What amount was spent in the 1981-'82
financial year on (a) advertising and (b)
publicity for the recruitment of personnel
for the Public Service?
→

FEBRUARY 1983

46

The MINISTER OF INTERNAL AF-
FAIRS

(a) R557 496

(b) R243 943

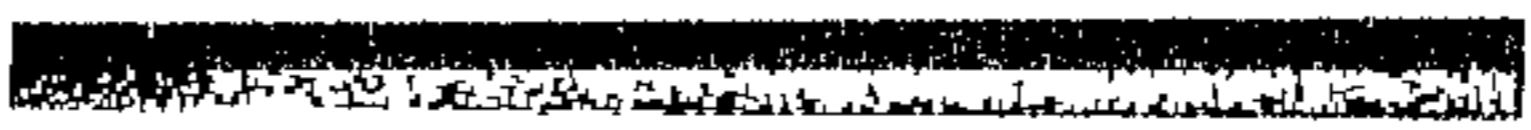
250 ~~11~~ Hansard Q Col. 46 -
Public Service. personnel
9/2/83

11 Maj R SIVE asked the Minister of Internal Affairs

- (1) Whether his Department is planning steps to overcome the staff shortages in the Public Service, if so,
- (2) whether such steps include the recruitment of (a) Black, (b) Coloured and (c) Indian persons, if not, why not, if so, in which (i) State departments and (ii) ranks of the Public Service is such recruitment planned,
- (3) whether any other steps to overcome such shortages are being planned by his Department, if so, what steps?

†The MINISTER OF INTERNAL AFFAIRS.

- (1) Yes
- (2) (a), (b) and (c) Yes,
 - (i) and (ii) although the Commission for Administration has a co-ordinating function with regard to recruitment in the Public Service, departments do their own recruitment to a large extent according to their own needs. Further particulars are therefore not available
- (3) Yes, continuous attention is given to the promotion of efficiency through *inter alia* organization and work study and training. In addition, purposeful efforts are being made to establish competitive pay and other conditions of service for Government employees



EVERY CANDIDATE MUST enter in column (1) the number of each question entered (in the order in which it has answered); leave columns (2) and blank.

1/2/83 (250) ~~100~~ RDM
Staff shortage warning

By GERALD REILLY
 Pretoria Bureau

STATE administration was in imminent danger of collapse because of chronic staff shortages, Mr Schalk Visser (Progressive Federal Party, Sandton) warned in the Provincial Council yesterday

Speaking during the second reading of the Part Appropriation Draft Ordinance, Mr Visser warned that "the country is heading for a catastrophe"

The Auditor-General had stated that deteriorating internal control measures in the public service and critical shortages of staff were costing the State millions of rands in uncollected taxes

Inland Revenue sources had claimed the amount was as much as R700-million and economists said it could be R1 000-million "Whatever the exact figure is it is massive"

Much of the problem was deliberate tax avoidance and even evasion

Businesses had also found loopholes through which to evade tax

Mr Visser said large amounts of GST were also being lost to the State The tax had been introduced with undue haste which had encouraged errors and deliberate tax evasion

The civil service had been collapsing for some time and was now at the point where if it collapsed further the Government would be unable to administer the country

Civil servants, particularly senior ones, worked longer and longer hours to try to cope with the work but as more members resigned the work load merely increased

The staff structure was continually being weakened at mid-management level, which meant an eventual inability to fill senior posts adequately

"We will soon have a State with more laws on the statute book than any other country but without the administration ability to enforce them"

Mr Visser said the desperate staff situation demanded that all jobs be opened to all races and they must be paid equally for the same work

	Internal	External
	(2)	(3)
2)	3	
2)	3	
Examiners' Initials		

Date **4TH NOVEMBER, 1975**

Degree/Diploma/Certificate for which you are registered (e.g. B.A., B.Sc) **B.A. DEGREE**

Subject **ECONOMICS IA**
 (to be copied from the heading on the Examination Paper)

Paper No **PAPER I.**
 (to be copied from the heading on the Examination Paper)

NOTE CAREFULLY

1. The answers only on the right hand pages will be marked The left hand pages may be used for rough work, but no credit will be given for such work.
2. Enter at the top of each page and in column (1) of the block on this cover the number of the question you are answering.
3. Blue or black ink must be used for written answers The use of a ball point pen is acceptable Red or green ink may be used only for underlining, emphasis or for diagrams, for which pencil may also be used
4. Names must be printed on each separate sheet (e.g. graph paper) where sheets additional to examination book(s) are used

WARNING

1. No books, notes, pieces of paper or other material may be brought into the examination room unless candidates are so instructed.
2. Candidates are not to communicate with other candidates or with any person except the invigilator.
3. No part of an answer book is to be torn out
4. All answer books must be handed to the commissioner or to an invigilator before leaving the examination

Any dishonesty will render the candidate liable to disqualification and to possible exclusion from the University

250 ~~123~~ Hansard 23/2/83
 Public Service: posts
 Q Col. 281 - 283
 232 Mr H H SCHWARZ asked the
 Minister of Internal Affairs

- (1) (a) How many posts are there in the Public Service at present and (b) how many such posts are vacant,
- (2) how many (a) appointments to and (b) resignations from the Public Service were there in 1982?

The MINISTER OF INTERNAL AFFAIRS

- (1) (a) and (b) Particulars as on 30 June 1982

Division	Approved establishment		Vacancies	
	White	Other	White	Other
Administrative	8 000	207	400 ⁽ⁱ⁾	10 ⁽ⁱ⁾
Clerical	17 405	243	3 295	47
Professional	10 078	1 234	1 933	140
Technical	9 060	130	2 348	58
General A	1 956	99	320	4
General B	30 274	15 713	5 536	1 613
Non-classified	6 069	27 852	434	1 678
Education ⁽ⁱⁱ⁾	9 251	86 361	Not available	Not available
Services ⁽ⁱⁱⁱ⁾	8 579	7 899	Not available	Not available

Notes

- (i) Particulars not available estimated at 5% of the establishment (vacancies normally filled by way of promotion)
- (ii) Departments. Education and Training, National Education and Internal Affairs
- (iii) As far as the Services posts are concerned, the figures relate only to the Prisons Directorate of the Department of Justice

283

WEDNESDAY, 23

(2)(a) en (b) Particulars only available for Whites in the various divisions

Division	Appoint-ments	Resignations
Administrative	327	322
Clerical	4 528	3 030
Professional	1 051	871
Technical	694	639
General A	237	191
General B	7 405	5 090
Total	14 242	10 143

Public sector jobs for nearly 1-m

28/2/83
250
star

Own Correspondent

DURBAN — There will be more than a million employees in the public sector in about 18 months' time if their numbers keep growing at the present rate.

By last September the total had reached 960 000, according to a Central Statistical Services news release — an increase of 19 000 over September 1981.

The central government was the biggest employer, with a complement of 350 400, followed by provincial bodies with 255 200.

Then came local authorities, with 235 600, national states, with 91 500, and sundry statutory bodies, such as the Hotel Board and the CSIR, with 27 300.

The national states' total represents employees at June 30 1982 because later figures are not available. The news release also noted national state figures excluded employees of indepen-

dent states and those seconded to other national states.

The total employment for all categories of public servants grew by 2 percent in the 12 months, but the sector's wage bill soared from R2 562 million for the year to September 1981 to R3 090 million for the next year — an increase of 20,6 percent.

On a per capita basis the salary increase was 18,3 percent, allowing a real gain above rising living costs of about 4 percent.

Blacks made up just over half of last September's public employees. Whites came next, comprising 34,5 percent, while coloured people accounted for 12,6 percent and Asians 2,6 percent.

There were marked differences in average earnings for employees of different races. Last September white employees earned an average of R12 407 a year, Asians R9 007, coloured people R4 766, and blacks R3 356.

Privilege: Courts may have to decide

CAPL TIMES
1/3/83

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~~1/1/83~~

By MICHAEL ACOTT

HOUSE OF ASSEMBLY. — The absolute right of MPs to raise any issue in Parliament was reaffirmed yesterday, but there is still uncertainty about the right of newspapers to report freely what is said in Parliament.

This emerged as press freedom, balance and responsibility dominated the third reading debate on the mini budget

A parliamentary row was provoked by government attempts at the weekend to suppress further reports of a parliamentary speech by Mr John Malcomess (PFP Port Elizabeth Central) on the government's role in the Salem oil fraud

This raised a storm of criticism from Opposition members, who maintained that the press had a cherished and absolute right to report anything said in Parliament

The Minister of Finance Mr Owen Horwood, and the Deputy Minister of Environment

Affairs and Fisheries, Mr John Wiley, countered with strong attacks on the fairness and balance of parliamentary reports in Opposition newspapers

Mr Horwood questioned last week whether Mr Malcomess had not breached parliamentary privilege, and possibly the 1977 Petroleum Products Act, by disclosing details of the Salem affair to the Assembly This was followed at the weekend by the Minister of Mineral and Energy Affairs, Mr Piet du Plessis, warning newspapers that they could contravene the Act by reporting what Mr Malcomess had said

Important rulings

The new Speaker, Mr Johan Greeff, gave two important rulings during yesterday's debate He was asked directly by the New Republic Party leader, Mr Vause Raw, whether a minister could forbid publications of speeches recorded in Hansard, the parliamentary record

Mr Greeff said an MP had "absolute privilege" in the Assembly What was recorded in Hansard could be reported and had been in the past

Later in the debate, however, the Speaker said press reports did not fall under his authority Newspapers would have to ascertain their rights in each specific case

Mr Horwood yesterday refused a request from Mr Harry Schwarz (PFP Yeoville) for a parliamentary select committee to investigate all aspects of the Salem affair, including what had been said in Parliament and what could be reported

Mr Horwood said the government had handled the matter as responsibly as it could, and he did not believe any purpose would be served by a further inquiry

Oil embargo

In a statement to Parliament yesterday, Mr Du Plessis said he had no wish to impinge on the privilege of Parliament He appealed to MPs not to raise in the House matters which could jeopardize South Africa's oil supplies when attempts were still being made to effect an oil embargo against the country

Opposition members replied that they had no intention of doing so, but asked again why South Africa could not be told details of the Salem fraud which had been raised in foreign courts and were known to the rest of the world

- Malcomess's Salem speech, page 4
- MPs' freedom of speech defended, page 4

CAME TITLES 1/3/83

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Malcomess's Salem speech

Political Staff

A SPEECH in Parliament last week by Mr John Malcomess, Progressive Federal Party MP for Port Elizabeth Central, disclosing details of the Salem oil scandal, has thrown the government into a state of confusion.

Attempts by the Minister of Mineral and Energy Affairs, Mr P T C du Plessis, to prevent the press from quoting from the official parliamentary record are believed to be unprecedented and have sparked off a crisis that threatens the whole tradition of parliamentary privilege. This is an edited version of the speech behind the news blackout.

"My information is not confidential. It is taken from Lloyd's law reports I have them in front of me here, namely 1981, volume 2, starting on page 316, and 1982, volume 1, starting on page 369. These are part of the public record in Britain and they are available to all and sundry. They are not secret. The world press has reported on these court cases in full. Only South Africa has been kept in the dark.

Advance payment

"I quote Lloyd's law reports 'On or about November 23, 1979, the South African Strategic Fuel Fund Association agreed to purchase about 1.5-million barrels of Saudi Arabian light crude oil to be delivered to Durban in December, 1979'.

"Apparently Sasol acted on behalf of the SA Strategic Fuel Fund Association. A condition of the sale was that finance should be arranged for the purchase of a tanker. It was therefore arranged for a letter of credit to be made available for the amount of 12.3-million US dollars. That credit was arranged for 21 days, and it was opened on November 26, 1979.

"I quote again from Lloyd's law reports 'The crooks had no money with which to pay for the vessel, but they persuaded the South African concern (who were buying the oil) to pay 12.3-million US dollars in advance — on account of the 50-million US dollars they would have to pay for the oil when it arrived at Durban'.

"So gullible was the South African concern that they got their bank to issue an irrevocable letter of credit for 12.3-million US dollars in favour of the sellers of South Sun'.

Name changed

"The South Sun's name was subsequently changed to Salem. I quote further 'With this credit the crooks, as the Oxford Shipping Company Incorporated, bought South Sun and changed her name to Salem, not having paid a penny for her themselves'.

"They then offered her on charges. A company called Pontoil of Switzerland, who were absolutely innocent, chartered her to load a cargo of about 200 000 tons of crude oil from Kuwait for transportation to Europe. The cargo was loaded and the Salem set sail on December 10.

"Before the vessel reached Durban Pontoil sold the cargo to Shell. The Salem was moored on December 28 at Durban and discharged its

ary 2 1980, and was scuttled off the coast of Senegal.

"The SA Strategic Fuel Fund Association paid the conspirators in full and sold the oil, presumably to various South African companies.

"Shell claimed for its loss and was ultimately paid out 30.5-million US dollars by the SA Strategic Fuel Fund Association. These are the bold facts, and to quote Lord Denning 'A gigantic ship was used for a gigantic fraud'.

"The purpose of raising this matter in this House is that the bodies concerned in buying the oil were State bodies and the funds were public funds for which this government should be responsible to this House.

"There is also an illustration within this documentation of the premium South Africa was paying at that stage for its oil supplies, a premium directly caused by the abhorrence with which the world regards the policies of apartheid practised by this government, a direct indication of the cost of apartheid to the South African taxpayer.

"The SA Strategic Fuel Fund Association contracted with these crooks to purchase plus-minus 1.5-million barrels of oil at 34.50 US dollars per barrel. The Petrol Intelli-

question arising out of this whole affair is the complete lack of control over public funds by this House. An amount of 30.5-million dollars has been paid out of these funds because a government concern became a receiver of stolen goods. There is no other way to express it.

However, the first knowledge of this in this country we find to be a court case in Britain. When the facts were published in the South African press, the minister's predecessor used his very wide powers to stifle discussion.

"To whose advantage was the stifling of that discussion? It certainly was not to South Africa's advantage because the whole world already had the facts. Whom were we protecting? Were we protecting South Africa or were we protecting the NP and its ministers?"

Mr Du Plessis "The minister does not buy the oil."

Mr Malcomess "The situation is that there are two companies incorporated in terms of the Companies Act. The first one is SOF (Pty) Ltd and the second one is SFF Association. On February 17 of this year I put a question to the Honorable the Minister in this connection and he replied that the shareholders of

make representations to the Cabinet so that firstly, he has a measure of control and secondly, that the Auditor-General shall audit these funds?

"It should be noted that an amount of 3,725 cents a litre on the price of petrol is paid into the SOF. This will bring in some R242-million per annum. The equalization fund collects 9.8 cents per litre and this will bring in some R637-million per annum. Therefore, in total we are looking at a figure of some R880-million per annum. This is an amount of money that makes the funds used in the Information scandal look like small change.

"There are many further questions I want to ask in this regard:

● "Who are the people we dealt with?"

● "What are their names? If this information cannot be given for strategic reasons, are we to assume that we will continue to do business with these crooks?"

● "What steps are being taken to bring these crooks before a court of law?"

● "What steps have been taken to recover the amount of 30.5-million dollars?"

● "Who was responsible for negotiating this deal?"



gence Weekly of January 7, 1980, which I also have in front of me here, quotes the price of crude oil from Kuwait on December 1, 1979 — as close as I can get to the date on which the oil was uplifted from Kuwait at 25.50 dollars per barrel. This is a difference of 9 dollars per barrel.

"For 1.5-million barrels we find therefore that we have paid 13.5-million dollars in excess of the quoted price. That is for one shipload. Multiply that 13.5 million dollars by the number of shiploads we receive each year, and the extra costs to the motorist, the taxpayer, the foreign exchange position, the inflation rate and the economy, must be remarkable.

"Therefore, my first question to the Honorable the Minister of Finance: Are we still paying such a heavy premium or has that been reduced?"

The Minister of Mineral and Energy Affairs, Mr Du Plessis "Must I answer you?"

Mr Malcomess "Yes, please."

Mr Du Plessis "It has been considerably reduced, in some cases it is negative."

Mr Malcomess "Well, if that is the case I should firstly congratulate the Minister of Mineral and Energy Affairs on putting right the errors of his predecessors. Then, however, I should ask him why the price of petrol has not then come down considerably.

the SFF Association were the IDC and CON Oil which is a wholly-owned subsidiary of the IDC.

"They have a 50 percent shareholding each. They have the same directors as SOF (Pty) Ltd. The directors are exactly the same in both cases. Therefore, these eight people control enormous funds flowing into the country.

"These enormous sums of money are public moneys. Normally this additional amount of 30.5-million dollars that we had to pay out for this stolen oil would surely have been reported to the select committee on public accounts and a full discussion would have been held, if necessary in secret as has been the case in the past.

"However, this did not occur. The Auditor-General does not audit these funds and the decision of the directors is presumably therefore sufficient authority for paying out any sum of money such as this amount of 30.5-million dollars.

"Parliamentary control has been by-passed and this is wrong because it can lead to all sorts of abuse and mismanagement.

"My second question is therefore: Will the Honorable the Minister of Finance confirm that he has in fact no control over the funds paid into the State Oil Fund and controlled by SOF (Pty) Ltd, or the funds of the equalization fund controlled by the

● "Was any Cabinet minister asked for authorization or informed before the contract was signed?"

● "Was the South African involvement mere gullibility or was there a suspicion on the part of our negotiators that this oil would be illegally obtained?"

● "Why did we pay over 50-million dollars for oil without ensuring that the sellers had legal title to that oil?"

● "Was this monstrous stupidity or a deliberate shutting of the minds to the possibility that existed and which finally cost us, the South African taxpayers, some 30.5-million dollars?"

"I therefore recommend that a select committee of this House be appointed with representation from all parties to investigate this affair so that firstly we can attempt to recover the R30.5-million, secondly so that we can prevent a similar occurrence in the future and lastly so that we can establish better parliamentary control over taxpayers' funds that amount to nearly one billion rand per annum."

Replying to the debate the Minister of Finance, Mr Owen Horwood, berated Mr Malcomess for seeing fit to "rake up the Salem matter" and he denied allegations of a cover up.

Mr Horwood said he suspected that Mr Malcomess had "blatantly contravened the provisions of the Petroleum Products Act."

Debate soon on Salem oil fraud

CAPL Times
3/3/83

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Political Staff

HOUSE OF ASSEMBLY. — The government is to arrange a special parliamentary debate on the Salem oil scandal — more than three years after the biggest fraud in maritime history rocked the world.

The surprise move was announced here yesterday by the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis.

He also said the government was preparing a "comprehensive document" on the Salem affair to be made available to all Members of Parliament prior to the debate, which informed sources say could be as early as Wednesday next week. The minister was reply-

ing to questions by Mr John Malcomess (PFP Port Elizabeth Central), who last week warned that the Salem affair could become the biggest cover-up in South African history.

The government move also follows more than a week of heated exchanges in the House sparked by an earlier speech in which Mr Malcomess disclosed details of the Salem saga.

Attempts by Mr Du

Plessis to prevent newspapers from reporting the contents of Mr Malcomess' speech precipitated a major row over parliamentary privilege and the rights of the press to report what is said in Parliament.

In a statement outside the House yesterday, Mr Malcomess welcomed the government decision to hold a special debate.

File

Mr Malcomess said he had built up a file on the Salem affair and was already in possession of the names of some of the people involved.

"I have shared this information with some of my colleagues. I also telephoned London today for the House of Lords judgment.

"To me the importance of this matter is to establish parliamentary control over funds which are extracted from the public in the price of fuel.

"The annual incomes of the State Fuel Fund and the Strategic Oil Fund are enormous and the Salem affair is indicative of costly mistakes being made," he said.

It is understood that MPs will be given ample time to study the document before the special debate.

Agent

In the House yesterday, Mr Du Plessis declined to give details on the role of the State Fuel Fund in the controversy or who had acted as agent for the Salem.

In reply to another question by Mr Malcomess, he said that between December 28 and 30, 1979 the Salem had discharged oil at single buoy mooring off Durban.

In his speech to the House last week, Mr Malcomess disclosed that a government agency had bought a shipload of stolen oil from a tanker subsequently scuttled, and had paid the owners a vast sum in compensation, without Parliament knowing.

He demanded that a parliamentary select committee be set up to investigate the deal and try to retrieve the lost \$30.5 million in compensation money.

[Handwritten notes and scribbles in the right margin, including a large bracket and some illegible text.]

Parliamentary freedom of speech could be curbed

Cape Times 5/3/83 250

By MICHAEL ACOTT, Political Correspondent

FOR 35 years the Nationalist government has systematically eroded basic freedoms in South Africa. Freedom of speech, freedom of movement, freedom of assembly and other democratic cornerstones have crumbled as Nationalist laws limited the rights of South African citizens.

Throughout this period a fundamental tradition of Westminster government was never questioned: the right of South Africa's politicians to speak their minds in Parliament and have their words conveyed by newspapers to the public.

Now this, too, is in doubt. The tragedy is that it is not by Nationalist design but through what appears to have been a massive government blunder.

Parliamentary freedom of speech could be curtailed because a cabinet minister failed to see the implications of a move designed to keep oil movements and deals secret.

Oil fraud

The MP for Port Elizabeth Central, Mr John Malcomess, has given Parliament details of the Salem oil fraud which South African newspapers were previously prohibited from publishing.

In a widely reported speech, he said the Salem affair had made world headlines since the huge maritime fraud was perpetrated in December 1979 and January 1980.

He quoted Lloyd's Law Reports to disclose that South Africa's oil-buying agencies paid R50-million for what turned out to be a shipment of stolen oil. The rightful owners, Shell Oil, were subsequently paid \$30-million in compensation.

Mr Malcomess also demanded that the government be accountable to Parliament for the vast oil funds from which the Salem purchase and compensation payments were made.

Then the Minister of Mineral and Energy Affairs, Mr Pietie du Plessis, warned newspapers that further publication of what Mr Malcomess had said in Parliament could result in prosecution under the 1977 Pet-



Mr Pietie du Plessis warned newspapers

roleum Products Act.

There was an immediate outcry at a move seen to impinge on freedom of speech in Parliament. Mr Du Plessis made a statement denying this, but appealed to MPs not to divulge information in Parliament which could hamper South Africa's efforts to obtain the oil others were trying to deny her.

The Speaker, Mr Johan Greeff, reaffirmed that MPs had absolute privilege in Parliament. This means they have the freedom to raise any matter, or condemn any person, without being restricted by the laws of defamation or other considerations.

Mr Speaker also ruled, however, that press reporting of what was said in Parliament did not come within his authority. Newspapers, he said, would have to ascertain their rights in each specific case.

Enshrined in law

These rights have been enshrined in law. The Powers and Privileges of Parliament Act absolves published extracts of parliamentary proceedings from legal action. The only proviso is that publication must be in good faith and without malice.

While this applies strictly to parliamentary documents published by Parliament, newspapers have believed they could with impunity publish anything said in Parliament unless it is ex-

punged from Hansard, the parliamentary record.

MPs may claim others are cowards, liars or traitors, question the motives of companies and individuals or quote banned people. Newspapers have never hesitated to report these speeches, or that remarks were made and subsequently withdrawn, on the basis that they may freely carry fair reports of what is said in Parliament.

Horrified

Now, unless the government acts swiftly to clarify the issue, newspapers may have to test their previously assumed right in the courts.

Politicians and journalists of all political persuasions are horrified at the implications of the present situation.

There could be a test case, which the government could well lose. Will it then abide by a ruling reaffirming freedom of fair parliamentary reporting, or seek instead to amend the Powers and Privileges of Parliament Act?

Newspapers might then have to scan every parliamentary report for possible contraventions of one law or another. Some cases will be referred to lawyers. Others will simply be deleted for safety's sake as deadlines approach.

Government sources are convinced that this was the last thing Mr Du Plessis intended. They say he neither meant nor foresaw the effects of a decision meant to protect South Africa's threatened oil supplies.

Nationalist press restrictions have led them into a situation of their own making.

Their enemies abroad and at the United Nations assume the press is controlled and that any report allowed to be published must therefore be true. Their undemocratic friends, on the other hand, expect the government to keep potentially harmful reports out of local newspapers.

The Defence Force has woken up to the danger of assumed truth and is allowing the publication of speculative foreign reports which need not necessarily be accurate. The Department of Mineral and Energy Affairs has not.

Freely available

The irony of the Salem case is that everything Mr Malcomess told Parliament about the ship is freely available in Lloyd's Law Reports in local libraries and insurance offices. Books dealing with the fraud are on display in local bookshops.

Yet, to keep this information from the wider public, South Africa has been thrown into yet another crisis over press freedom. The government is now to publish its own report on the Salem case and to hold a special parliamentary debate on the issue.

This is when press freedom, as an adjunct of parliamentary free speech, needs to be put beyond question.

What is at stake is the right to freedom of speech in Parliament won after centuries of struggle in many countries.

In South Africa the redoubtable fighter for press freedom, John Fairbairn, succeeded in having a bill ensuring freedom of speech and debate passed at the first



Mr John Malcomess gave details of Salem fraud.

session of the Cape Parliament in 1854.

The 1911 Powers and Privileges of Parliament Act gave the Union rights enacted by the four former colonies.

The authority on Westminster parliamentary practice, Erskine May, considers freedom of speech "a privilege essential to every free council or legislature".

Same principle

According to May, fair and accurate reports of parliament and the courts are protected by the same principle: the advantage to the public outweighs any disadvantage to individuals unless malice is proved.

Mr Du Plessis has denied any intention of limiting the freedom of speech in our Parliament. Parliament itself has restated that freedom.

But, while freedom of reporting is under question, one of the bases of democracy is threatened.

Freedom, it is said, is indivisible. Freedom of speech in Parliament cannot be divorced from the freedom to have those words reported outside Parliament.

If newspaper reports of parliamentary speeches are to be subject to the myriad of laws restricting press freedom, then freedom of speech in Parliament is no longer absolute.

Financial

Industry chief urges government to launch

BUILD IN BAD YEARS!

250
S. Whine
6/3/83

By Finance Editor MIKE PEIRSON

A CALL for a serious reappraisal by economists and government of public works policy was made this week by Roland Freakes, executive director of the Natal Chamber of Industries, at a CSIR conference in Durban.

At present the cry was that government must contain expenditure, but, he said, he looked forward to the time when the policy could be so regulated that in times of recession the cry would be to government to spend and to spend on selected projects

He gave as a local example the urgent need for the N2 to the north to be constructed. This would link Durban with Richards Bay, which has been identified as a counter-balancing growth pole

But the construction of a freeway would only start, despite the urgency, in 1985 and would not be completed for a long time because no funds were available

"Yet this is the kind of project on which government might well embark in times of economic down-

turn," said Freakes "It has all the essential ingredients (a non-inflationary project) which will create essential infrastructure required in times of upswing

"It does not call for any increase in the import bill — an important criterion in the selection of suitable projects The freeway can be constructed from indigenous materials It would also make use of indigenous labour with limited skills"

There were many such examples in Natal the Field's Hill bypass, the airport, black housing (again using indigenous materials) and so on

"I am not suggesting that over a whole business cycle there should be any absolute increase in government expenditure I am merely advocating a better time distribution of such expenditure," he went on

"What would happen would be that the troughs of the trade cycle would be a little shallower and

the peaks would be a little lower The latter would in itself be an advantage in that the reduction of government spending in rising and peak periods would correspondingly reduce the pressure on resources at a time when, as a result of private sectors' demands, they are becoming increasingly scarce

"Furthermore, government projects undertaken during the recessionary phase would be cheaper

"Public works policy is obviously not a panacea

for all economic fluctuations and there are many problems associated with its successful application For all that I believe in two decades our economic and financial policymakers have become infinitely more skilful and could shape and adapt public works policy to become a purposeful tool in reducing the disruption and dislocation arising from the business cycle"

Cyclical unemployment was one of the serious consequences of the trade cycle and one

public works in recessionary times

which in the medium and long term filled him with apprehension

In the downswing employers, despite the very best efforts and intention were finally obliged to declare workers redundant At the moment "fairly large numbers" of workers had been retrenched in a cross section of industries

Freakes said it was not easy to determine precisely the "fall out" at this stage but the only remedy for cyclical unemployment was to elim-

inate the business cycle itself This, of course, was not possible so the aim should be to provide relief through the medium of public works measures he had already mentioned

Efforts should be made to improve the effectiveness of the Unemployment Insurance Fund which was at present highly inadequate in terms of its benefits and unsatisfactory in the way in which it operated

Applicants for assistance could wait up to

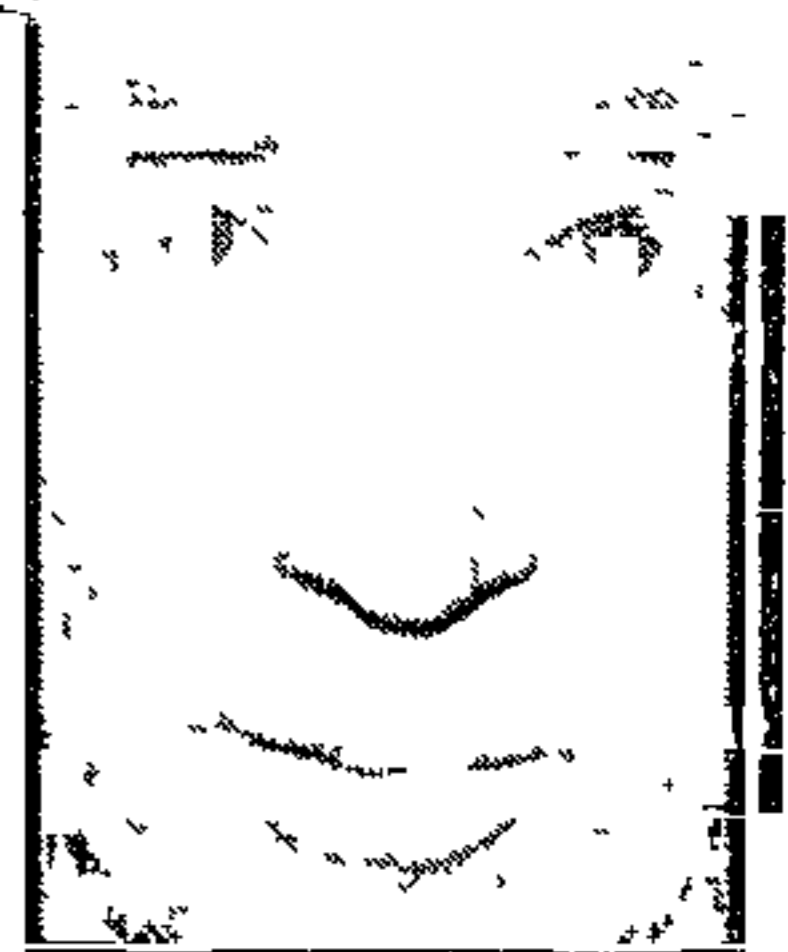
five weeks before the start of benefits (if they were lucky) and up to 12 weeks if there were any snags with their claims

"This is simply not good enough," he said, "and it is necessary for this system to be markedly upgraded both in size and duration of benefits, and the way in which it is administered"

Freakes said that he felt it was important industry in the Durban/Pinetown complex, where two-thirds of the province's manufacturing

activity was centred, should continue to grow at a rate to ensure sufficient jobs to absorb newcomers to the labour market from the adjacent black townships

He said because the decentralisation policy with its incentives to encourage exodus from the metropolitan areas was based to some degree on the stick it was on the cards that a payroll tax may be introduced in places like Durban/Pinetown



ROLAND FREAKES addressed the CSIR conference in Durban this week

TO PAGE 3

PARLIAMENT

Right to report and the public's right to know

PROFESSOR MARINUS WIECHERS, Professor of Constitutional Law at the University of South Africa, discusses the right of the public to know what is going on in Parliament

Ans 16/3/83

250

THE fight for a free Press has almost become a constant feature of the South African political scene. We have become conditioned to accepting the fact that the Press is not allowed to report on a variety of subjects, that is to say, to supply information on matters which the Government considers in the national interest not to divulge.

Unfortunately, this tendency of the Government to conceal has created among the most ordinary people the uneasy feeling that it has something to hide. No wonder that our political scene has deteriorated into a sorry state of affairs riddled with petty acrimony, suspicion, veiled threats and accusations.

A threat

Apart from the attack on its right to report on different matters, the Press as a free institution is threatened by an Act passed last year on the registration of newspapers. Not yet in operation, it lurks in a bureaucratic corner. The Act provides for increased governmental powers, not only to curb the right of a particular newspaper to inform, but to kill the paper altogether.

In the light of the precarious position in which the South African Press finds itself, the Salem debate in Parliament and the threat to prohibit newspapers from reporting parliamentary debates, came as an added insult.

Prohibition

It has always been assumed that the Press has an incontestable right to publish what is said and done in Parliament. Now suddenly, the Press is faced with the realisation that even debates in the supreme democratic forum of the state may

be subject to governmental prohibition on the right to inform. Quite correctly, Members of Parliament, newspapers and academics who challenged the Government's authority to curb publication of Parliamentary proceedings, relied on the constitutional freedom of speech which is accepted for Parliament as well as other representative bodies such as provincial councils and legislatures of national states.

Freedom of speech as it exists in Parliament is indeed the most cherished and sacred privilege of Parliament and found hard-won recognition in England in 1689 when it was enshrined in the Bill of Rights.

England

As a corollary to the freedom of speech in Parliament, the right to publish parliamentary proceedings and debates went through its own turbulent history in England. Although the Commons, during the 18th century, sometimes expressed displeasure at publication of debates and indeed on one or two occasions tried to prevent it, the House finally had to admit, as one eminent constitutionalist observed, "that there was a sovereignty of the nation beyond the House" and that the nation had the right to be informed about the proceedings in Parliament.

Therefore, since 1812, T C Hansard was allowed to take over the duty of reporting parliamentary debates. This task was performed so well first by him and later by his sons that they gave the family name to the published debates of every parliament in the modern Commonwealth.

Since then, the right to inform and the concomitant right to know what is going on in Parliament has become so recognised and so well



established that in 1868 Sir Alexander Cockburn, in a famous case before the Queen's Bench, eloquently defended it in the following terms:

"It seems to us impossible to doubt that it is of paramount public and national importance that the proceedings of the Houses of Parliament shall be communicated to the public, who have the deepest interest in knowing what passes within their walls, seeing that on what is there said and done the welfare of the community depends. Where would be our confidence in the government of the country, or in the legislature by which our laws are framed, and to whose charge the great interests of the country are committed, were there to be our attachment to the constitution under which we live, if the proceedings of the great council of the realm were shrouded in secrecy, and concealed from the knowledge of the nation? How could the communications between the representatives of the people and their constituents, which are so essential to the working of

the representative system, be usefully carried on if the constituencies were kept in ignorance of what their representatives are doing?"

In ignorance

What would become of the right of petitioning on all measures pending in Parliament — the undoubted right of the subject — if the people are to be kept in ignorance of what is passing in either House?

"Can any man bring himself to doubt that the publicity given in modern times to what passes in Parliament is essential to the maintenance of the relations, subsisting between the government, the legislature, and the country at large?"

This very same right has become recognised in South African decisions and was reaffirmed by Mr Justice Holmes, an Appellate Division, judge who ruled "It is to the advantage of the people that they should know what is said and done in the legislature by which they are governed".

Two principles

Expressed in very simple terms, the right of the Press to publish parliamentary debates and proceedings rests on two basic constitutional principles. First, that the freedom of speech in Parliament is indivisible and contains as necessary ingredient the freedom of the Press to divulge freely the information that is given to the nation by their own representatives. It is precisely for this reason that Parliament itself — and not the Government — has the authority to be master of its own privilege and to safeguard the correct and respectful reporting of its proceedings.

Second, the national interest in knowing what is happening in Par-

liament is of far more importance than, and overrides, the interest which the government of the day might have in shrouding its actions in secrecy. To say that the national interest could be jeopardised by publishing parliamentary debates is a most startling statement. In essence, it means that one of the strongest and most concrete principles of democracy may in its application run counter to the national interest. For a government to sacrifice basic principles of democracy in order to "safeguard national interests" is completely contradictory. What such an attitude means, is that the real basis of national interest is undermined and even destroyed to serve a particular government's notions of "national interest".

Far-reaching

The curtailment of the nation's right to know what is said in Parliament would have some far-reaching consequences. Parliament would be deprived of the authority to be master of its own privilege. Government and not the elected representatives of the nation assembled in Parliament, would become the censor of Parliament. In a practical sense, the absurd result could be reached that some copies and portions of Hansard are banned and censored under the various security, energy, prisons, military, co-operation and development, censorship and other existing legislation. Members of Parliament will not be allowed to report fully to their constituencies what is said and debated in Parliament. Indeed, to cloak Government action in secrecy may create uncertainty and resentment, but to deny the citizen the right to know what is happening in Parliament will surely result in a

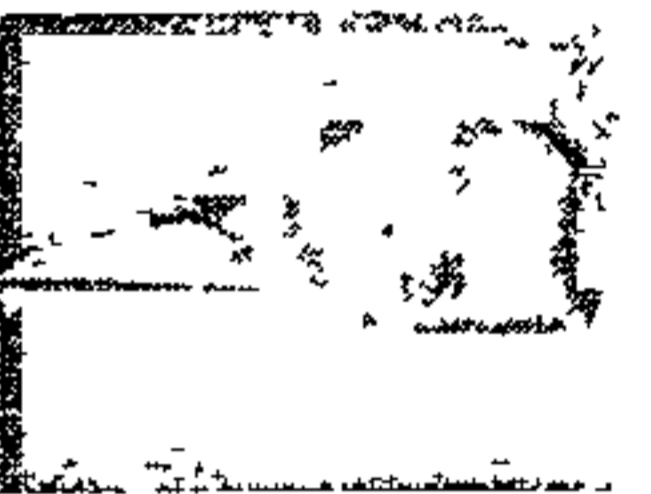
total collapse of confidence in government itself.

In present times, Western democracies, through the offices of ombudsmen and parliamentary commissioners, move increasingly towards having as much information as possible before Parliament in order to stimulate debate and parliamentary scrutiny of governmental affairs. Information which becomes available in parliamentary debates in this manner is then widely disseminated to the nation by the Press, radio and even live television reports. In this way, Parliament's original prestige as the grand debater of the nation is restored and the fundamental principle of accountability of the Government in Parliament for its actions is re-emphasised and strengthened. Sadly, it seems that an entirely opposite trend is emerging in South Africa.

Disturbing

The Government's plan for a newly composed legislature with its three chambers and multitude of committees contains the additional implication that Parliament will be almost in permanent session. It is certainly disturbing to perceive that the right of the Press to inform and the citizen's right to know what is happening in that cumbersome and protracted Parliament will be constantly in jeopardy and at the mercy of the government of the day. The dangers of a government which threatens to usurp Parliament's constitutional role of being the ultimate judge and protector of the national interest must be pointed out. Surely, it is in times of radical constitutional change, that the ever-abiding values and time-honoured traditions of democracy must be stressed and defended to the utmost.

**Graft is worse than
I thought: Etheredge**



Mr Etheredge

**The Government will
not hesitate to act: PM**



Mr Botha

Corruption Rows Grows

By Michael Chester

The anti-corruption war gained momentum today when Mr Denis Etheredge, of the Anglo American Corporation, arranged to meet the Advocate-General to discuss tactics in exposing alleged graft and bribery in business and the public service.

Mr Etheredge, chairman of the AAC gold and uranium division who triggered the growing controversy over allegations of widespread corruption in both the private and public sectors, was also sending a telex message on the issue to the Prime Minister

The full text of the speech he made to the Institute of Internal Auditors on Tuesday — a speech which has caused a nationwide furor — had been sent to the Minister of Internal Affairs, Mr Etheredge said

These dramatic moves coincided with a demand by Mr Harry Schwarz, finance spokesman for the P.P.P., that the Government should set up a special commission of inquiry to probe the corruption allegations

And they follow an appeal by the Prime Minister, Mr P W Botha, for Mr Etheredge to inform the authorities of instances of corruption of which he is aware

Mr Botha suggested three specific routes.

● The SA Police — for immediate investigation.

● The Advocate-General

● The relevant Minister, who would request an investigation by the Commission for Administration

Mr Botha pledged "The Government will not hesitate to act should he be aware of any irregularity"

Mr Etheredge said today that it would be improper to disclose the contents of the telex message he was sending to the Prime Minister, and of the more detailed letter that would follow, until Mr Botha had received them

It would also be improper to disclose details of the conversation he had had with the Advocate-General in the course of arranging to meet on the issue

"However, I have explained to the Advocate-General that I do not feel that I personally should pursue the many statements and allegations of corruption that have been made to me since the controversy began in earnest about four months ago," Mr Etheredge said

"Also, I think people with information about malpractices should be prepared to make written statements or, better still, legal affidavits rather than rely on anonymous telephone calls, if they hope for action to be taken

"However, the general message remains corruption of one sort or another is indeed widespread in the public service, para-state organisations, control boards, local authorities and in business — much more so than I had realised"

Peter Sullivan, The Star's Political Correspondent, reports from Cape Town that Mr Schwarz believes a judicial commission of inquiry should now determine the accuracy of Mr Etheredge's statements and make recommendations on how to further ethical standards and practices in public and private life

The commission should be headed by a judge, with representatives from the private sector, Parliament and the public sector

Mr Schwarz considered inappropriate the Prime Minister's suggestion that complaints be brought to the attention of the relevant Minister.

The South African Police had to investigate specific instances instead of broad allegations and the proper tool was a judicial commission

CAPL Times 25/3/83

State 'corruption', PM releases letter

250

Political Staff

MR DENNIS ETHEREDGE, the Anglo American executive who has made allegations of corruption in the civil service, has written to the Prime Minister, Mr P W Botha, asking him to accept his integrity, and has repeated his call for an investigation

Mr Botha yesterday released a copy of Mr Etheredge's letter which was telexed to his office in Cape Town yesterday.

"I would not refer to these allegations publicly unless I had reason to feel that they added up to something which needed further investigation," Mr Etheredge said in the letter

This is the latest development in a mounting debate about alleged corruption in the public sector which began with remarks by Mr Etheredge at an auditing conference on Tuesday

Widespread

Mr Etheredge, chairman of Anglo's gold and uranium division, said that corruption in the public sector was more widespread than he had realized since speaking out on the issue last year

He suggested that the civil service, quasi-state bodies, control boards and local authorities should investigate themselves.

Mr Botha responded by

Business

calling on Mr Etheredge to substantiate his allegations by placing specific information before the police, the Advocate-General, or the relevant cabinet minister to be taken up by the Commission for Administration

But Mr Harry Schwarz, the PFP's finance spokesman, yesterday said that the Prime Minister's suggestions did not meet the problem at all and called for a commission headed by a judge to investigate the allegations of corruption in the public sector

"It is not a question of investigating whether abuses exist but rather how the elements of corruption can be overcome," he said

The commission should include representatives of the private sector, the public sector as well as parliamentarians

It was no use for Mr Botha to tell Mr Etheredge to go to the police

because that meant laying a specific charge and would not clear up the wider problem of corruption

It was also of limited use to go to the Advocate-General, who could only deal with allegations on oath, while the Commission for Administration did not have any investigative powers at all

'Agreed'

Mr Etheredge said in his letter to the Prime Minister that he had already had a discussion with the Advocate-General

"We have agreed to meet to discuss the matter generally when he is able to do so," Mr Etheredge said

He said that he had sent a copy of his speech to the Minister of Internal Affairs, Mr F W de Klerk, who is in charge of the civil service, on Friday last week

Mr Etheredge said in his letter that he had had further approaches since his speech on Tuesday but none had dealt with the public services

"I am now making it quite clear to all callers that I am not prepared to listen to them unless they agree to put the facts on paper and, if necessary, to make affidavits to the police or other authorities," Mr Etheredge said

● SATV news said last night the Advocate-General, Mr Justice van der Walt, had said that he felt Mr Etheredge did not have a single fact to back up his allegations

He felt it would be irresponsible of Mr Etheredge to make any more public allegations without the facts to back them up

Mr Etheredge said last night that the next step would be a meeting with Mr Justice Van der Walt. No date had been set

HAMPAD HAMPAD

of a pension or provident fund or pension scheme.

- own a house in the Republic which is registered in his or his spouse's name or on which he has a right of leasehold, which is occupied by him and his dependants and on which a registered mortgage at a registered financial institution or loan for leasehold purposes has been granted, and
- not own another fully paid house on which a housing subsidy has previously been paid

(b) The amount of the housing subsidy is determined by—

- the public servant's salary
- the amount of the mortgage to a maximum of R40 000 for subsidy purposes,
- the redemption period of the mortgage,
- the interest rate on the mortgage, and
- the amount of the monthly capital and interest redemption

and varies from case to case to a maximum of R370 per month

(2) Yes, a female civil servant may also qualify for payment of a housing subsidy if she is—

- a permanent unmarried officer including divorcees and widows
- an unmarried full-time temporary employee with dependants including divorcees and widows with dependants.

- a legally married permanent officer or married full-time employee who is necessarily the only breadwinner of her family

(3) Falls away

Soccer teams' permits

*16 Mr K M ANDREW asked the Minister of Co-operation and Development

- (1) Whether (a) White, (b) Coloured (c) Indian and (d) multi-racial soccer teams require a permit or permission to play in a Black township, if so, (i) what permit or permission is required, and (ii) in terms of what (aa) law or (bb) regulation is the permit or permission required, in each case,
- (2) whether (a) White, (b) Coloured and (c) Indian spectators require a permit or permission to watch a soccer match in a Black township, if so, (i) what permit or permission is required, and (ii) in terms of what (aa) law or (bb) regulation is the permit or permission required, in each case,
- (3) whether it is intended to amend or repeal any of the laws or regulations concerned, if not, why not, if so, (a) when in each case, (b) which laws or regulations will be (i) amended or (ii) repealed and (c) in what manner will the laws or regulations be amended?

*The MINISTER OF CO-OPERATION AND DEVELOPMENT

- (1) (a) Yes
- (b) Yes
- (c) Yes
- (d) Yes, in respect of non Blacks
 - (i) Entry permit
 - (ii) (aa) Section 9(9)(b) of the Blacks (Urban Areas)

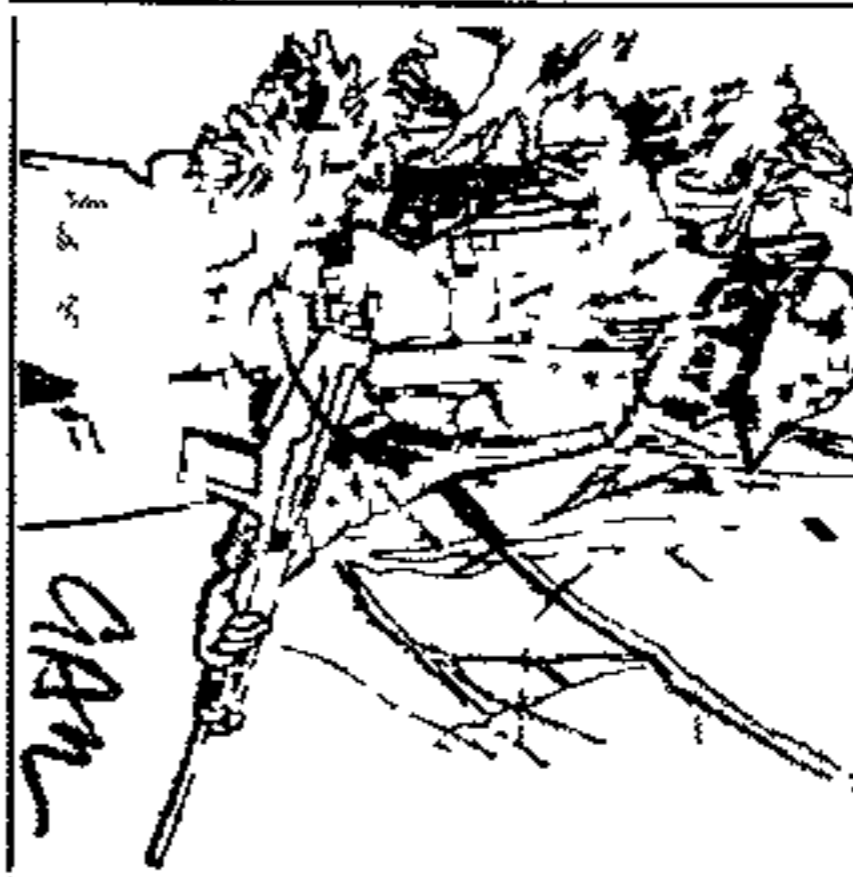
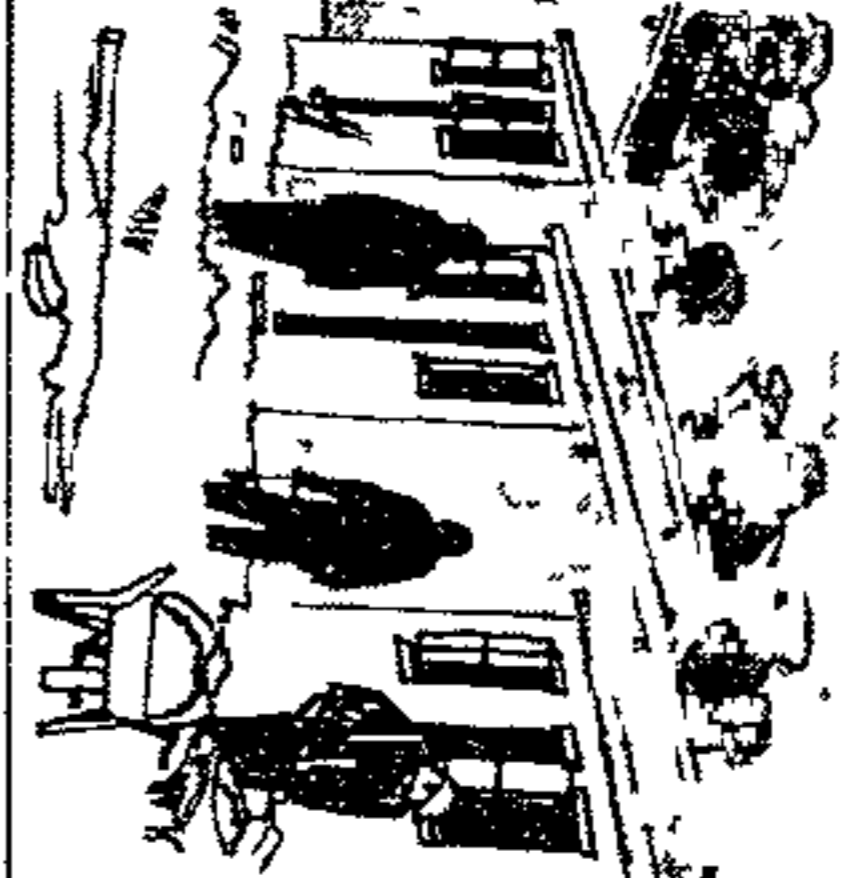



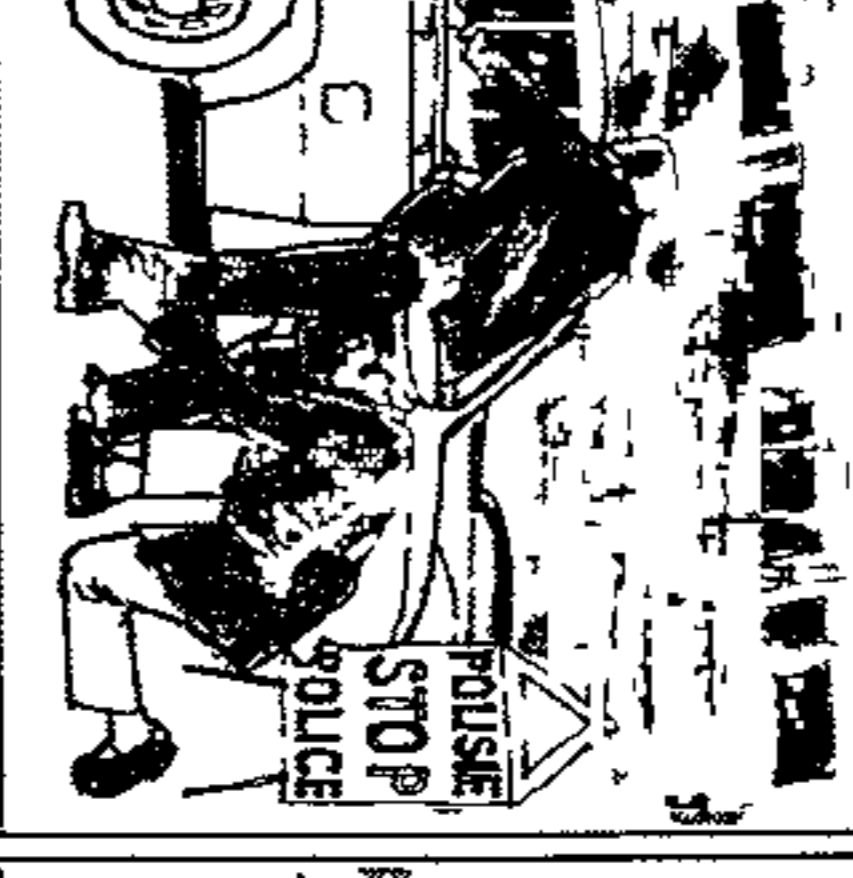
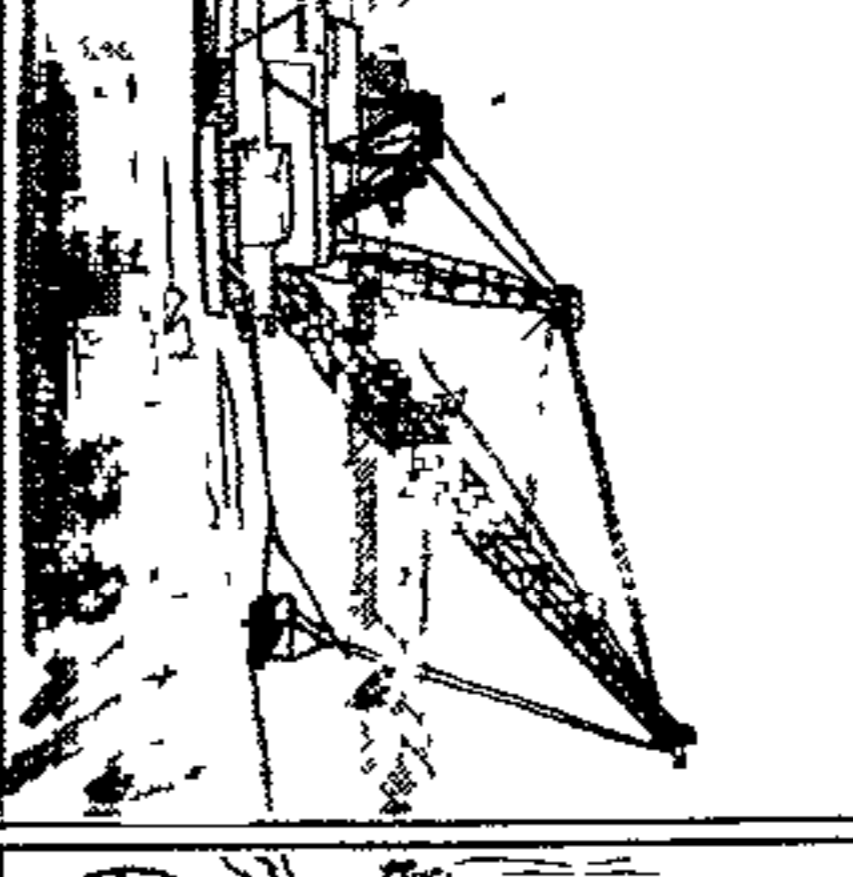
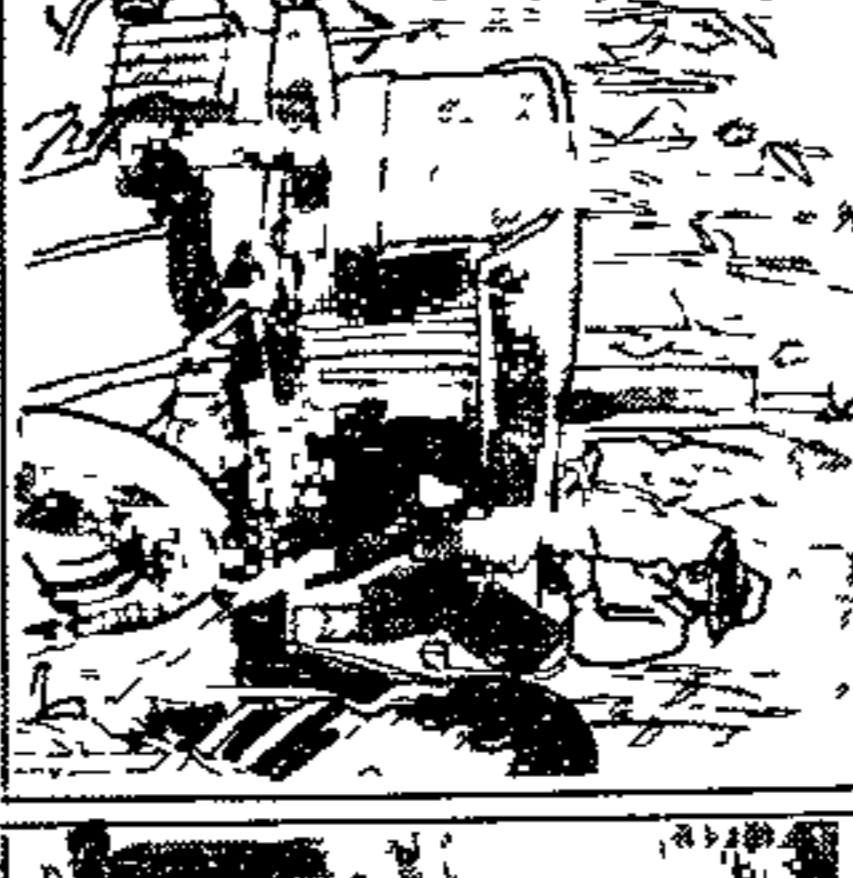

250 ~~483~~ Hausard
Public Service housing subsidies
Q. Col. 884-886 30/3/83
*15 Dr A L BORAINÉ asked the Minister of Internal Affairs

- (1) Whether housing subsidies are available to employees of the Public Service, if so, (a) under what conditions and (b) what is the amount of the subsidy,
- (2) whether women employees qualify for such subsidies, if so, under what conditions, if not, why not,
- (3) whether he proposes to take steps to rectify the matter, if not, why not; if so, what steps?

The MINISTER OF INTERNAL AFFAIRS (Reply laid upon the Table with leave of House)

- (1) Yes,
 - (a) A housing subsidy may be paid to a civil servant who meets particular qualifying requirements. To qualify, a civil servant must—
 - be a permanent officer or full-time temporary employee,
 - be a contributing member

Where your money will go this year

	Defence 3 092 700 000 +424 700 000		Co-operation & development 1 593 325 000 +288 129 000		Health & welfare 1 330 454 000 +164 732 000		National education 725 577 000 +94 058 000		Education & training 561 318 000 +65 560 000		Law and order 564 282 000 +82 650 000		Mineral & energy affairs 534 967 000 +57 322 000		Agriculture 467 348 700 +83 006 500		Environment affairs 340 482 000 -29 018 200
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INCREASE OR DECREASE IN SMALLER TYPE

Concessions to help young home buyers

THE Cabinet had approved two new and improved home-ownership concessions mainly to assist young people in acquiring a first home of their own, Mr Horwood announced.

The first was a home-ownership savings scheme, where the saving limit of R10 000, which qualifies for the present 2% subsidy, would be doubled to R20 000 with effect from April 1 this year, and the subsidy payable on the amount saved increased to 3%.

"Certain administrative changes will also be effected to the scheme to make it more attractive, such as the utilisation of a portion of the savings for the purchase of a stand," Mr Horwood said.

The second concession was an interest rate subsidy "to assist young people and those in the lower-to-middle-income groups with mortgage commitments in these difficult times of escalating building costs and comparatively high interest rates."

The Government had decided to offer people who had not previously owned a house or

HORWOOD'S BUDGET '83



flat, and who wished to buy for the first time for their own occupation a new home or one that had not previously been occupied, or wished to build a new home, a subsidy of 20% of the monthly interest rate payment calculated on the minimum building society mortgage rate applicable.

"This subsidy will, furthermore, only be paid in respect of mortgages of not more than R40 000 on a property of which the full purchase price does not exceed R50 000."

Mr Horwood said these concessions would not be available to anyone who received housing assistance from other sources.

"The costs of these two concessions are estimated to amount to R5-million each in the 1983/84 financial year, and to some R30-million altogether in a full year," he said.

Full details of the schemes would be announced by the Minister of Community Development, Mr Pen Kotze, soon.

"Turning to housing in general, Mr Horwood said the National Housing Fund would be approaching the capital market for substantial amounts of loan funds which would enable it to spend no less than R363-million on housing in the forthcoming year.

"In fact, the provision of housing has been accorded such high priority that the gross amount made available to the fund for the construction of new dwellings has been more than doubled during the past six years," he said.

He referred to the recent announcement that hundreds of thousands of individual houses initially provided by the National Housing Fund would become available for sale to occupants at extremely reasonable prices.

This, he said, was further evidence that the Government accorded priority to providing adequate housing of realistic standards.

"This decision is the direct result of one of

the large number of very positive recommendations of the Steyn Committee of investigation into the financing of housing matters, benefiting, as it does, mostly the black community."

Mr Horwood said the quality of life was being constantly improved in other respects

from a consortium of overseas banks is financing the upgrading of infrastructure, including water supply, sewerage effluent, and roads, while another substantial amount is being spent on the electrification of the area, all of which is being subsidised and guaranteed by Government.

A report was also expected soon from Mr Louis Rive, who had been given the task of devising an upgrading of housing and other developments in the Eastern Cape.

If accepted, this comprehensive programme will also involve expenditure running eventually into hundreds of millions of rands." — Sapa

Tax free PO savings

Defence gets 15,9% more

DEFENCE expenditure for the coming financial year has been increased by 15,9% to R3 093-million.

Political Staff

total amount spent on defence had risen appreciably more than three times over the past eight years.

added to amounts voted in the Budget.

Mr Horwood said the Government had always accorded top priority to a well-

and would continue to do so as long as it was necessary.

Schools defence trail

"Equally important, in the face of an international arms boycott, is the systematic de-

AFTER defence, the biggest expenditure item in the Bu-

SAAU An extra R100m for pensioners' pockets

men sound a wary note

Pretoria Bureau

THE South African Agricultural Union last night reacted with caution to the Budget.

Members of the union's executive committee would only make a final evaluation once they had had an opportunity to study the estimates.

The president of the union, Mr Jaap Walkens, said the SAAU was thankful for the R371-million which had been transferred to the tax reserve and which, according to the Minister, might also be used for further drought relief.

Mr Walkens expressed appreciation for the reduction to 12,75% in the cash credit rate on production loans made by the Land Bank.

He welcomed the firm stand by the Minister of Finance who said the Government was serious about solving the drought crisis.

The union would go to the Government with further proposals on drought relief

THE Government yesterday announced a R100-million increase for South Africa's pensioners.

Included in this amount is a one-off R29-million bonus which will be paid to social pensioners in May.

Social, military, and civil pensioners will all benefit from the increases announced by Mr Horwood.

Social pensions for whites will rise by R14 a month to R152, for coloureds and Indians by R10 a month to R93 and for blacks by R8 a month to R57.

The increase will, however, only come into effect on March 31, 1983.

October 1, and will cost the Treasury R66-million during the 1983/84 financial year and R132-million in a full year.

The social pensioners' bonus, payable in May, will give whites a one-off payment of R36, coloureds and Indians R29 and blacks R22.

The total cost will be R29-million.

But existing means test for pensioners will remain in force.

Mr Horwood said the provision for social pensioners of all groups would by next year have increased from R332-million to R1 123-million during the past eight years — far outstripping the rate of inflation.

Announcing the increases, Mr Horwood said the maximum annual income test for white social pensioners would be lifted from R34 800 to R42 000.

The maximum annual income test for whites will also be raised from R1 392 to R1 920.

But existing means test for pensioners will remain in force.

Mr Horwood said the provision for social pensioners of all groups would by next year have increased from R332-million to R1 123-million during the past eight years — far outstripping the rate of inflation.

WHO GETS WHAT

HOUSE OF ASSEMBLY — The departments of Constitutional Development, Finance and Defence take the biggest slices of this year's R21 000-million budget. The new department of Constitutional Development and Planning, which incorporates former departments such as Statistics and a variety of functions from other departments, had the largest single allocation at nearly R3 800-million. Nearly all of this, however, is taken by provincial subsidies totalling R3 759-million. The following are the amounts budgeted for each government department for 1983-84, with the increase or decrease from last year in brackets.

Prime Minister	R4 922 508	(R2 011 932 decrease)
Manpower	R71 990 000	(R7 844 000 increase)
Co-operation and Development	R1 593 325 000	(R288 129 000 increase)
Transport	R313 652 000	(R30 408 000 increase)
Finance	R3 721 045 000	(R379 873 000 increase)
Constitutional Development	R3 789 775 000	(R386 294 500 increase)
Foreign Affairs	R776 020 000	(R89 930 000 increase)

doubled

THE tax exemption limit on Office Savings Bank certificates is to be doubled to R40 000 a taxpayer, Mr Horwood announced.

He said amendments to the Income Tax Act which lifted the limit to R20 000 last year had still left the Post Office in a less favourable position concerning amounts which could be invested free of tax.

A number of people had also made investments on behalf of minor children which, when invested, would have been tax exempt to a maximum of R10 000 a child.

This exemption should be phased out over a two-year period in order to give such people time to make alternative arrangements.

Mr Horwood also proposed that in the case of investments not exceeding R60 000 which were made by a taxpayer prior to March 1, 1982, the amount of interest which would be tax exempt for the 1982/83 tax year be increased to the amount of interest which would have been exempt for the 1982 tax year.

Reaction mixed on budget

Mail Correspondent

CAPE TOWN — The 13% increase in the education budget drew mixed reaction from educationists in the Cape Peninsula yesterday.

Dr Neville Alexander, the director of the South African Council for Higher Education, said inflation was running at more than 13% and that in real terms the education budget had not increased at all.

He criticised the 15.9% increase in defence spending, saying that education was the most essential fact of life and ought to be way above defence.

Dr Alexander said the budget was "essentially for the rich and for the retention of the status quo".

Professor Van der Ross, Rector of the University of the Western Cape, said it was important that the money was spent along the lines of the De Lange Commission recommendations.

Dr T.C. Shippey, the director of the Cape Technikon, said the amount allocated to education had not even kept up with inflation.



The Minister of Finance, Mr Owen Horwood, and his wife, Helen, outside Parliament in Cape Town yesterday before the Minister presented his Budget for 1983.

wood pointed out that the protection services were and effective Defence Force, and in the industry, he said.

created by 13%. Mr Horwood said the elimination of the backlog in education facilities and narrowing the gap between the standards of white and black education would once more receive high priority.

The total provided for education in the Budget was R3 410-million while R3 093-million was provided for defence spending.

Over the last eight years education expenditure had risen from R890-million in 1975/76 by 283%. The Government was well aware that investments in education had to be matched by investments in job creation, the Minister said.

End to loan levy

THE loan levy on individuals is to be abolished with effect from March 1 this year.

Announcing this, Mr Horwood said that where the economy was in recession, he felt it desirable to inject a "modest morale booster".

The best measure to achieve this was, in his view, to abolish the loan levy on personal income taxpayers

Mr Wilkens said Spokesmen for agriculture in the Western Cape also welcomed the concessions, Sapa quotes SABC radio news as saying.

The chairman of the co-operative committee of the Western Cape Agricultural Union, Mr Giel Malherbe, said the lowering of the Land Bank's short and long-term lending rates would bring relief to farmers in the drought-stricken areas, and to deciduous fruit farmers hard hit by the problems of the fruit canning industry.

Reports by John Saterstey, Renee Schreier, Michael Ross, O. J. van der Bank and Rob Numbull, all of the Press Gallery, The Assembly, Cape Town, and Sapa.

Government buildings now subject to full rates by 1985

FULL municipal rates will be paid on all government-owned buildings from 1985.

The Minister of Finance, Mr Owen Horwood, yesterday announced that R60-million would be paid to local authorities this year as a third instalment in the phase-in process.

The amount for 1982/83 was R43 600 000. Mr Horwood said he hoped to complete the process in his 1984/85 budget. "Thereafter the full agreed amount of assessment rates

Law and Order R564 282 000
Health and Welfare R1 330 454 000
National Education R725 577 000
Defence R3 092 700 000
Mineral and Energy Affairs R534 967 000
Industries, Commerce and Tourism R504 613 700
Justice (including Prisons) R340 607 000
Community Development R1 009 780 000
Environment Affairs and Fisheries R349 482 000
Agriculture R561 318 000

The rest of the budget is made up of items which do not fall directly under a government department, such as finances for the State President, Parliament and improvement of service conditions. The total budget of R21 061-million is an increase of R2 825-million over the 1982-83 budget.

Government buildings now subject to full rates by 1985

Political Staff

Mr Horwood's announcement marks the planned completion of a policy decided on after years of complaints from cities such as Cape Town, Pretoria, Bloemfontein and Pietermaritzburg that their ratepayers bore an unfair burden because government buildings were not subject to municipal rates.

Mr Horwood said he hoped to complete the process in his 1984/85 budget. "Thereafter the full agreed amount of assessment rates

Education is Govt's second biggest spender at R3 410m

Mail Correspondent

DURBAN — Education is the Government's second biggest spender, with a 13% increase in yesterday's Budget. Total spending on education is R3 410-million. Over the last eight years expenditure has risen by an unparalleled 283%.

Mr Horwood said the elimination of the backlog in education facilities and narrowing the gap between white and black education standards would once again receive high priority.

The Government, he said, was aware that investment in education had to be matched by investment in job creation. Commenting on the expenditure yesterday, the MEC in charge of education in Natal, Mr Ray Haslam, said he was "naturally delighted" with the increase.

"More encouraging is that the gap is narrowing between white and non-white education. I have always made the point that the more we educate the non-whites the better the quality of job they will be

able to do and therefore the more money they will earn.

Mr Job Schoemans of the Department of Education and Training in Pretoria, said there had been an increase of about 1 343% in the money allocated for his department since 1972. This was a "clear indication of the Government's commitment to improving the quality of education for blacks".

"It is unfortunate that we are in a position of financial restraint otherwise we would probably have received more."

He said the DET's priority was the improvement of the quality of education and the narrowing of the gap between white and black education.

"Eighty percent of our teachers are under-qualified compared with their colleagues in other departments and it is an absolute priority that we get them to improve their qualifications," he said. Reacting to the increases for pensioners, the director of Tafeta in Durban, Mr

(201) 550 000 (increase)
(R164 732 000 increase)
(R94 058 000 increase)
(R424 700 000 increase)
(R3 092 700 000 increase)
(R57 322 000 increase)
(R120 783 300 increase)
(R64 852 000 increase)
(R122 205 000 increase)
(R29 018 200 decrease)
(R83 006 500 increase)
(R85 560 000 increase)
(R561 318 000)

SADF among 'penny pinchers'

Mail Correspondent

CAPE TOWN — In spite of the usual massive bite of tax money that has gone to military purposes in this year's Budget, South Africa has a long way to go before it hits the leagues of the world's large or even moderately large spenders.

Figures given in the 1981/2 edition of an authoritative annual, "The Military Balance", indicate South Africa is a relative penny-pincher — although it spends more than its old Commonwealth partners, Australia, New Zealand and Canada.

The figures given are two years old, but independent sample calculations have shown they are fairly close to the latest information.

In fact, a calculation based on this country's probable Gross National Product for 1982/3 indicates South Africa's bite will be about 4% — a rise of about 0.5% on the figure for 1981/2.

In the top bracket (10% of the GNP and higher) are Israel (30), Syria (27), Saudi Arabia (29), Russia (between 11 and 15%), Egypt (12), North Korea (10) and Iraq (7.6%).

A very likely candidate for this group is Vietnam, which has only a medium-sized population (60m) and a modest annual GNP, but boasts a huge 1 029 000-man military machine which ranks with those of such populous giants as Red China, the Soviet Union, the United States and India.

The moderate-to-large spenders (6-9%) include Red China (probably around 9%), Turkey (6.8), East Germany (6.5), Morocco (7), South Korea (7.2) and the United States (6).

The fair-to-moderate spenders (3-6%) include countries such as Britain (5.7), South Africa (3.3), India (4.4), Indonesia (5.5), West Germany (3.1), Poland (3) and Australia (2.9%).

The low-to-fair spenders (0-2%) include Denmark (2.6), Canada (2) and Romania (1.2).

'Positive' exports move welcomed

Mail Correspondent

CAPE TOWN — The chairman of the South African Foreign Trade Organisation, Dr P.K. Hoogendyk, yesterday welcomed the emphasis on export development placed on exports by the Budget and the acknowledgement of the role of the private sector in developing the higher foreign earnings needed for more rapid domestic economic development and improved living standards.

Speaking in Cape Town Dr Hoogendyk said Saffo now felt confident to implement with the Government and other private-sector interests an export development programme, a suggested outline of which had already been submitted to the authorities.

"Although it is regretted that three of the most effective export incentives, withdrawn earlier last year, have not yet been reinstated, it is reassuring to note the impor-

tant attached to export incentive expenditure both through the budget estimates and through tax concessions outside the estimates of expenditure," Dr Hoogendyk said.

Details of expenditure estimates needed further analysis, but the amount of R106-million, mentioned by Mr Horwood, was fractionally above last year's comparable

figure. "However, if one takes into account the withdrawn incentives which presumably do not feature in the new estimates, the amount allocated to other export development activities and incentives on the budget of the Department of Industries, Commerce and Tourism have probably been increased considerably, and can be seen as a positive move," Dr Hoogendyk said.

On the income tax concession to farmers forced to liquidate part of their livestock because of the drought.

"A generous concession, and a realistic one for the first time Minister Horwood is allowing profit, albeit book profit, to be carried forward."

Mr H. Claye, said "Any increase is welcome, but this is not nearly enough. It certainly doesn't allow pensioners to keep up with the cost of living."

Mr Frans Venter, chief agricultural economist of Barclays National Bank reacted to the Land Bank Board's reduction of short-term cash credit advance rates to co-operatives.

CAPE TOWN — In spite of the usual massive bite of tax money that has gone to military purposes in this year's Budget, South Africa has a long way to go before it hits the leagues of the world's large or even moderately large spenders. Figures given in the 1981/2 edition of an authoritative annual, "The Military Balance", indicate South Africa is a relative penny-pincher — although it spends more than its old Commonwealth partners, Australia, New Zealand and Canada. The figures given are two years old, but independent sample calculations have shown they are fairly close to the latest information. In fact, a calculation based on this country's probable Gross National Product for 1982/3 indicates South Africa's bite will be about 4% — a rise of about 0.5% on the figure for 1981/2. In the top bracket (10% of the GNP and higher) are Israel (30), Syria (27), Saudi Arabia (29), Russia (between 11 and 15%), Egypt (12), North Korea (10) and Iraq (7.6%). A very likely candidate for this group is Vietnam, which has only a medium-sized population (60m) and a modest annual GNP, but boasts a huge 1 029 000-man military machine which ranks with those of such populous giants as Red China, the Soviet Union, the United States and India. The moderate-to-large spenders (6-9%) include Red China (probably around 9%), Turkey (6.8), East Germany (6.5), Morocco (7), South Korea (7.2) and the United States (6). The fair-to-moderate spenders (3-6%) include countries such as Britain (5.7), South Africa (3.3), India (4.4), Indonesia (5.5), West Germany (3.1), Poland (3) and Australia (2.9%). The low-to-fair spenders (0-2%) include Denmark (2.6), Canada (2) and Romania (1.2).

1250

Aim is high growth, low inflation

THE broad policy for the year ahead would be one of continued market-oriented financial discipline, Mr Horwood said.

He said it would be designed to lay the foundation for higher growth with less inflation and increased balance of payments stability.

Referring to the implications of the present economic situation for fiscal and monetary policy in the year ahead, Mr Horwood said since the real growth rate was now negative and the balance of payments in surplus, the question arose whether the time had not arrived for a policy of deliberate "reflation" or "stimulation" of the economy.

"In the field of fiscal policy such an approach would imply some combination of marginally higher Government spending and tax reductions, resulting in a substantially larger budgetary deficit before borrowing than that of the past year.

"And in the field of the money supply, lower interest rates and presumably some depreciation of the rand."

Mr Horwood said he had no hesitation in rejecting any such policy, which would amount to attempting to "spending ourselves out of the recession."

"It would increase the rate of inflation, harm the balance of payments, weaken the currency, reduce the net foreign reserves, and damage our overseas credit rating.

"For these reasons it would in the longer term undermine and not promote real economic growth."

In South Africa today, as in most reasonably developed countries, the whole notion of showing either a green light or a red light to the economy was too over-simplified to be useful and had, in fact, gone out of fashion.

"We live in a world in which the gold price, exchange rates, and interest rates all fluctuate considerably, and in a country with developed financial markets in which our financial policies have to be market-oriented to be effective.

"In such circumstances, our policies cannot remain static for any length of time but have to be adjusted almost continuously to changing circumstances."

It was clear that the Government had, in fact, made such adjustments throughout the past two years.

"Thus, when it became clear towards the end of 1981 that our policies tended, on balance, to be too accommodative, we took the necessary steps to tighten them and accepted the need for higher taxes and interest rates.

"Then, in the latter part of 1982, as our conservative measures increasingly took effect and the balance of payments improved, while the recessionary tendency in the economy continued, we consciously eased our monetary policy by permitting a certain increase of liquidity and a substantial decline in interest rates.

"In the year ahead we shall continue to adjust our policies to changing circumstances."

For the time-being, however, he believed the Government had gone as far as it should in this direction, Mr Horwood said.

"It is certainly true that our strategy of consolidation and adjustment has largely achieved its objectives. But there still exists an urgent need to curb inflation and to continue repaying short-term foreign debt with a view to rebuilding the net foreign reserves. I deem this an essential part of our preparation for the next cyclical upswing in the economy."

The need to curb inflation had to receive particular emphasis in the months ahead. In the latter half of 1981 and the first half of 1982, in order to deal with the balance of payments problem in a manner which did not unduly aggravate the domestic recession, it had been necessary to allow the rand to depreciate in response to market forces.

"However, now that this strategy has achieved its immediate objectives and the depreciation of the rand has been reversed, the highest priority must be given to reducing the rate of inflation.

"Salary and wage adjustments throughout the economy have been exceptional-high for three years in succession having far outrun productivity, and have had a major part in the general upward thrust of costs and prices — especially when such pay increases have been accompanied by a low propensity to save.

There had been much discussion recently of the contribution made to inflation in South Africa by structural factors such as low productivity, inadequate competition, tariff protection, and increases in administered prices.

"Quite clearly all these matters are relevant and important and are having the close study and attention of the authorities in their own right."

The pricing of public utility goods and services, which was what was involved when talking of "administered prices," was an extremely complex subject, particularly as the undertakings concerned were more often than not monopolies, Mr Horwood said.

"In South Africa, Eskom and Iscor and Foskor and, indeed although they function as departments of State, the South African Transport Services and Posts and Telecommunications, among others, all fall into this category.

"It is required of all these public utility type undertakings that they must have capital — usually in substantial amounts, because they are often capital-intensive — and, with exceptions, and apart from the amounts which some of them can from time to time contrive to plough back from profits, most of them have only one source of capital, and that is borrowed capital.

"For those not having equity capital, it means that the more they expand to satisfy rising demand, the bigger their interest burden."

That meant higher tariffs for goods and services which were widely used throughout the economy which, in turn, could mean one thing only — the adding of further fuel to the fires of inflation.

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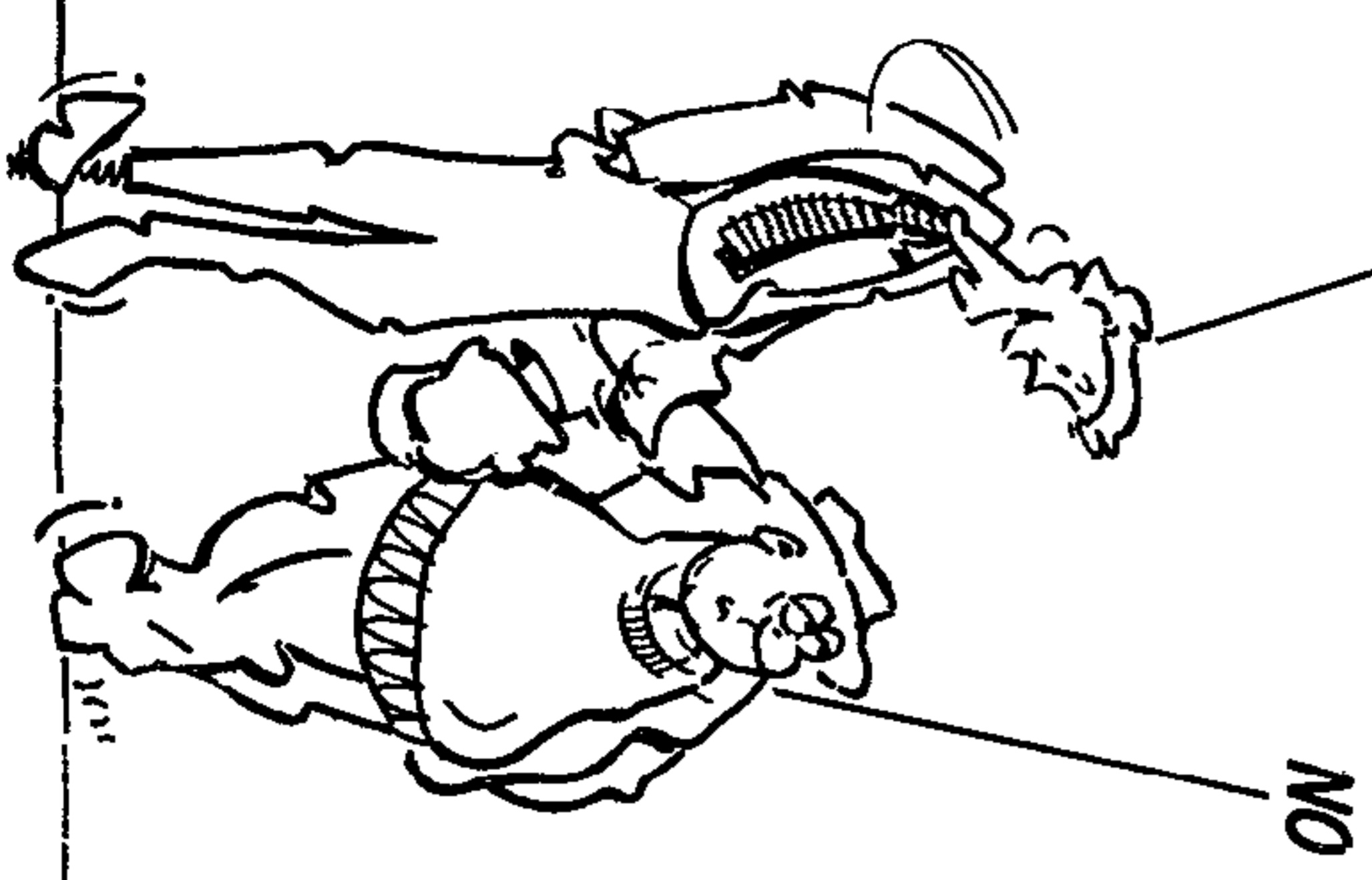
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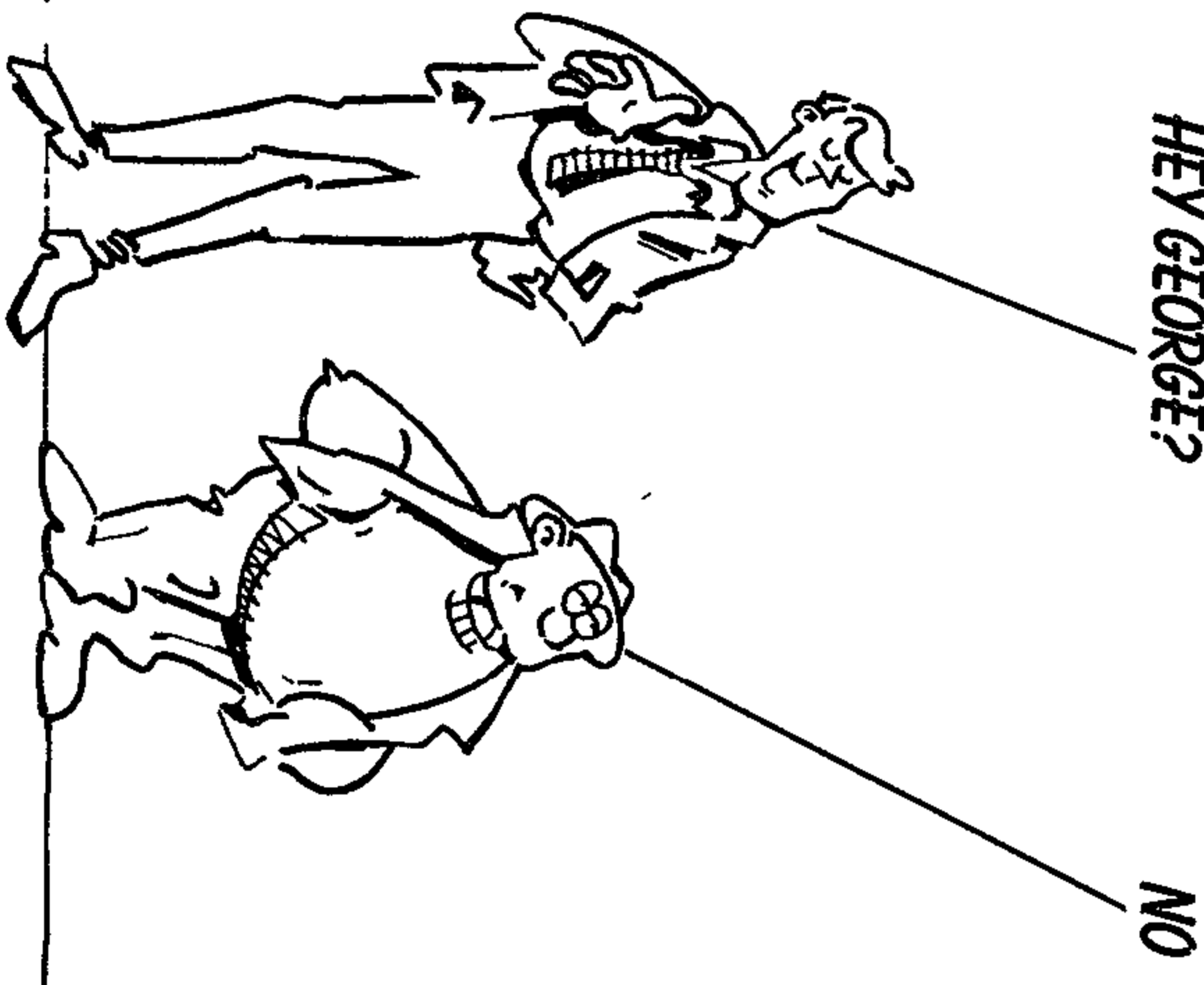
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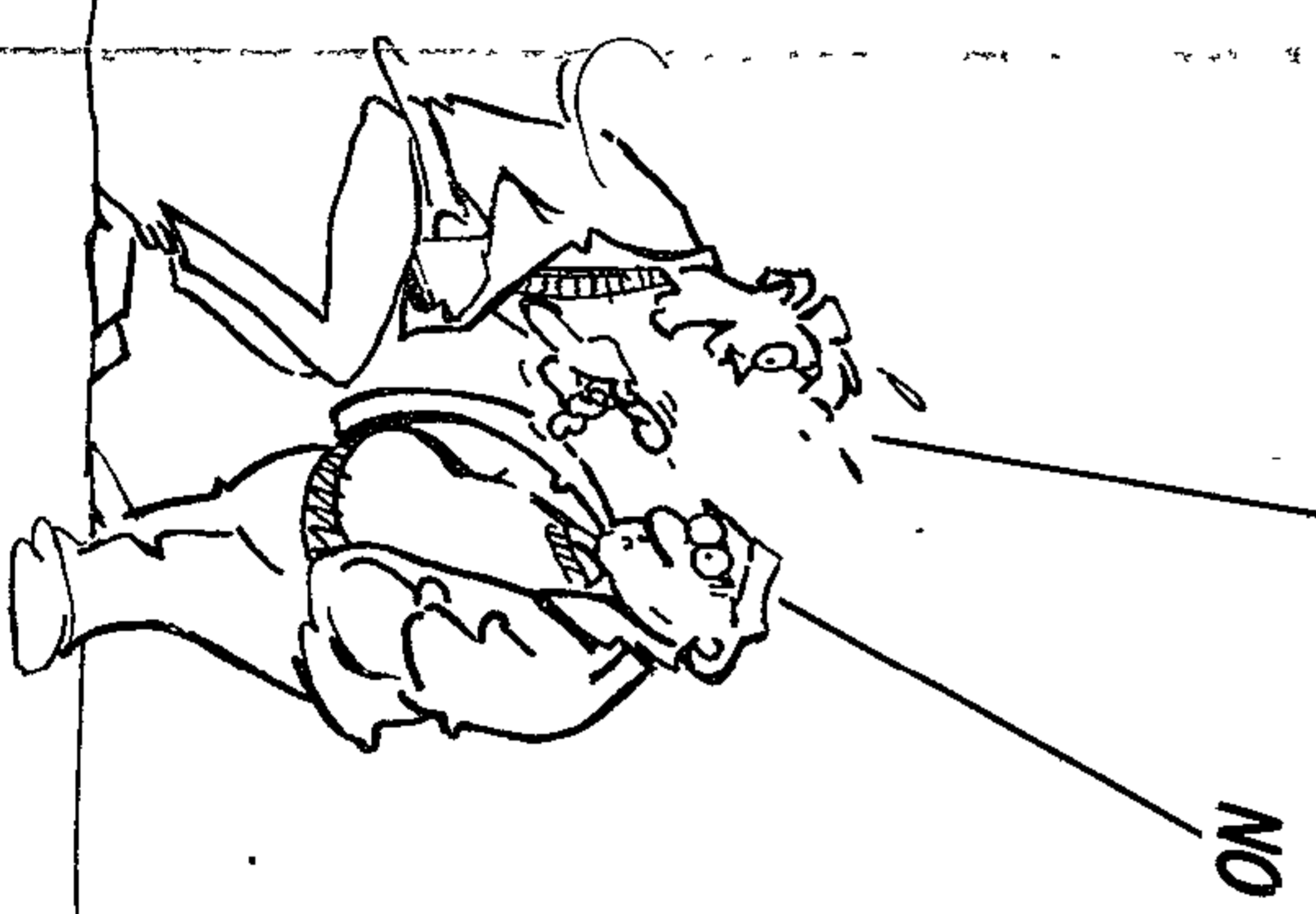
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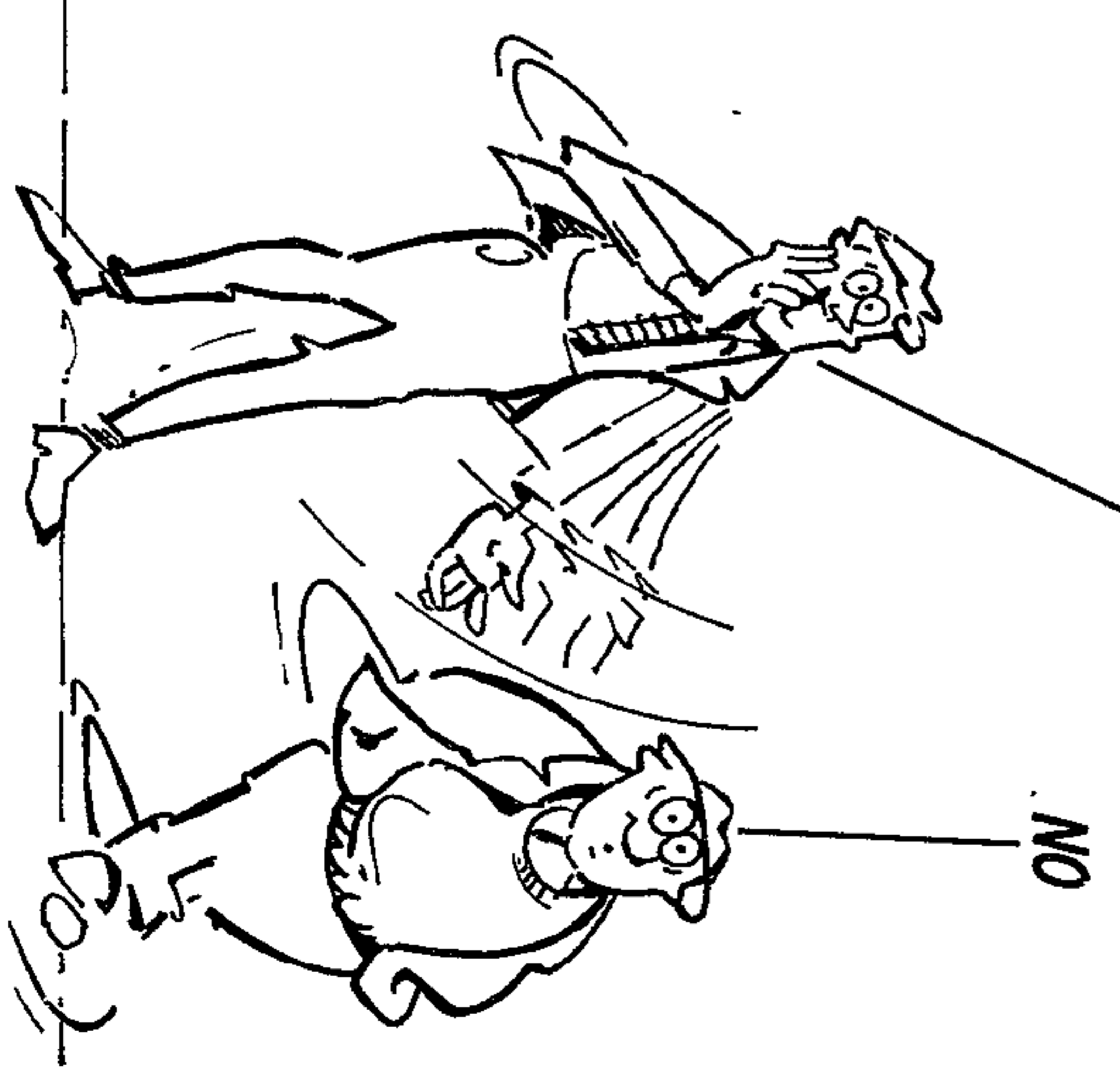
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Downward swings could carry on

THE economy was still in a downward phase which would probably continue for some months, Mr. Horwood said.

He sketched domestic economic conditions and said there had been signs the expected economic recovery in the United States might have begun and that South Africa's own export-led recovery should not be far behind.

The country's rate of economic growth had declined significantly in the past year and inflation remained unacceptably high.

The world had been buffeted by the worst economic depression since the Great Depression of the 1930s but South Africa's economy had improved in certain fundamental aspects.

A moderate recovery in the gold price since the third quarter in 1982 had assisted the fiscal and monetary policies of "consolidation and adjustment" in successfully transforming a large balance of payments deficit into a substantial surplus.

Since the middle of last year the net gold and other foreign reserves had increased sharply in terms of most other currencies.

Mr Horwood said the cooling off process in South Africa had been relatively mild by comparison with the severe recession in most other countries.

It nevertheless reflected a decline in real gross domestic product of 1% during the past year, for which much of the blame could be laid on the severe drought which accounted for the 7.5% decline in agriculture's contribution to the real GDP.

Mr Horwood said present indications were that the next upswing would commence towards the end of the year and that the real growth rate would show a noticeable acceleration in 1984.

There had been a dramatic improvement in South Africa's balance of payments since the middle of 1982.

Taken as a seasonally adjusted annual rate, the balance on current account had swung around from a deficit of R6 000-million during the first quarter to a surplus of R1 100-million in the fourth quarter. If the gold price remained stable between 400 and 450 dollars an ounce, the current account would show a surplus of between R1 000-million and R2 000-million in 1983.

The improvement in current account was due mainly to a decline of over 18% in the seasonally adjusted value of imports from the first to the fourth quarter.

"A decline induced by our restrictive monetary policies and the accompanying cooling down of domestic economic activity," Mr Horwood said.

The capital account of the balance of payments had also strengthened considerably during 1982.

After a first quarter net outflow of capital not related to reserves of R12-million, a substantial reversal resulted in a net capital inflow of R2 600-million for the year as a whole.

This had been brought about by improved control over the money supply and the fact that interest rates had risen to levels higher than those in the United States.

The improving balance of payments and the rand's upward trend had induced many enterprises to make increased use of foreign credits and loans without incurring forward exchange cover costs - costs which would have neutralised the interest rate advantage.

"The result of all these favourable developments was a combination of an appreciation of the rand and an increase in the net foreign reserves," Mr Horwood said.

An important event in management of foreign reserves had been the International Monetary Fund loan of which R338-million had already been drawn with another R242-million available for 1983.

Statistics confirmed that South Africa had comfortably met all the monetary targets for the end of December as agreed with the IMF - Sapa

Cash supply control 'proved successful'

MONEY policy had proved increasingly effective and had succeeded in reducing the rate of increase of the broad money supply to 1% during 1982, Mr Horwood said.

This figure had changed to a seasonally adjusted rate of 1.4% during the second half of the year.

"This was clearly one of the main reasons for the improvement in the balance of payments, the increase in the net foreign reserves and the appreciation of the rand since the middle of 1982."

Mr Horwood said the key to the success of monetary policy during the past year had been the acceptance by the Treasury and the Reserve Bank of flexible, realistic and market-related interest and exchange rates.

"Initially, as the Reserve Bank's conscious policy of permitting financial markets to tighten took effect, interest rates naturally increased substantially from the abnormally low levels which had prevailed in 1979 and 1980. This had the desired effect



HORWOOD'S BUDGET '83

"Since these declines occurred for the 'right reasons' and not because of excessive central bank credit creation, they were welcomed by the monetary authorities."

Mr Horwood said two figures stood out in analysing monetary developments during the second half of 1982. The first was the increase in the net gold and other foreign reserves of nearly R1 400-million during this period, which "naturally exerted a strong expansionary effect on the money supply."

The second was the decline of nearly R1 500-million in the net claims of the banking sector on the Government during the same period.

"This had more than offset the expansionary effect of the augmented foreign reserves and therefore helped to keep the money supply under adequate control."

Fiscal policy met its aims

FISCAL policy achieved its objectives fully during the past year, Mr Horwood said.

He said that in close co-ordination with monetary policy, fiscal policy had made a vital contribution to the success of the overall economic strategy of "consolidation and adjustment."

Last year's Budget, Mr Horwood said, had been designed to promote consolidation and adjustment in three main ways.

"Firstly, it provided for an increase in total expenditure of only 11.5% above the revised estimate for the previous year."

"Secondly, the deficit before borrowing for 1982/83 was estimated at only R2 380-million, or 2.6% of gross domestic product."

"Thirdly, provision was made to finance this expected deficit in such a way that not only the Exchequer, but also the Government sector as a whole, including the extra-budgetary funds, would be able to avoid any net recourse to bank credit."

To design such a Budget in the prevailing circumstances implied increases in tax rates.

"In anticipation of this need, I had therefore already increased the General Sales Tax from 4% to 5% and imposed a 10% surcharge on imports in the Part Appropriation Bill in February 1982."

"These steps were supplemented in the main Budget by increases in certain ad valorem excise duties and by a moderate increase in company tax."

"In addition, I imposed a loan levy of 5% on individual taxpayers. Later in the year it also became necessary to raise the General Sales Tax from 5% to 6%."

Both expenditure and revenue had turned out to be larger than expected. The actual deficit before borrowing, however, amounted to only R1 785-million.

The Treasury's loan financing had been conducted in a manner which not only avoided the use of bank credit but also helped to control the growth of the money supply.

"The conclusion is that the

Facelift for building societies

THE Government had adopted three broad guidelines on building societies which would result in them being subjected to similar restrictions as the banks, Mr Horwood said.

But, the Government had also accepted the need to provide assistance to lower the cost of financing home ownership for certain people, he said.

"These guidelines had been decided on after careful study of the reports of the Duplessis and De Kock commissions on building society matters and the detailed comments submitted by the societies, he said."

The Government had accepted that building societies had undergone an evolutionary change away from the traditional concept of mutual thrift institutions and were today increasingly operating in the field of modern deposit banking.

"In order to attain a more effective monetary policy and a more efficient allocation of financial resources, it is therefore desirable that they should increasingly be subjected to the same sort of discipline as banking institutions, including after a transitional period, the same cash reserve and liquid asset requirements."

At the present stage of their development, building societies should still be accorded special treatment under their own Building Societies Act, but the Act should be rerafted and brought more into line with the format of the Banks Act.

"This task has been entrusted to the Standing Technical Committee on Banking and Building Society Legislation and its recommendations will, of course, be discussed with the building society movement and any other interested parties before being submitted to Cabinet for approval."

In order to enhance the effectiveness of monetary stabilisation policy, building societies should be permitted and encouraged to quote realistic and market determined borrowing and lending rates in competition with banks and other financial institutions.

The present system of allowing building societies to offer investors tax-free indefinite period and subscription shares together with favourable treatment of dividends on their ordinary shares, would be gradually phased out.

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ALL taxpayers in South Africa were to be taxed on a uniform basis in terms of the Income Tax Act from March 1 next year, Mr Horwood said.

Agreement had been reached with all the homelands on the final phasing out of the Black Taxation Act, he said.

In terms of the National States Constitution Act of 1971, the homelands had the right to tax the income of their citizens regardless of where they lived in South Africa.

In 1979 it had been decided, in consultation with the governments of these areas, to seek parity of taxes relating to the incomes of all people in the Republic.

It was the intention to abrogate the right of the homelands to tax their citizens and they had to be consulted in the final phasing out process, the Minister said.



HORWOOD'S BUDGET '83

In the realisation that such a more market-oriented approach might, in the interests of economic stabilisation, entail relatively high mortgage rates at certain times, the State was prepared to provide additional assistance to moderate the cost of financing home ownership for certain categories in the lower and middle income groups, such as first-time borrowers, young married couples and other special categories of potential home owners.

For this, new and improved methods of providing such assistance would be introduced.

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Govt to scrap taxation apartheid

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It was the intention to abrogate the right of the homelands to tax their citizens and they had to be consulted in the final phasing out process, the Minister said.

"The national states will retain their right to tax citizens and, while Inland Revenue will collect the tax in areas outside their boundaries, each state will collect its own tax."

Industry to lose an allowance - but get another

INVESTMENT allowances for industry would be discontinued from June 30, 1985, Mr Horwood said.

Instead there would be an extension of accelerated depreciation through initial allowances.

Mr Horwood said the Standing Commission on Taxation Policy had recently submitted its report to him. It recommended that investment allowances in the industrial sector should be discontinued.

This was "because of its high cost to the Exchequer, its very limited role as an anti-cyclical instrument, its doubtful efficacy (save in marginal cases) as an incentive to investment, and its exposure to abuse."

"The commission proposed, however, that an extension of accelerated depreciation through initial allowances be considered in its stead."

Mr Horwood said he accepted this recommendation and proposed that:

- the 30% investment allowance for machinery and plant used in such processes or to a building in which such processes are carried on;
- the 20% investment allowance for machinery and plant used in such processes or to a building in which such processes are carried on;

Mr Horwood said the intention was to table the Commission's report as soon as possible - Sapa



Land Bank reduces credit rates by 2%

THE Land Bank Board is to reduce its short-term cash credit advance rates to co-operatives by 2% to 12.75% in respect of production credit and to 13.75% for all other short-term credit.

(250)

for bank credit and other loanable funds, and also of transforming a net outflow of short-term capital into a substantial inflow."

The Treasury's willingness to accept market-related rates of interest on new issues of Government stock had also ensured the success of its loan financing programme.

Subsequently, interest rates had begun to decline sharply from October 1982 as monetary policy increasingly achieved its objectives and financial conditions eased again.

For example, the prime overdraft rate of the commercial banks, which had risen from 9.5% at the beginning of 1981 to 20% by March 1982, had declined in stages to its present level of 14%.

Mr Horwood said similar downward movements had been shown by most other short-term rates

credit to the Government sector could be directly attributed to the success of the Treasury's efforts during this period to contain the "deficit before borrowing" in its accounts and to finance the deficit in the most appropriate manner.

"Indeed the Treasury not only avoided any net recourse to bank credit but also issued large amounts of additional Government stock to the non-bank private sector in order to build up its Stabilisation Account."

"This had been done partly with a view to financing the stockpiling of strategic commodities in a non-inflationary manner, Mr Horwood said.

Net new Government stock issues (excluding issues to the Public Debt Commissioners) during the first nine months of the 1982/83 fiscal year had amounted to nearly R12 200-million.

dealing with assistance to gold mines would be amended from the tax years starting from April 1.

Mr Horwood said it was intended to give mines six months' notice of termination of benefits from January 1, 1984. — Sapa

with policy fully achieved its objectives during the past year and, in close co-ordination with monetary policy, made a vital contribution to the success of the overall economic strategy of consolidation and adjustment." — Sapa

to reduce the market-related long-term lending rate on investment loans to co-operatives by 1.5% to 1.4%.

"This reduction in the Bank's lending rates will already be operative as from this Friday and, where applicable, the co-operatives will

in intensity and area.

High interest rates and escalating production costs further contributed to the problems of agriculture and the Land Bank was called upon to assist farmers and their organisations as much as possible. — Sapa

Since taxes could not be identified along ethnic lines and since the tax yield for homelands would be less than under the present set-up, a basis of payment to the homelands "will be proposed to ensure they are not worse off". — Sapa

THE Parliamentary Commission investigating fringe benefit taxation was due to complete its report shortly, Mr Horwood said.

He did not foresee that any decision could be implemented before March next year.

he said.

Once the report was received it would be given to interested parties for comment on its recommendations before being referred to the Cabinet for a final decision. — Sapa

Promise to civil service

MR HORWOOD promised civil servants a modest salary increase "should the position of the Exchequer improve".

The provision of R250-million for "Improvement of Conditions of Service" and a further R45-million the Minister hoped to save on other votes, would enable the Commission for Administration to effect improvements totaling R295-million. — Sapa

Public Debt Commission to undergo changes

THE Committee of Inquiry into the Public Debt Commission (PDC) had come up with recommendations which would have important implications not only for the PDC but also for the Government's financial structure.

Mr Horwood said he said that because of the very technical nature of the committee's report he intended only to highlight the most important findings.

The committee, he said, believed the problems of the PDC could be ascribed mainly to the dichotomy in its activities — the fact that it had to accept long-term deposits (so-called earmarked funds) as well as short-term monies (so-called pooled funds).

"In the market these short-term activities, in actual fact, correspond to the activities of commercial banking institutions operating in the money market.

"They are at variance with the original purpose for which the PDC was established, namely to invest in long-dated stock."

The committee recommended that money market activities of the PDC be transferred to the National Finance Corporation, which had the necessary financial infrastructure and expertise in this field.

"This will also bring these activities well within the ambit of monetary policy measures and will facilitate control of the monetary aggregates. I support this recommendation," the Minister said.

The PDC would thus henceforth concentrate exclusively on its more traditional function as investment trustee of the very large pension, provident, and other similar funds in the public sector.

"To underline this function, the committee also recommended that the name of the PDC be changed to that of Public Investment Trustee.

"I am open to any contrary views on this latter point, preferring myself that the word commissioners should at least be retained."

This recommendation naturally involved administrative and organisational changes as well as certain interim arrangements to prevent disruption of the financial markets during the change-over period.

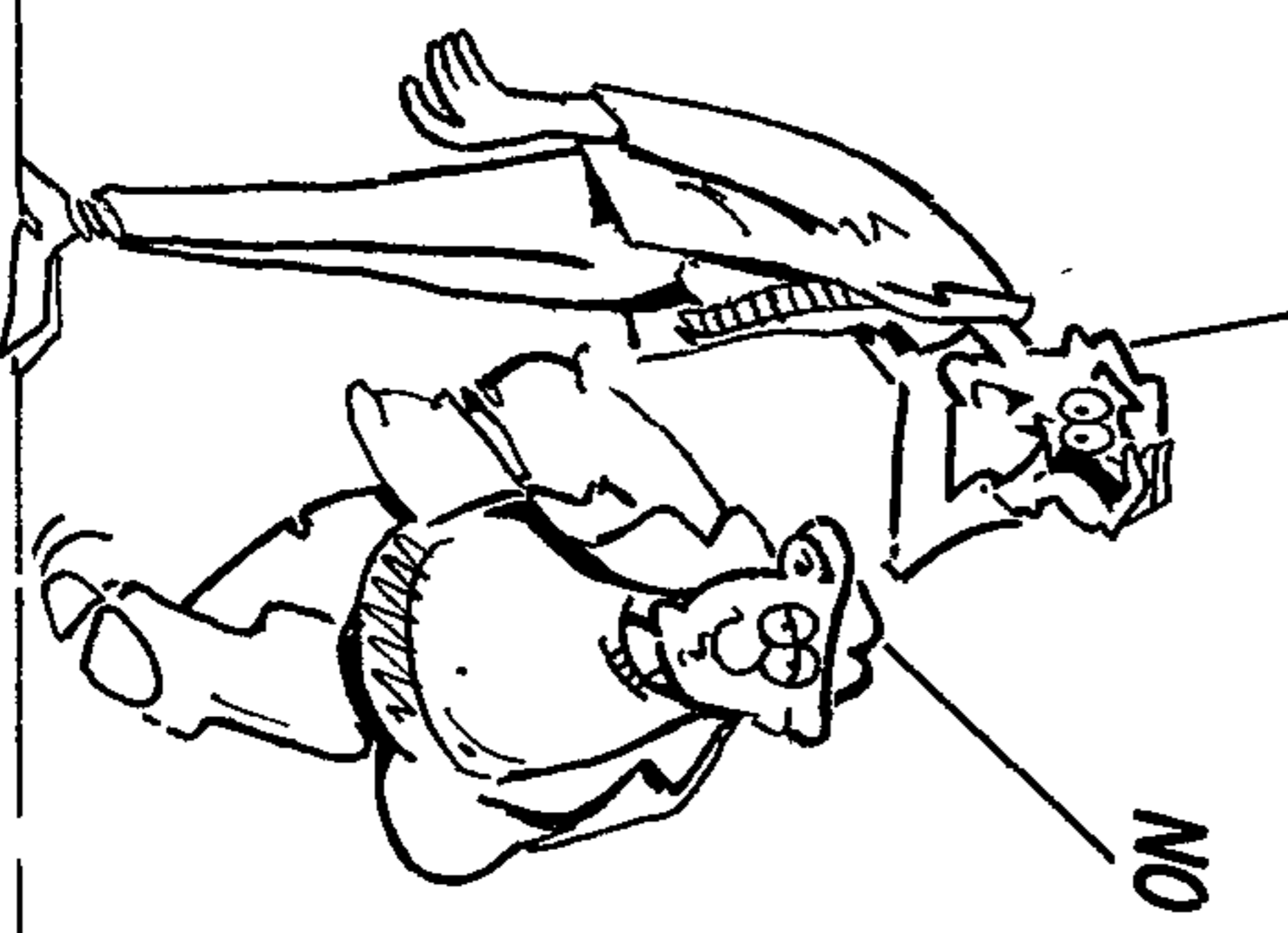
An announcement in this regard will be made soon," Mr Horwood said.

The committee also recommended that the General Sinking Fund, a statutory fund administered by the PDC, be dissolved. This fund was established in 1927 as an instrument to limit the increase of the public debt.

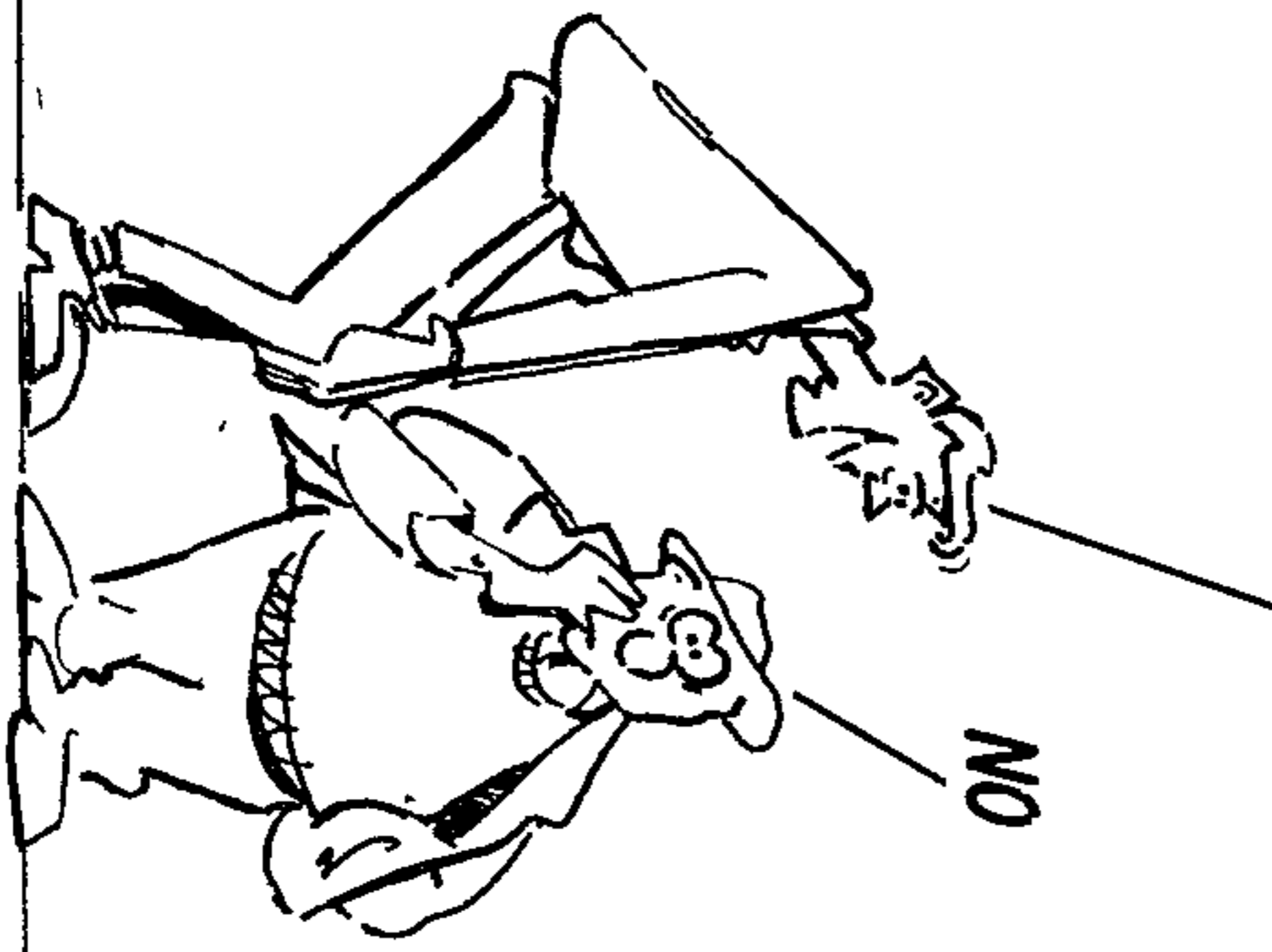
"Our financial infrastructure has developed since those days to such an extent, and the current financial requirements of the Exchequer are of such a nature, that this fund has become virtually irrelevant and obsolete and should be dissolved. I accept this recommendation too."

Mr Horwood said a recommendation that another statutory fund administered by the PDC, the Local Loans Fund, be turned into a development fund with borrowing powers of its own had also been accepted. — Sapa

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Some tax Concessions to boost relief for Retirement schemes donors

HORWOOD'S BUDGET '83



TAX deductions on some donations are to be increased in the coming financial year.

Mr Horwood said casual donations of R5 000 against the present R2 000, would be exempt from taxation.

And the donations tax exemption would also be increased from R15 000 to R20 000 for a donor's child.

Mr Horwood said donations tax had originally been introduced to counter the avoidance of income tax as well as estate duty by means of donations.

Casual donations of a small value could not be labelled as tax avoidance and an exemption has thus been provided in respect of such donations which do not exceed R2 000.

The concept of small value is relative in the times we live in and I propose that the amount of R2 000 be increased to R5 000.

Still 5% import surcharge

IT WAS not intended to make any further adjustments to the surcharge on imports at this stage, Mr Horwood said.

This was because the surcharge had already been reduced by two successive amounts of 2.5% since December last year.

However, in terms of the agreement with the International Monetary Fund, I am expected to phase out the balance of this surcharge (5%) by the end of this year, Mr Horwood said.

Turning to tobacco, he said "The Tobacco Board has submitted well-founded arguments for the maintenance of the status quo so far as duties on tobacco are concerned, and I propose to let sleeping dogs lie."

It was also not intended to raise excise duties on wine and spirits.

"Sections of the liquor industry in the Western Cape have been experiencing financial problems for some time and

THREE concessions to encourage people to make provision for their retirement were announced by Mr Horwood.

The concessions, which concern contributions to retirement annuity funds, lump-sum benefits, and service bonuses on retirement, would result in an estimated revenue loss of R7-million for the 1983/84 financial year, and R15-million for a full year.

Referring to the first concession, on contributions to retirement annuity funds, Mr Horwood said these did not at present qualify for a deduction from a person's income "unless he carries on a trade".

"Where he does, the contributions cannot be deducted from investment income (such as dividends or interest) or income in the form of annuities or pensions."

Retirement annuity funds had originally come into being as a form of pension fund for the self-employed, and they were also used by salary

earners to augment their pension funds.

"I feel that everyone, including pensioners, should be encouraged to make further provision to supplement their income, and hence I wish to propose that such contributions now be allowed as deductions against investment income, annuities, or pension receipts," Mr Horwood said.

Turning to lump-sum benefits on retirement, he said "So much of the member's average annual salary as does not exceed R30 000 is taken into account in calculating the exempt portion of lump-sum benefits from pension and provident funds in accordance with the formula prescribed in the Act."

The maximum exemption for such benefits and lump-sum benefits from retirement annuity funds amounted to R60 000.

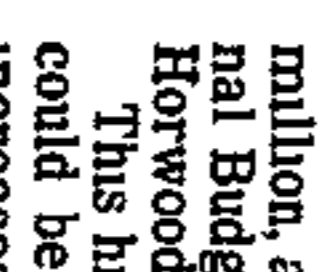
Concerning the substantial remuneration adjustments in the past few years, Mr Horwood proposed that the amount of R30 000 be increased to R40 000.

Also, that the amount of R60 000 be increased to R80 000, "or an amount calculated by multiplying the amount of R3 000 by the number of years in the member's period of service (where he is a member of a pension or provident fund), or the number of years in the period of a retirement annuity fund."

Turning to the concession on service bonuses on retirement, Mr Horwood said "In terms of the current provision of the Income Tax Act, so much of a bonus is given by an employer to his employee on the termination (or pending termination) of his employment as does not exceed R20 000, is exempt from tax

R5m boost to small business Revenue estimates 9.8% more than original total

Revenue estimates 9.8% more than original total



THE current revised estimate of Government revenue amounted to R17 420-million, an increase of 9.8% on the original Budget total of R15 858-million, Mr Horwood said.

This higher than anticipated revenue could be attributed almost entirely to increased receipts from Inland Revenue, which had exceeded the budgetary estimate by about R1 447-million, he said.

Higher collections from gold mining taxation, gold mining leases, personal income tax and General Sales Tax all made their contribution.

Mr Horwood said a revised total of R2 346-million, or R115-million more than the amount budgeted for, would be collected for Customs and Excise.

"Compared with the 1981/82 financial year, the revised aggregate revenue of R17 420-million represented an increase of 20.8%."

Higher than expected rand earnings for the gold mines had been the result of

the increase in the gold price from a low of around 300 dollars an ounce during June 1982, to a high of more than 500 dollars during February 1983, coupled with a lower exchange rate of the rand.

"This gave rise to increases in tax payments of R555-million, and in lease payments of R160-million.

However, one should point out that the total revenue expected from gold this year, at some R1 700-million, is still R331-million, or 20%, below last year's figure."

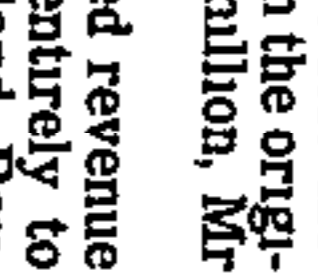
Mr Horwood pointed out that the volatility of this source of revenue made any accurate budgetary forecast almost impossible.

Turning to GST, Mr Horwood said the revised estimate of R3 299-million on this was 3.8% higher than the original budget total of R3 170-million.

"Compared with last year, this means a rise of R1 174 million, but this was of course due to two adjustments in the rate during last year."

More money for training Loan levy back for lower paid

Loan levy back for lower paid



IN ORDER to provide sufficient trained labour the amount to be spent on manpower development this year would be increased from R63 200-million to R71-million, Mr Horwood said.

Manpower development would also be financed from the Manpower Development Fund, which was expected to show a credit balance of about R10-million at the end of the 1982/83 financial year.

"A high priority is, therefore, once again being accorded to improving the manpower situation in order to ensure that a sufficient trained pool of labour will be available to meet the demands of a steadily growing economy," — Sapa

TAXPAYERS in the lower income groups would be refunded their loan levies "as soon as is practicable", Mr Horwood said.

He said that as a result of the introduction of the new "final deduction system", in terms of which income tax returns were no longer required from salary earners in the lower income groups (those below R7 000) the names of more than 340 000 people were in the process of being removed from the income tax register.

"This means that with the passage of time the address- es of many tax payers will no longer be known to Inland Revenue. Many of them paid loan levies in earlier years (1978, 1979 and 1980) and will have to receive refunds in due course."

"In most cases the amounts are not large, and to obviate unnecessary administrative problems, I propose that the Commissioner be authorised to refund such loan levies to these persons as soon as is practicable."

The estimated amount involved, Mr Horwood said, already allowed for in loan repayments, was R15-million — Sapa

FARMERS who are being forced to liquidate part of their livestock because of drought conditions are to receive an income tax concession, Mr Horwood said.

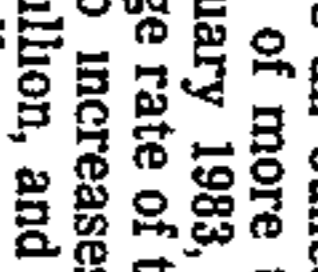
He proposed an amendment to the Income Tax Act (1978, 1979 and 1980) and will have to receive refunds in due course.

"The proposed amendment to the Income Tax Act will allow the proceeds of such forced liquidation of livestock to remain untaxed while deposited with the Land and Agricultural Bank, but on condition that these proceeds be reinvested in new livestock within four years after the year of forced sale."

"This concession can only be applied when the income tax returns of such farmers are submitted at the end of a year," Mr Horwood said — Sapa

Higher stamp duties to earn R20m

Higher stamp duties to earn R20m



STAMP duties, some of which have remained unchanged for up to 72 years, are being increased, Mr Horwood announced.

He said some stamp duty items which used to yield appreciable amounts had, because of inflation and other factors, lost some of their vitality as revenue earners.

"It has been found that their yield can be increased without causing the rates to be-

come unduly burdensome," he said.

He expected to raise about R20-million from the new increased duties on agreements, ante-nuptial and post-nuptial contracts, bills of exchange, customs and excise documents, duplicate originals, fixed deposit receipts, credit agreements, partnership agreements, insurance policies, powers of attorney and security or suretyship — Sapa

A gross amount of R5 264-million had been borrowed to finance the deficit but R1 060-million of this was earmarked for monetary stabilisation and transferred to the Stabilisation Account, and could not be used for financing the current account.

The balance of R4 204 exceeded the financing requirement by R511-million of which R140-million would be used to defray expenditure on the Defence Special Account for 1981/82.

Mr Horwood said he felt it prudent to use the remainder to meet increases in expenditure which could not responsibly be foreseen at this point, such as extraordinary defence expenditure and drought assistance — Sapa

The greatest single stumbling block was the adaptation, at short notice, of existing promotional and advertising budgets to allow for GST payments. The 1984 date would provide adequate opportunity to adapt budgets.

He expected the tax to yield R5-million in 1983/84 and R30-million in a full tax year — Sapa

GENERAL Sales Tax on advertising and publicity services would come into effect on January 1, 1984, Mr Horwood said.

He said he had proposed last year that the tax be introduced and that it would come into operation on a date he would set after discussions with interested parties.

Public debt cost higher

THE cost of servicing the public debt, originally estimated at R2 224-million in 1982/83, had risen to R2 494-million, Mr Horwood said.

He said this was mostly because of substantial borrowings for demand management and monetary stabilisation.

"This revised figure may increase by another 14.2% to R2 850-million in 1983/84 due, once again, not only to the normal borrowing programme but also to the estimated cost effect of borrowing for monetary policy purposes for the full year," Mr Horwood said — Sapa

Another avenue of assistance which merited and which would receive immediate attention was the extent to which the public sector might channel more funds in procurement contracts to the small business sector, Mr Horwood said — Sapa

The revised estimates exceeded the total expenditure for 1981/82 by about R2 774-million or 16.9%.

Expenditure for the domestic product, compared to 2.8% estimated a year ago — "This is, I think, a considerable achievement," Mr Horwood said.

Insurance income tax

THE committee investigating the adequacy of the new term insurance income had not completed its investigation, Mr Horwood said.

He said that last year's tax basis would apply in the meantime — Sapa

Receipts from Customs and Excise were expected to fall by 12.1% to R2 060-million.

General Sales Tax receipts were expected to increase by about 20% to R3 956-million.

and company tax to about R4 100-million, not quite 9% up on last year.

Gold mining revenues were extremely difficult to estimate because of the volatile gold price, he said.

Total tax revenue to increase by 9.5%

TOTAL tax revenue is expected to result in higher tax receipts of about R5 300-million in 1983/84, Mr Horwood said.

He said although salary and wage increases were expected to be lower than last year, normal salary increments and the public service, policy of occupational pay differentiation were ex-

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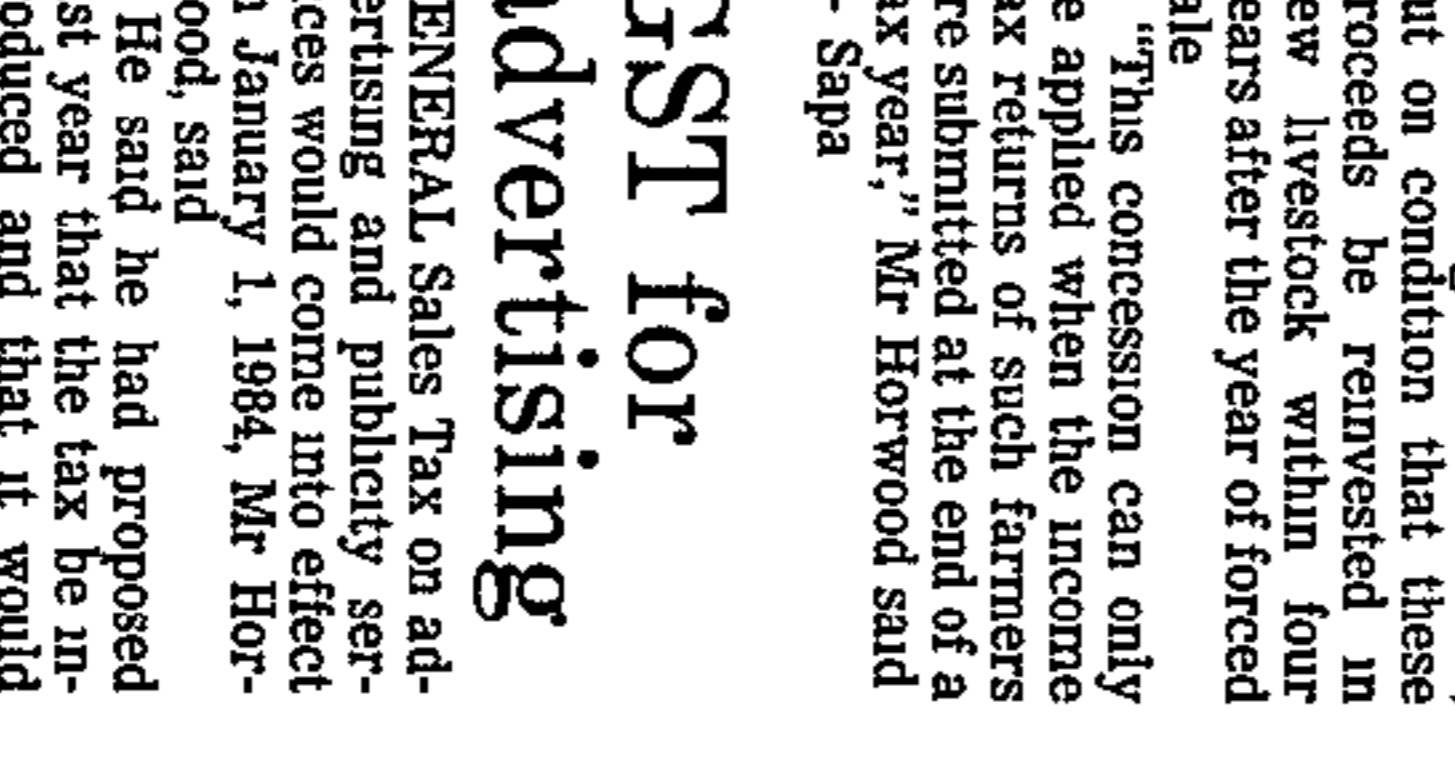
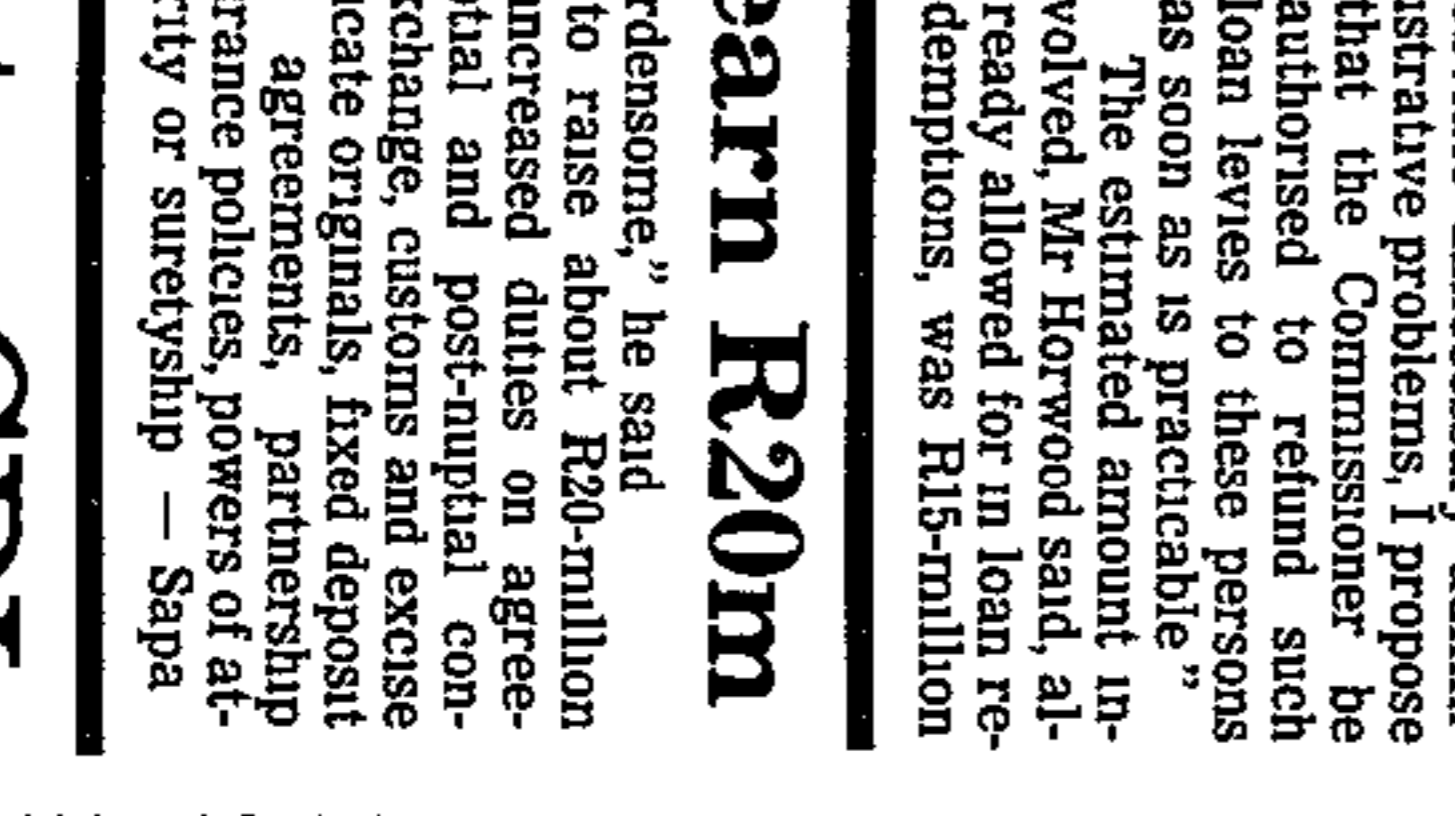
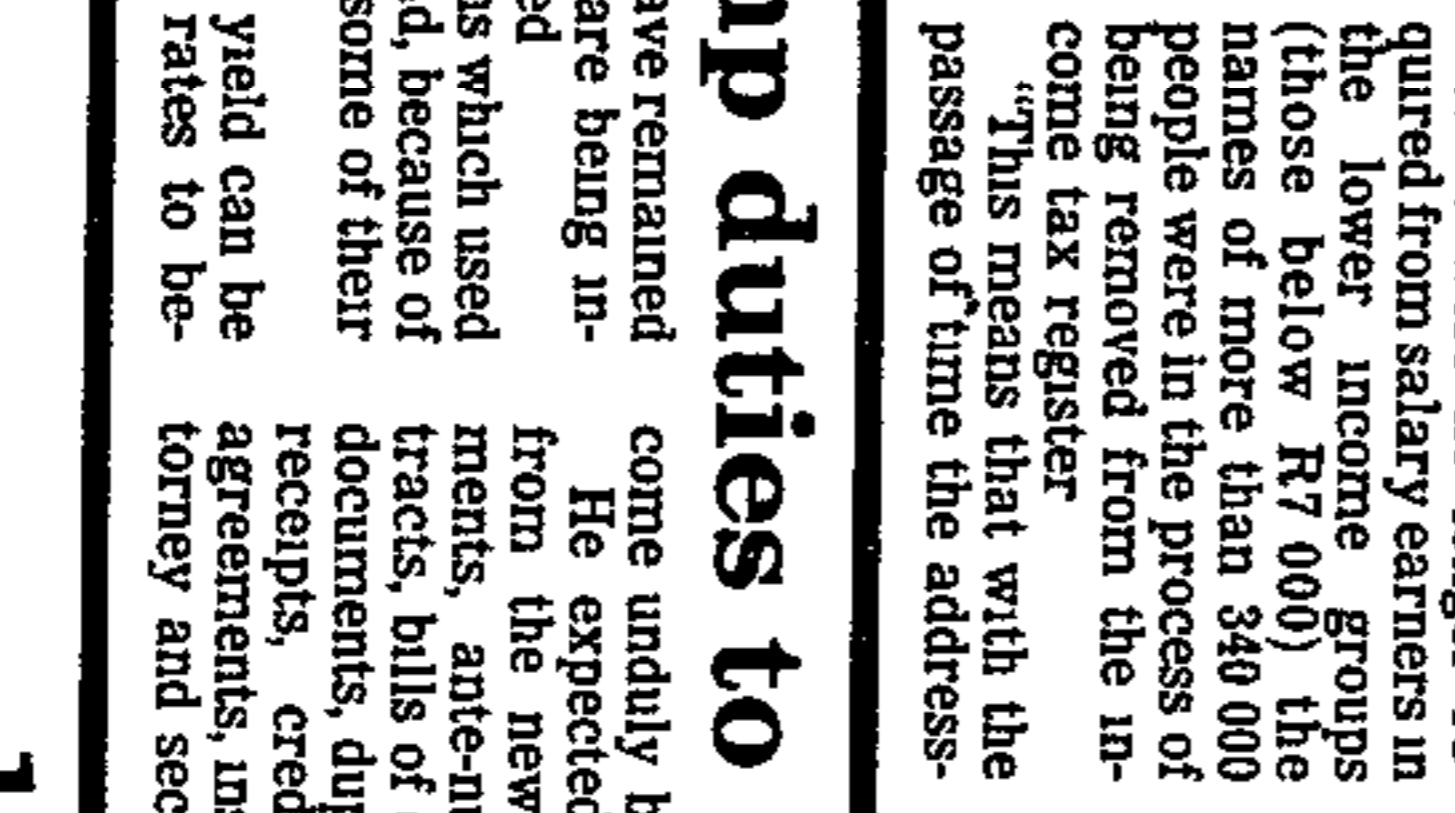
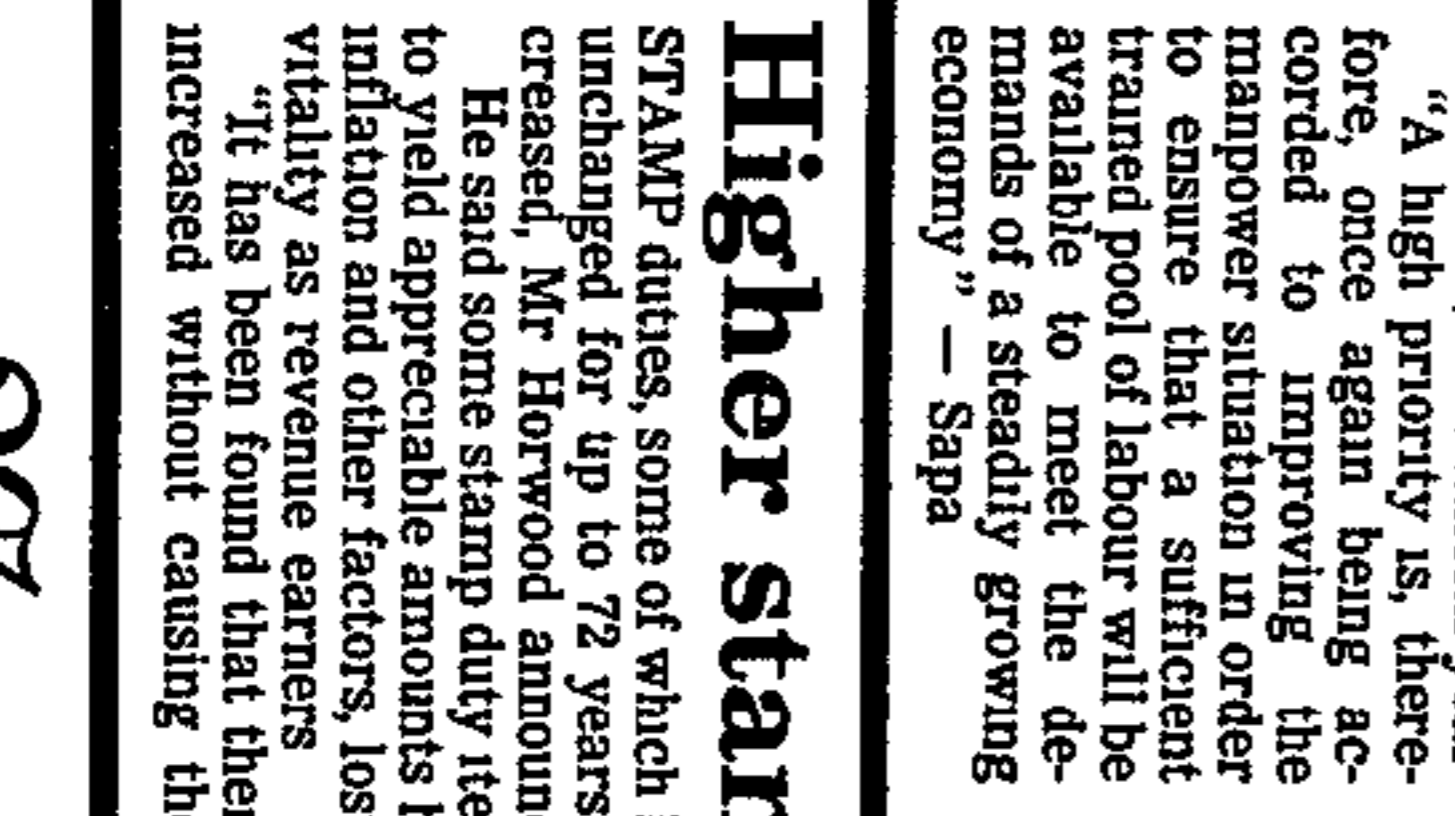
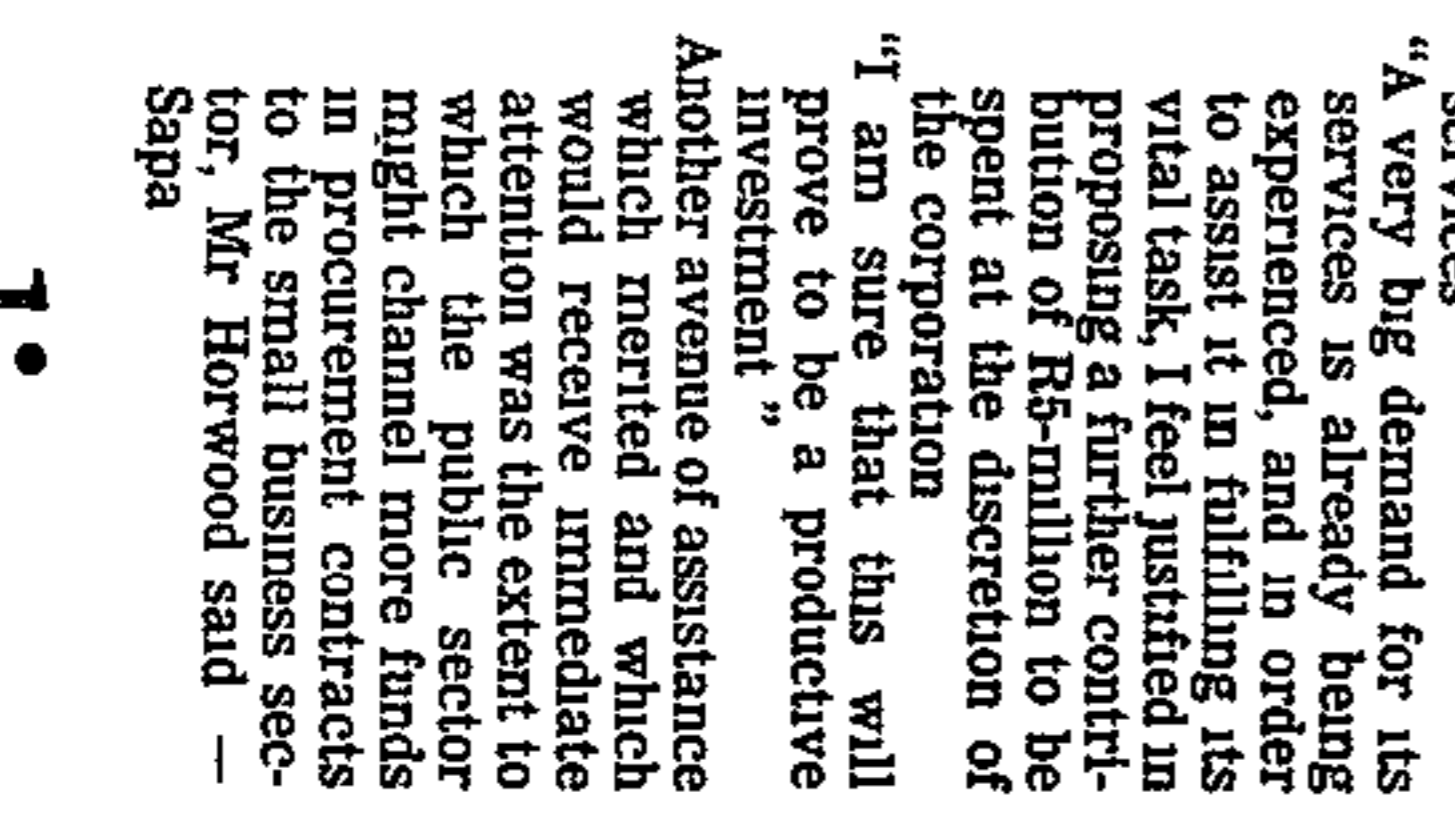
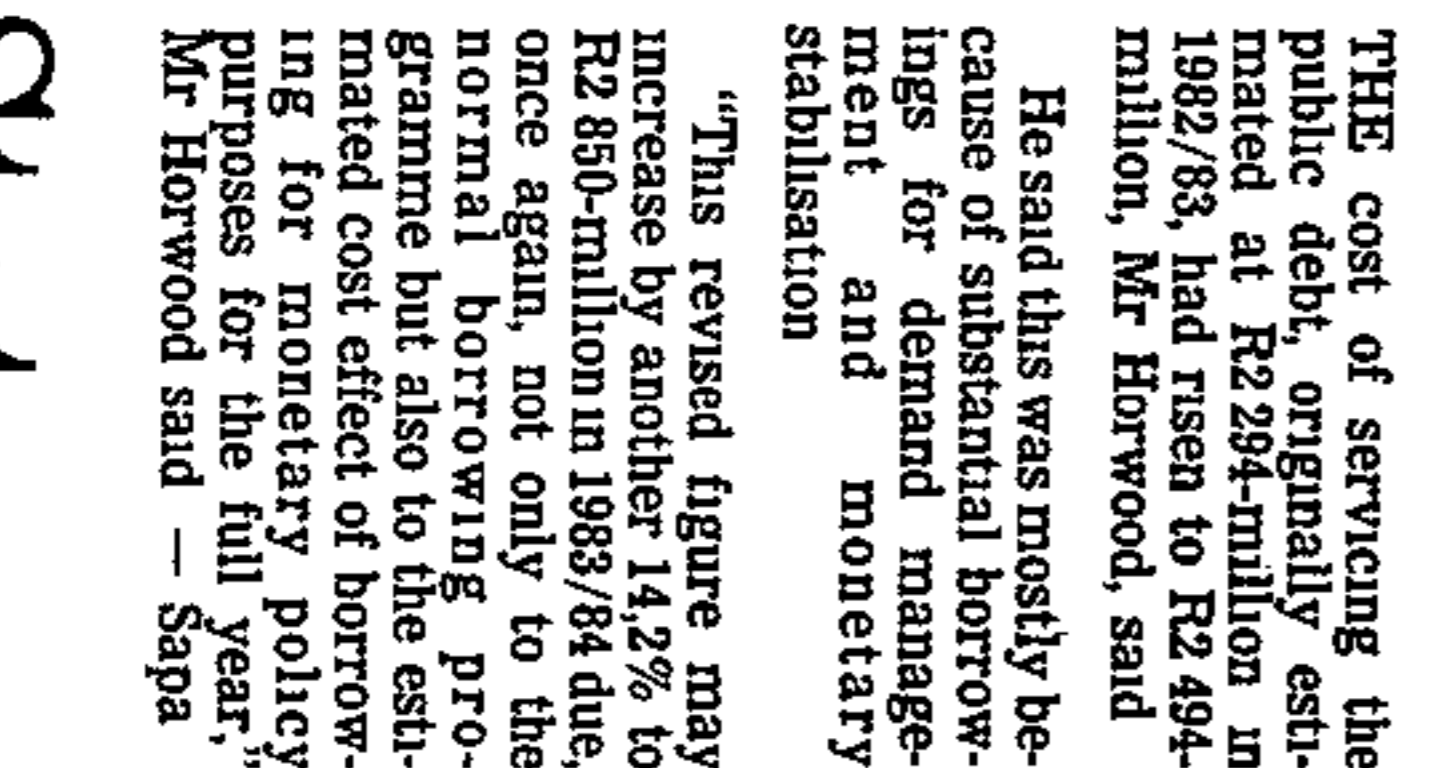
GST for advertising

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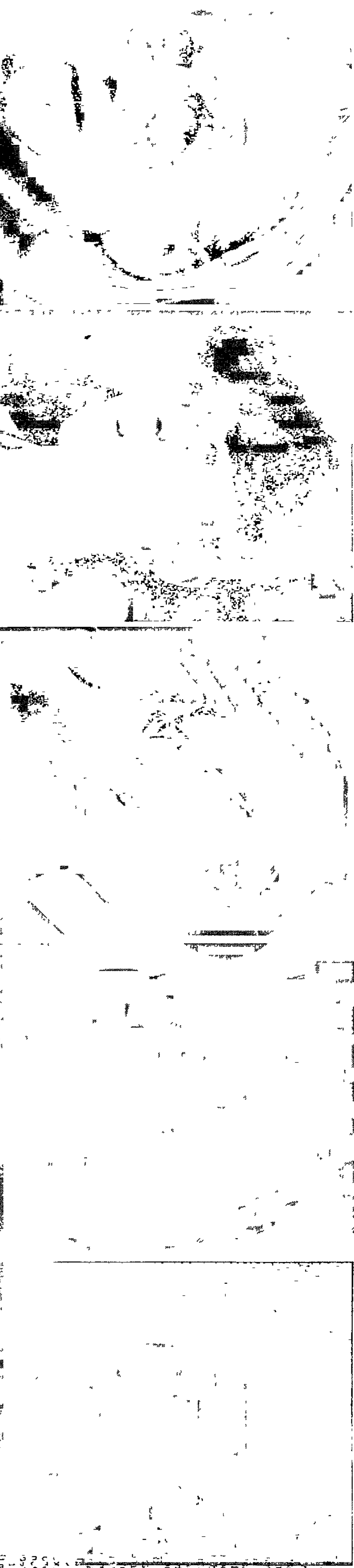
 **Standard Bank**

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Fiscal Facelift for building societies

Driving progress

Smiles for no pocket pickings by Horwood



"Quite reasonable" is Mr C Williams view of yesterday's Budget.

"I'm pleased pensioners will be getting something," said Miss T Arraloi.

"We could all do with a little more money," said Mr J Mentz.

To Mrs Ann Delsette, Mr Horwood's Budget "sounds fair"

"Sounds fine", said a smiling Mr Raymond Horwood when asked about the Budget yesterday.

PSA welcomes possible increase

By ANTON HARBER

THE Public Servants' Association yesterday welcomed the Budget that promised them a modest salary increase "should the position of the Exchange improve later this year".

The president of the PSA, Dr Colin Cameron, said that overall, his organisation was quite satisfied with the Budget although in certain areas the Minister "could have gone further".

He said there were three aspects of the Budget that affected civil servants: the increase in pensions, the housing concession, and the programme of occupational pay differentiation.

The PSA felt the increase in pensions was an appropriate concession and would be welcomed by all pensioners. The increase in housing subsidies was appreciated but was still not adequate to solve the housing problem, he said.

Govt should spell it out, says PRP

THE Progressive Federal Party yesterday demanded that before Parliament goes into recess tomorrow the Government tell South Africa what the new constitution is to be.

Responding to the Budget speech, Mr Harry Schwarz (PFP Yeoville), the Opposition's spokesman on finance, said "We are on the brink of constitutional development, with important by-elections pending, and we do not know what this Constitution Bill is. Surely South Africa is entitled to know".

"We demand that before this Parliament goes into recess we are told what is going to be in that Constitution Bill. We are not afraid to go to the country to debate that. Let the Government make it public".

Mr Schwarz described the Budget as "a bit of a damp squib because a few by-elections are hanging over us

Help for home owners hailed

Mail Correspondent

BUILDING societies face a whole new ball game after Mr Horwood's Budget speech yesterday — but one which some say they are ready to play.

And the concessions to young, would-be home owners are likely to mean a boost to flat sales and the home-building industry.

Mr Peter Richardson, President of the Association of Building Societies, said, in a statement to Sapa, he is pleased to see the Minister has given evidence of his desire to build up the home-ownership ideal.

We'll still have to struggle along, say the pensioners

By HELENE ZAMPETAKIS

PENSIONERS say they will still have to curb their food bills to keep going, despite increases totalling R100-million in the coming year for social, military and civil pensioners.

Pensions will be increased by R14 to R152 a month for whites, by R10 to R83 for coloureds and Indians, and by R8 to R87 a month for blacks.

The increases are lower than those announced in the last Budget.

Last year whites received an additional R16 a month, Indians and coloureds R12 and blacks R9.



HORWOOD'S BUDGET '83

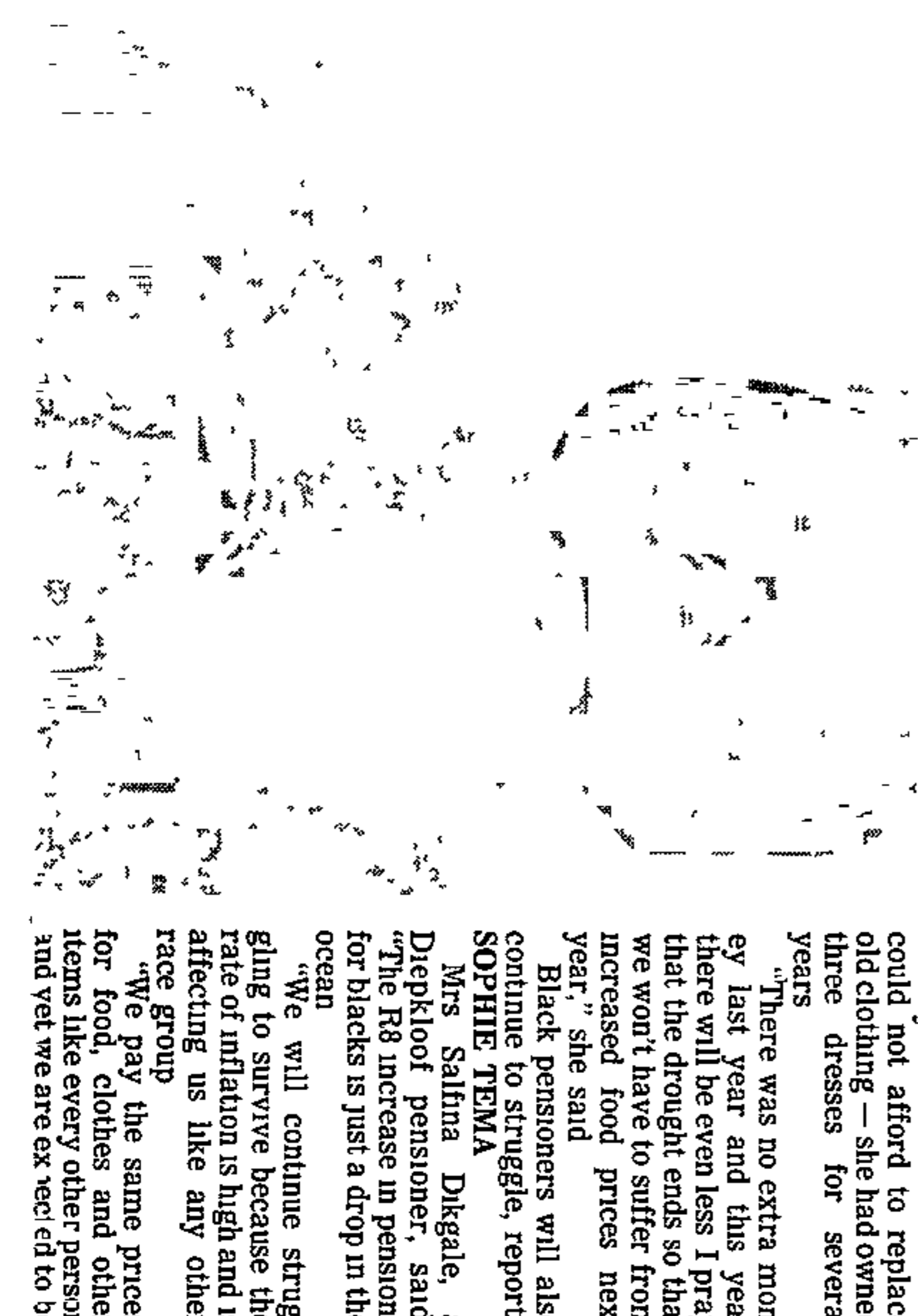
Views from the street

Mail Reporters

ALTHOUGH most people questioned in the street yesterday evening had not yet heard details of the Budget, the general reaction to the main issues was positive.

Businessman Mr J Mentz said he thought the abolition of the loan levy and refunding of amounts already paid was a good idea.

"After all, we could all do with a little more money," he said. He-905 was also in favour of the 10% increase for pensioners.



Horwood bound by recession and drought, says Consumer Council

Pretoria Bureau

THE Minister of Finance, Mr Owen Horwood, had no choice but to be conservative in his Budget approach, Mr Jan Cronje, Director of the Consumer Council, said yesterday.

Mr Cronje said the country was in a recession, had an uncertain gold price, an unacceptably high inflation rate and a devastating drought.

The Prime Minister had recently announced a drought aid scheme for which Mr Horwood had to find funds, Mr Cronje said.

Mr Horwood could not stimulate the economy at this stage as there was doubt over the gold price and because the fight against inflation was receiving high priority.

"It is essential that financial discipline be maintained by limiting the money supply and State expenditure."

This would place the expected upswing in the economy towards the end of this year on "a sound footing".

The Consumer Council was glad personal tax and GST were not increased. It was also glad to hear that loan levy was abolished.

The Budget did nothing to pay for combat inflation or unemployment, he said.

He welcomed the relief for pensioners but asked for an explanation why the means test levels had risen for whites only.

It was clear from the Budget that the Minister was still going to continue to pay for these mistakes, at a time of recession.

"This Budget offers him no relief," Mr Bartlett said. Against this background of alarming unemployment, the Minister of Finance had failed to take measures to encourage employment by stimulating labour intensive industries which he could

parent the Minister expected the man in the street to tighten his belt even further.

"The announced increases to pensioners are totally inadequate because they are well below the cost of living increases."

"In a nutshell, the Minister expects South Africa to bite the bullet while the Government marks time," Mr Bartlett said.

Business - that of transactions accounts and liquid asset requirements are to be brought in line with other financial institutions. It is important that they be determined on a basis of comparable investment instruments."

Mr Richardson said societies were disappointed that the phasing out of tax free concessions did not apply to the other institutions.

He said societies would welcome the removal of the restrictions under which they have been forced to operate.

"Concessions on home ownership savings scheme and to first-time buyers will stimulate the building industry," said Mr Mitchell.

But, with the planned phasing out of tax-free, indefinite period, and subscription shares - their main means of flexibility in dealing with interest rates - the societies may find it far more difficult to juggle mortgage bond rates, the Durban manager of the Trust Building Society, Mr Dennis Cockhead, said.

Experts said the doubling of the savings limit in the home ownership savings scheme from R10 000 to R20 000, plus an increase in the subsidy from 2% to 3%, was a reaction to inflation as the rates had not changed for some years.

But they agreed the proposed monthly interest rate payment would be a help.

Mr Wally Meyer, a director of R.M.S. Syretris, said in Durban last night. "This could boost the sale of flats in the range up to R50 000. The assistance to buyers could affect the price of those units to quite a considerable extent."

"If a first-time buyer borrows R40 000 at say 15%, his normal interest repayment will be R8 000 a year, or R500 a month. Now the 20% subsidy represents a saving of R100 a month, or R1 200 a year, which capitalised at 15% means the buyer could purchase a home costing R8 000 more than one for which he presently qualifies and be no worse off."

to individuals has been abolished, resulting in the maximum marginal tax rate returning to 50%. We welcome the donations tax concessions and the opportunity to comment further on the thorny fringe benefit issue.

"Another overall improvement will be the introduction

of a uniform tax system for all South Africans next year. The practical implementation of this policy, however, may prove extremely complicated, having regard to the "yagany".

But, said Mr Shaw, "we are concerned that the switch in emphasis from investment to

colour and Indians R29 and blacks R22. The bonuses would cost the Government R29-million.

He said the tight financial circumstances had decided the amount of the increase in civil pensions.

Under Mr Horwood's increases, white pensions will increase by 10.1%, against the latest inflation rate of 14.9%. The percentage rise for coloureds and Indians is 12% and for blacks, 15.8%.

As a result, only black pensions are keeping pace with inflation.

In a snap survey after the pension increases were announced yesterday, pension-

ers said they would have to spend less on food to make ends meet this year.

Mr N. Marberg, from central Johannesburg, said she already look in need of work to supplement her income.

She said she spent R95 a month on rent for her tiny one-room flat, and about R30 on food. There was no extra money for luxuries.

Mrs Marie Lombard said she would have to "cut the coat to fit the cloth" in order to survive.

The increase was not enough to keep her going, she said. Her rent swallowed R58 of her income and she relied on regular meals from the local church to keep her healthy.

Speaking from their cramped bed-sit, Mrs E. le Roux and Mr Jan Huyser said they had shared accommodation for years to cut the cost of rent.

Mr Huyser, who suffers

ends meet since we only get our pension every other month."

Mrs Dikgale lives with three of her eight grandchildren and has to fend for them.

She received R107 at the beginning of March, from which she had to pay R73,40 rent for two months for her four-roomed house.

She is left with R33,60 for food for her and her family and to augment that she sells fruit and delicacies on a dusty street corner in Soweto.

Like other black pensioners, Mrs Dikgale must wait until May to receive her next pension.

"I think the fact that the Budget has stayed pretty much the same is good in itself," he said.

It sounded good to Mr Raymond Ho who felt all round it had been a satisfactory Budget.

to hear pensioners will be getting something out of it," she said.

"I won't complain if our loan leaves are refunded though."

The Budget sounded "quite reasonable" to Mr C. Williams. He thought the 10% increase for pensioners was great and was very pleased that income tax and general sales tax had not been increased.

"I think the fact that the Budget has stayed pretty much the same is good in itself," he said.

It sounded good to Mr Raymond Ho who felt all round it had been a satisfactory Budget.

Housing scheme pleases

Mail Reporter

COMMENTING on the two new home-ownership concessions, Dr R.H. Lee, Director Resources and Planning of the Urban Foundation, said it appeared at first glance that they would affect mainly lower-income whites and higher-income blacks.

Any steps to increase access to home-ownership amongst any group of the population is fundamentally a good idea from the foundation's point of view, but pending details of the scheme we cannot estimate what kind of impact it will have on the low-income groups with which we are primarily concerned," he said.

The executive director of the National Association of Home Builders, Mr Johan Grosus, welcomed the measures, describing them as "modest, but positive steps to improve home-ownership".

Conservative, say bankers

Mail Reporter

THE budget is conservative in substance, but has a continuously optimistic ring about it, according to Mr Andre Hamersma, group economist of Standard Bank.

Mr Hamersma said "If the Minister can indeed limit the growth in public spending to the 10,3% rise provided for, it would be a major achievement, particularly because a large increase in expenditure on education and defence, and for drought relief are provided for."

Government revenues are notoriously difficult to forecast, but while the underlying

Institute chief welcomes the significant changes

Mail Reporter

THOUGH the Budget at first glance appears to preserve the status quo, it introduces a number of significant changes, according to Mr Martin Shaw, president of the South African Institute of Chartered Accountants.

Commenting on the Budget in Johannesburg yesterday,

Mr Shaw said his institute welcomed the improvement in retirement benefits and the repayment of loan levies to some 340 000 taxpayers who, earning less than R7 000 a year, would be removed from the register.

"Naturally we are pleased that the loan levy applicable

Good and bad, says industry

Mail Correspondent

THE Federated Chamber of Industries accepted that under present conditions the Minister of Finance had correctly given the country a conservative budget with the primary objective of curbing inflation.

Dr Johan van Zyl, executive director of the FCI, told Sapa last night.

Commenting on the Budget, he said premature stimulation of the economy and direct intervention in market processes would not achieve this.

"The chamber also approves steps taken by the Minister to contain Government expenditure increases and also the size of the deficit before borrowing."

"The concessions made to the man in the street are welcomed, especially the scrapping of the loan levy and help to new homeowners and pensioners."

'Much talk about inflation, but no solution advanced'

Mail Correspondent

PORT ELIZABETH - Mr Horwood came under fire in Port Elizabeth yesterday for only talking about inflation without offering solutions other than to pin his faith on demand management.

But his announcement that the recommendations of Mr Louis Rive on improving living conditions in the Eastern Cape would be seriously considered by the Cabinet was welcomed.

Mixed reaction greeted his proposal of greater private sector equity involvement in State corporations such as Eskom, Iscor and Foskor and Government departments such as the South African Transport Services and Post and Telecommunications.

The Midlands Chamber of Industries (MCI) found it difficult to believe that such a step would reduce tariffs, the Port Elizabeth Chamber of Commerce was prepared to give it serious consideration, while a University of Port Elizabeth economist thought it would lead to improved productivity.

Nevertheless, the Budget proposals were generally welcomed, but with certain reservations about the retention of the import surcharge, the wisdom of abolishing the loan levy instead of reducing company tax and the effect of substituting depreciation for investment allowances.

The chairman of the Port Elizabeth Afrikaanse Skekramer, Mr Urban Hourgard, said businessmen would benefit from the R230-million in loan levies which were being abolished.

Mr Tony Gilson, director of the Port Elizabeth Chamber of Commerce, said his chamber thought the suggestion of private enterprise involvement in the finance of State corporations and departments warranted consideration because any steps which would reduce their contribution to inflation had to be welcomed.

'SABC bound to benefit'

Mail Reporter

THE introduction of sales tax on publicity services was "fair and reasonable", said Mr Michael Taylor, chairman of Trans World Services.

TWS claims to be the country's largest public relations consultancy, with offices in Cape Town, Durban and Johannesburg.

"The only way to keep an indirect tax such as sales tax down to a reasonable level is for it to be applied across the board. It's far better to tax people on what they spend rather than on what they earn, and sales tax does just that."

"The Government has, quite rightly, refused to base its rates and as this means of advertising reached into the homes of millions, they were bound to be the only ones benefiting."

Assocom approval for the 'disciplined approach'

Mail Reporter

THE Association of Chambers of Commerce was generally supportive of the conservative and disciplined approach in the Budget, Mr Harold Wilnot, President of Assocom, said in a statement last night.

However, Assocom believed more should have been done in the Budget to directly reduce the rate of inflation - which Assocom considered

was the main problem for 1983.

"Inflation could well be aggravated by the impact of the drought on food prices. Indirect taxes - the import surcharge, GST and ad valorem duties - have contributed to the inflationary process, and a modification in the rates of these taxes would have assisted in reducing inflation."

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Mr Horwood

tidies up

while the roof caves in

BY KEN OWEN

BETWEEN 1914 and 1917 — the date of the Communist revolution in Russia — the price of food trebled, and the cost of other commodities increased by as much as 2 000%. This was the effect of financial mismanagement by the Kerenky Government

A visitor to Russia found the middle classes had during that period become much more conservative, and the lower classes much more radical. The reason, of course, is that inflation makes the rich richer, the poor poorer.

Mr Owen Horwood is a former professor of economics as well as a Minister of Finance, and he knows that persistent inflation is evidence that a country's finances are being misman-

aged. The experience of Rhodesia, we must raise the living standards of the poor at a rate which will make the appeal of revolutionary rhetoric.

What is a black man to make of a society in which a white clerk, having bought a house on credit for R40 000, having paid his monthly instalments with the help of a Government subsidy, and having done nothing but sit on his investment, can show a profit of R40 000? What must that black man think if his salary is R400 a month? Soon after the 1976 riots, radical youngsters from Soweto ran tours through Houghton so that black schoolchildren could see for themselves 'how white people live'.

It was clever politics, but perhaps unnecessary. Today the same effect can be achieved by letting those

selves tired of all this nonsense. They simply didn't have the time or the resources to enforce silly moral prohibitions, and they persuaded the Government to abolish the liquor laws. Today we don't even remember that we once thought them necessary.

Similarly, the Government has finally decided to get out of the landlord business by selling off 500 000 houses, and for much the same reason. It can't cope with the work.

Not that we learn much from experience. The police still run around chasing black people who happen to be in the wrong place at the wrong time, and locking them up, and producing them in court, and chasing unpaid fines, and generally wasting time and money doing things that are utterly unnecessary. Meanwhile,

and have to use conscripts from the army to keep going.

Many people blame excessive expenditure on the armed forces for the state of the country, but this is not necessarily so. The military budget is acceptable so long as it remains below 5% of gross national product, and provided it is used to strengthen the defence capacity of the country rather than to, say, collect taxes or run the health services in Kwanabele. (The fact that Armscor is laying off workers does, however, raise a question whether the military budget is being used as well as it should be.)

The trouble lies elsewhere. Mr Horwood has budgeted a little more than R3 000-million for defence but R1 000-million goes for community development, which is the phrase the Nationalists use for smashing



● Mr Horwood... as a former professor of economics he knows persistent inflation is evidence that a country's finances are being mismanaged — and he must know inflation in SA has gone on too long.

The cost lies not so much in money as in the diversion of manpower and resources from productive to wasteful endeavours. For example, the Government has already moved 82 000 coloured families under the Group Areas Act, and plans to move another 5 000.

By the time it has found them, and prosecuted them, and built new houses for them, social patterns or political relationships may well have changed so much as to make the moves irrelevant.

In Johannesburg the Government spent millions to move an Indian community 1 500m down the road, yet it plans to move another 4 000 families.

Meanwhile, the essential services of government — the collection of taxes, the registration of titles, the distribution of pensions, the management of public health — fray under the pressure of Mr Horwood's light-money policies.

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ROOT CAUSES IN

By KEN OWEN

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A visitor to Russia found the middle classes had during that period become much more conservative, and the lower classes much more radical. The reason, of course, is that inflation makes the rich richer, the poor poorer.

Mr Owen Horwood is a former professor of economics as well as a Minister of Finance, and he knows that persistent inflation is evidence that a country's finances are being mismanaged.

There must lurk in the back of his head the worrisome thought that South Africa's inflation has gone on just too long. He has been struggling for nine years to bring it under control, and he has failed.

We are a long way from the situation that prevailed in Russia in 1917, and the analogy should not be driven too far, but the social consequences of our Government's financial policies are already becoming nastily evident.

There is a capricious redistribution of wealth, from the poor (like pensioners or the black unemployed) to the rich. Sharp spenders make quick fortunes, stolid and prudent savers go bust. Envy of sudden fortunes creates a climate in which the civil services collapses, and in which corruption breeds or is suspected to breed.

This is a tragedy because South Africa has the capacity to outrun the revolutionary expectations that have brought so much of this content to misery. But if we do avoid repeating on a

grand scale the experience of Rhodesia, we must raise the living standards of the poor at a rate which will mute the appeal of revolutionary rhetoric.

What is a black man to make of a society in which a white clerk, having bought a house on credit for R40 000, having paid his monthly instalments with the help of a Government subsidy, and having done nothing but sit on his investment, can show a profit of R40 000? What must that black man think if his salary is R400 a month?

Soon after the 1976 riots, radical youngsters from Soweto ran tours through Houghton so that black schoolchildren could see for themselves 'how white people live'.

It was clever politics, but perhaps unnecessary. Today the same effect can be achieved by letting those young people count the number of luxury cars on the streets, courtesy of the Receiver of Revenue. If Mr Horwood could devise a healthier tax system, some of the money that now goes into tax-free luxury might go into the investment required to provide jobs for those young people.

Look at the matter from another perspective. Not many years ago it was illegal for black people to buy 'European' liquor. The consequences of that prohibition were quite similar to the consequences of Prohibition in the United States: shebeens flourished on untaxed turnover; black people, like Americans, developed the habit of consuming short, deadly concoctions that could be downed in a trice — before the police came.

Courts were packed with transgressors of the liquor laws. Jails filled up. Gangsters built empires on the illegal supply of liquor. Corruption was not uncommon, and policemen had to spy on other policemen.

In the end the police them-

selves tired of all this nonsense. They simply didn't have the time or the resources to enforce silly moral prohibitions, and they persuaded the Government to abolish the liquor laws. Today we don't even remember that we once thought them necessary.

Similarly, the Government has finally decided to get out of the landlord business by selling off 500 000 houses, and for much the same reason: it can't cope with the work.

Not that we learn much from experience. The police still run around chasing black people who happen to be in the wrong place at the wrong time, and locking them up, and producing them in court, and chasing unpaid fines, and generally wasting time and money doing things that are utterly unnecessary. Meanwhile, car theft ranks as one of the country's major businesses.

One result is that we don't have enough police to manage internal security, so the army has to perform internal security duties in some parts of the country, and then productive and highly educated young men must be called away from useful work to go and sit in the veld. The search for qualified manpower becomes a desperate and inflationary business throughout the private sector of the economy.

Mr Horwood has been highly complimented for his latest Budget, and rightly so. He and his chief advisers, Dr Gerhard de Kock and Dr Joop de Loor, constitute the best financial team this country has had since the Nationalists came to power.

Control of Government spending is generally regarded as the key to curbing inflation, and Mr Horwood's team has done everything it can on this front. Indeed, it may have done too much. Several essential Government departments are now in a state of virtual collapse

and have to use conscripts from the army to keep going.

Many people blame excessive expenditure on the armed forces for the state of the country, but this is not necessarily so. The military budget is acceptable so long as it remains below 5% of gross national product, and provided it is used to strengthen the defence capacity of the country rather than to, say, collect taxes or run the health services in Kwandebele. (The fact that Armscor is laying off workers does, however, raise a question whether the military budget is being used as well as it should be.)

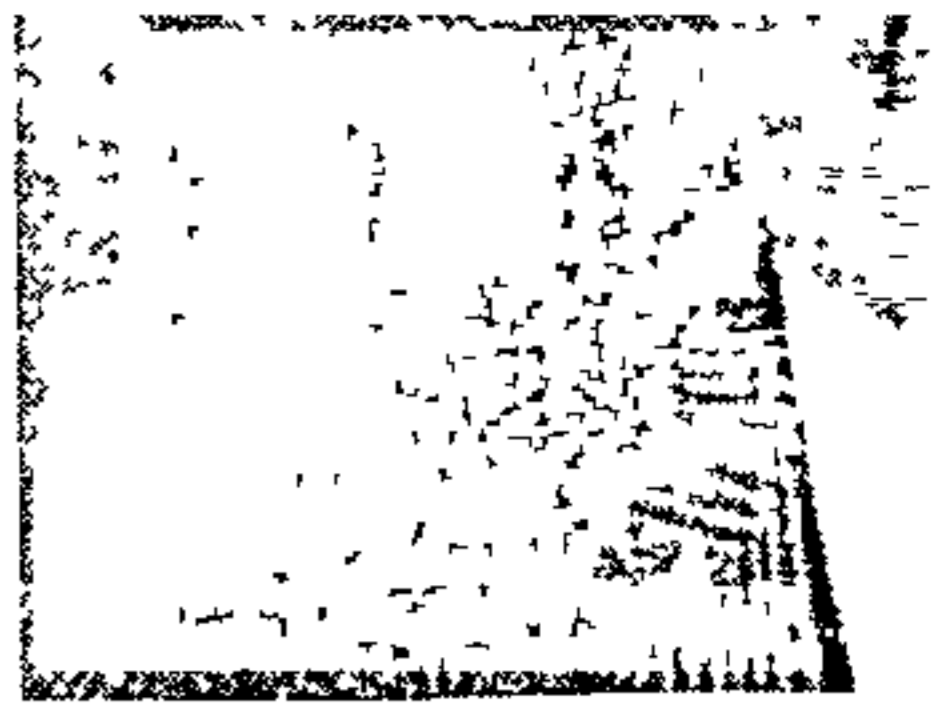
The trouble lies elsewhere. Mr Horwood has budgeted a little more than R3 000-million for defence but R1 000-million goes for community development, which is the phrase the Nationalists use for smashing people's houses and persecuting them for paying rent to the wrong landlord.

The Department of Internal Affairs, which spends much of its time trying to devise and administer a system of passbooks for the entire population — and does so with spectacular incompetence — gets more than R1 000-million. And so forth.

Meanwhile, we continue the folly of subsidising paupers to live in R50 000 houses. We give subsidies to farmers so incompetent they don't belong on the land, and to farmers so efficient they don't need help.

At every level, the Budget misallocates resources to serve special interests and powerful lobbies at the expense of the country.

Each of these votes will be examined in Parliament, but if the past is any guide, the debate will generate more heat than light. In the end, nobody will question seriously the priorities of the Budget, and Mr Horwood's figures will prevail. Billions — not millions but billions — will be spent on social engineering.



The cost lies not so much in money as in the diversion of manpower and resources from productive to wasteful endeavours. For example, the Government has already moved 82 000 coloured families under the Group Areas Act, and plans to move another 5 000.

By the time it has found them, and prosecuted them, and built new houses for them, social patterns or poli-

Paper No. ...
(to be copied)

NOTE CARE

despite the fact that the law required they satisfy themselves the funds were used for the purpose for which they were voted

Their actions, of course, were retrospectively legalised, but only after they had led to enormous embarrassment for the country as a whole and untold damage to its reputation for fiscal and legal probity

Individuals' rights

Official secrecy can also damage the legal rights of individuals. Thus during the trial of the Seychelles mercenaries a certificate from the Minister of Defence prevented (on security grounds) the leading of evidence which some of the accused, and their lawyers, seemed to feel was relevant to the defence

If secrecy can be justified in areas like defence, arms and oil procurement, it is considerably harder to do so when it is applied to the normal activities of the police and prisons departments or to (non-oil) strategic stockpiles

No police force or prisons department is

cur all over the world. But in SA both are hedged about with provisions that make it legally perilous to allege abuse except where total proof is available. It is hardly an accident that there has been no major press investigation of conditions in SA's prisons since the *Rand Daily Mail* was prosecuted following such an investigation in the late Sixties

Strategic stockpiles on the other hand are almost totally shrouded in secrecy and many millions of rands of taxpayers' money are tied-up in interest-free loans to enable businesses to finance them

How are they controlled? Do government-financed stockpiles contain items that might only dubiously be described as strategic? Do the relevant departments have sufficient manpower to oversee the use of funds? No one, apart from those concerned, knows

The trend in government legislation enjoining secrecy is towards broader and more vague laws that leave public and press unsure of what is, or is not, allowed

risking prosecution and allowing the courts to decide what the law actually means — a perilous and expensive procedure

Thus the Key Points Act, protecting certain plants and installations and prohibiting publication of information about security precautions also enjoins secrecy about the identity of key points. Thus if someone wants to write about a particular installation or factory he has no way of knowing whether it has been declared a key point. The only safe thing to do is to write nothing

Examples of government secrecy, its consequences and doubts about its justification could be multiplied. The extent of the sabotage damage at the Koeberg nuclear power station for instance is still unknown

With government still fulminating about the "total onslaught," it is perhaps naive to hope the trend towards ever greater secrecy will be reversed. But it should be if an expanded Parliament is to be master of the fate of our country

Streamlining

Government's decision, announced in the Budget, to move the short-term banking activities of the Public Debt Commissioners (PDC) to the National Finance Corporation (NFC) has been welcomed by the money market. "It's a very good idea," said one dealer. The authorities were clearly trying to streamline the system, added another.

The PDC handles about R500m of short-term or "pooled" funds. These are monies from various government or semi-government departments which are not immediately required for expenditure purposes.

It also runs a portfolio amounting to more than R10 billion which represent the long-term or "earmarked" funds, generally pension monies, for the same departments.

Finance Minister Owen Horwood said in the Budget speech that the committee of inquiry which looked into the affairs of the PDC argued that the problems of the organisation stemmed from the dichotomy in its activities concerning short- and long-term funds. The short-term monies are generally invested in Treasury bills or held on deposit at the NFC. The cash for the pension funds, on the other hand, goes into long-dated government or semi-gilt stocks.

The PDC faced a number of difficult problems last year. At one stage the funds it had on deposit from government departments were costing it more than it could earn by investing them in short-term money market instruments.

Horwood said an announcement about administrative and organisational changes, as well as interim arrangements to prevent disruption to the financial markets, would be made soon.



Horwood . . . streamlining the system

Members of the money and capital markets do not believe the changeovers will disrupt the mechanism of those markets. They do, however, suggest that the Local Loans Fund, whose name will probably be changed, might find itself paying a slight premium for funds compared with those commanded by established borrowers. This is because rates are supposed to reflect risk.

The speculation in the markets is that amendments will be made to the two acts governing the PDC and the NFC. There are six commissioners, including the Finance Minister. The title of the PDC is likely to be changed to include the word "investment" instead of "debt" and they might also be renamed "trustees".

The change is unlikely to occur this year. It seems probable that the amendments to the legislation will take place in time to allow for a changeover perhaps at the start of the next fiscal year in April 1984.

The PDC also manages the Local Loans Fund. It is a statutory fund established to help small local authorities, which have difficulty in borrowing on the local capital market, raise the necessary money. Under the rules governing the fund, local authorities with total debt not exceeding R2,5m can borrow up to R1m from five to 40 years.

Horwood said "The Croeser Working Group recommended that this fund be turned into a development fund with borrowing powers of its own to assist all types of smaller local authorities to finance their capital expenditure at more reasonable rates." So the fund is to be transferred to the Ministry of Finance for administration once the necessary legislation has been passed.

An interesting aspect from the point of view of the capital markets is that the fund might become a borrower in its own name. There is also speculation that the fund might incorporate the borrowing functions of the administration boards, both the existing ones and those to be set up.

10/4/83 (250)
Civil service keeps growing

By GERALD REILLY
Pretoria Bureau

VIRTUALLY the only area of the economy which is showing employment growth is the country's swollen public sector, according to latest statistics

In spite of the Government's campaign for a smaller and more efficient service, the numbers have continued to escalate over the past three years — and there is still an official 14% shortage

In the year to the end of June last year, the public service establishment increased by more than 10 000 posts.

However, there are serious shortages of professional and technical personnel in some departments — a shortage which is hobbling planning and development.

But in other areas of the economy, the latest central statistical office figures show, there has been a steady drain of workers to the ranks of the workless

In five major areas of the economy — mining, construction, manufacturing, transport and communications — total employment dropped between December 1981 and December last year by 104 402 to 2 918 243

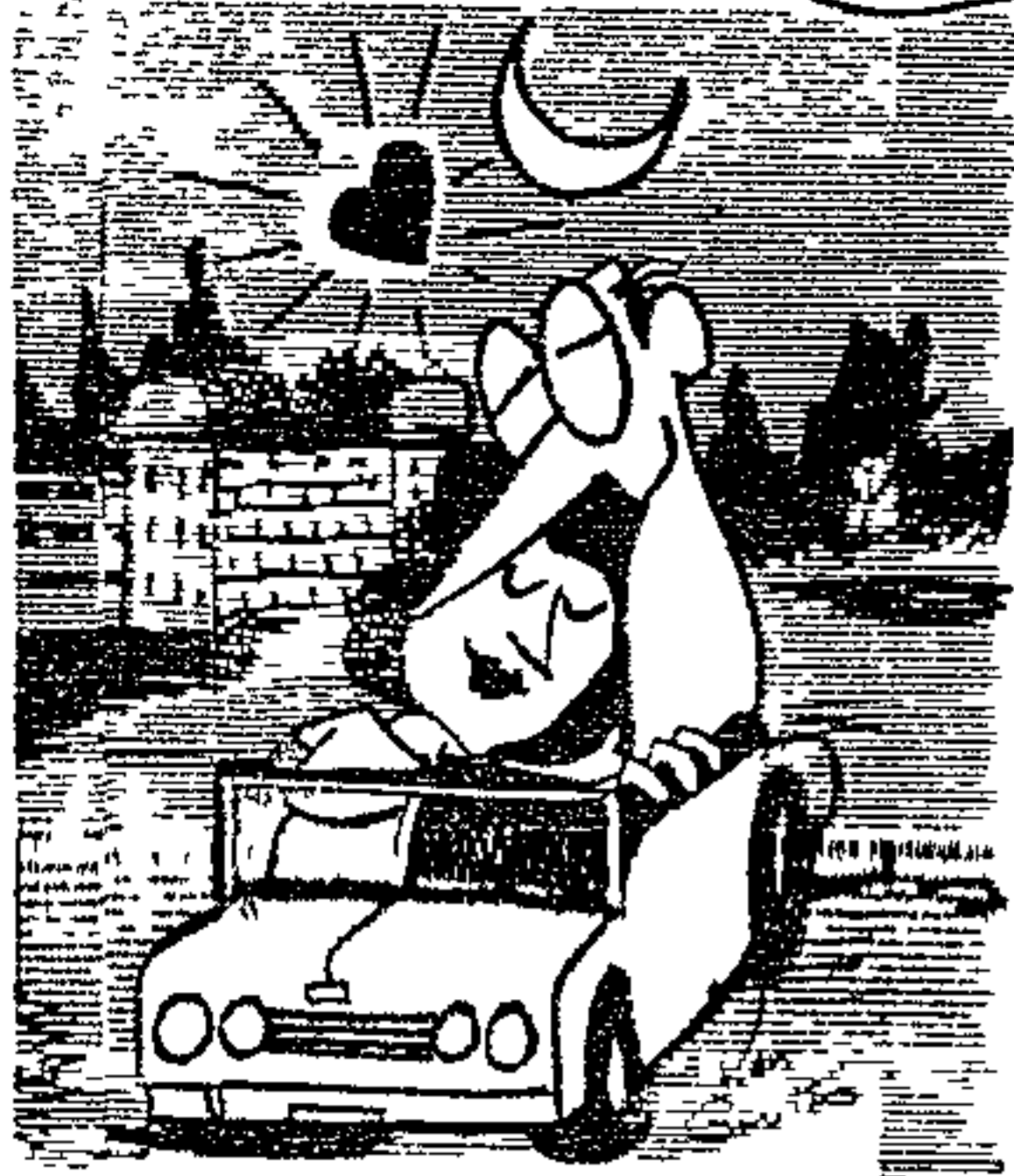
In mining the drop was 25 630 to 683 782, in manufacturing a huge 62 800 to 1 413 900, in construction 17 200 to 421 200, and in South African Transport services by 12 993 to 256 549

Since December last year, retrenchments have continued particularly in the steel, car and manufacturing industry. The railways policy is still not to replace those who retire and to put off re-employed pensioners

Economists said that, if the threat of industrial power cuts became a reality towards the end of winter, unemployment would be seriously aggravated.

According to the latest report of the commission for administration, the central government departments were still unable to recruit and retain sufficient personnel in a large number of fields of work.

This led to the employment of part-time and insufficiently qualified workers



Years have dulled clang of State's status symbol

By Sheryl Raine, Pretoria Bureau

There was a time, veteran civil servants here recall, when a man could ask for the hand of his loved one and be assured of a wife just by telling her father that he worked at the Union Buildings.

Such was the prestige of the civil service and the fame of Sir Herbert Baker's architectural masterpiece

Today things have changed

The civil service struggles to keep pace with salaries offered by the private sector and the vast majority of civil servants have never entered the Union Buildings

Most work in buildings scattered throughout the centre of Pretoria because the Union Buildings now has space for only three Government departments Even these have additional premises and personnel elsewhere

With 464 rooms, the Union Buildings was designed back in 1910 to accommodate about 1 500 government staff.

These days the civil service, nationwide, is more than 120 000 strong.

Housed in the Union Buildings now are a few staff attached to the Department of the Prime Minister, about 350 with the Department of Foreign Affairs and Information, and about 130 attached to the Department of Constitutional Development and Planning

In the Pretoria central area 126 buildings, now house Government departments compared with 117 five years ago

Forty-three of the buildings used for Government officials today are State-owned while 435 158 sq m of space are hired from the private sector in 83 buildings

Five years ago the State owned 41 buildings in central Pretoria and rented 380 367 sq m in 76 privately owned buildings

Despite its decreased importance as the main house of Government officials, the Union Buildings remain a status symbol and legends and jokes about this national landmark abound

A few years ago the buildings' famous clock was running slow

"It's the nestlings," explained the master watchmaker of the day

"When the baby pi-

To Page 2, col 1.

APR 1983

Status symbol muted

From Page 1

geons are born I know I am going to have trouble with the clock. They sit on the hands when learning to fly and their weight is sometimes enough to slow the clock's movement and make the nation late.

A shocked newcomer to the country's administrative capital once wrote a letter to a Pretoria newspaper explaining how the buildings got their name.

One night he drove with his wife to the Union Buildings to get some fresh air. There he saw 40 or 50 cars parked in the murky shadows of the seat of Government.

Couples in the cars were all engaged in "union".

The Star

PFP: Cut Le Grange's salary

250
3/5/83

HOUSE OF ASSEMBLY. — The Progressive Federal Party yesterday called for a R5 000 a year salary reduction for the Minister of Law and Order, Mr Louis Le Grange, who was described as having neither understanding nor feeling for justice or freedom.

Speaking in the debate on Mr Le Grange's Budget vote, Mr Harry Pitman (PFP Pinetown) said Parliament was asked to approve the allocation of funds to the minister's department, and he enumerated the PFP's criticisms of the way Mr Le Grange addressed himself to the problem of law and order in South Africa

Among the criticisms was the cover of this year's annual Police Report

"If we in this party were the government, we would not allow an annual Police Report with a cover like this one — a policeman holding a rampant, brute of an animal, fangs bared and attacking

"Is this a symbol of law and order in South Africa. Does the minister want law and order to depend upon this sort of savage brute?"

Mr Pitman said this savage image had never previously been projected.

Also, the annual reports no longer gave the information they used to give. Whole categories of statistics were now excluded

Mr Pitman also criticized the way the minister treated detainees. Mr Le Grange's directives for the treatment of detainees were "almost useless"

"They are only internal regulations and are not subject to judicial or independent scrutiny and enforcement"

The fact that the minister had banned public meetings for another year showed that he and the government did not care about the right of

assembly or any civil rights at all

Mr Pitman said "I cannot find any area in which this minister has put a foot right I move, Mr Chairman, that his salary be reduced by R5 000 per annum"

● Mr L Wessels (NP Krugersdorp) said Mr Pitman's statements were most irresponsible and not to the advantage of South Africa

"Mr Pitman presents himself as a fighter for the interests of the South African Police, but what will the position of the police be if the PFP were in government?"

"The SAP maintains law and order under difficult circumstances and Mr Pitman has never said a positive word about their action. He is totally biased"

Mr Wessels said the PFP did not recognize the positive steps taken by the police in the maintenance of law and order

That party also did not admit to the realities of the onslaught against the country

Defending the use of road blocks, Mr A Vlok (NP Verwoerdburg) said nearly 5 000 summonses had been issued as a direct result of police road blocks — Sapa

Telephone: (011) 838 5861

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Minister: Sacos a 'clique of politicians'

HOUSE OF ASSEMBLY — The South African Council of Sport was a "clique of politicians" who wanted to use sport as an instrument to promote their own ideas, the Minister of National Education, Dr Gerrit Viljoen, said yesterday

Replying to the debate on his vote, he said Sacos claimed to be the representative of South African sport, just as Swapo claimed to represent the people of SWA/Namibia

Quoting from a pamphlet published by the South African Olympic and National Games Association, Dr Viljoen said the claim by Sacos of being a non-racial organization was incorrect

Its membership was virtually only Indian and coloured, with no meaningful participation by blacks, and none by whites

The percentage of sportsmen Sacos represented, according to its own figures supplied in 1981, was less than 14 percent of that of other sports bodies in South Africa — Sapa

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Year

Le Grange gets a tongue-lashing

AKGAS 3/5/83

256

Parliamentary Staff
THE Minister of Law and Order received a tongue-lashing from opposition speakers when he was accused of being at the core of the "sickness" in South African society

Mr le Grange came under fire on several issues — including the treatment of detainees and the shooting of civilians by police — during the standing committee debate on his budget vote

During the debate he said the possibility of introducing closed-circuit television cameras into the cells of detainees was being investigated. This would enable them to be watched continuously to ensure that no detainee came to harm

The chief official Opposition spokesman on law and order, Mr Harry Pitman, introduced a motion that the Minister's salary be reduced by R5 000 a year, because he could not "find any area in which the Minister has put a foot right"

RECKLESS

He criticised Mr le Grange for "persistently jumping to the defence" of policemen who "recklessly killed innocent citizens". In this way the Minister continually smeared the great majority of policemen with the gross standards of behaviour of the renegade few

Should the progressive Federal Party be in power it would not, like Mr le Grange, take the attitude that the attempted military coup in a foreign country (the Seychelles) by an armed force from South Africa, and the hijacking of an international aircraft, were not offences of any sort but merely "a playful running around in the bush and breaking of windows"

This was the attitude the Minister had publicly expounded, and was appropriate to primary schoolboys rather than a Minister of Law and Order



83 41

Mr Pitman condemned the Security Police, which "all their working lives, work outside the confines of civilised procedures"

He said Mr le Grange's ministerial directives for the treatment of detainees were "almost useless" — only internal regulations not subject to judicial or independent scrutiny and enforcement

DETAINEES

Detainees were the main subject of the speech by Mrs Helen Suzman (PFP Houghton), who posed several questions on certain detainees

In particular she queried the plans the Minister had for two people being held under Section 28 of the Internal Security Act — David Thobela, captured in Mozambique in 1981, and Mordecai Tansa, first held in December 1979

Mrs Suzman also attacked the Minister for his "misguided sense of loyalty" in defending policemen who shot innocent citizens

Mr le Grange indulged in far too much condonation of dubious actions of the police, and shooting "in self-defence" appeared to be a daily occurrence in South Africa

Mr Brian Page, New Republic Party spokesman on law and order, joined the PFP speakers in criticising Mr le Grange

Each time the Minister made an ill-timed, badly worded statement loyal

167	174	174	102
174	174	692	102

South Africans of all political persuasions "winced" with embarrassment, while detractors in South Africa danced with glee and the international anti-South Africa lobby "drooled" with excitement

He "sincerely hoped" that the Minister would carefully reconsider his "shoot from the hip" attitude before he made statements in future

Replying, Mr le Grange said it was to be expected that Mr Pitman and Mr Page would criti-

Members	573	373	625	253	637	480	62
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1980 figures are preliminary.

1970-1979 figures from the Department of Manpower Utilization period 1 November 1979 to 31 November 1979.

1980 figures from the Department of Manpower Utilization.

the
cise him so strongly, because they were always competing to see who could react most strongly to his actions and utterances

He vehemently denied that he had ever "praised" a member of the force for shooting anyone in circumstances such as those surrounding the shooting of Mr Koos Duvenhage in Johannesburg recently

When such incidents occurred he did everything possible, including instituting investigations and putting all the facts before the Attorney-General for his decision

The police were involved in an extremely sensitive and difficult task, and it was only human that mistakes were occasionally made

When a mistake was made he would not lambast the culprit in public, but speak to him behind closed doors. Morale as well as trust between the force and the Government had to be maintained

Civil service gains staff

Argus 5/5/83 (250)

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IN A sharp turnabout the civil service gained more personnel last year than it lost and the situation should continue to improve

In 1981 the civil service had a net loss of 3 097 employees. But in 1982 this was converted into a net gain of 2 655

Figures for the first three months of this year show the civil service had a net gain of 2 745 employees — a figure slightly better for the whole of last year

The chief director (planning) of the Civil Service Commission, Mr I H Robson, said the position has changed positively to a large degree over the past 15 months

The staff position had improved at all job levels but stronger gains had been made with re-

cruits from matric and Standard 8 levels of education than in higher levels

SERIOUS SHORTAGE

There was still a serious shortage, in some cases more than 50 per cent, of professional and technical staff

However these shortages were being experienced in the private sector as well

There were two reasons for the improvement in the staff position

- Many people had turned to the civil service because of the cooling off in the economy, which had decreased job opportunities

- The pay policy pursued by the civil service over the past two years had meant many occupational groups had been restructured to compare more favourably with the private sector

He was inclined to believe the gains shown over the last few months would continue, Mr Robson said

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 Iron Moulders So
 African Transport Workers Union
 Tramway & Omnibus Workers Union (Cape)
 Food, Beverage & Allied Workers Union
 Witwatersrand Baking & Confectionery Industrial Union
 National Union of Wine, Spirits & Allied Workers
 Bakery Employees Industrial Union
 Union of Johannesburg Municipal Workers
 Sweet, Food and Allied Workers Union
 Electrical and Allied Workers Union of South Africa
 African Leather Workers Union (Transvaal)
 S.A. Airways Engineering Association
 S.A. Laundry, Dry Cleaning & Dyeworkers Union
 S.A.R. & H. Coloured Staff Association (Northern Areas)
 Transvaal Leather & Allied Trades Industrial Union

12 MAY 1983

State

saves

R33,5-m

in jobs *START*

Financial Staff

Boosted productivity in certain sectors of the public service has meant the number of new posts can be curtailed — saving the State more than R33,5 million a year in salaries alone.

This emerged from the Commission for Administration's 1981/82 annual report, recently published in Pretoria.

The report said more than 120 financial incentive schemes were the reason for increased productivity.

Just over 10 000 people were now doing the work which would otherwise have been distributed among 17 800.

Chairman of the commission, Mr Jimmy van der Merwe, said the emphasis within the public service had shifted away from creating new posts for coping with the increasing workloads.

For this reason, wider use was being made of proven management techniques.

The merits of more than 6 000 officers had been assessed during 1981/2 and 2 900 merit advances awarded — more than 700 up on the previous year.

The efficiency of nearly 7 000 senior officers had also been appraised.

Organisation and work studies were being conducted to find economical ways of increasing productivity.

He said the staff position had improved from "grave" in 1980/81 to "manageable" during the year under review.

Figures in the commission's report put the number of posts vacant during 1981/82 at 14 per cent, as opposed to 16,3 per cent during the previous year.

The report said, however, "in various professional and technical fields, more than half the approved posts were vacant and it became necessary to employ people with less than the prescribed qualifications".

The report referred to a Human Sciences Research Council study which, it said, showed "that a great majority of public servants have a positive attitude to both their jobs and their employers".

Leading with losses

The losses suffered by the Reserve Bank on its forward foreign exchange operations in 1982 were probably close to R1,5 billion, and could have been higher

The Bank itself will not, of course, release the figures. But in November last year, the International Monetary Fund (IMF) reported that the losses for calendar year 1982 were about SDR1,9 billion or about R2,4 billion. Since then, the rand has appreciated, reversing the trend.

The Reserve Bank says that the final outcome for the financial year ending March 1983 was "large, but not as large" as the IMF figures suggested. Given that the reversal took place only in the last three or four months of the financial year, it seems unlikely that it could have resulted in a net position much below R1,5 billion.

This figure is, of course, substantial. Although the forward cover service is run by the Reserve Bank, it is by law for the account of the Treasury. The fact that the Reserve Bank carries it makes it effectively a massive bank loan to government, undermining (at least in the eyes of the IMF) both the notion of Pretoria funding itself in non-inflationary ways and its presentation of a small budget deficit. And its ultimate status as a Treasury liability makes the loss one of the largest disguised subsidies on Pretoria's books.

Disguised it most certainly is. It is offset each year by two other profit and loss accounts maintained by the Reserve Bank — one showing results of spot foreign exchange dealings and the other the book results from the revaluation of gold reserves as the gold price fluctuates. (The IMF has criticised offsetting actual profits or losses, which have a monetary effect, with these book profits or losses, which are realised only if the gold is sold.)

If the result of this offsetting is a loss, it is buried in a hold-all item called "Other Assets," since a loss is a loan to government and thus an asset to the Bank. If it is a profit, it goes into "Other Liabilities," since it represents cash owed to the Treasury.

The law stipulates that these losses may, rather than must, be compensated by cash payouts made by the Treasury from budget funds. This was done before 1978, but not in the last five years. Rather, the Bank runs a long-term account, making losses in some years, profits in others. The details are never made public. But the IMF did note that net credit to government in 1981 was R2,6 billion, much of which was due to forward losses.

Again, when SA's gold reserves moved to market price valuation in 1978, Finance Minister Owen Horwood noted the loss on

the forward account then stood at about R1,1 billion. The revaluation of gold wiped them out and left a surplus of about R550m.

Quite apart from the question of whether it is valid or not to offset real losses with book profits, it seems unlikely that revaluing gold has generated sufficient profits to wipe out forward losses on a net ba-



sis over the last four years.

Gold price movements appear, on rough estimates, to have produced a large book profit in 1979, substantial losses over 1980 and 1981 and a reasonable profit in 1982. Exchange rate movements appear to have minimised forward cover losses in 1979 and 1980, and increased them in 1981 and 1982. So the Reserve Bank's long-term account on gold and foreign exchange appears, on balance, to be heavily in the red.

The year-end adjustments in the "Other Assets" item on the Bank's balance sheet support this on the face of it, and suggest that the Stabilisation Account (a sterilisation pool for revenue surpluses and special loan funds) has been used to repay losses.

Horwood made no visible provision in his 1982-1983 budget for making good the losses from current revenue. But he did say that of the R5,3 billion borrowed in 1982, about R1 billion was transferred to the Stabilisation Account, some of which would go "to meet a part of the government's commitment to the Reserve Bank in respect of losses sustained on forward exchange contracts."

The Bank's forward losses come both from its attempts to simulate a forward

market for SA's exporters and importers, and its closing of exchange risks for parastatals carrying long-term foreign loans. These contracts can involve huge sums. The total forward book is now about R10 billion in both sales and purchases, which cancel each other out. On top of that, there is a net oversold position of about R5 billion for the parastatals. For technical reasons, the Bank is not in a position to offer forward cover in a risk-free fashion, and tends to meet forward commitments to buy and sell dollars from current foreign exchange cash flows. When the rand is falling, losses are virtually inevitable.

This is obviously unsatisfactory and the reform of this market is known to be a matter of urgency. Handing it over lock, stock and barrel to SA's foreign exchange dealers is not imminent, but is the logical conclusion of a slow, evolutionary process. In the meantime, it is probable something more modest will be done quite soon.

Bonus Bond system is 'necessary and desirable' — PFP

GOVT MUST MIGHTY S SCRAP BOND BONDS

w/c Argus 18/6/83

250

No decision

The matter has apparently been seriously discussed in Government circles but no final decision has been taken

The Minister of Finance Mr Owen Horwood is ill and the Director General of Finance, Dr J H de Loor was not available for comment today

It is believed that thousands of people refused to participate in the scheme because of its defence association and that others were strongly motivated to participate for this very reason

While the Ned Geref Kerk has restated its opposition to the Bonus Bond scheme, the Nederdutch Hervormde Kerk is to write to the Government expressing its concern that funds from the bonds were not used for defence purposes

It was announced recently that 21-million prizes worth more than R1 800-million have already been paid since the inception of the scheme in June 1977 About 101 000 prizes worth about R14,4-million are awarded each month

THE Government might scrap its controversial but highly lucrative Bonus Bond scheme which has attracted millions of rands from South Africans in the six years of its existence

This was the speculation in Nationalist circles today following the renewed controversy over whether revenue from the scheme should be applied for defence purposes only, and also whether the scheme amounts to a form of gambling or not

Opposed

However, the Progressive Federal Party came out in strong defence of the bonus bond scheme today The party's finance spokesman, Mr Harry Schwarz, said he was 'completely opposed' to the abolition of the bonus bond system

It was disclosed recently that the money was not used only for defence, as originally stated, but that it went into the general revenue fund

"The bonus bond scheme is necessary and desirable to deal with the raising of money on loan from the public," Mr Schwarz said

"The public should, however, be fully informed as to the use to which the money has been put If it goes into the general revenue fund this should be made clear, or if it goes for defence it should go into a special defence fund"

Today the Nationalist Press speculated that the Government was again taking a thorough look at the whole system

Since 1977 the bonds have raised hundreds of millions of rands, but some Afrikaans churches have opposed the system because it contains an element of gambling

EVERY CANDIDATE MUST enter in column (1) the number of each question answered (in the order in which it has been answered); leave columns (2) and (3) blank.

BY TOS WENTZEL,
Political Correspondent

OK

Section 15 (6) (a)

Call for Public Service efficiency

EAST LONDON — An efficient public service could only be achieved if public servants were satisfied within it and such satisfaction could be achieved only when they enjoyed satisfactory and equal service conditions, the national chairman of the Public Service League, Mr M L Domingo, said at the official opening of the league's annual meeting here

Mr Domingo, who spoke extensively on the position of the predominantly coloured league in the South African public service, called on members to remember to realise that even in the existing order they should remember they had duties to perform

"We have the public service as our careers and therefore have a duty to ourselves, our families and our country," he said

Those in authority could expect full cooperation from the league's members when they realised and accepted they were full citizens of the country and were also full public servants with equal rights "These are the key issues in solving the present discontent and disparity in the public sector as far as our members are concerned"

South Africa was on the threshold of a new era with talks of consti-

tutional change but the main question civil servants had to ask was how the moves affected them

Were they a progressive step or retrogressive? Were they a camouflage for the maintenance of the status quo? Was it a ploy to find a way out of the present recession?

He asked if the new dispensation would affect members as Citizens of South Africa

He wondered whether there was any justification for the state not to recognise the 26 000-strong league as a representative organisation

The deputy medical superintendent of Frere Hospital, Dr G Bracken, officially opened the meeting and Mr D Pillay spoke on the constitutional proposals — DDR



Mr Domingo.

Churches

PKG 20/0/83
Opposed

(Contd from Page 1)

would approve an alternative method of raising funds for the Government, provided this had no gambling associations

A spokesman for the Presbyterian Church in South Africa said his church had not taken a stand

"We are deeply involved in issues in South Africa which we feel to be of much greater importance than the Bonus Bond controversy," he said

SUPPORTED

"For this reason we have not discussed Bonus Bonds at all"

The only Afrikaans church which supported the bonds, the Nederlandse Herformde Kerk, might reconsider its support

Professor J P "Bart" Oberholzer, chairman of the Commission of the General Assembly of the church, said the commission was concerned that Bonus Bond funds did not go solely to defence

He said the fact that the funds were to go to defence had played a great part in his church's original stand. The commission would ask for a "plain explanation" on why the public had been told of the change in the funds only after such a long time

RENEWED

The Rev Austin Massey, general-secretary to the citizenship department of the Methodist Church, said they had taken a decision in 1930 to "vigorously oppose" lotteries of any kind, including state lotteries and premium bonds

Keep the bonds, says Schwarz

250
CMT
TIMES
20/6/63

By MICHAEL ACOTT
Political Correspondent

THE Opposition finance spokesman, Mr Harry Schwarz, leapt to the defence of bonus bonds yesterday with an appeal to the government not to abandon the prize-draw scheme.

Mr Schwarz criticized the weekend statement by the Prime Minister Mr P W Botha, which has cast doubt over the future of the five-year-old project.

Mr Botha's surprise announcement that the scheme might be abandoned follows renewed controversy about bonus bonds, instituted to help fund increased defence spending.

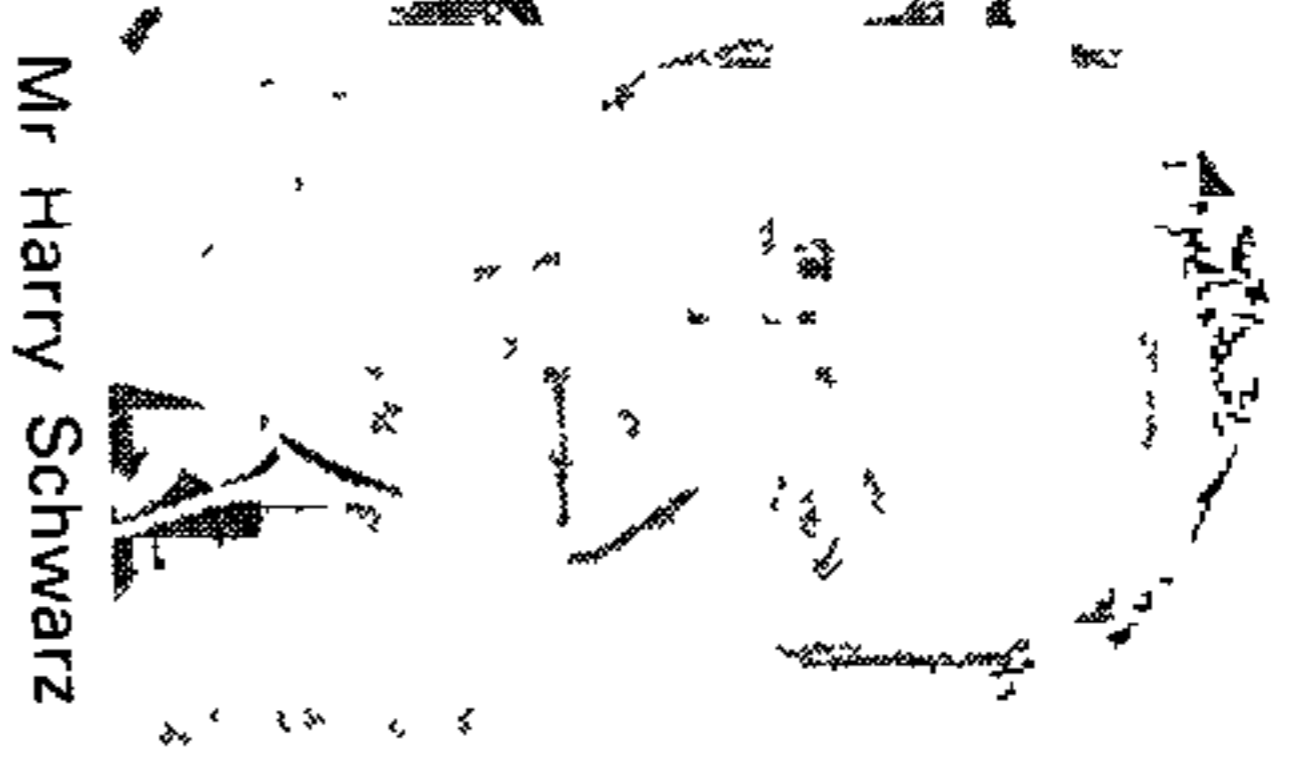
Conservative Afrikaans circles condemned the scheme at the outset as a lottery, while it was attacked from the left as paying for the defence of apartheid. Then a parliamentary committee on which Mr Schwarz served disclosed that proceeds were paid into general government funds and were not used exclusively for defence.

This led the Conservative Party leader, Dr Andries Treurnicht, to issue a statement saying the bonus bond scheme verged on an unacceptable State lottery.

'Not committed'

Mr Botha said at the weekend that the government was not committed to the bonus bond scheme and was prepared to drop it if a better way could be devised of financing defence and other State needs.

Earlier this month the scheme was vigorously defended by the Minister of Finance, Mr Owen Horwood, who said "excellent" results had enabled increased de-



Mr Harry Schwarz

defence spending without major tax increases or drastic cuts in other State expenditure.

Mr Schwarz, whose original suggestion led to the institution of bonus bonds, said Mr Botha's statement had done the worst thing for any investment — undermined confidence in it.

People were now thinking about redeeming their bonds and he asked what would happen to bond sales when post offices opened today.

Mr Schwarz appealed to Mr Botha and Mr Horwood to restore confidence in bonus bonds by stating at the earliest opportunity that the scheme would continue.

He suggested that the money be used specifically for defence by channelling it into the Special Defence Fund, which was now properly audited and "in order" after the problems of

the Information scandal days.

Mr Schwarz said the rise of the CP was possibly one of the main reasons why the government was backing away from bonus bonds.

"The government is over-sensitive and is over-reacting. In the last two elections nobody has really voted against the National Party because of bonus bonds."

Stake not lost

The lottery argument had died away until revived by the CP. Bonus bonds were not a lottery because the original stake was not lost. All that happened was that part of the interest payable was set aside for prize draws.

Mr Schwarz said nearly R600-million had been invested in bonus bonds.

Apart from finding other sources of funds for defence, the government would have to borrow money to repay these bonds if the scheme were to be abandoned. This could mean higher taxes, a compulsory loan levy or a new issue of government stock which might affect interest rates.

Mr Schwarz dismissed as ridiculous Mr Botha's contention that bonus bonds had been instituted by a previous government. It was a Nationalist government in which both Mr Botha and Mr Horwood had served, he said.

● Bonus bond probe, page 2

Pleas for end to 'bungle' on bonds

CAPE TIMES

21/6/83

250

Political Correspondent

OPPOSITION pressure for retention of the bonus bond scheme mounted yesterday as party spokesmen accused the government of bungling and deception.

Both the Progressive Federal Party and the New Republic Party said bonus bonds should not be abolished merely because the government had failed to explain that not all the proceeds were used for defence.

They said the government should pay the money into a special fund for defence purposes instead of jeopardizing a popular and worthwhile project.

The chief opposition defence spokesman, Mr Philip Myburgh (PFP

Wynberg) and the NRP leader, Mr Vause Raw, said the bond system should be put on a sound footing, not abolished.

The opposition finance spokesman, Mr Harry Schwarz, said opponents of defence bonds should realize that the alternatives were higher taxes or reduced spending on defence and social services.

Their strong reaction followed a statement by the Prime Minister, Mr P W Botha, that bonus

bonds were unpopular in church circles and would be abolished if the government could devise a suitable alternative way of financing defence and other State requirements.

Controversy

Mr Botha's statement came after renewed controversy about the defence bond system when it emerged that the money was not used exclusively for defence but was paid into general government funds.

Conservative opponents, whose objections to what they saw as a prize-draw lottery have been overcome by their patriotic support of defence projects, then repeated their criticism of the scheme.

Mr Myburgh said yesterday that defence bonus bonds were an ideal way of enabling the Defence Force to buy modern equipment and update obsolete systems.

'Worried'

People had become worried and confused on learning that the money was being used "to prop up apartheid regulations". They included young servicemen who had invested enthusiastically and were livid at learning

bonds must be

ed." Mr Myburgh said Mr Raw said the government had an unhappy knack of getting itself into a mess, even when there was no need to do so.

"All that was necessary was an acknowledgement that the sales campaign may have been misleading. Instead they have tried to wriggle and explain to the stage that the bonds themselves may be in jeopardy.

Mr Schwarz said the net investment in bonus bonds at the end of last year was just over R500 million with purchases estimated at about R150-million a year.

He asked: "Are people opposing bonus bonds advocating that taxation should be increased to provide this extra R150-million each year, or are they suggesting we should cut back on defence housing or pensions?"

● Leading article, page 8

Prince William, who turns one today, with Princess of Wales, in an official photograph. William's parents are on a tour of Cape birthday ● 'Defiant' vis

Three UK joggers die

LONDON — Three middle-aged runners had died yesterday in "fun run" marathons staged on the hottest day of the year in many parts of Britain, organizers reported yesterday.

John Juliff, 50, collapsed from an apparent heart attack into the arms of a friend after completing 19km of a 21km run at Colchester.

Mr Barry Norris, 45, collapsed after running 5.6km at Sheffield. He revived briefly after a

Cape July

By INTUITION

THE Cape-trained girl Stella Maris is this year's "dream horse" for the Rothmans Jubilee which has inspired support from small punters throughout the country.

One Natal punter stands to win R250 000 if the dream comes true.

Last year the "dream woman" from the Free State correctly predicted

ROMENS
WINTER SELL-OUT

STARTS TODAY

**DON'T
DARE**



end to 'bungle' on bonds

21/6/83
~~EST~~

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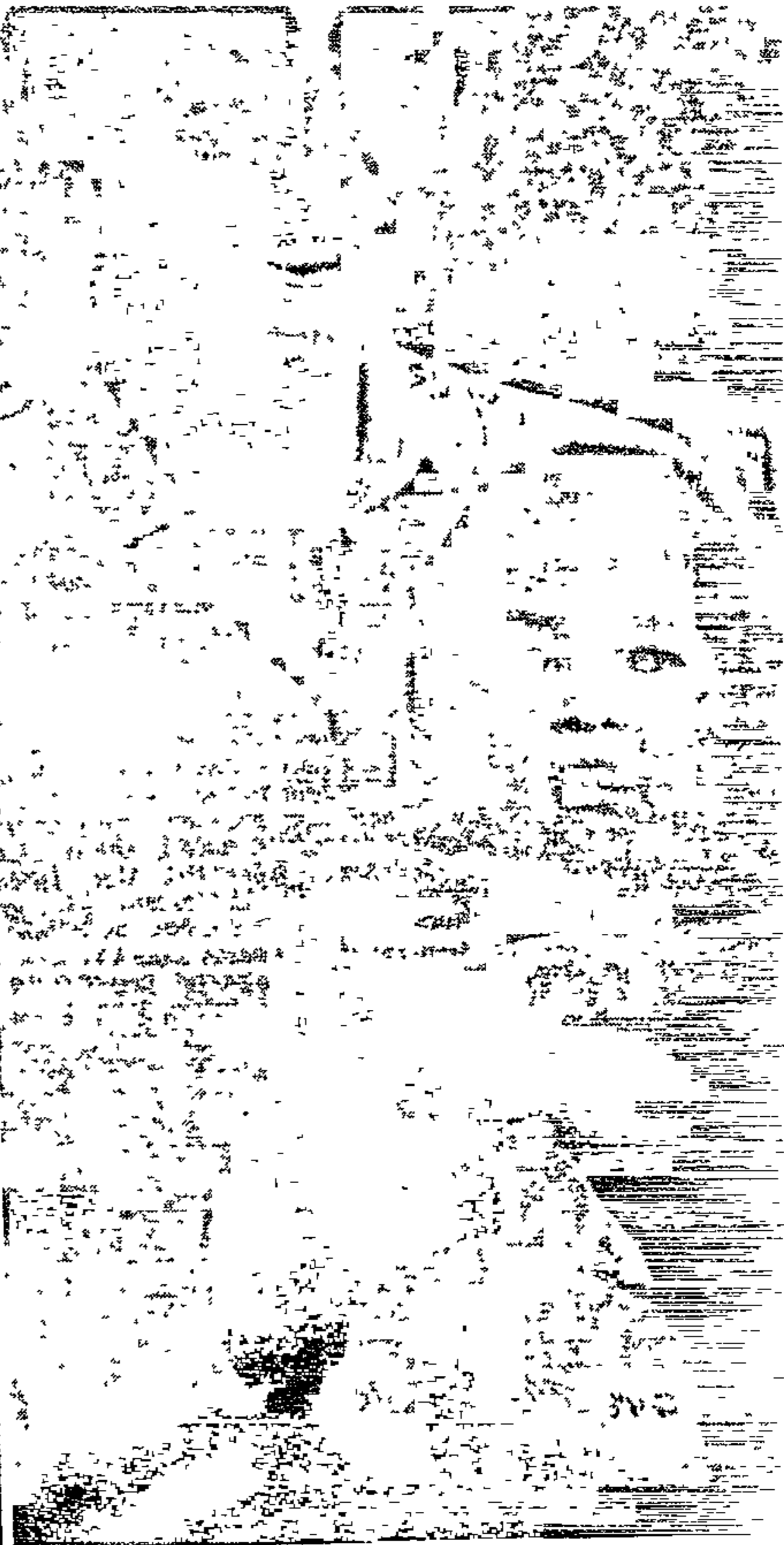
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"Any suggestion to stop the sale of bonus

To page 2



Prince William, who turns one today, with his fiancée, Princess of Wales, in an official photograph taken yesterday. William's parents are on a tour of Canada on his birthday. ● 'Defiant' visit by O

ROMENS
WINTER SELL-OUT
STARTS TODAY

DON'T DARE MISS

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LONDON. — Three middle-aged runners had died yesterday in "fun run" marathons staged on the hottest day of the year in many parts of Britain, organizers reported yesterday.

John Juliff, 50, collapsed from an apparent heart attack into the arms of a friend after completing 19km of a 21km run at Colchester.

Mr Barry Norris, 45, collapsed after running 5.6km at Sheffield. He revived briefly after a policeman gave him heart massage but died soon after being taken to a hospital.

Mr Thomas Collins, 56, died at Newcastle-On-Tyne, 3.2km after starting to run. — Sapa-AP

Cape g July 'di

By INTUITION

THE Cape-trained grey yearling Stella Maris is this year's "dream horse" for the Rothmans July which has inspired support from small punters throughout the country.

One Natal punter stands to win R250 000 if the dream comes true.

Last year the "dream woman" from the Free State correctly predicted Jamaican Rumba's victory, resulting in one of the biggest betting coups in the race's 86-year history.

A syndicate of about 50 reportedly won more than R800 000 on Gail be

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May to raise State money; better than racing, say Argus readers

Argus 2/6/83 But we have the Bonus!

Staff Reporters

KEEP the Bonus Bonds! That's the message to the Government from Argus readers who swamped our switchboard for hours to give their views.

Of more than 200 readers who managed to get through to the newsdesk, only 20 said they thought the scheme should be abolished.

All the rest said "Keep the Bonds!" And more calls were coming in today.

Most readers who telephoned have no objection to the money raised by the bond scheme being used for purposes other than defence.

Many believe this is desirable.

A woman who said she was a doctor of literature and a "P W Botha person" as well as a member of the NG Kerk, said it would be "ridiculous" to cancel the Bonus Bond scheme as it did so much good.

"If they allow horse racing why not Bonus Bonds?", she asked.

Taxes up
Very few people said they could think of a better way to raise money for State projects.

Many said they were sure taxes would go up if Bonus Bonds were scrapped.

The attitude of some churches towards Bonus Bonds was severely criticised by several callers.

"Not everybody believes in churches — why should they get the final say on such issues," Mr A Butler, of University Estate, said.

Not hungry

Mr P T Burger of Belhar said he was a Christian but did not agree with the stand taken by some churches.

"Families don't go hungry because of Bonus Bonds, people don't lose money like they do with horse racing," he said.

Others accused the Ned Gerel Kerk of being "hypocritical" because of its opposition to the

(Turn to Page 3, col 1)

Argus 2/6/83
Call to 250
end bonds
confusion

(Contd from Page 1)

was to be used exclusively for defence purposes.

"Even national servicemen and Citizen Force members invested their money with enthusiasm because they were made to believe that by so doing they were making a further contribution to defence.

"Many of these young men are livid at the realisation that they were misled by the Government.

"Any suggestion to stop the sale of Bonus Bonds must be resisted.

More discussions with church groups in August, Schwarz told

Bonus Assessment

ARGUS 24/6/73

250

By TOS WENTZEL,
Political Correspondent

THE GOVERNMENT had not so far been prepared to consider abolishing the Bonus Bond scheme, the Deputy Minister of Finance, Mr E Louw, told the Assembly today.

Answering questions put by Mr Harry Schwarz, he said that churches and other parties had on various occasions made representations concerning the abolition of Bonus Bonds.

The objections were mainly scriptural.

While the Government has at all times recognised the right of those concerned to hold divergent views on the issue, it has thus far not been prepared to consider the abolition of the scheme, he said.

Mr Louw said gross investments in the scheme to May 31 amounted to R877 009 360 of which, on the same date, 539 543 505 was outstanding.

Statement

He referred to the recent statement by the Prime Minister, Mr P W Botha, in which Mr Botha had said that if the Government could devise a better way of financing defence and other needs it would not regard itself bound to continue with Bonus Bonds.

He indicated that he would have further discussions with church groups in August.

Mr Louw turned down all other Opposition questions by referring to the statement and saying that, until the Government had arrived at a decision, no further statements would be made.

Controversy erupted over Bonus Bonds a few weeks ago when it was disclosed that money raised by the Bonus Bond scheme did not go only to defence, as was widely believed.

Instead it was made clear that the proceeds were available for various State departments.

Misled

These disclosures led to allegations from the official Opposition that the public had been misled.

This was supported by remarks by the Secretary of the Treasury Mr R P Wronsley, conceding that a "misapprehension" had been created in the marketing of Bonus Bonds.

Although the Opposition criticised the manner in which the Bonus Bond scheme had been presented to the public, it strenuously opposed suggestions that the scheme should be abandoned.

A poll of Argus readers showed overwhelming support for the Bonus Bond scheme.

Bonanza

PRETORIA — The current R10 000 Bonus Bond Bonanza has been won by certificate 1807152022, bought at the Gobabis post office in SWA/Namibia — Sapa

Pay rise is vote-getter; experts say

By GERALD REILLY
Pretoria Bureau

AN INTERIM pay rise for public sector workers as a referendum "sweetener" is forecast by senior civil servants in Pretoria

Political observers point out that the Government is going to need every vote it can muster if it is to have any hope of a "yes" vote for its constitutional proposals

And there are more than 500 000 white workers — virtually all of them voters — in the State and provincial departments and in the Railways and the Post Office

This, political observers point out, is just less than a quarter of all those who will be eligible to vote in the referendum — and the support of the majority of them for the Government's plans would be decisive

The total public sector salary bill amounts to a huge R7 000-million, so even a 5 to 8% pay rise — and this is the speculation — would cost the Government in excess of R200-million for the last six months of the financial year

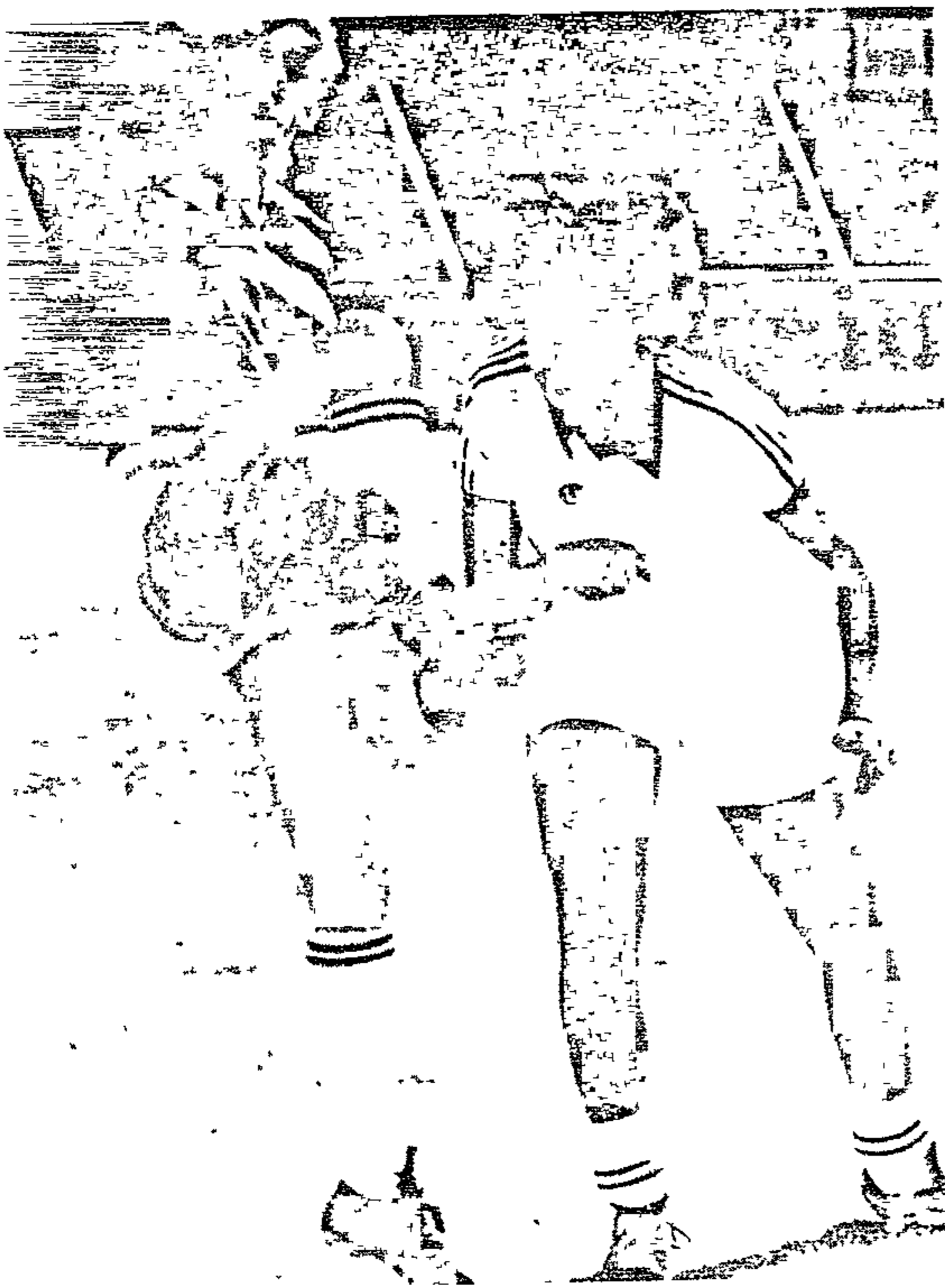
Speculation is that the referendum will be held in late November or early December.

The Minister of Internal Affairs, Mr F W de Klerk, indicated in Parliament a few weeks ago that there might be good news for Government workers late in the year

And the Government, according to Pretoria sources, has another "persuader" up its sleeve

Earlier this year the Minister of Mineral and Energy Affairs Mr Piet du Plessis said another cut in the fuel price was possible in the second half of the year

He said the decision would depend on the rand-dollar exchange rate — South Africa has to buy dollars to pay for its crude oil — and on the balance of payments and the availability of supplies



left, captain of the Southern Transvaal women's football team, and Johnson hard at practice yesterday for the Holiday Inn Women's Inter-tournament to be played at the German School, Parktown, from tomorrow

The Cream of the Crop is in

... of the Crop is in

Vertical text on the right side of the page, possibly a page number or a small advertisement, including the number 12.

MPs expect a whopping ²⁵⁰ 23,7% ^{E. Post} salary rise — ^{11/7/83} claim

Post Correspondent
JOHANNESBURG —
Members of Parliament
will receive a whopping
23,7% salary increase —
10% above the inflation
rate — an MP told the Sun-
day Express

Despite the shroud of
secrecy clasped over the
extent of the increases,
announced recently, the pa-
per was told that an MP's
total pay bill will increase
by R8 000 to about R38 000
a year

This means MPs will
receive more than R600
extra in their monthly pay
and allowance packets
when the increases come
into effect, probably next
year

MPs get almost R30 000 a
year, which includes their
annual salary of R19 113
plus a reimbursive allow-
ance of R10 863

Last year MPs were
given an increase of 15% in
salary and 20% in allow-
ances

In terms of the pending
increase, MPs salaries will
no longer be linked to the
public service

This development has
been welcomed by both
MPs and public servants

But some economists
said the increases could
only be justified if they
were substantially below
the 13% inflation rate

"For parliamentarians
this represents a salary
adjustment rather than a
salary increase," an MP
said this week

"MPs have traditionally
been on the pay scale below
the director-general of a
department in the public
service, but the restructur-
ing that has taken place
over the years left MPs
behind," he said

MPs have also
complained that their daily
parliamentary allowance
was taken into account as
part of their salaries

They felt this was unfair
as public servants got a
parliamentary allowance
over and above their sala-
ries

The Public Servants' As-
sociation president, Dr
Colin Cameron, last week
described the separation of
parliamentary pay from
that in the public sector as
a "healthy development"

He added the PSA was
still waiting to hear if they
would receive across the
board pay rises in October

"We are still in limbo and
don't quite know where we
stand following last week's
meeting with Internal
Affairs Minister Mr F W de
Klerk," said Dr Cameron

"The Minister could not
commit himself to an Octo-
ber increase for us, but he
did promise to issue a state-
ment soon"

The extent of the
increases for the Prime
Minister (who earns
R52 450 with a R26 376
allowance), members of his
Cabinet (now receiving
R36 072 plus R10 992) and
the Leader of the Opposi-
tion (earning R30 567 plus
R16 761) are not yet known

14:50:00

10,1,53

sure their earth wires are functioning properly" said a Bezuudenhout Valley electrical appliance dealer

A spokesman for the SABS said people should not fiddle with their appliances

"People should consult experts for advice, repairs and for replacing frayed or worn out plugs," he

well ventilated room and people must never subject a cylinder to heat

"Modifications and adjustments must be done by qualified people and all gas appliances must be equipped with safety devices. In addition, owners of gas appliances should have their equipment serviced regularly," he said

Don't lend families'

HEARTBREAK HOME FRONT

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tionville, building out bonds 't lend to the reply ndrew her

Play the game, scholars warned

Mall Correspondent

UPINGTON — The Administrator of the Cape, Mr Gene Louw, yesterday called on 480 youngsters to play rugby in a way which would help "to develop mutual respect among peoples of all colours"

Opening the first Craven Rugby week to be held in Upington, Mr Louw warned the players South Africa could only face the future with confidence when people respected each other and maintained a positive attitude.

Mr Louw said politics and differences in skin colour should not interfere with attitudes to members of other races on the sports field

He urged the young players to "play the game according to the rules", and said it would help shape disciplined people — which the country needed

He also asked them to practise sportsmanship at all times

"Let rugby be the winner at Upington during the week. If this is your motto, it will give each of the 24 teams a chance

"You have not come here to practise 'pressure sport', which usually highlights the worst characteristics of sportsmen. You have come here to further healthy attitudes and sporting behaviour"

Mr Louw said Craven Week had become the "show window" of rugby and participation in it was the "best testimonial a rugby player could ever have"

'Copter pair to stand trial

BAHRAIN — Two Iranian navy lieutenants will stand trial in Oman on charges of illegal entry after landing their helicopter on a desert airstrip, an Omani police spokesman said yesterday

He said the two men landed early on Saturday at the al-Fahud oilfield near the United Arab Emirates border Oman and Bahrain have reported several similar incidents involving Iranian helicopters in recent weeks

Bureaucrats put on pay pressure

By GERALD REILLY
Pretoria Bureau

PRESSURE on the Government to make an early announcement about interim increases for the country's one million public sector workers is mounting

Next month the federal council of SA Transport Services Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, to make demands for interim increases later this year

And two weeks ago a deputation from the Public Servants' Association had discussions with the Minister of Internal Affairs, Mr F W de Klerk, on the same issue

The president of the association, Dr Colin Cameron, said the Minister was asked to speed up the implementation of "occupational differentiation", and to consider interim relief for Government workers during the current financial year

It was pointed out to Mr De Klerk there was an urgent need for adjustments among the lower ranks in the ser-

vice, because of continued high inflation

An undertaking was given that the Government would reassess the position of public servants

Public sector workers, including Post Office and Railway personnel missed out on their annual routine increases in April this year

The president of the federal council of SATS Staff Associations, Mr Jimmy Zurich, said the Minister rejected a demand from the Artisan Staff Association for 16,5% increases from April this year

He stressed inadequate or no pay adjustments and continued high inflation were depressing living standards of wage and salary earners in all sectors of the economy

Meanwhile MPs are to get increases of about R600 a month

Their current earnings amount to a salary of R19 000 a year plus a R10 000 reimbursive allowance

However, MPs claim this is not an increase but a "long overdue adjustment"

No racism here, says Matanzima

UMTATA. — Transkei wanted to create a just society in Southern Africa which would be free from hatred, fear and racial prejudice, the Prime Minister, Chief George Matanzima, said yesterday

Speaking at the end of the fourth session of the second Transkei National Assembly, he said South Africa, as an example of the principles of Christian Western civilisation, should provide leadership in that respect

He said Transkei, as a non-racial state, was committed to good administration and was not obsessed with the colour of people who served it

He said the phasing out of expatriates in favour of Transkeian citizens would be done on merit

Condemning attacks made on the government and municipalities for employing expatriates, Chief Matanzima said MPs were duty-bound to protect the dignity of the Assembly by refraining from racial slurs

"I am mentioning municipalities in particular because of the mud-slinging and racist remarks which were made in this house about the employment of a white chief

municipal traffic officer as well as a white town clerk and his deputy in Umtata," he said

"Insinuations were also cast on the employment of white managers for Transkei's coastal hotels"

He asked how many municipalities in the 28 districts of Transkei had a sound financial administrative footing and whether MPs were aware that two Transkeian municipalities diverted funds to a get-rich-quick scheme in Lesotho

"What is the attitude of the honourable members to these irregularities and losses? Do you have ideal substitutes for industrialists whom you are criticising so vehemently," he asked

He asked MPs if they were aware that a once popular hotel at the Umtata River mouth no longer attracted many tourists since it was taken over by a Transkeian manager "It is dirty," he said

Chief Matanzima said Transkei was ravaged by a serious drought and industrialists were playing an important role in opening up employment avenues for Transkeians — Sapa

Partial eclipse of African sun

NAIROBI — The last solar eclipse to be visible in Africa this century will take place on December 4, Mr Richard Leakey, director of the Kenyan National Museum, said

Mr Leakey said the partial eclipse was expected to last three minutes and could best be seen over the north end of Lake Turkana about 455km north of the equator — UPI

MPs' 23 pc salary increase

Political Staff MKGUS 13/7/83
government that MPs be "properly" paid

250 300
between their constituencies and Cape Town each year

THE salary increase for MPs announced recently by the Prime Minister, Mr P W Botha, amounts to about 23 percent

Precise figures have not been disclosed but MPs say their pay packets will be about R600 fatter each month

INTERESTS

They will thus have an annual "package", including allowances, of about R38 000 — and they are pleased at the rise

Mr Botha told the Assembly it was in the interests both of the country and of good

The new deal resulted from negotiation among the whips of all parties in Parliament, who reportedly see the increases as a realistic adjustment

Happy as the MPs are, though, they are quick to point out that their salaries and allowances lag far behind the sums which, for example, American congressmen receive

South Africa's MPs get nominal amounts for research assistance and telephone calls — apart from a reimbursive allowance of nearly R11 000 for moving be-

COUNTERPARTS

But some of their American counterparts receive more than R1-million to pay their staff aides, apart from their personal "basic" salaries of about R70 000

● The new arrangement for South African MPs removes the pay link they previously had with the public service

Civil servants have had to do without pay rises so far this year, but their position will be considered if the state of the economy improves

Anger over MPs' R600 pay increase

250
W/E ARGUS 16/7/83

Weekend Argus Reporter

THERE has been surprise and anger in the Public Service at the R600-a-month pay rise which MPs have given themselves, and the Minister of Finance, Mr Owen Horwood, is expected to face demands for corresponding rises in the service.

Public servants, whose salary increases were linked until this week with those granted to MPs, have been told by Mr Horwood and other Ministers not to expect any rise this year because of the recession and the Government's attempts to fight inflation.

To give effect to the 23 percent rise, which will bring the salaries of MPs to about R38 000 a year, the link between parliamentary and Public Service salaries was abruptly scrapped by the politicians.

"I'm astounded"

"Frankly, I am astounded and disturbed," said Mr M Domingo, chairman of the 26 000-member Public Servants' League, which has its headquarters in Cape Town.

"The Government has appealed to the private sector not to give salary increases this year and it has told public servants they cannot get rises until the economy improves.

"Yet it gives MPs a salary boost way above even the rate of inflation. This really is alarming.

"Are we to assume that the economy has taken a dramatic turn for the better and that public servants will get a rise after all? Naturally, we shall be taking this up."

Mr Domingo said the scale of the increase was "astounding" in the light of

the fact that many public servants of colour were still earning as little as R180 a month.

"How do they square a R600-a-month increase with the fact that this alone is more than three times the total monthly income of some public servants?"

"How do they explain this in the light of the fact that this is supposed to be an era of change and so many people will see this rise as a move in favour of the privileged and against the under-privileged?"

"No basic objection"

The president of the Public Servants' Association, Dr Colin Cameron, said he had no basic objection to the rise for MPs because he assumed it heralded a rise for public servants.

"Since their increase has been quite substantial, the possibility of correspondingly substantial adjustments for public servants seems to be good," he said.

"In any case, the old concept of paying Peter the same as Paul is crumbling and there is a process of occupational differentiation underway, which aims at resolving the salary demands of the public sector in line with prevailing salaries for comparable positions in the private sector.

"I really don't begrudge them the increase. In principle, the fact that MPs get better salaries does not necessarily mean that we have a claim to better salaries on an across-the-board basis."

● Sapa-AP reports from London that British Prime Minister Mrs Margaret Thatcher was forced to compromise over MPs' pay and approve a 27½ percent increase spread over five years yesterday after her Conservative members attacked a one-year offer of four percent.

Anger in public sector over pay

By GERALD REILLY
Pretoria Bureau

THE Government is on a collision course with one million public sector workers unless an early announcement is made on interim salary increases

Anger among senior public servants is mounting at the extent of the big salary increase Members of Parliament have voted themselves while no assurances have been given to public servants of interim relief

Leading trade unionists claimed yesterday it was outrageous that politicians had quietly raised their earnings by more than R600 a month, while ignoring the desperate plight of the nearly one million workers in the Government and provincial departments, the railways and the Post Office

The 23% hike in the salaries of MPs will bring their total earnings to about R36 000 a year, including a R10 000 tax-

free reimbursive allowance

The president of the Trade Union Council of South Africa, Dr Anna Scheepers - a former Senator - said

"If politicians expect other workers to make sacrifices then they too should be prepared to give up their increases. After all no-one will starve on their present earnings"

She stressed it was 18 months since the public sector workers had received increases. They had been told by the Minister of Finance Senator Owen Horwood that because of the recession inflation and lack of funds, they would get no rise in April

Dr Scheepers said "The only solution is for the Government to announce immediately that they intend giving public sector workers increases, or to refuse their additional R600 a month"

The president of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, agreed the Government and its MPs should be the first to set an exam-

ple and refuse their proposed increases
"The 250 000 railway workers have had no increases since April 1982, and with inflation running at 13% their plight has become serious"

Mr Zurich said the Minister of Transport, Mr Hendrik Schoeman, had agreed to meet the council next month to discuss interim rises

"We will make the point strongly that if MPs can unflinchingly give themselves increases then there are no grounds for asking railway and other public sector workers to make sacrifices"

The Minister of Internal Affairs, Mr F W de Klerk, hinted some time ago in Parliament there might be adjustments for public servants later this year

The president of the Public Servants' Association, Dr Colin Cameron, said yesterday he had no objection to MPs getting increases, provided this meant rises for Government workers

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RDM

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CAP TALKS 19/7/83
250

MPs urged to reject pay rise

Own Correspondent

PRETORIA — The government is on a collision course with one million public sector workers unless an early announcement of interim salary increases is made

Anger among senior public servants is mounting over the big salary increase MPs have voted themselves, while they have been given no assurances of interim relief

And leading trade unionists claimed yesterday it was "outrageous" that politicians had "quietly" raised their earnings by more than R600 a month, ignoring the desperate plight of the nearly one million workers in the public sector

The 23 percent hike in MPs salaries will bring their total earnings to about R36 000 a year, including a R10 000 tax-free reimbursive allowance

The president of the

Trade Union Council of South Africa, Dr Anna Scheepers, said "If politicians expect other workers to make sacrifices, then they too should be prepared to forego their increases"

She stressed it was 18 months since public sector workers were given increases

They were told by the Minister of Finance, Mr Owen Horwood, that because of the recession, inflation and the lack of funds, they would get no regular rises in April

Dr Scheepers added that the living standards of workers were falling. There was no justification for MPs voting themselves increases which made it possible to maintain theirs

"The only firm solution is for the government to announce immediately they intend giving public sector workers increases too, or refuse to accept their additional R600 a month"

Govt facing pay crunch

Mercury Reporter

A TOUGH stand to get general pay rises for thousands of disgruntled Post Office workers is expected from the Post and Telegraphs Association after a decision at a

special meeting to maintain top-level pressure on the Government

The secretary of the association, Mr Frank Gerber, said from Johannesburg yesterday the association was disappointed with the outcome of recent requests and would urgently ask the authorities to reconsider

The association had not heard from the Minister of Posts and Telegraphs, Dr L A P A Munnik, after top-level negotiations in June. Dr Munnik said increases were not possible at that stage and he gave no indication when an answer could be expected

Meanwhile, many workers throughout the country are said to be extremely dissatisfied with the way in which their demands were being handled at Government level. Many are on the brink of resigning because of their struggle to maintain living standards

Committee leaders warned that the Government could not afford to bluntly reject demands for drastically needed increases with the forthcoming constitutional referendum at hand

The president of the Public Servants' Association, Dr Colin Cameron, said from Pretoria yesterday his association was also waiting to hear from

the Minister of Internal Affairs Mr F W de Klerk after urgent requests on the salary question

The Mercury's Pretoria correspondent writes that public sector workers — more than a million of them — have intensified pressure on the Government for urgent pay rises

And senior public servants warn that the Government will have to submit to the demands being made or face a situation of 'disruptive dissatisfaction' throughout the Public Service

However, the costs to the Government — and the taxpayer — of even limited increases would be high

For every 1 percent rise in the central Government departments alone — they employ nearly 250 000 — the cost would be about R68 million

The growing clamour for pay increases has been strengthened by the more-than-25-percent rises Members of Parliament and the Cabinet have voted themselves

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes

Salary

The public sector staff associations are now demanding something more than the 'vague undertaking' given by Mr de Klerk that there could be a salary review later in the year

The chairman of the Federal Council of Teachers Associations, Mr John Stonier, said yesterday members of the council would meet the Minister of National Education, Dr Gerrit Viljoen, next month to discuss early salary adjustments

The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Hendrik Schoeman, next month to press for immediate financial relief for Railways workers

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23/7/83

Public sector clamour for pay rises grows

By GERALD REILLY
Pretoria Bureau

PUBLIC sector workers — there are more than 1 000 000 of them — have intensified pressure on the Government for urgent pay rises

And senior public servants warn the Government will have to submit to the demands being made or face a situation of "disruptive dissatisfaction" throughout the public service

However, the costs to the Government — and the taxpayer — of even limited increases would be high.

For every 1% rise in the Central Government departments alone — they employ nearly 250 000 workers — the cost would be about R68-million.

The groaning clamour for pay adjustments has been strengthened by the more than 25% rises MPs and the Cabinet have voted themselves

This was in spite of repeated appeals from the Government to the private sector to moderate pay demands

The public sector staff associations are now demanding something more than the "vague undertaking" given by the Minister of Internal Affairs, Mr F W D Klerk, that there could be a salary review later in the year.

Teachers and Post Office workers have now joined State and provincial departments and the railway unions in the swelling agitation for immediate pay adjustments

The chairman of the Federal Council of Teachers' Associations, Mr John Stonier, said yesterday that members

of the council would meet the Minister of National Education Dr Gerrit Viljoen next month to discuss early salary adjustments

And on Thursday the central executive of the Postal and Telegraph Association met in extraordinary session in Johannesburg following a rejection of their demand for interim rises by the Minister of Posts and Telegraphs, Dr L A P A Munnik

In a statement after the meeting the executive said further "urgent representations" would be made to the Government for immediate pay adjustments to compensate for an inflation rate which averaged more than 13% over the past 18 months

The Federal Council of SATS Staff Associations will meet the Minister of Transport, Mr Schoeman, next month to press for immediate financial relief for railway workers.

The chairman of the council, Mr Jimmy Zurich, said yesterday:

"If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with. By October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment"

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 20% of the purchasing power of wages and salaries

The Public Servants' Association has also made pay demands to the Commission for Administration

Public sector workers were refused normal pay rises in April this year

CAPE Times 25/7/83

Salaries: Civil servants warn

250

Own Correspondent

PRETORIA. — Public sector workers — there are more than a million of them — have intensified pressure on the government for urgent pay rises

And senior public servants warn the government will have to submit to the demands or face "disruptive dissatisfaction" throughout the public service

Costs to the government — and taxpayer — of even limited increases would be high

For every one percent rise for the almost 250 000 workers in the central government departments alone the cost would be about R68 million

The growing clamour for pay adjustments has been strengthened by the more than 25 percent rises Members of Parliament and the

Cabinet have voted themselves

This was in spite of repeated appeals from the government to the private sector to moderate pay hikes

The public sector staff associations are now demanding something more than the "vague undertaking" given by the Minister of Internal Affairs, Mr F W de Klerk, that there could be a salary review later in the year

Teachers and post office workers have now joined State and provincial departments and the railway unions in the swelling agitation for immediate pay adjustments.

The chairman of the Federal Council of Teachers Associations, Mr John Stonier, said yesterday members of the council would meet the Minister of National

Education, Dr Gerrit Viljoen, next month to discuss early salary adjustments.

On Thursday last week the central executive of the Postal and Telegraph Association met in extraordinary session in Johannesburg following a rejection of their demand for interim rises by the Minister of Posts and Telecommunications, Dr Lapa Munnik.

In a statement after the meeting the executive said further "urgent representations" would be made to the government for immediate pay adjustments

The Federal Council of Sats Staff Associations will meet the Minister of Transport, Mr Schoeman, next month to press for immediate financial relief for railway workers

Public Service crisis 'to deepen'

Pretoria Bureau

THE Public Service would be hopelessly unable to cope with the huge additional administrative burden that could be thrust on it by the implementation of the Government's constitutional proposals, the PFP's spokesman on the Public Service Major Ruben Sive, said yesterday.

He stressed that the service was already in a state of crisis because of a lack of staff.

But when two new parliamentary chambers were created, with all the administrative paraphernalia this involved the crisis would obviously deepen.

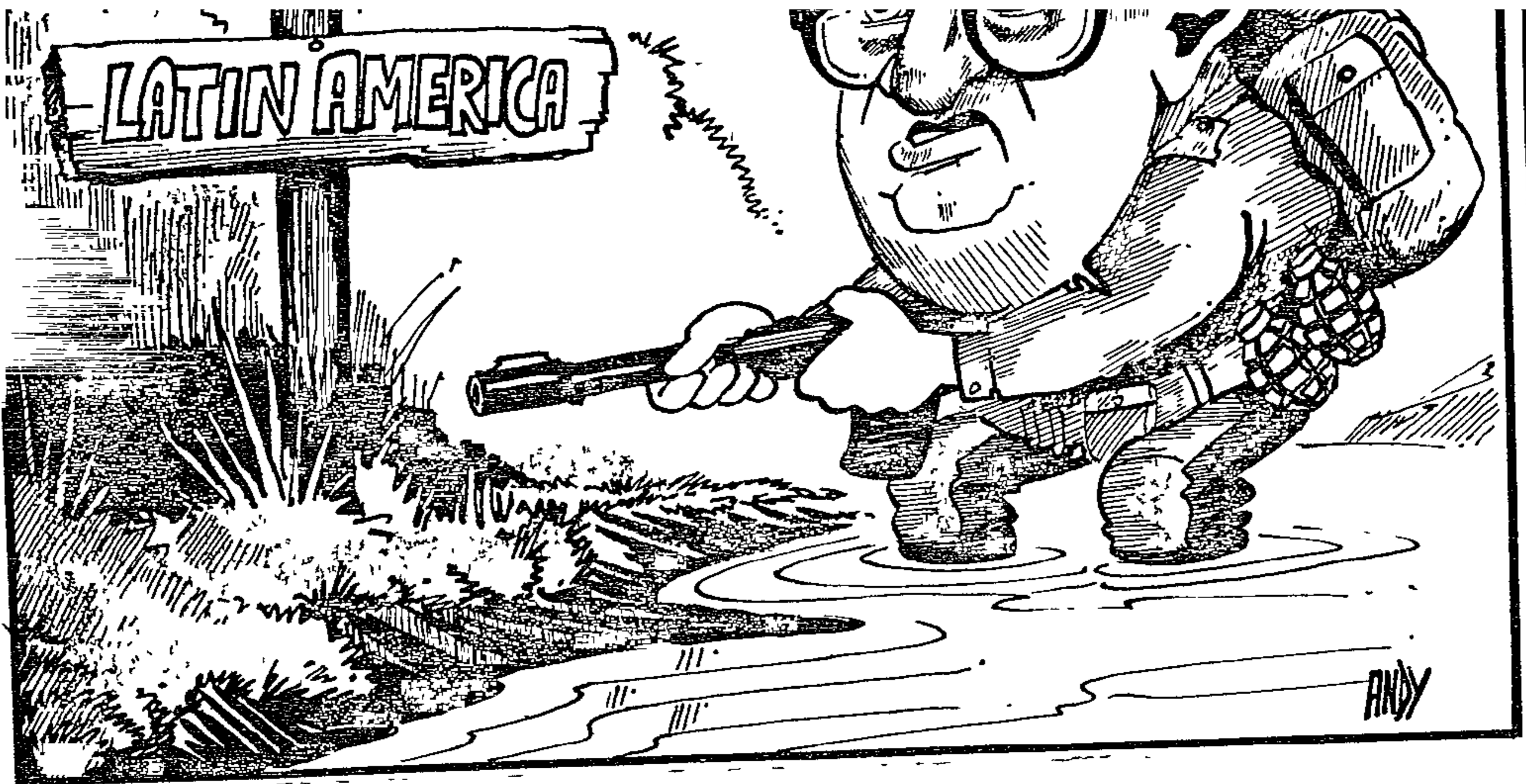
There were fewer workers employed in the State departments now than there were a year ago, according to the Central Statistical Services.

"Clerical staff — it included administrative personnel right up to director-general level — had decreased, as had "general staff which included artisans, and lower level clerical workers.

However, Maj Sive said there had been a small increase of professional staff including engineers, and a substantial increase in paramedical personnel, nurses and doctors.

"But it is remarkable that at a time when unemployment threatens large numbers of whites the security of public service jobs has not attracted more candidates to the service.

And there could only be one reason for this — pay levels were too low.



PUBLIC sector workers — there are nearly a million of them — have intensified pressure on the Government for urgent interim salary increases from October at the latest

Senior civil servants warn the Government will face "disruptive dissatisfaction" throughout the public service unless financial relief is agreed to by the Cabinet.

And worse, they say, when the expected economic upturn starts in the first half of next year, and the demand for professional and skilled workers revives in the private sector, the State departments run the risk of disastrous staff losses

However, the Government, burdened by the crippling costs of drought, is in no position to grant anything but token relief

The drought costs include the big foreign exchange losses because of crop failures, imports to supplement the ruined maize crop, loss of income tax from the agricultural sector and drought aid to farmers

According to the latest figures supplied by Central Statistical Services there are about 950 000 workers in the State and provincial departments, South African Transport Services, and the Post Office

The annual payout to the 360 000 employed in the State departments — including police, prisons and South African Defence Force personnel — amounts to about R2 640-million, to the 225 000 provincial workers R1 944-million, to the 250 000 SATS workers R2 140-million and to the Post Office's 85 000, R1 254-million

So even a 10% interim increase — and senior public sector workers emphasise this is the "acceptable minimum" — would cost nearly R800-million

The growing clamour for pay adjustments has been strengthened by the more than 25% rises Members of Parliament and the Cabinet have voted themselves

This month the salaries of Cabinet Ministers will inflate to nearly R70 000 a year, including a R16 800 tax-free reimbursive allowance, according to the HNP mouthpiece, Die Afrikaner.

Govt faces crisis over wage hikes

250
28/7/83

By GERALD REILLY

And their luxury homes in Pretoria and Cape Town will now be freed of the nominal R55-a-month token rental

Deputy Ministers have also benefited substantially. Their salaries will shoot up to R59 904, including the same reimbursive allowance, Die Afrikaner reported

MPs' salaries will also rise by about 24% to R38 000 of which R10 000 is tax-free

This was in spite of repeated appeals from the Government to the private sector to moderate pay hikes

Labour leaders have condemned the MPs' "selfish and totally unjustified action"

The chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, and the president of the Trade Union Council of South Africa, Dr Anna Scheepers have both criticised the move

They say the Cabinet should have set an example to the rest of the country by rejecting the agitation among MPs for pay rises

In any case their pay — R19 000 a year plus R10 000 reimbursive allowance, should, according to Dr Scheepers, "keep them from starving"

The Prime Minister, Mr P W Botha, announced during the recent Parliamentary session there were to

be salary and allowance increases for MPs

In a statement made with the approval of the opposition parties he said the link between the civil service ranks and MPs had become largely inapplicable with the current programme of "profession differentiation" in the service

Changes in the civil service structure, he said, had affected public servants, but there had been no similar adjustments in the salaries and allowances of MPs

Political observers say it is noteworthy that there are virtually no major issues on which the National Party and the opposition parties agree, but on salary adjustment there is a blissful unanimity

Earlier this year the Minister of Internal Affairs, Mr F W de Klerk, and the Minister of Finance, Mr Owen Horwood, hinted at the possibility of pay adjustments later in the year for Government workers

However, public sector staff associations are now demanding something more than the "vague undertakings" of Cabinet Ministers

And teachers have joined the State departments, the railways and the Post Office in the agitation for immediate pay adjustments

The chairman of the Federal Council of Teachers Associations, Mr John Stoner, with members of the

council, is to meet the Minister of National Education, Dr Gerrit Viljoen, next month to demand financial relief

The Minister of Posts and Telegraphs, Dr Lapa Munnik, rejected an appeal from the Postal and Telegraphs Association for increase last month. In spite of this the association last week made a new and urgent appeal to the Government for relief

On August 29 the Federal Council of SATS Staff Associations will lay a demand for increases at the latest in October before the Minister of Transport Services, Mr Hendrik Schoeman

Mr Zurich said this week "If the Minister rejects our demands I fear he is going to have a lot of very unhappy workers to contend with by October — the latest acceptable date for an adjustment — it will be 20 months since we got our last adjustment"

In the meantime, Mr Zurich emphasised, inflation had eaten away more than 20% of the purchasing power of wages and salaries

The Public Servants Association have also made pay adjustment demands on the Commission for Administration

Public sector workers were refused normal routine increases in April because of the worsening recession, the Government's commitment to fighting inflation, and a general lack of funds

However, political observers believe the Government will submit to pressure for interim rises — even though they may be nothing more than token gestures of 5% to 8% — because of the looming referendum on its constitutional proposals

They stress there are more than 400 000 white workers in the State and provincial departments, the Railways and the Post Office — most of them with the vote

And this did not take into account the voting members of their families, it was further pointed out

So the Government, with a strong and possibly decisive opposition both from its Right and Left to its proposals is not likely to leave any stone unturned in the effort to get approval for its reforms, it was stated

Cape Times 28/7/83

27pc pay rise for cabinet ministers

250

Political Correspondent
CABINET ministers have been given a 27 percent pay rise, taking their salaries to just under R70 000 a year, the Minister of Finance, Mr Owen Horwood, said yesterday.
Of this R16 800 is a tax-free reimbursive allowance.

'State cause'

Although the increase is 27 percent more than the R54 672 they were paid in the 1982-83 financial year, it is nearly 50 percent more than the salaries they actually accepted.
The Prime Minister, Mr P W Botha, announced in February last year that, as an example in the fight

against inflation, cabinet ministers would pay their increases to a deserving state cause. He appealed to senior civil servants and businessmen to do the same.

Apart from higher pension and other payments, cabinet ministers' salaries last year continued at the rate of R47 064 (including a reimbursive allowance of R10 992) they received in the 1981-82 financial year.

Mr Horwood said yesterday that this refusal of increases resulted in nearly R200 000 being paid into a fund for the restoration of national monuments.

He could not say whether the new rate of R69 660 would be ac-

cepted or whether part of the increase would again be donated to a fund. As far as he was aware, no decision on this had yet been taken.

Mr Horwood said ministers were receiving the same 27 percent increase being given to all parliamentarians, including MPs and parliamentary office-bearers.

Decision agreed to

This, as announced by Mr Botha just before Parliament adjourned for the current recess, was a decision agreed to by all four political parties in Parliament.

The salary of the leader of the Opposi-

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To page 2

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Cape Times 28/7/83

From page 355

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tion, Dr Van Zyl Slabbert, would go up from R41 441 a year to R52 770, including a reimbursive allowance of R13 870.

All the increases are effective from July 1 this year.

Mr Horwood also confirmed that cabinet ministers no longer have to make token payments for the renting of their homes, television sets and video recorders.

● The increases are likely to lead to renewed demands from civil servants for pay rises this year. Civil servants have been told repeatedly that increases are unlikely unless the

country's economic position improves.

Parliamentarian and civil service pay scales were linked some years ago to avoid the embarrassment of MPs awarding their own pay rises. Civil service increases then resulted in automatic increases for MPs and ministers.

This arrangement was terminated by the Finance Bill passed this year. Mr Botha told Parliament that this had been done because the restructuring of the civil service was not able to take account of the special needs and circumstances of MPs.

Civil service spokesmen have welcomed the move, while continuing to press for increases of their own this year.

Public service shocked over MP, PC salary jump

ARGUS 1/8/83 250

Argus Correspondent

PRETORIA. — The public service is shocked over reports that members of the President's Council have received the same salary increases as MPs.

The chairman of the 26 000-member Public Servants' League, Mr Malcolm Domingo, said he was "rather shocked" that PC and Cabinet Ministers had received salary increases of 27 per cent

He was particularly perturbed, especially since there was no indication of salary increases for public servants.

Indication

The president of the Public Servants' Association, Dr Colin Cameron, said the news could be regarded as an indication that the management level in the public service could also get increases

Mr Domingo said the increases for MPs and President's Council members raised a question: "Has the economy recovered sufficiently for them to allow themselves such increases?"

Should public servants receive salary increases, they should get more than 27 percent because of the difference in salary structures

Want more

"If a salary increase in the public service does not exceed 27 percent, public servants will not accept it," he said

The Argus Political Staff reports that although no public announcement about President's Council salaries has been made, unofficial information shows that PC members will get R600 a month more from July 1.

The salaries of ordinary PC members will go up from R30 000 to R37 200

Chairmen of the five committees of the President's Council will now receive just under R70 000 a year.

CAPC TIMES 3/8/83

State Security Council 'erodes' Parliament

2011/11/27 250

Own Correspondent

JOHANNESBURG — Two political scientists at the Rand Afrikaans University have said that the State Security Council (SSC) functions as an inner cabinet which enhances the authority of the Prime Minister but diminishes that of the full cabinet.

Writing in the latest issue of the Journal of Political Science, Professor Deon Geldenhuys and Dr Hennie Kotze say another consequence of SSC's central position is "further erosion" of Parliament's "already marginal role in the shaping of government decisions"

Although the Prime Minister almost certainly informs the cabinet of SSC decisions, it is at his discretion and on an *ex post facto* basis, meaning that the cabinet is told of decisions rather than allowed to participate in them, the authors say

The SSC is one of four cabinet committees but it is easily the most important and powerful, they say. Professor Geldenhuys and Dr Kotze list several traits of the SSC which make it pivotal to decision-making

It is the only committee for which there is special provision in law and it is the only one to fall directly under the

chairmanship of the Prime Minister

Cabinet ministers may freely attend meetings of the three lesser cabinet committees, but, unless they are among the statutorily defined members of the SSC, they may only attend its meetings if they are co-opted as regular members or invited

The SSC is a key component in what the Minister of Defence, General Magnus Malan, has defined as the "national security management system"

The authors comment "The concept 'security,' as Pretoria defines it, is an all-embracing one, with the result that the SSC's authority extends well into the realms of domestic and foreign policy "

Expanded role

The expanded role and power of the SSC is very much a part of Mr P W Botha's premiership, the authors add

Under his predecessor, Mr Vorster, the SSC, which was formally established in 1972, met sporadically and then only to consider security matters in the narrow sense of the word

Today, however, it meets regularly to assess security in the wider sense as defined by General Malan's dual notions

of "total onslaught" and "total national strategy" to protect South Africa's "political, economic, social-psychological and security bases"

Commenting on the implications of a statement on the total onslaught by General Malan in November 1980, the authors say "One (has) then to conclude that 'cultural action' also falls within the 'national security field' "

They go on to raise a series of questions about how the SSC will fit into the pending new constitutional dispensation

"Will the new executive president chair the SCC?"

"Will there be any coloured and Indian ministers serving on the SCC? If not, will all SSC decisions then as a rule be submitted to the full cabinet (which will include coloured and Indian ministers)?"

"If so will these coloured and Indian ministers be free to indulge some of this information to their party caucuses?"

Noting that the rationale for the SSC is to provide for balanced and planned decisions, rather than ad hoc decisions, the authors pose a further question: How is the controversial Ingwavuma land deal with Swaziland to be explained?

1766S 3/8/83 (250)

More pay — but faces are red

LEON MARSHALL, Political Editor, on politicians who decide their own pay.

THE politicians are running around with red faces, having just voted themselves a hefty salary increase of 27 percent

From the point of view of a sceptical public, they have been caught with their hands in the state's till

Whatever the justification for the wage hike, it does seem considerable, especially coming so shortly after politicians' appeals for financial restraint on the part of the private sector and, more specifically, for restraint by the public service's own employees

The sobering aspect about the politicians' predicament is that this time they are not in a position to point fingers at each other in an attempt to make party-political capital out of it all.

They are all in it together

For a fleeting period the people have a chance of assessing their legislators not as representatives of their particular political ideals. They are looking at them as politicians per se, and because of the rarity of these occasions the politicians must excuse their frequently slavish supporters the momentary pleasure they may be deriving from the situation

However, the issue does present certain questions which affect public life

In the private sector it is widely accepted that the quality of a person's work relates to the amount he gets paid. Companies that cannot afford the best, tend to get the second best

Politics is markedly different. Many good people have stood for election to public office, but failed to win acceptance because their

views were too advanced for the voters. So they returned to the frequently more lucrative occupations from which they had come

So it's not just the prospect of good money that entices good people to public office

Indeed, under a democratic system, the responsibility for the quality of leaders in public life lies not with the elected — but with the electorate. The voters have themselves to blame if they pay first-rate salaries to second-rate representatives

The politicians have been showing a certain unease at the public reaction to the wage hikes they have voted themselves

As public figures who pride themselves on their understanding of "the people", they realise they have made a mistake about the timing of the increases — at least — as well as the way the whole matter has been handled

A respected political confidante, a member of Parliament, explains the situation as follows

Voting for their own salary increases is about the worst thing politicians can do. Which is why about 1974 it was decided to vest in the State President the power to pass politicians' increases, even though that amounted to a nominal duty exercised at the discretion of the executive which in turn took its cue from the party caucuses

In the public eye it was nevertheless bound to look better than Parliament itself voting more money for parliamentarians

About that time it was decided more or less as a point of principle that MPs' salary increases should relate to public service increases,

and also that MPs should have a salary just a notch below that of the secretary of a government department

However, when the public service was restructured and department secretaries were upgraded to directors-general, with accompanying salary increases, the MPs fell behind. Finally they landed up five to six notches below the salary scales of department heads

So this is one of the main reasons why, the MP explained, MPs have now voted themselves an extra increase, separately from the public service to which they related their salaries originally to spare themselves the embarrassment of increasing their own salaries

As a result of the increases, MPs will be earning about R38 000 a year, and Ministers close to R70 000. MPs get a reimbursive allowance of about R11 000 and Ministers R16 800, which is included in the gross figure

The MP said if it was taken into account what a risky occupation politics was, it would probably be more widely accepted that MPs had to be assured of a reasonable income

But he believed that by far the best solution would be if, instead of having MPs vote their own salary increases, an independent commission was appointed at intervals to consider their pay

Such a commission, he said, could consist of businessmen or other independent people drawn from the public sector. "That would make it all so much less embarrassing," he said

MKGus 4/8/83

South Africa's inner Cabinet

JEAN HEY reports on the special powers of the SSC, headed by the Prime Minister

THE State Security Council (SSC) is the most important element in the decision-making process of the South African Government and acts as an inner Cabinet headed by the Prime Minister

This is the conclusion of Dr Deon Geldenhuys and Dr Hennie Kotze, two political science lecturers at the Rand Afrikaans University whose article on "Aspects on political decision-making in South Africa" appears in the latest issue of the South African Journal of Political Science

They claim that the SSC — which they believe is by far the most powerful of the four permanent Cabinet committees — has probably reduced the full Cabinet's role in decision-making. At the same time it has enhanced the decision-making role of the Prime Minister

"Apart from the fact that the full Cabinet is only brought into the picture at the Prime Minister's discretion on an ex post facto basis, Cabinet discussion of SSC decisions is bound to be further inhibited by virtue of the decisions carrying the Prime Minister's stamp of authority," say the authors

Network

They argue that a number of features set the SSC above the other three Cabinet committees (the constitutional, economic and social affairs committees)

The SSC, say Dr Geldenhuys and Dr Kotze, is the only Cabinet committee created by law and the only one chaired by the Prime Minister

Its network of supporting bodies is also far more comprehensive than that of the other committees and the range of issues with which it deals is far wider

"Its statutory responsibility is to advise the Government on the formulation and implementation of national policy and strategy in relation to the security of the Republic. This is obviously an assignment broad enough to embrace virtually every area of Government activity both at home and abroad," the authors contend

The fifth difference between the SSC and the other Cabinet committees is that Ministers who are not members of the three other committees are free to attend the meetings and join in the discussion of those committees

In the case of the SSC, only non-members who are specifically invited or co-opted may attend its meetings

Finally, the SSC is exempt from the rule that the decisions of all Cabinet committees must be circulated to the full Cabinet and are subject to the full Cabinet's approval

Dr Kotze and Dr Geldenhuys argue that the concept of a national security management came from a concern with both the internal and external security of South Africa. The notion of a "total national strategy" was formed as an antidote to the "total onslaught" against South Africa

Mr P W Botha, they say, has transformed the SSC from being an ad hoc committee that meets sporadically to discuss matters dealing with security in a very narrow sense to one which, in the words of General Magnus Malan, is concerned with "the management of South Africa's four power bases (the political, economic, social/psychological and security bases) as an integrated whole"

Looking to the future, Dr Kotze and Dr Geldenhuys ask how the national security management system will be affected by the proposed new constitution

Information

"Will the new executive president chair the SSC? Will there be any coloured and Indian ministers serving on it? If not, will all SSC decisions then as a rule be submitted to the full Cabinet (which will include coloured and Indian ministers)? If so, will these coloured and Indian ministers be free to divulge some of this information to their party caucuses?"

The political decision-making structure in South Africa is a subject the authors feel has hitherto been sadly neglected — largely because reliable information has not been easily accessible

"Consequently, investigation of South African decision-making has become surrounded with taboos, sinister features, guesswork and blatant inaccuracies," say Dr Kotze and Dr Geldenhuys

250
CAPE TIMES 5/8/83

PFP to take up the issue of PC salaries

Political Correspondent
THE Progressive Federal Party is to take up the issue of President's Council salaries following a government refusal to confirm reported increases for the advisory body.

The 55 councillors have in the past received the same salaries as members of Parliament, while the five committee chairmen have been paid at the same rate as cabinet ministers.

Both ministers and MPs received a 27 per cent increase on July 1, but neither the President's Council nor the government departments responsible will say whether this also applies to the council.

After a council spokesman had refused to give any information on the issue, the Cape Times approached the Minister of Finance, Mr Owen Horwood and was referred from there to the Prime Minister's Department, which is responsible for the President's Council.

A spokesman for the Prime Minister's Department said yesterday that it was not the task of the department to

give out information of this nature.

Mr Tian van der Merwe, PFP MP for Green Point and opposition spokesman on the issue, said he would take the matter up in Parliament unless the President's Council salaries were published before session resumed next week.

'No excuse'

"There is no excuse for this secretiveness," he said in a statement.

"President's Councillors receive their salaries out of taxpayers' money and the public is entitled to know what they are paid."

Mr Van der Merwe said recent salary adjustments for parliamentarians had quite correctly been announced, because the government was in the difficult position of having to decide its own salaries.

"It is no less than correct that full details be made public so that members of the public who feel they are overpaid can take a tough line against them. It makes no sense to spare President's Councillors this criticism," he said.

Bleak news expected on State service pay

250 ~~250~~
Mercury
5/8/83

Mercury Correspondent

PRETORIA—The Cabinet is expected to take an early decision on whether to grant interim increases to public sector workers from October, according to sources here

But, according to senior public sector workers, the prospects for relief are becoming more bleak by the day

Earlier this week the Minister of National Education, Dr Gerrit Viljoen, handed off a plea from the Federal Council of Teachers' Associations for interim rises

He told them the issue of increases in the public sector was the responsibility of the Minister of Internal Affairs, Mr F W de Klerk, and if anything was to be said on the subject he would say it

Maximum

Later this month the Federal Council of SATS Staff Associations — representing more than 250 000 railway workers — will meet the Minister of Transport, Mr Hendrik Schoeman, to demand rises from October

However, they are likely to get the same short shrift as the teachers

Public sector workers are pinning their hopes for relief on the expectation that the rises would be part of the 'buttering up' process adopted by the

Government to ensure maximum support for a 'yes' vote in the proposed constitutional referendum, expected in November

They also point out that the Cabinet, having approved huge increases for Cabinet ministers, Members of Parliament and the President's Council from the beginning of July, could not, without antagonising thousands of public sector workers, refuse to approve financial relief for State and provincial workers, police, prisons and SADF personnel, and SATS and Post Office staff

Senior Government workers said if their interim rises were rejected this would be 'harsh but acceptable' in the light of the current recession and the fight against inflation

But now that the politicians had granted themselves handsome increases there would be an extremely angry reaction if their claims were rejected

By GERALD REILLY
Pretoria Bureau

THE Government is under great pressure to make an announcement about pay rises in the public sector later this month, sources have said

However, with Cabinet Ministers from the Prime Minister down stressing the acute dangers of inflation and the need for continued tightening of belts, prospects for any meaningful relief are bleak, according to the sources

Economists agree with the Minister of Finance, Mr Owen Horwood, that there is no painless way out of the recession

The sources concede the Government is at least partly to blame for the growing clamour for October pay adjustments. The Minister of

Govt under pressure over pay demands

250
RPM 8/8/83

Internal Affairs, Mr F W de Klerk, said during the parliamentary session there could be good news for Government workers later in the year

It is estimated that to give the 620 000 workers in State and provincial departments a rise of 10% would cost more than R500-million

And to extend this to the whole of the public sector, including railways and Post Office workers, would almost double the figure

Last week the Minister of Education, Dr Gerrit Viljoen,

told the Federal Council of Teachers' Associations that the issue of increases in the public sector was a responsibility of the Minister of Internal Affairs and if anything was to be said on the issue, he would say it

Also last week, the committee of university heads lead by the chairman of the SABC and rector of the University of the Free State, Prof W L Mouton, pleaded with Dr Viljoen for increases for university personnel

It said inflation was eroding the living standards of

academics and that adjustments were necessary

The Federal Council of SATS Staff Associations, representing more than 250 000 railways workers, will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, to demand rises

Post Office Staff Associations have also asked for immediate interim relief

Senior public servants point out that the Government has approved huge increases for Cabinet Ministers, MPs and members of the President's Council

250 ~~17~~ Hansard Q.601.1859
Public servants' complaints
17/8/83
*14 Mr F J LE ROUX asked the Minister of Internal Affairs †

How many complaints by public servants in regard to service and related matters were (a) received and (b) disposed of by the Commission for Administration during the latest specified period of three years for which figures are available?

†The MINISTER OF INTERNAL AFFAIRS

- (a) Figures are only readily available for the year ending 30 June 1983. During this period 42 complaints of public servants were submitted to the Commission for Administration in terms of the proviso to Public Service Regulation A6 1.
- (b) 37 of the above-mentioned complaints were disposed of.

Premier: some civil servants oppose Bill

~~South~~ 250
E. Post
19/8/83

By JOHANN POTGIETER
Political Correspondent

CAPE TOWN — The Prime Minister, Mr P W Botha, has conceded that there are a number of civil servants who are "not so enthusiastic" about the draft constitution.

However, he rejected as "exaggerated" fears in his own party that "more than half" of civil servants oppose the scheme.

This is according to a report today in the Cape Nationalist organ, Die Burger, based on a meeting of Nationalist organisers and officials from all four provinces at Goudini yesterday.

Mr Botha also told the party officials to prepare themselves for the constitutional referendum.

"Everybody must be ready," he said.

He said the Cabinet would not delay the decision about the referendum date for much longer and repeated his undertaking to announce the date two months before the event.

Die Burger reports that this gathering of Nationalist officials was the first of its kind since the 1950s.

In an obliquely worded paragraph, the newspaper writes that Mr Botha was asked what the NP should do "if more than half of the civil servants oppose the constitution plan".

Mr Botha replied that he believed the statement was exaggerated.

"There are a number of civil servants who are not so enthusiastic about the draft constitution, but he



Mr P W BOTHA
... fears exaggerated

believes they are not in the majority," the paper paraphrases the Prime Minister's reply.

Civil servants, he said, were fully entitled to hold their own views, but were obliged to give effect to the policies of the government of the day.

They had the right to political opinions, but not to "sabotage government policy", Mr Botha was reported to have said.

He also repeated his earlier statements about the Bonus Bonds scheme, saying he had personally "never been enthusiastic" about the matter.

He did not believe it was gambling to the same extent that horseracing was and had conveyed this standpoint to the churches.

If a better way could be found to raise the required money, the scheme would be abandoned, he said.

SATS staff demand pay rises

Pretoria Bureau 24/8/83
THE federal council of the SA Transport Services Staff Associations will demand immediate financial relief for the 250 000 SATS employees at a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, next week

A senior council member said yesterday the council would argue that politicians had voted themselves increases of more than 20% and that the Minister had no moral grounds to reject its claims for interim increases from October.

Public sector employees in the Post Office, railways, schools and universities have already demanded pay increases

The Minister of National Education Dr Gerrit Viljoen, the Minister of Posts and Telegraphs Dr L A P A Munnik, and the Minister of Internal Affairs Mr F W de Klerk, have so far not given a direct response to demands for pay increases

However, according to Government sources in Pretoria, the Cabinet is concerned about the growing agitation and dissatisfaction

among public sector workers and an announcement on increases is certain within the next two weeks

They say the coming referendum on the constitutional proposals could influence the Cabinet's decision

Staff associations have been angered by "blatant indifference" to the plight of Government workers

If politicians had refused to accept increases themselves, a refusal to grant them interim relief would have been more acceptable, they say

w/c areas 27/8/83

MEANWHILE

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Civil servants still wait for January rises

PRETORIA. — Civil servants in several Government departments are still waiting for their January salary increases.

The Public Servant, mouthpiece of the Public Servants' Association, has complained in an editorial that the delays in the implementation of salary increases are "in-

excusable and definitely not conducive to a high personnel morale."

The editorial also criticised the reluctance of the Government departments to investigate the grievances of individual civil servants

that conditions of implementation of the new improved salary structures for various occupational groups, which were determined and released by the Commission for Administration with effect from January 1, were intricate in, some in-

stances, and that a shortage of trained staff could have been experienced

But, it said, a delay of up to six months and longer was inexcusable

The editorial also referred to many complaints the PSA had on

record of members who could not obtain the right of investigation into grievances, but who flinched from making use of provisions in the Public Service regulations for fear of victimisation

In some cases where investigations were instituted there was often a "flagrant dragging of feet" in spite of the com-

mission's emphasis on speed in resolving such grievances

SATS staff demand pay rises

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R800m stake for public service vote

By GERALD REILLY
Pretoria Bureau

WILL the Government gamble with R800-million of taxpayers' money in an effort to swing the support of public sector workers behind it in the November 2 referendum?

That is the question being asked by political observers, including political scientist Professor Willem Kleynhans

The R800-million is what would be needed to give the nearly one-million public sector workers in the railways, Post Office, and State and provincial departments an interim rise of 10%

So far the Government has been non-committal, except for a statement by the Minister of Internal Affairs, Mr F W de Klerk, during the latest parliamentary session, that there could be "good news" for Government workers later in the year

It is estimated that more than 400 000 of the million public sector workers are voters. If members of their families are added, the total, it is claimed, could be close to a million

Prof Kleynhans said the Government was "desperate". It clearly feared a defeat on November 2

It would be looking at all possible strategies, therefore, to strengthen support for the constitutional plan

And there could be an answer to the R800-million question on Monday

Then the presidents and secretaries of the 10 railway staff associations will meet the Minister of Transport Affairs, Mr Hendrik Schoeman, to demand immediate increases

If they get them, other civil servants are likely to get increases too

(250) ~~Public servants: salary increases~~ *Hanson d*
31/8/83 Q. 61, 1990
6 Mr J J B VAN ZYL asked the Minister of Internal Affairs †

Whether he intends announcing a salary increase for public servants within the next two months, if not, why not, if so, when will this increase come into effect?

†The MINISTER OF INTERNAL AFFAIRS

I indicated in a press statement dated 6 February 1983 that a general salary increase for public servants would apart from occupational differentiation, enjoy one of the highest priorities on public funds if the financial position of the Government could accommodate this later on in the year

The Government is at present giving serious consideration to this matter within the parameters of the country's economy, Government finances and all other matters surrounding these circumstances

As indicated earlier on in the year, there will hopefully be greater clarity in this regard before October 1983

†Mr J J B VAN ZYL Mr Speaker, arising out of the hon the Minister's reply, as well as in view of the current economic situation and the greater clarity the hon the Minister promised, is it so that public servants will be granted a salary increase, because there are already speculations that the staff of the SA Transport Services can expect a salary increase?

†The MINISTER Mr Speaker, I have a suspicion that the hon member is querying my reply I said no decision had been taken as yet and that the matter was under consideration at present Surely that is clear and plain English No decision has been taken as yet, but since February this year I am in honour bound to the officials to give an indication round about 1 October whether it is

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WEDNESDAY, 3

possible to grant them a salary increase That is what we are busy with at the moment For the information of the hon member for Sunnyside, I also just want to point out that 6 February was still months before the Government decided that a referendum would be held Please let us not play politics as regards these matters concerning the remuneration of public servants While the private sector has granted salary increases to its workers, public servants have until now handled the fact that the Treasury has been unable to fulfil their expectations, with great responsibility We therefore should not make politics out of this

†Mr J J B VAN ZYL Mr Speaker, I want to give the hon the Minister the assurance that we do not want to make politics out of this Is it so that, if the public servants get an increase, the people of the Post Office and the SA Transport Services will get increases simultaneously? Will the increases be granted simultaneously or separately?

†The MINISTER The hon member should wait until greater clarity is given and an announcement is made in this regard Then he will get all the replies to his questions

(250) Hansard Q. Col.
 State pension funds
 31/8/83 2016
 1118 Mr B B GOODALL asked the
 Minister of Health and Welfare

(a) What amount of money is there in each specified State pension fund and (b) what percentage of each pension contribution is contributed by the (i) individual and (ii) State?

The MINISTER OF HEALTH AND WELFARE

It is unfortunately not clear to which pension funds are being referred to, but the following information of the position as on 31 March 1983, are nevertheless furnished

(a)	(b)(i)	(b)(ii)
Government Service Pension Fund amount R5 115 281 958,62	male 8% female 6%	male 21,35% female 16,0125% (state's contribution)
Associated Institutions Pension Fund amount. R1 045 154 639,09	male 8% female 6%	male 16,32% female 12,24% (employer's contribution)
Temporary Employees Pension Fund amount R644 327 843,99	male and female 5%	male and female 10% (state's contribution)

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FRIDAY, 2 SEPTEMBER 1983

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(a)	(b)(i)	(b)(ii)
Authorities' Service Pension Fund amount R237 070 096,25	male 8% female 6%	male 15,888% female 11,916% (state's contribution)
Authorities' Service Superannuation Fund amount R19 313 651,00	male and female 5%	male and female 6,5% (state's contribution)

RAND DAILY MAIL, Wednesday, August 31, 1983

10% pay rises in the pipeline for railmen

Pretoria Bureau

SOUTH AFRICAN Transport Services' 250 000 workers are to get 10% pay increases from October 1, subject to Cabinet agreement, the chairman of the Federal Council of SATS Staff Associations, Mr Jimmy Zurich, said yesterday

And if the railways workers get an interim increase, so will the other 750 000 workers in the public sector

At a meeting with the Minister of Transport Affairs, Mr Hendrik Schoeman, at Jan Smuts Airport earlier this week, the council's advisory committee was offered 10% from October or 12,5% from January

The advisory committee opted for the October rise — "who can tell what will happen between now and January", Mr Zurich said

The Minister told the committee he would lay the issue before yesterday's Cabinet meeting. However, after the meeting Mr Schoeman refused to comment

Mr Schoeman also agreed to an immediate start with negotiations to eliminate the pay backlog which has built up over the past two years

Mr Zurich said the advisory committee would meet the general manager of SATS on Monday to discuss future pay adjustments, and on the issue of eliminating all pay discrimination from SATS

The federal council supports a system of total wage parity in the transport services, Mr Zurich said

Meanwhile Government sources in Pretoria said, if, in fact, the Cabinet approved Mr Schoeman's request for increases, then whatever the railwaymen

got would be given to the rest of the public sector

This will include workers in the State and provincial departments, the Post Office and police and prisons, and SADF personnel

It would also apply to teachers and university teaching staff, and the cost to the taxpayer would be about R800-million

It has been speculated for some time that the Government could hardly resist the temptation to soften up the 400 000 white voters working in the public sector with a pay rise announcement before the November 2 referendum

Professor Willem Kleynhans, of the department of political science at the University of SA, said "The Nationalist Party will leave no stone unturned to win this one — including the granting of interim rises to its workers"

Pay rises for MPs 'shock' Instituut

Financial Editor

THE Afrikaanse Handelsinstituut (AHI) which represents most Afrikaans businesses, is "shocked and amazed at the big increase members of Parliament and members of the President's Council have appropriated to themselves"

AHI president Mr Henne Klerck said today the pay rises had helped foster the inflation psychosis

"They created unnecessarily high expectations in the rest of the Government sector at a time when poor economic conditions put a damper on wage and salary adjustments in the private sector"

UNSUITABLE

Although the AHI had no objections in principle to the increases, they could not have happened at a more unsuitable time Mr Klerck said

Mr Klerck hinted strongly that the AHI would like to see some form of wage freeze

He said Britain had reduced its inflation not only through monetary and fiscal measures, but also by successfully restricting trade-union wage demands

He added that the AHI believed the Government should not try to avoid direct confrontations on irresponsible wage demands

Another Somerset West woman attacked

Crime Reporter

A THIRD Somerset West woman has been attacked in her home as a strong police contingent continues the search for a man who is believed to be responsible for the rape of two women within a week

Mrs Gwendoline Douglas, 52, was attacked and thrown to the ground at 11 pm last night when, after taking a short walk in the garden, she found an intruder in her lounge

ASSAILANT FLED

Major George Kershoff, police liaison officer for the Boland, said Mrs Douglas, of Alphen Place, Dirkie Uys Street, screamed for help and her assailant fled

Mrs Douglas was unable to give police a detailed description of the man

This is the third attack on

Public News



SPRING has sprung, the grass has riz. . . so says the ol-
Western Cape, the first sign of spring is the arrival of
should celebrate Spring Day, September 1, glory

20 schoolchildren in hospital

Argus Correspondent

JOHANNESBURG — More than 20 schoolchildren were overcome by gas at a Johannesburg northern suburbs school today when a chlorine gas bottle exploded near a swimming pool and fumes drifted into classrooms

The Sandton and Randburg ambulance departments ferried the children from Hyde Park High School to the Johannesburg

Missing Korean Jum

SEOUL — The South Korean government said today it was "almost certain" a South Korean Jumbo jet airliner, which vanished earlier today

tacked and shot down by a . . .
tion," Mr Lee told reporters.

He said the South Korean
ment was making every . . .

Public servants' pay: News within weeks

Msus

1/9/83

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[Handwritten signature]

1/9/83

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By TOS WENTZEL
Political Correspondent

THE Government is expected to tell 250 000 workers in the South African Transport Services and public servants generally whether they will receive a pay rise, and how much it will be, before the end of the month.

This has been indicated by the Minister of Internal Affairs, Mr F W de Klerk, and the Minister of Transport Affairs, Mr Hendrik Schoeman.

About 1 300 000 people — almost a quarter of the working population — are employed in various levels of the public sector.

In answer to a question in the Assembly yesterday, Mr de Klerk said a decision had not yet been taken.

Matter being considered

He said the matter was still being considered and he hoped there would be greater clarity before next month.

As indicated earlier this year, a general increase for public servants would, apart from occupational differentiation, enjoy one of the highest priorities on public funds if the financial position of the Government could accommodate it later this year.

Mr Schoeman, Minister of Transport, said today finality had not been reached yet on transport workers.

He said he had met representatives of staff associations on Monday and another meeting would take place in a fortnight.

It is understood that Sats workers have asked for a 12,5 percent increase but that they are likely to be offered 10 percent.

Losing money

One of the difficulties the Government faces is that Sats is losing a considerable amount of money.

The chairman of the Public Servants Association, Dr Colin Cameron, said in Pretoria today it was reassuring to know the Government is actively investigating public service salary increases.

"The PSA has good faith the Government will make salary adjustments in the present economic circumstances," said Dr Cameron.

He stressed that any increase should be across-the-board and granted simultaneously to all sectors of the public service.

Public servants did not receive general increases this year, but have held pay talks with Mr de Klerk in recent weeks.

Fanning inflation

The Director of the South African Institute of Public Administration, Mr J J N Cloete, warned that any salary increases should be kept modest — "or we will just fan inflation which in turn will harm the general welfare of public servants."

He said salary increases should only be given in inflationary times, where it could be proved that productivity would be boosted.

While questions were being answered in the Assembly yesterday on salary increases, there were Opposition interjections that an announcement would be made before November 2, polling day in the referendum.

PUBLIC SECTOR PAY HIKE?

There are signs that government may soon grant a pay increase to public servants and employees of the SA Transport Services (SATS)

Senior members of the Federal Council of SATS Staff Associations who met Transport Minister Hendrik Schoeman this week say they received a tentative offer of a 10% rise from October 1, or a 12,5% increase from the beginning of next year. They made it clear to Schoeman that they preferred a 10% rise in October and say he promised to discuss the matter with his Cabinet

colleagues

Some government sources believe that if SATS employees receive pay rises, it is almost inevitable that similar increases will be given to virtually all public service employees. The last major pay rise for most SATS and public sector employees was granted in April last year. There is evidence of growing impatience, especially among railwaymen, over government's reluctance to grant increases at a time when MPs have voted themselves substantial pay rises

There has also been speculation that government will introduce increases before the November referendum in an effort to win the goodwill of public sector employees. Colin Cameron, president of the Public Servants' Association, says it was inevitable that some people would believe this. But he adds that, in fairness to government, it should be remembered that Finance Minister Owen Horwood announced early this year that government was willing to consider salary adjustments in the second half, if economic conditions permitted.

Financial Mail September 2 1983

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Union will fight for pay parity

Mercury Reporter

THE newly formed Public Servants' Union — representing Indian employees in all Government departments — will be fighting for parity in pay and equality in working conditions for its members

Mr Mohan Ramloutan, the union's general secretary, said that the PSU would be giving priority to matters where Indian workers are being discriminated against and these included pay and working conditions

'We will be making representations not only for more pay, but will also insist that there be parity in the application of the salary scales for Indian and white public servants,' he added

He said the Commission for Administration, which is in charge of public servants, had approved the formation of the PSU and a directive had been issued to all Government departments to co-operate fully with the union

Union representatives have been allowed reasonable access to offices of various Government departments for recruiting members,' he said

The Treasury had also approved stop-order facilities for the collection of membership fees

Mr Ramloutan said that in terms of the union's constitution, it was not allowed to take part in politics

'The PSU has been formed to promote, secure and encourage efficient and competent public administration in the Public Service with particular regard to the interests of the State and public and well-being of public servants,' he said

Departments employing a large number of Indians are the Department of Internal Affairs, which includes the former Department of Indian Affairs, the Department of Health and Welfare, and the Department of Justice, Manpower and Finance

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Mercury

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Workers Wiehahn forgot

By PHIL MTIMKULU

WHEN trade unionists and workers welcomed the recommendations of the Wiehahn Commission it was generally assumed that they would embrace all workers.

The euphoria which greeted the recommendations which allowed workers to organise themselves was however not shared by the harassed, abused and underpaid public servants.

The Labour Relations Act of 1981 specifically excluded employees of the State and of local authorities.

The Community Council Act of 1977 also stipulates that no person in the service of a community council shall belong to any trade union or staff association not approved by the Minister and any person who is in contravention of the Act shall be deemed to have resigned from the services of the community council from the date on which he joined.

Mr Arthur Grobbelaar, the general secretary of the Trade Union Council of South Africa (Tuca) confirmed the position of the civil servants. He said though they had staff associa-

tions these did not function in the same manner as normal trade unions. He said there was no negotiation process but a consultation process between the association and the authorities. The heads of the departments have the authority to decide if they can go beyond laid down salary scales and they can make the necessary adjustments.

From the above it is quite clear that civil servants don't have the same machinery as ordinary workers to effect communication with their employers. Except for teachers who are represented by national and regional teachers' associations the majority of public servants, including those working for administration boards, community councils and provincial administrations do not have any representation.

INADEQUATE

Given the fact that a Minister can give approval to the existence of an association to represent public servants, what reasons to be seen or asked is the extent to

which the association can represent its members.

Mr Leepile Taunyane of the 28 000-member Transvaal United African Teachers' Association (Tuata) says in their case the difference is in name only, otherwise they are just as good as any trade union. But Mr T W Khambule, a former headmaster of Orlando High says Tuata has never been effective and they have now abdicated and the students are fighting their battles.

Mr E Holland, the chairperson of the Health Workers' Association (HWA), said they have found the HWA inadequate and could not function as a trade union to represent the workers.

Many public servants who don't have any kind of representation say it is left to their departmental heads or supervisors to recommend them for a better grading. The issue of salaries is hardly touched on as they are told that their salaries are decided by the Government. They claim that dismissals are never

challenged.

Mr Taunyane said Tuata performs the same functions as those performed by a trade union. He said they represented their members fully to the authorities on any matter pertaining to their profession. They have sent delegations to discuss issues like the late payment of teachers, poor salaries and other administrative matters. He said they were trying to secure the tenure of the teacher within the profession.

Mr Khambule was however critical of the role of Tuata performing as a trade union. He said this was the point of departure between him and the association. He saw Tuata more as a mouthpiece of the Department of Education and Training than as an organ to articulate the problems of the teachers.

"The department therefore views it in a favourable light because of its non-committal role as far as the interests of the teachers are concerned. Just recently

three teachers were arbitrarily transferred from a Soweto school and it was left to the students to fight that issue as Tuata had abdicated its role," Mr Khambule said.

Mr E Holland said the Health Workers' Association was formed primarily to look into the issue of establishing an equitable health system for blacks, but along the way its brief widened to include looking into the problems of health workers. Initially they had been able to make representation on behalf of health workers as in the case of the radiographers at Baragwanath.

But since then the attitude of the authorities changed because they had never formally recognised them. He said the association was not really geared to look into the problems of the workers. "We found ourselves inadequate



T W KAMBULE

and as an association we could not function as a trade union. We are looking into the creation of a machinery which will represent the workers like any other trade union," he said.

Mr Sydney Mufamadi, the secretary of the General and Allied Workers' Union

(Gawu), which was trying to unionise Soweto Council employees, said it was unfair not to regard black civil servants as workers. "As they are not part of the decision-making machinery they need to be protected against exploitation like all other workers," he said.

Public Service resignations 9/9/83
Hansard Q Col. 2086
9 Mr S P BARNARD asked the Minister of Internal Affairs †

How many officials resigned from the Public Service from 1 March 1983 up to and including 31 August 1983?

†The DEPUTY MINISTER OF INTERNAL AFFAIRS

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'12 percent not enough'

Sept. 1983

C. Herald

Lowest paid teachers - say State workers left out once again

THE pay increase for public servants in January will not be enough, the Cape Teachers Professional Association has said

Mr Vernon Pitt, deputy president of the CTPA said in a statement they would "naturally welcome any steps to improve the financial position of teachers"

"It is, however, doubtful if the 12 percent increase announced by the Minister (of Internal Affairs) will significantly improve the situation in view of the high rate of inflation

"It is particularly disappointing that, yet again, no progress has been made in respect of the poor salaries of the lower-qualified teachers

"The CTPA has requested an early interview with the Minister to discuss the very urgent matter," Mr Pitt said

THE 12 percent increase, effective from January 1 1984, granted to State employees, would afford some relief but was still not enough to stop the effects of inflation, says Mr Malcolm Domingo, national chairman of the Public Servants League of South Africa.

"We need at least double the amount they have given us because the cost of living is so high and unbearable," Mr Domingo said

"A very frustrating factor is that an increase which is on par with inflation in fact, was given to certain State officials in high government positions (members of parliament)"

"It must also be realised that what is important to the worker is the amount that he or she takes home at the end of each month

"Here one sees that 12 percent extra on a salary of R1 500 a month amounts to an additional R180 whereas 12 percent on a R200-a-month sala-

ry, which is what thousands of State workers earn, only amounts to R24"

Mr Domingo said it was sincerely hoped that parity would also be introduced on January 1

"This should apply at all levels but particularly in the lower income bracket"

He urged the State to view the question of parity in a "serious" light, as the efficiency of the public service was in the balance

The League, formed in 1969, represents 26 500 coloured and Indian State employees in a number of job categories

REJECTING

At its congress earlier this year, the organisation shed its traditionally conservative image by adopting a hard line on the Government's proposed constitution — and apartheid in general — rejecting it outright

Speaking at a press conference shortly after the congress, Mr Domingo said his union would adopt an increasingly progressive line and would "work with" other democratic organisations, particularly trade unions

SADF

answers complaints

Defence Reporter

AN in-depth investigation has been carried out by the South African Defence Force into working and service conditions of civilian labourers at 6 Base Ordnance Depot, Wingfield, after inquiries were made by the Cape Times

The result Some misunderstandings on the part of the labourers have been cleared up and liaison machinery has been established — and thanks to another discovery which came up during the investigations, workers are to get improved hygiene facilities

The investigation took place after the Cape Times notified the SADF of complaints it had received from one of the labourers, Mr S Waken Mr Waken raised the following points

Non-payment of sick pay:

Mr Waken said "there are labourers who have been waiting since January for their sick pay Every time we ask about it we are told that they (the 6BOD paymasters) are waiting on Pretoria

"There are people who come to work from Darling It costs them R65 per month if they go off sick for three weeks (as some of them have had to do when they broke limbs) they get only one week's salary and no sick pay

"That means they don't have enough money to actually get to work for the follow-

ing month They also have to pay the rent, the children's school fees, electricity and food out of that money

"The council demands the rent by the 7th of each month

"One man, Patrick Mondo, broke his leg two months ago He was off sick for seven weeks and he has received no money They (the council) have cut off his electricity already

"Another, Lionel Bester, was off sick in February and still has not been paid out for it

"I was off in March and still I've received no money," he said

"Sick people come to work because they are afraid that if they don't come they won't get any money They can't afford it"

● The SADF spokesman stated that "during the investigation it was found that there was a tendency by labourers of 6 BOD to go on sick leave or to stay away from work, demanding payment for the period of absence without submitting the required medical certificates on their return

"In terms of Public Service Regulation R428-C3 2 payment of sick leave can only be effected whenever such sick leave has been approved

"On taking over command of 6 BOD, the new Officer Commanding advised all labourers that in future all payments in respect of sick

leave will only be paid after approval in accordance with the Public Service Regulation

"The previous Officer Commanding allowed sick leave to be paid out prior to approval This action led to some labourers having to pay back some of the money received which led to dissatisfaction amongst the labourers

"The necessary steps have been taken and new procedures were adopted to prevent a re-occurrence"

Tax deductions: Mr Waken said tax was deducted from his wages even though he was not liable because he earned less than R7 000 a year

● The spokesman said Mr Waken had "received a document from the Receiver of Revenue stating that a taxpayer can be exempted from the obligation to submit an income tax return This form also advises the receiver what must be done in such cases

"(Mr Waken) took it for granted that he was exempted It is obvious that he did not understand the contents of this form as he neglected to comply with the instructions therein

"In order to prevent cases of this nature, every labourer was instructed to complete an IRP2 after which their income tax deductions were checked against the new deduction scale Members will

be advised how to complete the prescribed IB 11, in cases where over-deductions took place"

No redress: According to Mr Waken "I'm sure the commandant doesn't know what is going on He told us when he arrived that he would always be open to anyone who wants to speak to him But every time I try to see him, try to make an appointment, I am told he is busy, not available"

● The SADF spokesman said that "to ensure that an effective liaison is being obtained, the following system has been initiated as from August 8, 1983

"A team-leader has been chosen out of every team of approximately 12 labourers (and) complaints will be submitted to the Regimental Sergeant-Major, who will follow up complaints with the Unit Commander"

● Inadequate toilets and recreational areas The spokesman said the existing approved building plans for 6 BOD had been referred back to the Quartermaster-General by the commanding officer because no provision had been made for wash and shower facilities and the existing plans were too small to accommodate the 140 labourers

Now "steps are being taken to rectify these shortcomings"

Botha
rejects
inner
cabinet
claims

By CHRIS FREIMOND
Political Correspondent

RECENT suggestions by leading academics that the State Security Council operated as an "inner Cabinet", making all key decisions on the running of the country were yesterday rejected as "fairy tales" by the Prime Minister, Mr P W Botha

Mr Botha told a Press conference in Pretoria the Security Council operated in the same manner as other Cabinet committees and gave advice to the Cabinet

In a recent article, Professor Deon Geldehuys and Dr Henne Kotzé of the Rand Afrikaans University claimed the Security Council acted as a powerful supreme decision-making body with influence on a wide range of policy matters

In another recent publication, Professor Kenneth Grundy of Case Western University in Ohio said the Security Council was seen by some people as an "inner Cabinet", with the full Cabinet having less of a central decision-making role.

Mr Botha said yesterday most Western countries had security councils of some sort. South Africa's Security Council was established by legislation

It was chaired by the Prime Minister and included a number of Cabinet Ministers and security force chiefs. Matters of security were discussed at fortnightly meetings

All decisions were referred to the Cabinet by him personally, Mr Botha said

A full Press briefing on the functioning of the Security Council would be held next week by the secretary of the Council, Lieutenant General A J van Deventer, he said

In reply to a request for comment on the growing belief overseas that South Africa's foreign policy was being determined by the military, Mr Botha said foreign policy was "dictated and determined" by the Cabinet under his chairmanship.

"And of course, because we are also a threatened country, threatened by Russian expansionism, the military will play its part in providing opinions and security advice. But the final decision on foreign policy is made by the Government as a whole, and the Minister of Foreign Affairs (Mr Pik Botha) is the chief architect in this regard," Mr Botha said.

On other issues Mr Botha said

● The "Angolan problem" was part of the bigger problem of Southern Africa which was threatened by Russian expansionism

The Soviets were also trying to destabilise South Africa

● In the sense that Unita formed an anti-communist front, the South African Government was sympathetic towards the organisation

12.

'Threat' to whites PSA chief

8741
19/9/83 (250)

By Sue Leeman, Pretoria Bureau

The appointment of blacks, coloureds and Indians to the public service must not be allowed to threaten the career prospects of serving officials, the President of the Public Servants Association has warned

Dr Colin Cameron was speaking in Pretoria today at the association's annual meeting, which focused on the future of the public service under the new constitutional dispensation

Dr Cameron pointed out that the recruitment of other races must not deprive the public service of "its attraction as an employer of whites"

The efficiency of the public service, he said, should not be undermined in any way

Dr Cameron said it was his association's view that the increasing appointment of blacks, coloureds and Indians offered no solution to the staff shortage within the public service.

"There are just not enough trained engineers, accountants, electricians, legal people, technicians and doctors — to name a few from among these groups"

What skilled people were available should be put to work serving their own race groups, he said

"The needs of the self-governing and independent black states must be satisfied first so that whites seconded there can return home"

The issue, Dr Cameron said, was causing concern within the PSA and the association had asked the Government to clearly spell out its policy in this regard

Turning to salaries, Dr Cameron stressed that the finalising of the occupational differentiation programme — whereby salaries in various occupation groups are adjusted according to the market — was not the final solution and could never take the place of annual across-the-board increases

Dr Cameron also announced that in the interests of better negotiating, the old six-fold division of the public service had been abolished

He said a new system, featuring a broader base of representation, would be introduced.

20/9/83

The Star Tuesday Se

Public ⁽²⁵⁰⁾ service is 'uncertain of future'

Pretoria Bureau

The public service is still uncertain how it will function under the new constitution, says Dr Colin Cameron, president of the Public Servants' Association (PSA)

Dr Cameron said at a Press conference yesterday, after the association's annual general meeting in Pretoria, that the service had received no clear indication from the Government although the referendum was less than two months away.

In February this year the association had asked for the matter to be clarified and had hoped for an answer during the annual general meeting but none had been forthcoming, Dr Cameron said

This meant that public servants were still in the dark about the mechanics of a system they would be largely responsible for implementing

Dr Cameron said it was important for officials "to know as soon as possible what the future holds"

He restated the PSA's provisos that any changes within the public service — particularly more appointments of people of races other than white — must not be made at the expense of efficiency or the career opportunities of serving officials.

Dr Cameron declined to answer questions about the PSA's attitude to working with those of races other than white within new Government departments concerned with general affairs

Nor would he speculate about any possible integration of the 450 000-member PSA under the new constitution but he said that, for the moment, it would remain a white body in accordance with the feelings of most of its members

Dr Cameron stressed that the PSA was reorganising to allow for wider and more effective representation of its members

For the first time the association's structure would allow for "co-operation and consultation with personnel of other race groups on a loose confederate basis"

But, so far, the PSA had not held discussions with the staff associations of other race groups.

Public sector await talk

By MAURITZ MOOLMAN

PUBLIC servants might hear within the next few days how the new constitution, if implemented, will affect them.

A spokesman for the Department of Internal Affairs said yesterday no date had been set by the Commission for Administration and the Minister, Mr F W De Klerk, for his meeting with public servants.

But discussions may take place within the next few days to allay fears expressed by public servants over the structure of the public service, should the constitution become law.

Responding to a speech last week by Dr Colin Cameron, president of the Public Servants' Association, Mr De Klerk assured public servants they need not fear for their jobs.

Dr Cameron said public servants' support for the new constitution depended on the implications of the proposals for the public service.

Dr Cameron said the efficiency of the public service must be based on merit, job security and career opportunities for serving public servants.

Nationalist sources this week claimed that public servants did not fully back the constitutional plans because they were under the impression the Government wanted to make the public service unattractive to whites by paying low salaries.

Public servants believed this was to be done in an attempt to make room for more coloured and Indian public servants.

Both Dr Cameron and Mr Jimmy van der Merwe, chairman of the Commission for Administration, declined to react to these claims.

Mr Van der Merwe said he could not comment on the opinion of others or speculate on changes, if any, in the Public Service Act.

(Report by Mauritz Moolman, 171 Main Street Johannesburg)

Army drops its tax-stoops team

A TAX-HUNTING team of 38 national servicemen who helped retrieve R32-million from tax dodgers in an eight-month blitz are being pulled out of their jobs

The crack tax squad — chartered accountants or auditors in civvy life — were seconded last year by the SADF to inland revenue offices throughout the country as part of their national service

The 38-man team were drafted into tax offices as an emergency to help the critically understaffed revenue department to recover millions of rands in general sales tax (GST)

The taxes were paid by consumers, but had failed to reach the State coffers

In January last year, the Sunday Express disclosed that the average South African taxpayer was the victim of the biggest tax swindle in the country's history — R809-million in GST payments had gone astray through theft, non-declaration or underpayment of tax

One month later, the Minister of Finance, Mr Owen Horwood, admitted for the first time that South Africa might have lost large amounts in uncollected GST. He said the tax collecting rate was 90%. This meant a loss of 10%, or almost R828-million.

The authorities later decided to draft 38 accountants and auditors to the revenue offices, as a means of doing their national service, to help recover the missing tax monies

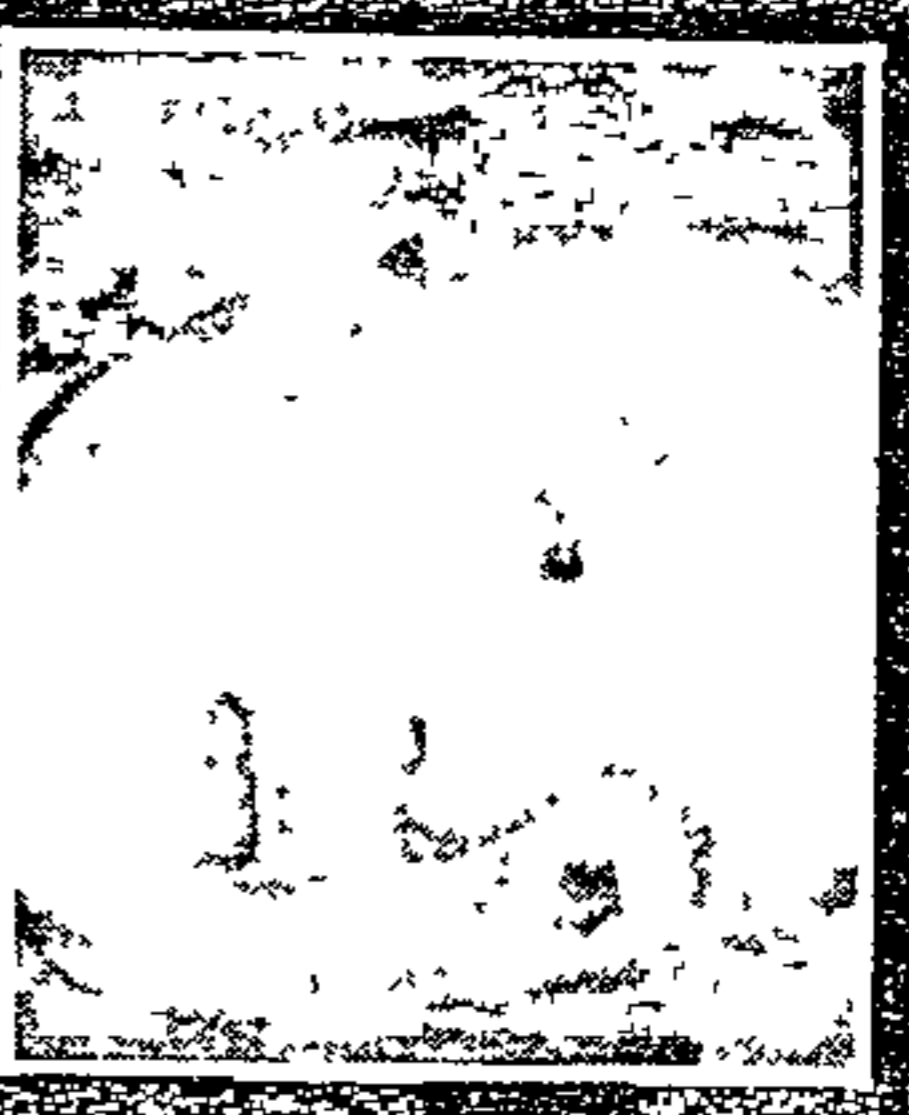
But this week Mr Schalk Albertyn, deputy director (operations) of the Directorate of Inland Revenue, disclosed that the specialist tax recovery team was being withdrawn

The 25 who joined last year will finish off this week, and the remaining 13 who joined in April will be pulled out in July next year

Now Inland Revenue must train GST staff



Mr Owen Horwood



Mr Harry Schwarz

By Wilmar Utting

There will be no more in-takes

"It is a great pity. The men did a first class job. They got back millions of rands for us," Mr Albertyn said

This week, Mr Albertyn said that although the assistance given by the servicemen had been excellent, the directorate felt it no longer had a case to put to the Defence Force for the continued use of its men

"We are short of experienced revenue tax inspectors, but we have now recruited enough untrained people to bring our GST inspectorate up to complement. We are busy training them," Mr Albertyn said

But the decision has been greeted with anger by Mr Harry Schwarz, the chief Opposition spokesman on finance, who first suggested the scheme

Mr Schwarz said he had not been told the men were now being withdrawn. "There will be substantial complaints about this. I have been told the servicemen were doing an excellent job," Mr Schwarz said

Plugging a giant drain on revenue

Staff Reporter

SHOPKEEPERS in Port Elizabeth's black townships owe the State hundreds of thousands of rands in overdue general sales tax payments

This was said by the chairman of the Port Elizabeth African Chamber of Commerce, Mr Monwabisi Maza, who urged the "more than a hundred" shopkeepers affected to approach the chamber to clear up the mess with the Receiver of Revenue

"Some of our shopkeepers don't know whether they're coming or going when it comes to GST. We've called many meetings about this matter but they didn't come. They're listless and apathetic," said

He said that a recent crackdown on GST defaulters in the township had revealed that the shopkeepers owe vast amounts.

Port Elizabeth's Receiver of Revenue, Mr H W Jacobs, said there had been no particular crackdown on black shopkeepers

"White, green, pink or black — if you've evaded responsibility then you must pay what you owe," he said.

There were 72 vacancies countrywide in the complement of 183 GST inspectors, and a total of 1 000 vacancies out of a total complement of 4 500

It was when the matter was raised in Parliament that Mr Schwarz suggested national servicemen with accounting experience should be appointed to relieve the acute staff shortage

"Now I am very unhappy unless they have been able to recruit suitable people in the Directorate of Inland Revenue, we are heading for the same problems we have had before with sales tax

"I think it is most unfair it is wrong," Mr Schwarz said "People frequently complain that they are wasting their time during their national service. Here is a classic example

"The directorate will account to Parliament for the revenue that has not been collected." In February this year, Mr Horwood disclosed that between April last year and January this year, 6 256 cases of GST irregularities had been uncovered

This had resulted in R26,4-million being recovered plus R6,8-million paid in penalties

Mr Schwarz, describing the amount as "staggering", told Parliament that what concerned him was the number of people who had not been caught

"We would like to see the inspector's staff strengthened and a far stricter application of the law," he said In February last year in the Directorate of Inland Revenue

The men were seconded to Receiver of Revenue offices in the main centres, usually where they normally lived. They wore the standard Defence Force uniform to and from work, but changed into mufti for their inspections of offices and shops.

A Defence Force spokesman said at the time that the use of the national servicemen to collect GST funds was an example of the "deployment of highly trained men in the national interest"

And the Commissioner of Inland Revenue, Mr W J H van der Walt, defending his department's using the men, said at the time "In terms of the Defence Act, national servicemen can be used in any line of defence, and the collecting of funds falls into this bracket"

Civil servants fear 'new deal' will threaten jobs

By GERALD REILLY
Pretoria Bureau

CONCERN is growing among public servants that the proposed constitution, if ever implemented, would constitute a job security threat

According to senior public service sources, the biggest fear is a large influx of coloureds and Indians into jobs which have previously been dominated by whites

The insecurity felt by many public servants persists in spite of assurances by the Minister of Constitutional Development, Mr Chris Heunis, and the Minister of Internal Affairs, Mr F W de Klerk, that Government workers had no need to fear

the implementation of the constitutional proposals

Speaking at the annual meeting of the Public Servants Association (PSA) earlier this month, the president Dr Colin Cameron said there was uncertainty in the service because of a realisation that whites could no longer run the entire administration alone, and that blacks, coloureds and Indians would have to be admitted at all levels

The Government has so far not replied to the PSA request for clarification

The leader of the PFP in the Transvaal Provincial Council, Mr Douglas Gibson, said he had no sympathy for public servants who feared the entry of blacks into the

service
Efficient white public servants had no need to fear for their security

Referring to provincial government workers, Mr Gibson said they would continue until "at least" the end of their current terms

"The (provincial) system is dying by degrees, and there is good reason for the thousands of provincial workers to be concerned about their futures"

Provincial employees, already seriously dissatisfied with a 12% wage increase, had to work under the threat that the provincial system might be abolished in a decentralisation plan to create eight new regional authorities

NRP warns PFP of 'cynicism'

Mail Correspondent

CAPE TOWN — The Progressive Federal Party's undertaking to participate in the new parliamentary system, if approved by whites, gave it "no moral right" to urge coloureds and Indians not to do the same, Mr Claude van Wyk, the New Republic Party's secretariat director, said last night

"If it were to do so, this would be as shocking an example of political cynicism as the PFP's breathtaking somersault on the issue of its participation on the President's Council," he said

He approved of the PFP's decision to take part in the new system if it were backed by the white electorate (Report by Jane Arbous 77 Burg Street Cape Town)

Special polls for voters in the army

Pretoria Bureau

ALL white military personnel in South Africa will be able to cast their votes at the November 2 constitutional referendum at their nearest polling station or at additional polling stations established in military camps. Defence headquarters announced in Pretoria yesterday

Additional polling stations in camps will only be set up after consultation with the polling officer for the specific polling area

All eligible military personnel in South West Africa will cast special votes

Officers will be appointed as presiding officers by the chief referendum officer, and all special votes cast will be handed to the polling officer

for Pretoria Central electoral division on or before November 2

No referendum agents, sub-agents or polling agents will be allowed into the operational area

However, they will be allowed into polling stations in military camps after producing their certificates of appointment

They will be there in an advisory capacity only and no canvassing of votes will be permitted

The officer commanding a base or unit will exercise his discretion as to whether a member would be unable to visit a polling station on November 2. He will then notify the local polling officer who will arrange for the member to cast a special vote

Public service the joker in country's perks pack

250 250 W.M. 8/10/83

By J MANUEL CORREIA

ONE of the biggest problems in introducing the long threatened tighter tax clamp on fringe benefits is the public service.

Exclude civil servants and there will be an uproar from the private sector — include them and there may be heavy staff losses from state and semi-state operations

But what sort of fringe benefits are open to those in the public sector?

A spokesman for the Atomic Energy Commission (AEC), under which falls Nucor and Ucor, said middle management was granted loans for the purchase of cars, up to a maximum of R16 000, repayable over 48 months

There was a reimbursement tariff for official use of the vehicle but all other aspects such as maintenance and licensing were the responsibility of the staff member

As far as housing was concerned the AEC tried to help as much as possible with collateral and the like but there were no outright loans. However, the AEC did pay a subsidy. The ceiling for a loan was usually R50 000 but this could be exceeded in certain circum-

stances

The commission also had the usual pension benefits — in this case a 16% contribution by the employer and 8% by the staff member — and group insurance schemes. Medical benefit was about 80% and 100% for operations

Asked if middle management received tax incentives, the spokesman said "Not really. We are investigating a deferred remuneration system, which would include insurance policies, but this has not come off yet

"We can't compete with the private sector on salaries or even where it comes to fringe benefits, but we are doing our best"

A spokesman for Escom said the commission provided housing loans for middle management but that the ceiling

would depend on the individual's income

A man earning R1 000 a month would be entitled to a loan of roughly R45 000 but there was no real housing ceiling as such

The commission had a sliding scale of interest repayment charges. The interest on the first R10 000 was 2,5%, on R20 000 4% and on the balance 10,5%

Repayments were based on the principle that not more than a quarter of total income should be spent on housing

Middle management was not provided with cars unless these were strictly for official purposes

No tax incentives were provided but if an individual wished to further his career, there were comprehensive training schemes provided by

the commission

University loans were also available.

Personnel also had the usual medical benefits and a pension fund, in Escom's case 12% contributed by the employer and 6% by staff

All staff received a 13th cheque

Armcor declined to supply particulars

A spokesman for Iscor said top management decided on the allocation of cars for middle management

There was a good housing scheme for top and middle management with a ceiling of R60 000, at 4% interest with repayments based on the principle that no more than a quarter of salary should be spent on housing

The only bonus available was a leave bonus, which amounted to a 13th cheque. Employer's contribution to pension fund was 13% and that of employees 7%. The medical scheme amounted to about an 80% benefit

No tax incentives were provided to middle management

● Efforts to obtain details of middle management perks from the Commission for Administration, which regulates the public service, were unsuccessful

UK business executive rewards

LONDON — The average male executive in Britain has a £9 770 salary plus extra cash earning of £188 — about £2 500 more than the national average for men, according to the latest Reward salary survey

The figure for managers represents an increase of 7,7% over the past year, compared with 8,2% over the previous 12

months. A further slowing of increase is indicated by an average rise of 3,8% over the last six months

The twice yearly survey also reports signs that salaries of managers in small companies are increasing faster than those of executives in large companies, thus reversing a 20-year trend — Financial Times

20/10/83

'New character' for Govt service

(250)

~~157~~ ~~333~~

Mercury

Mercury, Correspondent

PRETORIA—The Government's occupational differentiation programme for virtually every group in the public service will be completed before the end of the year, the Minister of Internal Affairs, Mr F W de Klerk, said in a statement in Pretoria last night

This, he said, would be a milestone in that a dispensation, tailored to the specific requirements of every group in the service, would have been created

'Then we will have laid the foundation for a system of personnel administration which will compare favourably with the best in the world'

It would contribute greatly to the efficient fu-

ture functioning of the public service

The president of the Public Service Association, Dr Colin Cameron, said last night the Minister's statement meant that salary levels and relationships in the many different areas of the service would be realistically adjusted

'Many adjustments in terms of occupational differentiation have already been made. The completed programme will create far greater staff stability in the service. It should give the service a whole new character'

Other public service sources said occupational differentiation meant basically that salaries in the service, particularly in key areas, would be made

more competitive with those paid in the private sector

This is aimed at blocking the drift of personnel in the service to the private sector

The Government, it was stated, was alarmed at the prospect of heavy staff losses to the private sector once the economic upswing started

With the heavy demands which would be made on the service if the new constitution were implemented this could have led to administrative chaos

The new dispensation, the sources said, would help counter this threat

The Minister said in his statement, new service

dispensations had already been implemented for a large number of occupational groups

The purpose, he said, was to carry out the Government's aim of restructuring the public service personnel call and in more efficient personnel administration to improve services to the public

The service, just as any other institution, must compete for personnel on the open labour market

For this reason, the Minister said, and because individual salary and service benefits were personal and confidential matters, it was policy not to make known details of the dispensations of occupational groups

Public service salary rise

(250) 3
R20.4
2/11/83

Pretoria Bureau

THE Government is to spend millions of rands in an effort to bring public service salaries closer to those in the private sector

And thousands of Government and provincial workers will get substantial pay increases in addition to the general 12% rises for all public sector workers from January 1 — some from the beginning of this month

The cost of the 12% increases to State and provincial department workers, police, prisons, and South African Defence Force personnel, will exceed R600-million a year

In Pretoria yesterday the chairman of the commission for administration, Mr Jimmy van der Merwe, said the occupational differentiation programme was virtually complete

Circulars had been sent to State departments to enable them to inform staff of the intended changes

The programme rested on a full description of each category of job, the requirements of the job, the entry requirements, and the requirements for advancement

"The aim is to ensure quality staff with a market-orientated salary structure. Those who do not have the necessary requirements will miss out"

The implementation programme, he said, would include medical doctors and dentists from November 1, and the general service corps in the SADF, groups in the prisons department, and uniformed and detective branches of the SA Police, from January 1

Mr Van der Merwe emphasised the benefits applied only to specific groups

The virtual completion of the occupational differentiation programme — it has taken more than two years — has been welcomed by the Public Servants' Association

It will mean a substantial narrowing of the salary gap between the private and public sectors

New deal will put more pressure on budgets

250 2021 10/11/83

By HAROLD FRIDJHON

SUBSTANTIAL additional claims on public spending are likely to arise from political and constitutional development, said Dr Simon Brand, the chief executive of the new Development Bank of Southern Africa.

Speaking at the Manpower and Management Foundation's conference in Johannesburg yesterday, Dr Brand said that even before the implementation of the new constitution, the principle of striving toward parity in the provision of public services such as education, housing and health had gained wide acceptance.

"It seems only realistic to expect that the demand for putting that principle into practice will become more insistent among coloureds and Indians as a result of their more direct involvement in decision-making that the implementation of the new constitution will bring about.

"Although the nature and direction of further constitutional developments for blacks are not yet clear, what does look clear is that demands for more rapid progress towards reducing differences in the levels of provisions of such services, between blacks and the rest of the population, are going to become increasingly difficult to resist."

This could only result in very considerable increases in public spending because of the differences which now existed and the relative size of the black population.

Citing two examples — education and housing — Dr Brand said that to bring primary and secondary education of all population groups to parity in 10 years with that of whites, Government spending on

these services would have to rise from 15% to 30% of total budget. In the case of housing, if all the backlogs were to be eliminated by 1990, a rise in Government spending could only be accommodated if all other categories of public sector investment declined in real terms by 1.5% a year.

In both instances this assumed that the share of Government expenditure in the gross domestic expenditure would not rise and that expenditure on other services would have to be cut back severely to accommodate the increased expenditure on education alone.

As spending on items such as defence was unlikely to be reduced in the foreseeable future the inevitable outcome would be that the share of Government expenditure in gross domestic expenditure would rise. This was contrary to a view which Dr Brand had expressed: that the share of the public sector in the economy had to be restricted.

To resolve the conflict between the State's possible requirements and those of the private sector, one could not look for novel ways of financing the services through the public sector.

The roles of both the public and the private sectors had to be reconsidered in the provision of services. "Simply to look for new sources for the public sector, from which to finance the demand for the services does nothing to resolve the conflict but rather has the opposite effect.

"The more successful one is in finding additional sources from which the public sector can finance these services without cutting back on other services.

Dr Brand said in the case of education and housing the role which the State had assumed had to be drastically revised. It had committed itself to a standard of services



DR SIMON BRAND

for one part of the population without increasing its share of the total expenditure in the economy.

This jeopardised the capacity of the economy to create jobs and incomes.

"If it (the State) wishes to come closer to a situation of comparability between the levels of provision for the different population groups, it is going to have to reduce the level of its commitment in respect of whites to one that it can afford to extend to the other population groups over a reasonable period."

In the case of education, if the average pupil-teacher ratio of 30.1 were to be achieved for all population groups instead of the present

20:1 for whites, the annual central Government expenditure required by 1990 would be reduced by a factor 25%.

Similar results could be obtained in eliminating backlogs of school buildings by using different school-building norms.

In the case of housing, the State's responsibility should be limited to providing minimum-standard serviced plots for all low-income families with the actual building being left to private enterprise.

This would cut State spending on housing by 75% over the period 1982-1990. Even if the State were to provide housing units its commitment could be reduced by using alternative building techniques.

On the question of standards, Dr Brand said that there was no reason to expect that a 30:1 ratio would yield an inferior education to a 20:1 ratio.

The State's expenditure would be based on a 30:1 ratio but, if the individual demanded a lower teacher-pupil ratio, he could pay for the added benefit if he thought it was worth the cost.

The same principle applied to housing. The individual would have to generate resources by saving towards a deposit or financing a house through self-building efforts.

The State's involvement for services could be reduced by limiting it within strictly-defined norms while leaving financing outside these norms to be done from private sources on market terms.

This principle could also be applied to health services and social pensions.

By keeping the share of the public sector in gross domestic expenditure in bounds, the necessary ratio of income and employment creation in the economy could be reconciled.

PEOPLE IN THE NEWS



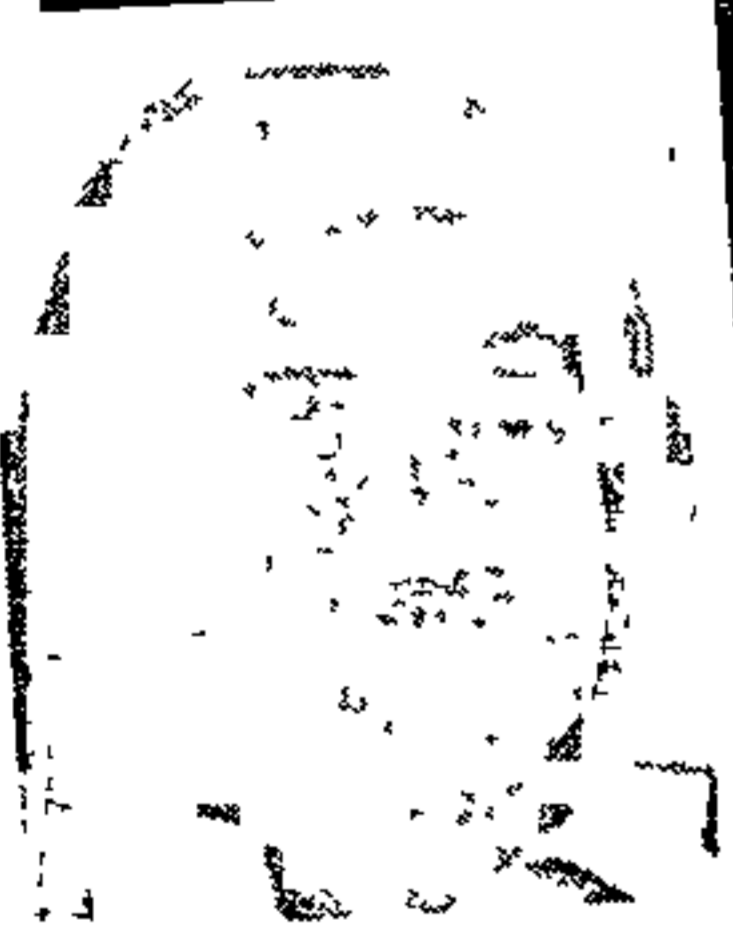
Bridget Oppenheimer

Secrets of a good organiser

Mrs Bridget Oppenheimer, founder of the multiracial organisation Women for Peace, runs a Centre of Concern in her garden, manages three family homes and does all her own secretarial work

She has kept a record of the food and drink she has served every dinner guest since her marriage 40 years ago. She saves time by being extremely well organised — and by getting up at 4 am to read

● Page 9, Metro



Nadine Gordimer

Looking back on her life

"There are two absolutes in my life — and one is that racism is evil, and that no compromises, as well as sacrifices, are too great to fight it." Nadine Gordimer, one of South Africa's leading writers, looks back on her life

Page 3, Today!

Santa Claus comes to 53 000

New deal for public servants

Jan 28/11/85
250

By Sheryl Raine,
Pretoria Bureau

A new deal involving salary adjustments and substantial changes in conditions of service for 53 000 civil servants was announced in Pretoria today.

As part of its programme of occupational differentiation the Commission for Administration announced that it had created a further 200 job categories, bringing to 600 the number of categories created since the programme began in 1981

All government departments were today ordered to evaluate staff members who fell into the new categories although it is unlikely that the salaries of those affected will be adjusted before Christmas. It will be at least six weeks before the new system comes into effect

Mr I H Robson, chief director of planning for the commission, said that the new deal would affect

five major groups in the civil service, the provincial administration, public servants in the black national States and statutory bodies such as the SABS and CSIR

The five groups included

- Highly qualified staff with a minimum qualification of a bachelors degree
- Supporting technical staff (Adjustments for both of the above categories will be retrospective to October 1)
- Line administration clerical personnel such as tax officials and other clerks who provided services to the public
- Stores personnel and others involved in supplies administration
- Personnel officers, advisers and training staff (Adjustments for the last three categories will be retrospective to November 1)

Adjusted rates

The 12 percent across-the-board salary increase for all civil servants on January 1 will be calculated on the adjusted rates for the 53 000 civil

servants affected by the new deal

Mr Robson said the new deal aimed at making the civil service more competitive in the labour market and more rewarding for employees whose performance was above average

He declined to give any details of the extent of salary adjustments or what the new deal would cost the Government

"There are many incentives for efficiency and top performance in the new structure," he said "In future, officials will receive cash rewards for above-average performance

"There is also a strong incentive built into the system to encourage civil servants to improve their educational qualifications

"If an employee improves his qualifications above what is needed for his job, he will be rewarded"

There are still a few categories in the civil service under investigation. The police and military sectors are next in line for differentiated job structuring and pay adjustments

Golfer Peete fails to arrive

By Adrian Frederick

American golf star Calvin Peete, one of the competitors in the Sun



29/11/83
250
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ROM

Pay deal announced for 'responsible' bureaucrats

Pretoria Bureau

A NEW deal to reward public servants who hold "responsible" posts was announced yesterday

The Chief Director of Planning of the Commission for Administration, Mr I Robson, said the occupational differentiation system aimed at bringing the public service into closer competition with the private sector in the fight for staff

The deal involves 53 000 employees in the public service, statutory bodies such as the Council for Scientific and

Industrial Research and "national states" employees

The Rand Daily Mail was told the new deal entailed salary increases and possible quicker promotion for employees who could expect better salaries for their line of work in the private sector

Groups who will benefit are

- Highly-qualified groups, such as university graduates,
- Supportive technicians working closely with this group,
- Line administration and clerical personnel in a total

of 60 occupation groups,
● Provisionary and administrative personnel involved in stores and equipment procurement,

● Personnel officers, organisation and work study officers, training officers, advisers and their supportive staff

The new deal for the first two groups will be backdated to October 1

The other three groups will have their new deal backdated to November 1

Details of the new dispensation were sent to all Government departments yesterday

Civil servants' new deal

Argus Correspondent

PRETORIA — A new deal involving salary adjustments and substantial changes in conditions of service for 53 000 civil servants has been announced

As part of its on-going programme of occupational differentiation, the Commission for Administration has created a further 200 job categories bringing the total number of categories created since the programme began in 1981, to 600

All government de-

partments were today instructed to start evaluating those staff members who fell into the new categories

It is unlikely, however, that those civil servants affected will receive adjustments to their salaries before Christmas

It is expected to take at least six weeks before the new system comes into effect

Mr I H Robson, chief director of planning for the commission, said the new deal affected five major groups in the civil service provincial ad-

ministration, public servants in the black national states and statutory bodies such as the South African Bureau of Standards and the CSIR.

The five groups included

- Highly qualified staff with a minimum qualification of a bachelor's degree

- Supporting technical staff Both of these categories' salary adjustments and new conditions of service will be retrospective to October 1

- Line administration clerical personnel such as tax officials and other clerks that provide services to the public

- Stores personnel and others involved in provisions administration

- Personnel officers, advisers and training staff

The salary adjustments and changes in conditions of service for the latter three categories will be retrospective to November 1

Each government department, national state

and province will have to evaluate their staff and make adjustments if and where their staff fit into the new categories

The 12 percent across-the-board salary increase for all civil servants on January 1 will be calculated on the adjusted rates for the 53 000 civil servants affected by the new deal

Mr Robson said the new deal aimed to make the civil service more competitive in the labour market and rewarding for employees whose performance was above average

Civil service revised

Increases (250) 870 1/12/83 to remain hush-hush

By Sheryl Raine,
Pretoria Bureau

There was a time when the words "civil service" justifiably evoked the idea of an army of individuals pigeonholed into government job slots, strapped into the slow, rigid process of promotion lines and married, for richer or for poorer, to their fixed salary scales

In the last two years the Commission for Administration has systematically embarked on a personnel restructuring programme which has smashed this stereotype

There is no longer a "Mr Average Civil Servant" who earns X, is entitled only to Y and comes up from promotion at set intervals.

The civil service, consisting of 240 410 posts, has been split into more than 600 differentiated job categories, each with its own remuneration system and conditions of service

Those job categories of greater value to State administration have been deliberately singled out for special treatment to ensure that they remain filled.

This week the commission's director of planning, Mr I H Robson, announced the creation of another 200 job categories involving 53 000 civil servants.

When the commission announces its new deal for the police and military sectors next month the first major phase of its job differentiation programme will be complete.

The programme was aimed at making the civil service more competitive in a labour market which is hungry for qualified personnel

It set out not only to bring public sector salaries in line with those offered in the private sector, but also to change the promotion prospects and conditions of service for civil servants in certain categories

Not all civil servants have been affected by the new deals, but many have.

PROMOTION

Incentives for efficiency, cash rewards for top performers, encouragement for improving educational qualifications and better opportunities for more rapid promotion have become the trademark of the new civil service

The personnel systems developed by the commission have taken about 50 man-years to devise. The systems are based on 10 years of research and accommodate a diverse range of occupations and specialised functions.

And the commission does not intend to give away any secrets to the private sector.

So far it has remained tight-lipped about how much the new deals have cost the Government, how much they will cost the taxpayer, how many civil servants received salary increases and how much they received

In the long run the new deals will cost the taxpayer relatively less, the commission argues, because the country will be getting better value for the money it spends on an improved civil service.

POACHERS

The reason civil service salary increases have been kept secret is to prevent the private sector easily poaching public sector staff by offering marginally higher salaries.

The commission has also found in the past that banner headlines announcing salary increases for the public sector have led directly to price increases and salary adjustments in the private sector and the inevitable undermining of modest salary increases for civil servants.

So the nuts and bolts of the new deals will remain under wraps

All the commission's initial research into job differentiation is now over. The new systems will be rounded off in 1984 but maintenance investigations to refine and rework the systems will be continuous

By 1985 the South African civil service hopes to have laid the foundation for a system of personnel management which compares favourably with the best in the world

Open top Govt jobs to all — Sadie

AKS 2/12/83 250

Political Staff
HIGH-LEVEL jobs in all Government departments should be opened to all races, says Professor Jan Sadie, retiring head of the Bureau for Economic Research at the University of Stellenbosch

South Africa would face economic hardship unless it took effective steps to relieve the country's "total shortage" of high-level manpower

Speaking in an interview in his Stellenbosch office, Professor Sadie said such steps were needed in the public and private sectors of the economy

No solution

Higher salaries to attract more whites to top jobs was not a real solution. This led to competition between the private and public sectors, but did not relieve the overall scarcity of such people

Action to produce more high-level manpower was needed. The people for the jobs would have to come from all the population groups because the white group, even if strengthened by immigration, simply could not produce enough people

The basic problem in South Africa was the composition and growth of the population.

At present South Africa's total population was increasing by 680 000 a year. Of this increase only about six percent (41 000 people) were whites (from the natural increase of South Africa's white population)

Projections

Earlier population projections by Professor Sadie showed that by the year 2000 South Africa's white population would total about 5 283 000 (excluding immigration after 1980), while blacks, coloured people and Asians (excluding for-

ign-born blacks) would total nearly 40 000 000.

The black population alone (excluding foreign-born blacks) was expected to rise from 20 515 000 in 1980 to 34 912 000 in the year 2000

According to the projections, the coloured population would, during the same period, increase from 2 614 000 to 3 677 000 and the Asian population from 803 000 to 1 100 000

These were basic estimates and Professor Sadie pointed out that the picture could change

Pattern

The pattern of population growth should remain a basic consideration in South Africa's economic development and planning

No matter how much South Africa made use of immigration to add to the white population, the country would have to generate more people on a large scale to supplement the existing source of high-level manpower

The public service should employ people of all races in all departments

Professor Sadie suggested that under the new constitutional dispensation not only "own affairs" should be administered by people of the population groups concerned, but people of colour should also be drawn to high-level positions in the administration of "general affairs"

Stability

Accommodation should be found for blacks outside the national states in the constitutional dispensation to ensure political stability

Professor Sadie, who retires at the end of this month, leaves today for the Republic of China, where he intends to conduct a private investigation into the economic development of that country.

● See Profile, Page 24.

PSA opens doors

Mercury Correspondent
PRETORIA—The Public Service Association has opened its doors to personnel in semi-State organisations outside government departments, the president of the PSA, Dr Colin Cameron, said in Pretoria yesterday

This, depending on the response, could make the PSA one of the biggest if not the biggest employee organisation in the country with a potential membership of about 100 000

Currently there are about 48 000 officials in State departments eligi-

ble for membership of the association

Dr Cameron said it was becoming more and more practical to co-ordinate the service conditions of all classifications of workers in State departments and in semi-State organisations

He also announced a restructuring of the PSA. Forty different area branches would be formed to look after the particular interests and needs of members in their areas

Provision had been made to accommodate officials outside the purely

central government service such as those in provincial administrations and the semi-State organisations

He emphasised this was not a bid by the PSA to take over the functions of existing staff organisations in other areas of the public sector

All could have representation on the PSA's highest body—the executive committee

Dr Cameron pointed out it was not reasonable that a section of officials—those in the PSA—should carry the burden and cost of negotiations

on service conditions and pay at the highest level which benefitted officials in other areas of the public sector

The PSA had made a critical evaluation of its organisational structure to ensure maximum efficiency in the role it would play in the future demands made by the new constitution

The PSA, he said, would not become a racially integrated organisation. However, it had assisted in the formation of coloured and Indian associations in the service

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6/12/83 250
PSA moves to unite
all public servants

Pretoria Bureau *Stow*

A major rationalisation of the Public Servants' Association (PSA) — the country's largest white staff association — has increased the body's potential membership to around 100 000.

Current membership stands at about 48 000.

At a Press conference in Pretoria yesterday, PSA chairman Dr Colin Cameron said employees of parastatal organisations, including the CSIR, the Human Sciences Research Council, provincial administrations and some control boards, were now eligible for membership.

Dr Cameron said the rationalisation was necessary in order to co-ordinate service benefits of all government employees.

Officials outside the mainstream of the public service could now make their needs known directly to the Government, and be eligible for all benefits, including housing and vehicle loans, negotiated by the PSA.

Dr Cameron added that the move would do away with the present "unfair" situation where one group of officials carried the burden and cost of negotiating with the authorities.

250

NATIONAL

ARGUS 7/12/83

Prime Minister's Department restructured

Argus Correspondent

PRETORIA. — The Prime Minister's Department has been restructured and will now be run by a secretary-general, according to a statement by the Prime Minister.

The changes took effect on December 1 but were only disclosed on Monday

The name of the Department of the Prime Minister has been changed to Office of the Prime Minister as part of the ongoing structural changes to the Public Service.

According to the statement by Mr P W Botha, the name change is in line with the functions performed by the Prime Minister's office.

At the same time, the post of head of the department has been upgraded to director-general level, but the incumbent will be known as the secretary-general.

At the moment Dr Jannie Roux, who was Secretary of the Department of the Prime Minister, is Secretary-General of the Office of the Prime Minister, having been appointed to the new post as from December 1

These moves are the latest in the massive rationalisation of the Public Service which Mr Botha set into operation after becoming Prime Minister in 1978 — Sapa.

ARG US 12/12/83

New look to Co-operation Department

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PRETORIA. — The Department of Co-operation and Development has been restructured as from December 1, a spokesman for the department said.

In a statement released in Pretoria, Mr G van de Wall, director-general of the department, said the restructuring would enable the department to plan and co-ordinate development more purposefully

"The restructuring of the establishment was necessary in view of the extensiveness of the department's duties in respect of, among others, the establishment of the new black local authorities, as well as the important role the department will still have to play in all facets of development of the black populations in the Republic and the national states," he said

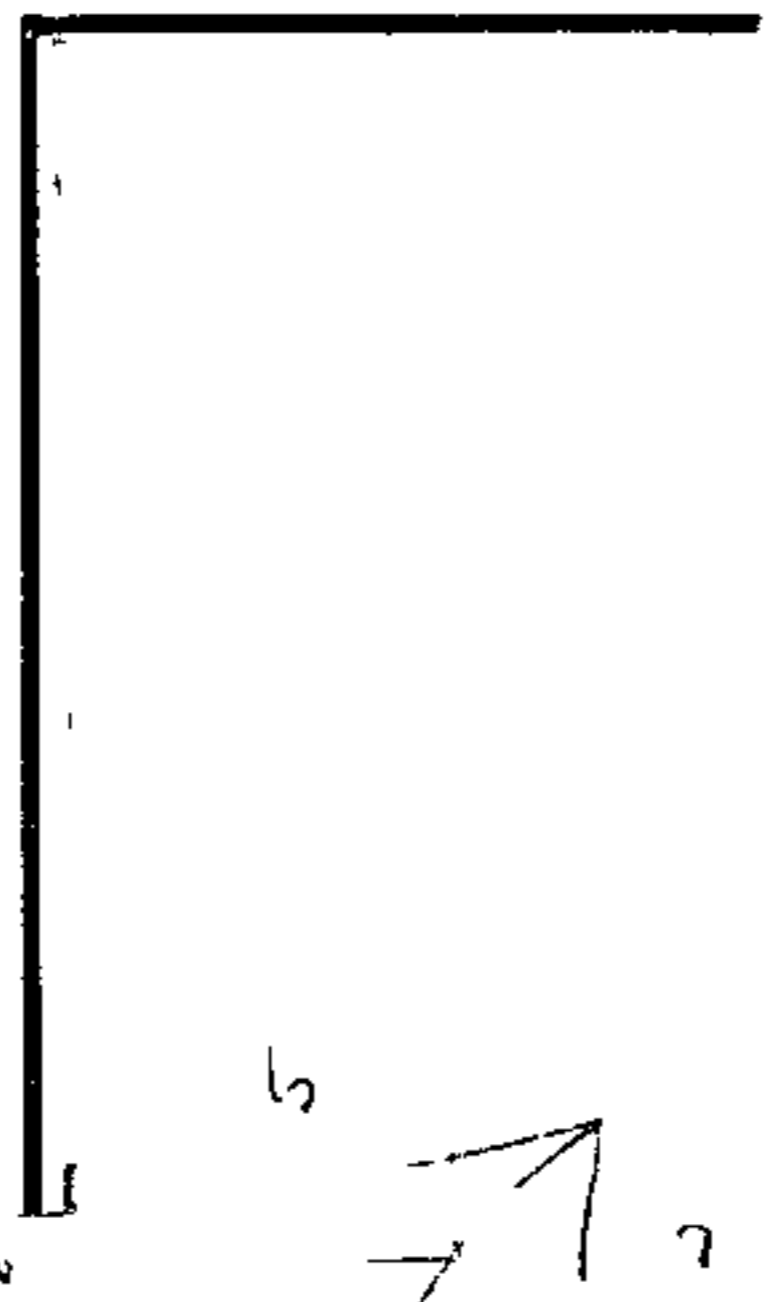
The department would be divided into two sections, which would include administration and development. Previously the department consisted of a deputy director-general and six chief directorates, the new establishment provided for two deputy directors-general and seven chief directorates.

Dr P J A Carstens, who

previously held the post of chief director (management services), has been appointed deputy director-general (administration) from December 1, and Mr P J K Kriel of the Department of Finance, is now deputy director-general (development)

A separate announcement in Pretoria said that Mr Johan Weilbach, 43, had been promoted to director of the Cabinet secretariat in the Office of the Prime Minister

The secretary-general of the Prime Minister's Office, Dr Jan Roux, said that at the same time, Mr Kobus Bauermeester, 43, had been appointed secretary of the President's Council and Mr Stoffel Botes had been promoted to deputy-director of State administrative and logistics in the Office of the Prime Minister — Sapa.



Graduates in public service earning more

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14/10/83

Staw

Pretoria Correspondent

The lot of white male graduates in the public service had improved much more than that of their private sector counterparts during the last three years, the Human Sciences Research Council said

But those with degrees or diplomas still lagged behind their private sector counterparts — even with fringe benefits taken into account, the HSRC said in a report entitled "The wage structure of white male graduates in 1983"

The median value of the income package of a public servant graduate this year was R30 380, while the private sector package was R34 680

The income of public servants increased by 19,6 percent a year since 1981 and that of private sector employees by 16,7 percent

The report said the "sensitiveness of the income of self-employed persons" was revealed in the data. During the

last three years their income improved by only 14,6 percent after a boom in 1979-81 with a 20,3 percent annual increase

More public servants get housing benefits (four out of five) than private sector employees (about half)

Top earners in the self-employed group were surgeons, with a median income of R66 500, while farmers were at the bottom with R20 000

In terms of remuneration, private sector employees came next, with top earnings going to managing directors at R54 180

Education inspectors top the list in the public sector graduates at R30 160, with agricultural researchers and teachers occupying the low scales

The report said that while the wages of public servants peaked at the age of about 55, private sector employees earned most between the ages of 45 and 49, as do the self-employed

CME Truifs
14/12/83

Jobs: 250 'Public sector still lags'

Education Reporter
WHITE male graduates employed in the public sector are better off today than they were in 1981, but compared to graduates employed in the private sector they are still lagging behind. This is the finding of a report on the wage structure of white males released recently by the Institute for Manpower Research of the Human Sciences Research Council.

The report, which examines the situation up to March 1983, points out that while graduates in the public sector lagged behind their colleagues in the private sector by 15 percent in 1981, this backlog had been reduced to 11 percent this year.

This figure, however, still lags behind the private sector when private graduates were 9 percent ahead of those in the public sector. The income of all graduates had increased "considerably" since 1981 — in the private sector, median incomes had gone up by 16,7 percent annually (from R19 750 in 1981 to R26 910 in 1983) while in the public sector the increase had been 19,6 percent (from R16 810 in 1981 to R24 030 in 1983).

The report showed that the income of self-employed people was very sensitive to the economic climate. Self-employed people put considerably more hours per week into their careers than employees. The difference was approximately 46 hours, as against 38 hours for 17 percent of the total income pack of the private sector employees, while in the public sector fringe benefits made up 16 percent of the total income. Housing benefits in both sectors amount to about R3 000 a year.

AKGWS 16/2/83

The lot of white male graduates in public sector has improved

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125
128

Argus Correspondent
PRETORIA — The lot of white male graduates in the public sector has improved in the past three years more dramatically than that of their private sector counterparts

However, public sector employees with degrees or diplomas still lag behind those in the private sector — even with

fringe benefits taken into account

This has emerged from a Human Sciences Research Council report on "The Wage Structure of White Male Graduates in 1983"

The median value of the income package of graduated public ser-

vants this year totalled R30 380, while the private sector package was R34 680

The income of public servants increased by 19,6 percent a year since 1981, and that of private sector employees by 16,7 percent

The report says the "sensitiveness of the income of self-employed persons" is disclosed in the data. In the past three years their income improved by only 14,6 percent. They experienced a boom in the period 1979-81, however, with a 20,3-percent annual increase

More public servants receive housing benefits (four out of five) than do private sector employees (about half), the report says

Top earners in the self-employed group are surgeons, with a median income of R66 500, while farmers earn by far the least — R20 000

In terms of remuneration, private sector employees come next, with top earnings going to managing directors, at R54 180

Inspectors of Education top the list in the public sector graduates at R30 160, with agricultural researchers and teachers occupying the low scales

The report also reveals that while the wages of public servants peak at the age of about 55 and 59 years, private sector employees earn most between the ages of 45 and 49 years, as do self-employed persons

Bigger pay packets for civil service

250
ARGUS 29/12/83

Argus Correspondent
PRETORIA — Public servants can expect bulkier pay packets at the end of January when the 12-percent pay rise promised them in September comes into effect

In addition, some pay packets will also include the benefits of the new deal for 53 000 public servants in 200 occupational groups announced by the Commission for Administration at the end of last month

No specific date has, however, been set for the

implementation of the new deal — which could include salary increases and quicker promotion.

Depending on certain administrative details to be worked out, each public service department will implement the new deal as soon as possible

Five main groups are involved in the deal, which is part of the occupational differentiation programme aimed at bringing the public service into closer competition with the open labour market

These groups are

- Highly qualified

groups with at least a bachelor's degree.

- Supportive technicians in 43 categories who work closely with these groups

- Line administration and clerical personnel in a total of 60 occupational groups

- Provisionary and administrative personnel involved in stores and equipment procurement occupations

- Personnel officers, organisation and work study officers, training officers, advisers and their associated clerical staff

The new dispensations for the first two groups will be backdated to October 1, and for the other three groups "dispensation will be effective from November 1"

DIPLOMATICALLY this has been a difficult year for South Africa, chiefly because of cross-border operations "Destabilisation" has replaced apartheid as a dirty word, complained Foreign Minister Pik Botha

SA is now seen as playing the masterful role of a white supremacist country bullying its poor black neighbours

The world drifted towards nuclear holocaust, and SA's apartheid continued to make headlines — especially the interminable removals

Critics described them as "internal destabilisation" of domestic blacks A new study claims that a staggering 4 500 000 people have been uprooted in forced Nationalist removals

SA has become "the rogue elephant" of Southern Africa, according to Simon Jenkins, of the Economist

It has abandoned sweet persuasion in favour of naked, brutal aggression towards its neighbours, he wrote The new dominance of "soldiers over civilians has brought realpolitik into foreign policy"

Towering over its neighbours, SA "is ready to use offence to assert its new status as a subcontinental superpower"

Warning that SA will not allow surrounding territories to be used as springboards for sabotage, SA sent troops against SWAPO into Angola, and gave logistical and political support to Unita

The SAAF bombed an ANC offices in Maputo and helped the MNR (The Mozambican National Resistance movement Its chief, Christina Orlando was murdered on a farm, outside Pretoria)

SA agents allegedly operated in Botswana, Lesotho, Zimbabwe and Swaziland and assassinated two ANC officials in Swaziland SA repeatedly warned its neighbours not to provide military sanctuary for the ANC All emphatically deny doing so

SA applied military, economic and political pressure to its neighbours, especially Lesotho Swaziland and landlocked Lesotho have asked the ANC to leave

"Destabilisation" is causing growing concern in the West because it could plunge the region into ruin

The West adopted a "wait and see" attitude to the New Dispensation Misgivings were voiced about black exclusion from citizenship, vote and power

In 11 anti-apartheid resolutions, the UN attacked white SA racism and destabilisation and issued a call for sanctions Germany may introduce visas for South African visitors — as does Holland

SA held sudden end-of-year talks with Mozambique, following President Samora Machel's visit to the UK (where he was knighted) But the talks were accompanied by a SA military operation against SWAPO in Angola, where three towns were allegedly bombed Five SA troops were killed

SA got a new ambassador to the UN, which now spending R75-million a year on anti-apartheid research and activity There are 15 committees and 200 research units working full time on anti-apartheid propaganda, according to SA diplomatic sources

The UN has focussed on Israel's friendly relations with SA (and the bantustans) Israel has begun to restore her relations with black Africa

After visiting Jerusalem, however, Bishop



KOREAN DEMONSTRATORS ... in Paris carry a mock-up of the mid-air explosion of the Korean Airlines Boeing 747 by Soviet warplanes.

SA's difficult diplomatic year

250
30/12/83
RDM

CHARLES BLOOMBERG concludes his view of the last year with this third article.

Muzorewa was arrested for questioning in Harare on grounds that he was involved in a SA-Israeli plot Zimbabwe radio has begun to refer to "the hated Jews"

President Mangope and President Sebe visited Israel which is training 18 Ciskeian helicopter pilots and has opened a R2-million factory in Ciskei Sebe claims de facto Israeli recognition for the Ciskei — but Jerusalem denies this

Zimbabwe moved closer to a single-party state and attracted adverse publicity by re-detaining men freed by a court, including ZAPU war heroes

The recession, drought and "destabilisation" took its toll

The Fifth Brigade carried out a vigorous "clean up" of Matabeleland in a bid to wipe

out dissidents Nkomo went into a temporary British exile after threats to his life and safety He wrote his autobiography before returning

It was a bad year for dictators On the 50th anniversary of Hitler's accession to power, 60 of his diaries suddenly turned up They were forgeries — and the "investigative reporter" who "discovered" them is the prime suspect

The Butcher of Lyon, Klaus Barbie, 69, extradited from Bolivia, faces trial for the deaths of 7 000 Jews and French resistance heroes

Protests in the streets threw three of the world's worst dictators on the defensive General Mohammed Zia ul-Haq (Pakistan), General Pinochet (Chile), and President Marcos (Philippines) Fallen tyrant General Leopold Galtieri (Argentina) faces a death sentence So do organisers of the odious "death squads"

Many believed that Reagan was drifting into "second Vietnams" in the Caribbean and Mediterranean

In Central America, the US saw the hidden hand of Dr Castro in minuscule Grenada — the size of Johannesburg and Soweto put together Reagan sent in the Marines to restore law and order

He also sent round the US fleet to warn Nicaragua

The CIA is deeply involved in anti-insurgency in Latin America, having revived as a worldwide operational force under William Casey, its new director

And Reagan is sending medium-range Cruise and Pershing missiles to Western Europe, awakening nightmare fears of escalation into nuclear war

The biggest anti-nuclear movement since the cold war of the Fifties has arisen in Europe Protesters denounce Reagan for making them targets Women at US base Greenham Common, England, have vowed that they will die to stop missiles

Soviet fighters shot down a Korean Jumbo KL007 which strayed over a top secret missile testing range and nuclear base Indignantly, the US banned Aeroflot for two weeks No black box has been recovered, leaving key questions unanswered

250

30/12/83

RDM

which kidnapped and killed thousands of political dissidents. Civilians forced three military juntas to step down — in Argentina, Turkey and Uruguay (which will have elections in 1984)

Argentina's new civilian government caused ecstasy in Buenos Aires by annulling a bizarre law passed by the military by granting themselves an amnesty for involvement in the faceless death squads which "disappeared" people. The entire junta which ruled from 1976-83 may go on trial for crimes which carry the death penalty.

General Arik Sahron was stripped of his Defence portfolio after being judicially criticised over the Phalangist massacre of 800 Palestinians in a camp under Israeli jurisdiction. President Shehu Shagari (Nigeria), President Kenneth Kuanda (Kenya) and President Daniel Moi (Kenya) were re-elected.

Professor André Brink complained that SA was becoming more and more militarised — but on-off speculation of a military take-over was quashed by Defence writer Willem Steenkamp, who said the army leadership were strict constitutionalists and that the army was not politically homogenous.

Spain, Portugal and Italy (formerly conservative, once fascist) got socialist governments, as did France. Margaret Thatcher won with a landslide victory. Michael Foot resigned as Labour Party leader. Kohl took over in Germany. Newcastle-on-Tyne declared itself an "anti-apartheid zone" and London is thinking of doing so.

The Nobel Peace prize went to Lech Walesa of Solidarity, who warned dissident Poles not to emigrate to South Africa.

Central America and Middle East were zones where local Right-Left conflicts became dangerously internationalised.

The US did not protest when Unita shot down a Boeing 737 passenger aircraft in Angola.

Lebanon was carved up. Syria and Israel occupied the zones next to their borders, and the leftist Druze took over the central Chouf, leaving only a small heartland around Beirut to the Christians.

Kamikaze Islamic bombers killed nearly 300 American, French and Israeli soldiers. Fratricidal conflict broke out in the PLO. The Iran-Iraq war entered its fourth year, as an oil slick, the size of Belgium, threatened to pollute the entire Persian Gulf.

President Yuri Andropov was said to be dying.

Two great surrealists died, the film maker Luis Bunuel and artist Joan Miro. So did Tennessee Williams, Buckmaster Fuller, Gloria Swanson, and Jimmy Carter's mother. Ailing author Arthur Koestler committed suicide. Israel's Prime Minister, Menachem Begin, retired.

Prince Andrew and former porn princess Koo cooled it (or did they?). A spate of sadistic sex crimes against little children shocked Britain. A new wave of Beatlemania swept the world, as fans bought thousands of old bricks from their original Abbey Road recording studio. Two topless ladies gave a boxing exhibition in Durban.

A Japanese robot flayed a man to death. The homely Cabbage Patch doll, complete with adoption certificate, captured US hearts.

A Welshman and his fiancée won the world's record for sleeping on a bed of 500 highly sharpened nails.

But two lovers on top of a grand piano in an empty Las Vega night club were crushed when a hidden mechanism caused the piano suddenly to rise to the roof. The man was killed. His friend, a topless dancer, said she was so drunk she could not recall getting onto the piano in the first place.

Public servants deal 'is pleasing'

By J S MOJAPELO
Pretoria Bureau

THE new salary dispensation for public servants plus the 12% salary hikes to take effect from the end of January was "gratifying", according to the president of the Public Servants Association, Dr Colin Cameron, in Pretoria yesterday

The dispensation, based on occupational differentiation, aims to bring public sector salaries in line with those offered by the private sector

Public servants were promised 12% salary increases in September. Some pay packets, in addition to the increased salaries, will receive the benefits of the new deal for 53 000 public servants in 200 occupational groups announced by the commission for administration at the end of last month

The five main groups involved in the deal are

- Highly qualified groups with at least a bachelor's degree,
- Supportive technicians in 43 categories,
- Line administration and clerical personnel in a total of 60 occupational groups,
- Provisionary and administrative personnel involved in stores and equipment procurement occupations, and
- Personnel officers, organisation and work study officers, training officers, advisers and their associated clerical staff

The new dispensation for the first two groups will be backdated to October 1 while the other three groups dispensation will be effective from November 1

Dr Cameron said the dispensation "has so far generally worked out well"

PUBLIC SECTOR-CIOUT- GENERAL
1984

JANUARY _____

The year that turned sour as State spending soared

TWO major banks attacked the Government's policies in strongly worded economic reports this week

Standard Bank alleged that poor policy decisions caused the economy to move "seriously out of step with what remained a relatively poor performance elsewhere", saying "The Government's overall fiscal behaviour has contributed to shielding many sectors of the economy from the effects of the recession, and it has encouraged complacency"

As a result of these policies, the economy was now in a worse state than it was a year ago, an argument echoed by Volkskas which claimed "In short, South Africa is now considerably poorer than in 1980"

Record interest rates, a deteriorating balance of payments, a buoyant stock exchange, stubbornly high inflation and consumer spending — in particular the record Christmas spree — support this conclusion.

Standard Bank believes the economy has "in many ways been left high and dry by the — with hindsight — misplaced confidence in gold and the commodity revival that characterised the early part of 1983

"Promising trends that were in evidence in a year ago have largely faltered. A large measure of the blame can be laid

By ALEC HOGG

at the door of fiscal management, since it did not support the tightening of monetary policies"

Volkskas says "The outstanding feature of Government expenditure during the past few years has been the extent to which actual expenditure has exceeded budgeted targets. The objective of promoting financial discipline could not be fully realised"

Since his 1980 Budget, Mr Horwood has been hopelessly wrong in his estimates for government spending. In the 1980-81 year, State expenditure rose by 18,4% against an estimated 14%, in 1981/82 by 20,3% against an estimated 16,8%, and by 17,5% in 1982/83 against an estimated 11,5%

This year, however, takes the cake. Volkskas estimates that State expenditure to the year to February will increase by 18% compared with Mr Horwood's estimate of 10,3%

A capital market expert comments that these overruns on spending "have made nonsense of the Budget estimates. Yet every year Mr Horwood is praised

for his bravery in keeping Government spending down"

A stockbroking analyst believes the Government's financial performance is one of the reasons for the JSE's boom, saying "A huge credibility gap has arisen between what the authorities say and what they actually do. For this reason, people simply no longer believe all the propaganda about lower inflation in the future — they are buying assets no matter what the price. But the day of reckoning is near"

Volkskas says the most worrying factor is that "the high rate of increase in Government spending tends to become a built-in structural phenomenon". Spiralling spending and relatively small increases in income leave the Minister of Finance with little choice but to increase taxes in his March Budget "which will be a serious blow to business in general and consumer confidence in particular"

Standard Bank adds "Undoubtedly all markets, from the retail and property markets to the stock exchange, will have to reflect the coming correction in some way. Beyond this adjustment lies a period of consolidation to make up for the year (1983) that went in the wrong direction. Even though in statistical terms the economy may perform respectably, real gains are likely to be made only from 1985 onwards"

Civil service holds thumbs over pay

By Sheryl Raine,
Pretoria Bureau

More than 50 000 civil servants, including the police, should know by the end of the month how much the State's job-differentiation programme will add to their pay packets

Apart from a 12 percent across-the-board salary increase for all civil servants, which came into effect on January 1, several sectors of the service will receive additional increases, incentives for efficiency and cash rewards for performance, according to a programme to differentiate job categories in the public sector.

A spokesman for the South African Police confirmed that some members of the force had already received official notification of their new pay deals, retrospective to January 1.

The spokesman declined to give details about the increases, stating that the Minister of Law and Order had requested that salaries be kept confidential.

Those members of the SAP

18/1/84
who had not yet been notified about their new salary structures would be notified by the end of the month

The South African Defence Force is next in line for job differentiation but evaluation of the many job categories in the military sector is likely to take time.

Not all members of the civil service will qualify for job differentiation.

The Commission for Administration has been scrutinising the civil service since 1981 and has assessed certain job categories only for job differentiation

Government departments whose staff falls into the approximately 600 newly created job categories have already been ordered to evaluate staff and are on the job.

The Department of Posts and Telecommunications is busy evaluating technical staff whose salary adjustments will be retrospective to October 1, according to the Commission for Administration.

Salary boomanza for 500 000 civil servants

AKG45
18/1/84
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Argus Correspondent

HEPTORIA — More than 50 000 civil servants, including the police should know by the end of the month how much the Government's job differentiation programme will add to their pay packets.

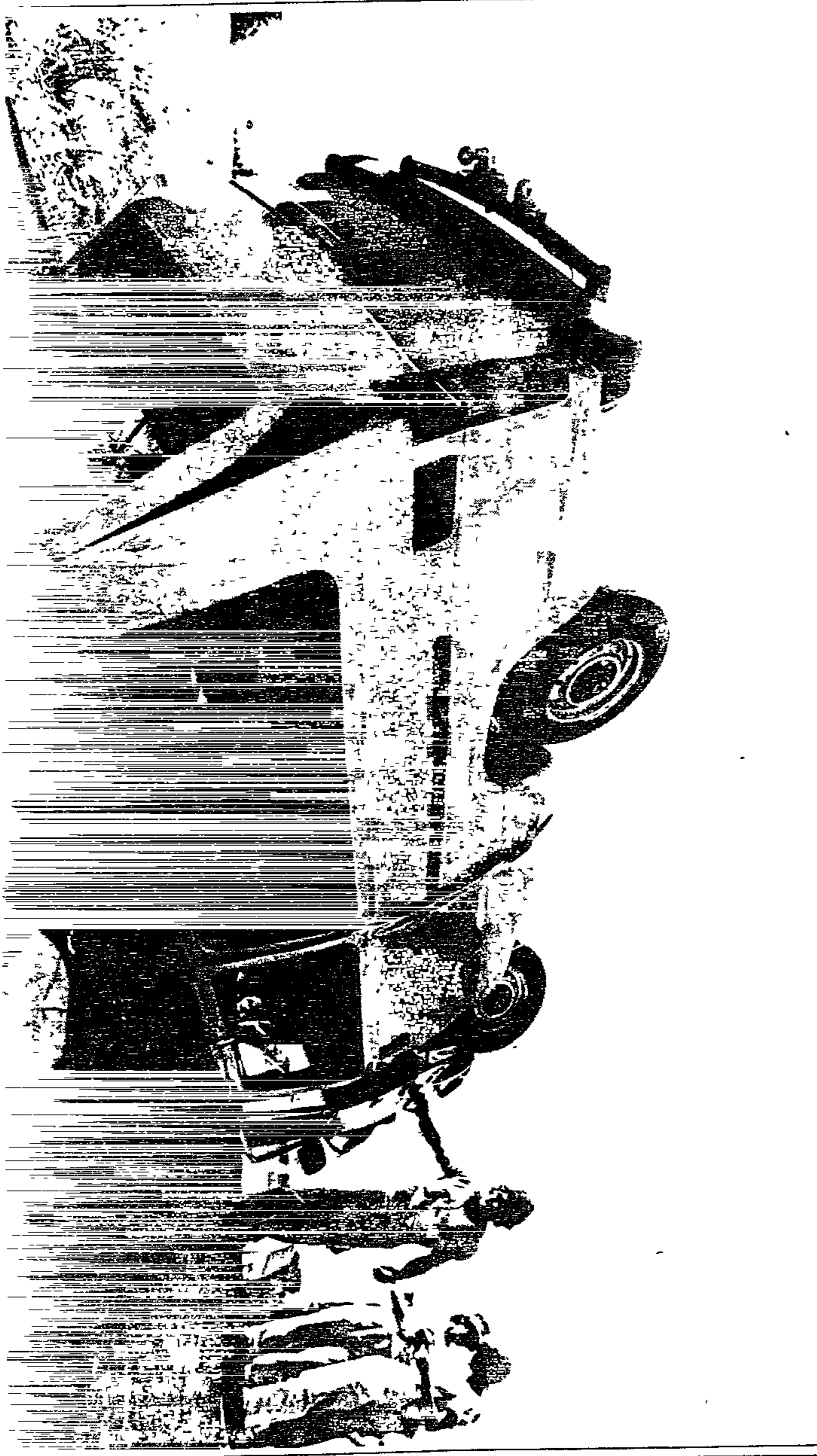
Several sectors of the civil service will receive increases in incentives for efficiency and cash rewards for performance, according to a programme to differentiate job categories in the public sector.

This is besides a 12 percent across-the-board salary increase for all civil servants, which came into effect on January 1.

The Minister of Law and Order, Mr Louis le Grange, and opposition spokesmen have welcomed the salary increases for police. The Argus Political staff reports.

Very grateful

Mr le Grange said the South African Police were "very grateful for their share of the total public service salary package." He declined to give



Argus Correspondent
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And a member of the official Opposition's police group, Mr Ray Swart, said it was particularly important that the lower ranks received reasonable remuneration to step up recruitment.

A spokesman for the South African Police confirmed that some members of the force had already received official notification of their new pay deals. These would be retrospective to January 1.

Confidential

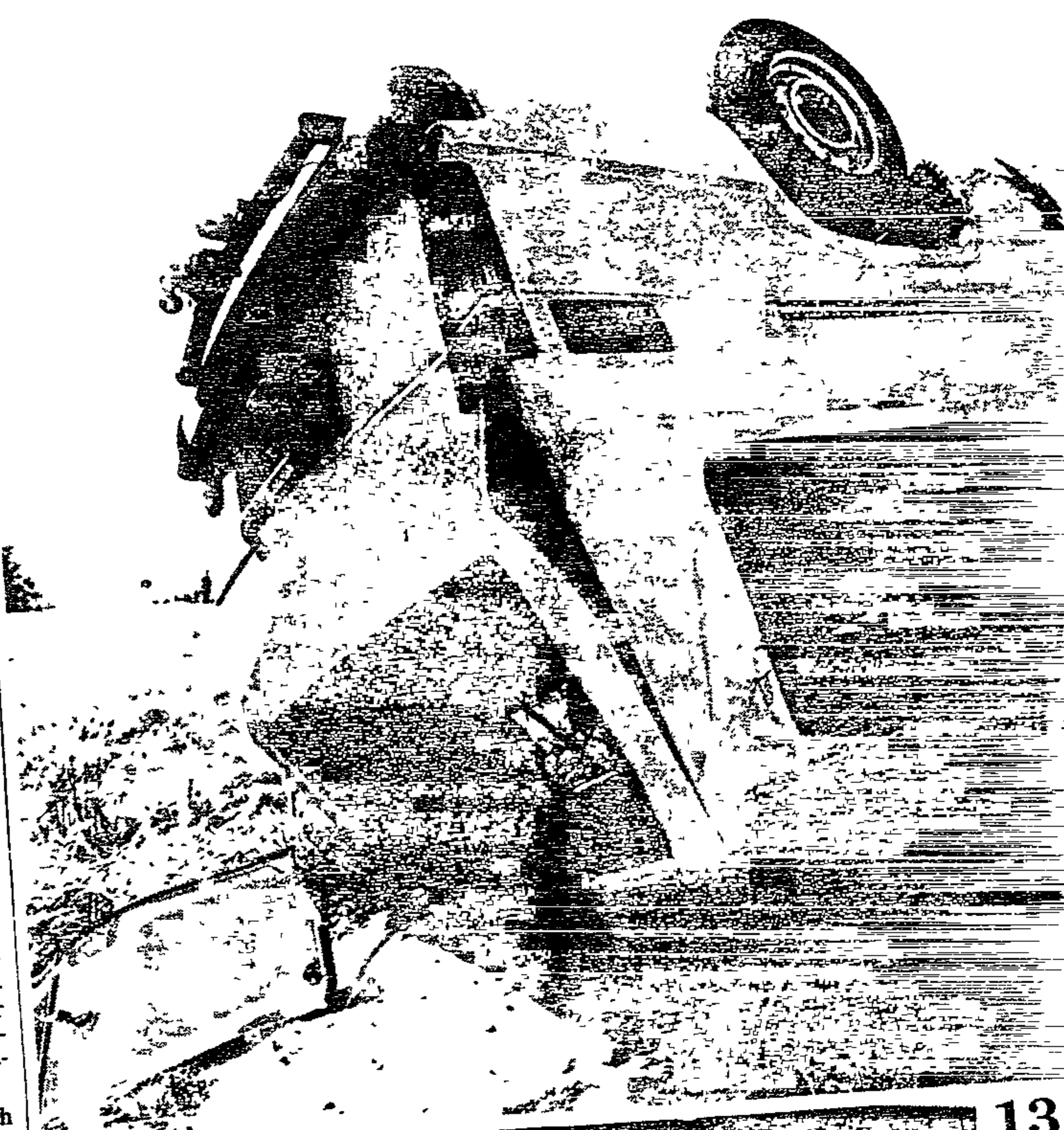
The spokesman refused to give details about the salary increases, saying the Minister of Law and Order had asked that salaries be kept confidential.

Police staff not yet told about their new salary structures would be notified by the end of the month.

The Defence Force is next in line for job differentiation, but evaluation of the many job categories in the military sector is likely to take time.

Not all members of the civil service will qualify for job differentiation.

The Commission for Administration has been scrutinising the civil service since 1981 and has assessed certain job categories only for job differentiation.



Fourth AECI plant joins big strike

Argus 18/1/84
183 152 143
 Labour Reporter

AECI workers at the company's Umbogintwini plant have decided to join the nationwide strike, bringing the number of workers on strike to close on 9 000, according to the SA Chemical Workers' Union.

A union source said today that the legal strike, which now affects four major explosives factories, had entered its third day with no incidents being reported.

A company spokesman confirmed that 1 000 workers at the Umbogintwini plant had come out on strike today, bringing the number on strike to 8 650.

Production is believed to be at a standstill at all four plants.



One of the injured is lifted into an ambulance before being taken to Conradie Hospital

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Taxpayers ^{to} feel the pinch

By GERALD REILLY
Pretoria Bureau Chief

TAXPAYERS will have to fork out millions of rands more this year to pay the country's swelling corps of bureaucrats

The Government's wage and salary bill will soar to record levels, placing an additional severe strain on limited State funds

In addition to its 360 000 workers, funds will have to be found to support the new dispensation

This will add hundreds of more workers to an already huge establishment — back-up staff for the 85 coloured and 45 Indian MPs

The inflated salary bill is a major reason why the Minister of Finance, Mr Owen Horwood, will impose higher direct or indirect taxation in his March Budget.

It is estimated that the 12% increase granted to all public sector workers from January 1 will cost the Treasury more than R80-million for the last three months of the current financial year

Over a 12-month period the additional wage bill will increase by about R380-million for the 360 000 workers, bringing the total Government — including the SADF, Prisons and Police — salary bill to more than R3 000 million

The salary pay-out of the provinces, because of the January increase, will rise by about R250-million to an annual total of about R2 300-million for the 260 000 workers

And, as much of the provinces' salary bill will be paid from the Government's annual subsidies to the provinces, Mr Horwood's task will become even more complex

Birth rate too high — report

Mail Correspondent

HARARE — Unrestrained population growth will wreck most of Zimbabwe's development plans if the government does not undertake bold policies to reduce the birth rate

This was disclosed in a report released this week, entitled "Population and Development Problems in Zimbabwe", published by the Non-profit Whitsun Foundation

It predicted the country's population would double to more than 14 700 000 by the year 2000 if the present high growth rate, officially estimated at 3,3% a year, did not change

The report said it was unlikely the government could provide sufficient health care, educational facilities, houses and jobs for that many citizens

Current land resettlement programmes were at best stop-gap measures. Increasing pressure on the land would further degrade already marginal areas and reduce the country's ability to feed itself

The report criticised the government for not including population growth policies in its three-year transitional national development plan, released a year ago. The birth rate, one of the highest in the world, is usually attributed to high fertility and a steadily declining mortality rate from improved nutrition and health care

The mortality rate dropped from 22,1 for every 1 000 births in 1955 to 13,5 a 1 000 in 1981

Sociologists and health officials have blamed the breakdown of the traditional family unit for the marked increase in unwanted pregnancies in recent years

In 1982, 1 213 school girls between the ages of 13 and 15 fell pregnant and hundreds of babies were abandoned or murdered last year

Reported cases of spontaneous abortions at Harare hospitals rose by 10% between 1979 and 1983, prompting several Harare gynaecologists to advocate education in contraceptive use

In 1981 Zimbabwe banned the contraceptive Depo-provera, already banned in most Western countries due to its side effects. It was used by about 100 000 women, often in secret

But, the government has failed to find an effective substitute and traditional resistance to contraception

Hunt goes on for Swapo men

By TONY WEAVER
Mail Africa Bureau

WINDHOEK — Security Force units yesterday continued their search for a group of five Swapo guerrillas roaming the area around white farming land near Tsintsabis in northern South West Africa

A spokesman for the SWA Territory Force said yesterday

the search was continuing, but there was no sign of the men, whose presence was first announced on Tuesday

The spokesman said a report in a local newspaper that it was now thought there were two groups of guerrillas, one operating near Oshivello on the Etosha Pan boundary, was "not correct"

The report, which was sent

from Grootfontein south of Tsintsabis, said the Tsintsabis group had made contact with farm workers at the Mangetti Block cattle farm owned by the first National Development Corporation

If there is a second group, both groups are now in easy striking distance of both white farmers and the Etosha Pan now closed for the summer

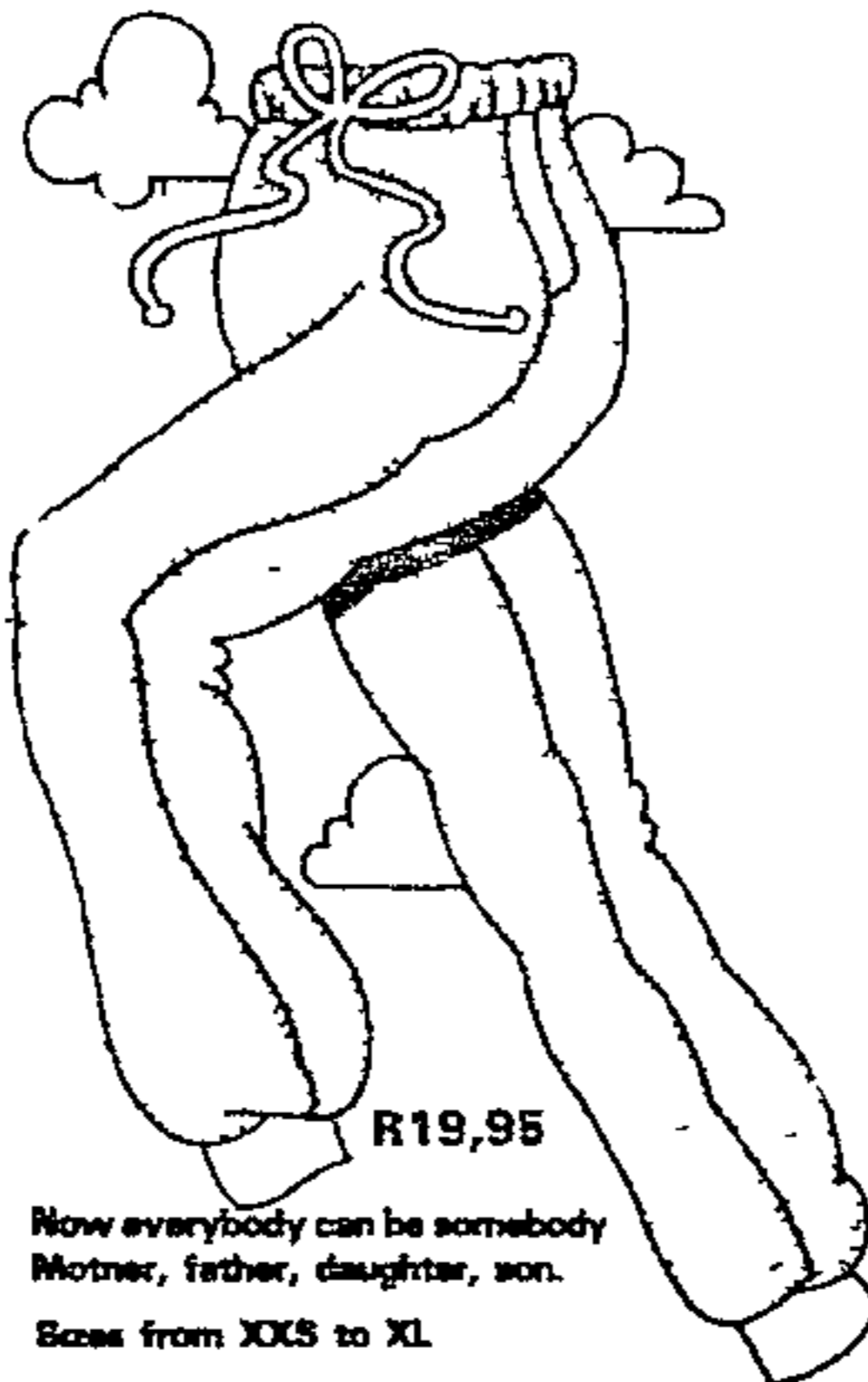
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Last Parliament live

Cape Times 26/1/84 250
Own Correspondent

JOHANNESBURG — SATV cameras will be rolling in Cape Town tomorrow to record live the historic last opening of Parliament in its present form

The fourth session of the seventh Parliament will be the last before Parliament becomes a tricameral system under the new constitutional dispensation

Under the new constitution the functions of State President and Prime Minister will be combined and the nation will have an executive State President.

TV1 opens at 10.15am for direct coverage of the ceremony. Transmission will last until about 11.45

● More reports on the opening of Parliament, page 10

Few frills at the top

HOW do you tell an Acacia Park driver? She's the one driving the car covered with little dents.

This is not, the locals hasten to add, because she can't handle Cape Town traffic but because the car gets bumped around during its annual rail trip from the Transvaal to this parliamentary village near Goodwood

Acacia Park has the atmosphere of a big, well-cared-for caravan park, filled with prefabricated houses and converted military barracks equipped with the basics of what one woman calls "early 1950s" furniture

The village is surrounded by a concrete wall topped by barbed wire, and has only one entrance, tightly guarded by police

Doors left unlocked

Far from making them feel claustrophobic, all the security allows householders to leave their windows open and their doors unlocked, even when they are out

The big news so far this year is that the Department of Community Development is busy installing wall-to-wall carpeting

The wives are also talking about some casualties of the 1984 pilgrimage from the Transvaal — several cars, packed with household goods, were broken into during their rail trip south

But the parliamentary and civil service wives like Acacia Park for the freedom it allows their children, who can run free throughout the village without constant attention

In return, they seem happy to put up with the institutional, high-density housing, the inevitable pecking orders and the social pressure of living cheek-by-jowl with one's boss or, even worse, political opponents

Several wives, some of whom asked not to be named, said the Acacia Park women tended to socialise in small groups reflecting the political status or party affiliations of their husbands

The tightly-knit community underwent considerable social strain last year when Nationalist right-wingers hived away to the Conservative Party

Little apartheid

Some neighbours found themselves no longer on speaking terms, and the "Lappiesclub" of Acacia Park wives found itself in a minor crisis — with a politically split committee.

But there is little housing apartheid. Director-generals find themselves living near Ministerial drivers, and a clerk might be a close neighbour of his boss, in similar accommodation.

There is a lot in the village to keep the wives occupied. They have a fully-equipped gym, a bowling green, flood-lit tennis courts, a swimming pool and a

W/ARGUS 4/2/84
WEEKEND ARGUS SPECIAL REPORT
250

By GRAHAM BROWN
Weekend Argus Reporter



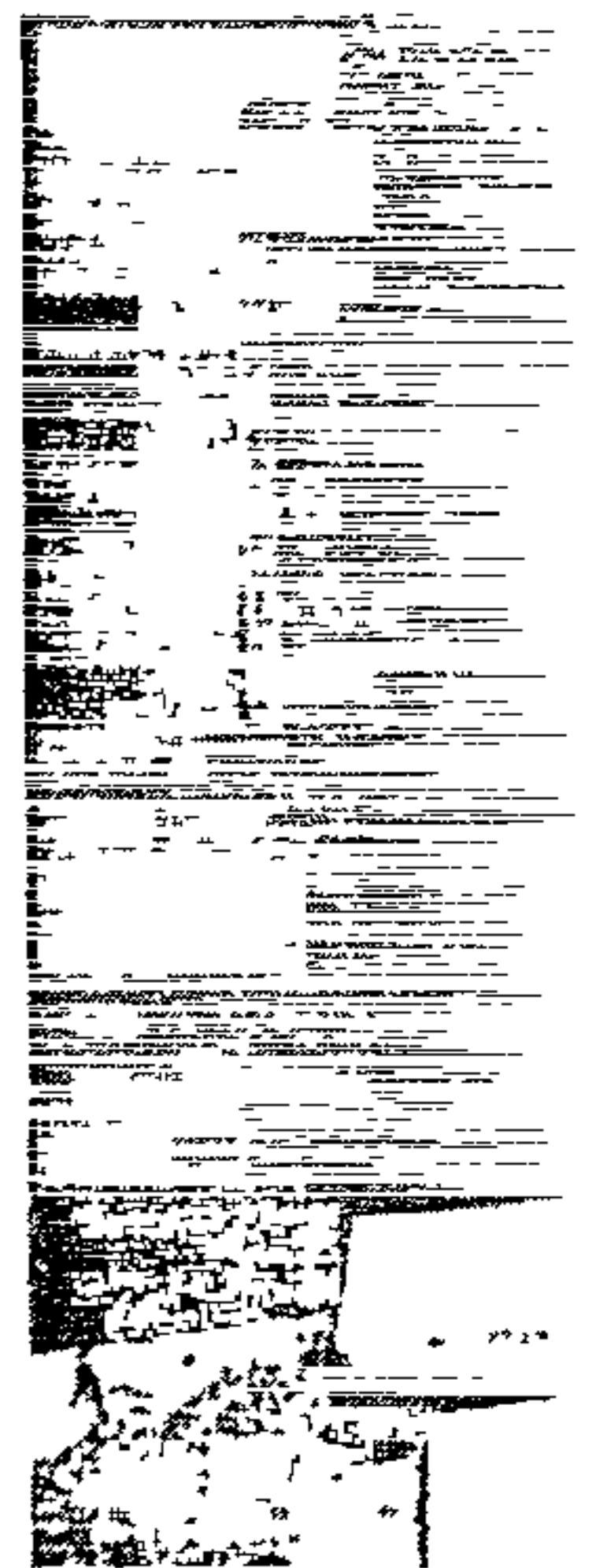
Mrs Barbara Raw in her kitchen ... "ideal for children".

wide selection of courses started by the women themselves

There are regular prayer meetings and organised excursions — to the Worcester prison, for example, or factories

For the children there is a nursery and a primary school, and extra lessons including karate, piano, ballet, music and swimming

Mrs Carene Meyer, wife of the MP for Johannesburg West, says she would "loathe" to live anywhere else in Cape Town, because the village offers such security for her four children, aged between nine months and nine years



Mrs Carene Meyer

They can roam (there house from another) worrying about traffic, of speed bumps every

And, adds Mrs Meyer, cials rub shoulders de- isters' offspring in the

The Meyers live in a which they pay R80 a for most of the flats and

The rent is payable on in residence. The houses, the off-season, but can outside of the par- rental is paid

Mrs Shelagh Gastrow Durban Central, lives in low rent, a pittance have to pay for a house ing the parliamentary

Another huge advantage have to be a taxi-driver cilities are right on hand

Babies

The Gastrows are a lish-speakers in the v her when she arrived in

But now Mrs Gastrow — we talk babies and ing laleche (breastfeed.

The Gastrows share a erted barracks with t eight months to five year ered inferior to the pre what one can get

"People always say an ry, but they are always come here and see w. says

And she finds the ac in winter, when the child

Directors-general can live nex



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up

4/2/84

WEEKEND ARGUS SPECIAL REPORT

250
124

IAM BROWN Argus Reporter



Mrs Carene Meyer with baby Wimpie ... "I'd loathe to live anywhere else".

They can roam (there are no fences separating one house from another) through the gardens without worrying about traffic, which crawls along because of speed bumps everywhere

And, adds Mrs Meyer, children of lower-level officials rub shoulders democratically with Cabinet Ministers' offspring in the local primary school

The Meyers live in a three-bedroom house, for which they pay R80 a month, the approximate rental for most of the flats and houses

The rent is payable only when their occupants are in residence. The houses or flats are closed up during the off-season, but can be used as a holiday home outside of the parliamentary session if a pro rata rental is paid

Mrs Shelagh Gastrow, wife of the PFP MP for Durban Central, lives in Acacia Park because of the low rent, a pittance compared to what one would have to pay for a house elsewhere in Cape Town during the parliamentary session

Another huge advantage for her is that she doesn't have to be a taxi-driver for her children. All the facilities are right on hand. And the children love it

Babies and weather

The Gastrows are among the tiny handful of English-speakers in the village. It was a little lonely for her when she arrived in 1981

But now Mrs Gastrow has "some very good friends - we talk babies and weather". She has started giving laleche (breastfeeding) classes

The Gastrows share a two-bedroom house in a converted barracks with their three children aged from eight months to five years. The barracks are considered inferior to the pre-fab houses, but one takes what one can get

"People always say an MP earns such a good salary, but they are always a little shocked when they come here and see where we live," Mrs Gastrow says

And she finds the accommodation a little cramped in winter, when the children are driven inside by the

rain. But making up for this is a big plus - "The children are completely bilingual"

Mrs Hannetjie Landman, wife of the MP for Carletonville, considers Acacia Park the great social equaliser, with junior civil servants rubbing shoulders with MPs

Since their children are all grown, the Landmans live in a one-bedroom flat in one of several blocks used mostly for singles and childless couples

"We live a picnic-style life here. It's not ostentatious. Sometimes when I think about how we live comfortably here with just the basics, I wonder why we surround ourselves with so many things at home"

Mrs Barbara Raw, wife of the leader of the New Republic Party, says of Acacia Park "I love it. I brought my kids up here. It's absolutely ideal for them"

Happy with schooling

Mrs Raw is particularly happy about the local primary school. "If the children went to an ordinary Cape Town school, they would have to break into a settled community every year. Here they are all in the same boat"

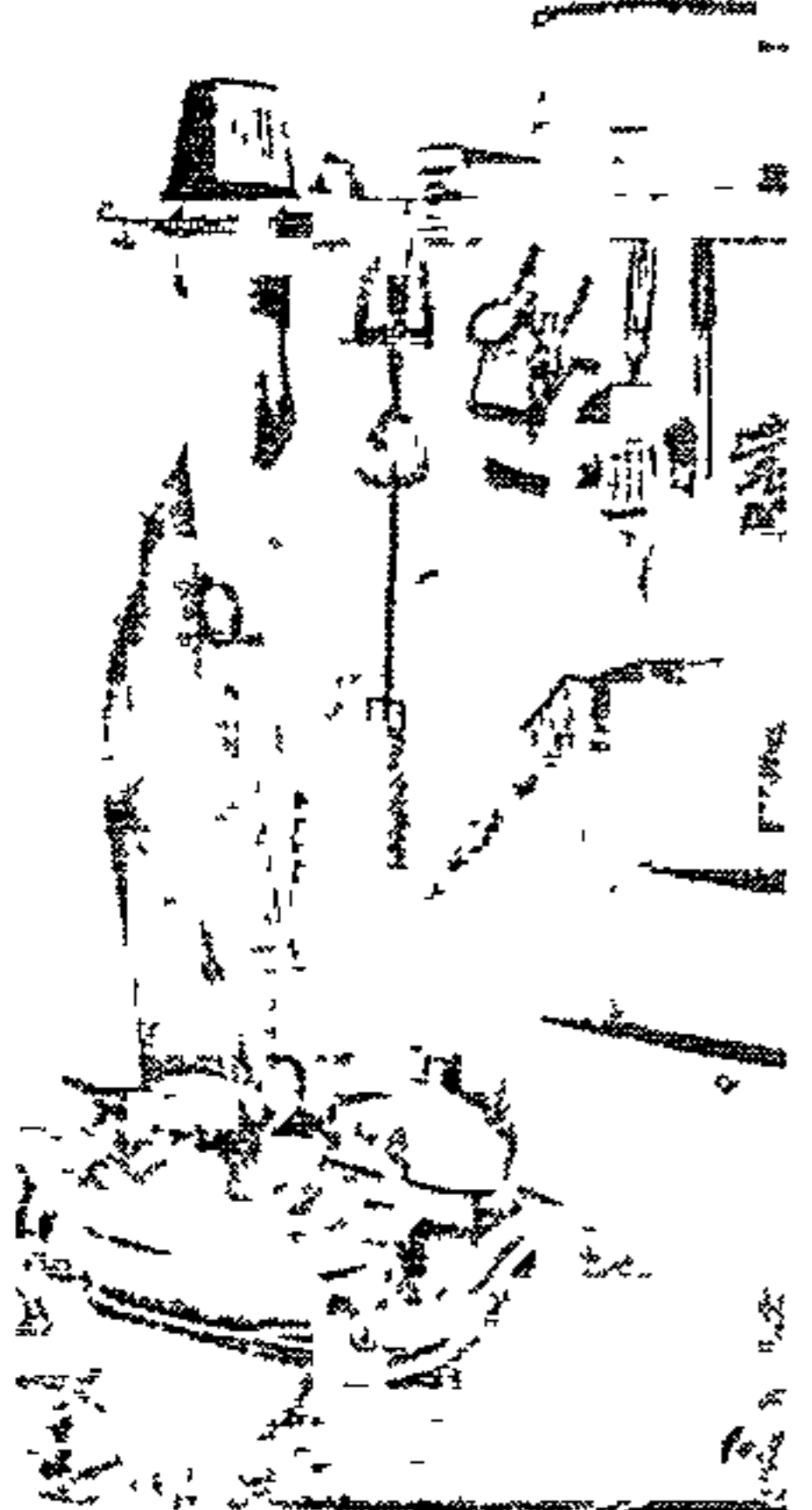
The Raws, who have two children living with them at Acacia Park, have a semi-detached three-bedroom house for which they pay around R90 a month

Mrs Raw is an active member of the Lappiesclub, which comprises "the CP, the Nats, the Civil Service and me"

The dual-medium but predominantly Afrikaans school has seven teachers for its 170 pupils

The teachers have permanent appointments for their annual six-monthly spell at Acacia Park, and temporary appointments in the Transvaal in the parliamentary off-season

The energetic new principal, Mr Marius Oelofse, says the children are "quite adaptable". Since most come from the Transvaal, the school follows the Transvaal syllabus, with special attention to smooth the annual disruption



... in her kitchen ... for children".

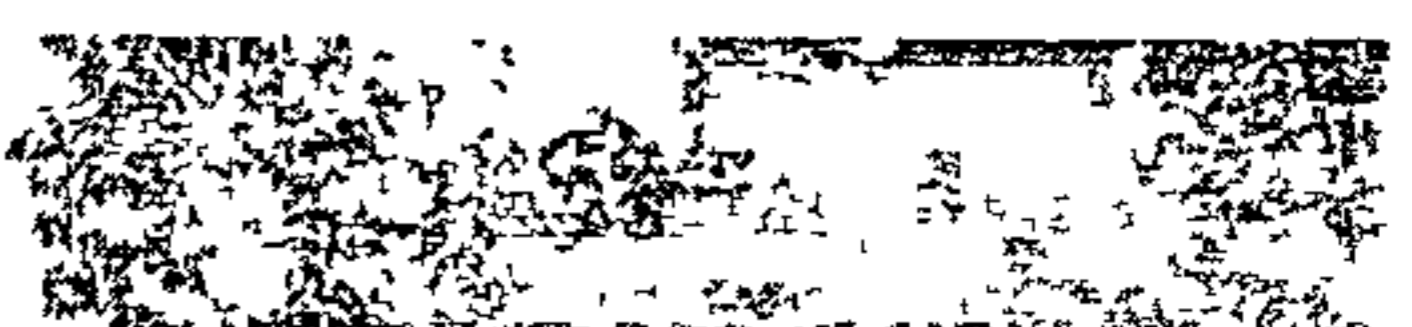
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... wife of the MP for Johannes- ... "I loathe" to live anywhere ... the village offers such children, aged between nine

al can live next door to drivers



250 ~~Star~~ 8/2/84
Govt wages 'are within budget'

Allegations that high salaries of civil servants were the main cause for the Government's money problems were far-fetched, the Public Servants' Association has said in Pretoria

In response to recent Press reports, Dr Colin Cameron, president of the association, said the past few years' annual budgets provided for the improvement of civil servants' salaries, but there was no indication that the amounts set aside had been exceeded

The salaries had been increased to bring them into line with those of the public sector, he said — Pretoria Correspondent

250 *S. T. J. 12/2/84*

By Angus Macmillan
THEY may have to put up with sneers and red tape, but today's public servants are better off than many of their peers in the private sector.

Horn of plenty for the new rich in the public service

No longer is the public servant's salary a joke among his contemporaries in commerce, his pension scheme can hardly be bettered, and he need not earn a fortune to afford a house. He also has job security and restful nights.

Assistant director of personnel management in the Commission for Administration Etienne van Rensburg, says: "People think the public service is merely a shelter for those who can't work anywhere else. The Government has to provide a certain amount of sheltered employment, but it also employs a large body of professionals."

The personnel manager of a commercial firm says: "Working for big brother is now so much more attractive to the young job-seeker than it was 10 years ago that it is taking a lot of talent away from the private sector."

Improvement in the public servant's lot is largely due to a job differentiation project launched in 1979. Its major objectives were to stem the loss of skills to civvy street, limit overseas recruitment and make the State a bountiful employer.

More than 700 job categories were highlighted in the project which analysed the marketability, skills and career prospects of each position. Its initial function was to focus on critical staff shortages, but it was modified to look at the total public-private sector employment situation.

Five years ago B.Sc and B.Com graduates in the public service were on the same rigid salary scale as holders of B.A. degrees. Salaries were not market related or based on practical value in the service. Under the new system ap-

licants are paid according to the demand for their skills. There is no doubt that cash salaries are higher for top performers in commerce and industry, but the public servant's package is not to be sneezed at. His 12% increase in January was bigger than that received by many a private-sector employee. Young accountants can almost name their price in industry, starting at R30 000 and a car. A newly graduated civil engineer can expect R13 000 to R15 000 a year with no perks in industry. If he works for the Government, he starts on R15 600 — and qualifies for several perks. An arts graduate can start in the public service at R12 000 a year.

Mr van Rensburg says a motivated man or woman can more or less map out a career as a public servant and be well rewarded. "There is nothing stopping a B.Com graduate becoming a chief director and earning R44 000 after 10 years in the service."

Cash salaries and fringe benefits, such as cars and expense accounts, are the major drawcards in the private sector. Retirement provision and housing subsidies are the main carrots that attract job-seekers to the public service. A P-E Corporate Services salary survey estimates that about 50% of com-

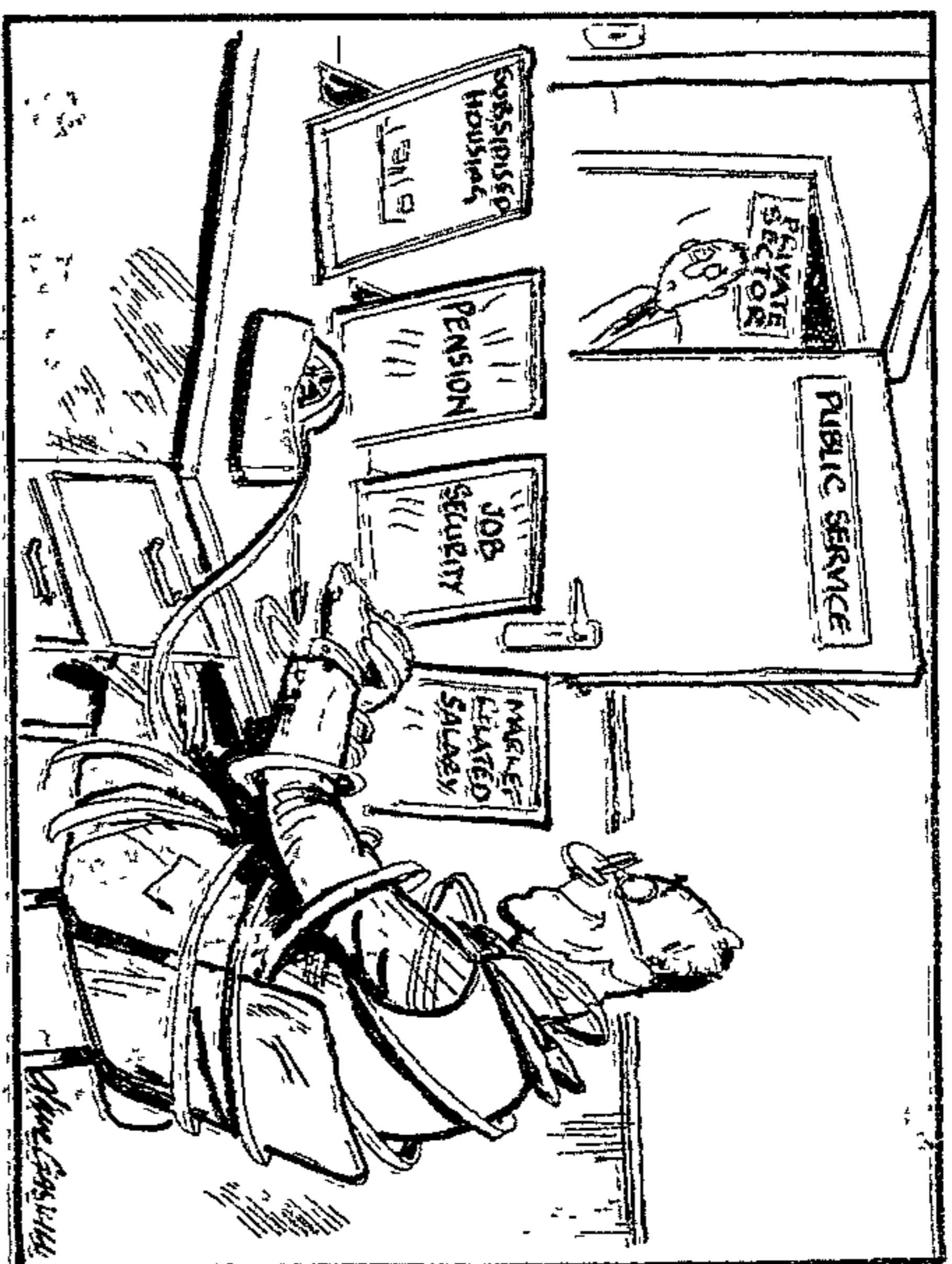
mercial employers offer some form of housing subsidy to staff. But all public servants qualify for subsidies which limit their bond interest rate to 3%. Up to 65% of mortgage bonds with banks and building societies are subsidised by the Government.

Mr van Rensburg says: "Someone who joins the public service on about R30 000 with an existing bond of R55 000 would receive a subsidy of R497 on an R810 monthly instalment." The lower the employee's salary the higher his subsidy percentage.

A new staff member without a registered bond can qualify for a housing subsidy within a year, depending on age. He does not need a deposit for a house or flat. Significantly, average property prices in Pretoria are the highest in the land.

Public service pensions, on paper at least, leave most private schemes standing. The public servant contributes 8% of his monthly income and the State puts in 21% compared with the average private sector employer's 7% to 12% contribution.

According to Mr van Rensburg, a public servant retiring on a salary of R30 000 after 48 years of pensionable service receives a lump sum of R96 768 and an annual pension of R26 181.



Government overspending heading towards R1bn

Horwood ²⁵⁰ needs cash ²²⁰⁴ quickly to clear slate ^{17/11/87}

By HAROLD FRIDJHON

GOVERNMENT expenditure continues to soar and is likely to exceed Budget estimates by at least R500m.

The deficit before borrowing could be as much as R2,95bn — against an original estimate of R2,0825bn — unless the next three months bring a sharp reduction in the rate of Treasury spending and an accelerated inflow of funds to the Exchequer.

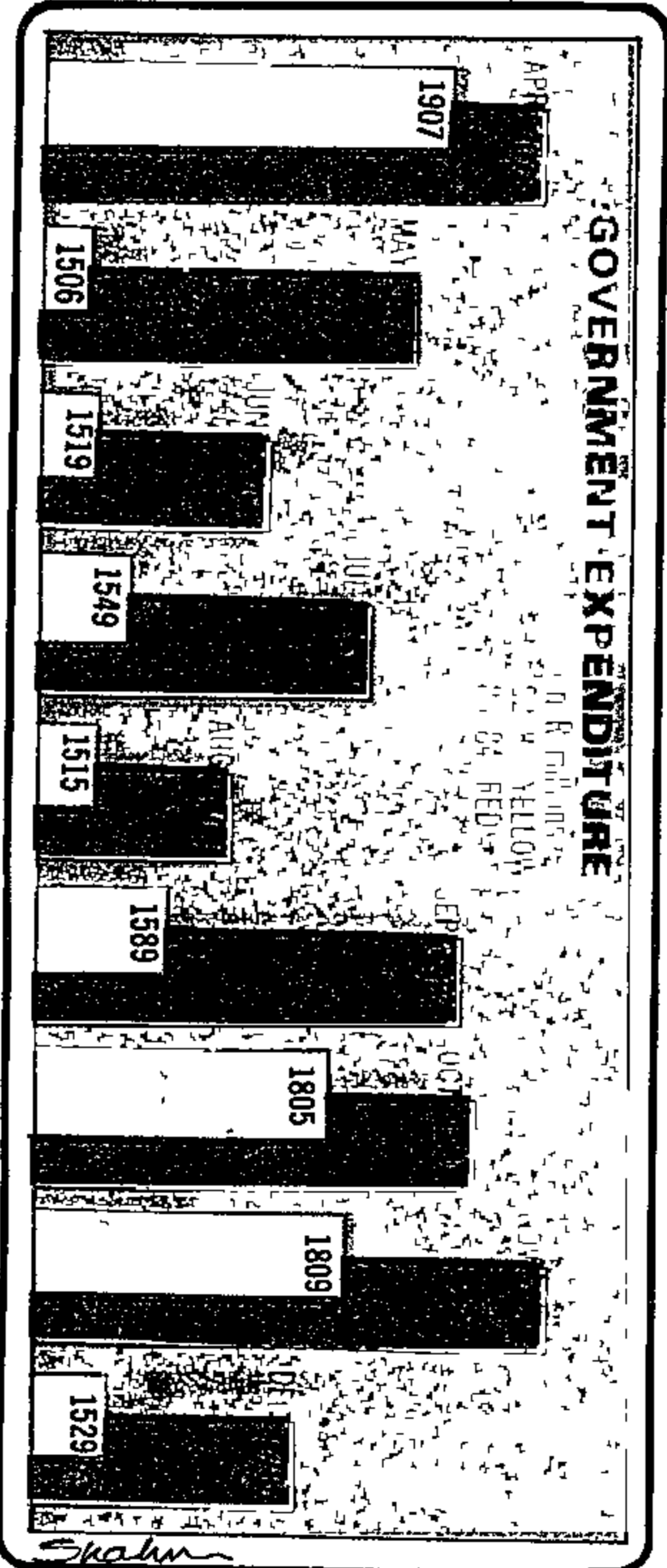
During the nine months of the current fiscal year total outlays by all State departments amounted to R16,874bn, an increase of 14.5% on the previous year's figure. When he presented his Budget last March the Minister of Finance, Mr Owen Horwood, aimed at holding down the 1983/84 increase to 10% of the 1982/83 Budget.

Assuming that expenditure for the next three months continues at the December level, which was the third lowest in the nine-month period, the current fiscal year could end with spending amounting to R22,124bn against a budgeted R21,765bn.

Revenue to December brought in R14,385bn, an increase of 20% on the first three quarters of the previous year. Assuming that the Treasury's income during January and February runs at R1,475 bn, the same rate as that for December, and assuming that the March income increases by 23% because of the heavy tax collections total revenue for the year could be R19,17bn against a budgeted R19bn.

Mr Horwood set his financing requirements for the year, after providing for loan redemptions, at just over R4bn. So far this fiscal year he has raised R4,184bn — R1,245bn in Treasury bills, R2,843bn through the issue of stock to the private sector and the Public Debt Commissioners, R100m from foreign loans and R40m from non-marketable debt such as Treasury bonds and defence bonds.

This suggests that the Treasury will have to raise some additional finance before March 31.



One can assume that Mr Horwood will want to come to Parliament with a clean slate so that there will be either a further tapping of Government stock into the market, or a raising of the 6% general sales tax, to boost revenue in February and March.

Departments which have already exceeded their votes with three months of outlays yet to come include Parliament, which has spent R7,567bn against a budgeted R6,646bn, and Agriculture, which has already exceeded its budget of R467m by nearly R100m because of the drought.

The Department of Finance will overshoot its statutory vote of R2,849bn. Up to the end of December it had spent R2,728bn and it is pouring out money at a rate of R206m a month because of the high costs of borrowing.

It looks as if Defence will spend R200m more. Several economists express the view that Government spending next year will increase by 18% to a total of about R25bn. In order to keep the deficit before borrowing within reasonable limits revenue will have to be lifted sharply and it is difficult to see how this can be achieved without an increase in direct and indirect taxes.

Apart from expected rises in spending, the Minister of Finance has R1,154bn of maturing loans to refinance, many of which were raised as short-term issues. With the reduction of the liquid asset requirements of banks, the Treasury is unlikely to find a ready market to replace much of the redeemed stock.

Collections for the eight months to November, the latest available figures, show a marked reduction in the receipts from Customs and Excise which amounted to R1,150bn compared with the previous year's R1,502bn.

Contrary to expectations Customs duties brought in R688m against the previous year's R655m. In the early part of the year income from customs duties was flagging as imports declined but imports appear to have picked up in latter months. In November customs receipts were R112m compared with R69m in November 1982.

Income tax payments are at R6,612bn running at a rate 21% above the previous year and general sales tax has brought in R2,535bn compared with R2bn up to November 1982 — with the heavy December collections still to be brought into account.



Otto Jaekel has been appointed regional manager of ... in Bellville

Signs point to R1-bn govt over-spending

CAPE TIMES 14/2/84 (250)

By HAROLD FRIDJHON

JOHANNESBURG — All signs point to the government over-spending its Budget for the current fiscal year by R1 billion

This would mean expenditure has increased by at least 15,5 percent compared with the 10 percent estimate made

when the Budget was introduced in March last year

The indications are that Agriculture, Defence, and Finance will over-run their budgets by the largest amounts

Government expenditure in January dropped to R1,706 billion, the third lowest month in the 10 months of the current fiscal year, compared with R1,514 billion for the comparable month of the previous year

account earlier in the year This was reflected under Inland Revenue whereas it should have been shown among "other receipts" below the line

The two erroneous entries ultimately balance themselves out but it does change the profile of the bookkeeping

The nominal deficit before borrowing at the end of 10 months as revealed by the published figures was R2,698 billion compared with the budgetted R2,082 billion This will probably be increased by March 31 But Mr Horwood will not be embarrassed by the difference He has raised R3,710 billion net so far this year

But if one projects to the end of the fiscal year, the excess spending of specific departments and one does not take into accounts those departments which might not have spent their allocated funds, the over-run could be as much as R1,283 billion

Perhaps this might be a more accurate measure because included in the total Budget was the item "improvements in the conditions of service" (for public servants) for which R250m was allocated But by December only R4,73m had been spent under this heading and it is unlikely that the whole amount will be spent when the fiscal year ends

There has been some deft footwork in the national bookkeeping

At this stage of the fiscal year it would seem that the tiny expense on Parliament — R8,117m — will be over-run by about 30 percent What about next year's three Parliaments?

The big over-spender will be the Treasury which will probably exceed its vote by R291m because of the high cost of borrowed money

To page 13*

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Expenditure


For the full 10 months expenditure amounted to R18,58 billion against R16,244 billion last year, an increase of 14,4 percent

This year's expenditure figure is not entirely accurate because the Treasury paid R892m to the Reserve Bank to compensate it for losses on foreign currency transactions and this payment was reflected "below the line" instead of "above the line"

With expenditure for the 10 months at R18,580 billion, revenue is R15,882 billion, leaving a deficit of R2,698 billion But revenue receipts appear to have been overstated by R900m which was drawn from the stabilization

Monthly average

The estimate of the R1 billion over-spending can be calculated in many ways If to the total expenditure to January — R18,580 — the actual monthly average of the 10 months spending is added for February and March, the Budget could over-run by R1,121 billion If, however, one adds to total spending for 10 months, the Budget monthly average for the remaining two months, the excess spending would be R970m



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\$10,1-bn take-over

WASHINGTON — The largest corporate merger in United States history — between the Texaco Oil Company and Getty Oil Co — received tentative approval yesterday from the Federal Trade Commission

The commission, which must review such mergers, voted four to one to allow the \$10,1 billion take-over, although it will require Texaco to make some divestitures to satisfy anti-trust concerns, commission spokeswoman Mrs Susan Ticknor said

She did not give details of the requirements — Sapa-AP

SAVINGS ACCOUNTS

Unless otherwise stated all financial news in this issue was compiled by Paul Dold and sub-edited by Godfrey Heynes

CAPE Times 16/2/84

Yet another pay rise for MPs

250

Political Correspondent

MEMBERS of Parliament have had their salaries increased by 12 percent as from the beginning of this year

The pay rise, which follows their 27 percent "adjustment" in July last year, will take their earnings up to about R34 000 a year, much of it tax-free.

Cape provincial councillors have also received a 12 percent increase effective from January 1, and it is assumed the same applies to the other three provinces

The increases were confirmed unofficially yesterday, as MPs and councillors have been asked not to speak to the press about the issue.

The only increases announced were for the State President, Mr Marais Viljoen, and the State Vice-President, Mr Alwyn Schlebush. The leader of the Assembly, Mr Hendrik Schoeman, proposed increases to R84 000 and R73 000 respectively from January 1. The opposition parties agreed

Unions question MPs' pay rises

17/2/84 Labour Reporter

LEADING trade unionists yesterday reacted sharply to the latest pay rise for members of Parliament

Mr Joe Foster, secretary of the Federation of South African Trade Unions (Fosatu), said the move demonstrated that most workers had no control over what MPs did

"MPs can vote themselves increases and nobody can say anything about it I'm sure that if the majority of the people in South Africa were properly represented in Parliament, these increases would not have occurred," he added

The latest pay rise of 12 percent for MPs — which follows an increase of 27 percent in July last year — will

take their earnings up to about R34 000 a year, much of it tax-free

Mr Piroshaw Camay, secretary of the Council of Unions of South Africa (Cusa), said the increases were "completely unacceptable" to workers

"Employers are telling us that wages have to be kept below the inflation rate and are offering paltry increases of 7 percent to 8 percent as a result"

Mr Lief van Tonder, president of the Trade Union Council of South Africa (Tucsa), said the increases came while employers were telling workers to moderate wage demands

"The increases are that much more difficult to understand because the people who are giving the advice are not setting an example themselves"

Parliament and Politics

MPs paid over R48 000 a year

Cape Times 22/2/84
250

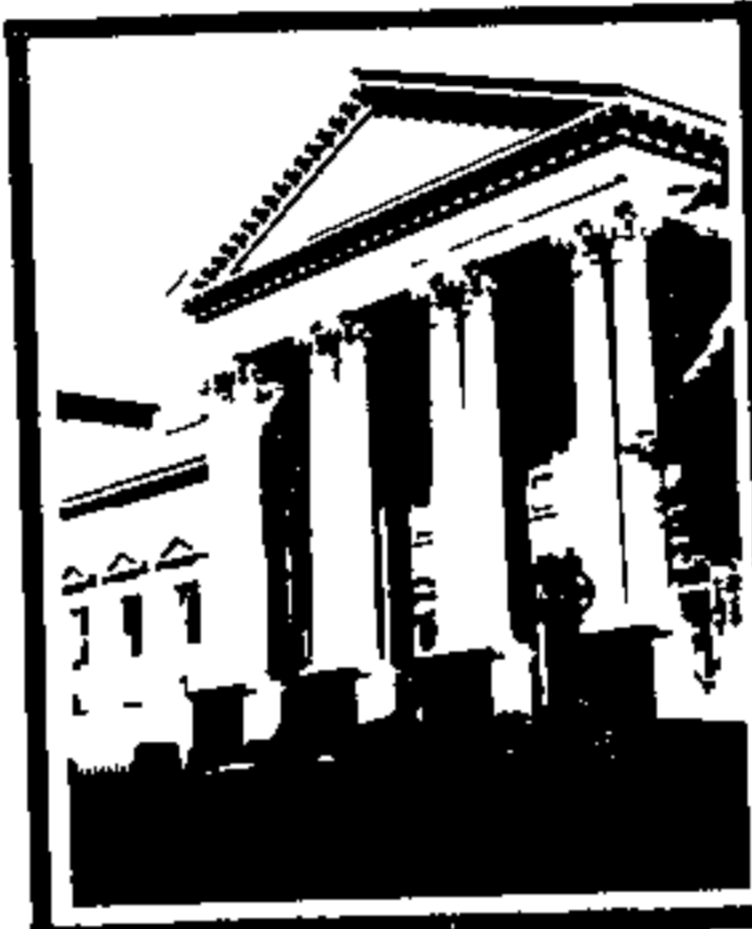
Political Correspondent
MEMBERS of Parliament are earning more than was originally thought after their recent 12 percent pay increase

Their total package, including various allowances, is now worth more than R48 000 a year, of which only R27 000 is taxable

The large portion of tax-free earnings means their take-home pay is more than that of people earning appreciably higher salaries, including some of the top civil servants

These figures were confirmed yesterday in spite of the continuing secrecy imposed on the salaries of all public servants, including MPs and cabinet ministers

MPs now earn a basic



salary of about R27 000 a year

In addition they are paid a reimbursive allowance of R16 000 a year and a car allowance of about R5 500 a year, both of which are tax-free

The secrecy about their earnings has been imposed by the government but accepted by all three parliamentary

opposition parties

The government has contended that public servants are entitled both to a proper remuneration and to confidentiality about their earnings

Others, while agreeing with the need for properly-paid civil servants, believe they are paid with public money and taxpayers are entitled to know their rates of pay

This argument has arisen repeatedly in recent years, such as when new police pay scales were introduced but the government would not divulge them

Members of the public calling for greater police protection were unable to judge whether the scales were adequate to attract more police recruits

MPs claim 'Overworked and underpaid'

256

By MICHAEL ACOTT
Political Correspondent
MEMBERS of Parliament have come in for some public criticism recently following disclosures that their earnings have been secretly increased to R48 000 a year.

Several MPs are unhappy over the secrecy, but are not prepared to break the inter-party agreement on confidentiality.

Both government and opposition MPs agree, however, that they are not overpaid. Their public duties, they say, more than use up their tax-free allowances and leave them earning well below what they would in other jobs.

The 12 percent increase from January takes an MP's basic pay up to R27 000 a year. In addition they are paid a tax-free reimbursive allowance of R16 000 and a car allowance of about R5 500 a year.

Yet a number of MPs take additional work or consultancies, or depend on their wives' salaries to maintain the standard of living they had before their election.

So how is it possible for a person earning R48 500, with more generous tax allowances than others in that bracket, to complain that he is overworked and underpaid?

One MP described the supposed tremendous tax-free benefit as a fallacy.

"It is only a tremendous benefit if you don't spend it. Every conscientious MP, and all those with constituencies outside the Western Cape, spend the full allowance."

Figures given privately by MPs on both sides of the House show a picture very different to the impression created by their earnings alone.

One MP said his out-of-pocket expenses totalled R21 000 a

year, R5 000 more than his tax-free allowance. As the balance cannot be claimed against his taxable income, this left him earning R22 000 a year, or R1 833 a month before tax.

His colleagues, both on the government and opposition side, agreed that this figure was not only fairly representative, but probably conservative. One of them put his expenses at about R2 000 a month or R24 000 a year.

Where does this money go?

Unlike other civil servants, MPs do not enjoy heavily-subsidized mortgage loans. Many maintain a flat or house in Cape Town as well as the home in their constituencies.

Rew let their houses during the session now after expenses with the damage caused by short-term tenants. Yet it has to be maintained.

They say the car allowance is all very well, but they do a

considerable mileage and have to pay for petrol, repairs, insurance and other costs. This is a real burden for MPs with large rural constituencies.

MPs are given a small secretarial allowance of about R130 a month during the session. They say this does not cover the costs of the secretarial services they need. The balance comes from their own pockets. They receive no help from the State, and little from their parties, to maintain and staff constituency offices.

Official letters are free, but this is a small portion of an MP's outgoing mail. During parliamentary sessions they are allowed 60 minutes of free trunk calls a week. After this they have to pay for calls.

A member of Parliament is also entitled to a total of 36 free single flights a year for himself and his wife. Those outside Cape Town agree that

this allocation does not last long when numerous constituency visits are required.

They only pay 20 percent of the fare for additional flights, but this can still cost them up to R1 000 or R2 000 a year from their own pockets.

Then there are the hidden costs, both in personal and financial terms. MPs and their wives are expected to dress well for parliamentary and constituency functions.

Those with children at primary school find themselves having to buy four uniforms — winter and summer for Cape Town and their constituency school — for each child.

More than one marriage has foundered because of the rigors of parliamentary duties.

Perhaps worst of all is that an MP has no job security. He might give up a comfortable and senior position, with allowances, promotional prospects and a fully-maintained company car to become an MP. And he could lose his new job at the next election. MPs qualify for a half-pension after seven-and-a-half years and a full pension after 15 years. The pension is good and there is also a generous gratuity.

An MP who loses an election, or whose seat vanishes in delimitation, before the first qualifying stage is left with nothing.

Those who do consultancy or legal work during the parliamentary recess can find it does not always last. The company becomes increasingly impatient at the amount of time they have to spend on constituency duties.

Another said he had subsidized his political activities every year he had been in politics and he had survived only because his wife worked.

"Since I went into politics, I

have used up all my savings. I have cancelled and cashed all my life insurance policies.

The MPs spoken to do not believe, however, that the answer lies in higher salaries. What they want most of all is for the expenses they have to be deductible, and the provision of secretaries, aides and research assistants as parliamentarians have in West Germany and the United States.

An MP, they say, can spend more than half the time he should devote to his public duties on addressing letters, licking stamps, filling in chits to book telephone calls and flights or doing the basic research needed to prepare a parliamentary speech.

"My complaint is not what they pay me, but that they do not provide me with the services and facilities I need to do my job properly," said a concerned MP.

"We should be given staff to handle our research and do some of our constituency work. This would enable us to debate more intelligently in Parliament and to give our constituents better service."

More senior MPs also feel they should be paid for their seniority. There are no promotional "notches" in Parliament — all ordinary MPs from Mrs Helen Suzman, the longest-serving with 31 years' duty, to Mr Roger Burrows, elected last week, receive the same salary and allowances.

The principle, however, is that all constituency representatives are equal and are therefore paid the same.

Whether they are paid enough is another matter. The public, and many other civil servants, believe MPs are more than well rewarded. But the MPs have a case which deserves a wider hearing.

(250) ~~Survey~~
S. Times
26/2/84
**Survey
boosts
salaries**

By Angus Macmillan
TOP dogs in the public service can partly thank the private sector for their fatter pay packets announced this week.

A market research company was hired by the Commission for Administration, the service's central personnel authority, to compare public servants' working condition with those in the private sector.

The company looked at 50 top notches — from directors of departments to directors-general — and concluded that although they were subject to similar responsibilities and pressures as their profit-oriented peers, they were grossly underpaid.

An example is the post of director-general of health. He heads a staff of 31 000, but is paid less than the marketing director of a manufacturing firm employing 2 000 people. The industrial firm has a R2.5-million profit on a R50-million turnover.

Martin Raath, director of liaison and recruiting in the commission, says. "We had to lift management salaries high enough to give flexibility to our pay scales — but I can't tell you how high."

The top notch is now about R48 000. Under the new deal it is expected to be about R60 000.

The MINISTER Mr Speaker, as I have said the building was built with mud bricks Over the months that passed before we could get onto the site, so much damage had been caused by vandalism, and the rains in August and September had penetrated to such an extent, that a very great deal of damage had already been done, but as soon as we took possession of the building, we obtained the best available advice in respect of the conservation and preservation of such structures I may point out to the hon member that we appointed a full-time watchman there, who has cost us R15 000 to date, to see that nothing is removed there Before we took possession of the building it was of course not our responsibility We spent approximately R60 000 to take the measures suggested by the expert to see if we could keep the water out I cannot go into all the detail, because my attention is not specially focused on it but I can make it available to the hon member We have therefore spent a large amount to see whether we could keep the old walls standing

Mr B R BAMFORD Mr Speaker, further arising out of the reply of the hon the Minister, is he prepared to indicate why he does not follow the line taken, for example, by the hon the Minister of Posts and Telecommunications of at least advising the hon member of this House or the member of the Provincial Council involved when a decision of such a fairly drastic nature is taken in regard to capital works?

The MINISTER Mr Speaker, I have never been under the impression that that part of Newlands falls under the hon member, but we do have contact. I have a very great deal of contact with him on matters in his constituency If I had known that this matter fell within his constituency, I would have discussed it with him We are on speaking terms Why did he not ask me?

Declaration of certain property in Newlands, Cape Town, as national monument

*17 Mr B R BAMFORD asked the Minister of National Education.

Whether a certain property in Newlands, Cape Town, the particulars of which have been furnished to the Minister's Department for the purpose of his report, has been declared a national monument, if so, (a) what is the name of the property, (b) where is it situated, (c) (i) on what date and (ii) why was the property declared a national monument and (d) when was the present structure on the premises first erected?

The MINISTER OF COMMUNITY DEVELOPMENT Mr J H HOON (for the Minister of National Education)

The property is known as "Newlands House" and is not a declared national monument

(a) to (d) Fall away

Howland Q. 61.
Wells Estate: beach area for non-Whites 740
23/3/84

*19 Mr J H HOON asked the Minister of Community Development †

(1) Whether his Department is considering the utilization of a certain portion of the Wells Estate as a beach area for non-White population groups, if so, (a) for which population groups, (b) what is the nature of the facilities contemplated and (c) where is the portion concerned situated,

(2) whether this portion forms part of a group area for Whites, if so,

(3) whether a temporary permit for the utilization of this portion for recreation facilities for a non-White population group has been issued; if so, (a) for which population group, (b) what is the nature of the recreation facilities, (c) (i) when and (ii) in respect of what specified period was this permit issued,

(4) whether any of these recreation facilities

ties have been provided, if so, (a) which facilities and (b) when?

The MINISTER OF COMMUNITY DEVELOPMENT

(1) No

(2), (3) and (4) Fall away

Amsterdamhoeek/Bluewater Bay/St George's Beach: deproclaiming

*20 Mr J H HOON asked the Minister of Community Development †

Whether consideration is being given to deproclaiming the White residential areas of (a) Amsterdamhoeek, (b) Bluewater Bay and (c) St George's Beach, near Port Elizabeth, as group areas for other population groups, if so, (i) when, and (ii) for which other population groups, in each case?

†The MINISTER OF COMMUNITY DEVELOPMENT

No

For written reply

Howland

250 Public Service posts 23/3/84
481 Mr H H SCHWARZ asked the Minister of Internal Affairs

(1) (a) How many posts were there in the Public Service as at the latest specified date for which figures are available and (b) how many such posts were vacant.

(2) how many (a) appointments to and (b) resignations from the Public Service were there in 1983?

The MINISTER OF INTERNAL AFFAIRS

(1)(a) and (b) Particulars as on 30 June 1983

Division	Approved establishment		Vacancies	
	White	Other	White	Other
Administrative	8 709	328	435 ⁽ⁱ⁾	16 ⁽ⁱⁱ⁾
Clerical	17 281	275	1 822	52
Professional	10 615	1 281	1 997	240
Technical	9 037	136	2 235	103
General A	1 960	138	324	66
General B	31 536	17 268	4 795	2 444
Non-classified	6 207	28 780	496	2 423
Education ⁽ⁱⁱⁱ⁾	10 584	92 238	Not available	
Services ⁽ⁱⁱⁱ⁾	8 699	8 490	Not available	

Notes

(i) Vacancies are normally filled by way of promotion and accurate details are therefore not available The particulars furnished are based on a realistic estimate of a 5% vacancy occurrence

(ii) Includes the Departments of Education and Training, National Education and Internal Affairs

(iii) As far as posts in the Services are concerned, the figures relate only to the Prisons Directorate of the Department of Justice

(2)(a) and (b) Particulars only available for Whites in the various divisions

Business Times Reporter ABOUT 70% of bond-holders are subsidised by employers. The fortunate include public servants, employees of banks, building societies and many companies.

Not for them the exaggeration of income to qualify for bonds, and they do not need to save for the 20% deposit on a house or flat. They can follow up property advertisements in the knowledge that they are not merely window-shopping like their unsubsidised peers.

The greener housing passes for public servants have prompted many otherwise satisfied private-sector workers to switch jobs.

A newspaperman who is joining the Department of Community Development makes no bones about the fact that his main incentive is the housing subsidy that comes with the new job.

A snip for the 70% who pick up the perks

Another newspaperman joining a mining company was not only swayed by the more attractive salary but by the subsidy carrot.

He qualifies for a 7% reduction in bond interest after two years with the company, the bond limit being linked to his salary.

Lawyer

A young married lawyer who recently left the legal profession to work for a quasi-government organisation told Business Times that he was R1 000 a month better off, mainly through his housing subsidy.

The Commission for Administration says public servants rarely pay more than 4% interest on bonds up to R50 000. The lowest building society rate is 16,25%.

1/4/84

Registered bond-holders qualify for subsidies as soon as they enter the service. New employees without bonds qualify for 100% loans up to R50 000 after a year and can negotiate with banks and building societies without putting down a deposit.

Subsidies are linked to salaries — recently boosted to bring them into line with the private sector — and can be as high as 70% of monthly instalments, about R600 a month on a R50 000 bond. No wonder applications for employment have increased since the beginning of the year.

Etienne van Rensburg, assistant director of personnel management at the commission, says "It used to be policy to grant subsidies to family breadwinners only, but now single people qualify. The bond ceiling of R50 000 could soon be pushed up to R60 000."

Quality

"We have had more high-quality job applicants than usual in our November to March recruiting period."

Subsidies were introduced by the Government 15 years ago today at a bond ceiling of R20 000 — higher than the

average price of a house in 1969. Public servants have since taken full advantage of their extra wealth only to distort market prices.

Pretoria and Johannesburg, where average house prices are about R90 000, have become nightmares for unsubsidised buyers unless they have sold their previous dwellings at a profit. First-time buyers have to rent and hope for a windfall before looking at the market.

The Standard Bank, which introduced its employee subsidy scheme shortly after the Second World War, operates a staggered bond rate to suit various salary levels.

Bond-holders pay only 2½% interest on bonds up to R65 000, 9¼% from R65 000 to R100 000 and normal build-

ing society rates above R100 000.

Standard Bank's personnel chief, Henry Fabian, says "The idea is to provide our staff with adequate and comfortable housing. We do not subscribe to luxury."

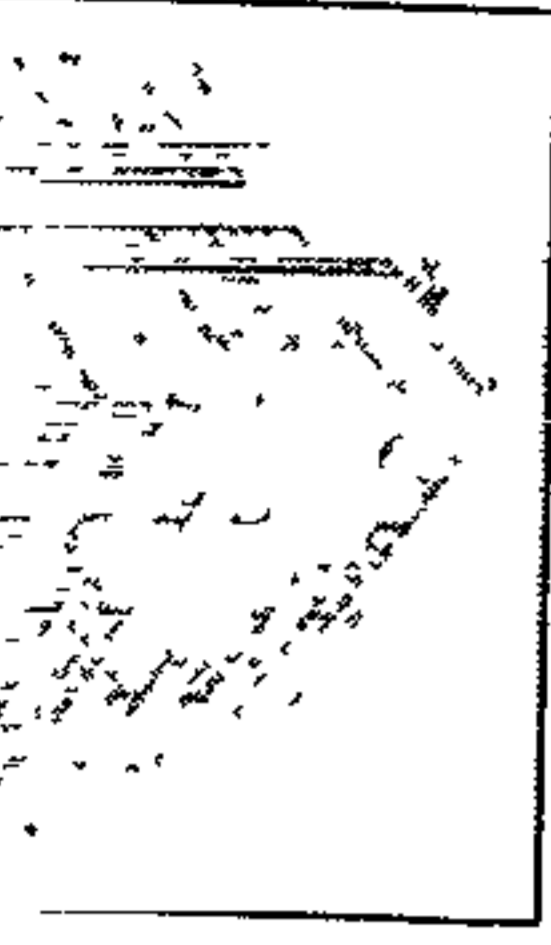
Unsubsidised bondholders are struggling to pay instalments and entrants to the housing market can hardly subscribe to a roof over their heads.

Other banks and building societies have similar schemes with staggered rates for employees, depending on seniority and length of service.

Allied Building Society's general manager, personnel, Declan Brennan, says that although subsidies are a factor, people do not join a company specifically for cheaper housing.

Dr Fabian says subsidies do not stop employees from leaving for other jobs which offer higher cash salaries instead of housing benefits.

At only R7,33per m² we'll take your staff shopping every day.



At the current rate of escalation, within ten years your office rental could be costing you a staggering R50

accommodation on sectional title at R750 per m².

Nothing has been spared to establish Malgate as a status business premise befitting the most discerning investor. The lavish and tasteful décor of the reception foyer. The dignity of the commis-

Bumper bill from the bureaucrats

THE South African taxpayer will this year pick up a staggering R3 900-million pay tab for public servants as the Government makes desperate efforts to beat past backlogs in public-service pay.

In two years State spending on public servants' salaries has jumped 56 percent, amounts for housing allowances have more than doubled and millions of rands more have been poured into service benefits

But total authorised staff strengths have actually dropped — from 262 000 to 256 000 within a year

The public-service pay crunch — now creating major problems for a hard-pressed Treasury — is an attempt to staunch the flow of public servants from government service after successive years of pay disappointments

It is also aimed at quieting a substantial and influential political lobby group during a time of major constitutional and political flux

Last year the Government pumped R250-million into the Commission for Administration's investigations into its occupational differentiation programme, by which certain key staff were lifted out of the existing pay structure and paid more

With the massive occupational differentiation task now almost complete, the Government is budgeting only R109-million this year for the programme — basically "maintenance" money to keep the new scales functioning

Burden

But now the individual government departments must carry the burden of the higher pay scales identified and implemented by the commission's investigations last year

And the estimates of expenditure for 1984/85 tabled in Parliament this week show that the great leap to make public-servant salaries competitive is hurting badly

The budgeted pay tab for public servants in the major government departments — not even counting Transport Services, Post Office, Parliament and minor sections — increased from R2 500-million in 1982 to R2 900-million last year and is up to R3 900-million this year

By BRIAN POTTINGER
Political Correspondent

Public service pay now accounts for more than 15 percent of the total Budget

The heaviest wage bills were mostly within the security services and Justice, where the attrition rate among prosecutors, filing clerks, policemen and prison warders has been fiercest

Big pay hikes in Internal Affairs and Education and

Training are also apparent as the Government battles to equalise pay and expand its teacher corps

The Finance Department itself shows a big hike in the salaries bill to offset the crippling staff shortages that at times in the past two years have threatened to close down sections of the Receiver's collections and investigations departments

And Health and Welfare has pushed up its salary bills substantially to counter widespread dissatisfaction in the nursing community

Key items include

- Internal Affairs' pay tab has jumped from R510-million last year to R641-million this year — up 25 percent and, if compared with 1982, an overall hike of 45,3 percent in two years

- Law and Order's wage bill increases from R415-million to R616-million, a 48 percent hike Since the 1982 Budget the total pay tab has increased by 73 percent Prison-personnel expenditure has gone up 33,7 percent in a year and 67,6 percent in two years

- Education and Training — under enormous pressures to upgrade teachers' salaries and expand primary and secondary education — has seen an increase in staff salary bills of 46 percent in one year and 77 percent in two years

- The Department of Finance's pay hike was a modest 22 percent this year, but, compared with two years ago, it has increased 83 percent

Health and Welfare has pushed up its wage bill from R141-million two years ago to R226-million this year — a 60,2 percent increase

Mortgage

Nor has government housing assistance to its staff taken a back seat. The total to be spent on housing assistance to officials has more than doubled — from R46,5-million last year to R102,1-million this year — only R24-million less than the Department will be spending on black housing as a whole throughout the country

The biggest item is R101-million to be spent on subsidies on mortgage loans granted to State employees — long held to be one of the best ways of preventing massive outflows of skilled workers when the economy is booming

The same Department will be spending a mere R5-million to subsidise interest on mortgage loans to the public

Even the police are kicking in increased amounts for mess facilities to make service conditions more interesting The tab is to be doubled from R1-million to R2-million this year

R381 000 flat for Sats boss

CAPE Times 4/4/84 250 ~~260~~

Political Correspondent
HOUSE OF ASSEMBLY.
— Another government department has invested in a luxury Sea Point flat for its general manager's visits to Cape Town

The South African Transport Services

(Sats), which has just put up rail and other fares to help reduce its deficit, paid R381 000 for a "suitable" flat for the Sats chief

This follows the row about the Land Bank's outlay of R500 000 for two other Sea Point

flats, one of them used by its general manager.

The government has since decided to sell one of the flats, which the Minister of Finance, Mr Owen Horwood, termed a good investment

The government's continuing interest in the Sea Point property market was disclosed by the Minister of Transport, Mr Hendrik Schoeman, in reply to a parliamentary question tabled by Mr David Dalling (PF Sandton)

Mr Schoeman, who also has a Sea Point ministerial flat, said official residences were traditionally made available in Cape Town to the Sats general manager and the system manager.

Detailing property changes in the past 12 months, he said a Sea Point flat for the general manager was bought 30 years ago for R10 753

"For obvious reasons it is no longer adequate for the requirements of the highest official in such an organization

The flat was, therefore sold for R180 000 and a suitable flat was acquired in Sea Point for R381 000"

Mr Schoeman said a profit was expected from the move to a "more adequate" residence for the System Manager, Western Cape

The new residence was bought for R170 000, while his existing one was on the market and valued at R210 000

He therefore estimated the total additional costs of buying accommodation for the two managers at a mere R173 000

MONDAY, 9 APRIL 1984

Indicates translated version

For written reply

Howard
O. 61 881

Medical University of Southern Africa applications for admission

79 Mr D J N MALCOMESS asked the Minister of Education and Training

How many applications by students for admission to the first-year course in the faculties of (a) medicine, (b) dentistry and (c) veterinary science have been (i) received and (ii) accepted at the Medical University of Southern Africa in respect of 1984?

THE MINISTER OF EDUCATION AND TRAINING.

	(i)	(ii)
(a) 1 033 for MBChB 1 011 for courses in supplementary health services	166	212
(b) 287 for BChD 380 for courses in supplementary health services	23	26
(c) 96 for BVMCh	24	

Official visits abroad

147 Dr F A H VAN STADEN asked the Minister of Education and Training:

Whether he paid any official visits abroad in 1983, if so, what (a) were the dates and was the (b) duration, (c) cost and (d) purpose of each visit?

THE MINISTER OF EDUCATION AND TRAINING

Yes

- (a) 18 June 1983
- 6 December 1983

(b) One day, in each case

(c) Will be furnished by the Honourable the Minister of Foreign Affairs

(d) My predecessor visited the Ciskei on 18 June 1983 in order to attend the graduation ceremony of the University of Fort Hare and I visited the same country on 6 December 1983 to finalize matters regarding my previous portfolio

250 *Howard* *O. 61 882*
Public Service *9/4/84*
304 Mr S S VAN DER MERWE asked the Minister of Internal Affairs

(a) How many (i) White, (ii) Coloured (iii) Indian and (iv) Black persons are there in the Public Service and (b) how many such persons in each category hold posts classified in the (i) administrative, (ii) clerical, (iii) professional, (iv) technical and (v) general A divisions?

THE MINISTER OF INTERNAL AFFAIRS

	(a)	(i)	White	137 416
(a) (i) White				
(ii) Coloured				35 201
(iii) Indian				16 728
(iv) Black				105 265

(b)	Category	White	Non-White
(i)	Administrative	8 709	328
(ii)	Clerical	15 459	223
(iii)	Professional	8 618	1 041
(iv)	Technical	6 802	33
(v)	General A	1 636	72
	Total.	41 224	1 697

Note It is at present not possible without more ado to separate the number of Coloureds, Indians and Blacks in the various divisions of the Public Service and therefore only the total number of non-Whites has been indicated To separate the figures, a survey in each individual

NR 445 10/4/84 (250)

'Public in the dark about cost of new parliament'

Parliamentary Staff

THE Government has been accused of keeping the public in the dark about the nature and cost of the new three-chamber parliament

Mr Daan van der Merwe (CP Rissik) said in the Assembly, a series of questions put to the Government by his party had remained unanswered during the second-reading debate on the Budget

Speaking in the committee-stage debate on the Budget vote for Parliament, he said "We get the impression the Government is like a modern Pied Piper who is attracting those mice who don't care where they are going"

The Conservative Party would refuse to follow the Government "like a lot of mice"

Mr van der Merwe said his party had put questions to the Government about the future of Parliament and about financial provision made for the new Parliament

No answers had come from the Government — not even during a half-hour speech by the Minister of Constitutional Development, Mr Chris Heunis, or during a 45-minute reply by the Minister of Finance, Mr Owen Horwood, to the second-reading debate on the Budget

Mr van der Merwe asked whether the Government had a "hidden agenda" about the direction in which it intended to lead the white people



Mr Hendrik Schoeman

The Government and the Prime Minister were not being honest towards the people about the future of Parliament

Mr van der Merwe withdrew this remark after being ordered to do so by the chairman of committees, Mr Adriaan Vlok

Mr van der Merwe said the Government was drawing a line through the history of the country. It was abolishing the existing Parliament and yet it was not known what would replace it

If the Government did not provide the answers, the Conservative Party would use "every political platform" to compel the Government to inform the people

Earlier, Mr Colin Eglin (PRP Sea Point) said South Africa was moving into a new constitutional era. Whatever initiatives were taken by the Cabinet and the executive arm of Government, Parliament always had to remain sovereign

Parliament's rights should at no stage be undermined by the executive in the new system. Mr Eglin said Parliament had to remain responsible for decisions on its proceedings, its Budget, its function and its accommodation

He asked what specific provision had been included in the Budget for the new dispensation

Had money been allocated in the Budget for the new Parliament and, if so, how was the amount decided on and who had agreed to it?

Put its own imprint on its own Budget

Parliament had to put its own imprint on its own Budget and not meekly take over the decisions of the executive, Mr Eglin said

Replying, the leader of the Assembly, Mr Hendrik Schoeman, said the National Party was following the mandate it had gained from the electorate in last year's constitutional referendum

He said the Minister of Finance had made provision in the Budget for "unforeseen" requirements

Existing legislation for the remuneration of members of Parliament would be amended during the present session to make provision for the new parliament



Dr F van Zyl Slibbert



Mr Colin Eglin

Number of SA road deaths dropped last year

Parliamentary Staff

THE number of traffic accidents and deaths in South Africa dropped last year for the first time in many years, but the lives of 9 121 people were still claimed

One of the most significant drops, recorded in the 1983 report of the National Road Safety Council tabled in Parliament, was in motorcycle accidents

There were 388 377 road accidents in South Africa last year, which was down on the 1982 figure of 392 971, but still dramatically higher than the 1979 figure of 265 102

The same type of figures are reflected in road deaths, with 9 154 being killed in 1982 and 6 037 in 1979

Fatalities resulting from motorcycle accidents dropped from 558 in 1982 to 447 last year

The overall number of pedestrians killed dropped by 13 to 4 054, but the number of black pedestrians killed rose by 31 to 3 219

Mr R SIVE Mr Speaker, further arising out of the hon the Minister's reply, does he not believe that, in view of the new constitutional system, this law should be repealed before the system comes into operation?

The MINISTER Mr Speaker, I said during an earlier debate in this session that there are facets of this Act which are receiving attention, and I have now again indicated it in reply to the question. The new dispensation is fundamentally based on the recognition of the difference between the groups. It is also based on separate voters' lists, where persons from a particular population group must elect members of that own chamber. That is why I regard the existence of separate voters' lists and therefore also the existence of separate parties as a fundamental prerequisite for the new dispensation.

Handwritten: Howard Q 601, 963
Msinga area: Tribal clashes
13/4/84
Mr M A TARR asked the Minister of Law and Order

- (1) Whether any persons died in tribal clashes in the Msinga area (a) in 1979, 1980, 1981, 1982 and 1983, respectively, and (b) from 1 January 1984 up to the latest specified date for which figures are available, if so, how many in each case,
- (2) whether the South African Police have taken any preventive steps in this regard, if not, why not, if so, (a) what steps and (b) when,
- (3) whether any further steps are contemplated, if not, why not, if so, what steps?

The MINISTER OF JUSTICE (for the Minister of Law and Order).

- (1) Yes
- (a) 1979 55

1980 7
1981 20
1982 16
1983 43

(b) 1 January 1984 to 3 April 1984 35

(2) Yes

(a) and (b) Patrols, including special weekend patrols are being carried out in the area on a continuing basis, while use is from time to time also being made of helicopter support. Discussions with tribal heads are held regularly, the latest of which took place on 14 March 1984, but owing to the unpredictability of the warring impi's, it is not always possible to defuse an explosive situation or to avert the deep-rooted friction.

During the past four years approximately 2 400 arrests had been affected, while the special fire-arm squad operating in the area has already confiscated 2 169 fire-arms during the same period.

(3) Yes During the past few weeks a comprehensive investigation into the policing of the area has been instituted. It is intended to establish a special unit in the area as soon as possible. In the meantime the Pietermaritzburg reaction unit has been deployed in the area.

Indicates translated version

For written reply

Handwritten: Howard Q 601, 964
Public servants' salary increases
250
450 Mr S S VAN DER MERWE asked the Minister of Internal Affairs

(a) How many public servants received salary increases as a result of the salary adjustments effected in July 1983 and (b) what was the (i) average percentage of the increases received and (ii) highest percentage received by any public servant in terms of the said adjustments?

The MINISTER OF INTERNAL AFFAIRS

(a) No general salary adjustment as such was effected on 1 July 1983. The service dispensations of certain occupational classes were however adjusted on a market related basis with effect from 1 July 1983 as a result of occupational specific investigations. The classes and the number of personnel involved are as follows:

Social Worker	2 691
Orthopedic Bootmaker	30
Chemical Technologist	50
Medical Technologist	1 231
Medical Orthotist and Prothetist	185

(b) (i) and (ii)

In order to give an accurate indication of what the actual average and highest adjustment were will mean that particulars in respect of individuals will have to be obtained from each file in each department.

The reason being that normative requirements for translation to the new dispensations were set by the Commission and implemented by the departments concerned. Individual as well as average percentage improvements depend on the degree to which the officials concerned comply with the new requirements.

Handwritten: Howard Q 601, 965
Maize: consumer prices
33/4/84
559 Mr B K MOORCROFT asked the Minister of Agriculture

(a) What were the consumer prices of

maize in the (i) Transvaal (ii) Eastern Cape and (iii) Western Cape as at the latest specified date for which figures are available and (b) what is the breakdown of each of these figures in respect of (i) railage, (ii) storage, (iii) production and (iv) any other specified costs?

The MINISTER OF AGRICULTURE

(a) (i), (ii) and (iii) Maize is sold by the Maize Board to all buyers (among others, millers, feed manufacturers, feed lots, dealers, farmers etc.) in the Republic (including the B L S and T B V C-countries, and South West Africa/Namibia) at fixed selling prices on a free on rail basis. The Maize Board's selling price was fixed at R187,05 per ton as from 1 January 1984 for the best grades of white and yellow maize in bulk quantities of 100 t and more.

(b) (i) Railage differs according to the distance from the production area to the buyer.

(ii) The Maize Board's storage costs on maize sold for local consumption is normally covered by a State subsidy and is consequently not recovered from buyers.

(iii) The cost of production is only one of several factors taken into consideration for the purpose of fixing the producer prices of maize and can therefore not be isolated from the other factors.

Handwritten: Howard Q 601, 966
National states' health services
758 Dr M S BARNARD asked the Minister of Health and Welfare

(1) (a) How many (i) doctor, (ii) dentists (iii) physiotherapists, (iv) occupational therapists and (v) nurses are there in each specified national state

Memo shows SABC is 'propaganda arm'

RAM 18/4/84 (250)

By J MANUEL CORREIA
TV Correspondent

AN SABC internal memorandum which reached the Press by mistake yesterday shows "the SABC is no more than an additional arm of Government propaganda", the Progressive Federal Party says.

The memorandum gives guidelines for promoting the Government's new constitutional dispensation among blacks by expanding radio services

And asked yesterday if the memo meant the SABC admitted to being used to promote the policy of the Nationalist Government, an SABC spokesman said "The memo is merely a statement of the realities of the South African situation and against this background we must supply the services where most of our listeners are congregated"

The spokesman added that the memo had not been meant for circulation to the Press. He could not say who had been responsible for the embarrassing gaffe

The director-general of the corporation, Mr Riaan Eksteen, is overseas and was not available for comment

The media spokesman for the PFP, Mr David Dalling, said yesterday he would raise the matter in Parliament.

"That the SABC is no more than an additional arm of Government propaganda is laid bare by the memorandum which has now been exposed

"The SABC constantly pleads its independence and yet, by its actions month

after month proves its total subservience to Nationalist ideology

"Normally in most democratic societies the revelation of such a memo would create shock and anger. However, South Africans are becoming so inured to political chicanery that the memo will probably hardly cause a ripple — which is a commentary on the state of political corruption in everything the Nationalists touch"

The memo, dated April 11, is headed Radio Services in Black Languages Complete Radio Coverage

"Through differentiation and decentralisation, the new constitutional dispensation in the RSA allows for a heterogeneous population within the framework of a constellation of Southern African States.

"This would mean changes in almost all fields, which would decidedly necessitate adjustments.

"These adjustments could only be made efficiently and with as little disorganisation as possible in the correct educational, guiding and informative atmosphere, and in this role the radio is indispensable," the memo reads

"Some expansion has therefore become necessary, such as a wider coverage of all nine of the Black language groups

"The listeners of only two of the nine services enjoy complete coverage in the PWV area. The matter is therefore receiving attention as far as the expansion of the other services is concerned in order to at least be able to cover the

Witwatersrand area initially

"In the meantime, the necessary approval has been obtained to place transmitters into operation as follows — four at Broadcasting Centre, Johannesburg, one at Maraisburg and two at Welgedacht"

● Radio Tsonga An FM transmitter on top of the Piet Meyer Building is to start transmission to the Witwatersrand area on May 1

● Radio Tswana The envisaged FM transmitter (medium power) on the Piet Meyer building takes the air on May 1

● Radio Xhosa The needs of listeners in the Witwatersrand area, says the memo, are met by an FM transmitter (medium power) on the Piet Meyer Building. It will also start transmitting on May 1

● Radio Lebowa An FM transmitter (medium power) for Witwatersrand listeners will start transmitting on May 1.

● Radio Venda For the Witwatersrand area low-power medium-wave transmitters at Maraisburg will go on the air on May 1.

● Radio Swazi and Radio Ndebele These listeners, says the memo, have no reception in the Witwatersrand area and the situation will change on May 1 for Swazi listeners and on the same day for South Ndebele listeners when low-power medium wave transmitters at Welgedacht take to the air

● Radio Lotus. The Radio Lotus transmitter will be available ahead of time but at the request of the programme director, commercial services will not be put into operation before August 1.

~~2/11/84~~ 5 Times
22/4/84

Teachers out in salary cold

~~2/11/84~~ 250
Business Times Reporter

TEACHERS are wondering when the 23% increase in the education budget will show on their pay slips

They are the only public servants who have not been lifted out of the pay doldrums by the Government's recent image-building campaign — and they may yet have some waiting

Their case for improved salaries rests with the Commission for Administration, personnel watchdog of the public service, which says it is still looking at the pay position

Proposals by the commission must be approved by the cabinet before teachers and lecturers take home more money Educationists have complained that they are the Cinderellas of the public service.

In February, top dogs in the public service — directors of departments and above — were awarded increases backdated to the beginning of the year This was also part of the government's pay differentiation programme and over and above the general 12% pay increase received by all government employees in January

Cheap houses

With most public servants paying no more than 4% interest on housing bonds up to R50 000, pay boosts have helped many of them to overtake unsubsidised private-sector workers

Teachers are a notable exception, although housing subsidies make their pay packages more attractive than those of many at private schools and institutions

Cash allocated to education is divided among government departments and provincial administrations Apart from Gerrit Viljoen's Department of National Education and the Education and Training Department, Internal Affairs receives a large chunk for coloured and Asian education and the four provinces are included in the R4 200-million budget

Central Government
Reserve Bank
Other monetary banking institutions
Public corporations and local authorities
Private sector

TOTAL

31 December 1982	31 December 1983
R	R
1 746 million	1 943 million
588 million	1 459 million
1 596 million	1 984 million
206 million	*
8 231 million	*
R12 367 million	*

* Figures not yet available.

Olseeds Control Board
Mr P A MYBURGH asked the Minister of Agriculture
24/4/84

- (1) Whether the Olseeds Control Board sustained any losses in the 1983-84 financial year, if so, (a) what is the nature of these losses and (b) how will they be recouped,
- (2) whether this control board dumped any products in the sea in 1983, if so, (a) why and (b) (i) what products and (ii) what quantities of each such product were dumped,
- (3) whether this control board exported any products in the 1983-84 financial year, if so, (a) what products and (b) what quantities of each such product were exported?

The MINISTER OF AGRICULTURE

(1) The Board's financial year ends on 31 May 1984 and the auditing of the financial records of the Board will only be finalized by the end of November 1984. At this stage it would appear that a loss could develop as a result of the importation of sunflower seed for the replenshment of local vegetable oil requirements

- (a) Not determinable since several matters have still to be finalized
- (b) The Oil Seeds Control Board

Director and equivalent gradings
Chief Director and equivalent gradings
Deputy Director General and equivalent gradings
Director General and equivalent gradings

(b) (i) The annual salaries on each post level are as follows

Deputy Director and equivalent R31 290—33 930	Chief Director and equivalent R39 630 (fixed)
Director and equivalent R44 850 (fixed)	Deputy Director General and equivalent R50 490 (fixed)
Director General R59 130 (fixed)	

(ii) The percentage increase which was awarded in each case is as follows

	Gross	Nett*
Deputy Director and equivalent	20%	14%
Director and equivalent	30%	21%
Chief Director and equivalent	33%	22%
Deputy Director General and equivalent	32%	22%
Director General and equivalent	31%	26%

* After deductions have been made for income tax and pensions

(2) (a) The Public Servants' Association of South Africa, currently the only recognised staff association for public servants, was informed of the investigation

(b) Second semester of 1983

Note The services of an independent management consultant was engaged in the designing of the relevant salary dispensations

Mr S S BARNARD asked the Minister of Constitutional Development and Planning
24/4/84
What was the total population of each specified national state as at the latest specified date for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

Gazankulu	514 280
Kangwane	161 160
Kwandebele	156 380
Kwazulu	3 422 140
Lehova	1 746 500
Owaqwa	157 620

Population Census 6 May 1980. Figures relate to persons enumerated in the various states

Mr S S VAN DER MERWE asked the Minister of Internal Affairs
24/4/84
Whether quotas in respect of the number of voters per constituency in each province have been determined by the commission appointed for the delimitation of constituencies for the House of Representatives and the House of Delegates, if not, when is it anticipated that these quotas will be determined, if so, how many voters per constituency will there be in respect of each House in each province?

The MINISTER OF INTERNAL AFFAIRS

House of Representatives	Yes
House of Delegates	Yes
Cape Province	— 14 219
Natal	— 8 605
Orange Free State	— 3 472
Transvaal	— 10 715
House of Delegates	
Cape Province	— 4 103
Natal	— 9 019
Transvaal	— 7 010

Up to 33% increases for civil servants

HOUSE OF ASSEMBLY — Senior public servants received salary increases of up to 33 percent in the latest pay adjustments announced by the government, according to the Minister of Internal Affairs, Mr F W de Klerk

Those affected included deputy directors, directors, chief directors, deputy directors-general and directors-general and equivalent gradings, Mr De Klerk said yesterday in reply to a question from Mr Roger Burrows (PFP Pinetown)

A chief director or his equivalent would receive a 33 percent increase in terms of the adjustment.

The present annual salary for the post is R44 850.

Other gross salary increases listed by Mr De Klerk were 20 percent for deputy directors, 30 percent for directors, 32 percent for deputy directors-general and 31 percent for directors-general

Directors-general presently earn R59 130, while their deputies receive R50 490 and directors earn R39 630 — Sapa

Civil service grew 50 percent

CAPE TOWN 15/26/4/88 Political Staff 250

HOUSE OF ASSEMBLY. — The civil service, which the Prime Minister, Mr P W Botha, pledged to streamline when he came to power in 1978, has swollen nearly 50 percent since then

The Commission for Administration, whose report for 1982-83 was tabled in Parliament yesterday, disclosed that 83 451 more people had been employed in the civil service — excluding the Defence Force and Police — since the end of June 1978

On June 30, 1978 there were 170 111 people in the civil service. By the end of June 1983 the total had risen to 253 562, an increase of 49,1 percent

The huge bill SA must pay ^{26/4/84} ²⁵⁰ ~~254A~~ for apartheid ^{s. post}

By a Special
Correspondent

THE cost of the two key pillars of the Government's policies for black people — the homelands and influx control — has now risen to more than R3 500 million a year

South African taxpayers are now paying more than R1 700 million for the 10 homelands — R126,5 million for consolidation and R267,6 million for decentralisation

They will also pay out a record R130,4 million in subsidies to bus companies for transporting black commuters — and the South African Transport Services (SATS) has estimated it will lose R750 million "rendering socio-economic passenger services"

These huge figures are contained in the recent budget report presented to Parliament by the Minister of Finance, Mr Owen Horwood, and in a SATS information paper released when the Minister of Transport, Mr Hendrik Schoeman, presented his budget earlier this year

They show that taxpayers are now paying a heavier price for the policies aimed at providing

separate political homelands for black people in South Africa and denying them the vote in the rest of the country.

Moreover, the Department of Co-operation and Development is to increase its spending on population control and "settlement" by more than 28% to a total amount of R138,2 million during the current financial year.

The department is to spend R3,1 million on regulation of labour, R3,9 million on "repatriation", R2,3 million on residential control and R128,4 million for "settlement"

During the 1983-84 financial year, it was budgeted to spend R107,2 million on these items

The only item to have come down during the current financial year was the estimated expenditure for consolidation, which dropped from R160,8 million to R126,5 million.

For the rest, the cost of the homelands and influx control has gone up

This direct spending on apartheid takes up about 14% of the R25 300 million Budget.

While much of it is taken up with either keeping black people out of the cities, or bringing them into

the cities to work, or trying to encourage industries to move to decentralised areas, or the running of the homeland governments (each with their cabinets, parliaments and civil service), some of this money is going to essential services

For example, when Mr Horwood said R4 200 million would be spent on education during the current financial year, and this did not include the education budgets in the various homelands

With increasing reports of poverty in the rural areas, it is clear that this type of spending will have to increase in order for basic education and social welfare services to be maintained

Moreover, with the expectation that the decentralisation programmes will become more expensive as the economy improves — when the demand for labour in the cities increases — it seems clear that these amounts will continue to accelerate in the future.

The South African Government is still committed to the homelands policy, which it sees as the only alternative to one man, one vote. This year's Budget shows that taxpayers of all races are paying a heavy price for that policy.

Where the money goes

Commission for Co-operation and Development	R98 000
Commissioners General	R235 000
Consolidation	R126 500 000
"Development towards self-determination"	R288 223 000
Assistance to governments of self-governing states	R1 013 030 000
Foreign Affairs vote for "Foreign Aid and Development"	R637 790 000
(Includes aid to independent homelands)	
Regulation of labour	R3 086 000
Repatriation	R3 964 000
Residential Control	R2 309 000
Population registration and identification of persons	R8 233 000
Transport subsidies for public passenger transport	R130 424 000
SATS losses on passenger services	R750 000 000
Decentralisation incentives	R267 600 000
TOTAL	R3 534 500 000

02645 26/4/84

Spell out role of the SSC Slabbert

Parliamentary Staff

THE LEADER of the Opposition, Dr F van Slabbert, has called on the Prime Minister, Mr P W Botha, to spell out the role of the State Security Council (SSC) in political decision-making

Speaking in the budget debate on the Prime Minister's vote, Dr Slabbert said this was a matter that remained unresolved from the no-confidence debate earlier this year

The Prime Minister in the past had reacted "very testily" to probing from the opposition on these matters

"I do not mind being controversial in this if I believe it to be in the country's interest. But I do believe such controversy should not be based on avoidable misunderstanding," Dr Slabbert said.

Allegations that had come to his attention about the SSC were to the effect that:

- The SSC was the real decision-making body on matters of fundamental policy. The Cabinet, the National Party caucus and Parliament were simply "rubber stamps" for the SSC

- The military establishment dominated in the activities of the SSC.

- The SSC would effectively be the secretariat for the new executive state president

Dr Slabbert said these allegations had been made publicly in either respected academic journals, newspapers, or seminars

DEMAND THAT HE DO SO

The allegations directly affected the dignity and status of Parliament in relation to political policy and decision-making

Dr Slabbert said the Prime Minister was the person who could respond authoritatively in public to these allegations.

It was the responsibility of the Opposition to demand that he do so

The allegations about the SSC were of the same kind as those made about South Africa's role in the Angolan war, destabilisation in neighbouring territories and about the attempted coup in the Seychelles

"In short, these are public allegations and no amount of private or confidential briefing is going to undo this," Dr Slabbert said.

The Prime Minister could ignore, deny or confirm this kind of allegation publicly. It was the duty of the official opposition to get a public response from the Government and to state its own position in relation to that response.

No amount of insults or abuse would deter the Opposition from doing so

When Dr Slabbert raised the issue of the SSC's role during the no-confidence debate in January, the Prime Minister said in his response he regretted the manner in which Dr Slabbert had raised the matter

The Prime Minister then suggested that Dr Slabbert should have spoken to him privately in his office instead of raising the matter in the Assembly. He accused Dr Slabbert of asking absurd questions



Mrs Helen Suzman

Cradock men detained

By TOS WENTZEL

Political Correspondent

FOUR persons from Cradock have been detained since March 30, the Minister of Law and Order, Mr Louis le Grange told the Assembly

Answering questions put by Mrs Helen Suzman (PFP Houghton), he said they were being held under the Internal security Act "because they engaged in activities which endangered or were calculated to endanger the maintenance of law and order"

Two are in Pollsmoor prison and the other two in a Johannesburg prison

Commenting on Mr Le Grange's answers, Mr Ken Andrew (PFP Gardens), the Opposition's chief spokesman on black education, said there was a desperate need for urgent action to resolve the problems which had given rise to the boycotting of schools and subsequent incidents in Cradock and Graaff-Reinet

Horwood warns of tighter control

~~250~~
250

Argus Foreign Service
LONDON — Tight controls over public spending and tougher deflationary measures in an additional budget later this year, were forecast in London today by South Africa's Minister of Finance, Mr Owen Horwood

With the Government daily awaiting the latest report from the International Monetary Fund Mr Horwood is clearly under great pressure to show that he is keeping the Budget deficit under control

"I am sensitive to accusations that the Government is spending freely", Mr Horwood said at a breakfast meeting in the South African Embassy "The Treasury is absolutely persuaded of the need for discipline in spending"

One of the conditions imposed by the IMF on its R950-million loan is that the Treasury monitors spending by all Government departments on a month-by-month basis

Mr Horwood spoke of the tremendous pressures on the Government to curtail spending. It was almost impossible to budget for the cost of drought aid, food subsidies and Defence emergencies, he said

Subsidies on bread alone had cost R275-million. As a result "it will be impossible to avoid an additional budget later this year"

Not sensitive

However recent measures to raise the General Sales Tax from seven to 10 percent would be a major factor in keeping the economy on an even keel, Mr Horwood predicted

"The public is simply not as sensitive to high rates of interest as one might expect", he said, in

what was a clear attempt to excuse the enormous interest burden now being borne by Government following heavy borrowing in the domestic markets last year

The Government had deliberately borrowed heavily as a deflationary measure to take some of the excess spending power out of the domestic economy, Horwood explained

But it had not foreseen that consumer demand would have continued at such a level that interest rates were steadily pushed up

Nevertheless, Mr Horwood pointed to some encouraging signs in the economy and said that the Government would not need to draw down

the remaining R350-million credit it still has with the IMF

He also spoke optimistically about the reactions of international financiers to South Africa and predicted little difficulty in raising international capital

With the IMF peering over his shoulder Mr Horwood is visibly hoping for an improvement in the price of gold

But although he spoke hopefully about world political and economic turmoil creating an "upward pressure on gold" he admitted that gold seemed less sensitive to world upheavals these days and he did not see the price moving up sharply in the immediate future

Civil Service

soars despite

PW's pledge

By David Braun,
Political Reporter

Six years after the Prime Minister, Mr P W Botha, pledged to rationalise the burdensome and complicated public service, the number of civil servants has grown by 49 percent.

Mr Botha's plan, announced shortly after he took office, involved the establishment of permanent Cabinet committees and a re-arrangement of Ministerial departments by, among other things, cutting the number of departments from 41 to 18

Dr Joop de Loor, who was Secretary for Finance at the time, said publicly a year later that the Government intended to reduce the number of civil servants by not replacing those who left or retired

"When completed, this is bound to streamline governmental decision-making and co-ordination while freeing manpower for the private sector," Dr de Loor said

But, if the Prime Minister did reduce the number of departments and, in so doing, increase the number of Ministers and

Deputy Ministers, the public service is anything but slimmer

Latest figures published by the Commission for Administration show that, in the central government service, the number of civil servants has increased by 49 percent to 253 000 since Mr Botha made his pledge. This figure is made up of 104 628 whites and 148 934 people of other races

Employed

One in three of all gainfully employed whites now works directly for the public service. One in four gainfully employed coloured people works for the State, while the corresponding figures for blacks and Indians are 19 percent and 16 percent

The number of people of all-races now working for the central Government, the provinces, SA Transport Services, the Post Office, local authorities and State enterprises and corporations is estimated to be more than a million.

One-fifth, or more than R5 000 million, of total government spending goes on salaries and other payments for public servants.

Mr Jimmy van der Merwe, chairman of the Commission for Administration which oversees the efficiency of the public service, says that the increase in the number of public servants in the past few years reflects the tremendous growth in the need for education facilities, particularly for blacks, coloured people and Indians

"Just over 60 percent of the 83 000 new posts created were teaching jobs. The rest of the establishment got only 39 percent which really means a growth of 19,3 percent, or about three percent a year"

Mr van der Merwe said he was satisfied that government departments were applying sufficiently strict self-discipline in the creation of more jobs, taking into account what the public service was asked to do and the manpower and financial restrictions with which it had to contend

Emphasis

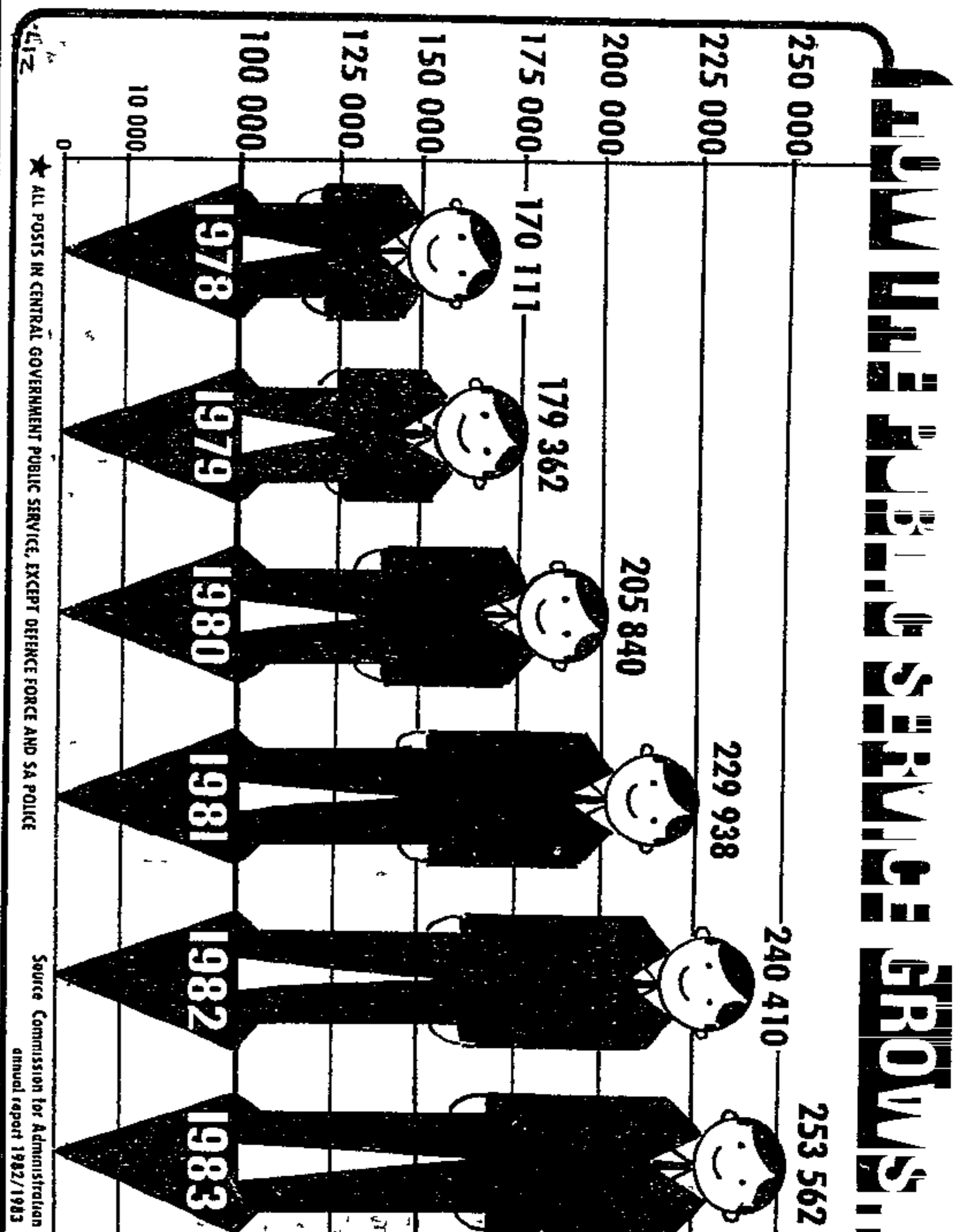
"You can see from the tremendous growth in teaching

posts that the emphasis has been on this area, often at the expense of other sectors of the public service"

Academics, politicians and the service itself have expressed fears that already hard-pressed public servants will be unable to cope with the administrative demands of the new constitutional system

Mr van der Merwe does not want to comment on this but he says the Commission for Administration is urgently investigating what is required

But it is generally accepted that it will be years before the public service can catch up and settle down in the new dispensation.



1127

MONDAY, 7 MAY 1984

1128

ship development in respect of Indians in (aa) Durban and (bb) the rest of Natal and (b) how many housing units are to be built in each of these areas?

The MINISTER OF COMMUNITY DEVELOPMENT

(a)	(i)	(aa)	R14 418 911	(bb)	R5 638 154
	(ii)		R7 988 218		R8 092 000
(b)			1 310		524

848 Mr A B WIDMANN asked the Minister of Community Development:

With reference to his reply to Question No 2 on 23 February 1984, how many housing units for (a) White, (b) Coloured and (c) Indian occupation are to be built in the Johannesburg area in 1984?

The MINISTER OF COMMUNITY DEVELOPMENT

- (a) 746
- (b) 594
- (c) 60

853 Mr A SAVAGE asked the Minister of Community Development:

- (1) Whether the houses situated at (a) 29, 31, 33, 46 and 48 Protea Avenue and (b) 12 and 14 Tacoma Place, Forest Hill, in Port Elizabeth were originally (i) built by any section of his Department and/or (ii) financed by the National Housing Fund; if so, (aa) in what year and (bb) at what cost was each of these houses built,

- (2) whether he will make a statement on the matter?

The MINISTER OF COMMUNITY DEVELOPMENT

- (1) (a) and (b)

(i) No, the dwellings were erected by the local authority

(ii) Yes, but the Department unfortunately does not keep record of such individual houses and consequently the information will have to be obtained from the local authority

871 Mr A SAVAGE asked the Minister of Industries, Commerce and Tourism

With reference to his reply to Vote No 18—"Industries, Commerce and Tourism", in Parliament on 23 May 1983, (a) in respect of how many of the 777 applications for decentralization incentives (i) have the applicants moved to the decentralized areas, (ii) are they in the process of moving there and (iii) are they already in production in these areas, (b) how many of these applications have been withdrawn, (c) how many (i) of the anticipated 65 342 job opportunities as a result of these decentralization projects have been created and (ii) persons have been employed in these positions and (d) what amount of the estimated total capital investment of R2 459 million had been invested as at the latest specified date for which figures are available?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM.

The information is not yet available. In explanation it may be added that, after any particular application for decentralization benefits has been approved in principle by the Decentralization Board, the applicant industrialist normally has to obtain financing for his project from a development corporation or private financial institution. Approval thereof is usually subject to a prior assessment in the form

1129

WEDNESDAY, 9 MAY 1984

1130

of an economic viability study which inevitably takes some time to complete. Only after this formality has been completed and his application for financing has been approved, can the industrialist commence with the physical planning and erection of his production facilities. Hence the Board allows an applicant two years within which to establish his project. In the ordinary course of events such industries would only come into full production within a period of up to two years.

As the new incentive scheme has been operative for only two years, the Board does not have the desired particulars available at this stage. However, the Board is already busy evaluating the results achieved with the implementation of the new incentive scheme and in this process will collate these and other data.

The evaluation process is a comprehensive task in the course of which various interested parties, including the private sector, local individuals in the different regions and the national states, have to be consulted. The task will, therefore, inevitably take some time to complete. The matter is nevertheless being expedited.

WEDNESDAY, 9 MAY 1984

†Indicates translated version

For oral reply
250 Mr R M BURROWS asked the Minister of Transport Affairs:
915/84 1129

- (1) Whether travel concessions are available to (a) public servants and (b) teachers employed by the (i) Department of National Education, (ii) Provincial Administrations and (iii) national states, if not, why not; if so, what is the nature of these concessions in each case;

- (2) whether these concessions are the same in respect of each of the above categories, if not, why not,

- (3) whether he intends to introduce uniform travel concessions in respect of each of these categories, if not, why not, if so, when?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a), (b), (i), (ii) and (iii) Yes. Annual rail concessionary travel at 25 per cent discount for holiday purposes is granted to public servants on the fixed establishment, and their dependants. Teachers are granted similar concessions after 12 months continuous service, irrespective of whether they are on the fixed establishment or not. Their dependants are not included in these concessions.

(2) No. More favourable concessions are granted to public servants as a result of the reciprocal agreement which exists between the SA Transport Services and the Central Government Travelling concessions form an integral part of this agreement.

(3) The whole question of financial arrangements between the Central Government and the SA Transport Services, including concessionary travel, is being investigated by the Fransen Committee. It is, therefore, not possible at this stage to indicate whether changes will be brought about.

Commission of Inquiry into the Structure and Functioning of the Courts

*2 Mr D J DALLING asked the Minister of Justice

- (1) Whether the Government has taken any decisions on the recommendations contained in the Fifth and Final Report of the Commission of Inquiry into the Structure and Functioning of the Courts, if so, (a) which recommendations have been (i) accepted and (ii) rejected and (b) what are the reasons for rejecting each of the recommendations concerned,

- (2) whether decisions have been delayed

'Civil service salaries devouring vital funds'

By Sue Laeman, Pretoria Bureau
Salaries for South Africa's oversized public service were gobbling funds which could be used for vital projects, the PFP leader in the provincial council, Mr Douglas Gibson, said yesterday.

Speaking during the second reading of the provincial budget, Mr Gibson asked why public servants enjoyed "an easy time" when other sectors of the population were having to cope with lower living standards.

In 1981 public servants' salaries had risen by 35,5 percent, in 1982 by 25,5 percent and it was expected that in 1983/4 they would soar by 27 percent.

It was estimated that a worker in the public service earning R9 600 a year cost the State R22 146 a year if the worker's benefits package was taken into account.

POSTS STILL UNFILLED

A public servant with a yearly salary of R18 000 was taking home a yearly package worth R36 395, while an assistant director earning R27 000 a year received an annual package valued at R51 807, Mr Gibson said.

He found it unsettling that a large percentage of public service posts were still unfilled. He asked if these posts could not be abolished.

Mr Gibson expressed concern about the fact that, despite Government promises, the service offered by the public sector was no better than it had been in the past.

LITTLE LEEWAY

He said the public service was growing instead of becoming more streamlined. About one third of all whites now worked directly for the Government and were dependent on salaries earned in the public sector.

Mr Gibson said public service salaries would devour 59,1 percent of the Transvaal's total R2 324 million budget for 1984/85.

This left the province little financial leeway, he said.

Freezing of Zimbabwean share

By Fiona Macleod

The freezing of shares held by Zimbabwean nominee companies had created "very serious problems" for companies listed on the Johannesburg Stock Exchange and other shareholders, it is claimed in papers before the Rand Supreme Court.

Since an urgent interdict was granted in early April temporarily freezing the shares allegedly belonging to Mrs Patricia Mann, of Sandton, an average of five similar successful applications a week have been brought before the court.

The applications followed the announcement at the end of March by the Zimbabwean Minister of Finance that all foreign shares would be bought by the Zimbabwean Government and the holders would be paid out in local currency.

Non-residents could put their money into Zimbabwean Government external bonds, which would bear interest at four percent and would be redeemable in 12 years.

Zimbabwean citizens had formerly been allowed to invest in companies on the JSE, provided the share certificates were held by a nominee company based in Zimbabwe.

The urgent interdicts restrained the companies listed on the JSE from transferring the shares, and directed them to pay all dividends from the shares into a temporary fund held by the Deputy Sheriff, pending the final outcome of the applications.

The shareholders intend to start proceedings against the nominee companies in Zimbabwe to recover their share certificates.

A number of applications were due to come before the court yesterday for an order allowing such proceedings to begin. They were postponed until May 29, however, after lawyers asked for more time to consolidate the numerous applications.

In the first answering affidavit as to why such an order should not be granted, a director of the Anglo American Corporation of South Africa Limited said there were impracticalities involved in the granting

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Black students at three South
staged sit-ins on their campuses
was violence at two campuses
erty at one.
A fourth campus was closed
By Michael
23/5/84
Black
Mines
Four var

the ground.
They were Mrs Cynthia
Haigreen (44), cashier-
clerk, Mrs Jean Aspeling
(30), switchboard opera-
tor, and Miss Doris Ad-
dison (21), saleswoman.
Their badly burned
bodies were found in the
rubble near the main exit
late yesterday. Firemen
found the remains of the
other two only a few
metres away.
The other 99 staff
members have been ac-
counted for. — Sapa.
3 people
killed in
store blaze
men yesterday found the
charred remains of an-
other two people in the
blackened debris of the
fire-ravaged Elco Dis-
tributors building.
This brings to five the
known fatalities in the
blaze, which caused dam-
age estimated at R5 mil-
lion.
Police said medical ex-
perts had been able to de-
termine that one of the
ported missing after yes-
terday's fire which razed
the 38-year-old store to
the ground.

1515

THURSDAY, 7 JUNE 1984

1516

Teachers: housing loans

991 Mr R M BURROWS asked the Minister of Community Development

How many (a) White, (b) Coloured, (c) Indian and (d) Black teachers had obtained State housing loans as at the latest specified date for which figures are available?

The MINISTER OF COMMUNITY DEVELOPMENT

The information is unfortunately not available

Cato Manor

1019 Mr P C CRONJÉ asked the Minister of Community Development

(1) (a) What was the total cost to his Department of acquiring the land in Cato Manor, excluding the cost referred to in his reply to Question No 718 on 12 April 1984, and (b)(i) from whom was this land acquired, (ii) what area of land was acquired from each person or body, (iii) what amount was paid to each such person or body in respect of this land and (iv) on what dates were these amounts paid,

(2) whether his Department has incurred any further costs in regard to this land since its acquisition, if so, (a) what specified costs and (b) on what (i) items and (ii) dates were these amounts spent in each case?

The MINISTER OF COMMUNITY DEVELOPMENT.

(1) and (2) The desired information is not readily available. Since it is a time-consuming task to go through the particulars, and the personnel therefor is not available, the question can unfortunately not be replied to

THURSDAY, 7 JUNE 1984

Indicates translated version

For written reply

Hammond
Robben Island
Q. Col. 1516
7/6/84

927 Mrs H SUZMAN asked the Minister of Justice

Whether any persons under the age of 18 years are being held in prisons on Robben Island at present, if so, (a) how many, (b) what are their respective ages and (c) of what crimes were they convicted in each case?

The MINISTER OF JUSTICE:

Yes

(a) Three (3)

(b) 17 years in all three cases

(c) (i) Theft—4 counts.
Sentenced on 12 March 1984 (twelve months imprisonment effective).
Envisaged conditional release—11 November 1984.

(ii) Housebreaking with intent to steal and theft—3 counts
Sentenced on 4 November 1983 (eighteen months imprisonment effective).
Envisaged conditional release—3 November 1984.

(iii) Housebreaking with intent to steal and theft
Sentenced on 18 January 1984 (twelve months imprisonment).
Unconditional release—17 January 1984

Hammond
Robben Island
Q. Col. 1516
7/6/84

250 Hammond
Employees
7/6/84
1516
964, Mr K M ANDREW asked the Minister of Constitutional Development and Planning:

1517

THURSDAY, 7 JUNE 1984

1518

How many (a) White, (b) Black, (c) Coloured and (d) Asian (i) male and (ii) female workers were employed by Government Departments in the Cape Peninsula in 1981, 1982 and 1983, respectively?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

The information is not available as the survey on employment regarding Government Departments is not conducted on a regional but on a national basis. The data on a national basis are as follows:

	(i)	(ii)
(a) 1981	90 062	39 796
1982	90 495	41 804
1983	97 319	45 100
(b) 1981	92 209	39 855
1982	96 452	43 282
1983	100 984	46 330
(c) 1981	36 179	23 910
1982	37 938	25 887
1983	40 856	26 515
(d) 1981	8 231	4 780
1982	8 785	5 217
1983	9 390	5 808

993 Mr R M BURROWS asked the Minister of Internal Affairs

(1) Whether hostel accommodation is provided at Coloured farm schools, if not, why not, if so, how many (a) hostels and (b) hostel beds are there for (i) primary and (ii) secondary school pupils,

(2) whether there is a waiting list for accommodation in these hostels, if so, how many pupils are awaiting accommodation,

(3) whether his Department intends (a) extending these hostels and (b) providing additional hostels in rural areas, if not, why not; if so, (i) when

and (ii) what is the nature of these plans in each case?

The MINISTER OF INTERNAL AFFAIRS

(1) No. Most such schools are state-aided schools under the management and control of private persons, churches or other bodies. The aim with so-called farm schools is to provide schooling for pupils resident in the neighbourhood thereof. Should the governing body in any particular case wish to do so, it will be able to, with the consent of the Department, erect a private hostel which will then qualify for a grant-in-aid in the form of a rent grant. Pupils accommodated in such hostels will qualify for boarding allowances paid to the governing bodies

(2) and (3) Fall away

Hillbrow/Norwood/Lombardy East
police station: crimes

998 Mr H H SCHWARZ asked the Minister of Law and Order

How many crimes of each type were committed and reported to the South African Police at the (a) Hillbrow, (b) Norwood and (c) Lombardy East Police station during the latest specified period of 12 months for which figures are available?

The MINISTER OF LAW AND ORDER

Owing to the volume of work and the time involved in collecting and compiling the particulars asked for, I consider it impracticable to furnish the information required

Congo fever

1017. Dr M S BARNARD asked the Minister of Health and Welfare

(1) How many (a) suspected and (b) confirmed cases of Congo fever were there (i) in 1983 and (ii) from 1 January

19645 15/6/84

Public service pay revision at an end

Political Staff

THE substantial revision of public service pay scales which have cost the country millions of rands had come to an end with the increases being awarded to teachers, Mr F W de Klerk, Minister of Internal Affairs said today.

Because of concern "about certain economic problems" facing the country, Mr de Klerk warned that for the foreseeable future a "very conservative approach" would be followed with public service salaries.

Mr de Klerk also appealed to the private sector to co-operate in balancing its needs and interests with the public sector when the economy showed an upward swing.

"We need each other and with the necessary goodwill the two sectors can assist each other to the benefit and prosperity of our country."

He pointed out that the country had a "limited source of trained manpower" from which the public and private sectors had to draw.

"The State is deeply conscious that a strong private sector is essential for the prosperity of the country. Consequently it is policy not to man the public sector at the cost of the private sector.

"The State only wishes to ensure that it enjoy a reasonable share of the skilled manpower available."

He emphasised that "what is now being done for educators is in no way the beginning of a new cycle.

"The programme of occupational differentiation cannot be interrupted."

Landdrost Hotel School	(a) —	—
	(b) 6	2
	(c) 140	62
	(d) —	—

(2) The Witwatersrand Technikon, Sastri College and ML Sultan Technikon are autonomous institutions which link up with either the Department of National Education or the Department of Internal Affairs, while the Landdrost Hotel School is being managed by the South African Tourism Board. The Department of Industries and Commerce did not receive representations from the institutions during 1983 and 1984, but certain representations were made to the South African Tourism Board, as follows

- (a) Witwatersrand Technikon
- (b) May 1984
- (c) (i) Request for comments on a proposed revision of the course in hotel management
- (ii) The South African Tourism Board will furnish comments
- (a) Sastri College
- (b) September 1983
- (c) (i) Request for an increase of the South African Tourism Board's contribution to class-fees of students in certain courses
- (ii) The request was granted.
- (a) ML Sultan Technikon
- (b) October 1983

(c) (i) Request for an increase of the South African Tourism Board's bursary for students

(ii) The request was granted

(3) In the Republic of South Africa the Landdrost Hotel School only is being managed by the South African Tourism Board, as indicated under (2) above. The school is housed in the Landdrost Hotel which is being rented from a private company. There is no room for expansion at the school. It is understood that the Witwatersrand Technikon commenced with expansions to provide for an auditorium, a seminar room, three additional ordinary class-rooms, a training centre for typing and four classrooms for specialized training.

Note Apart from the Landdrost Hotel School the South African Tourism Board also managed the hotel school at Garankuwa in the Republic of Bophuthatswana up to 31 May 1984. At this school Blacks only are trained.

1 867 applications were received by the hotel school at Garankuwa in 1984 and 122 students were admitted to date. Courses ranging from two to eight weeks are presented at this school and much more students will be admitted and trained in the course of 1984.

The Government of Bophuthatswana took over the management of the school on 1 June 1984. It is understood that expansions to the school are planned by that Government.

Heunis and Q. G. I.
Bursaries/study grants 16641
 974 MR S S VAN DER MERWE asked the Minister of Internal Affairs

- (1) How many Coloured, Indian and Black persons, respectively, (a) applied to the Commission for Adminis-

tration for bursaries or study grants and (b) were granted such bursaries or study grants to study at (i) universities and (ii) other tertiary education institutions in 1984 in the fields of (aa) agriculture and the veterinary sciences, (bb) architecture, (cc) the commercial and economic sciences, (dd) engineering, (ee) quantity surveying, (ff) forestry, (gg) the geosciences, (hh) law, (ii) librarianship, (jj) medicine and dentistry, (kk) the paramedical sciences, (ll) the pure sciences (mm) town and regional planning, (nn) social work, (oo) education, (pp) the administrative sciences and (qq) any other specified sciences or studies.

(2) how many Coloured, Indian and Black Persons, respectively, holding such bursaries or study grants qualified in each of these fields in 1983?

THE MINISTER OF INTERNAL AFFAIRS

- (1) (a) In total 62 Coloureds and Indians (statistics in respect of each group is not kept separately) and 536 Blacks
- The Department of Internal Affairs administers bursaries and study grants for Coloureds and Indians and the Department of Co-operation and Development those in respect of Blacks. All the applications were thus referred to said departments by the Commission for Administration for disposal
- (b) Information regarding the schemes administered by the Department of Internal Affairs, is as follows

Coloureds
 3 548 applications were received

ed of which 1 085 applications to study at Universities and 2 180 applications to study at tertiary education institutions were granted

Indians

With regard to Indians only a bursary scheme for the training of teachers exists. The implementation of a public service bursary scheme for Indians with effect from 1985 is at present under consideration. 4 420 applications (for teachers training alone) were received of which 485 applications for study at the University of Durban-Westville and 573 applications for study at tertiary education institutions were granted.

(2) Coloureds	Field of study	Qualified in 1983
(aa)	1	1
(bb)	None	1
(cc)	None	None
(dd)	4	2
(ee)	None	None
(ff)	None	None
(gg)	None	None
(hh)	20	None
(ii)	6	None
(jj)	31	15
(kk)	8	2
(ll)	2	3

1667

FRIDAY, 15 JUNE 1984

(mm) None

(nn) 63

(oo) 3 117

(pp) None

(qq) 13

Indians

752 Students in teachers training completed their studies in 1983. The information regarding Blacks can be obtained from the Department of Co-operation and Development.

Handwritten: Welfare Institutions' 15/6/84
988 Mr S S VAN DER MERWE asked the Minister of Internal Affairs

(b) Coloureds

- Annie Starck Village
- Bethlehem Home
- Bruce Duncan House
- Christine Revell Children's Home
- Holy Cross Orphanage
- Leliebloem House
- NG Sendingherberg
- NG Sendingherberg
- RC Mission Children's Home
- RC Mission Children's Home
- Boy's Town Duan-en-Dal
- SOS Children's Village
- St Francis Children's Home
- St Francis Children's Home
- St George's Orphanage
- St Joseph's Home
- St Mary's Children's Home
- St Monica's Children's Home
- St Nicholas Home
- St Nicholas Home Newville
- St Philomena's Orphanage
- St Thomas Home
- St Theresa's Home
- Stenthal Children's Home

(a) How many welfare institutions for

(i) Coloured and (ii) Asian children were there in the Republic as at the latest specified date for which figures are available and (b) how many children were there in each specified institution as at that date?

The MINISTER OF INTERNAL AFFAIRS

This information is given in respect of state-aided institutions

(a) (i) 25 as at 30 April 1984,

(ii) 6 as at 30 April 1984

- Athlone
- Grahamstown
- Durban
- Hahover Park
- Athlone
- Parow
- Athlone
- Kameskroon
- Pofadder
- Kameskroon
- Pofadder
- Philippi
- Ennerdale
- Athlone
- Onseepkans
- Wynberg
- Johannesburg
- George
- Durban
- Port Elizabeth
- Johannesburg
- Domerton
- Durban
- Durban
- Tulbagh

1 964

1669

FRIDAY, 15 JUNE 1984

Indians

- Boys Town Genazzano
- Lakehaven Children's Home
- Aryan Benevolent Children's Home
- Muslim Dural Yatama Wal Masakeen
- MA Motala Lads Hostel
- Sunlit Gardens Children's Home

- Tongaat
- Durban
- Durban
- Durban
- Kloof, Durban
- Pietermaritzburg

994. Mr S P BARNARD asked the Minister of Industries, Commerce and Tourism +

(1) What are the three largest amounts paid out by the State to companies in respect of decentralization,

(2) whether he will furnish the names of these companies, if not, why not, if so, what are the names of the companies concerned?

The MINISTER OF INDUSTRIES, COMMERCE AND TOURISM

(1) The information is not readily avail-

able as the payments are made by various bodies

(2) Falls away

Handwritten: Technikon 15/6/84
1005 Mr H E J VAN RENSBURG asked the Minister of National Education

What was the ratio of students to staff in 1983 in each department at each specified technikon falling under the control of his Department?

The MINISTER OF NATIONAL EDUCATION

Refer to the attached schedules

Ratio of Full-Time Equivalent (FTE) enrolled students to FTE-Instruction/Research Professionals according to Classification of Education Subject Matter (CESM) Category and Technikon for the year ended 31 December 1983

CESM Category	Technikon		Technikon		Port Vaal	Tr-RSA*	OFS
	Cape	Natal	Witwatersrand	Pretoria			
01 Agriculture and Renewable Natural Resources	65,57	11,39	—	23,75	—	—	—
02 Architecture and Environmental Design	9,61	8,98	12,27	14,18	16,25	—	—
03 Arts, Visual and Performing	11,74	7,49	8,30	6,30	8,34	8,19	7,75

CAP Times . 16/6/84
No pay rise for
public service 250

By MARTINE BARKER
Education Reporter

THE Minister of Internal Affairs, Mr F W de Klerk, has warned that the improved pay deal planned for teachers should not lead the rest of the public service to expect similar increases

Mr De Klerk said this in a statement which followed yesterday's announcement that the government had approved an increase for teachers

This has been interpreted as an attempt to avoid a cycle of demands for increases from the rest of the public service, which has already benefited under the government's occupational differentiation programme

The programme was announced in February 1982 as an attempt to make the civil service more competitive with the private sector and to halt the drain of skilled civil servants

Mr De Klerk said it was not policy to man the public sector at the cost of the private sector, "but only to ensure that the State enjoys a reasonable share of the skilled manpower available"

Mr De Klerk warned that the government was worried about economic problems facing the country, and "that for the foreseeable future a very conservative approach will have to be followed"

● Mr De Klerk announced yesterday that domestic staff employed by the State at educational institutions and hospitals would receive pay increases from December 1

He did not release any details

1727

WEDNESDAY, 20 JUNE 1984

1728

Pinetown/Field's Hill by-pass area

*31 Mr R M BURROWS asked the Minister of Transport Affairs

- (1) Whether he intends visiting the Pinetown/Field's Hill by-pass area before making a final decision on the toll facilities there, if not, why not, if so, when (a) will the visit take place and (b) is it anticipated that a final decision will be reached,
- (2) whether he will meet with interested parties on this visit, if not, why not, if so, (a) when and (b) where will this meeting take place,
- (3) whether he has invited any persons and/or bodies to make representations to him in this regard, if so, what persons and/or bodies,
- (4) whether any construction on the Field's Hill toll plaza is taking place at present, if so, why?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes
 - (a) 5 July 1984
 - (b) After the whole matter has been duly discussed on that day with various representative bodies present
- (2) Yes
 - (a) 5 July 1984 at 10h30
 - (b) Pinetown Civic Centre
- (3) Yes The Natal Provincial Administration, Local Authorities and various other parties affected by the introduction of toll facilities
- (4) No, only preliminary site clearing has been done. The construction of the road itself however has been in progress for several months

1729

WEDNESDAY, 20 JUNE 1984

1730

Porter Reformatory: escapes

*35 Mr R R HULLEY asked the Minister of Internal Affairs

- (1) Whether, with reference to his reply to Question No 2 of 11 May 1984, any of the 124 escapes from the Porter Reformatory in Tokai were recaptured, if not, why not, if so, how many,
- (2) whether there were any escapes in May 1984; if so, how many?

The MINISTER OF INTERNAL AFFAIRS

- (1) Yes, 67
- (2) Yes, six of which four have been readmitted

Constantia Reformatory: escapes

*36 Mr R R HULLEY asked the Minister of National Education

- (1) Whether there were any escapes from the Constantia Reformatory in 1984, if so, how many as at the latest specified date for which figures are available,
- (2) whether any steps have been taken by the relevant authorities to prevent escapes, if not, why not, if so, what steps?

The MINISTER OF NATIONAL EDUCATION

- (1) Yes, thirty-seven boys absconded from the school during the period 1 January to 18 June 1984. Twenty-one boys were either brought back to school or returned on their own accord
- (2) Yes The Department is continually giving guidance to principals and staff of the schools concerned to motivate and assist the pupils to make the best use of the educational opportunities they are offered. A relaxed atmosphere

House order
*32 Mrs H SUZMAN asked the Minister of Co-operation and Development

- (1) Whether any families in Leandra are to be moved, if so, (a) how many, (b) why, (c) when, (d) where are they to be moved to and (e) what facilities are available to them at the resettlement site,
- (2) whether his Department has consulted with these families in connection with their removal, if not, why not, if so, (a) when and (b) with what result,
- (3) whether he will make a statement on the matter?

The MINISTER OF CO-OPERATION AND DEVELOPMENT

20/6/84
20/6/84
20/6/84
*33 Mr S S VAN DER MERWE asked the Minister of Internal Affairs

- (1) No
- (2) and (3) Fall away

The MINISTER OF INTERNAL AFFAIRS

Whether his Department intends to take steps to recruit more (a) Blacks, (b) Coloureds and (c) Indians for the Public Service in the (i) administrative, (ii) clerical, (iii) professional, (iv) technical and (v) general A divisions, if not, why not, if so, what steps?

Indian groups in the divisions referred to gradually increases as more candidates who comply with the qualification requirements become available. Recruitment takes place in accordance with the needs of the Public Service and the specific functions that have to be executed. The Government's policy with regard to the employment and utilisation of members of the various race groups has been fully debated during the discussion of the Vote of the Department of Internal Affairs.

Commission of Inquiry into the Promotion of the Creative and Other Arts

*34 Mr H E J VAN RENSBURG asked the Minister of National Education

- (1) Whether the Commission of Inquiry into the Promotion of the Creative and Other Arts has completed its work, if not, when is it anticipated that it will complete its work, if so, when (a) was the last full meeting held and (b) is it anticipated that the report of the Commission will be available,
- (2) whether the Commission inquired into the possibility of making donations by individuals and/or companies to art museums tax deductible, if not, why not, if so,
- (3) whether any interim recommendations on this matter have been made to him, if so, what steps are being taken in this regard?

The MINISTER OF NATIONAL EDUCATION

- (1) Yes
 - (a) 30 March 1984
 - (b) September 1984
- (2) Yes
- (3) No

Spending, Spending

HEAVY government spending has killed any short-term chance of bringing the inflation rate back into single digits. The latest Reserve Bank quarterly Bulletin, shows Government consumption expenditure was 28% higher in the first three months of 1984 than during the same period last year.

By Alec Hogg

Reserve Bank economists say this is equal to an increase of 18.4% in real (inflation adjusted) terms. This stimulant, together with hectic spending by private consumers, has been a major cause of a rising inflation rate. Between September and December last year inflation was running at an annualised 8.8%. In the first four months of this year it had increased to 14.8% GST is set to push the rate even higher.

Consumption spending reflects salaries and day-to-day operating expenses. It is more inflationary and less of a job creator than investment spending. The Bulletin notes "Real (inflation adjusted) government consumption expenditure, which had risen steeply from the second quarter of 1983, maintained a fairly strong upward trend in the first quarter of 1984. This further increase was

Push up growth

Additional demand from government caused the economy to enjoy a false boom when it could least afford it. In mid-1983 government consumption expenditure accounted for 16.5% of total spending. Recent profligacy has lifted government's share of total spending to 19%.

On its own, this was enough to push up economic growth by 3.2%, when economists are unanimous on the need for brakes on the economy. Until now, consumers have taken most of the blame for unwanted economic buoyancy. Some economists argue that the consumers are behaving rationally and responding correctly to recent economic developments.

Until inflationary expectations are broken and consumers start cutting back on borrowing to finance their spending habit, this trend will continue. A cutback in spending by Government would be the first step

Inflation rampant as State goes on a binge

debt judgements was a record \$23-million during the month — 29% higher than in February last year.

Sanlam-Kirsh bid to avoid legal action

By David Carte and Brian Steel

ALL parties to the dispute over the Sanlam-Kirsh partnership are trying to avoid legal action, but Kirsh director Mr Mervyn King warns it may be unavoidable. The JSE listings committee ruled that there had been a transfer of effective control in Kirmet, ordered an offer to the minority and suspended the share.

Marinus Dalling, Sanlam's general manager, is "dumbfounded" by the decision. He and Natile Kirsh figure that as Sanlam has only 49.9% of Sanki, control has not changed.

And Mr King said he could quote three authorities on company law which would unequivocally show that con-

Some critics argue that the Premier-Oil and Gencor-Sanmanor takeovers are clearer cases of change of control and yet no offer was forced by the JSE. Mr Ferguson says Gencor bought its original 8% in Sanmanor in the market. Iscor then had 42%. The JSE has been told and had to accept that in 1977 Gencor and Iscor agreed that their joint stake would not fall below 50%. This was tantamount to joint control, so the recent move, in which Gencor took outright control, was a shuffle within a control situation.

or lower than the suspended price. Mr Dalling says a forced offer to Kirmet minorities will not be in their interests. Mr Kirsh says he has given two basic minority protections to Sanlam. They are that Sanki cannot sell or acquire a major asset without agreement and that dividends will flow up into Sanki. No-one in Kirsh Industries will receive a restraint of trade payment. Mr Kirsh says this proves he remains in control of the group.

S. Twiney 24/6/84

250

pend, spend

153 250

Inflation rampant as

State goes on a binge

S-Times 24/6/84

Government spending has killed any short-term hope of bringing the inflation rate back into single digits. The Reserve Bank quarterly Bulletin, shows Government con-

debt judgements was a record R23-million during the month — 29% higher than in February last year

Until inflationary expectations are broken and consumers start cutting back on borrowing to finance their

spending habit, this will continue. A cutback in government spending would be the first step

By Alec Hogg

evident in the remuneration of employees as well as in expenditure on goods and other services," it adds

Government's overspending has fuelled inflation and indirectly postponed a sustainable upswing. It has helped to keep interest rates high and adversely affected SA's already fragile trade account.

The first quarter's figures do not yet reflect the extra thousands of millions of rands which the implementation of the new constitution is expected to cost.

Push up growth

Additional demand from government caused the economy to enjoy a false boom when it could least afford it

In mid-1983 government consumption expenditure accounted for 16,5% of total spending. Recent profligacy has lifted government's share of total spending to 19%

On its own, this was enough to push up economic growth by 3,2%, when economists are unanimous on the need for brakes on the economy

Until now, consumers have taken most of the blame for unwanted economic buoyancy. Some economists argue that the consumers are behaving rationally and responding correctly to recent economic developments

The banks' quarterly returns show that in the year to end March, balances in savings accounts increased by just 6,8% — well below the rate of interest that was paid to them during the year. During the first quarter, savings balances actually declined by R200-million

By contrast, bank overdrafts rose by more than 40%, while leases and hire purchase accounts were both more than 30% higher than at the end of March 1983

The result of this surge in debt and drawdown of savings has been that the personal savings ratio has fallen to an all-time low of 2,5% of disposable income

Economists say inflationary expectations are inducing consumers to keep on spending. One area bearing this out has been motor vehicles.

Undeterred by a 14,7% increase in the cost of cars over the past 12 months, consumers are set to boost car sales to another record this month. Inflationary expectations also lie behind buoyant demand for shares, property and big ticket durable items

Increased bond rates together with sub-inflation rate salary increases have knocked disposable incomes. Increased GST from next month will be another blow and consumer spending is widely expected to fall away after July

In February, the number of civil summonses for debt was 17% higher than at the same time last year. The value of

Sanlam-Kirsh bid to avoid legal action

By David Carte and Brian Steel

ALL parties to the dispute over the Sanlam-Kirsh partnership are trying to avoid legal action, but Kirsh director Mr Mervyn King warns it may be unavoidable.

The JSE listings committee ruled that there had been a transfer of effective control in Kimet, ordered an offer to the minority and suspended the share.

Marinus Daling, Sanlam's general manager, is "dumbfounded" by the decision. He and Natie Kirsh figure that as Sanlam has only 49,9% of Sanki, control has not changed

And Mr King said he could quote three authorities on company law which would unequivocally show that control had not changed

But Mr Paul Ferguson, president of the JSE, said: "Effective control has moved to a consortium. Previously Kirsh Industries had unfettered control. Therefore control is now shared"

He said the JSE had acted cautiously after consulting many experts and had taken its decision "calmly and carefully". He hoped Sanlam and Kirsh's reaction would be the same.

"The suspension was not a threat", said Mr Ferguson. "Our insistence that an offer be made could have affected the price and that is why we suspended."

Mr Daling said "Control was never an issue. Natie Kirsh made it clear that control was not for discussion. Sanlam even has certain protection rights as a minority shareholder."

Some critics argue that the Premier-Oil and Gencor-Samancor takeovers are clearer cases of change of control and yet no offer was forced by the JSE

Mr Ferguson says Gencor bought its original 8% in Samancor in the market. Iscor then had 42%. The JSE has been told and had to accept that in 1977 Gencor and Iscor agreed that their joint stake would not fall below 50%. This was tantamount to joint control, so the recent move, in which Gencor took outright control, was a shuffle within a control situation.

In the Premier-Oil situation, he says Premier bought 8-million shares in Oil in the market. The Ovenstone family then had about 11-million shares. This holding of about 50% was put into a joint holding company, which subsequently bought another million shares

Control, therefore changed when Premier first moved in — and it was acquired in the market. Premier's assumption of unfettered control recently was thus a "shuffle within an existing control situation"

The Ovenstone family received a R1,5-million "restraint of trade", seen by some as a means of giving the controller a better price than the minority

The effective price Sanlam paid for its holding in Kimet has not been disclosed. A spokesman for the JSE says the price is not in line with the Kimet's suspended market price of 310c, but would not indicate if it was higher

or lower than the suspended price

Mr Daling says a formal offer to Kimet minority will not be in their interest

Mr Kirsh says he has two basic minority positions to Sanlam. They require a major asset with agreement and that dividends will flow up into

No-one in Kirsh Industries will receive a restraint trade payment. Mr Kirsh says this proves he remains in control of the group

ARGUS 27/6/84 (250)

Govt quiet on Slabbert speech

Parliamentary Staff

THERE was hardly any reaction from Government benches in the Assembly on the Leader of the Opposition's damning indictment yesterday of the growth of bureaucracy

The entire House listened intently to his hard-hitting speech made during the third reading of the Budget debate



Dr F Van Zyl Slabbert

Dr Frederik Van Zyl Slabbert slammed the Government which, he said, had developed a system of bureaucratic patronage and privilege in SWA/Namibia, the independent States and South Africa, which was costing South Africa a fortune

Only two Government speakers reacted Mr de Klerk said Dr Slabbert had ignored the fact that following the Government's rationalisation programme there were fewer State departments and greater co-ordination between these departments

Earlier, Dr Slabbert pointed out that the rationalisation programme had led to an increase in the number of officials employed

Mr de Klerk said this could be ascribed partly to the Government's training and education programme There were now more school children than at the start of the rationalisation programme

The increase in the number of teachers had been the single largest increase in the number of civil servants

As a result of the new differentiated system, coupled with the economic slump, more people had been attracted to the civil service, he said

The Deputy-Minister of Agriculture, Mr G J Kotze, said it seemed as if the Opposition was pleading for a new colonialisation Dr Slabbert had said that it would be cheaper if South Africa took over the jobs of the civil service in the national states

7/26/81 27/6/81

PARLIAMENT

Slabbert lashes out at the growth of bureaucracy

Parliamentary Staff

A DAMNING indictment of the growth of bureaucracy and its exorbitant cost to the South African taxpayer was made by the Leader of the Opposition, Dr van Zyl Slabbert, in a tough speech to Parliament

"This country, this economy and its people literally cannot afford to pay for this Government and its policies," he said.

Dr Slabbert's hard-hitting speech was listened to in virtual silence by members of Parliament from all sides, and he used the occasion to

lambast the Government for wasting money on tribal despots elected to lead homelands incapable of producing enough money to look after themselves

Using statistics provided by the State, he showed that the growth of useless bureaucracy had crippled SWA/Namibia and sucked funds from the South African treasury to support nepotism and incompetence in the independent homelands

South Africans paid R226-million for a bureaucratic elite in the Transkei in this year's budget alone, yet

the number of people there who were below the Poverty Datum Line had risen from 4.1-million to 8.9-million in the past two decades

The numbers of destitute people had jumped from 250 000 in 1960 to 1.4-million in 1980 despite this aid to the Transkei

In South Africa itself, the Prime Minister's much-vaunted "rationalisation" of the civil service had simply upped the number of officials employed from 174 550 in 1979 to 183 299 in 1981

"We have been spending money as

if it is going out of fashion. We are not progressing one metre along a new road, we are creating a four-lane highway to disaster," Dr Slabbert said

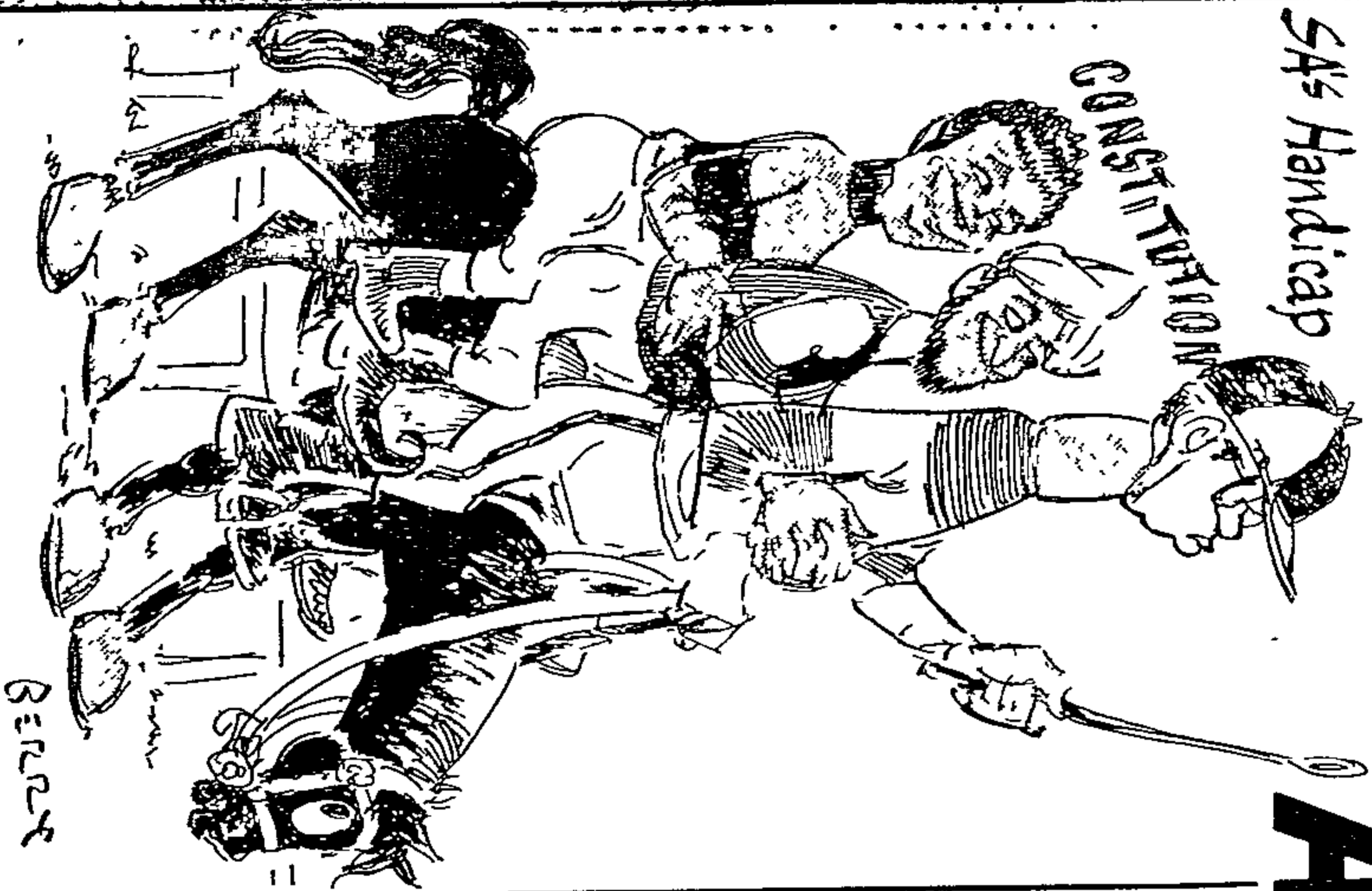
"Every year the taxpayer pours a fortune into the maintenance of these splendid bureaucratic failures"

Dr Slabbert said bureaucratic expansion was the necessary and inevitable forerunner of corruption and inefficiency in Government

There was no way of undermining a country better than spending money which it did not have, he said

SAs Handicap

CONSTITUTION



At last—a voice for

THE formation a few weeks ago of the Black Public Service Association may have been a very low key event. But its significance and potential may well have a devastating impact in South Africa.

For years now, the white public service has played a major role in the development of this country's policy. It is an open secret that by their sheer numbers and the critical positions they hold, they have been able to hold Cabinet Ministers at gunpoint, and thereby directly influence the outcome of Government policy.

The black civil servant, on the other hand, has been held up as an example of blind humility, of oppressed assistant and at the end, a lackey of his master.

They are, by and a large, apolitical and have been working under such a heavy cloud that many were even embarrassed by their children getting embroiled in the hurly-burly of politics.

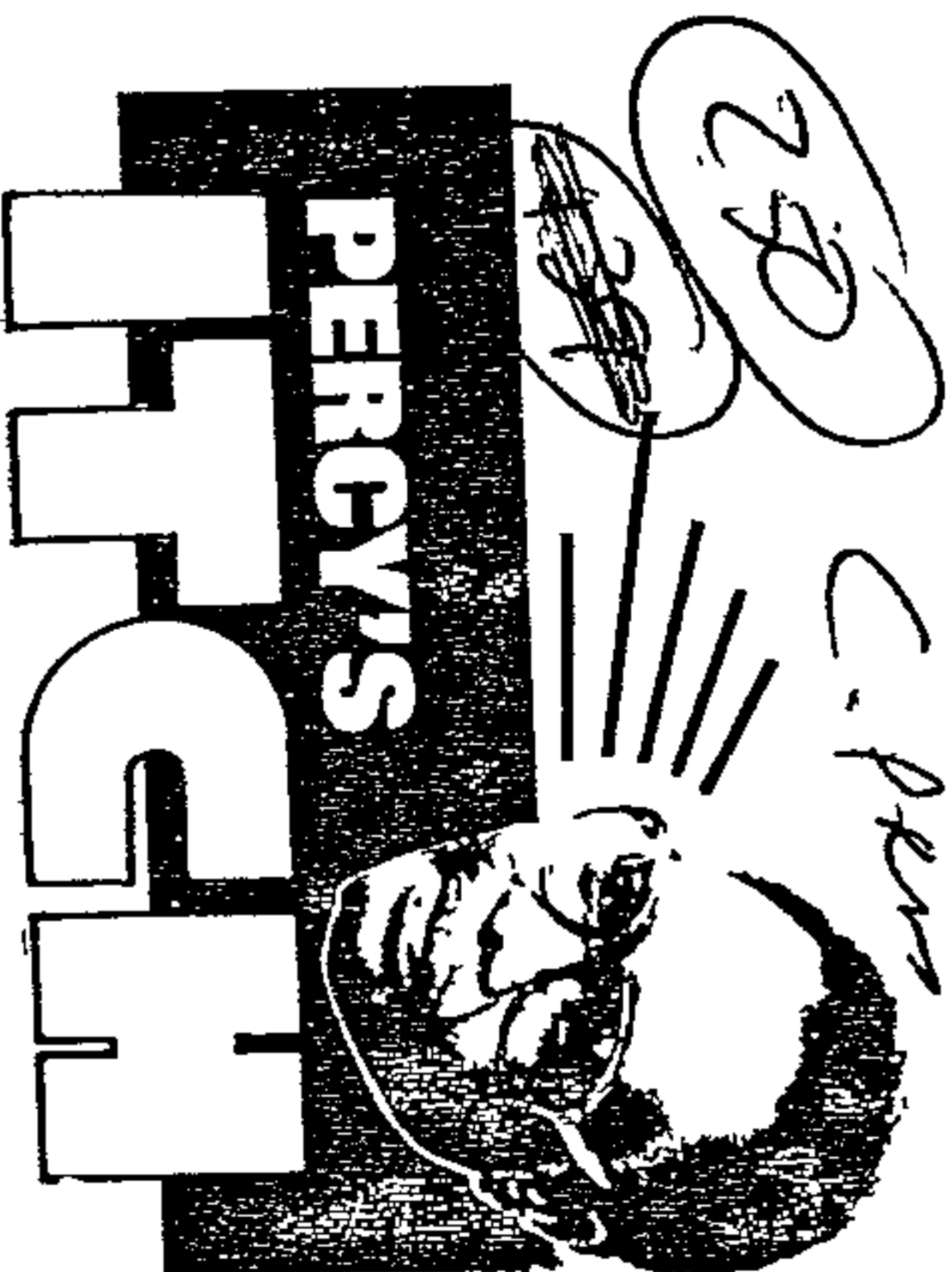
Take but one example — the situation of the Transvaal United African Teachers' Association and the African Teachers' Association of South Africa. Compare their roles to that of their

white counterparts, and you begin to see the difference.

Recently the white teachers' association dug in its heels on the issue of salaries. They sent out warnings to the Government that were so strong that National Education Minister Gerrit Viljoen, whose coffers were obviously very empty, was forced to commit himself to substantial salary increases.

He added salt to the wounds, however when he promised that such an increase could only be granted in December.

The white teachers saw red. And they're now sending some heavy signals to the top — right to Prime Minister PW Botha. So you can bet something will be done before December.



principle of education. In addition, they spend most half their academic doing things that are completely unrelated — and so downright irrelevant — they have to do in the stance.

They have to bet principals' egos by super teams of super athletes and heartaches, they into the musical corn season — under the auspices of Tuata — and hours are wasted on these events. Does it ever surprise you that the failure rate is given all the time spent dubious glories?

While teachers silent these working conditions terrible pay and so on, is done by their representative organisations to improve lot.

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Last—a voice for teachers!

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The white teachers saw red and they're now sending some heavy signals to the top — right to Prime Minister PW Botha. So you can bet something will be done before December

Black teachers, on the other hand, cannot rely on the leadership of their associations to advance their cause. It is true that Tuata and Atasa have periodic meetings with education department officials, but they are so subservient in these meetings that it is embarrassing.

The black teacher has been the most underpaid civil servant for decades. There are many labourers and messengers in town who earn more than these overworked people.

Their hours of work are outrageous. And they get little assistance in having these adjusted to reasonable proportions, considering that the number of pupils they have in their classes makes a mockery of every

principle of education. In addition, they spend almost half their academic lives doing things that are completely unrelated — and sometimes downright irrelevant — to what they have to do in the first instance.

They have to better their principals' egos by producing super teams of super athletes. And after laborious efforts and heartaches, they then go into the musical competition season — under the auspices of Tuata — and hours and hours are wasted on these stupid events. Does it ever surprise you that the failure rate is so high, given all the time spent on these dubious glories?

While teachers silently resent these working conditions, their terrible pay and so on, nothing is done by their representative organisations to improve their lot.

Even in 1975, when they protested that they could not teach in Afrikaans, very little was done by their leadership to devise a strategy of protest. The result was the bloody '76 riots.

The new association, therefore, will make it possible for many of these teachers to make themselves heard. It also gives thousands of other public servants in other disciplines the same opportunity to fight for

their rights and an equal deal. Dr M Matsike, who has been working hard at establishing the organisations, deserves the community's special congratulations and thanks.



Foreign Affairs Minister Pk Botha gave a slight hint in Mautu over the weekend that the Government may be willing to talk directly to the African National Congress.

He added that his Government would be prepared to talk with everybody, provided they worked for the "evolutionary change of South Africa in a non-violent manner".

Well that's good to know. But then, is Mr Botha not putting the cart before the horse? Before his Government can talk to the ANC, the first thing to do is make it possible for the ANC to emerge from underground and engage in legal day to day politics.

At the moment the organisation is forced to operate in a clandestine manner because of the banning order that keeps it outlawed.

The banning itself has not had the effect the Government desired. They had hoped that in a few years, all the things the ANC stood for would vanish and the organisation would

cease to exist.

But it's not so. Every academic research body has shown that the standing of the ANC has never been so high. The massive following the organisation has been able to muster seems to indicate that they are winning the war for the hearts and minds of the people. So why continue with a banning order that has ceased to be effective, and failed to achieve the desired objectives?

If the Government is really serious about dialogue with the organisation — and we believe this is essential if we are to avoid senseless disasters — then the ban must be lifted.

Exiles must be allowed to return home unconditionally, and normal political activity must be allowed.

And we cannot even think of talking to the ANC while Nelson Mandela and his colleagues are languishing in prison.

So Plk Let's see some creative action on your side to bring about a period of creative political development in South Africa. In short — put your money where your mouth is.

Perry Pulger

Beady eye turned on the Ministry Men AND WOMEN

SOUTH AFRICA'S vast army of public servants are in for a shock — the Government has commissioned a scientific study to measure their work output.

With one out of every three productive citizens on the Government's payroll, the huge cost of South Africa's swollen bureaucracy is being blamed for many of the country's acute economic problems.

To meet this criticism, the Government has taken the unprecedented step of calling in an independent body to assess the performance of its employees.

The Commission for Administration, under the chairmanship of Dr Johan de Beer, has asked the National Productivity Institute (NPI) to investigate the productivity of the public service, and this week plans were being laid on how it should set about its task.

"It will be an impossible task to look at the public service from top to bottom. Specific areas will have to be chosen," said Mr Rolf du Plooy, who heads the NPI investigation.

An initial study to determine the scope of the probe will be undertaken before the full investigation is launched. Work may start this month.

In November 1979 the Prime Minister, Mr P W Botha, promised that South Africa's enormous public service would be trimmed.

Then the Government employed an estimated 1,3-million of the total workforce, or about 30 percent; now it employs about a million, and a similar percentage — making South Africa's public service one of the largest per capita in the world.

In dispute

According to statistics obtained by the Sunday Times, Israel leads the world at 33 percent — while in the United States only 12,8 percent of the workforce is employed by the state.

The OECD Observer, using 1980 statistics, gives Sweden

By CAS St LEGER

at 30,7 percent, followed by Australia at 25,4 percent. Japan's government share of the labour market is a modest 6,6 percent.

The United Kingdom figure is in dispute, given by the British consulate in Johannesburg as 2,4 percent. The OECD publication says 21,7 percent.

The Pretoria Government's salary bill has rocketed in the past 18 months. Figures released this week by Central Statistical Services show that in the first quarter of 1983 central Government workers (including SADF, prisons and police) were paid R658-million.

Teachers' rise

A year later, in the first quarter of 1984, the amount had increased by 29,5 percent to R852,5-million.

Central Government white workers' salaries increased by 25,6 percent and provincial administrations by 22,5 percent.

The new teachers' increases are to cost R56-million a month.

The cost of the public service accounts for 27 percent of the 1984-85 budget and is expected to rise to 33 percent (or about R7 500-million) next year.

"We are primarily concerned about efficiency,"

said Mr William Yeowart, president of the Associated Chambers of Commerce.

"We at Assocom will focus very hard on the public service, and if we do not get efficiency we will have quite a lot to say to the Ministries concerned."

"One accepts a large public service if it is productive."

"For years we have been told the inefficiency was due to undermanning, now the service is fully staffed because of the advantageous pay awards."

"The business community has every right to demand and to get an efficient service," Mr Yeowart said.

Mr Rod Ironside, president of the Federated Chambers of Industries, said industry was concerned that the public service continued to grow unabated.

With higher salaries that appeared to be extremely generous, he said, superslick efficiency and high productivity should be demanded.

"Excise the excess," said Mr Ironside.

"We just cannot afford to be paying a high premium for poor service."

With the Government's recent trend of encouraging private enterprise, it would be logical, he said, for certain public service functions to be carried out by the private sector.

Minor areas

Dr Colin Cameron, president of the Public Servants Association, believed that the new salary structures had contributed greatly to stability — and permanence was fundamental to efficiency.

There were minor areas where problems still had to be sorted out, but morale, and consequently job performance, had definitely improved.

He dispelled fears that the NPI's study might result in people being axed. Instead, the trend would be to reward excellence.

The Progressive Federal Party spokesman on the public service, Major Rueben Sive, said the reason so many African countries went bankrupt was not tribalism or inefficiency but the growth of huge bureaucracies.

"One rand out of R3 goes into the public service," he said.

"If they continue without productivity they endanger South Africa. The amount of money left in salaries gets less and less every year."

In 1983, public servants, including central Government, provincial administrations and statutory bodies, cost R5 710-million.

Cabinet Ministers' salaries are to cost R2,172-million this year. The Prime Minister's salary, with reimbursive non-taxable allowances, was increased to R114 000.

The 19 Ministers pocket R78 000 and nine Deputy Ministers R64 000 each.

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'Problem' of productivity in civil service to be probed

Weekend Argus
Correspondent

PRETORIA — The National Productivity Institute is to probe the productivity of the the public service

Details of the study were "confidential" Mr Stephanus Laubscher, of the institute, said this week. Because of the magnitude of the study, the institute was formulating a framework for the survey, which should begin in a few months.

"Productivity in the public service is an ongoing problem and it has now been decided to tackle it on a formal basis," Mr Laubscher said.

"This is a very sensitive issue and we have been asked not to discuss it. It is

also policy to treat all clients as confidential."

The number of public servants has risen by 49 percent to 253 562, since six years ago, when Prime Minister Mr P W Botha said he was going to rationalise South Africa's public service.

Dr Joop de Loor, the then Secretary for Finance, publicly said five years ago that the Government intended to reduce the number of civil servants by not replacing those who left or retired.

The study which is to be undertaken could affect the jobs of thousands if it is used by the Government in its attempts to cut staff. Latest figures showed that 35 percent of all gainfully employed whites work directly for the public service.

One in four gainfully employed coloured people work for the State, while 19 percent of black and 16 percent of Indian workers do.

One fifth, or more than R5 000-million, of total Government spending now goes on salaries and other payments for public servants.

Mr At Engelbrecht, Volkskas chief economist, welcomed the NPI's project as a step in the right direction.

"I am not pointing a finger at the public service or saying that their productivity is low, but it is essential for South Africa's future that we step up productivity in all sectors.

"Because of this I welcome the move. It is one which should be followed by other organisations."

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THE PUBLIC SERVICE

An explosion of bureaucrats



Despite pious government protestations to the contrary, SA has been caught up in a current of "statism" that is rapidly transforming it into a massive bureaucracy. It is time to call a halt.

More than one million government posts at various levels exist already — although some thousands of posts are not filled. And that does not include workers in the "commercial/industrial" public sector, comprising the Post Office, the SABC, the SA Transport Services and parastatal organisations like Iscor, Escom and Armscor. It also excludes employees of the proliferating statutory bodies like water boards, agricultural control boards and administration boards.

When the new constitution comes into operation later this year, the alarmingly swift growth of the bureaucracy will receive added impetus. Instead of one Cabinet, we will, in effect, have four — the main (State President's) Cabinet and a Council of Ministers for each House of Parliament. Each minister will have his own department — and the new ones will, no doubt, follow the time-honoured path of departmental empire-building.

As much as anyone, Chris Heunis, Minister of Constitutional Affairs and Planning, has earned the title "father of the new constitution." He and his planners largely devised the new system, and he played the major role in selling it.

It is to be hoped that he also has plans to stop it giving birth to a system of government in which half the people spend their time administering the other half.

The record suggests that hopes for a slowdown in bureaucratic growth may be forlorn. The P W Botha administration came to power trumpeting the need for a leaner and more efficient public service. In the event, its "rationalisation" scheme resulted in the elimination of some government departments — and in a greatly increased public service.

The growth in bu-

The public service is becoming an albatross around the neck of the SA economy. Its growing numbers and increasing remuneration devour resources, distort the economy and may be taking SA on a classic Third World path to disaster. There are signs that unless action is taken, ideological forces may impose even faster growth in public service numbers.

reaucracy tends to be disguised by the fact that what government calls "the public service" is really only a part of the total bureaucratic machine. It is the part that falls under the Commission for Administration (the old Public Service Commission) and is made up of direct employees of the various government departments (Serving members of the SA Defence Force and the police are excluded from statistics released annually by the commission).

It is, nevertheless, this scrutinised and rationalised part of the public sector that has enjoyed by far the biggest growth in numbers. Partially, the reasons are justifiable, but bureaucrats can never resist reaching for new fields to conquer and new areas of public life to regulate and control, and this has happened.

Realistically defined, the public service must include central government employees, serving members of the police and the

SADF, the homeland administrations (including the independent ones), the provincial administrations and local authorities.

The FM's calculations (see diagram) show that these organisations employ well in excess of one million people between them — and the numbers are growing. Indeed, the figures suggest that the higher the level of government, the greater the rate of growth.

Thus, over the last 10 years (see chart), central government has had a higher rate of employee growth than the provinces. Local authorities, who are kept on a short financial leash by the Treasury and the provinces, have had minimal growth — and for some years experienced a decline in the number of their employees.

Central government's bureaucratic growth came at the same time as it was shedding thousands of posts, which were transferred to the various homeland administrations, as they came into being, and to the South West African civil service.

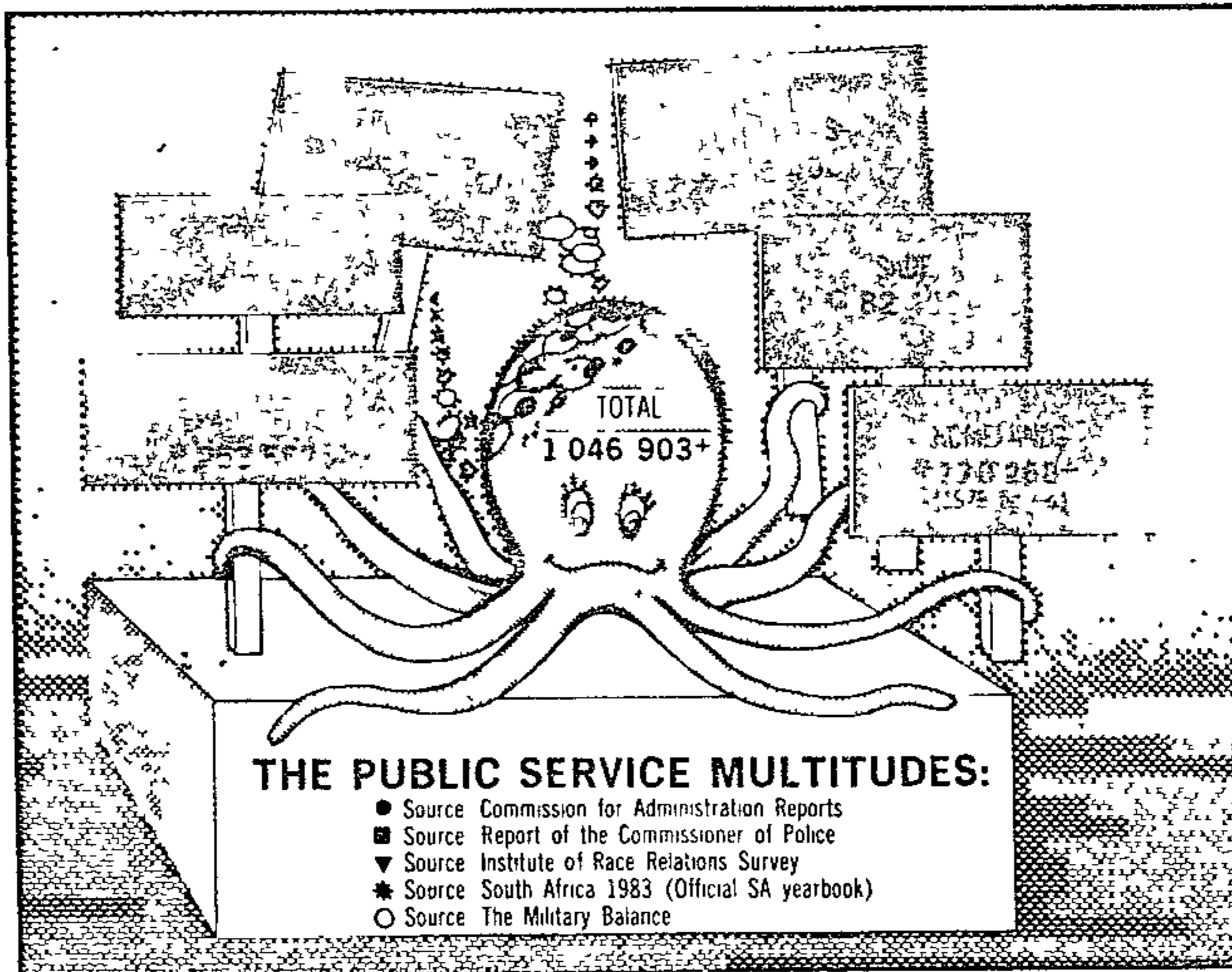
From Union in 1910, it took the public service 60 years to reach a staff establishment of 140 000. It took only another 10 years to create a further 100 000 posts, according to statistics given by the Commission for Administration. The greatest growth seems to have been between 1973 and 1983 when 110 857 posts were created — excluding increases in military and police strength.

In some years, the growth was staggering. Between June 1979 and June 1980, for instance, no fewer than 26 478 new posts

were created, despite the fact that 4 829 positions were handed over to the SWA administration.

There has of course, to be a reason for growth of this magnitude — and indeed, there is. It is largely due to government's scramble to catch up with its neglected responsibilities in the field of black education.

Indeed, that was government's defence when the growth of the bureaucracy came under intense opposition. Attack during the recent session of Parliament. PM P W Botha pointed out in the third reading debate on the Budget that although the public service had



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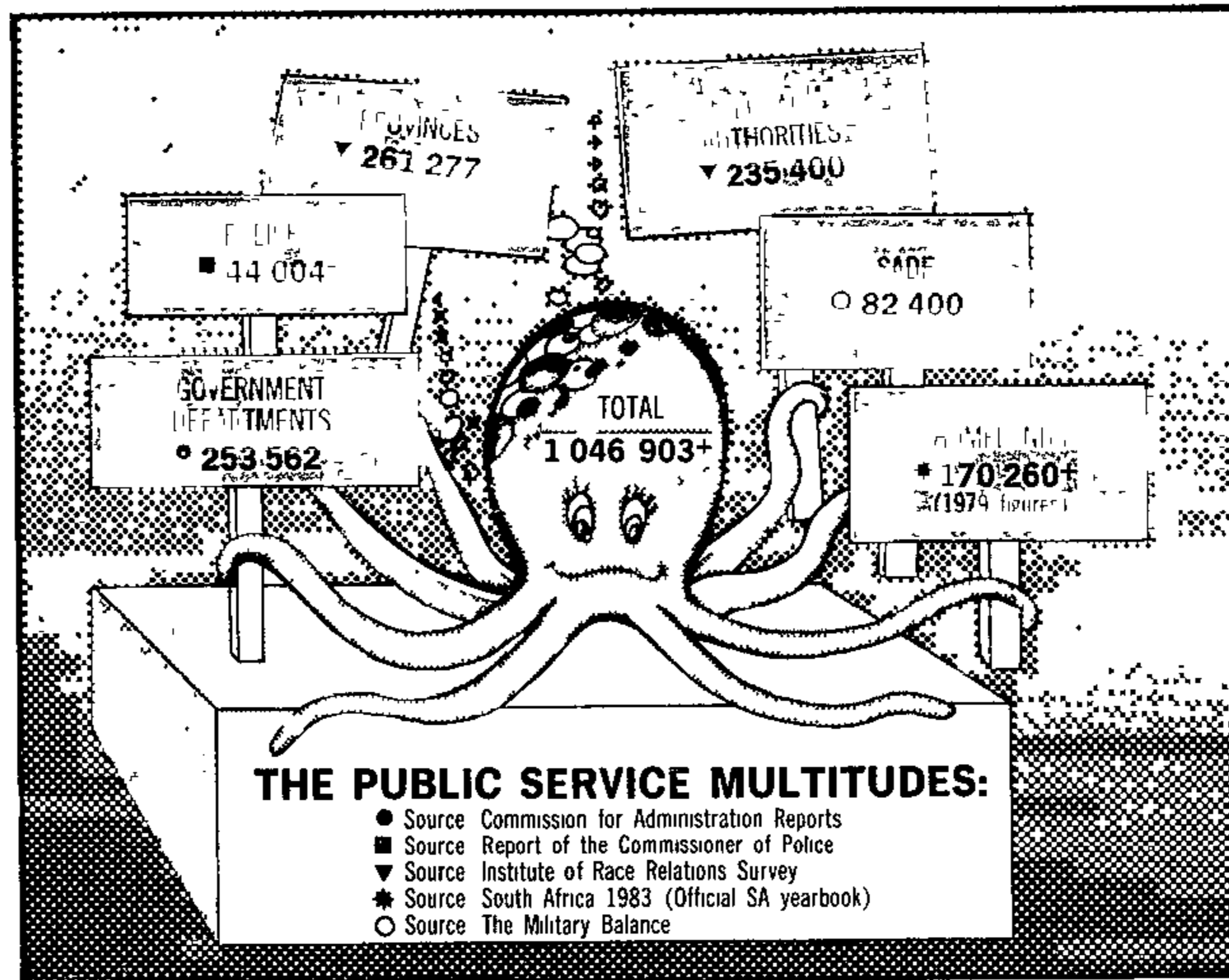
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Indeed, that was government's defence when the growth of the bureaucracy came under intense opposition. During the recent session of Parliament, PM P W Botha pointed out in the third reading debate on the Budget that although the public service had



(250)

increased by 58 562 between 1978 and 1983, 20 000 of the extra posts were for black teachers. In fact, he claimed, the cost to the State of its civil service had declined from 33,7% of the Budget in 1978 to 30,3% in 1983

Botha's calculations could be questioned on the grounds that some of the increases in public service cost are now disguised

through aid to the homelands and Namibia — who use it to pay the bureaucracies they took over from SA

But the increase in the numbers of black teachers is, of course, perfectly correct In one year alone, 23 070 teaching posts were created (through central government take-over of community schools) and other years

also showed very substantial increases in black teaching strength Given the demands of justice and of the economy's need for trained and educated blacks, increased spending on and staffing for black education is not open to criticism. In fact, much more will have to be done (FM July 20).

But, even in education, proliferation and duplication of facilities seem to be the rule. Including the homelands and the separate coloured and Indian school systems, education in SA is subject to at least 12 different administrative regimes — each with its administering quota of bureaucrats.

But not all bureaucratic growth has been to cater for the needs of black education In the 10 years to 1983, for instance, the Department of Health, Welfare and Pensions increased its staff by almost 12 000. Part of the growth was due to government insistence on taking over responsibilities previously administered by others — particularly the mission hospitals.

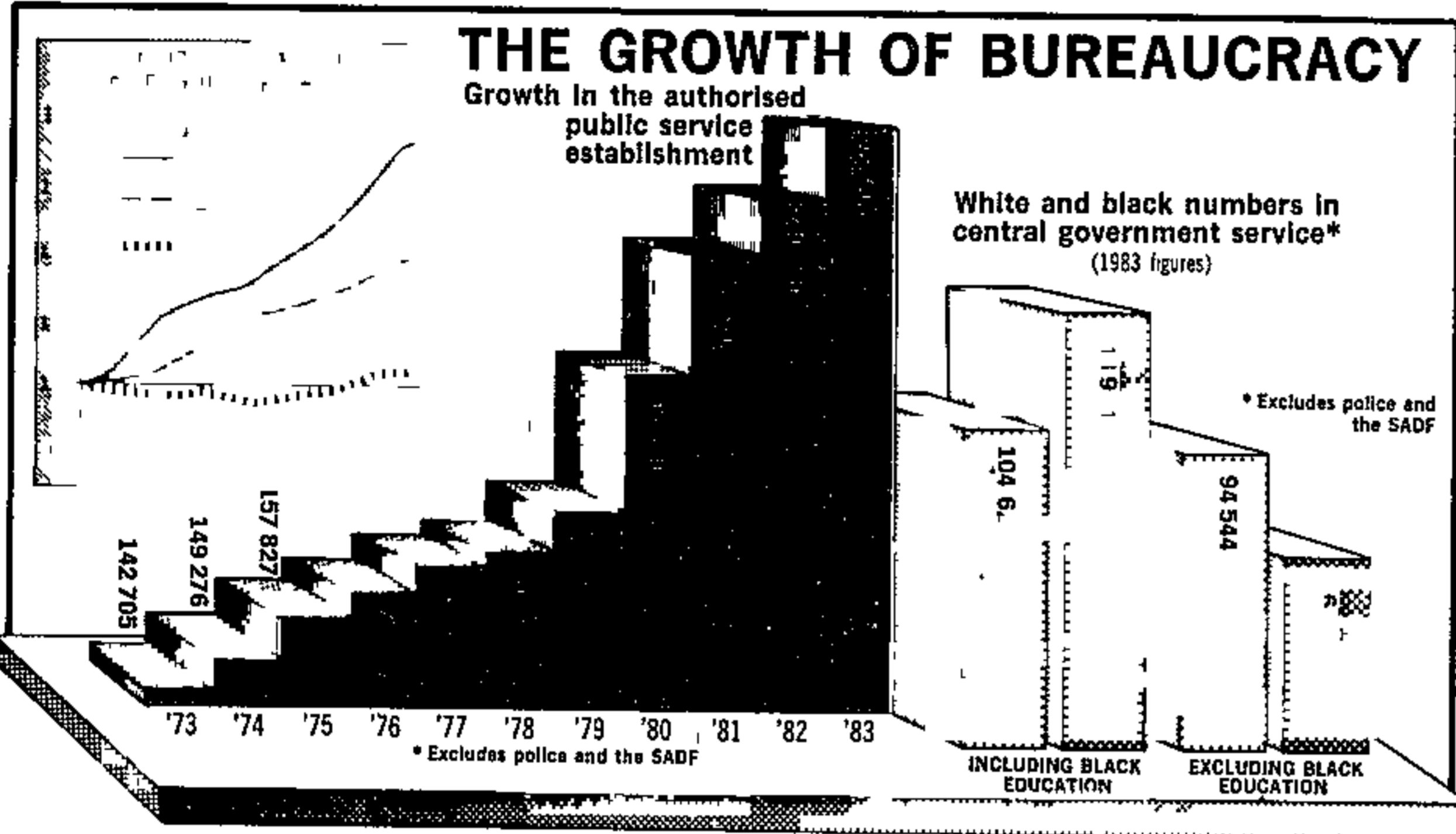
Commission for Administration figures are not totally clear on exactly where growth has occurred Although most major growth areas are pinpointed, in some years thousands of new posts are simply listed as being created owing to normal growth "elsewhere" in the public service In addition, there seems to be little scrutiny of departmental decisions to create new posts. The commission notes that most are created by the departments themselves under "delegated powers."

Most departments seem to have enjoyed steady staff growth, with the departments of Prisons, Health, Defence (civilian employees) and Water Affairs being the most often mentioned

Frederik van Zyl Slabbert of the Progressive Federal Party (PFP) estimates that the State employs 998 124 people at a cost of almost R8,5 billion/year — 39,36% of the 1983-1984 central government Budget The FM has calculated a — probably incomplete — figure of 1,046m employees The higher figure includes members of the SADF (both Permanent Force and full-time conscripts). Although official figures are not available, annual calculations by Britain's Institute for Strategic Studies published in *The Military Balance* give the full-time strength of the SADF as 82 500

Nor can the various homeland administrations be excluded from a realistic assessment of the public service Some are still part of SA and all have their public services largely paid out of SA taxes. Figures for total public service employment in the homelands are difficult to come by. However, SA '83, government's official yearbook, gives a figure of 170 260 homeland public servants in 1979 That figure can be expected to have grown considerably over the past six years

What purpose is being served by this growth? Unfortunately, there are strong indications that, despite the size of the public service, much of it is inefficient Government implicitly recognised this when, earli-



PM Botha ... reform is a defence

er this year, the Commission for Administration asked the National Productivity Institute to investigate productivity in the public service

Reuben Sive MP, the PFP's spokesman on the public service, says "There is good reason to believe the country is not getting what it is paying for — an efficient and well-motivated public service." Slabbert adds "Government must take a hard look at every one of its departments and strip them of their fat"

Government, of course, has a different perspective. It complains about the number of unfilled posts in the public service, and recent increases in public service pay were largely designed to help it retain its em-

ployees and to aid recruitment.

Some verligte Afrikaner academics argue that the public service is extremely productive in rendering necessary services to the country. Part of their argument is that it could prove a key factor in promoting the success of the new constitution — both by offering improved job opportunities to coloureds and Asians, and by rendering increased services to those communities

In other words, public service jobs and services are seen as instruments in the co-option of the coloured and Asian communities into the new political structure. This can only mean an even larger public service. Resources poured into the public service have to come from somewhere — and,

250

Km 3/8/84

to a large degree, they are created by private enterprise. But every resource appropriated by government means there is that much less available elsewhere

Slabbert has argued that the creation of privileged and unproductive bureaucratic elites in black Africa and the homelands is largely responsible for the continent's economic disasters. The growth in SA's public service indicates that we, too, may be beginning to follow that path

If, far from halting the process, government accelerates it for political and ideological ends, it will be setting the country on a classic Third World path of incompetence, bureaucratic empire-building, and national impoverishment

Plans passed for public service shuffle

By BRIAN POTTINGER
Political Correspondent

A BLUEPRINT for the drastic reshaping of the public service has been approved by the Cabinet and is within an ace of implementation.

And top appointments for the newly created positions have already been made.

On Tuesday the green light was given for the reorganisation of the country's army of bureaucrats to meet the challenge of the new tricameral Parliament

The Commission for Administration is likely to release the blueprint — the result of an exhausting 18-month study — this week.

The unveiling will come one week before the House of Representatives elections and five weeks before the new Parliament convenes.

Government sources are keeping details under wraps until its official unveiling. They are particularly concerned about causing rumbles within the bureaucracy itself over the new deal.

But the key elements of the new system are:

- The establishment of "general" departments for "general affairs" and three other departments for white, coloured and Indian "own" affairs.

Sections

- No large-scale expansion of existing departments — in fact, there could be a reduction in their size as rationalisation hives off functions to other agencies.

- There will be three administrations — each under an administrative head — to handle "own" affairs entrusted to the various houses.

Each administration will have a dozen or more sections handling various functions, but these sections will not be "departments" as is presently understood.

The Government has meanwhile already selected two of the three director-generals for these "own" affairs — Mr P D McEnery, present Deputy Director-General of Community Development, will be heading coloured "own" affairs, and Mr A Cornelissen, Deputy Provincial Secretary of the Free State, has been shifted to Director-General of white "own" affairs.

- There will not be three separate public services — officials will all be part of the same overall set-up.

Experts

- Appointments in the public service will be on merit irrespective of race, but the Government will follow a policy of advancing as far as possible officials in the service of their own administrations.

- The administration of the sections will be handled by experts — both the Commission for Administration and the Public Servants Association have insisted on only top men taking executive positions in the new deal.

- A crucial element will be a new productivity drive by the Government to hone the administration's efficiency — now urgent given the proliferation of functions.

A first step in this direction was the announcement recently that the National Productivity Institute had been called upon to do an in-depth productivity survey of the public service.

Government sources explained this week that the reorganisation had been handled so as to minimise the transfer of existing staff and to reduce the number of extra staff needed — the exact number of new appointments needed has not been revealed.

At the same time the Government is apparently going out of its way to assure existing staff that they will not be prejudiced by the reorganisation and that their job prospects are secure.

(Report: B C Pottinger, 77 Burg Street, Cape Town.)

12/8/79
20
S. King

Pay cut (250)
rumours
16/8/84
denied (250)

S. van
Pretoria Correspondent

The Commission for Administration, which negotiates salaries for the mainstream public service, has denied there has been any decision to freeze or even reduce public servants' salaries next year.

Reacting to rumours that public servants may have to forgo annual increases next year (or even take a five percent salary cut in some cases), the chief director for personnel utilisation with the commission, Mr Piet Colyn, said these were mere speculation.

"There has been no official decision yet. Salary negotiations are linked to our budget process, which we are still busy with.

"There will only be a final decision in March next year."

The chairman of the Public Servants' Association, Dr Colin Cameron, said such a step should be a last resort.

First move towards (LSD) 'own affairs' bodies 18/8/84

By Sue Leeman,
Pretoria Bureau

The Government has made the first move towards creating three separate administrations for white, coloured and Indian "own affairs"

A notice in yesterday's Government Gazette paves the way for the creation of these three bodies, each of which will function as elements of one mainstream public service

It was announced earlier that present deputy director-general of Community Development, Mr P D Mcenery, will become director-general of coloured "own" affairs, while deputy provincial secretary of the Orange Free State, Mr A Cornelissen, will be seconded to the position of director-general for white affairs

There has been no indication regarding a director-general for Indian affairs

Plans for a broad rationalisation of the public sector are understood to be before the Cabinet. A comprehensive plan for the restructuring process is expected to be released by the Commission for Administration shortly

The plan is expected to provide for the creation of general departments for general affairs

There is not expected to be any large-scale expansion of existing Government departments and it is believed that some may even be streamlined as their functions are transferred elsewhere

Indications are that appointments will be made on the basis of ability rather than race

Productivity is expected to become a key word and the National Productivity Institute was recently commissioned to start an in-depth productivity study within the public service

New names for government departments

By Sue Leeman
Pretoria Bureau

Four Government departments are to get new names and one will be divided as plans for the new constitution begin to take shape

But, according to a statement released on behalf of the Prime Minister, 19 departments will retain their current titles

In future, the Office of the Prime Minister will be known

as the Office of the State President, the Department of Internal Affairs becomes the Department of Home Affairs, Community Development becomes Public Works and Land Affairs, and Agriculture become Agricultural Economics and Marketing.

The Department of Environment Affairs will be divided into the Department of Water Affairs, which will be responsible for the supply and conservation of water, and the Department of

Environment Affairs, which will deal with forestry, marine and conservation matters

Mr J G du Plessis and Mr J F Otto have been appointed directors-general of the Department of Water Affairs and the Department of Environment Affairs respectively

Departments which will retain their names are Foreign Affairs, Finance, Health and Welfare, Justice, the Office of the Commission for Administra-

tion, the Office of the Auditor General, Manpower, Mineral and Energy Affairs, the National Intelligence Service, National Education, Education and Training, Industry and Commerce, Posts and Telecommunications, Co-operation and Development, Constitutional Development, the South African Police, the South African Defence Force, Transport and South African Transport Services

Departments well over budget despite directive

RAM 23/8/84 (250)

Runaway spending by Pretoria ministries

By HAROLD FRIDJHON

GOVERNMENT spending for the first four months of the current fiscal year is running at a rate of 18,4% above last year.

But in terms of what the average budgeted expenditure should be for four months, departments have overspent to the extent of 4,5%. All the excess spending occurred in March and April.

Departments spent R8,857bn in the four months to July, compared with R7,476bn for the same period last year.

In his Budget speech, Mr Owen Horwood, the then-Minister of Finance, said he would try to hold the increase to 11,7% above last year's level.

Total expenditure in the original Budget for the current year was estimated to be R24,946bn. This was increased to R25,356bn by additional expenditure approved by Parliament. This works out to an average of R2,113bn a month.

Mr Horwood said he would try to top confine the departments' monthly spending to one-twelfth of their annual budgets. In April, total spending was R2,45bn, R2,316bn in May, R2,054bn in June and R2,037bn in July.

While some departments had, in terms of the monthly average, under-spent at the end of July, others appeared to have spent a bigger-than-average amount of their budgets.

Co-operation, Foreign Affairs, Community Development and Minerals and Energy Affairs appear to be well within budget. But the Commission for Administration has spent three-quarters of its appropriation of R46m with eight months to go.

National Education has spent R420m of its total budget of R866m. Defence is about R100m over its average.

Industry and Commerce has spent R238m of an annual budget of R575m.

Others which appear to be over budget are Agriculture and Education and Training.

Some R267m appropriated for "improvement in conditions of service" — benefits for public servants — is as yet unspent.

With expenditure at R8,857bn and revenue at R5,928bn — very little changed from last year's collections — the deficit before borrowing, including repayments of past borrow-



Work on the first of 60, rope hoist-operated chain gates for the Vaal Dam has been completed. The multi-million-rand contract is being carried out by the Anglovaal subsidiary, Steelmetals.

ing, amounts to R2,929bn. This has been financed by the raising of R3,092bn.

Bonds issued by the Treasury have brought in R1,937bn, of which R1,48bn has been raised by the new and most popular bond — the 13% 2005. Some of this stock was raised by public tender, some by tapping stock into the bond market and

some by issues to the Public Investment Commissioners (PIC). In June the PIC took up stock to the value of R217m. It is believed the PIC will take up bonds approximately at the rate of R200m a month.

Treasury bills have brought in R1,418bn net.

Foreign loans and credits raised amount to R253m, while R110m has

been repaid. Mr Horwood budgeted to raise R425m abroad this year.

A breakdown of revenue is available only to the end of June. At that stage income from customs and excise was at R446m — slightly higher than at the same time last year.

Inland Revenue at R3,817bn was R484m ahead of 1983/84.

Public service still losing staff

250

E. Post

24/8/84

PRETORIA — The public service was still experiencing a drain of qualified personnel in spite of recent salary adjustments and other improved benefits, the Minister of Internal Affairs, Mr F W de Klerk, said yesterday.

Opening a public administration conference in Pretoria, Mr De Klerk said starting salaries in some sectors had been raised by up to 84%. For example, starting salaries for draughtsmen had been raised from R6 534 to R12 030 a year.

Increases had helped reduce the staff shortage in the public service from 20% in 1980 to 16% at present.

The increases had also helped ease an 85% staff shortage in some entry grades in 1980.

But there was a continuing loss of experienced people, who were often replaced by less qualified and less experienced personnel.

Data typists of all ranks were now being paid starting salaries of R4 230 a year. They had earned R2 502 before the increase. This was a rise of 69%.

He said top salaries for draughtsmen were up by 45%.

Mr De Klerk said the occupational differentiation programme for public servants was intended to make the public service a leader in the labour market to ensure an effective service —

Sapa

Who gets the real fat?

250



Which way will Barend du Plessis jump? The new Finance Minister has inherited a policy whereby Pretoria is committed to applying fringe benefits taxation equally to private-sector employees and public servants. But it is the public sector that represents government's traditional constituency, so precisely how that commitment will be met, if at all, is a highly politicised issue. Just ask Internal Affairs Minister F W de Klerk.

The signs are not propitious. Much as Pretoria decries what it sees as the proliferation of fringe benefits in the private sector, such perks appear to be firmly entrenched in the service contracts of civil servants. Some benefits are well known — such as cheap housing bonds. Others are less so — among them measures, mainly benefiting senior staffers, buried deep in the schedules of the Income Tax Act.

The draft Bill on fringe benefits taxation, now shelved until next year, bent over backwards not to upset the public servants. Government's own Commission of Inquiry expressed support for "the principle that all allowances and benefits enjoyed by employees and holders of offices in both the private and public sectors should be treated equally for income tax purposes." But then it went on to propose a Bill which, in a number of respects, as Assocom points out, "clearly discriminates in favour of employees in the public sector."

There is, in fact, good reason for regarding government employees — from Cabinet Ministers to Post Office clerks — as the major beneficiaries of the tax-free fringe benefit system. While perks are conferred selectively in the private sector, they are all-pervasive in the public sphere. And that includes the provincial services and the SA Transport Services (SATS).

The most intriguing sentence in a memorandum Assocom drew up on the draft Bill reads "Employees in the public sector already enjoy favoured taxation treatment by way of special provisions for pensions and gratuities, and Assocom strongly believes that these and other forms of discrimination in taxation should be removed."

The memorandum gave no details of the

The major beneficiaries of tax-free fringe benefits are not private-sector employees, but public servants. They enjoy subsidised housing, travel facilities, pension and gratuity tax exemptions, and cheap medical care. Yet it seems government intends protecting public-sector benefits while gouging maximum revenue from the private sector.

"favoured" treatment. However, although Assocom officials will not confirm this, it seems the sentence was included to put government on notice that any failure to treat public-sector and private-sector employees equally could well result in business probing every area of public-service privilege.

Certainly, when the FM dug into the recesses of the Income Tax Act, it became apparent that the public sector does, indeed, enjoy tax privileges — relating to



Internal Affairs' De Klerk ... civil servants are sensitive

pensions and gratuities — denied the private sector.

The Act grants privileges to members of pension funds established by Act of Parliament. There is the Parliamentary Service and Administrators' Pensions Act, and the Government Service Pension Act. Then, for the benefit of employees of local authorities or control boards, there are comparable measures.

The discrimination lies essentially in the taxation of lump-sum benefits. Those from public service funds are tax-free, while lump-sum payments from non-official funds are only partially so — with the amount determined by a set formula. In addition, the tax deductibility of member contributions to private funds is limited by law, while there is no limit on the official funds.

Control board pensions

Again, there is reason to believe that the establishment of a pension fund for the agricultural control boards (*Government Gazette 7947 of December 4 1981*) was specifically designed to bring existing control board pension funds within the ambit of the tax-free benefits.

In the case of gratuities, widely paid on retirement from the public service, section 10(r) of the Act declares as tax-free "any gratuity (other than a leave gratuity) received by or accrued to any person from public funds upon his retirement from any office or employment under the government, including the Railway administration and any provincial administration."

These benefits are of great value to retiring civil servants, particularly the more senior ones who have greater amounts stored in their pension funds. They are, in any terms, fringe benefits of public employment. Yet there was no suggestion in government's draft Bill that they should be either taxed or abolished.

Nor was there any suggestion whatsoever that benefits under the Parliamentary Service and Administrators' Pensions Act should be taxable as "fringe benefits."

Although parliamentarians do have to be members for eight years in order to benefit (and some lose their seats before they qualify), it can take only 15 years for a member to get a pension equal to his retirement salary. In fact, the Act has to make special provision to prevent anyone qualifying for a pension larger than his retiring

(250) Fm 24/8/84

salary. That, at least, is a small mercy
In addition, the Act makes provision for a special pension plus gratuity for a retiring Prime Minister, and special pensions, in addition to normal parliamentary ones, for Ministers, Deputy Ministers, the Speaker of the House, the Leader of the Opposition, provincial administrators, commissioners general, chairmen of committees, and chief whips

That, however, is at the top end of the public service scale Lower down, the benefits may not be as grand — but they do pervade the service The best known — and certainly most envied — is subsidised housing loans And there has been a tendency to keep on improving the terms

In October 1982, for instance, the public service made the cheap housing perk available to thousands more people by extending the scheme to unmarried officials It had previously only been available to those who were married Shortly afterwards (in April 1983) the size of available bonds was increased, and it is estimated that at least 200 000 people are now eligible for public-sector housing bonds.

Public servants can now obtain a bond of up to R50 000 from a building society at a subsidised 3%-4% interest rate, depending on salary level, with government paying the balance They may also borrow housing deposits directly from government.

Although the Commission for Administration says applicants who wish to borrow money for deposits are asked to provide some form of security, this is little more than a formality The loans are almost always granted. Little wonder that some 70% of house sales in Pretoria are to

civil servants and that Pretoria is the one area where house prices are holding up reasonably well

In its expressed intention of taxing housing benefits, Pretoria is treating the public service scheme with kid gloves Taxation will be phased in over seven years for schemes approved before March 31 this year — and it can hardly be a coincidence that the only schemes so approved are those of public and parastatal services, apart from a few run by financial institutions

Schemes approved after March 31 will not qualify for such phasing-in That means all schemes the private sector may currently be setting up to protect employees from steep bond rates

Medicine and travel

In addition, government says only bonds of 12% or less will be taxed, which sets the cut-off rate well below that of current rates Under the phasing-in regulation, civil servants will initially pay tax on 10%, or the difference between their bond rates and 12% — hardly an onerous imposition

Housing and pension tax benefits are not the only perks of public service On medical aid, for instance, the public service scheme is being improved to pay 100% on the tariff of fees, while the employers' contribution to the scheme has been increased from 175% to 200% Of course, in some areas of the civil service, such as the SADF and Police, medical treatment is free

Government's draft Bill also proposes special taxation treatment for allowances paid to "holders of public office" — another aspect which Assocom says is obviously de-

signed to benefit employees of the public sector.

Parliamentarians were also quick to protect their parliamentary housing privileges, as well as those of parliamentary officials, in terms of a draft provision for two or more residential units situated in different places to be valued as one unit. "An undue benefit," Assocom notes dryly, "that will be enjoyed particularly by public officials attending parliamentary sessions"

Government also provides widespread travel facilities for public servants — particularly on the railways, but also by air The proposal to exempt from taxation travel facilities provided by employers "engaged in the business of conveying passengers" is too innocent It comes, after all, from the owner of the country's major passenger-conveying businesses

Government started the fringe benefits witch-hunt seemingly out of hunger for additional sources of revenue and under the impression that the private sector was getting away with tax avoidance on a massive scale But the evidence suggests that tax-free benefits are nowhere nearly as pervasive — or, indeed, automatic — in the private sector as they are in the public sector, which is the largest employer in the country

So, if government intends to press ahead on fringe benefits taxation, it will have to stop looking for ways to exempt public-sector benefits That is, if revenue is the real issue If it does not do so, it can hardly expect the willing co-operation of businessmen as it continues taking from the private sector what it is unwilling to take from the ever-fattening bureaucracy

SA BIAS

The learning-growth curve

There's nothing like a recession to concentrate the mind So, at the very least, those companies which have lately seen profits plunging have been shaken out of complacency and compelled to increase productivity Weaknesses have been ruthlessly exposed, and managements forced to evaluate their own shortcomings

In this economic climate, few companies may have learned such lessons faster — or responded more effectively — than SA Bias.

Since 1982, when the company identified its vulnerability to recession because of its narrow product range, it has radically altered its profile From a family-run concern, mainly producing clothing accessories, SA Bias has become an aggressive mini-conglomerate with expanding interests in its traditional sector, as well as finance, packaging and wholesale consumer products

In fact, the new managerial style swept

Since 1982, SA Bias has vigorously pursued strategies which have enabled it to boost profitability in spite of the recession. It has weeded out loss-making components and aggressively expanded into new trading sectors where it has taken on the industry giants.

in as early as 1977 when Michael Newman took over as chairman following the death of company founder Sam Clapper At that time, SA Bias consisted mainly of the bias binding division, which manufactured clothing trimmings and accessories, and a small in-house confirming company, Merchant Shippers, which mainly financed the company's imports

Newman recognised that while demand for bias binding was cyclical and largely dependent on the vagaries of the clothing

industry, shipping finance was far less so — and had considerable growth potential.

Consequently, he set about expanding the shipping subsidiary An experienced shipping man, Christopher Seabrooke, was brought in to run Merchant Shippers. A larger proportion of group funds was allocated to Merchant, enabling the company to substantially increase its debtor base. By 1982, Merchant accounted for some 30% of group profits and has since become the second-largest contributor to group profits (see graph)

Seabrooke (32) credits Merchant's early success to a "market niche" strategy, which he explains as follows "We decided to specialise in the medium-sized client who wanted a quick, personal service that the big shipper did not provide."

Throughout 1983, attention was given to improving Merchant's spread of clients. "We had become too reliant on clothing companies," says Seabrooke. "Like the

Financial Editor

IF THE economy was to be restored to health the Government must cut its spending, even if this meant it had to retrench staff, the Governor of the Reserve Bank, Dr Gerhard de Kock, said today.

He told the bank's annual meeting in Pretoria that the Reserve Bank was following a tight money policy aimed at curbing inflation and improving the balance of payments in order to prepare the way for more rapid economic growth.

"If there is not enough fiscal policy in the overall policy 'mix', interest rates will have to shoulder too much of the burden and remain high for too long a period."

This would hurt among others "drought-stricken farmers, small businesses and those home-owners who do not enjoy the benefit of subsidised mortgage loans."

"I cannot over-emphasise the critical need for cutting back public-sector spending, whether by privatisation, the termination of certain services or even the retrenchment of less productive staff."

The central Government's total salary and wage bill had increased 30 percent between the first quarter of 1983 and the first quarter of 1984, he said.

De Kock said the Minister of Finance had undertaken to make a further statement on the position as soon as possible.

This was to be welcomed "as it is important for business concerns and the general public to be able to judge the impact of fiscal policy in the period ahead as accurately as possible."

He said the main instruments of monetary policy in use at present remained the market-orientated methods of public debt management, open-market operations, rediscount policy and intervention by the Reserve Bank in the foreign exchange market.

Worst of both

His message was a hard one. The country faced a difficult period of belt-tightening.

The authorities could not afford to bank on a falling dollar or a recovery in the gold price, but had to tackle the existing problems by pursuing an appropriately restrictive mix of monetary and fiscal policies.

In order for present policies to exert their full effect, the country in the short term had to be prepared to experience the worst of both worlds — a recessionary tendency in the economy, coupled with an accelerating rate of inflation.

Dr de Kock said present indications were that the real gross domestic product would show a rate of growth of roughly three percent this year.



Dr Gerhard de Kock... retrench staff if necessary.

Argus 28/8/84 250
Govt told: Cut spending or else

ROM 29/8/84 (250) (1/1)

'State job trims needed'

By PAUL BELL

IF State jobs have to be cut back, it will have to be done by a process of natural attrition, in terms of the Government's rationalisation programme, Dr Gerhard de Kock, Governor of the Reserve Bank, said last night.

He was commenting on his speech at the annual meeting of the bank yesterday, in which he referred to "retrenchment" as a possible option to cut public spending.

And he stressed the approach adopted by the SA Transport Services.

SATS has cut staff by about 40 000 to 239 000 in a two-year economy campaign and has almost wiped out a projected budget deficit for 83/84 of R634m.

Dr De Kock said private sector employment graphs reflected very clearly the state of the business sector. Public service graphs did not, but he was not suggesting

people be fired.

He said in his speech "I cannot over-emphasise the critical need for cutting back public sector spending, whether by privatisation, the termination of certain services or even the retrenchment of less productive staff."

The Minister of Finance was investigating these options and a statement would be made soon.

Last night, Dr de Kock said the important thing was to cut on Government spending.

The situation in which the Government's wage bill had risen 30% between June 1983 and June 1984, should not be repeated.

GERALD REILLY reports from Pretoria that the suggestion of possible retrenchments has caused a nervous tremor in the public service.

Salaries paid to Government workers according to the Minister of Internal Affairs, Mr F W de Klerk, amount to more than

R5 000 million a year — about 20% of Government spending.

The chairman of the Federation of SATS Trade Unions, Mr Jimmy Zurich, said yesterday "We have done it in the railways."

Mr Zurich said that despite staff cuts of 40 000 "the railways are still running and productivity has increased."

The cuts had saved the railways tens of millions of rands a year.

The president of the Public Servants' Association, Dr Colin Cameron, said raising productivity in the service was a major priority. An outside organisation would probably be called in soon to review productivity.

● The Minister of Internal Affairs, Mr F W de Klerk, last night denied reports that large-scale salary improvements were taking place in the civil service.

● See Business Day



Reserve Bank governor causes tremor

Call for Public Service job cut

Mercury Correspondent
PRETORIA—The suggestion that retrenchments in the Public Service could contribute to the 'critical need for cutting back on Government spending' has caused a nervous tremor among public servants

This and a supporting suggestion that certain Government services could be terminated were made by the Governor of the S A Reserve Bank, Dr Gerhard de Kock, at the annual meeting of the bank in Pretoria yesterday

And there are those in the trade union movement who claim that big staff cuts and big savings are possible in the service without risking a work pile-up

Salaries paid to Gov-

ernment workers from the Central Revenue Fund, according to the Minister of Internal Affairs, Mr F W de Klerk, amount to more than R5 000 million a year — about 20 percent of total Government expenditure

The chairman of the Federation of SATS trade unions, Mr Jimmy Zurich said yesterday 'We have done it in the railways. It's been Parkinson's Law in reverse and it has worked'

Tremendous

Mr Zurich said in the past two years the staff of the railways had been reduced by nearly 40 000, to about 239 000 — 'and the railways are still running and in fact, productivity has increased'

Staff who retired or

died were not replaced, and the extra workload was carried by a smaller and increasingly more productive staff. The personnel cuts Mr Zurich said, had saved the railways tens of millions of rands a year in salaries

'There is no doubt about it — we have a monster of a Public Service and the opportunities for staff cutting and getting through the same volume of work with fewer workers must be tremendous'

The president of the Public Servants' Association, Dr Colin Cameron, said raising productivity in the service was a major priority. This was reflected in the fact that an outside organisation would probably be called in soon to review productivity

Sapa reports that Mr de Klerk last night denied reports that large-scale salary improvements were taking place in the Public Service

In a statement issued in Pretoria, he pointed out that the entire amount being spent on the improvement of conditions of service for public servants and educationists during the current financial year merely represented 3 percent of the total personnel expenditure

Completed

He added that, as opposed to the normal pattern in the past, no provision had been made during the current financial year ending on March 31 next year, for a general salary ameliora-

tion for public servants

He said the specific occupational adjustments for chaplains, legal personnel and management personnel and the upgrading of the educational dispensation fell strictly within the framework of the occupational differentiation programme, which had to be completed out of necessity to obviate 'untenable market backlogs and disparities'

Mr de Klerk said he felt it was necessary to clarify the situation in the light of media reports which could leave the impression that large-scale salary adjustments were being made during the current financial year while the country was experiencing unfavourable economic circumstances

Details of new deal structure

C. Times 7/9/84

Political Correspondent

THE Minister of Internal Affairs, Mr F W de Klerk, yesterday made public details of how general and own affairs departments will be divided under the new dispensation.

The adjustments to the structure of various public service departments had originated from the need to implement the principle of self-determination over own affairs for whites, coloureds and Indians.

Whites will have five departments for the administration of their "own affairs" and coloureds and Indians will have four.

The groups will all have the following three "own affairs" departments: Education and Culture; Health Services and Welfare; and Budgetary and Auxiliary Services.

The fourth "own affairs" department for both coloureds and Indians will be Local Government, Housing and Agriculture.

The two additional "own affairs" departments for whites are Local Government, Housing and Works, and Agriculture and Water Supply.

These departments will fall under the ministers' councils of the three Houses of Parliament.

Mr De Klerk's statement indicated that there would be 25 departments of "general affairs" falling under the main or central cabinet.

He emphasized, however, that the number of departments would not necessarily be an indication of the number of ministers to be appointed.

The grouping or combining of departments within the ministries would be the prerogative of the new State President.

The following departments will fall under the main cabinet as "general affairs":

State President's Office, National Intelligence Service, Co-operation and Development, SA Transport Services, Transport, Constitutional Development and Planning, Foreign Affairs, Home Affairs (formerly Internal Affairs), SA Police, Posts and Telecommunications, Health and Welfare, National Education, SA Defence Force, Manpower, Industries and Commerce, Justice, Public Works and Land Affairs (formerly Community Development), Environmental Affairs, Agricultural Economics and Marketing (formerly Agriculture), Mineral and Energy Affairs, Education and Training, Finance, Office of the Auditor-General, Water Affairs, and Office of the Commission for Administration.

Discussion between Mr P W Botha and leaders of the majority parties in the House of Representatives and the House of Delegates on the composition of the Ministers' Councils for their Houses has already begun.

The Rev Allan Hendrickse of the Labour Party and Mr Amichand Rajbansi of the National People's Party have also consulted with Mr Botha on the State President's nominations for two additional MPs each in the House of Representatives and the House of Delegates.

and parastatal billion budgets

Govt reins in free spenders

750 ~~500~~ S-Times

9/9/84

By David Carte

AFTER ordering all State departments to cut their budgets by 7,5%, Minister of Finance Barend du Plessis will slam the brakes on free-spending parastatal organisations and the homelands.

Details of the 7,5% spending cuts in the next seven months — amounting to a staggering 12,9% annualised — will be announced in the next fortnight.

The cuts, which turn Owen Horwood's last Budget on its head, will be made to capital and current spending. Some State departments will have to lay off staff.

Discipline

In another move to restore financial discipline, the budgets of the National Housing Commission and the Atomic Energy Commission will be returned to the main Budget from which they were removed by Mr Horwood. It is possible Escom will also be brought into the main Budget.

Mr Horwood removed the parastatals to keep Budget totals down and flatter State spending trends. As a result, these organisations have not been answerable to Parliament and some have spent too freely.

Dr Joop de Loor, Director-General, Finance, told Business Times: "We must get these organisations back on the main Budget so that Budget totals reflect the true level of State spending. We also need checks and balances on these organisations."

Pressure

Jan Smith, the chairman of Escom, acknowledged that Escom was facing heat from the authorities about its heavy spending and that it faced pressure to cut expansion.

Mr Smith said. "It takes years to build a big power station, so we have to think long term. Every time there is a short-term downturn, people point at us and say we are overspending."

"Electricity demand has grown at 8,5% historically and in spite of huge expansion,

we have battled to keep capacity ahead of demand. Demand grew only 2,5% in 1982, 2,2% in 1983 and this year is expected to be up by 6,5%, so the pressure is on for us to slow down."

State priority committees are expected to ask Escom to reduce its growth projections to 5%, even if this means brown-outs during peak demand and slowing down black township electrification.

Such reductions could trim tens of millions from Escom's budgets and could depress growth in the construction, steel and engineering sectors.

Until recently, Escom and parastatals have been the only State spenders granting large amounts of work.

In the past, while government departments might have appeared to have been holding to real spending according to the main Budget the parastatals could carry on spending. Their spending was determined by their ability to borrow and to put up fees for their services.

Inflation

Huge spending by State corporations and soaring electricity, steel and other costs have been major sources of inflation.

Another reason why the parastatals are to be brought to heel is that they have been a major force in trebling South Africa's foreign debt to nearly R30-billion in recent years.

The Wim de Villiers Commission's report on Escom is expected to be released in about a fortnight. This could be a bombshell.

The government is negotiating to pay Transkei, Bophuthatswana, Venda and Ciskei (the TBVC countries) their grants on a project basis.

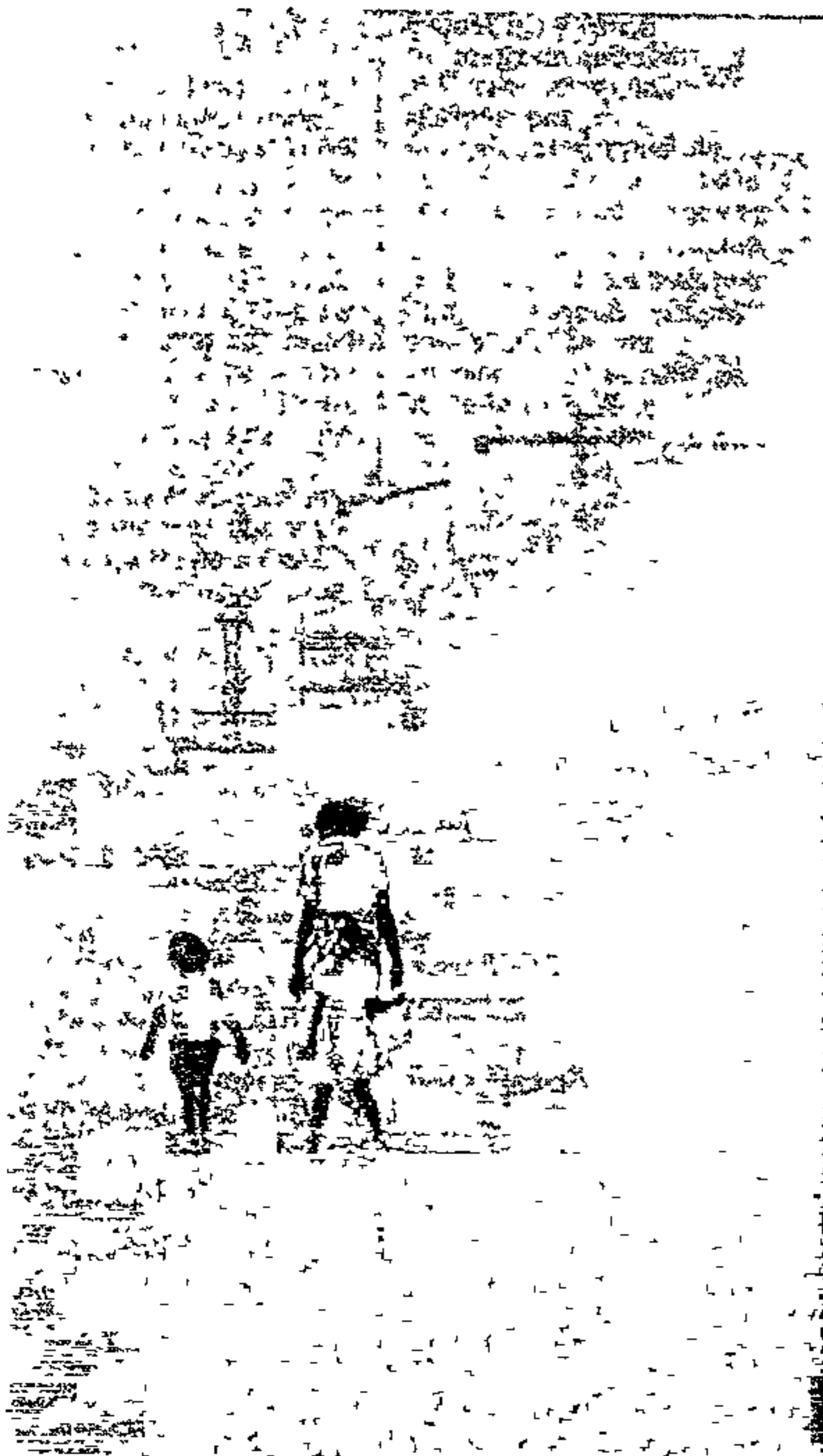
In the past, these former homelands received amounts running to more than R1 000-million a year. These hand-outs have been the major

source of income for the poverty-ridden former homelands. Only Bophuthatswana has significant other income.

Wasteful

The South African authorities are concerned about wasteful spending by former homelands, which have poured millions into government buildings, airports and other prestige projects.

To make sure money is not squandered on status symbols, says Dr de Loor, the SA Government is to negotiate sponsoring specific projects agreed on with the TBVC governments.



Costly Kosberg ... stricter control on the way for Escom spending

Salary rises for civil servants with law degrees

Argus Correspondent

PRETORIA — Public service staff with legal qualifications are to get salary adjustments ranging from about 10 to 21 percent

And at the same time the Public Servants Association is expected to pledge an ongoing fight to keep public service salaries at competitive levels

A spokesman for the Commission for Administration, which handles public service salary matters, today declined to confirm the extent of the salary adjustments for officials with legal degrees, such as a B Juris degree or an L Lb but other sources said they ranged from 10 to 21 percent, depending on a number of factors

The adjustments made in terms of the occupational differentiation programme introduced about three years ago, will be effective from June

The new salaries, and the back pay, could be reflected in October pay cheques, if administrative procedures are completed in time

Although the number of officials who will get the adjustments is not known, it will include legal advisors in all departments, state advocates and attorneys, public prosecutors and magistrates

Public service salaries are expected to be one of the major topics when the Public Servants Association meets for its annual congress in the Kruger National Park next week

Black groups

Delegates are expected to call on the Government to keep salaries in pace with private sector payments, and the cost of living. As such they are not expected to call for wide ranging general increases, but in-built mechanisms which will at least compensate them partially for the rising cost of living

Another important discussion at the conference is expected to be the question of the employment of officials from black groups

This matter has been raised a number of times over the years

August 12/19/84 (250)

Civil service worry about new jobs for coloured

Political Correspondent

UNEASE about the possible appointment of coloured people in the central public service in the new constitutional system has been expressed by the Public Servants' Association

Its chairman, Dr Colin Cameron, said in Pretoria that the association had asked the Government for guidelines so that it could know how to act in the interests of its members

The association was still awaiting an answer

The statement underlines the fear among Nationalist politicians that the Government may have to contend with hostility or obstruction among some white public servants in the new system

There is said to be widespread support for the Conservative Party among some public servants

Dr Cameron also said that the financial position of unskilled white workers in the lower salary categories had weakened to the point where they were involved in a struggle to survive

These people had to compete with coloured people

Matters may come to a head at the association's biannual congress next week

Department of Agriculture re-
the following prices in cents re-
in bulk transactions for produce
on the Johannesburg Produce
market yesterday

FRUITS - (Pockets) N Tvl Class 1
280 to 350 medium 280 to 350
180 to 230 OFS Class 1 large 300
medium 300 to 320 small 160 to
Class 2 large 250 to 300 medium
to 280 small 130 to 150

VEGETABLES - Green Beans (Pock-
400 to 1 000 (Boxes) 200 to 300
(crates) 500 to 1 800 (Pock
100 to 300 Cabbages (crates) 600 to
(Bags) 60 to 300 Carrots (crates)
to 2 000 (Pockets) 60 to 300 Cu-
(pockets) 100 to 200 (Cartons)
to 1 800 Cauliflower (Crates) Good
800 to 1 400 (½ crates) 400 to
Gem Squash (pockets) 100 to 250
Squash (sugar bags) Under
demand good 800 to 1 700
(crates) 400 to 600 Onions
Over supplied. Class 2 large
to 200 medium 300 to 370 small
120 Lowest class 50 to 300 pick
100 to 200 Pumpkins (sugar bags)
1 000 (Bags) 1 200 to 1 500 Sweet
(sugar bags) 500 to 850 To-
(boxes) Grade 1 ripe 500 to 600,
500 to 800 green 500 to 650
2 ripe 450 to 600 halfripe 400 to
green 250 to 450 Grade 3 200 to

APPLES (cartons) Starking
1 900 to 1 750 class 2 700 to
Golden Delicious class 1 2 000 to
Class 2 900 to 1 500 Granny
class 1 800 to 1 450 class 2, 700
1 100 Avocados (trays) Good de-
Class 1 500 to 850 class 2, 220
500 Grape Fruit Under supplied.
600 to 650 Grapes (double
Poor demand (Israel) class 3
to 2 500 Lemons (cartons) Under
demand good, 500 Nartjes
layers) 120 to 700 (Single
150 to 250 Oranges (pockets)
to 300 Papaws (boxes) Good de-
250 to 700 Pineapples Queens
boxes) 250 to 600 Pears (cartons)
demand Large class 1 1 500 to
small class 2, 600 to 1 000 Bana
(boxes) 1 020 to 1 040 Strawberries
80 to 180

Whale census will go ahead

CAPE TOWN — Scientists and conservationists have overcome a threat to the annual census of the endangered Southern Right whale

The census, part of the Sea Fisheries Research Institute's whale research programme, will go ahead this year despite a Government decision to halt research on whales

The institute's decision to end the programme in April this year endangered the census project and all South African whale research, which provides information vital to international research on the sea mammals

Branches of the Wildlife Society of Southern Africa have raised R1 600 to aid the census as funds from the Sea Fisheries Research Institute are no longer available.

The scrapping of the whale research programme was criticised as "bad science" and a blow to marine nature conservation that would damage South Africa's international conservation image

AIRCRAFT TO BE USED

Dr Peter Best, who has gained international respect for his research on whales, was made redundant when the programme was stopped

He has now been employed by the University of Pretoria's Mammal Research Institute and will carry out the census

It will start later this month and continue in October, using an aircraft and helicopter, and is being paid for largely by the South African Scientific Committee on Antarctic Research

The latest edition of African Wildlife says the Wildlife Society, which strongly condemned the scrapping of the research project, decided that the conservation-oriented exercise deserved support from the private sector

Part of the R1 600 the society collected will go towards the publication of a catalogue of Southern Right whales, individually identified by their markings — Sapa

Pay rise 20%
for Govt
lawyers
Swa 12/9/84

Pretoria Correspondent

Public service staff with legal qualifications are to get salary increases ranging from about 10 percent to 21 percent

The Public Servants' Association (PSA) is expected to promise to fight to keep public service salaries competitive

A spokesman for the Commission for Administration, which handles public service salary matters, today declined to confirm the extent of the salary adjustments but other sources said the increases will be effective from June

Public service salaries are expected to be among the major topics when the PSA meets for its annual congress next week in the Kruger National Park

Delegates will call on the Government to keep salaries in line with private sector payments and the cost of living

Another important discussion at the conference is expected to cover the employment of officials from black groups

There are signs that the PSA is demanding that the Government spell out its intentions

the solution

The Star

Classified 633-2600

the skin of his back.
Speaking from his
hospital bed George said
had decided to take
short cut home this
the open veld when
turning from a walk
Saturday evening
"While I was wait-
along a path in the veld
spotted a man coming
wards me. When he
about 10 m away
stopped and produced
long object which re-
bled a piece of metal."
ing."
As the man made
attempt to confront
speak to George,
thought nothing of
matter and carried
walking.
As he approached,
man suddenly raised
object and pointed it
him.
"I heard a shot and
medately felt a
sensation in the left
of my chest. I col-

**Building offenders
will be 'ticked'**

The chief magistrate of
Roodepoort has approved
the new fines. Some of
these are
● Fines of R100 for the
following offences run-
ous and dangerous build-
ings or excavations, un-
safe swimming pool,
building without ap-
proved plan or revised

By Terry Friend,
West Rand Bureau

and is monitoring the
nation in South Africa
closely, said Mr Molo-
ka, the NUM's assistant
general secretary.
He said the union had
also received messages
of support from the Brit-
ish National Union of
Mineworkers, headed by
Mr Arthur Scargill, and
from the Liberty Young
Socialists

**Lashing
report to
be probed**

CAPE TOWN — Allega-
tions in court this week
that a Sea Point girl had
been lashed and subject-
ed to solitary confine-
ment at youth reforma-
tories in the Peninsula
will be investigated im-
mediately

But, according to
sources close to the
chamber, a meeting of its
executive on Monday
might resolved not to
budget
The NUM has been
holding a ballot on the
eight gold mines, where
the union has agreements
with the chamber. Seven
of them are owned by

Pay draws staff to public service

By GORDON KLING

A SWING towards employment in the public service at the expense of private enterprise is gaining momentum which is not expected to subside with an upturn in the economy

Personnel consultants and senior officials at the Commission for Administration, which is responsible for employment in the public service, agree that remuneration packages attached to state and quasi-state occupations have improved considerably when measured against private firms.

"I'm amazed at how the amount companies are paying has fallen behind the inflation rate," said Mr Henry Legue, a consultant at Employment Services. "There was a time when people wouldn't touch the public service, but it's now becoming a much more attractive proposition

Public sector gain

"I think it is quite possible that the public sector will gain from private sector employers. Maybe one has to wait before this hits home fully, because people are just trying to hold on to their

jobs in the recession rather than looking for better things."

Mr Legue did not see the private sector being in a position to close the gap until the economy began to improve — and even then it might not be easy.

"I don't see the recession ending quickly and I don't see us getting completely back to the way things were a few years ago. The good old days are probably gone forever."

Statistics on the new shift in employment patterns are not yet available, but there is little doubt that it is becoming more pronounced

Private employers maintain that this will further impair productivity at considerable expense to the economy

The director of recruitment at the Commission for Administration, Mr Martin Raath, yesterday said the most recent studies available indicated that there was still a gap in pay between state and private employers in some areas, but overall there had been a considerable improvement

The position was constantly being monitored

and action taken where necessary

"We've been losing typists, for example. The latest survey has shown that we aren't paying them enough, so we'll have to take a look at it"

Mr Raath agreed that employment in the public service was becoming more attractive — with the obvious results

He doubted, however, that it would be possible accurately to compare conditions of service because there were more than 700 positions in the public service

It was possible that pay and other starting conditions might look particularly good in a certain position, for example, but the first increase might come only after four years

"The housing benefits we can offer are proving very popular, there is no doubt about it, but then the banks and insurance companies have similar schemes"

Counter-balancing the housing perks to some extent were extensive car subsidies offered by companies

These, however, are due to be phased out over the next two tax years in terms of the perks tax proposals

More take-home pay

An account manager at Admark Recruitment Advertising, Miss Roz Isaac, found there was a "great scare over the taxing of housing benefits" but now that this had been put into abeyance it was once again proving very attractive to go for what might be a slightly lower salary in the knowledge that an employee would end up with more take-home pay. There also appeared to be pronounced benefits in pensionable allowances being offered in the public sector

"It's a very interesting situation," said Mr Mike Beaumont, a director of the Key Recruitment Group

"At one time the package was higher in commerce and industry, but now it could be the other way around. There has definitely been a swing"

Give us fair pay State staff

By Sue Leeman,
Pretoria Bureau

13/9/84

Public servants will not ask for an across-the-board salary increase for next year but will expect the Government to maintain the momentum of market-related salary adjustments according to occupation group.

The chairman of the Public Servants Association, Dr Colin Cameron, told a Press conference in Pretoria this week that the PSA was not unsympathetic to the Government's financial problems.

But market-related salary adjustments were a prerequisite if the Government hoped to build an effective public service.

It was vital that the best brainpower and expertise available be drawn into the public service.

The days of the public service being used as the training centre for the private sector or the haven of mediocrity were past, he said.

Dr Cameron lashed out at critics who said public servants were enjoying excessively high salaries and benefits and said that the PSA would take a strong stand against such allegations at its annual general meeting next week.

Dr Cameron said public servants were still waiting for a clear reply from the Government on its future policy regarding public servants' service benefits.

"There is considerable disquiet among our members about this matter and clear guidelines must be given. The PSA has been waiting for years for an answer," he said.

Public service puts out the milk

250
S. Times
16/9/84

THE fat public service, which is giving taxpayers indigestion, is becoming obese.

Last year's referendum mandate secured by the Nationalist Government to implement the new constitution has opened up a host of job opportunities in the public service.

New departments have been set up — like the Department for the Administration of White Own Affairs — and that means more jobs.

Although the Commission for Administration says most posts in new departments will be filled through transferring employees from existing departments, it is dangling carrots at the private sector.

Bilingual

The White Own Affairs department has its own director-general who was transferred within the service, but there are lesser positions that have to be filled from outside government ranks.

White Own Affairs is advertising for a public relations officer — starting on R24 231 — and is looking for a senior liaison officer on a slightly lower salary.

Both positions are aimed at bilingual people with a bachelor's degree and suitable experience. Candidates for the public relations post "must be willing" to do duty in Cape Town when the new Parliament is in session.

An administration officer is also being sought for the Council of Ministers Secretariat to draw up minutes, agendas and memorandums. This post will also mean

spending time beneath Table Mountain.

Other positions advertised by White Own Affairs are for a senior security assistant, a typist and a security assistant. These posts are on the same salary level, starting at R9 648 a year, with a 12% pensionable allowance.

The lucky typist will have to do six months' duty in Cape Town and will pocket an allowance of R10 a day when Parliament is sitting.

What about Own Affairs for coloured and Indians? Will they also need liaison and administrative staff to get the constitution going?

Subsidies

The Commission for Administration says there are vacancies in the public service for matriculants and young graduates. It also says some vacancies have been frozen.

If you're looking for a job, it may be worth making a phone call or filling in an application form. Your country may need you.

Don't be put off by the Public Service Commission's assurance that it won't be looking for pay increases in the next year. State housing subsidies alone will make up for that.

This year, public servants have done very nicely out of a job differentiation programme.

At a time when working for the government is attractive, perhaps the public service's motto should change from "The Public Service where YOU count" to "The Public Service where YOU count — your money".

Some departments off target, but ...

ROOM 18/9/84 (250)

Govt spending nears budget

By HAROLD FRIDJHON

IN spite of total Government spending being bent into line with budgeted monthly targets, some departments have "overspent" by about R800m in the first five months of the fiscal year.

During June, July and August, total outlays by the Exchequer have been below the monthly average of R2,113bn, which was the target set by the former Minister of Finance, Mr Owen Horwood.

For the period April to August, the State spent R10,95bn, compared with R10,565bn which would have been the average for the five months, and with R9,084bn spent during the first five months of the last fiscal year.

This means that so far this year spending has deviated by 3,6% against the average, but it is 20,5% higher than it was in the fiscal year 1983/84.

When he introduced his Budget in March, Mr Horwood said he hoped that the current year's Budget would be only 15,4% above the previous year's figure.

But while one hopes that total expenditure will at least continue to run at the consistent and relatively low rate, the signs point to the contrary.

At this stage of the fiscal year

many departments have over-run the five-twelfths proportion of their budgets by about R800m, while others are underspent to the tune of about R430m.

In addition, the Budget contains a provision of R267m for "improvements of conditions of service", which has yet to be drawn upon and which, presumably, is further for increases in public service pay and allowances which will come into force in October.

What gives grounds for concern is whether the departments which have over-spent in the first five months of the current year will be able to bring their spending into line by March 31, 1985.

On the other hand, those departments which are currently showing an underspent position, might accelerate their outlays as the year advances to catch up with their budgets.

If the "overspent" departments cannot cut back and if the spending of the "underspent" departments quickens, there is a grave danger of the Budget over-running its inflated total of R25,357bn.

It looks as if the new Minister of Finance, Mr Barend du Plessis, will have his work cut out to trim the current Budget with almost half the year already run.

Some of the departments whose spending is running ahead of budget are Finance R307m, National Education R128m, Defence R110m, Agriculture R95m, Constitutional Development R50m and Industries and Commerce R38m.

Among those which are "underspent" are

Co-operation and Development R230m, Foreign Affairs R80m, Community Development R64m and Transport R50m.

So far Government expenditure is being financed in a non-inflationary way.

With expenditure at R10,95bn, revenue is running at a rate of R8,554bn for the five months. This leaves a deficit of R2,396bn.

The Treasury has been able to raise R2,737bn by the issue of marketable stock, as well as by foreign loans and non-marketable securities.

During August, R361m was raised by the issue of the 13% 2005 RSA bonds.

As there was no public issue and as the Reserve Bank tapped no stock into the market, it seems as if this bonds were issued to the Public Investment Commissioners.

Details of revenue collected are available only to the end of July. These show that customs duty for the four months amounted to R463m, compared with just under R300m for the same period of the previous year.

This suggests that imports were running at a higher rate than the state of the economy would have warranted.

GST brought in R1,688bn in the first four months of the current year, compared with R1,219bn for the same period of the previous year.

GST was raised by one percentage point to 7% early in March.

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CRITICAL SUPPORT

Future taxpayers mortgaged as borrowings pay for spending spree

Govt up to the ears in debt

250 S. Times
16/9/84

FOR the first time since 1947, the Government is having to borrow from future taxpayers to fund its short-term spending commitments.

It is set to borrow R2 000-million to fund current spending this year after a R1 050-million shortfall in 1983

This means the Government has been spending money it doesn't have merely to keep the public service running. These overruns have been added to the State's long-term debt and will have to be funded by taxpayers in the future

Splurge

Before the recent splurge, the only time in the past 50 years when short-term spending exceeded income was in 1947 — and then the figure was £1-million

Economists warn that the present state of affairs is "most unhealthy" and indicative of a "slide to socialism"

They distinguish sharply between current spending on salaries, wages and consumables and investment spending on roads, railways, harbours, hospitals and buildings

All government debt, until last year, was for investment spending. Surpluses on current income, or Government saving, have traditionally

By Alec Hogg

helped to reduce borrowing for investment

Critics say the Government's borrowing to fund current spending is akin to a company's raising long-term capital to pay for growing losses

As Sanlam's chairman, Fred du Plessis, puts it "Any company which handled its affairs the way the Government has over the past two years would have gone bust a long time ago. They have been talking financial discipline, but have done the opposite"

The Director-General of Finance, Joop de Loor, appeared to be referring to the shortfall of current income when he said the State was "technically insolvent"

A stockbroker said yesterday "The only way out is either to hack Government spending or raise taxes. We are now among the highest-taxed people in the world, so there is no alternative"

The Governor of the Reserve Bank, Gerhard de Kock, is equally worried

In an uncharacteristic at-

tack on past fiscal measures, he said in his governor's address "I cannot overemphasise the critical need for cutting back public-sector spending, whether by privatisation, the termination of certain services or even the retrenchment of less-productive staff"

Dr De Kock admitted that Government overspending was the major force behind the recent mini-boom, the direct cause of the pain now being experienced. He warned "Unless adequately restrained it poses the threat of a vicious circle of inflation and currency depreciation from which the country may be unable to extricate itself for years to come"

Inflationary

Another amazing statistic is that the State is now consuming nearly 30% of everything produced by the economy

Its current spending this year is running at an annualised 28,8% of gross domestic product. In 1973, the State consumed only 16,5% of all goods and services produced in SA

Such net dissaving by the Government is highly inflationary. It also reduces the

GOVERNMENT SPENDING SPOTLIGHTED

	Current spending (Rm)	% of GDP	Fixed Investment (Rm)	% of GDP	Total saving† (Rm)
1974	4 029	16.5	1 949	8.0	934
1975	5 157	19.8	2 645	9.6	1 180
1976	6 318	20.5	3 209	10.4	417
1977	7 165	21.0	3 001	8.8	508
1978	8 073	20.4	2 912	7.3	905
1979	9 372	19.8	3 361	7.1	1 130
1980	11 542	18.8	3 909	6.4	2 423
1981	14 394	20.6	5 003	7.2	1 373
1982	18 131	23.1	5 852	7.4	15
1983	21 481	24.4	5 926	6.7	-1 050
1984*	27 280	28.8	5 645	6.0	-2 000

† Amount of current income available to finance capital expenditure
* Estimates based on latest available annualised figures

Source: SA Reserve Bank Bulletin

productive private sector's cut of the economy, holding serious implications for long-term growth

A major reason for the recent sharp rise in current spending was the 30% increase in the public service salary bill. But the trend started many years ago

Productive

In 1960, the Government's current spending accounted for 13,1% of gross domestic product. This rose to 14,9% in 1965, 16,9% in 1970 and has nearly doubled since then

The current spending figures reinforce warnings that the Government's financial position has reached crisis

point. More than the proposed 7,5% spending cuts are needed by the end of this financial year — otherwise taxes will have to be raised again

Another problem is that wasteful current spending has been allowed to get out of hand while productive fixed investment has been reduced progressively

Central Government spending on fixed investment has fallen from 8% of gross domestic product in 1973 to 6% this year. This trend brings into question the ability of a State-produced infrastructure to serve the growing needs of the economy in future

RBM 20/9/84 (250)

State spending purge 'has saved R650m'

By **CHRIS FREIMOND**
Political Correspondent

PARLIAMENT. — Austerity measures by Government departments had succeeded in reducing what was at one stage expected to be a R2,45bn overspending by the State to about R1,8bn, the Minister of Finance, Mr Barend du Plessis, announced in Parliament yesterday.

Speaking in an emergency debate on the state of the economy, Mr Du Plessis said certainty regarding total Government spending and the financing of that spending ought now to contribute to greater stability in "economic variables and expectations".

Mr Du Plessis said that after in-depth discussions at the end of July, between the monetary and fiscal authorities on the deteriorating domestic situation and the sluggish recovery overseas, the Reserve Bank took steps early in August to meet the difficult situation as far as monetary policy was concerned.

The measures, such as adjustments in interest rates and control of the money supply, had already produced promising results although it was inevitable that sacrifices had to be made in certain sectors of the economy.

A similar exercise to that by the monetary authorities had been undertaken by the fiscal authorities to control the tendency to overspend by the public sector.

The exercise was now complete and details could be disclosed because taxpayers had the fullest right to know what the present economic and Government expenditure position of the country was.

When the exercise to prune expenditure was started, more than four months of the current fiscal year had elapsed. Cuts that could be made were therefore all the more vital in as much as they applied mainly to the second half of the fiscal year.

Following a Cabinet directive, the Director-General of Finance, Dr Joop de Loor, told the heads of State departments and other institutions financed by the Budget that the economic and fiscal position was serious and they were requested to make appreciable



BAREND DU PLESSIS... State overspending cut to R1,8bn.

cuts in spending for the rest of the year "within in their own range of priorities", Mr Du Plessis said.

There were simultaneous special measures on the revenue side to speed up the issuing of assessments and collection of outstanding amounts. These measures were bearing good fruits and would result in revenue in excess of that budgeted for in March.

Certain exceptional factors for which acceptably accurate provision could not be made in the main Budget, nor even in the Supplementary Budget, meant that Government expenditure this year had risen above budgeted levels.

"This process began in April and there were soon indications that the additional expenditure could reach as much as R2,45bn if not arrested timeously.

"Examples of this are additional drought relief, further food subsidies, the return where now practicable of certain expendi-

ture which had been excluded from the main Budget, namely the so-called excess commitment authority in respect of the SA Defence Force, as well as indeterminate expenditures arising from the substantially higher levels of interest rates, particularly the increase in the cost of servicing the public debt and housing subsidies," Mr Du Plessis said.

The co-operation of all State departments had succeeded in preventing nearly R650-million of the expected over-expenditure "inevitably with sacrifice of services and service levels".

"It is now expected that the Additional Budget can be held to about R1,8bn, excluding discounts on the sale of Government stock.

"This is still a high figure, but one that is inevitable under present circumstances when regard is had to the programmes and services involved and to the exceptional factors referred to," he said.

Mr Du Plessis said the Government expected revenue to be about R1,5bn above the Budget figure. This was mainly due to the July increase in GST, the higher rand earnings of the gold mines which formed the basis of their tax liability, and accelerated tax collections by Inland Revenue.

"The gross additional expenditure therefore amounts to R2,18bn comprising the supplementary R380m by Parliament and the estimated additional expenditure of R1,8bn already referred to.

"Taking into account the anticipated increase in revenue of R1,5bn total net additional financing requirement amounts to R680m.

"The result of all this is that the deficit before borrowing for the full fiscal year will now rise from just below some R3bn to R3,6bn. That is from about 3% of the expected gross domestic product to some 3,6%," Mr Du Plessis said.

The additional financing requirement could be accommodated comfortably by the local capital market.

The Government's activities in the local capital market during the rest of the current financial year would therefore be limited to the conversion of stock amounting to R350m which matured during this period, plus sales of new stock of approximately R400m, he said.

PUBLIC SERVICE PAY

It's better than you think

250

What a row government is stirring up through its misguided desire to impose fringe benefits taxation on the private sector. It can hardly have anticipated what it was letting itself in for. A spotlight has been turned inadvertently onto the extraordinary privileges, high manning levels and disguised remuneration of public servants.

Taking into account their total remuneration packages — perks, pensions and protections — public servants can be seen to be considerably better-paid than most people have ever realised. They are certainly given enormous protection by their generous perks from the vicious fiscal drag that pushes other employees into ever higher tax brackets, thus eroding real incomes.

In these circumstances, it is hardly surprising that the Commission for Administration has clamped secrecy over individual salary levels — never mind total packages. Its argument is that privacy should protect public-service remuneration in exactly the same way as it does the salaries of private-sector employees. But this begs questioning — for, after all, it is the taxpayer who funds such lucrative jobs.

Furthermore, it is an open secret that over the last three years — since the system of "occupational differentiation" was introduced — public-service remuneration has increased substantially. Colin Cameron, president of the Public Servants' Association, has put it this way: "Thanks to the realistic jobs differentiation plan, the service is in a position to take its rightful place in the open market."

Official secrecy

We might be forgiven for wondering how a public service can take any place in an open market. It is there to provide certain services and basic administration. It is not there to run the economy or compete with the productive sector.

Because official secrecy makes individual remuneration packages difficult to determine, to a degree investigators have to rely on rumours — and on the boasting of individual public servants. For example, one middle-ranked attorney employed by the Department of Justice in Cape Town has been heard to claim that although his salary is around R48 000 a year his "real" remuneration package is in the order of R105 000.

True or false? A Commission for Administration spokesman says he doesn't see how it can be, but given the level of subsidisation and fringe benefits available to public servants it is possible that the claim is accurate.

The heavily-subsidised housing scheme of the public service (analysed in the FM on August 24) can itself be worth many

How high are public service remuneration "packages"? Official secrecy makes it impossible to say. But when the acknowledged salary improvements — in all 60 categories of government's occupational differentiation programme — are added to known fringe benefits and legislative concessions, it is possible to get a glimpse of public service bounty.

thousands a year. And if the subsidy is to remain entirely untaxed, this means an effective subsidy of thousands more. Indeed, in the example analysed in the accompanying table, the true subsidy is greater than the interest payable on the bond.

In addition, all public servants receive a "service bonus" equivalent to one month's salary paid on the payday closest to the employee's birthday. "We learnt the 13th cheque habit from the private sector," comments a Commission for Administration spokesman, as if that mattered.

Where pensions are concerned public

servants are at a stunning advantage — even when the generous special funds created by statute for MPs, Ministers and other high-ranking officials are ignored, and only the Government Service Pension Fund is taken into account. Public servants pay between 6% (females) and 8% (males) of their pensionable income into the fund. Government recruiting literature adds that "government, as employer, contributes a considerably larger amount to the fund."

Indeed it does. Some sources put the figure at 23% of each individual's pensionable emoluments although the Commission for Administration admits to only "around 20%".

Even at 20% the contribution seems unreasonably high. Any private employer attempting to pay above 10% could find himself in continual hassles with the Receiver and would risk having deductions above that level disallowed for tax purposes. Indeed proviso (ii) of Section 11(l) of the Income Tax Act states that the Receiver may disallow any contribution above 10% of an employee's "approved remuneration" if it appears to him to be excessive or unjustifiable in relation to the value of the



PUBLIC BOUNTY		
<p>A MIDDLE RANKING PUBLIC SERVICE PENSION BENEFIT</p> <p>Service: 35 years Final Salary: R30 000 a year Pension Annuity: R1620 90 a month* Tax Free Gratuity: R70 560 * Private funds only R30 000 would be tax free</p> <p>Possible Leave Gratuity: R15 123 (if applicable)</p> <p>Source: Commission For Administration * Annuity is increased periodically to keep up with prevailing economic conditions</p> <p>Estimated Saving on Gratuity: R15 000 — R20 000 True (Taxed) Value Of Gratuity: R85 000 — R90 000</p>	BOND at 20%	R60 000
	ANNUAL INTEREST	R10 000
	SUBSIDY at 16%	R8 000
	PAID BY PUBLIC SERVANT 4%	R2 000
	PROBABLE TAX SAVING ON SUBSIDY (assuming 35% rate)	R2 800
TRUE SUBSIDY (includes tax saving)		R10 800
WHAT THE PUBLIC SECTOR BONDS CAN BE WORTH		

services rendered by the employee.

Silke on SA Income Tax (10th edition) comments "The Commissioner (of Revenue) must allow as a deduction only so much of the contribution as appears to him to be reasonable, but not less than an amount equal to 10%."

The Old Mutual Income Tax Guide agrees "A claim for a deduction of more than 10% may be partly disallowed by the local Receiver of Revenue who may disallow the portion that exceeds 10%."

Government as a non-taxpayer, has no problems with the Receiver — and no difficulty in paying contributions well in excess of those prevailing in the private sector. This could have been partially justified when public-service salaries were low. But it suggests that the pensions that currently-serving officials will receive will be considerably higher than those available to their private-sector colleagues — given the fact that public-sector salaries have risen considerably.

By any standard the high government pension contribution is a perk of no mean order. It could even be considered a disguised portion of salary. The *FM* (August 24) has already considered the considerable advantages public servants receive through tax-free gratuities not available to private-sector employees (see accompanying pension benefits table). But it is not only in gratuities that public servants can benefit from tax concessions. Government's way of handling reimbursive allowances, via a special legislative provision, is wide open to abuse and could be used to increase public-sector remuneration through tax-free allowances.

The private sector also uses reimbursive allowances — which are meant to compensate employees for expenses incurred in the company's service. But these allowances are strictly controlled through Section 8(1) of the Income Tax Act, which declares that any part of the allowance not actually spent by the recipient for the purpose for which it was granted will be deemed part of his taxable income. In other words the private-sector employee had better be able to prove to the Receiver that he spent the money in the manner intended.

Special category

Not so the public servant. Section 29 of the Act places him in a special category — a privileged one which includes "the holder of any office of profit under the Republic."

This section privileges the public servant by way of exception. It does indeed require the inclusion in his taxable income of payment made by way of allowance — except payment made to meet expenditure incurred by such a person in connection with his official duties.

Silke interprets the matter this way "It follows from S 29 that payments made to meet the expenditure incurred by the persons referred to in the section in connection with their official duties must be wholly ex-

THIS IS EVALUATION?

It appears that when measures to improve public-sector performance are at issue, the one hand of the Commission for Administration does not know what the other is doing. The *FM*'s inquiries into the progress of the National Productivity Institute's (NPI) reported probe into public-service performance were this week greeted by answers ranging from "there is no such project" to "there is such a project but no one is authorised to speak about it" to "there may eventually be such a project."

Only the chairman of the commission, Johan de Beer, was eventually able to sort out the confusion — which seems to have been caused by a full-scale row over original press reports that the NPI had been commissioned to investigate public-service productivity.

After the *FM* had been categorically and officially told by a commission spokesman that the NPI project did not exist — and, by Gert Geysler, NPI director of industries, that it did exist but that the co-ordinating body that would be authorised to make statements had not yet been set up — De Beer cleared up the confusion.

Originally, he said, the commission made a low-profile approach to the NPI to ask if it could assist in a few evaluations of management effectiveness. "Not," stressed De Beer, "into ordinary job performances," which the commission was itself well equipped to evaluate.

Press leaks resulted around the probe, which had not progressed beyond the stage of initial discussions. It was described as being into the functioning of the entire public service — with hints about the possibility of wholesale sackings.

As a result of the leaks, the next round of discussions with the NPI was conducted "at a fairly high level," De Beer says that, as yet, "there is nothing concrete — no deal has been done and no project has been set up."

Discussions revolve round evaluating the effectiveness of certain tiers of management, where NPI and commission expertise might complement each other. It is, De Beer adds, an area in which there are no textbooks and any project would have to be designed from scratch.

cluded from their taxable incomes and that the Receiver is not entitled to invoke S 8(1) in regard to the allowances received by them."

It is, of course, quite possible that all such allowances paid to public servants are expended strictly as intended. But certainly — and by way of special statutory provision at that — government places far more

trust in the public service and its employees than it is prepared to place in the private sector.

The system is open to abuse both by individuals, and because it enables the public service to pay disguised increments.

The Commission for Administration itself, while agreeing that the public service has become more competitive in remuneration terms with the private sector, feels it is still a little behind. A spokesman for the commission quotes a special remuneration index (base year 1970) that came out of a continuing study. It shows that on indexed terms public-sector remuneration is at 99 while the private sector has reached 123.

But, unfortunately, the commission is not prepared to make the full index or the study on which it is based available to public scrutiny. So there is no way of telling what value, if any, has been given to public-service perks or what the effect of low black wages and fairly low national service payments may have had on the figures.

Equity issue

Public servants constantly argue for equity with the private sector when bargaining for higher salaries and wages and point to staff shortages to support their argument. The fact is that equity doesn't come into the matter. It does not determine earning differentials in the private sector. That is done mostly by supply and demand.

Staff shortages, which are supposed to indicate the absence of "equity" in government employment, are a bureaucratic creation. All Pretoria has to do is cut the public service complement and reduce its activities, and no staff shortage exists. Similarly, to create a shortage it has simply to increase the official complement.

If, on the other hand, the public service was declining in numbers employed and in the number of posts available, an increase in public service earnings would be another matter. But that is not the case. Roughly half of the total workforce is employed either directly or indirectly by Pretoria. And that is manifestly economically wasteful.

Of course, to some degree the question of equity does intrude. But not in the way that public servants think. In a society with pretensions towards democracy, it is totally inequitable that an elite class of bureaucrats can exist specifically protected from certain taxes and from fiscal drag.

It happens in Soviet Russia. They have special shops and imported luxuries reserved for the privileged few, too. Is that the next logical step here?

Broadly speaking, the louder public servants complain about their earnings the more resources can be said to be moving from the public to the more efficient private sector. That usually means greater happiness for a greater number. So when the public service is defensive over pay, we would guess the reverse is true.

Gary van Staden,
Political Reporter

The need to divide certain State departments into "own" and "general" sections to fit in with the new constitutional deal may be the reason why pro-Government civil servants have become involved in a "tea club spy network"

Allegations that the "tea club spy" service existed in certain State departments were first raised by *Die Afrikaaner*, mouthpiece of the Herstigte Nasionale Party, and have caused a major rumpus in conservative political circles

The accuracy of the claims was later supported by a morning newspaper, which quoted high-ranking sources in the civil service as saying there "could be some truth in the allegations"

Right-wing civil servants have complained that they are the targets of political spies, especially in those departments which are affected by terms of

'Tea club spies' cause a rumpus on the right

250 Stan 22/9/84

the new constitution

The Conservative Party has advised its members to contact the party if they become victims of the "tea club spies"

The leader of the HNP, Mr Jaap Marais, said yesterday that some departments — education, health and social services, among others — were being broken up into two sections, one for "own" affairs and another for "general" affairs. In terms of the new constitution the coloured and Indian people must assume control of those services which affect their respective communities

"To determine the views of

civil servants in these departments, they are being spied on by their colleagues," Mr Marais said

"Those who oppose the Government are being shifted into the 'own' affairs section while the supporters go to the 'general' section. The latter have also been told to expect the appointment of a coloured or Indian as a full Minister," Mr Marais added

At the moment the two "non-whites" in Mr P W Botha's Cabinet do not have portfolios

Mr Marais said the statement by Mr Martin Raath, a spokesman on the Commission for Ad-

ministration, that "civil servants have to be loyal to the Government of the day" was not surprising

"The first loyalty of civil servants is to the State — not the Government — but P W Botha obviously thinks along the same lines as old King Louis IV of France. Louis once said 'I am the State' and Mr Botha is the State President," Mr Marais added

Dr Frans van Staden, the Conservative Party spokesman on administration, said Mr Raath's claim that public servant loyalty belonged to the Government could have "come out of the mouth of the KGB"

He added that the CP believed all civil servants owed a loyalty to South Africa, not to a particular political party and its policies

"Has Mr Raath — and have other senior officials, using their position and power to intimidate CP members — ever considered what their positions would be like once the Nats lose power?" Mr van Staden said

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Taxpayers face bill for a fatter public service

By Angus Macmillan

THE new constitution means a fatter and costlier public service for taxpayers to support.

With one hand it rationalises the State machine and with the other it creates more jobs and increases consumption expenditure.

The 130 new members of the Houses of Representatives and Delegates, whose salaries will add about R7-million to the salary bill, will be backed up by Own Affairs departments.

There is also a Department for the Administration of White Own Affairs which has been recruiting in the press for administrative staff.

Ministers without portfolio, Allan Hendrickse and Amichand Rajbansi, will draw Cabinet Minister salaries of R78 000 a year and members of the three Ministers' Councils will receive more than the R48 000 that ordinary members of Parlia-

ment gross

Then there are alterations and extensions to Parliamentary buildings to increase office space, houses and housing subsidies, cars and low interest loans to be considered.

On the credit side, the new constitution unites Co-operation and Development and Education and Training under one roof. That reduces the number of government departments by one.

In the year to June, the Government's wage bill rose by 30% due to its job differentiation programme which has yet to be completed. The teachers will soon be receiving their increases — adding another R700-million a year to the State's salary bill of more than R5 000-million.

Public servants themselves are angry about the "fat cat" image they have in the private sector, according to Public Servants Association (PSA) president, Colin

Cameron.

Dr Cameron says "Market-related packages are vitally necessary for public servants to ensure efficient state administration in the interest of the country as a whole — and therefore also the private sector."

The PSA will not make salary demands on the Government in 1985 but it aims to keep the gap between public and private sector pay as small as possible and not forfeit the gains it has made.

Figures from Central Statistical Services in Pretoria show that the salary bill for central Government workers — including SADF, prisons and police personnel — was 29,5% higher for the first quarter of this year, than in the January to March period last year.

With the new constitution creating more jobs, the first quarter's R852-million bill will be considerably higher in the last quarter.

Shopping centre plan

THE re-development of the New Doornfontein/Ellis Park area will be taken a step further with the award of a contract for a new shopping centre containing about 25 shops, banks, building societies, a fast food outlet and a restaurant.

The complex, to be named the Ellis Park Shopping Centre, will be built by Murray and Roberts Buildings (Tvl)

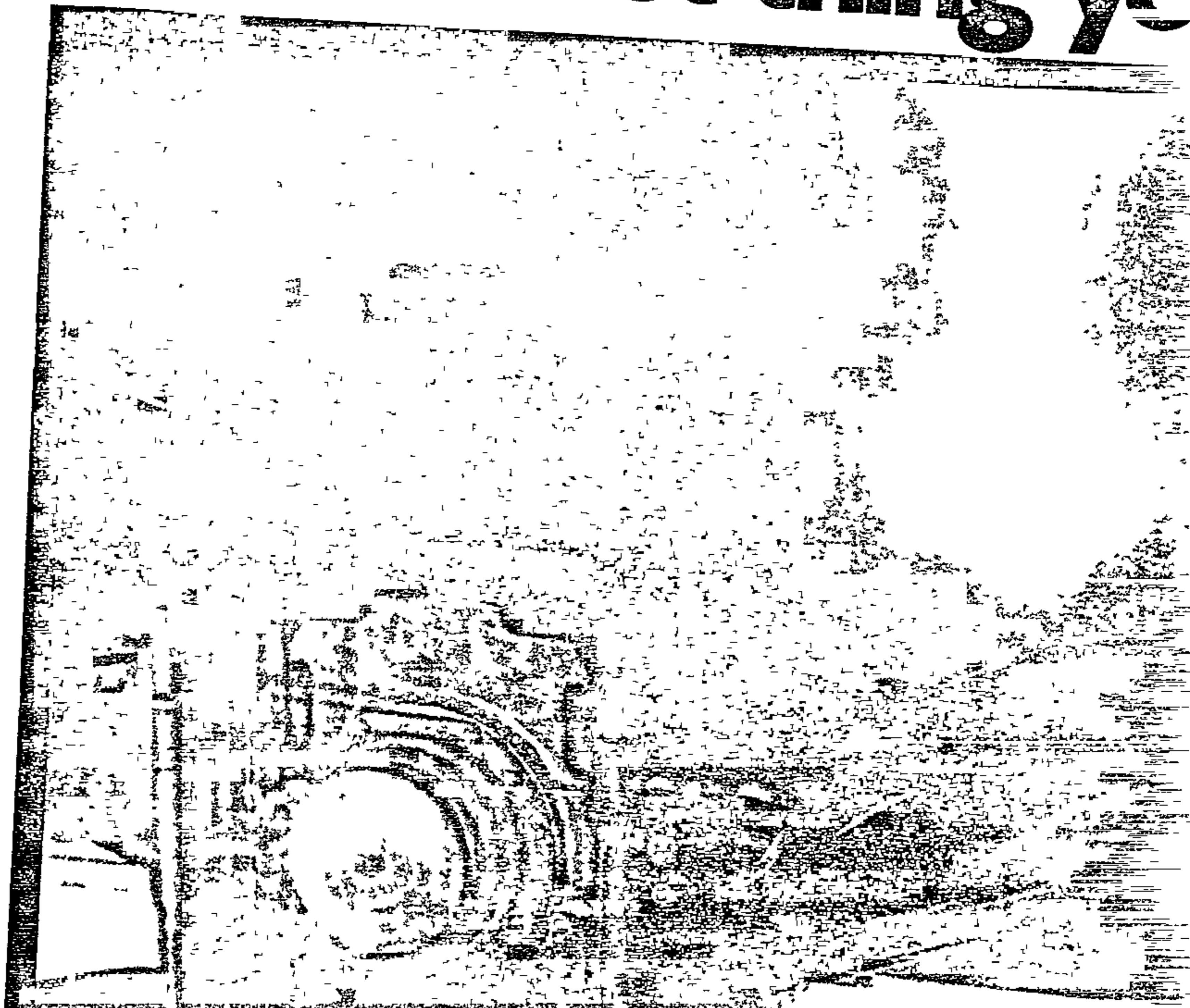
By Kerry Clarke

AN unhappy timeshare buyer has responded to a comment by a timeshare developer in last week's Business Times that he has not heard of anyone losing money after buying into a timeshare scheme.

"I think I'm going to lose," says Umhlanga Sands buyer Ted Kaplan.

Mr Kaplan bought two weeks during a peak period at the resort for R11 000. These two weeks fell within the Transvaal school holidays when he bought. Now holiday periods have been changed and Mr Kaplan's weeks

Rolling 50 tonnes The last thing ye



Fewer civil servants get housing aid

(250)

(250)

24/9/84
aid D. Dipetch

PRETORIA — Only some eight per cent of central government officials at present receive housing subsidies and state officials constitute a shrinking percentage of those with housing loans

The figure has dropped from nine per cent in 1977 to five per cent in 1983, according to an editorial in the latest edition of Die Staatsamptenaar

The magazine said more and more voices were being raised against housing subsidies and more specifically against those of civil servants, with the claim being that this was the cause of the high cost of houses

Die Staatsamptenaar said it had investigated the matter and come up with the following facts

- Subsidies were limited to the first R50 000 of a bond
- The average price of a residential erf in the metropolitan area was R50 000

● Officials only received their subsidies once they had built and were living in their houses

● The value of such subsidies formed only about three per cent of the total remuneration package

● A comparison of house and erf prices in Pretoria, where state officials made up a considerable portion of the population, with those in Johannesburg showed little or no difference

● The increase over the past three years in prices of erven and houses along the coast from Cape Town to Durban, exceeded the increase in the metropolitan areas — subsidy or not

It added that it would be a sad day when employers were prevented from helping their employees become homeowners. Such help provided them with a roof over their heads in old age — SAPA

Civil servants 'uneasy' about blacks in govt

250

E. Post

~~250~~

24/9/84

PLANS to appoint blacks to senior positions in the public service may yet run into organised opposition from white officials

According to Beeld, the president of the Public Servants' Association, Dr Colin Cameron, has said that white public servants are "distinctly uneasy" about the possible appointment of people of colour to the central public service under the new constitutional dispensation

Some time ago, said Dr Cameron, the PSA asked the Government for guidelines so that people would know where they stood and the association would know how to act in the light of its



Nadere
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members' interests. However, no formal, concrete answer had yet been received

The association was sharply slapped down by Die Vaderland. The days of labour apartheid, it said, were over, in the public service as elsewhere. Merit and not colour would have to be the criterion

The association's attitude was all the more disturbing because the public service ought to know at

least as well as the Government did that in future people of colour would have to be as much a part of the public service as of the country's Government

The Nationalist Government had always treated the public service well — too well, according to some critics. It would be counted as ingratitude, even disloyalty, if in this important matter officials tried to put a spoke in the wheel of the new dispensation

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Public service

25/9/84
'ingratitude'

- Timis
criticized

250

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**James
McClurg**
reviews the
Afrikaans Press

Public Servant defends housing subsidies

750

28/9/84

Staff Reporter
AN EDITORIAL in the latest issue of the Public Servant, official magazine of the 50 000-strong Association of Public Servants, hits out at the "increasing number of housing subsidies, particularly those of public servants"

It was apparent that public servants' subsidies were not the cause of high house prices, it said. Several facts were quoted to back this up.

Only eight percent of state employees received housing subsidies. The value of these subsidies formed "only about three percent" of the state's total remuneration of its employees. The proportion of public servants who were bondholders was only five percent last year, and this figure had been declining over the years.

Subsidies

House prices along the coast from Durban to Cape Town had risen even more than had those in metropolitan areas. There was little or no difference between house prices in Pretoria and Johannesburg, yet far more public servants lived in Pretoria. Subsidies were limited to only the first R50 000 of a mortgage bond, and the average price of bare plots in the metropolitan areas was "about R50 000". Public servants could only get a subsidy if they lived in a completed home.

High material, labour and service costs, as well as the scarcity of plots, were the cause of rising house prices, the editorial said. "It will be a sad day if employers are forced to stop helping their employees to become homeowners, thus ensuring that they have a roof over their heads in their old age".

Home ownership, the only security the salary- and wage-earner had in an inflationary world, would in the long term save the treasury millions in institutional care, it said.

Quarter's salaries top R2 bn

Public service wage bill soaring

250

~~scribble~~

Star

2/10/84

By Sue Leeman,
Pretoria Bureau

Salaries for the nearly 900 000 public servants in central government as well as provincial and local authorities topped the R2 billion mark for the second quarter of this year alone, according to figures compiled by Central Statistical Services.

And figures released yesterday show that the public service has been growing steadily since last June, when its establishment was closer to 870 000 and the salary bill a more moderate R1,6 million

The Government has been systematically increasing public service salaries according to occupation group in an attempt to halt the drift of public servants to the private sector

Grown by 50 percent

But, in spite of ups and downs, the size of the civil service is estimated to have grown by almost 50 percent over the past six or seven years

According to CSS figures, central government now employs more than 394 000 people, 153 000 of whom are white and earned a total of R576 million in the second quarter of this year

Black employees of central government number about 152 000 but they earned only R196 million in the same period

Provincial administrations employ about 264 000 people with the Transvaal employing most — 116 000

A total of 235 000 people is employed by local authorities

In addition, more than 30 000 people are employed by various statutory bodies including the CSIR, the Hotel Board, regional Performing Arts Councils and the State Library

Mercury 4/10/84 (280)

Pay bonanza is over for State workers

Mercury Correspondent

PRETORIA—The huge increases in Government workers' earnings over the past 18 months virtually rule out further salary hikes until 1986, according to Pretoria sources.

The increase have contributed significantly to the State's worsening financial plight.

Figures released here this week by Central Statistical Services show that during the second quarter of this year Government workers' earnings increased by an astonishing 33.48 percent to nearly R1 000 million

compared with the same quarter last year

The figures highlight what economists have claimed were the 'extravagant rises' given over a wide front in the Public Service. It could be accepted, it was stated, there would be no 'normal' routine increases at the start of the new financial year next April.

The figures also show a steady increase in the number employed by the Government — virtually the only sector in the economy showing worker growth.

Massive

Part of the reason for this is the expanded staff needed as administrative back-up for the increase in the number of mem-

bers of Parliament — 85 in the House of Representatives and 45 in the House of Delegates.

Central Statistical Services figures show that Government workers' earnings increased during the April-June quarter this year by a massive R243 457 000 compared with the same quarter last year to R970 581 000.

For the year to the end of June this year, too, the number of Government workers increased by 21 808 to 394 110 — 153 000 of them white.

The 264 102 provincial government workers, too, got steep rises during the past 12 months.

Their payout for the second quarter this year increased by 23.18 percent to R641 424 000 compared with the same quarter the year before.

Taxpayer

Based on the second quarter figures this year the Government total salary bill for the financial year will exceed R4 000 million, and the bill for provincial workers will rise to more than R2 500 million.

This means that if the Government were to give the 660 000 provincial and Government workers a 10 percent increase next year it would cost the taxpayer at least R700 million.

And there is no way the Government could find this kind of money, it was stated.

It was pointed out, too, that from December the average 25 percent increases granted to teachers will cost the Government and the provinces — and the taxpayer — R56 million a month.

And in April next year teachers will be given back pay for October and November — a concession wrung from the Government after the uproar which followed the announcement the rises would only date from December.

Increases for the 30 000 workers in the parastatal organisations also rose sharply by more than 30 percent to R101 478 000 when the March-June period this year is compared with the same period last year.

Long wait for payment

African Affairs Correspondent

THE Association for Rural Advancement says it takes up to eight years for blacks to be granted full title for land offered in compensation for land lost through the Government's policy of relocation.

In its latest fact sheet, Afra cites the example of Mr Cornelius Ndlovu, who owned land at Roosboom, and who has been waiting eight years for title to his compensatory land at Qinisa near Ezakheni.

The organisation says it has not encountered any other landowner in his position who has been granted full title.

It quotes the Department of Co-operation and Development as saying that documents relating to Mr Ndlovu's land at Qinisa would be lodged in the Deeds Office 'at some time', but no specific date could be mentioned because there was a shortage of staff in both the Deeds Office and the office of the State Attorney.

They were all working on a backlog, according to the department.

Afra says the situation is 'worse than absurd'.

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Kingsburgh sewerage project under fire

Mercury Reporter

AN ANGRY Kingsburgh ratepayer has attacked the borough's R3 400 000 sewerage expansion project which is expected to more than double annual tariffs.

Mr Ray Thompson of Illovo Glen said yesterday a number of old people in the town had been disappointed by the borough's plans which made connection to the sewerage system compulsory.

Court order over sale of house

Court Reporter

A KLOOF man who allegedly bought a house for R116 000 in May this year, and took possession of it on June 1, has been ordered to show cause to a Durban judge why he should not take the necessary steps to have the property transferred into his name.

Mr Justice Wilson issued a *rule nisi* yesterday, returnable on October 10.

WOM 4/10/84 (250)

Govt workers face long wait for rises

By GERALD REILLY
Pretoria Bureau

THE huge increases in Government workers' earnings over the past 18 months virtually rule out further salary hikes until 1986, according to Pretoria sources.

The increases have contributed to the State's worsening financial plight

Figures released in Pretoria this week by Central Statistical Services show that during the second quarter of this year Central Government workers' earnings increased by an astonishing 33,48% to nearly R1 000-million compared with the same quarter last year

The figures highlight what economists have claimed were the extravagant rises given over a wide front in the public service. It could be accepted, it was stated, there would be no "normal" routine increases at the start of the new financial year next April.

The figures also show a steady increase in the number employed by the

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The 264 102 provincial workers, too, got steep rises during the past 12 months. Their payout for the second quarter this year increased by 23,18% to R641 424 000 compared with the same quarter in 1983

Based on the second quarter figures this year the Central Government total

salary bill for the financial year will exceed R4 000 million, and the bill for provincial workers will rise to more than R2 500 million.

This means that if the Government were to give the 660 000 provincial and Central Government workers a 10% increase next year it would cost the taxpayer at least R700-million.

It was pointed out, too, that from December the average 25% increases granted to teachers will cost the Government and the provinces and the taxpayer R56 million a month.

And in April next year teachers will be given back pay for October and November — a concession wrung from the Government after the uproar which followed the announcement the rises would only date from December

Increases for the 30 000 workers in the parastatal organisations also rose sharply by more than 30% to R101 478 000 when the March-June period this year is compared with the same period last year

K079 12/10/84 (250)

Freeze on nursing posts

THE Department of Health and Welfare is to freeze all vacant posts as part of measures to curb spending in the public sector

Senior staff in the department have been asked to volunteer to work an additional 30 minutes daily to achieve higher productivity

Top management of the public sector, including provincial secretaries, were called to a meeting on August 3 and told an average saving of at least 7,5% on the total budget for 1984/85 had to be achieved, according to the latest issue of Nursing News, organ of the South African Nursing Association (SANA)

However, conditions of service would not be affected at this stage, Miss O H Mull-

er, deputy director of the SANA, is quoted as saying

It was unlikely, though, that there would be general salary increases next year

Training posts would not be frozen because of the importance of nursing education as an "essential investment for the future", Miss Muller said

The department would try to save 10% on running costs such as telephone calls and travelling costs

A spokesman for the Transvaal Department of Hospital Services said every hospital had a savings committee to plan cuts in expenses and make staff aware of savings

At this stage existing posts

which became vacant would not be frozen, but where new posts were created, they would only be filled with the permission of the executive committee

In Natal, nursing posts would not be frozen because of a shortage. New posts which had been budgeted for would be created but not filled

Savings would be made by cutting back on equipment and overseas trips and by avoiding overtime as far as possible

All posts except training posts would be frozen in the Cape and in the Free State. Motivations would have to be submitted before posts could be filled - Sapa

THE RISING TENSIONS BETWEEN AFRIKANER BUSINESS AND THE STATE BUREAUCRACY

How civil servants try to keep the body warm

WHILE Afrikaner businessmen and intellectuals have been reconstructing the ideological foundations of the social order, state officialdom has remained essentially unreconstructed.

Officials refuse to relinquish the core tenet in state ideology — the state's essential control over markets. This commitment has survived the Soweto disorders and the death of Biko, it has survived the ideological discourses surrounding the Wiehahn and Riekert commissions, and it has survived the apparent coming together of business and political leaders at the Carlton Centre in Johannesburg and at Cape Town's Good Hope Centre.

Adherence has not simply lingered in the rural backwaters or at the bottom-most parts of the bureaucracy. The importance of politics and the subordination of the economic realm remain central to ideological thinking at all levels within the state.

Officials describe their functions in formal and in-service terms — "to bring the employer and labourer together" (Labour Bureau, Johannesburg), to place people in employment and to correlate the demand and supply (LB, Krugersdorp), "the main purpose is to supply labour according to the demand" (Central Transvaal Administration Board).

Overshadowed

But the formal responses are nearly always overshadowed by a constant attention to maintaining 'control'.

"True," one labour official observed, "we bring the employer and employee together, but influx control is just as important. It is our job to see that blacks coming to the urban areas are on an organised basis, to see that blacks won't flow to an area where there aren't facilities" (LB, Carletonville).

Few officials, whether simple operatives at the bottom or policymakers at the top, can imagine life in the absence of control.

● "If you allow everybody to come in without the necessary documents, you will have a flooding." (East Rand Administration Board)

● "You'll have them in the bushes around Cape Town. We are a developing country and with the political situation around us, if everything is abolished, the whole of South Africa would be overrun by the blacks.

"Then it would be impossible out of the chaos to maintain an economically sound basis" (Western Cape AB)

● "The influx from the rural areas into the urban areas, as elsewhere in the world, will be controlled. If you don't do that, you will create social problems that we will not be able to handle" (Manpower Commission)

The enduring commitment to control translates into streams of thought that are difficult to reconcile



□ ENFORCING PASS LAWS . . . halting the flow

with the new ideology first, officials evidence almost no sympathy or understanding of market principles, and second, officials envision a growing, rather than diminished, role for the state in the regulation of economic life, particularly over the movements of black labour.

Labour officials who have been tutored in an administered system find it very difficult to comprehend the market. In the absence of state administration, one official remarked quizzically, "the employer would have to get his own labour; he would not end up with the best type of employee."

As for the employee, "there is no control over there; you will have uncontrolled entry of blacks" (Port Natal AB). A process that would certainly seem dear and appropriate to adherents of free enterprise, in official eyes, appears unseemly.

● "(Without) an inducement for an employer or an employee to abide by legislation for registered employment, there would be no canalisation whatsoever; with the result that you would have undesirable social circumstances. People would flock in by the thousands. Employers would hire and fire them. There would be squatting conditions and crime."

● "(If the labour bureaus were abolished), how would you regulate the employee? You throw the whole labour market open to whomever wanted to work wherever. What are you going to have then? It would be chaotic."

One official finally asked, "Isn't supply and demand the same as influx control?"

In any event, officials argue, blacks are in many respects unprepared for market arrangements. When they cannot find jobs in the city they do not return home.

"Even with these new penalties and the high unemployment they are streaming in to the urban areas

They have a different mentality. You can't always understand these people."

That mentality apparently includes a continued attachment to traditional culture, "even in the industrial situation", and a certain market impracticality compared with the white man: "These people just get on the train and they create the problem, like we have at Crossroads."

"A majority of the blacks, the unskilled labourers, has not yet learned to think for himself, that there is no sense going to a place where there is no job."

The lack of understanding of labour markets leads blacks, almost inexorably, to the labour bureaucracy. "It is in their culture," one official observed, "They want somebody to lead them in a direction."

Expect us

With respect to the labour market, the "blacks need help".

"They are so used to the system now," one official observed, "they expect us to find a job for them."

The ideological discourse outside the state takes as axiomatic the diminished role of the state. Within the bureaucracy, at every level, the opposite is the case.

In these offices there is a very strong belief that markets bring a corresponding increase in state efforts to regulate them. Politics, consequently, continues to subordinate economics.

This theme is propagated right from the top. A principal adviser to the Minister of Co-operation and Development, member of legislative drafting committees, and formerly a chief commissioner, speaks eloquently of the process.

"Hopefully it (expanding markets) should bring less (state regulation), but I know as a fact that it will bring more. How can you avoid that, because there are bound to be employ-

ers who will take the chance? They will find a loophole somewhere. You fill the loophole and that means another regulation."

He joins this general observation with a range of specific recommendations suggestive of an overarching state structure:

"What I would like to see is a system in this country whereby the faulting employees, as well as the faulting employers, are tried in the same form, simultaneously and punished in that same form."

"We should have new courts — labour control tribunals."

With regard to labour supplies, he noted, "there is a flaw, a weakness in our system" of distribution. "If we could have a reservoir at a strategic point, then we could insist that nobody take a shortcut."

For officials at lower levels of the labour bureaucracy, the state role is simply a common sense extension of their generalised commitment to control.

"Personally," a Kempton Park labour bureau official observed, "I think control will be more needed. You will have more people looking for work so you will need a proper system to canalise people so that you can maintain proper health conditions."

Presumption

A Klerksdorp official underlined the presumption with a simple definitiveness: "There should always be control."

"Control is a very good thing. Without control, we don't have much of a chance of surviving — not just in South Africa but all over the world . . . Maybe less regulation, but control must always be there."

The conclusion presupposes an expanded role for the bureaucracy itself. "Because these are the people who are handling the labour, who have the experience with the labour," an official at Carletonville observed, "they must have more to say in the flow of labour."

Across a broad range of administration boards there is a feeling that growing industrialisation and urbanisation, even with recent 'reforms', would bring more labour bureaus, more inspectors, and more state regulation.

While officials at the policy-making level will not easily relinquish control over the market, they are anxious to put a different face on the process. "The influx control side is still there," one official observed.

Control based on availability of employment and housing, the chairman of the Manpower Commission concluded, was "more morally defensible; also more economically defensible."

The economic adviser to the then Prime Minister generalised the problem and the government's intent: "The idea of managing the economy through indirect means still is hard to sell."

argus 13/10/84 (250)

1,3-m work for State bodies

Altogether 1 314 254 people, equal to 26,6 percent of the country's economically active population, work directly or indirectly for the Government, an analysis of figures issued by Central Statistical Services shows

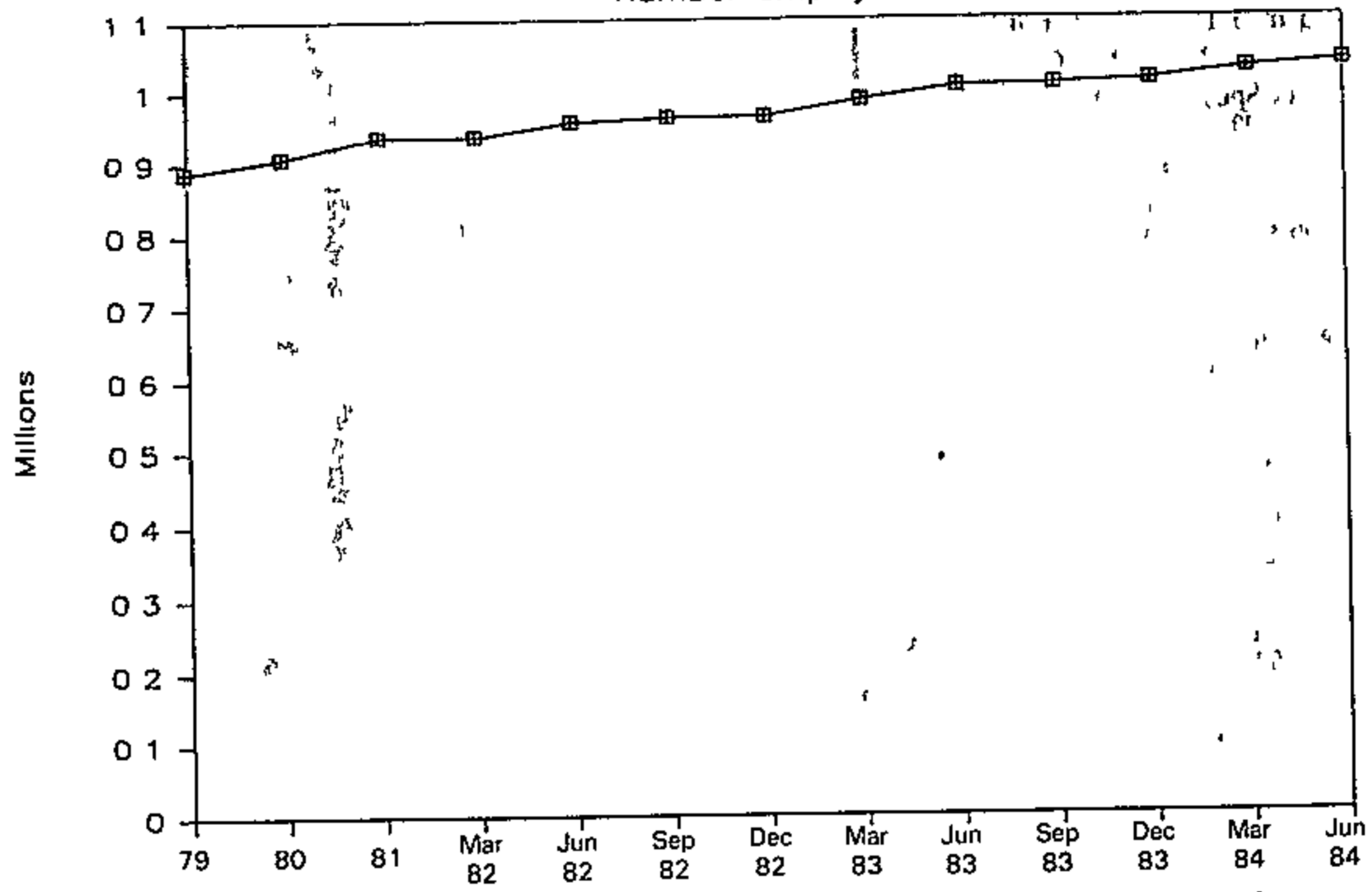
At December last year the central Government employed 377 218 people, the Provincial Administrations 259 626, the local administrations 234 800, sundry statutory bodies 30 203 and the national states 108 721

In addition 241 692 people were employed by South African Transport Services and 62 000 by Escom

Whites working for government or semi-government bodies at the end of December totalled 485 502, equal to 35,2 percent of all whites economically employed in the country

PUBLIC SERVANTS

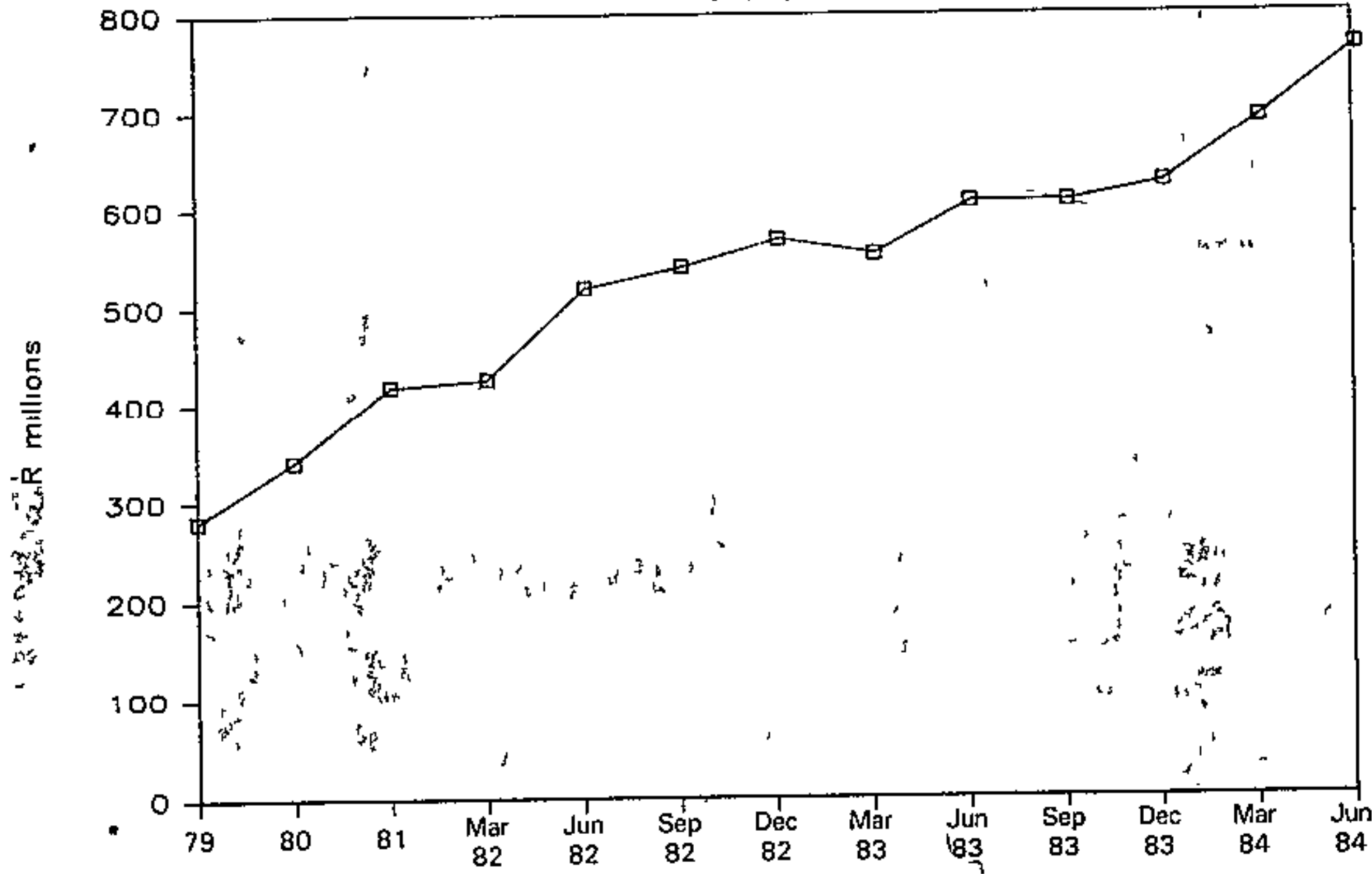
Number employed



Graph shows that the number of people employed by the central government, provincial and local authorities, sundry statutory bodies and national states grew almost 17 percent between 1979 and June 1984 from 884 230 to 1 033 774.

PUBLIC SERVANTS

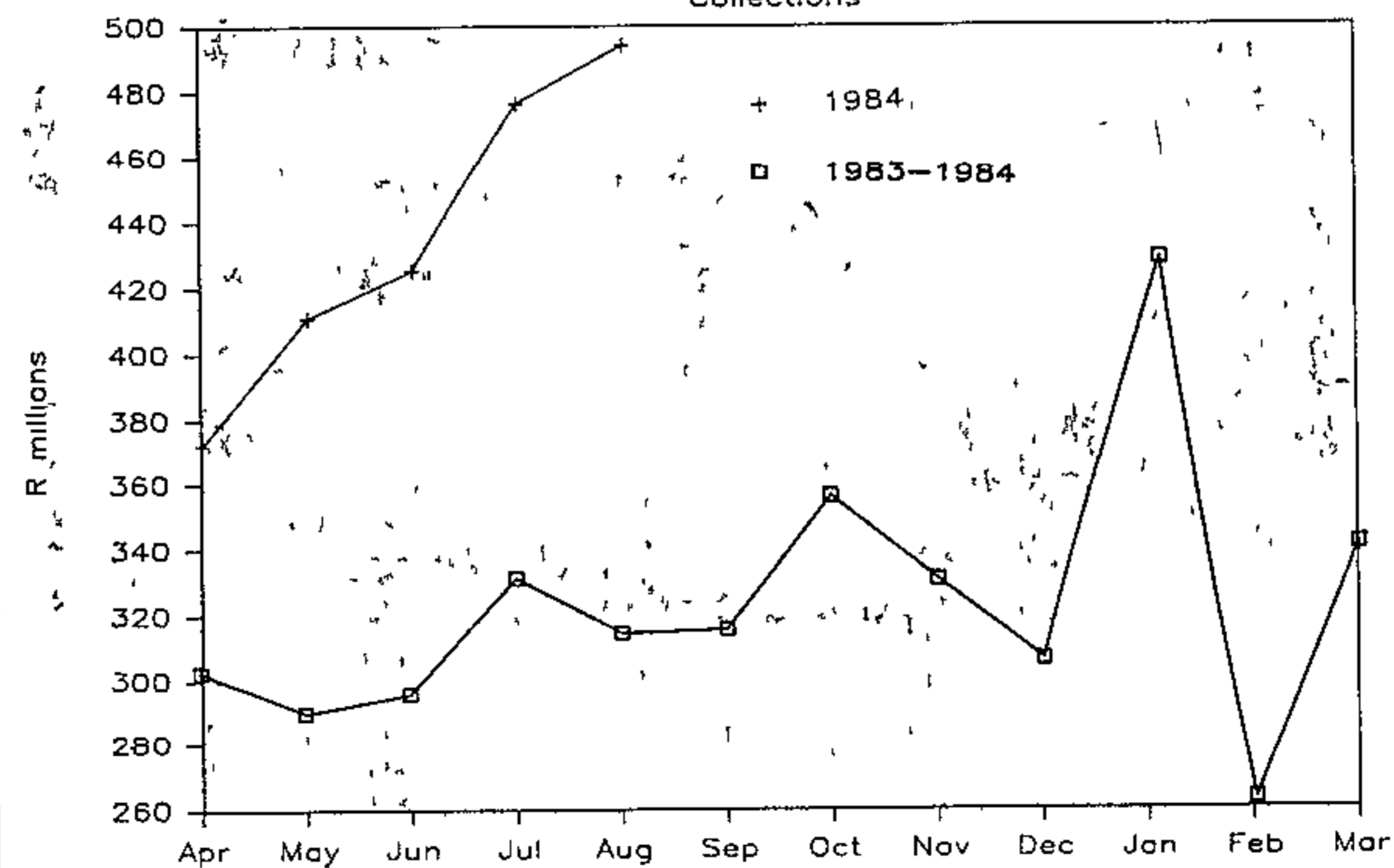
Monthly pay cheque



In the same period payments to these people rose 2,7 times from an average of R279,3-million a month to R765,7-million. The average monthly wage rose from R316 to R741.

GST

Collections



As a result of several increases in general sales tax, which have lifted it from 6 percent to 10 percent in the past year, GST collections have soared. The Government received R495,3-million from GST in August, up 57 percent on the R314,6-million collected in August last year.

Information



Vast public sector borrowing 'is bound to force up taxes'

By Stan Kennedy

In the last few years, the South African authorities had lost their grip over financial discipline in fiscal and monetary matters, with the result that Government expenditure was rising faster than the tax revenue, delegates to the Federated Chamber of Industries' executive council meeting in Sandton were told yesterday

Tax revenue, as a percentage of GNP, rose from 19 percent 15 years ago to 24 percent this year. But government expenditure climbed from 20 percent to about 30 percent today.

The deficit before borrowing of the central government, plus the borrowing requirements of all the other extra budgetary funds had pushed up public sector borrowing from R300 million in 1980 to R6 billion last year.

"What makes it so alarming is that a large proportion of that borrowing is now required to cover deficits on our current account of the fiscal income," said Professor Jan Lombard, head of the Department of Economics, University of Pretoria and special adviser to the Reserve Bank.

"It is going to happen again this year, and we are going to have to accept the fact that since the application of these borrowing funds does not yield an income from which you can pay interest, it simply means higher taxes later on.

"Unless, of course, we can do something about increasing our domestic growth, but this is not likely in the near future."

He said inflation had caused havoc with the direct tax system. Although company tax had moved from 40 to 46 percent and

now to 50 percent, the actual average was 32 percent and even fell to 28 percent last year.

"It could be that some companies are paying the maximum of 50 percent while others are paying very low rates. This is unsettling the whole system of company formation and expansion.

"There has been a shift in the burden of tax on to the middle income groups, and this is one of the main reasons for the continuous pressure for higher wages, cost/push inflation and a decline in personal savings."

He believed there was a "tremendous amount" of income in the 30 to 40 percent tax brackets that was not being taxed, particularly because of fringe benefits and "other ways of avoiding tax."

"It is becoming extremely dangerous as it erodes the tax base. As long as this erosion continues, this escalation of the tax rates on people who cannot escape them is going to become really serious and push up inflation and wage claims."

"We seem to have forgotten in South Africa that economic growth can arise only from the savings propensity multiplied by productivity through the use of capital and labour resources.

"We have reached the stage when we think that economic growth comes from some improvement in our terms of trade with the rest of the world or from a gold price increase.

"It is a syndrome with us and we have got to realise that it is higher savings and higher productivity that stimulates economic growth."

Schoeman: we need ²⁵⁰ the black ~~250~~ ^{17/10/84} engineers

Pretoria Bureau *Stan*

The public service would have to consider opening its doors to black engineers in order to provide training for badly-needed manpower, Minister of Transport Services Mr Hendrik Schoeman said today.

Mr Schoeman told the Pretoria branch of the South African Institute of Civil Engineers that South Africa's shortage of trained engineers was reaching crisis proportions.

One neglected source of manpower, he said, was the black community.


The State could use black engineers in both urban and rural areas.

However, he said, the Government had closed one major training ground — the public service — to black engineers.

"We will obviously have to have a close look at this."

Mr Schoeman said he believed an engineer was not fully qualified until he had nearly 10 years post-graduate experience under the guidance of practising engineers.

The Engineering Careers and Education Project (ECEP) identified and guided suitable scholars but there were still problems with providing post-graduate experience.

Rowy 19/10/84 (250) 

Where to rein in State spending?

HOWARD PREECE

ON THE ECONOMY

THERE is plenty talk about the need for drastic cuts in State spending. What is wanted now, though, is rather more thought on just what form these cuts should take.

The broad issue looks straightforward

Government expenditure for 1984-85 is expected to account for about 26,4% of gross domestic product compared with less than 24% two years ago and about 20% 15 years ago.

The turning back of the State share of GDP achieved in the late 1970s has been more than reversed in the 1980s

Standard Bank claimed in its October economic review that, without some countervailing action, "by the end of 1985 the South African economy will have a larger public sector and a smaller private sector than it had prior to the mini-boom of 1983".

But what should Mr Barend du Plessis, the Minister of Finance, propose to Cabinet colleagues? Where should the economy axe fall?

It is at this point that many people find themselves in favour of economy in general — and in support of expenditure in particular

Let us look at some of the key areas of State spending.

SA is far from being a welfare state. It is not only the unemployed or sick blacks who know that bitter truth. White pensioners, for example, are far worse off than their counterparts in the major Western economies.

Across the board there is minimal scope for trimming back on health, housing and other social provisions without adding to appalling hardships that already exist.

Education and training are other areas where there are widespread demands for improving facilities rather than reducing them.

It is common cause that SA suffers from an acute shortage of many managerial and artisan skills — a shortage that adds to the employment problems of the unskilled because of the supply constraint it imposes on the whole economy.

Curbing spending on education will surely only make things worse.

Then there is defence

Well, the case for slashing spending here can be argued back and forwards, but the fact is that no Nationalist government is, in practice, going to be much impressed by it.

Indeed, so long as that government is despised by the vast majority of people inside and outside South Africa it is at least logical to maintain a very formidable defence force.

Then are there those tempting but ultimately disastrous spending curbs that can be imposed on infrastructure development (something of that has already been taking place)

From an immediate political side there are fewer difficulties in reducing the resources going to roads, railways, harbours and so on than in most others

But the economy will pay dearly in the long run for such action

The one big redeeming feature of the excessive surge in government expenditure in the early 1970s was that much of it went on infrastructure — Richards Bay, Sishen-Saldhana etc — which paid handsome dividends in later years

We come, of course, to the civil service

There can be little doubt that the huge pay rises of the past year — about 25% on average — have added to the overall economic difficulties.

But it is no good thinking the answer simply lies in 'slamming the lid on civil service pay. That will produce an even more inefficient public service as many of the key people quit in frustration.

In the end the best bet must be to cut back drastically on the reason for there being so many civil servants

That means sweeping abolition of controls, many of them at the heart of apartheid, so that there is no need for such a vast army of enforcement

But will Mr Du Plessis tell that to the Cabinet — and, if he did, would his colleagues listen?

Wronsley gloomy over spending cuts

Rates add R1bn to Govt debt

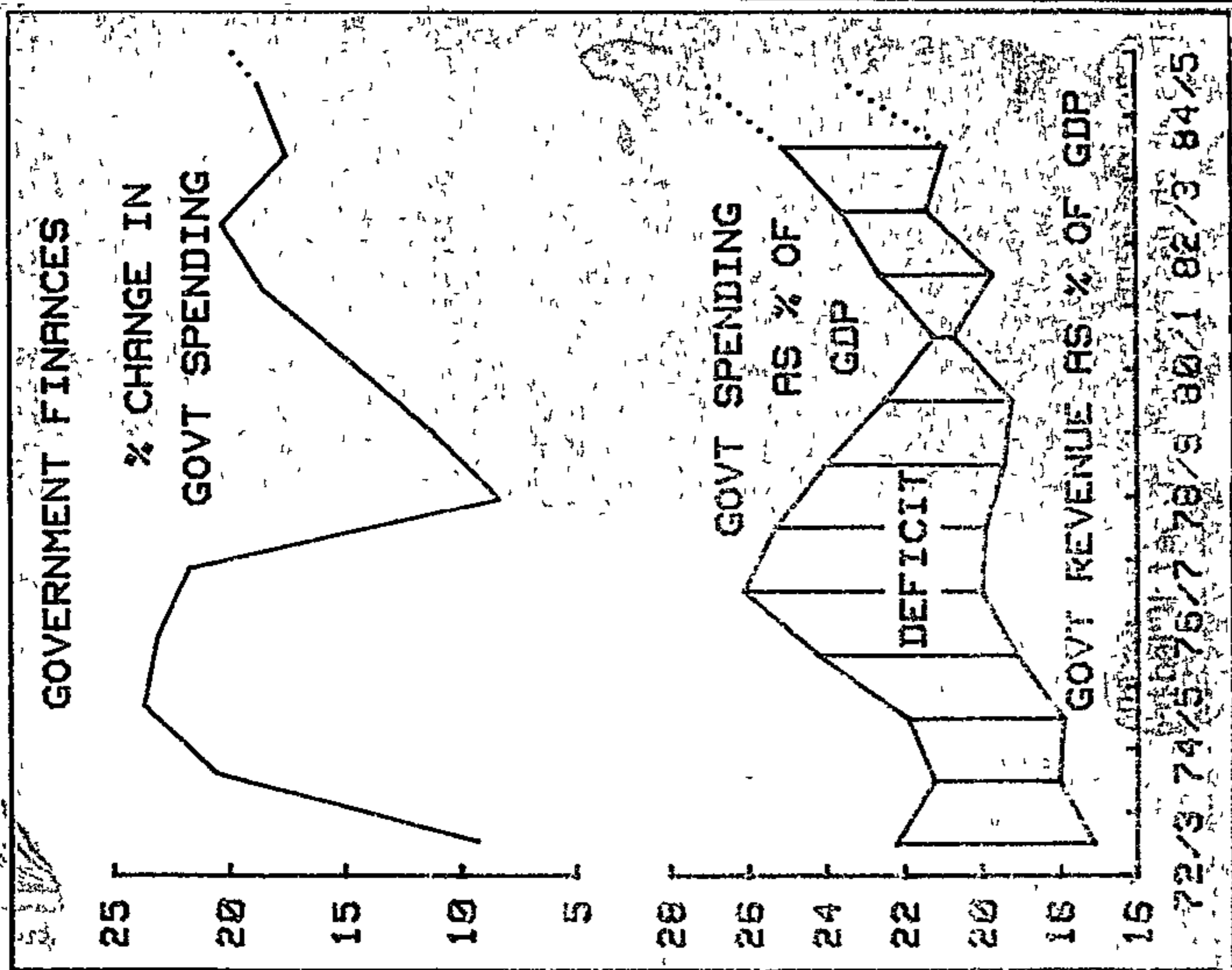
RDM 22/10/84 (250)

requirements which would be extremely difficult, if not impossible, to reduce

In the first detailed breakdown of the latest estimates of State expenditure for the 84/85 financial year, Mr Wronsley said about R25bn of the total R27bn spending budget was needed in areas which would require "fundamental shifts in Government policy" to change and the electorate would not be willing to contemplate this

To illustrate his point Mr Wronsley outlined the following revised estimates of current expenditure he believed were not amenable to reduction

- Public servants' and employer's contribution to pension funds — R754m.
 - Public order, security and defence — R4,1bn.
 - Police — R853m.
 - Department of Justice — R144m.
 - Prisons — R339m
 - White education — R767m.
 - Coloured education — R568m.
 - Indian education — R256m.
 - Black education — R651m.
 - Food subsidies — R408m.
 - Transport subsidies — R252m
 - Agricultural financing — R363m (white), R55m (coloured)
 - Export promotion — R105m.
 - Consolidation of black areas — R122m.
 - Assistance to self-governing homelands — R1,65bn.
 - Budgetary assistance to the TBVC states — R717m.
 - South-West Africa administration — R318m
 - Decentralisation incentives — R324m.
 - Manpower development — R91m
 - Provincial administration — R4,58bn
 - Scientific research — R350m
- In a separate breakdown, Mr Wronsley said this year's budget for "general affairs" was about R20bn and R7bn for "own affairs", of which white administrations would receive R4,8bn.



By MIKE JENSEN
SOARING interest rates will add over R1bn — about 30% — to the cost of servicing Government debt this, pushing the total burden to more than R4.5bn.

This is a critical obstacle to cutting back on the overall level of State spending.

A R1,02bn increase in financing requirements over the original estimate of R3,5bn was revealed this weekend in Johannesburg by the Secretary to the Treasury, Mr Peter Wronsley

He was speaking at a seminar held by the University of Cape Town Graduate School of Business Association

Mr Wronsley painted a gloomy picture of the possibilities for cutting Government expenditure this year

He said the Government faced extreme difficulty in cutting back spending because demands continued to outstrip finance available. When any moves to reduce spending were made there was an immediate outcry from those concerned

Mr Wronsley said "Even when we suggested cutting the defence budget I was faced with 200 industrialists complaining that their companies would be in danger"

"Another problem is that the white population has grown accustomed to a First World standard of living and we now have to accommodate the Third World population.

"Unless white living standards are held back — I don't dare say reduced — for many years, the other population groups will not be able to catch up.

"The coloureds and Indians will be fighting tooth and nail for a better deal and resources going to whites will have to be pared off"

However, Mr Wronsley pointed out that it would be some time before the new Members of Parliament had learned how to make their demands felt

"It will probably take a year for them to master the intricacies of the system"

Mr Wronsley also pointed out there was little control over departmental spending on an on-going basis because there was no authority to stop a ministry using up its allocation before the year was out

It was only when additional financing to augment the budget was applied for that some measure of control could be implemented

He said the R4,52bn cost of servicing the public debt was but one example of Government financing

Squeeze on Govt over 'sheltered employment'

THE GOVERNMENT'S "sheltered employment policy" has come under strong pressure from the private sector to carry out a drastic staff pruning operation.

**GERALD
REILLY**

However, according to Pretoria sources, fear of a political backlash if a staff cutting policy were adopted is delaying a decision which could significantly reduce Government spending . . . a major cause of inflation. The mood of the private sector on the issue was clearly reflected at the annual congress of Asso-com in Bloemfontein last week.

The President of the Cape Town Chamber of Commerce, Mr Phillip Krawitz, said there could be no objection to competitive salaries to attract top-calibre staff to the service

However, the private sector was opposed to the public service being used as a sheltered work place

Mr Krawitz said Mr P W Botha was strong enough to put his career on the line on the reform issue. It was unlikely he would fall from power if a few thousand public servants were fired

Defending the country's huge public service the Director General of Finance, Dr Joep de Loor, claimed 70% of state jobs were "developmental", to do with teaching and general development, 20% dealt with security, and only 10% were "regulatory"

Economists believe, however, that at least 25% of central Government staff, and many thousands more in the employ of local governments, were engaged either in policing or administering apartheid laws and regulations

Applying the Group Areas Act, and influx control and black urban areas legalisation, cost the country's taxpayers hundreds of millions of rands a year.

They stressed this was the basic reason for the large percentage of the country's working population in the public service

There was a tangle of race laws, and new ones were added every year, which had to be enforced.

Aside from the astronomical financial implications, the cost in terms of black frustration and anger was ruinous

It is pointed out that South

African Transport Services have slashed staff by 40 000 in a period of about two years, without any sacrifice in efficiency.

This was achieved mainly by not replacing workers who retired or died and laying off some of the re-employed pensioners.

The PFP's spokesman on the public service, Major Ruben Sive, MP, said latest figures showed that for the year to the end of June the number of central Government workers increased by 21 808 to 394 110 . 15 300 of them white

The official figures, too, showed that central Government workers "take home" pay increased during the April-June quarter this year by a massive R243 457 000, compared with the same quarter last year, to R970 581 000. If the value of perks were added this figure would double.

Maj Sive said the private sectors fear that the new tricameral system of government would breed a bigger and more costly public service was justified

Already the numbers of Government workers had to be increased to support the 130 new Members of Parliament

Three years ago Mr P W Botha had promised a smaller and more efficient public service. Statistics showed the opposite was happening.

Maj Sive said the Minister of Home Affairs, Mr F W de Klerk, had ordered an investigation into the productivity of public servants by the national productivity institute

"This must be regarded as a crash project. The Government simply cannot afford to go on spending 25% of its income in paying public servants"

Maj Sive said that, according to United States news and world reports, 39% of the United States government's workforce was paid between \$25 500 (about R51 000) and \$65 700 (R131,400).

However, only 26% of workers in private companies fell into this category

"It seems we are following the United States trend, where civil servants are bounding ahead of the private sector," he added,

(250) C-Times 5/11/84

Civil service posts for coloured

By ANTHONY JOHNSON
Political Correspondent

TWO top civil service posts would go to coloured people this week and a number of other promotions were in the pipeline, the Minister of the Budget in the coloured Ministers' Council, the Rev Andrew Julies, said last week

This follows an important breakthrough in the appointment and promotion of coloured persons

to senior civil service positions after discussions between the Ministers' Council, Mr F W de Klerk, the Minister of Home Affairs, and Mr Chris Heunis, the Minister of Constitutional Development and Planning

The chairman of the coloured Ministers' Council, the Rev Allan Hendrickse, said three major principles had been accepted

● Appointments would be based on merit

● "Affirmative action" procedures favouring people of colour would be followed when candidates were of roughly equivalent merit

● Recognition would be given to the fact that whites were eligible for promotions in departments dealing with black, white, coloured and Indian affairs, whereas promotional opportunities for coloureds were restricted to coloured affairs

COLOURED civil servants will be given priority in appointments to "own affairs" posts controlled by the Ministers' Council of the House of Representatives, in cases where both white and coloured applicants are equal on merit.

This is the effect of a policy decision of the Ministers' Council.

The Rev Allan Hendrickse, chairman of the coloured Ministers' Council, said in an interview that this decision had been submitted by the council to Mr Chris Heunis, Minister of Constitutional Development and Planning, and Mr F W de Klerk, Minister of Home Affairs.

Principles

"The three principles we have adopted in looking at senior appointments in our departments are

- "An acceptance of merit as the basis for appointment,
- "Where the merit is equal in the case of both a white and a coloured person, preference will be given to the coloured person,
- "Affirmative action will be taken in giving a coloured person opportunity to gain the experience to place him in a position of being equal in terms of merit"

Mr Hendrickse said "affirmative action" meant placing coloured civil servants in a better position to make themselves available for merit promotions to top posts by giving them the opportunity to gain experience or qualifications

"Only one"

"We are conscious of the fact that while white officials in departments of State have opportunities for promotion in four directions — white, coloured, Indian and black departments — our own coloured folk have only one, that is, in our own departments," he said.

"We have already appointed a number of white officials. And our policy decision must in no way be seen as depriving them in any way or as a rejection of what they have already achieved. There will be no witch-hunt.

"We do give this assurance to our white officials.

(Report by B Stuart, 122 St George's Street, Cape Town).

By BRIAN STUART
Political Staff

Coloured civil servants have priority in 'new deal' posts

Argus 8/11/84 250

CITY/INTERNATIONAL

Who is paid what in the SA Parliament

By David Braun,
Political Correspondent

The State President, Mr P W Botha, is paid a total of R109 000 a year from public funds, according to figures released officially last night.

This is exactly the same amount paid to the former largely ceremonial State President, in spite of the incorporation of the post of Prime Minister into that of head of state under the new Constitution.

The amount includes R84 000 salary plus R25 000 allowance.

Corresponding figures for Cabinet Ministers are R59 000 salary, R19 000 allowance; Deputy Ministers — R45 000 salary, R19 000 allowance; members of Parliament — R27 000 salary, R16 000 allowance.

Parliamentary office-bearers such as the Speaker, chairmen of Houses and Whips get vary-

ing amounts, depending on status and responsibilities.

When Mr Botha was Prime Minister he received R114 200 a year in salary and allowances. This was made up of R78 000 salary, R23 000 expense allowance and R13 200 household allowance.

When he vacated the office of Prime Minister he received a gratuity of R303 000, which in terms of the law was fixed at three times his pensionable salary.

As State President, Mr Botha is not entitled to a pension from his premiership, and has received no pension since becoming head of state. He drew a pension only from September 5 to September 13, between his resignation as a member of Parliament and his inauguration as president. He did not receive a salary during that period.

(Report by David Braun, 47 Sauer Street,
Johannesburg)

Press berated for 'attack on Botha'

By David Braun,
Political Correspondent

STAR 14/11/84

250

The Government last night released full details of all remuneration payable to public representatives, including that of the State President, Cabinet Ministers and members of Parliament.

At a Press conference in Pretoria, Minister of Home Affairs Mr F W de Klerk and Acting Minister of Health and Welfare Dr Lapa Munnik said that all the facts were available in public documents

Their conference was called after what the Government had described as an unprecedented attack on the integrity of the South African head of state in the wake of Conservative Party allegations that President Botha received huge cash payments when he changed his job from Prime Minister to his present role

Other former Ministers, including Chairman of the President's Council Dr Piet Koornhof and President's Councillor Mr Pen Kotze, were also said to have benefited from handsome payments

Mr de Klerk and Dr Munnik railed at the Press for publishing speculation and insinuations about salaries and gratuities payable to Mr Botha and other political office-bearers

The contents of newspaper reports, they said, ranged from the ill-informed to malicious, and in

the process statements had been made which were totally devoid of truth

It was against this background that the Government "considered it necessary to eliminate all uncertainty about the facts, and to expose the flagrantly incorrect reports", they said

The Star and its sister newspaper the Sunday Tribune were singled out by the Ministers for particular criticism, while they questioned the integrity of newspapers generally

There were two elements in the remuneration of public representatives, they said — salaries and allowances, and pensions and gratuities

Salaries and allowances were reflected in the budgets of the Ministers of Finance, Transport and Communication, and Parliament approved them

PENSIONS AND GRATUITIES

Pensions and gratuities were provided for in terms of the Act on the Pension Scheme for Members of Parliament and Political Office-bearers (112 of 1984)

Dr Munnik said it was surprising that journalists had not been able to look up these items, and their failure to do so pointed to a low standard of journalism in South Africa

Suggestions that the president awarded himself a gratuity or salary increases were untrue, the Ministers said Mr Botha had in fact always resisted any proposal with regard to salary and gratuity due to him which could have been interpreted as self-aggrandisement

An example of this was his refusal to accept an increase in the salary of State President, in spite of the increased workload the office assumed in its executive role

The State President also flatly rejected a proposal that the law should be modified for him to receive compensation for the greater workload by means of a pension for his premiership

Mr Botha furthermore strongly resisted the payment of any gratuity legally due to him when he vacated the office of Prime Minister, but Cabinet colleagues prevailed upon him "not to personalise his decision in respect of gratuities". The reason for this was that a State President at the time of vacating office did not qualify for any further gratuity, they said

The Ministers said that the newspapers and individuals who had attacked Mr Botha on a personal basis and cast suspicion on his integrity owed him an apology

(Report by David Braun, 47 Sauer Street, Johannesburg)

P W Botha's gratuity 'seems remarkable'

Slabbert wants new look at MPs' pay

By Peter Sullivan

57AR 14/11/84 250

The Leader of the Opposition, Dr Van Zyl Slabbert, has called for an apolitical team of businessmen and judges to decide politicians' salaries in the wake of the furore over the R303 000 gratuity paid to former Prime Minister Mr P W Botha.

"I don't believe it is appropriate for parliamentarians to decide on their own conditions of employment and their own gratuities," Dr Slabbert said.

Last night the leader of the National Party in the Transvaal, Mr F W de Klerk, released details of the payment made to Mr Botha when he relinquished the office of prime minister and became State President. He confirmed the figure calculated by the *Sunday Star* but attacked the newspaper for claiming that it was "secret".

Dr Slabbert, who returned yesterday from a two-week visit to Europe, was asked why his party had supported the move to pay Mr Botha the controversial gratuity when the matter was raised in Parliament earlier this year.

Extraordinary agreement

Dr Slabbert said he could not recall the circumstances but it seemed an extraordinary agreement for them to have made.

"I believe you can have an independent committee or commission of reputable people — judges, top civil servants and businessmen — who can, on a comparative basis, work out a salary scale and conditions of employment for parliamentarians that would be comparable to the remuneration for a similar job in the private sector."

He said the matter of politicians' remuneration became a "hardy annual" coupled with accusations that they were enriching themselves at taxpayers' expense.

"We must remove this from our ambit, especially during economic austerity when everyone is having a difficult time. It is inevitable that this sort of thing will generate a great deal of unhappiness and resentment."

Dr Slabbert said the amount of the gratuity paid to Mr Botha seemed "remarkable".

Asked about criticism of the Progressive Federal Party for supporting the move, he said, "Quite frankly, I'm not sure of the specific circumstances under which this agreement took place. I would have to go back to the records."

"But it seems to me an extraordinary agreement for us to have made. I don't deny the State President or any other such figure compensation or a gratuity but this one would seem quite remarkable."

● See Page 3, World Section.

Details given of salaries and allowances

*CAPE TIMES
14/11/84
250*

Own Correspondent

JOHANNESBURG. — Details of salaries and allowances paid to the State President, Cabinet Ministers, Deputy Ministers and MPs were disclosed last night at a press briefing in Pretoria by the Transvaal National Party leader and Minister of Home Affairs and National Education, Mr F W de Klerk.

In a bid to counter the serious controversy that has developed on the issue of pension and gratuity payments to the State President, Mr P W Botha, Mr De Klerk released information which showed:

● The State President earns an annual salary of R84 000 and allowances of R25 000

● Ministers receive salaries of R59 000 and

allowances of R19 000.

● Deputy Minister receive salaries of R45 000 and allowances of R19 000.

● MPs receive salaries of R27 000 and allowances of R16 000.

Mr De Klerk said all salaries and allowances were reflected in the budgets of the ministers of finance, transport and telecommunications

Pensions and gratuities were determined in terms of the Pension Scheme for Members of Parliament and Political Office Bearers' Act of 1984.

Last night's briefing was also attended by the acting Minister of Health and Welfare, Dr L A P A Munnik, and the newly appointed Deputy Minister of Home Affairs, Mr Ron Miller.

Minister discloses full sum

Own Correspondent

JOHANNESBURG. — The government last night disclosed that the State President, Mr P W Botha received a cash gratuity of R303 000 when he stepped down as Prime Minister this year, and lashed out at press reports on the row over pensions and gratuities for public representatives.

It was also disclosed that Mr Botha was not entitled to a Prime Minister's pension, although reports had claimed he had turned it down

At a special press conference in Pretoria last night, the leader of the National Party in the Transvaal and Minister of Home Affairs, Mr F W de Klerk, said he had been misquoted in newspapers which had reported him as saying Mr Botha's gratuity was only "slightly higher" than a figure of R241 000 quoted by the Conservative Party to attack the NP in the Primrose by-election

'No secrecy'

He said the same reports had incorrectly given the impression that he had said Mr Botha was entitled to a Prime Minister's pension but had turned it down

At last night's briefing, called in an attempt to defuse what has become a major issue, Mr De Klerk also

● Castigated sections of the English press for the manner in which they had reported and commented on the controversy

● Denied that there was anything secret about payments to public representatives

● Challenged all opposition parties to "have

the courage" to accept joint responsibility for the legislation which makes provision for financial benefits to public representatives

● Detailed the salaries and allowances of the State President, Ministers, Deputy Ministers and MPs

Much of the briefing was devoted to attacking sections of the press for reports, which Mr De Klerk said "ranged from the ill-informed to the malicious"

The government had therefore decided to "eliminate all uncertainty about the facts and to expose the flagrantly incorrect reports", he said

Denying any secrecy, Mr De Klerk said decisions on financial benefits were taken after public debate and were detailed in legislation

"This means that the media should at all times be aware of the relevant information which is readily available to them," he said

Mr De Klerk said the "media attack" was led by newspapers supportive of the Progressive Federal Party "against the official and quite correct point of view taken by the main PFP spokesman on finance, Mr Harry Schwarz"

He added that when the legislation affecting this issue had been dis-

cussed in Parliament earlier this year, there had been "no significant negative press comment"

"Equally interesting is the fact that Hansard (the official parliamentary record) shows beyond doubt that not a single opposition party objected to the contents of any incumbent's remuneration package"

A cabinet proposal that the relevant law be amended to make it possible for Mr Botha, as State President, to receive a Prime Minister's pension, to compensate him for the "greater workload" of his new office, had been rejected by Mr Botha

He had also resisted the payment of a gratuity to himself but had been persuaded by his cabinet colleagues to take the money, Mr De Klerk said

Asked to comment on the acceptance by Mr Botha of a gratuity in the present economic climate, he said Mr Botha was obliged by law to accept it and was entitled to the money as much as any person retiring at this time

He added that the savings in one year on the post of Prime Minister, which had been scrapped, was more or less equal to the gratuity paid to Mr Botha

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Gratuity

Minister

discloses

full sum

250
CARE TIMES 14/11/84

Own Correspondent

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Two issues behind official salaries

Cape Times 17/11/84
By
MICHAEL ACOTT

THERE are two important issues behind the current row over large gratuities paid to President P W Botha and other former cabinet ministers

□ The sort of salaries and benefits which should be paid to the people who run the country

□ Who should be the final arbiter of what is fair and just.

It is these related questions which should be under examination, not the amounts which have made headlines over the past few weeks

They are far more important than the party-political squabble which has broken out simply because Dr Andries Treurnicht's Conservative Party is trying to pick up some Nationalist votes in this month's by-elections

Service

Taxpayers should look beyond CP smear tactics and innuendoes of ministerial self-enrichment to the real issues. When the by-election campaigns are over, the whole matter can be looked at more coolly

The CP has done some service in raising the issue, but deservedly discovered that when it tried to point fingers it found fingers pointed back at them. When it comes to parliamentary pay and benefits it, like the Progressive Party and now the members of the coloured and Indian chambers as well, are involved too

The CP has forced a public debate on ministerial and parliamentary pay packets, which the government had hitherto regarded as personal

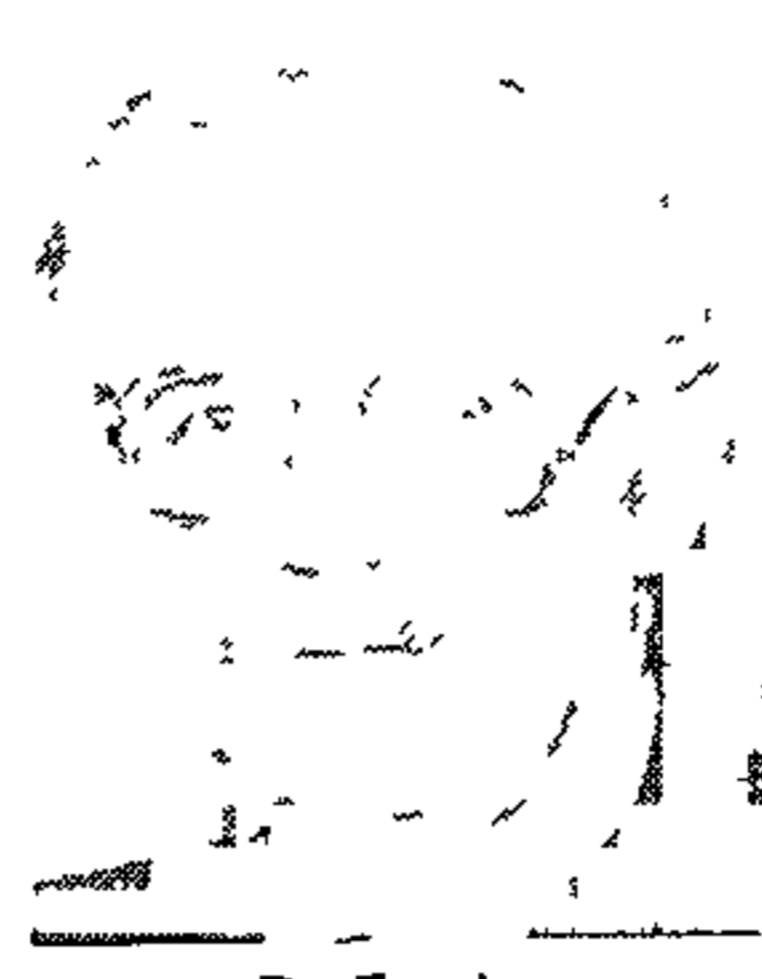
Both Mr Botha and his



President P W Botha



Dr Andries Treurnicht



Dr Ferdi Hartzenberg

predecessor, Mr John Vorster, took issue with journalists who published the prime minister's salary. Now the salaries of the State President, cabinet ministers, deputy ministers and MPs have been publicized by the government in an attempt to refute the CP attack

This is as it should be, because they are paid from public funds and taxpayers are entitled to know what they earn

The facts, as released by the government, are that Mr Botha was paid a gratuity of R303 000 on stepping down as Prime Minister from September 3 to September 9, when he was Acting President without salary because none had been determined, he was paid a pension at the rate of a prime minister's R78 000 a year salary

This pension ceased when he became State President on September 9, with a salary and allowances totalling R114 000 annually

All these payments took place in terms of the Members of Parliament and Political Office-bearers Pension Scheme Act passed earlier this year

This stated quite clearly that a former Prime Minister would be paid a pension equal to his pen-

sionable salary and a gratuity equal to three times his pensionable salary

It also provided that someone becoming State President would be entitled to gratuities and benefits for former parliamentary service, but not a pension. Gratuities and benefits were originally excluded as well, but this was deleted during the legislation's passage through Parliament

Unhappiness

The CP, which started the row about "huge" amounts paid to Mr Botha, appreciated the benefits payable to members of the Assembly but opposed the whole Bill on principle because it was applicable to a "multiracial" Parliament. During the clause-by-clause committee stage debate, however, they raised no objection to either of the provisions they knew would affect Mr Botha personally

It has since emerged that Dr Treurnicht and his CP deputy leader, Dr Ferdi Hartzenberg, both received large gratuities as former cabinet ministers in terms of the same legislation. Dr Hartzenberg has said his payment was R57 000, but Dr Treurnicht refuses to disclose his gratuity

If, at a time of financial stringency, there is any

public unhappiness at the scale of these payments, it applies to the CP as well

Public opinion is the key to fair payments and benefits for politicians. This requires a deliberate government effort to inform the public through regular statements when pay scales are increased

By international standards, our MPs and cabinet ministers are not overpaid. MPs often have abandoned promising and lucrative private careers for a position with no job security. The average term of an MP since Union in 1910 has been just over seven years

Cabinet ministers running huge government departments earn less than top industrialists and few senior businessmen would take on the hours, the worry and the responsibility of Mr Botha's job for R114 000 a year

If people do not think particular ministers are worth their money, the answer is to press for different ministers not different salaries

But, instead of the public being told the pay scales, there are announcements of "adjustments" without any detail. Ministerial salaries are published in the budget estimates, but the government discourages

both press coverage and parliamentary debate on these figures

Salaries for ordinary MPs and President's Councillors are not officially disclosed at all, being hidden in total amounts

The current debate, however, is more about pensions and gratuities than salaries. The public is entitled to know more about politicians receiving both a State pension and a State salary

Dr Treurnicht and Dr Hartzenberg received gratuities for their cabinet service while still being paid for their present positions. Mr Botha was President-elect and had apparently protested against his gratuity but was overruled by the cabinet

MPs, some of them with long service, moved to the President's Council and received both a parliamentary pension and a President's Council salary equal to an MP's pay or, in the case of committee chairmen, equal to a cabinet salary

There may be good reasons for this. On the other hand, the public may feel that politicians should be entitled to pensions and gratuities only when they have retired completely

The important principle is that the public must be the judge. This requires openness and a willingness to submit the payments to public debate

If the public is made the judge, politicians might be surprised at the degree of public endorsement of their pay scales

The lesson of the past few weeks is that scandal-mongering is possible only when payments are kept secret, when accusations can be made that those involved are afraid of public opinion

Pop goes the myth of the underpaid civil servant

By KITT KATZIN

THE myth of the underpaid civil servant has been shattered by disclosure of the hidden rewards — including gratuities — that have been quietly built into their pay packages. Directors-general, formerly known as departmental secretaries, are paid R66 225 a year, but their hidden benefits amount to R36 510.

Even a lowly civil servant earning R10 805 a year gets hidden benefits worth R11 341, or more than his ostensible salary.

In some cases civil servants can retire, draw generous benefits, and embark on a second career in which they build up another set of benefits.

For example, the former Attorney-General of the Cape, Mr Braam Lategan, retired at the

age of 47 and received a gratuity of about R50 000, plus a modest pension, and then became a judge of the Cape Supreme Court. When he retires again, he will qualify for another pension.

Three years ago, according to a reliable source, the former general manager of South African Railways, Dr J G H Loubser, retired with a gratuity of R258 000 and a pension of R40 000 a year.

Dr Loubser could not be reached for comment.

The hidden benefits of working for the government are best illustrated by the example

of the civil servant earning a modest salary of R900 a month.

In addition to his salary he receives a bonus cheque at the end of the year of R837. His housing subsidy is worth R7 659, the state's contribution to his pension is worth R2 377, and his medical aid benefits are worth R468. This gives him a package worth R22 146, or more than double his salary.

The same public servant can pick up a maximum tax-free gratuity of R35 578 if he retires at the age of 60, plus a monthly pension of at least R720.

According to Major Reuben Sive, Progressive Federal Party spokesman on the Commission for Administration and the Public Service, a director-general earning R66 000

will be paid a gratuity of at least R218 000 when he retires at 60 — and a minimum annual pension of R52 900, or R4 415 a month.

Maj Sive, who has made a detailed study of retirement benefits in the civil service, says that while a director-general earns an ostensible R66 225 a year, his total package costs the state R102 735 a year.

According to Maj Sive, there are 663 445 public servants in South Africa, whose monthly earnings last year topped R475 883 000, or R5.7-billion a year out of a total expenditure of R21-billion.

Maj Sive said these figures showed it was nonsense to claim civil servants were worse off than their counterparts in the private sector.

Job 'reservation' by Rajbansi is apartheid, says NIC

Mercury Reporter -
THE Natal Indian Congress has warned the Chief Minister of the House of Delegates, Mr Amichand Rajbansi, against purging whites from State departments

dealing with Indian affairs

Senior NIC spokesman Dr Farouk Meer said Indians and other blacks had always objected to whites practising apartheid when employing people, and now Mr Rajbansi was doing the same thing by embarking on a policy of Indianisation, he said

Mr Rajbansi, who is also the leader of the National People's Party, at present the ruling group in the House of Delegates, chairman of his Council of Ministers and the only Indian member of President Botha's national Cabinet, announced recently that more than 1 000 jobs were being created in the Indian 'own affairs' department

Expansion

He had said preference would be given to Indian applicants

But the NIC yesterday warned against a purging of the civil service of whites merely for the sake of 'Indianisation' of State departments dealing with Indian affairs

Dr Meer said merit and not race must be the only criterion in employment selection.

He said respected economists had warned against further expansion of the civil service which, according to them, was

overstaffed already and was considerably less productive than the private sector.

'It is no use further destroying the economy by enlarging the bureaucracy and pouring more money into it,' said Dr Meer

Mr Rajbansi has denied this.

He said he was all for 'merit' selections, but one had to take into account the prevailing abnormal jobs situation in which the 'proverbial dice' were heavily loaded in favour of whites with an abundance of work opportunities

'We will be failing in our duty to our community if we do not pave the way for our own educated youth to fill positions at least in those avenues presently open to them,' he said

Mr Rajbansi said many Indians had telephoned to congratulate his party on its initiatives.

'Surely they can't all be wrong,' he said

Mercury 20/11/84

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Indians welcome jobs offer

Mercury Reporter

THE Public Servants Union, mouthpiece of more than 1200 Indians employed in State departments, schools and hospitals, yesterday welcomed the prospect of the creation of more jobs for Indians in the new public service attached to the House of Delegates

Union chairman Pat Pather said the announcement by the House's Chief Minister, Mr Amichand Rajbansi, that more than 1 000 jobs were to be created was 'very encouraging and reassuring'

He said as long as the selection of applicants was made 'strictly on merit' the union would give its blessing and full support for the initiative

Mr Rajbansi, who is also a member of President Botha's Cabinet, said yesterday before leaving for a Pretoria meeting he would not rest until jobs were also made available for Indians in

other State departments and in provincial administrations

Of the 10 000 Indian youths writing Senior Certificate examinations right now, more than 6 000 would be looking for jobs in the new year — and he expected the civil service would attract many young men and women, he said

The role of Indian public servants will be underlined by Dr James Gilliland, Director-General for Administration for the House of Delegates, at the Public Service Union's annual meeting at Durban's Springfield College of Education at 2 pm on Friday

The meeting will also be addressed by Mr Pat Samuels, president of the Teachers' Association of South Africa, on the role of staff associations and by Mr J C Olivier, deputy general manager of the (white) Public Servants' Association

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Mercury 24/11/84 250

Staff appointment discrimination denied

Mercury Reporter

THERE would be no discrimination in the appointment and promotion of staff in the departments for General Affairs Administrations, Dr James Gilliland, administration Director-General for the House of Delegates, announced yesterday

Addressing a meeting of the Public Servants' Union at the Springfield College of Education, he said there also could be mobility of personnel between administrations of own affairs and general affairs

Welcomed

Mr Pat Pather, the PSU president, welcomed the announcement and warned public servants to strive to attain the necessary qualifications and skills to reach the highest position in administration of Government departments

Dr Gilliland warned that the days of appointing staff on the grounds of seniority or privilege without concomitant experience and qualification were over

The advent of occupational differentiation, revised and generally higher academic qualifications were required for the occupation of posts, he said

He said establishment of the Administration of the House of Delegates with its four constituent departments would effect all public servants and open new opportunities

The public service had to cope with a shortage of 20 percent in 1980 and with as much as 85 percent vacancy in some entry grades

The figure had been reduced to 16 percent today, but some

deficiencies that still existed and anomalies were receiving attention, he said

Dr Gilliland said the public sector was today in a comparable situation with the private sector in the labour market

'We should endeavour to keep Government expenditure down within acceptable limits but not to the detriment of the loyal and hardworking public servant,' he said

Dr Gilliland said the development and implementation of the new constitutional concept provided for equal responsibility by whites, Indians and coloureds in respect of general affairs

'To a large degree it will be self determination for own affairs but joint responsibility for general affairs,' he said,

Mr S Singh replaced Mr Pat Pather as president of the PSU

Public servants 'not surprised' at pay freeze

250 ~~250~~ Slaw
4/12/84

By Sue Leeman, Pretoria Bureau

Public servants have accepted the news of a salary freeze philosophically, saying it was to be expected during a time of recession.

The Minister of Home Affairs, Mr F W de Klerk, announced last night that there will be no across-the-board increases next year for public servants in central Government although there will be moderate increases for selected occupation groups.

It does not appear that the annual promotion system — whereby public servants move up a notch at the end of the year and receive a moderate salary increase — will be affected by the freeze.

Chairman of the Public Servants' Association, Dr Colin Cameron, said this morning it was the PSA's policy that salaries in the public service should keep pace with those within the private sector.

As salaries elsewhere were stabilising, it was expected that public service salaries did the same.

"We have not negotiated for a general salary increase for next year and this announcement has therefore come as no particular surprise."

"There is no urgent need for a general increase at this time."

However, he warned that if salaries in the private sector took off again, the PSA would raise the issue of general increases with the Government.

Pay freeze for civil servants

Own Correspondent

PRETORIA — The cabinet has imposed a salary freeze in the public sector

The Minister of Home Affairs, Mr F W de Klerk, announced here yesterday that there would be no general increases for officials "in the broad government sector" during the 1985/86 financial year.

However, the minister said selective moderate adjustments to make "occupation-specific dispensations" more market-related would be continued.

The cabinet had also approved a purposeful programme to increase productivity in the service. It would be launched early in 1985 by the Commission for Administration.

Economists and private-sector leaders welcomed the minister's announcement.

They said the big increases granted to government workers during the past 18 months had substantially raised government spending — a major reason for the country's economic difficulties and high inflation rate.

Commenting on the freeze, the Progressive Federal Party spokesman on the public service, Major Rueben Sive, said the government had at long last shown an awareness of the need to put a brake on its own overspending.

Major Sive said the

present salaries of public servants, who had substantial side benefits, were extremely favourable compared with the private sector.

Recent Central Statistical Services figures show that pay to the public sector will soar to nearly R10 000-million this financial year.

The figures apply to the 1 007 544 workers employed by the central government, the provincial administration, local authorities, para-State bodies, governments of national states and the universities.

The number of workers in these sectors increased by 31 789 between the second quarter of 1983 and the second quarter of this year.

The total payout to these workers in the second quarter of 1984 increased by nearly R500-million to R2 412 985 000, compared with the April/June period last year.

The president of the Public Servants' Association, Dr Colin Cameron, said: "We will monitor the situation closely and if we find we are falling behind private-sector salary levels, we will make the necessary approach to the government."

BUSINESS BRIEF

Gold (close)	\$330,75
Rand (close)	\$0,5445/55
FT index (close)	914,9
RDM 100	963,2
Dow Jones	1171,49

More govt cuts ahead

PRETORIA — There is "no question" about the fact that "considerable" further anti-inflationary adjustment is needed in the economy and that the difficult economic conditions might continue for some time

The State President's economic advisory council decided that at its recent meeting

The council met here on November 22 and 23 to review the effect of the recent severely restrictive policy measures on the economy and to discuss the most appropriate policy for the coming year

It agreed that curbing the growth in state spending, especially government consumption expenditure in the long term, "but also specifically in the next budget, should receive the highest priority," according to a statement issued by the State President's office yesterday

It was felt the next budget would be an extremely important factor in countering inflationary expectations and establishing a sounder basis for economic re-

covery

"With this in mind, it was emphasised that the budget should from the outset give as realistic as possible an indication of the total amount that will be spent during the 1985/86 financial year"

The council warned against any action that might result in an artificial stimulation of spending or that might foster inflationary expectations

"The recent sharp depreciation of the rand must still work through to domestic prices, which further underlines the need for additional steps in the fight against inflation."

The government had endorsed the council's view of the need to continue the necessary adjustments in the economy, according to the statement

Certain geographical areas, such as the Port Elizabeth and East London areas, had been especially hard hit because of the relatively high concentration of manufacturers in the motor and related industries found there

Total payout in the second quarter in 1984 increased by nearly R500 million to R2 412 985 000 compared with the April-June period last year

The president of the Public Servants' Association, Dr Colin Cameron, said the announcement did not come as a great surprise, taking into account the prevailing economic circumstances

"However, we will monitor the situation closely and if we find we are falling behind private sector salary levels we will make the necessary approach to the government" — DDC.

That announcement was made yesterday by the Minister of Home Affairs, Mr F W de Klerk.

He said the cabinet had decided there would be no general increases for officials "in the broad government sector" during the 1985-86 financial year

Although Mr De Klerk made no mention of the salaries of more than 300 000 workers in the South African Transport Services and Post Office, sources here are certain the freeze will also apply to them

The minister said the cabinet had also approved a programme to increase productivity in the public service. It would be launched early in 1985 by the Commission for Administration

Economists and private sector leaders welcomed the minister's announcement

They claim the big increases granted to government workers during the past 18 months have substantially raised government spending.

Commenting on the freeze, the PFP's spokesman on the public service, Major Rueben Sive, said at long last the government had shown an awareness of the heavy burden imposed on taxpayers by stopping public service increases

He said the present salaries of public servants, with their substantial fringe benefits, were extremely favourable compared with the private sector.

Another benefit was that public servants did not need to fear unemployment in the current deep recession

Recent Central Statistical Services figures show the pay packet to the public sector will soar to nearly R10 000 million this.

The figures apply to the 1 007 544 workers employed by the central government, the provincial administrations, local authorities, parastatal bodies, governments of national states and the universities

In those areas the number of workers between the second quarter of 1983 and the second quarter this year increased by 31 789.

PRETORIA — The salaries of public servants have been frozen for a year.

Public Servants' salaries frozen

D. Dreyer 6/12/84 (250)

D. Disputes 7/12/84
Salary freeze:
no dismissals
contemplated

250

PRETORIA — The dismissal of personnel would not be part of the programme to step up efficiency and productivity in the public service, the Commission for Administration said in a statement here yesterday.

"No productive employee need fear for his future," the commission stressed.

This follows the announcement on Wednesday by the Minister of Home Affairs, Mr F W de Klerk, that the cabinet had imposed a salary freeze on the public sector.

The commission says it has set a target for increased productivity of eight per cent during the coming financial year. This strategy was based on savings on personnel spending, without in any way downgrading or weakening salaries and service conditions. The aim would be to improve working methods and to eliminate red tape.

From Durban it has been reported that there has been a call for the South African Transport Services and the Post Office to follow the example of the greater public sector and declare a moratorium on salaries.

Yesterday the minister of Communication and Public Works, Dr L Munnik, announced that the Postmaster General and top Post Office management would meet staff associations soon for discussions on annual salary increases.

"After these discussions I will consider the matter and determine future policy," he said.

In the meantime, the

Department of Posts and Telecommunications would continue to fix and maintain market-related salaries and occupational differentiation, he said.

Mr Brian Page, NRP spokesman on telecommunications, said the post office and Transport Services should follow the example of the greater public sector.

"We cannot continue with increases. Increases in railways and post office salaries would mean increases in tariffs which would have an inflationary effect throughout the economy. That way we will never contain the inflation spiral."

"The minister should make an announcement soon and not pussyfoot with discussions."

Further, if the entire public sector were to declare a moratorium on salaries it would be a good example to the private sector.

His thoughts were echoed by Major Rueben Sive, PFP public service spokesman.

Both agreed that while it was desirable for public service salaries to match those of the private sector, this parity had now been achieved, and even surpassed in cases.

A spokesman for the Ministry of Home Affairs said both the Transport Services and the Post Office could "do their own thing" as they did not fall within the control of the Commission for Administration.

Meanwhile, the 250 000 SATS workers intend pressing ahead with their demands for pay increases next year —
DDC

Govt spending must be cut — Assocom

By Stan Kennedy

The Budget in March and the additional expenditure after its presentation will be major determinants of South Africa's fortunes in the year ahead, says Assocom in its quarterly review

If Government spending remains high, tax will be high — and might even increase, unless the Minister of Finance, Mr Barend du Plessis, with the backing of the President, reins in ministerial demands for more spending money, the review says.

It says Mr du Plessis is committed to a policy of reducing government expenditure, which is the first priority if the economy is to be nursed back to health

"It is current expenditure which must be cut — or at least reduced to a rate of increase below the growth of real GDP. Capital expenditure on infra-structural development should not be cut so that underlying facilities are available once the economy starts to move again into an expansionary phase

Assocom says that if tax is kept within reasonable bounds, business will have the resources for self-financing expenditure and the private taxpayer might have the margin either to increase his savings or spend without excessive borrowing

It warns that any increase in tax at this stage of the business cycle could be damaging

It says "We hope that the Margo Commission will make some early examinations. Later on in the year when, hopefully, the balance of payments

on the current account has swung to its expected surplus, we would like to see demand picking up again

"Higher taxes and, particularly, further increases in GST will inhibit the recovery of demand and will put a brake on future growth, so necessary if employment opportunities are to be created to match the frightening population explosion"

Much, however, depends on fiscal policy. If it is applied with real, and not just with intended, discipline then monetary policy can be relaxed with downward adjustments in the cost and availability of finance.

INFLATION SPIRAL

Assuming a reasonable surplus on the current account of the balance of payments, the foreign exchange value of the rand will not have to bear the brunt of the imbalance between monetary and fiscal policy

A 50 US cents rand is a drag on the economy. And while it might be advantageous to exporters, the high cost of imports adds a sharp twist to the inflationary spiral to the detriment of the domestic economy.

There is only one policy which everyone in business must apply — that of survival

Debtors must be kept on a tight rein and stock must be rigidly controlled. There should be consolidation not expansion because the cost of money could impair not only future but current profitability.

'Rescue package' is not enough

By Stan Kennedy

South Africa's structural problems are deep-seated and intractable says Professor D J J Botha, head of the Department of Economics, University of the Witwatersrand

The problems include general skills shortage, low industrial productivity, high state expenditure on homeland development, industrial decentralisation, defence and the need to provide education and employment

"Although government spokesmen profess to be aware of the nature and dimensions of these problems, this awareness is not always reflected in official policies," he says in a supplement to the Barclays Bank *Economic Review*.

Untoward developments have taken pace on so many fronts

that no single, particular policy measure can be expected to put the economy back on to a more normal course. Worse still, it is not even clear what particular package will begin to do so

The immediate problems, such as the low gold price, the drought, the strong US dollar and the drastic drop of the rand are largely of an extraneous nature and outside the control of the monetary authorities

MONETARY MEASURES

Inflation has been almost entirely home-made, yet the authorities, over the years, have shown an inexplicable reluctance to take it seriously and introduce measures not only to contain it but bring it to more acceptable levels

The concatenation of circumstances had resulted in a crisis, which called for crisis mea-

asures, and the small package of monetary measures introduced in August could no way be described as crisis measures

The Radcliffe Commission, he says, found the central bank should not restrict itself to considering trends in the money supply but, rather, the whole liquidity position, and that direct control of credit availability was more effectual than control of its price

The Reserve Bank controlled consumer credit and raised the price of credit all round

"The Bank should have resorted to a quantitative control of credit with its price unchanged. Such a control is not easy in the SA market, but the Bank should have devised an efficient system of quantitative credit control, which is long overdue as part of the official armoury to fight inflation," says Professor Botha

THE LONG ARM OF THE LAW

S. Times
16/12/84
(250)

SOUTH AFRICA is ruled by a legion of lawyers. Not in dusty legal offices, but in the corridors of power where attorneys and advocates make more than a quarter of this country's white MPs.

Farmers come second, but businessmen — the people who make this country tick, and who pay the Government's piper — very seldom get to call the tune. Only 15.7 percent of South Africa's white MPs can, by any stretch of the imagination, be called businessmen.

Jonathan Swift is attributed with the observation that any man who could make two ears of corn grow where one grew before is worth more than the whole race of politicians.

The 19 percent of white parliamentarians who are farmers might well privately agree. But the remaining 81 percent — and particularly the legion of lawyers — will no doubt have a problem.

What do the politicians in the House of Assembly — the drive-shaft of the new tricameral Parliament — do when they are not making or passing laws?

Nearly 10 years ago political analyst Newell M Stultz did a profile of the people who served in Parliament from 1910 until 1970. It made an interesting reading.

Farmers led the field — 24.4 percent of all serving parliamentarians in the 60 years under review. The legal profession scraped in second with 20.4 percent and businessmen 18 percent. Former public servants took only a 6.2 percent share of the total, professional politicians 4.8 percent and the medical professions 5.3 percent.

Bourgeois

The survey led Stultz to conclude that Parliament was a lot more "bourgeois" than comparable bodies in the West.

A Sunday Times snap survey of 133 members in the present House of Assembly shows some interesting ups and downs for the professional groups — but little difference in the basic profile of the people who have run the country for the last 74 years.

Farmers as a group have been relegated to second place behind the legal fraternity. The group which could loosely be called "businessmen" has actually dropped in percentage terms — and all this since President P W Botha's era of flirtation with economic reform. There are also more professional politicians, academics and clergymen now than ever before.

The legal fraternity — advocates and attorneys — are in the ascendancy. Just over a quarter of white MPs are in this category. With the lawyers, this bloc constitutes 44.8 percent of the total — remarkably close to the 44.8 percent this combined group enjoyed in the 60-year period from 1910 to 1960.

Academics

Businessmen have dropped from 18 percent to 15.7 percent. And of these, the number of big-timers can be counted on one hand, the Andrew Savages, John Malcocks and S P Barnards. For the rest, they range from an undertaker to small-

● Farmers pipped by legal eagles in new Parliament
● Transvalers now outnumber Cape MPs in Cabinet
● Fewer businessmen than ever get to call the tune

time traders, from executives in the wine industry to people with indeterminate occupations in estate agencies and insurance work.

The number of professional politicians has increased from 4.8 percent to 6.7 percent with the top man, President Botha, the veteran of all professional politicians.

Academics have improved their standing — from 5.5 percent to 6.7 percent and men of the cloth have pushed up their numbers from two percent to 8.2 percent.

Former public servants — including military and police

The occupational profile has also changed in nine successive administrations: the lawyers and advocates comprised nearly 40 percent of the Cabinet's total. In President Botha's Cabinet they comprise 26 percent. Farmers were previously 13 percent of the total, but today are 16 percent.

Companies

Businessmen previously comprised 9.5 percent of the total in Ministerial appointments. Under President Botha it is difficult to consider anybody in the Cabinet as a businessman by training. Although many Ministers have served as directors of companies, there are few who have actually gone into the market-place.

Mineral and Energy Minister Dannie Steyn was an accountant with Armscor, the present Finance Minister, Barend du Plessis, was an IBM executive for five years, and Mr Rajbansi runs a chain of butcheries in Durban. For the rest, the Cabinet comprises a professional politician at the helm, a former diplomat, an educationist, two doctors, five lawyers, three farmers, a general and two clergymen.

One of them at least — farmer-businessman Hendrik Schoeman — is growing those two ears of corn.

— have dropped in the present Parliament. In the 60 years Stultz reviewed, they constituted 6.4 percent. Today it is no more than three percent.

And how do the top dogs in public administration — the Cabinet under President Botha — shape in profile compared with their predecessors under nine successive administrations headed by seven different Prime Ministers?

For one thing the geographical spread is different. Of the 95 Cabinet Ministers between 1910 and 1970, 46 were born in the Cape, 32 in Transvaal, Natal, or the O.F.S. and 17 abroad.

President Botha's Cabinet are all South African-born. Transvalers now outnumber the Cape-born members by seven to six while the O.F.S. contributed five and Natal only one — Mr Amichand Rajbansi, Chairman of the House of Delegates Minister's Council.

Balance

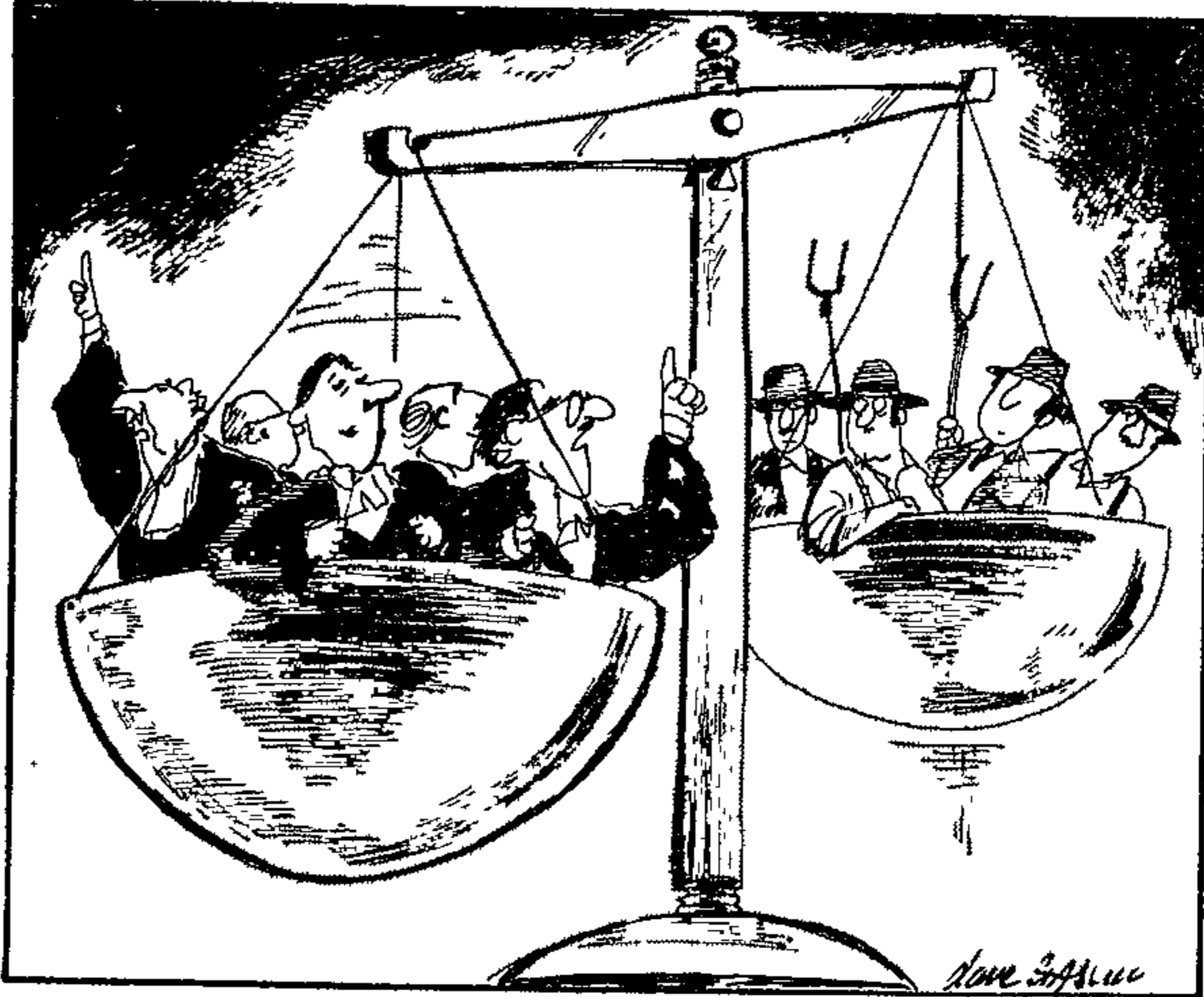
It's an interesting reflection of the careful balance President Botha has sought to maintain between the northern and southern Nationalists, with the loyal Free Staters making up the balance.

They also appear to be marginally less educated in aggregate. Ninety percent of

the present Cabinet have had university education although two of them — President Botha and Mr Rajbansi — did not achieve degrees. This compares with a 92.6 percent graduate representation in Mr John Vorster's Cabinet and 92 percent in Dr H F Verwoerd's. The universities at which they studied also differ mar-

kedly. Just less than half of the Ministers between 1910 and 1970 studied at Stellenbosch — alma mater for successive generations of top Government people. But in the present Cabinet only three of the 19 took their final degrees at Stellenbosch. Five took them at Pretoria, three at Potchefstroom and one at Orange Free State, although

several Ministers studied at more than one university. Only Dr Lapa Munnik has a degree from a South African English-language university — UCT — while two others hold overseas degrees. They are Dr Gerrit Viljoen, from Cambridge and the Sorbonne, and Mr John Wiley, with an MA (Law) degree from Oxford.



Dave S. Allen

PUBLIC SECTOR - CIVT. - GENERAL

1985

Footnotes Meat Trade East London
1. Amendment March 1976 A mistake in this amendment which omitted the wage rate for shop controllers, meat technicians and smallgoodsmen was never corrected. For this table the average of the September 1974 and October 1977 agreements was used as an estimate for these wage rates.
2. Blockman Until October 1977 called Blockman grade II. Qualifying period 4 years.
3. Clerical Employee Rate for not less than four years experience.
4. Gen Workers Refers to general worker Qualifying period 2 years between July 1974 agreement and March 1976 amendment. Otherwise no experience specified. Until October 1977 called labourer.
5. Hours of work Shop controller exempt from hours of work clause. To calculate rates of pay the normal hours for this agreement of 46 hours per week was assumed to apply also to shop controllers.
6. Mass-Meat Refers to mass measurer and pricer. Qualifying period 2 years between the July 1974 agreement and March 1976 amendment. Otherwise no experience specified.
7. Meat Technician Until October 1977 called first blockman. Qualifying period 4 years.
8. Meat Tech Asst Refers to meat technician's assistant. Until October 1977 called blockman's assistant.
9. Shop Asst Qualifying period 4 years.
10. Shop Attd For July 1974 agreement and March 1976 amendment qualifying period 2 years. Otherwise no experience specified.
11. Shop Controller Until October 1977 called first blockman.
12. Smallgoodsman Refers to smallgoodsman and / or bacon curer. Qualifying period 4 years.

MEAT TRADE, EAST LONDON

Parties	Employer Organisation:	East London Meat Traders' Association	Trade Union:	East London Meat Trade Union	Area	Magisterial District of East London
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40 doctors face axe

250
Saxefu 8/1/81

THE FATE of about 40 Baragwanath Hospital doctors, most of them senior housemen and registrars, last night hung in the balance.

This follows reports that the Director of Hospital Services, Dr H van Wyk, sent a directive to the hospital ordering that hospital costs, including the employment of doctors be cut by ten percent. The 40 doctors were employed at the beginning of this month.

The fear that the doctors may lose their jobs in this move by the Provincial Administration to cut running costs was reportedly confirmed by Professor D Moyes, deputy Dean of the University of

By SELLO RABOTHATA

the Witwatersrand's Medical School. Talks on the issue were still being held yesterday and when The SOWETAN tried to get a comment from Dr van Wyk, he was said to be still in a meeting.

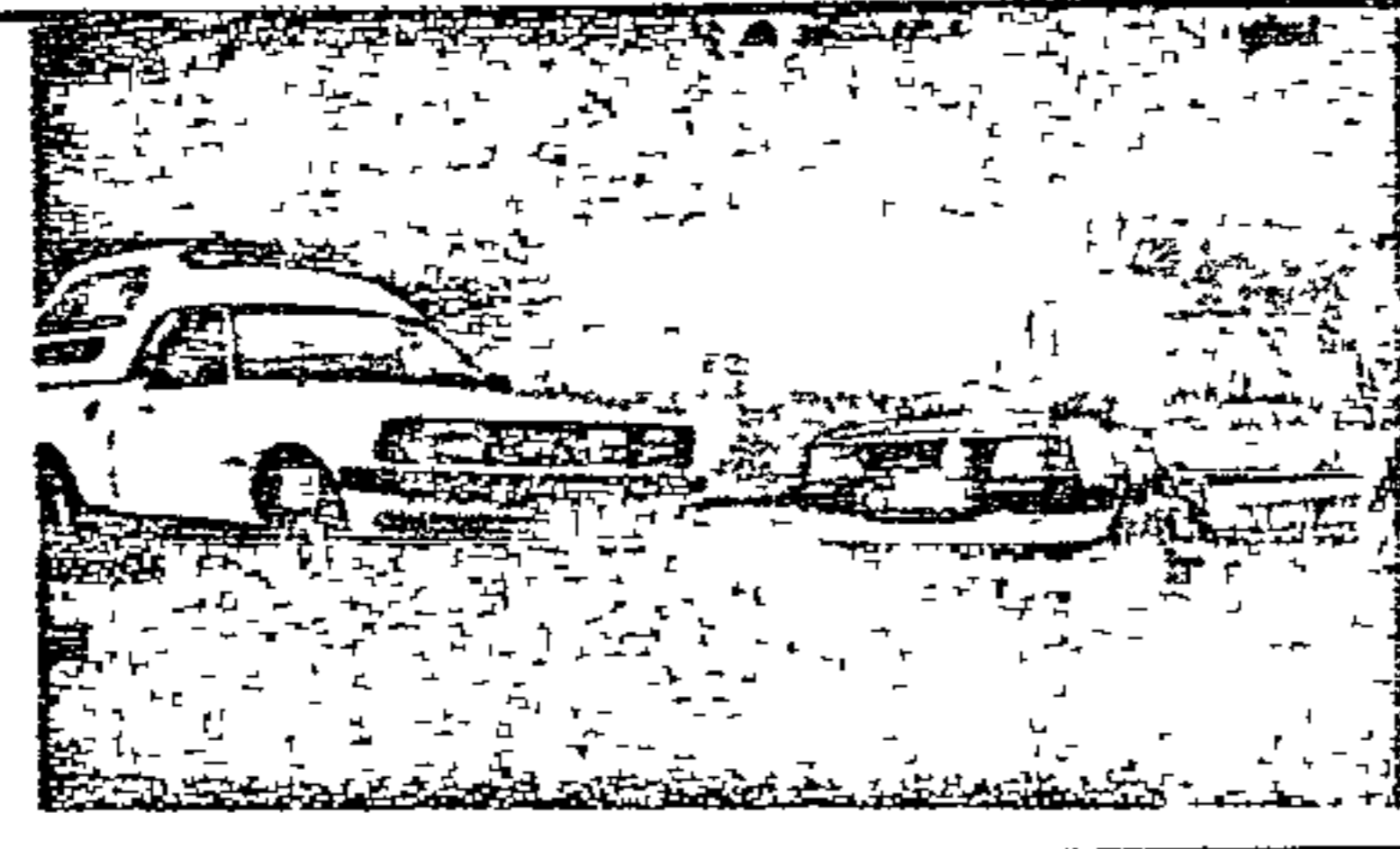
This decision is also seen as racially inspired as Baragwanath has always suffered a staff shortage and this reduction could seriously reduce the efficiency of the hospital, always stretched to the limit.

News of the move has not been taken lightly by the Black Health and Allied Workers' Union. The union's president, Mr Daniel Ko-

maphe said "We are watching with a keen eye. It is not good to retrench people because they do not have any retrenchment procedure."

Dr Nthato Motlana said he acknowledges the fact that the economy is in a shambles but cost-cutting should be made at white hospitals, not at black ones.

"The white patient has so much at his disposal while the black one has to endure overcrowding and lack of proper medical care etc. It is therefore out of the question for costs to be cut at black hospitals. Instead, the money should be used to improve these hospitals," he said.



Win a Ford Mustang
 Competition will close on
 15th September 1981
 Prizes include a Ford Mustang
 worth R17,000 in cash
 to be won. So if you want to
 be the money maker, buy
 the SOWETAN every day
 and be a winner.

No sackings—but private firms now do the job

Nov 16/1/85 250

Govt PR men

put on the shelf

By GEOFFREY ALLEN

THE Government has embarked on a policy of using private public relations firms for its departments—but officials who previously did the job are being kept in the public service.

This has come to light amid the Government's declared intention to create a streamlined and effective administration.

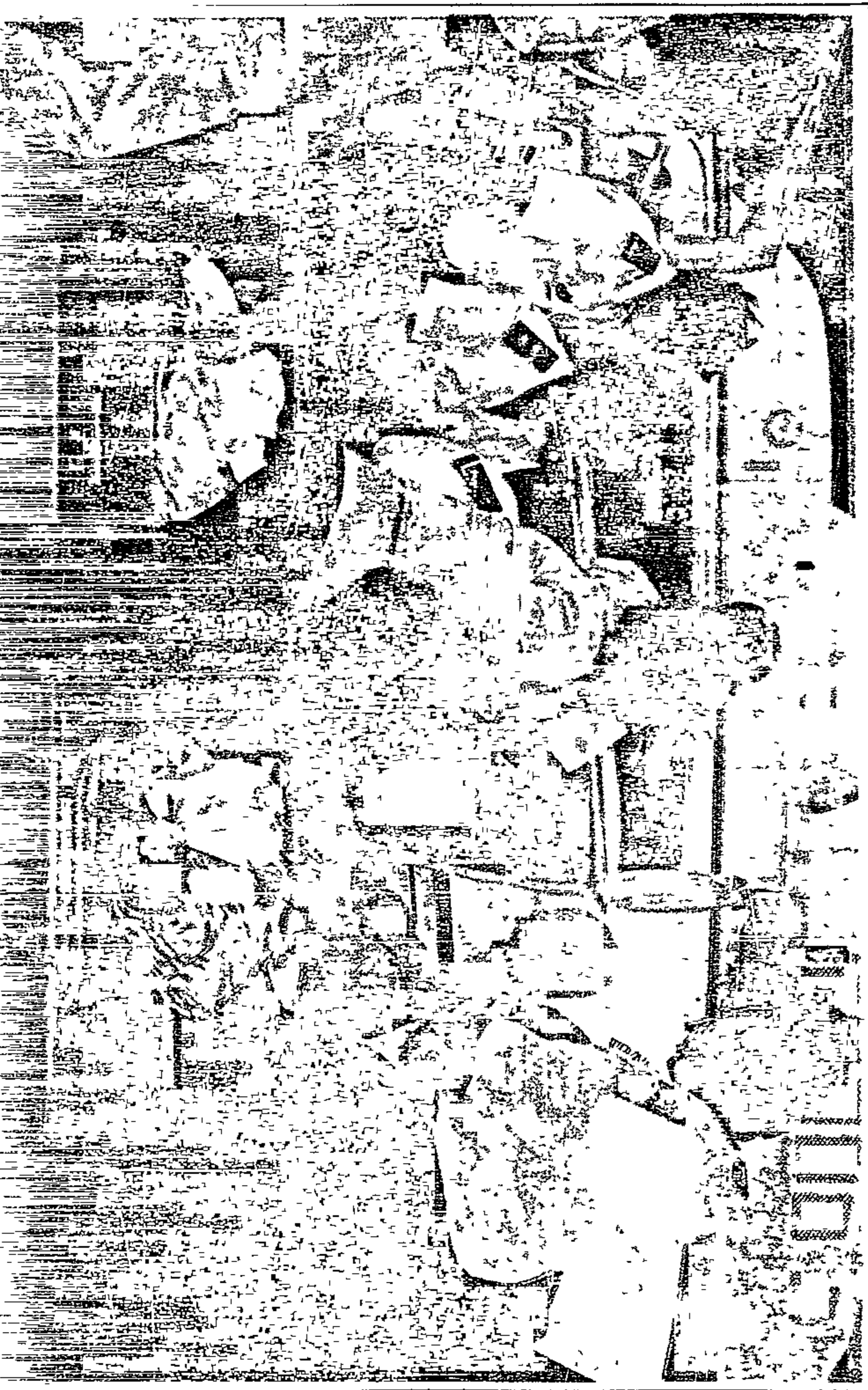
And yesterday the Opposition's finance spokesman, Mr Harry Schwarz, questioned the wisdom of using private PR companies for Government departments

"Who wants second-hand information? Surely the answers should come directly from Ministers or Deputy Ministers," Mr Schwarz said

Dr Johann de Beer, chairman of the Commission for Administration, said yesterday "The policy is to privatise as much as possible and it is in vogue to farm things out to the private sector"

He said he could not say what was spent on public relations by Government departments—but the total was "sizeable"

He confirmed there was a policy to use 'private sector' public relations firms rather than departmental internal PR men except in 'sensitive areas such as defence'



By SY LERMAN

MR GEORGE THABE, the besieged supremo of South African soccer, yesterday acted against Kaizer Chiefs' managing director, Mr Kaizer Motaung, and Mr Abdul Bhamjee, PRO for the National Professional Soccer League, as he drew the battle lines in a last-ditch effort to retain control of the giant NPSL organisation

Mr Thabe, who is both the president of the South African National Football Association and chairman of the NPSL, said measures were also being considered against a third prominent NPSL official—Mr Raymond Hack, the former

New

rows

vice-chairman of the and chairman of Wit verry

Mr Motaung has summoned to appear the NPSL's management committee for ing the League dispute, and Mr Bh has been "gagged" as PRO

Mr Bhamjee has been summoned to a ing of the NPSL, management committee to

No pc

Van I

says

By SUE FAULKN

A PROMINENT African historian said today there was a trait of Jan van Rie the first Commander Cape, in existence.

Professor Corné jong, assistant professor the Department of nomic History at the versity of South Africa today denied there any known portrait van Riebeck

His disclaimer follows article which appeared the Sunday Star in which eminent Dutch historian said the traditional portrait of "Van Riebeck" had inadvertently been mixed with the genuine one was actually of someone else.

Baronet Frederic Kretschmar, former tor of the Iconograph

put on the she

By GEOFFREY ALLEN

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This has come to light amid the Government's declared intention to create a streamlined and effective administration.

And yesterday the Opposition's finance spokesman, Mr Harry Schwarz, questioned the wisdom of using private PR companies for Government departments.

"Who wants second-hand information? Surely the answers should come directly from Ministers or Deputy Ministers," Mr Schwarz said.

Dr Johann de Beer, chairman of the Commission for Administration, said yesterday "The policy is to privatise as much as possible and it is in vogue to farm things out to the private sector."

He said he could not say what was spent on public relations by Government departments — but the total was "sizeable".

He confirmed there was a policy to use "private sector" public relations firms rather than departmental internal PR men except in "sensitive areas such as defence".

Internal departmental public relations men would not be fired — they would just be moved to different jobs within their departments, he added.

"In times like these you cannot just fire people," he said.

According to Dr De Beer it was up to the individual department to decide whether to call in a private PR company.

"Part of the policy is to try not to duplicate systems which can be performed by the private sector."

The Government Productivity Improvement Programme (PIP) is designed to cut the annual cost of running the Public Service by 8%.

The rationalisation for using outside companies is that by taxing the private companies the public sector will get back the money which it spends.

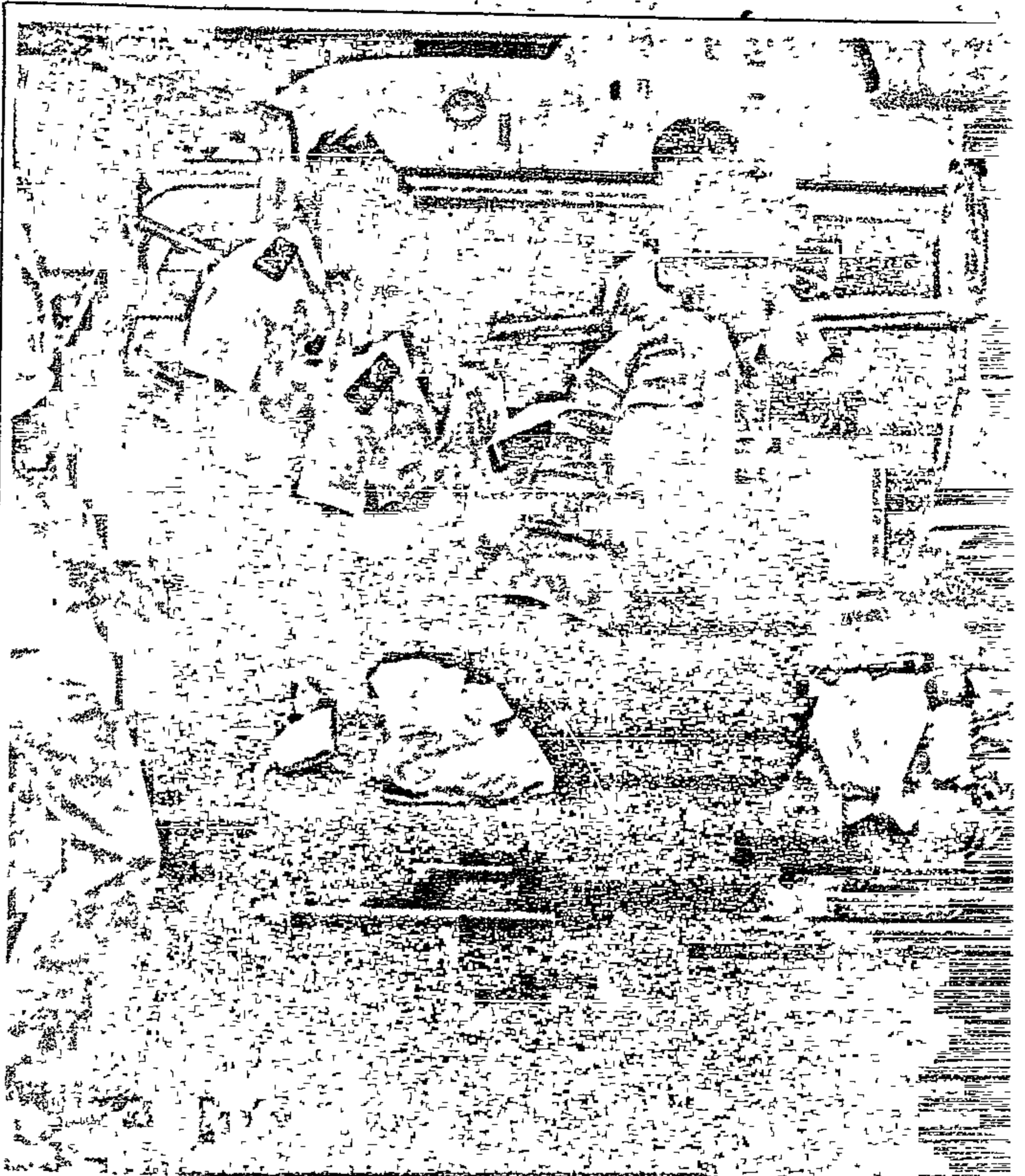
One Government spokesman said that in some cases private companies could carry out the PR functions "more cheaply" than public servants.

Mr Schwarz, the PFP's long-serving finance expert, said he could not understand why the Public Service should employ outside agencies to promote Government policies.

"Why should the census, which is a political decision, be handled by a private public relations company — why can't the departmental people do that?" he asked.

The Minister of Transport Services said recently that he had been embarrassed by a private company being awarded a R240 000 contract to promote toll roads — a project which included a lavish R46 000 party.

Government spending overall soared by 20% in the first three months of the 1984-85 fiscal year.



Ambulance staff attend to Mr Glyn Sproat, one of three survivors of a helicopter crash which occurred yesterday. Mr Sproat and a colleague, Mr Adriaan van den Berg, were flown to Johannesburg.

Copter 3 died in ball of

By JOHN MILLER and COLIN HOWELL

A MID-FLIGHT explosion caused a horror helicopter crash in which three top mining executives died instantly and three men were injured in the Eastern Transvaal yesterday.

The chartered helicopter plunged into a field in the Lothair district, about 30km from Ermelo. A ball of fire engulfed the mangled wreckage.

The three men who died and two of the injured were all senior General Mining Union Corporation Limited (Gencor) officials who were travelling to Swaziland to inspect a recently acquired colliery.

The dead are M... is E

Siebert, senior manager (coal division), Mr Reg Mason, a senior coal technologist, and Dr Leon Ackerman, senior project engineer (coal division).

Mr Glyn Sproat, rail and shipping co-ordinator (coal division), Mr Adriaan van den Berg, a senior technologist, and the pilot of the helicopter, Mr Rene du Toit, survived the crash.

Mr Du Toit was admitted to the Johannesburg Hospital in a serious condition. Mr Sproat and Mr Van den Berg were admitted to the Cottesloe Hospital.

"Those men must have been thrown out when the chopper crashed because it went up like a thatched roof on impact," Mrs Jenny Oos-

terhuizen, on whose farm the accident happened, said yesterday.

"I don't think the others had a chance to get out — it was so quick. All that remained after about 10 minutes was a heap of ash and scrap metal," Mrs Oosterhuizen said.

The helicopter, which took off from Rand Airport at 7.30am, crashed after it exploded in mid air and burst into flames, according to a police spokesman.

The pilot, Mr Du Toit, managed to crash-land, but a few minutes later the helicopter was completely gutted by the flames with only the twisted metal frame remaining.

Two accident inspectors

attached to the Department of Civil Aviation sent to the scene yesterday.

The C... said they... helicopter, about 400m home, five the crash.

Mrs C... "We didn't... sion, but... she ran to... and told... to the... "My... rived after already... survivors house."

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9 AM Times 16/1/85
Govt
250
spends
on PR

Own Correspondent

JOHANNESBURG — The government has started using private public relations firms to promote its departments — and this runs into “sizeable” sums

Dr Johann de Beer, chairman of the Commission for Administration, the government's cost-saving watchdog body, confirmed yesterday there was a policy to use “private sector” public relations firms except in “sensitive areas such as defence”

He said he could not say what was spent on public relations by government departments — but he says the total is “sizeable”

Dr De Beer added that the internal departmental public relations men would not be fired — they would just be moved to different jobs

“In times like these you cannot just fire people — you find them other employment in their departments”

One government spokesman said each government department has its own PR section and that it is a departmental decision to use an outside company

TV adverts

The rationale for using outside companies is that by taxing the private companies, the public sector will get back the money which it spends on promotions such as family planning TV adverts

What is known is that

- The razzle at the signing of the Inkomati Accord — including limitless food and drink and SAA jet and air force turbo-prop flights — cost an estimated R1-million.

- The Central Statistical Services are spending R35-million on a census five years early in the hope of saving money by not building facilities in the wrong places because of population migration caused largely by the drought

- The Minister of Transport Services said he had been embarrassed by a private company being awarded a R240,000 contract to promote toll roads — a project which included a lavish R46 000 party

Housing: public servants score due to quirk in subsidy scheme

Own Correspondent

DURBAN — Ordinary taxpayers are sharing the capital cost of some public servants' homes

A quirk of the public service housing subsidy scheme opens the way for public servants to draw additional subsidies, speed up loan repayments — and end up paying back less than their original loan

Thousands of public servants have access to this vast housing assistance money-go-round that adds a new dimension to creative home financing

Prudent public officials, even those on modest salaries, can use the system to find their way into the best of homes

While the Government denies that public servants are getting an over-favourable fringe benefit, sources in the home financing business say the system is possibly open to abuse

Even with housing subsidies marked for perks tax from March, public servants are still in the pound seats

Details of the scheme emerge from analysis of the closely-guarded subsidy tables issued by the Commission for Administration and circulated to Government departments, provincial administrations and certain other quasi-government agencies

Public servants can get building society loans of 100 percent (individual limits are determined by formula) because the

Criticism of perk is unfair and distorted, says Govt

Own Correspondent

DURBAN — Despite criticism of its housing subsidy scheme for public servants, the Government maintains that their total pay and perks packages lag behind those of the private sector

A spokesman for the Department of Home Affairs said "In paying housing subsidies the public service has not been setting a trend but has been following the lead of other sectors. A great number of employers in the private sector offer similar benefits

"It is unfortunate that a single component of the public servant's pay and benefit package is increasingly singled out for criticism. In so doing an unfair and distorted picture is created of the financial burden public servants place on taxpayers"

The spokesman said the scheme was in line with Government policy that employers should take part in promoting private homeownership

However, he said only about nine percent of public servants made use of the subsidy scheme. The "conservative limit" of R50 000, "when compared with present prices of property, speaks for itself"

The official also said "The effect of housing subsidies on the prices of homes has not been reliably established. Other major factors which influence prices are demand for land in the metropolitan areas, normal increases in building costs and the availability of funds from financial institutions"

Government guarantees a 20 percent "deposit". Subsidies are granted on the first R50 000 that an employee borrows. The maximum basic subsidy is R575,50 a month for those earning more than R1 524 a month and R599,50 for those on lower salaries

The normal repayment on a R50 000 loan over a 20-year term (the maximum period for a loan of this size in terms of the Building Societies Act) is R820 a

month, but it costs the upper-income-bracket public servant just R244,50 a month

Taken to full term, a loan of this size would cost R196 800 to an unsubsidised borrower in the private sector. But the public servant pays only R58 680.

Additional subsidies are available if a public servant elects to pay a "voluntary excess" — boosting his share of the normal repayment each month

A public servant with a

R50 000 loan who opts to pay the maximum voluntary excess of R464 is subsidised by R287,80 on this amount. The Government sends R1 284 to the building society, but takes only R420,70 off the employee's pay

By accelerating payments in this way the loan can be paid off in 62 months — little more than a quarter of the normal term

TOTAL REPAYMENTS

The public employee scores because his total repayments are only R26 083,40 (Effectively the State — but ultimately the taxpayer — has provided a large portion of the capital cost of the original loan, plus all of the interest. This capital bonus can help the employee into a more lavish subsidised home. Rules of the scheme require that profits from the sale of one house are invested in the next)

The Government scores because its subsidy expenditure is reduced — R53 524,60 over 62 months against R138 120 if the employee takes only a basic subsidy over 20 years

The building society scores because it gets its R50 000 capital back more quickly and it can lend it out again

The basic benefit of housing subsidies is that they qualify borrowers for higher-than-normal loans in terms of the building societies' rule that net repayments (after deducting any subsidy) should not exceed 25 percent of a borrower's monthly income

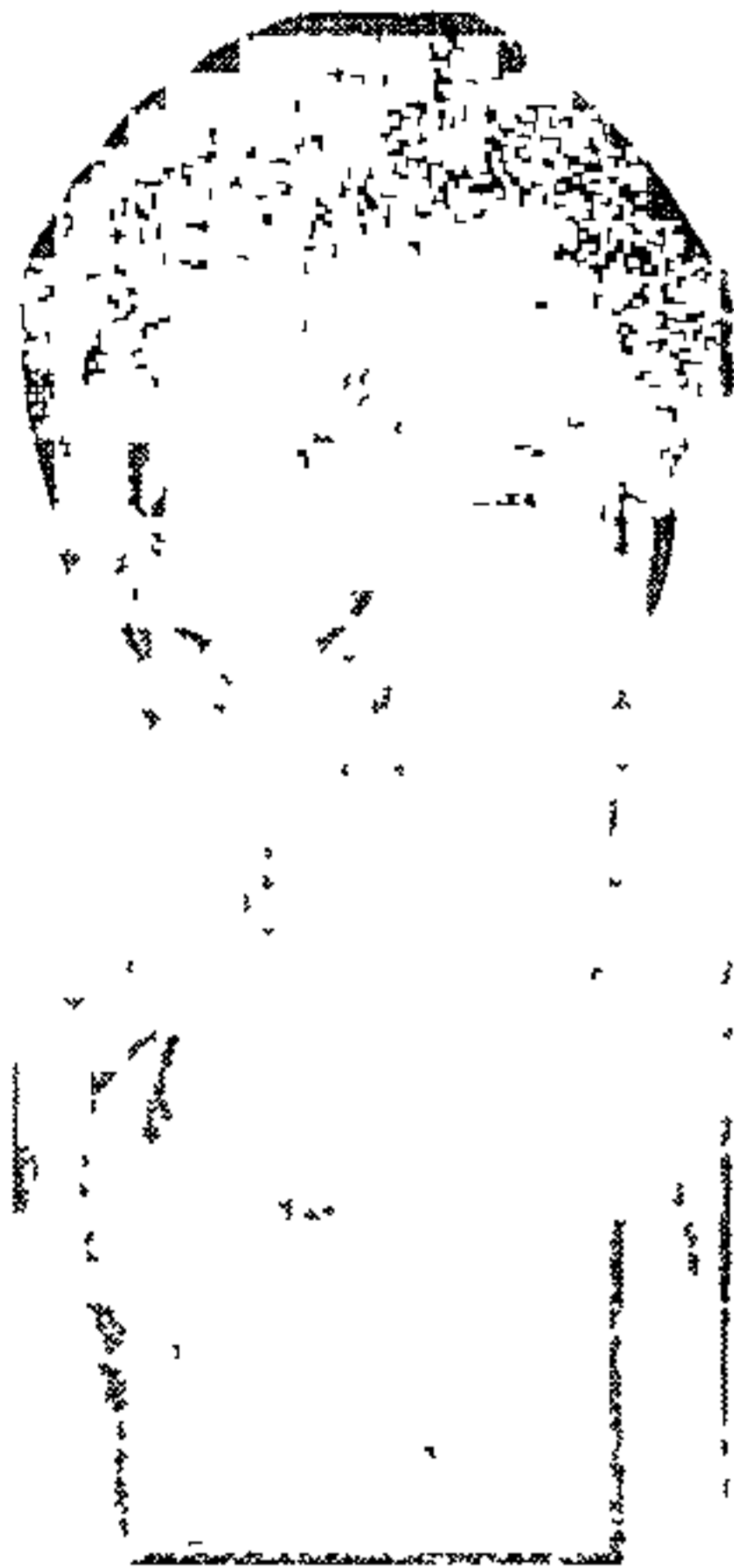
CHEQUES

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250

WITHOUT

THE BALANCES

Report by



JO-ANNE
RICHARDS



David Shapiro

Although there are no official guidelines, there is nevertheless a strong historical precedent in South Africa that suggests lobbying is not ethically correct.

In 1947 a select committee reported on the activities of a Mr A Goldberg, who was an MP and an attorney. He had taken a fee for interviewing a Minister on behalf of a client.

The committee ruled that, since MPs had "special access to Ministers and state officials, it is both inexpedient and derogatory to the dignity of the House for any member to accept any reward or other consideration for approaching Ministers and state officials or generally for any public service which he is called upon to perform as an elected representative of the people."

At the same time, the pattern set in other countries — such as Britain — shows that lobbying activities are frowned upon. The case about

15 years ago of the Chancellor of the Exchequer, Sir Reginald Maudling, shows how strict the British can be about the actions of their MPs.

His wife was raising funds for a charity in which she had an indirect interest — she was an office-bearer. The matter was investigated and it was held to be improper for a Cabinet Minister's wife to act in this way.

Only if Jan Representative were an Opposition MP would he have some guidelines to assist him. But then, he would probably not have the same opportunity for influence broking because of the public belief that ruling party MPs have greater influence in government.

The Progressive Federal Party uses the South African 1947 precedent as a guideline. According to the chief whip, Mr Brian Bamford, there are

no grounds for considering lobbying to be morally acceptable behaviour for an MP and he guides PFP members accordingly.

He feels that for an MP, even if he is a lawyer, to accept a fee for approaching the government in any circumstance is to "sail far too close to the wind."

"To my mind, it's perfectly simple for an MP to know which hat he's wearing," he said. "I was a practising advocate while I was an MP and I knew when something was purely legal work."

"When I approached a Minister, I knew I was acting as an MP and I would not charge a fee — but I could carry out these duties only for a constituent. An MP cannot be allowed to use his position for gain."

The chief whip of the Conservative Party, Mr Jan Hoon, agrees that the only lobbying that should be carried out by an MP is for his constituency — and this without payment.

Besides the strong case for considering lobbying to be unacceptable, there are people who consider it to be quite acceptable as long as an MP does not resort to improper influence or allow it to clash with his public duties. In fact some businessmen consider it to be a necessity for cutting through the red tape that clogs industries over-regulated by government.

Other local businessmen have stated that lobbying for companies is "common business practice" and point out that lobbying is officially recognised in the United States. But there lobbyists are known, registered and their activities are carefully monitored.

The State President, Mr P W Botha, showed a partial awareness of the problem when he recently stated that MPs should relinquish all directorships when appointed to the Cabinet.

In Britain an unwritten con-

vention has existed since 1975 requiring MPs to declare their pecuniary interests on a register. But it has been pointed out that members could not be forced to declare their interests in terms of the convention. They are, however, specifically required to declare their interests when voting in the House. Not to do so would probably result in strict censure.

In Zimbabwe members of the central committee of the ruling Zanu party have been prohibited from owning a second home, more than 50 acres (20,24ha) of land, a business, dealing in property or serving as company directors.

In South Africa it seems that while there is some disagreement over the rights and wrongs of lobbying, there is a strong feeling amongst legal observers that the registering of MPs' pecuniary interests which should be available for

public scrutiny has distinct merits — if only to protect MPs from public doubts.

Mr Bamford said there was "grave disquiet" in the PFP over the situation and the time was ripe for a special committee of Parliament to investigate the whole field of MPs' outside interests and assets.

It would be of great benefit for Parliament to lay down guidelines or ethical rules for MPs to follow, he said. Mr Hoon on the other hand, believes that the personal integrity of MPs should be such that rules should be unnecessary.

Public and Press criticism of the influence of public representatives seems likely to continue as long as there are no clear guidelines or rules dealing with the paid-for extramural activities of MPs.

In the end, keeping public representation clean is like pursuing justice. It should not only be done, but be seen to be done.

JAN Representative is a young National Party MP, newly elected to the small-town constituency of ... He is an account-

Will he handle the pressures of power and remain true to himself and his conscience?

Mr Representative is on his ... South Africa stands alone ... countries with a West- ... parliamentary tradition in ... no guidance of con- ... for its MPs on what ... may or may not do outside ... House.

Before he leaves for the ses- ... in Cape Town, Mr Repre- ... utive finds that many of his ... business clients — and ... that aren't even in ... constituency — now think ... provides an easy entrée to ...

Suddenly he finds that, be- ... his new R48 000-a-year ... he has the chance to ... large sums of money, ... because of his new sta-

"Ag, come on, Jan," a local ... says "There ... be in Parliament with all ... big shots. You act as our ... in government and tell ... Minister what we need here ... what our problems are ... "We'll pay you a retainer of ... 000 every month — it's ... our while because you ... open doors we never ... id."

Mr Representative isn't sure ... this would be correct, but ... doesn't know why. After all, ...orneys are entitled to ap- ... Ministers, aren't they? ... When he gets to Cape Town, ... looks up the Powers and ... Privileges of Parliament Act ... the library, but finds it says ... about the outside work ... may or may not do. All it ... him is that he may not ... on anything in which he ... a direct financial interest. ... So he approaches the party ... for advice, but even he ... tell him nothing.

According to Mr Chris ... the National Party ... ution officer, the party ... no ethical guidelines, be- ... those specified by Parha- ... on how MPs may or may ... make their money.

And if Mr Representative ... roached the Deputy- ... etary of Parliament, Mr G ... Kock, he would be told that ... hament has no ethical or ... guidelines laid down on ... payment MPs may ac- ... for their private duties. ... The party Whips, or the ... themselves must de- ... where their private duties ... with their public duties." ... Legal experts, MPs and for- ... MPs call all this a "con- ... lack of guidance. ... There is no way of knowing ... often it happens that MPs ... for a fee or accept com- ... directorships purely be- ... of their position, but it is ... to be frequent.

The 'extramural' work of ... was again raised late last ... when the Sunday Express ... reported that the Deputy- ... of Foreign Affairs, Mr ... Nel, had, while an MP, ... for a private company ... a monthly retainer of ... 000. Mr Nel denied lobbying ... said his duties, including ... the government ... the company's behalf, had ... purely legal.

Civil service discrimination slammed by Labour Party

ARGUS 4/2/85 (250)

Political Staff

MANY coloured civil servants are earning less than R300 a month, says a committee of the Labour Party calling for an end to discrimination in the Public Service

While coloured civil servants must receive priority in appointments to "own affairs" State departments, more promotional facilities must be opened to coloured people in "general affairs" departments

This is the recommendation of the five-man committee of the Labour Party in the House of Representatives, headed by Mr Abe Williams, MP for Mamre

During debate in the House this week, members deplored the fact that thousands of coloured civil servants are thought of as "temporary" because they are working in jobs regarded as "white" posts

League

The absence of coloured representation on the Commission for Administration — which determines civil service salary scales and conditions of employment — was also criticised

The Labour Party committee noted that there was a Public Service Association for whites and a Public Service League for coloured civil servants, who number about 26 000

The committee said that among the matters requiring urgent attention were coloured representation on the Commission for Administration, effecting a training programme designed to allow "each population group to manage its own department", greater opportunities for bursaries, and the elimination of racial discrimination in the Public Service

State's wage bill up 26 percent in '84

Financial Editor

AR663 4/2/85

355

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THE cost of running South Africa last year rose by more than 26 percent — or almost twice the inflation rate, an analysis of earnings figures issued by Central Statistical Services shows

Altogether, the five main administrative divisions — central Government, national states, provincial administrations, local authorities and "sundry statutory bodies" — paid a total of R2,3-billion in salaries and wages in the September quarter, up 26,9 percent on the R1,8-billion paid out a year earlier

However, in the same period the number of people employed by these divisions increased by only 3,2 percent from 1 005 697 to 1 038 794

The central Government's wage bill in the September quarter was R947,0-million, a 29,6 percent increase on a year ago, while the average wage paid was 23 percent higher than a year ago

PERFORMING ARTS COUNCILS

The cost of running the national states in the September quarter was R131,3-million, an increase of 16,5 percent on the year ago figure

The provincial administrations paid out R627,6-million in salaries and wages in the September quarter, up 27,7 percent from a year earlier, while the average pay of a provincial administration worker was 26,7 percent more

The wage bill of local authorities in the September quarter was R513,3-million — up 22,6 percent on a year ago although the number of people employed in this division dropped by 0,3 percent

However, it was the "sundry statutory bodies" which had the biggest wage bill increase. This category, which includes the Hotel Board, the CSIR, the regional performing arts councils and State Library, had a wage bill in the September quarter of R102,0-million, a 35,3 percent increase on a year earlier, while the average pay packet in the September quarter was 29,1 percent higher

The wage bill for communications (the Post Office) in September was 32,6 percent higher at R87,9-million while the average pay packet increase was 27,3 percent

In marked contrast, Escom's wage bill increased by only 4,6 percent in the 12 months to September and individual remuneration rose by an average of only 1,6 percent. In August the year on year increase was 4,4 percent

The increase in pay bills and pay packets in the private sector was generally much smaller. Manufacturing industry paid only R974,9-million in September —, 7,5 percent more than a year ago, while the average pay packet was up 7,3 percent

500 000
S. Post 250
4/2/85
public servants
in SA

PRETORIA — There were just under 500 000 non-uniformed public servants in South Africa, according to the chairman of the Commission for Administration, Dr J de Beer.

Speaking at the weekend at the mauguration of the first course in public service management training, at the University of Pretoria, Dr De Beer said 1 035 directors and managers were in charge of 485 000 Government employees, including teachers and members of provincial administrations.

The State would pay for the "elite" among its managers to do the new course because there was a greater need for professionalism in the public sector, he said. "We do not need just capable functionaries. We also need managers who can act as leaders," Dr De Beer said. — Sapa

Govt plan to probe spending

By ANTHONY JOHNSON
Political Correspondent

THE government has ordered an urgent investigation to curb expenditure and jack up efficiency throughout the civil service.

Heated exchange over sex laws

Political Staff

HOUSE OF REPRESENTATIVES — Hopes that laws against inter-racial marriage and sex would be scrapped during the current parliamentary session faded yesterday when the Minister of Home Affairs, Mr F W de Klerk, told coloured MPs that wide-ranging implications of repealing the measures had to be considered by yet another parliamentary committee.

Amid repeated interjections, including calls to scrap apartheid and accusations that he was "obsessed with race" and using "delaying tactics" to avoid repealing the measures, Mr De Klerk said investigations of the two laws by committees over the past 14 months was progress that the MPs had ignored in the debate.

The heated exchanges marked the first real public confrontation between MPs of colour and a white cabinet minister defending the government's race policies during the current session.

In replying to a debate on a private member's motion calling for the repeal of the two laws, Mr De Klerk said the cabinet agreed last month that a joint parliamentary committee should consider further details of scrapping the laws, and he would propose in Parliament today that such a committee be appointed.

Mr De Klerk said it was not simply a matter of scrapping the laws. The implications and the effect on related laws had to be considered.

● **First roars as the Reps roast a white minister, page 11**

The huge belt-tightening probe is being conducted by the Commission for Administration and follows ballooning criticism from opposition politicians and the private sector over the State's own profligacy during periods of growing financial stringency.

According to a report in today's Financial Mail, a total pay and perks cut of eight per cent — about R720-million — is expected to flow from the intensive investigation that has been quietly ordered by the cabinet.

The chairman of the Commission for Administration, Dr Johan de Beer, yesterday described the money-saving project as "immense" but said he expected departments to come up with a preliminary report in time for the Budget in March.

'Ideal target'

He said the figure of eight per cent was an "ideal target" which would help departments consider the implications of what was needed to realize a substantial rise in productivity.

For this reason departments have been asked to specify in detail how they propose to reduce personnel expenditure in their budgets.

"Cuts will differ enormously from department to department depending on decisions already taken, new functions for certain departments and special projects that have already been approved," Dr De Beer said.

While he emphatically denied that retrenchments were being considered, the Financial Mail today describes the aim of the new project as "an ongoing productivity promotion with teeth".

However, the following cost-saving measures are definitely on the cards.

● Vacancies would no longer be filled automatically but would have to be justified afresh "against the background of the present economic

Care Times 7/2/85

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From page 1 250

circumstances"

● New posts would in all cases be "carefully scrutinized" to see if they were really needed.

● Travelling frequency and expenses would be reviewed according to stricter criteria.

● All additional earnings such as overtime, bonuses and allowances will be reviewed.

But it is clear that the new drive to make the civil service less spendthrift is a politically sensitive issue which the vote-conscious cabinet will have to handle with considerable skill.

Fat cat image

And as the Financial Mail observes "It is an open secret that the Department of Finance in particular is somewhat embarrassed by the fat-cat image of the civil service and would prefer a leaner look in these hard times, but the very fact that the times are indeed hard is obviously deterring many from leaving what is widely regarded as the most sheltered employment available in the land."

The official Opposition yesterday welcomed the productivity probe, but said its scope should be broadened.

The PFP spokesman on finance, Mr Harry Schwarz, said the probe also needed to look at which sections of the public service should be done away with completely, particularly in cases where duplication existed for ideological reasons.

The PFP spokesman on the public service, Major Reuben Sive, said truly massive saving could be realized if housing allowances were abolished for public servants.

6 SA AGRICULTURE 195

ANCES ON SINGLE VARIABLES

***** VARIABLE NUMBER
***** STATISTICS P-VALUE

To Page 4

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ARGUS 7/2/85 (250)

Cabinet sets up probe into Public Service

Political Staff

AN investigation into possible cuts in personnel expenditure in the Public Service is being carried out by the commission for administration on the instructions of the Cabinet.

The chairman of the commission, Dr J de Beer, confirmed this today.

He emphasised that it was only a feasibility study at this stage, with the target of improving productivity by eight percent with a corresponding cut in personnel expenditure.

Short period

This could save the State about R720-million.

The results of the project will be submitted to the Cabinet before the March 18 Budget.

Mr Harry Schwarz of the Progressive Federal Party said the survey was being conducted over a relatively short period and it would not be possible to do it adequately before the Budget.

Final decision

Dr de Beer said a final decision on a viable target would be taken by the Cabinet. The matter could then be studied further.

Some vacancies might not be filled automatically and new posts would be re-evaluated. Travelling expenses and overtime bonuses and allowances would be reviewed.

Mr Schwarz said what was needed was an intensive study of the functions of the State.

Unless the necessary scientific study was made the wrong services could be cut while services the country could do without could be retained.

Mr Schwarz said such a study should also involve a detailed look at the staffing structure of each department and the productivity of not only the structure but of individuals.

It had to be done with delicacy in order not to disturb the morale of the staff or the quality of services being rendered.

While the Government is being urged to cut State expenditure, it is also being criticised following indications that State subsidies on socio-economic services are being reduced, with a resultant increase in rail fares as the first example.

R395-million

Mr Schwarz said there were indications that the increase in railway fares was due not only to increased costs but also to a revision of Government policy on the subsidisation of socio-economic services.

It appeared that at a transport services Press conference in the Transvaal, officials said that in the Budget only R395-million of the R825-million asked for would be granted to subsidise such services.

Such cuts on subsidies on rail fares could threaten stability.

THE PUBLIC SERVICE

Cutting back bureaucracy

Government has ordered a major investigation into the public service aimed at cutting spending on pay and perks by 8%. This should save an estimated R720m/year. The investigation was ordered by the Cabinet, was possibly initiated by President P W Botha himself, and is being carried out by the Commission for Administration.

It appears unlikely, however, that there will be any pay cuts or a significant number of retrenchments. Instead, an effort will be made to effect savings through greater efficiency and productivity, through cutting peripheral administrative or questionable perks expenditure, and by leaving vacant posts unfilled.

Few, if anyone, at the Ministry of Finance — or for that matter the commission itself — really believe the 8% target can be achieved. But they do believe the investigation is necessary, that the results will be enlightening, and that significant savings can be achieved.

Some retrenchment is not ruled out. The objective, however, is to obviate the need for it, now or later, through the new project — which amounts to a productivity drive with teeth. It is a case of getting more out of every rand spent on the civil service and to be seen to be getting it at a time when many private-sector employees are really beginning to feel the effects of the recession.

Why 8%? The figure, according to Commission for Administration chairman Johan De Beer, has not just been plucked out of the air. He says "It is something to aim for, a goal that will stretch the capacity, initiative and imagination of all concerned. People are loath to set targets in case they fail, but we have to start somewhere."

De Beer confirms that the object of the exercise is to gauge the implications of an 8% productivity boost through a curtailment of expenditure on personnel in every departmental budget. Departments have accordingly been requested to stipulate in detail what procedures they can, and will, adopt to reach the target.

So everything connected with expenditure on personnel is going under the microscope. Obvious areas are travelling frequency and expenses, subsistence allowances, and ways of shortening decision-making processes. Vacancies are being left unfilled until it is determined if existing staff can handle the job, and the creation of new posts is being suspended on the same basis.

The outcome will be decided by the Cabinet, not the commission. Whatever it is decided can be achieved will inevitably be regarded as a cut in remuneration, and the

decision on whether it can be accommodated will be as much political as administrative.

De Beer thinks the probe will help staff who are not as productive as they should be. "Maybe it will turn out that it is the system that needs rectifying, a lack of the right training or something else that is handicapping people, but we want to get down to individual circumstances."

It is an open secret that the Department of Finance is embarrassed by the fat-cat image of the civil service and would prefer a leaner look during hard times. It is also realised that because times are hard, many are deterred from leaving the most sheltered employment available.

In any event, it would take a lot more than a few unfilled jobs to make a major difference. Significant retrenchment is also ruled out, although many senior officials regret that procedures for firing even total incompetents are too exhausting to warrant serious consideration.

URBAN BLACKS

The crisis grows

Government is clearly devoting considerable thought to the economic and political future of urban blacks. Although details of official thinking remain vague, President

P W Botha's speech at the opening of Parliament indicates an intention to go a long way towards eliminating the causes of black discontent in the townships.

In concrete terms it appears Pretoria is willing to

□ Grant freehold property ownership within at least some of the existing urban townships,

□ Rethink its influx control policy, although almost certainly not to eradicate it entirely,

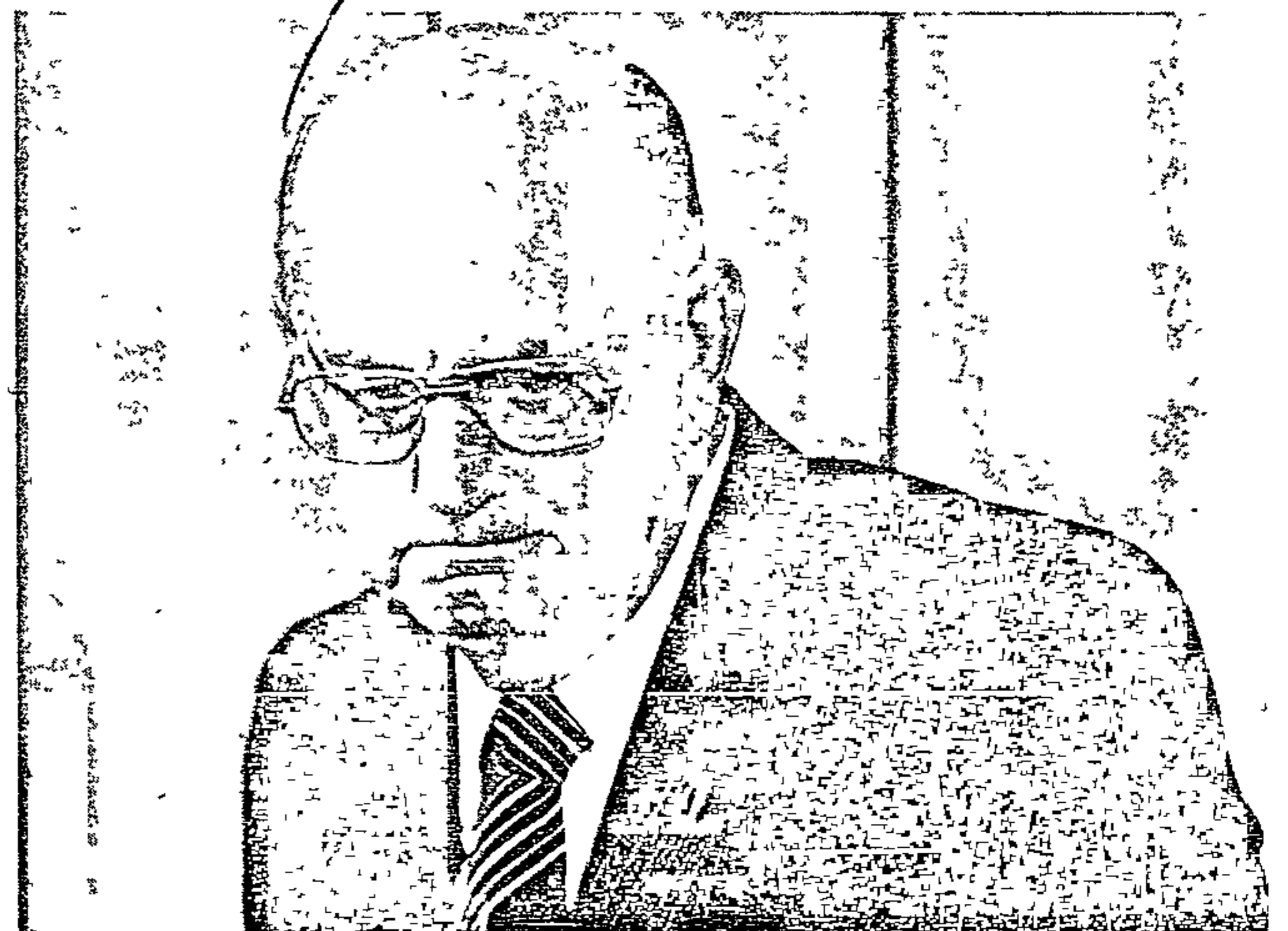
□ Re-examine its (now suspended) programme of forced population removals, and

□ Eliminate many of the legal obstacles in the way of blacks wanting to sell their labour where it is required or to set up businesses in white-designated areas.

At heart, Botha's statements appear to mean that government has largely renounced the old "separate but equal" economic policy it previously held so dear.

Head of RAU's department of development studies Johan Fick points out that those who continue to favour such policies have not realised "the inevitability of socio-biological processes such as population growth, urbanisation, economic concentration and the political implications arising from conditions created by these processes."

Fick points out that not only are black



President Botha ... eliminating causes of unrest

9/2/85

250

RAND DAILY MAIL, Saturday, 1

Govt plans no retrenchments

By GERALD REILLY
Pretoria Bureau

STATE departments have been instructed to slash expenditure by 8% — but there is no talk of retrenchments in the public service

The broad aim is a saving of between R700-million and R800-million, including cuts in the massive salary bill for the nearly 400 000 workers in central Government employ including the SADF, Police and Prisons personnel

This, according to a circular sent to all heads of State departments, is to be achieved by leaving vacant or vacated posts unfilled, and by cutbacks on other departmental spending

State department heads have been told to report back urgently to the Commission for Administration on the savings that are possible

By far the biggest item involved is salaries for the 400 000 workers

However, latest Central Statistical Services figures show the number employed by the central Government increased by 20 345 — 10 000 of them white — for the year to the end of September 1984

The PFP's spokesman on the public service, Major Ruben Sive, said spending to prop up the broken down apartheid policy was the major reason for the vast amount of taxpayers' money being swallowed up by the public service

In the current Budget, R1 900-million for instance was voted for the Department of Co-operation and Development

This was an increase of nearly R300-million on the previous year's vote

"Massive amounts were also spent by other apartheid departments and divisions, including the administration of the Group Areas Act and influx control"

ki Mr She said she replied the conversation was one inside

Govt birthday bonus cheques postponed

250
Call Times, 14/2/85

Own Correspondent

PRETORIA — The government's desperate financial plight has been highlighted by postponement of government workers' birthday bonuses

For the first time the bonuses — thirteenth cheques — were to have been paid in the workers' birthday months. But those born in January, February or March — the last three months of the financial year — will have to wait a year for their money

Circular

In a circular to State departments yesterday, the Commission for Administration says that because of financial problems, those whose birthdays fall in January, February and March will have to wait until the 1985/86 financial year for their bonuses. When other workers' bonuses will be paid has not been disclosed

The postponement applies to State department workers and SADF, prisons and police personnel. The amount is about R250 million

The president of the Public Servants' Association, Dr Colin Cameron, said that thousands of government workers were dismayed and deeply disappointed

ed He added; however, that there was an appreciation for the grave financial difficulties facing the country and the government

Economists said the move was a clear indication that the government had its back to the wall financially, and that the country could brace itself for a tough Budget next month. It indicated the government was casting around desperately to find ways of penny-pinching "to stretch every rand to the limit" — even to the extent of antagonizing its workers

However, it was pointed out that public servants recently received large pay increases, and that many private sector workers receive no bonus at all, or their bonuses were sharply cut or cancelled

The government also owes teachers two months' increases which should have been paid last October and November, when their salaries were raised

After teachers' associations protested at the payment of increases from December, the government agreed to make them effective from October, but said the October and November increases would be paid only in the 1985/86 financial year

Disinvestment a focus

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Palamin lifts profits 76% — dividend soars

By BRENDAN RYAN *one time 14/2/85*

JOHANNESBURG. — Palabora Mining's taxed profit before extraordinary items soared 76 percent to R56,169m for the year to December from R31,943m the previous year.

The final dividend has been increased by 82 percent to 50c a share (previous final 27,5c) which nearly doubles the total distribution for the year to 110c (60c)

The extraordinary item was a R9,8m deferred tax rate adjustment which brought profit after extraordinary items down to R46,465m from R31,943m the previous year

Share price

Palamin's results justify the run-up in the share price on the Johannesburg Stock Exchange over the last six weeks from about R14,5 at the start of January to yesterday's closing price on the Johannesburg Stock Exchange of R18

The managing director, Mr Al Leroy yesterday attributed the improved results to three factors

"The first is the beneficial effect of the depreciation of the rand on our sales revenues

"Secondly our working

costs were held down because the increase in the amount of waste stripping in the pit was capitalized. These costs will be capitalized until 1992 and then written off over the next seven years

Exchange losses

"Finally, Palamin had another successful year in controlling costs. The electrified haulage system allowed direct energy savings of R8,4m last year," Mr Leroy said

The results show that Palamin's interest payable and foreign exchange losses on loans more than doubled to R17,768m from R8,428m the previous year while Palamin also made foreign exchange trading profits of R3,418m (1983 nil)

The loans have been raised to finance the widening of the open pit which, from 1992 to 2000, is expected to produce a further 833 000 tons of copper which would not otherwise have been

mined by open cast methods

Peak borrowings for this project should be reached in 1988

Mr Leroy said he was not perturbed by the forex losses because the company was "self-insured" as its sales were denominated in dollars or pounds sterling

He said the foreign exchange profits had "just happened" because of timing and the company did not speculate in the foreign currency markets

Palamin does not take forward cover on its expected export revenues

Prospects

Mr Leroy said there was a shortage of copper metal on world markets at the moment and the prospects were that this could continue and 1985 could therefore be a reasonable year for copper

He said, however, that prospects for Palamin in particular depended on a number of factors

"We already know costs are going up but we don't know for sure that the copper price will as well," he said

Comment: Palamin has proved once again why it is rated as perhaps the finest copper company in the world in which investors can buy shares

Palamin has made profits when other major producers have gone to the wall or been nationalized and kept going by governments for foreign exchange reasons in spite of the huge losses run up by the operations

Palamin's share price may well advance further from its present levels

The life of the mine as an opencast operation is slated to go to 2000 but management is already looking at the feasibility of extending it beyond that

When the pit can no longer be enlarged then management will have to consider mining the deposit through underground methods

Bonuses: 'Back to square one'

CAP & TIMES 15/2/85

250

Staff Reporter

GOVERNMENT employees who receive birthday month bonus cheques (13th cheques) may rest assured — there is no plan to postpone the payment of the cheques until next year

A report yesterday said that civil servants whose birthdays fall in the months of January, February and March would be paid their bonus cheques only next year

Mr J W B Meyer, secretary of the Commission for Administration, said yesterday this was not correct. Nothing had changed in the payment of the bonuses

"The bonus cheques for January, February and March will be paid in April, as they have always been since the inception of the birthday bonus scheme," he said. Bonus cheques for employees with birthdays in all other months of the year would be paid as usual in their birthday

months

Mr Meyer said confusion had arisen because last year it was announced that from the 1985-86 financial year all bonus cheques would be paid in the month of the birthdays of employees, even if these fell in January, February or March

The current economic situation had caused the Treasury to reconsider the date of implementation of the new scheme for payment since it would substantially add to the total budget for each government department in the first year it was introduced.

"All that has happened is that we have informed departments that we are back at square one. Everyone will get their bonus cheques as they did before — we are not just going to be able to hand over bonus cheques in January, February and March as we had hoped to do. Cheques for these months will be paid in April as before," said Mr Meyer

The case for retrenchment

(250) ~~335~~

Delegates to Assocom's 82nd congress last year focused on SA's overmanned public service — demanding that its numbers be trimmed as part of government's contribution to resolving the economic crisis. Finance Minister Barend du Plessis publicly responded that there would be no large scale lay-offs — although numbers could be reduced by attrition.

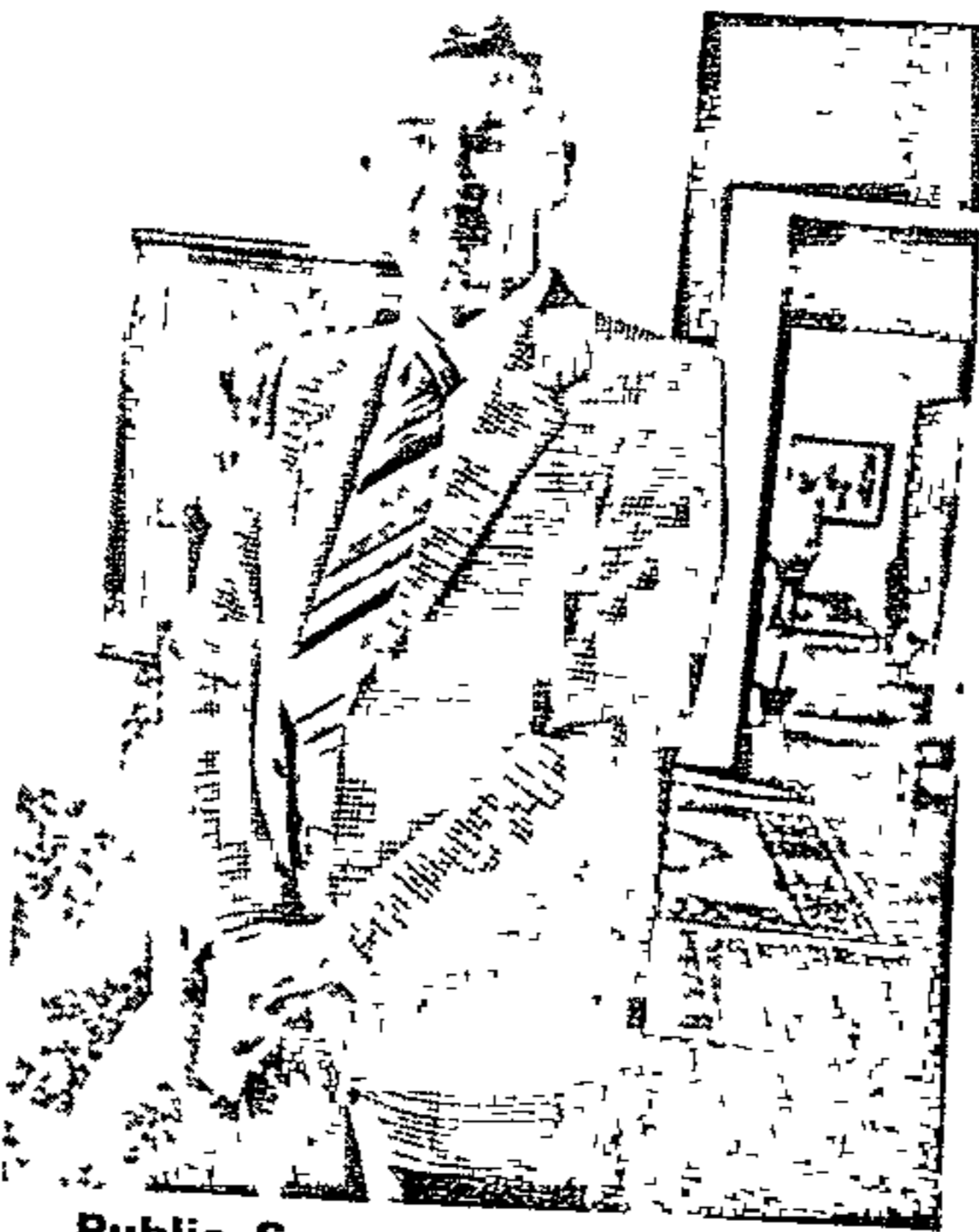
While accepting that Du Plessis is governed by political considerations, and he cannot go against policy laid down by the State President and the Cabinet, the policy of non-retrenchment is, to put it mildly, mistaken.

Since the Assocom congress the economic outlook has worsened. The need for government to trim current spending has never been greater. But the latest available figures (those of the Central Statistical Services (CSS) for the 12 months to last September) show an increasingly large, and increasingly expensive, public service. The number of people employed by central government increased by more than 20 000 (a 5,4% growth) while the September payroll was 28% higher than that for the same month in 1983.

Only a minor part of the increase in remuneration was due to the growing numbers, which were largely in black education — far from the best paid sector of the public service. According to the Commission for Administration, the overall increase in individual earnings was 21% — way above the rate of inflation.

Now even government is taking fright at the cost of the public service whose total annual salary bill (if provincial employees are included) is about R6,3 billion and is rapidly heading for an imposing R10 billion

Everyone knows that it is difficult to get fired from the public service for inefficiency or even misconduct. Just how difficult is only clear to those who are prepared to wade through the enormously complex regulations and legislation governing hearings and appeals that apply before the axe can fall. None of which, strangely enough, prevents the government from carrying out the selective retrenchments which the overmanned state of the public service demands.



Public Servants' Cameron ... would oppose cuts bitterly

figure. Hence the Commission for Administration's project to cut remuneration costs by 8% through peripheral savings on things like perks, non-replacement of departing employees, administration costs and by increasing productivity.

It is unlikely to be enough, but the Commission is hamstrung by legislation. It would be futile for it to recommend an actual cut in salaries since Section 22 of the Public Service Act (54 of 1957) forbids cutting salaries, except for disciplinary reasons, other than by Act of Parliament or with the agreement of the public servants concerned.

Public servants would indeed have to be desperate to retain their jobs before they agreed to an overall salary cut, and the wording of the Act is such that each individual would have to signify acceptance — an unlikely event. It is also difficult to envisage government solemnly introducing legislation to cut salaries knowing that the Conservative Party would be gleefully waiting to fish for more public service votes by opposing the Bill clause by clause.

Cocoon of red tape

A private sector organisation faced with the need to cut its labour force tries to do so by laying off its least efficient workers — although retrenchment agreements with trade unions often complicate the task. No one should believe the public service can follow the same route. It is too enmeshed in the comfortable cocoon of red tape which politicians and legislative draughtsmen have used to ensure the loyalty of the vast pool of public service voters.

Section 6(d) of the Act does indeed provide that a public servant may be fired "on

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HOW TO GET FIRED FROM THE PUBLIC SERVICE



account of unfitness for his duties, or incapacity to carry them out efficiently" For government to exercise that option is difficult even in individual cases. To do so on a large scale is unthinkable. The procedure varies according to the post and grading of individual public servants but, in general, what happens is this:

- The head of the department reports to his Minister (or provincial administrator), or his delegated representative, that a particular officer is inefficient;
- The Minister appoints someone to hold an inquiry;
- The officer concerned is given "reasonable notice" in writing of the inquiry and a written statement of the case against him;
- The officer concerned may be present at the inquiry, or have a representative there, and may cross-examine anyone called to give evidence about his incapacity. A full record of the proceedings must be kept;
- The officer conducting the inquiry informs the person concerned of his finding and sends a report to the Minister;
- If the finding is that the man concerned is indeed incapable of carrying out his duties he then has 14 days to lodge written notice of appeal to the Commission for Administration;
- The officer then has seven days to apply for a copy of the record of the inquiry which the commission must provide;
- He then has 14 days to submit written representations (in quadruplicate) in support of his appeal;
- The commission submits these (and a copy of the inquiry record) to the official's head of department;
- After receiving these the head of department has 14 days to submit (in quadruplicate) written representations in support of

the inquiry finding — a copy of which the commission supplies to the appellant,

- The appellant then has 14 days to submit (in quadruplicate) any reply he wishes to make to the department head's representations;
- The commission may grant the department head the right to reply to the appellant's counter representations — otherwise it goes on to consider the mass of documentation it has now accumulated;
- It makes a finding, either upholding the original decision, varying it or deciding to order that a new inquiry be held;
- It makes a recommendation to the Minister who may follow it or adopt "any other course which the commission could lawfully have recommended."

In other words, having followed procedure the Minister may do as he likes. The procedure, however, is not just regulatory law that can be altered at the stroke of a pen — it is laid down by statute and must be followed.

Does this mean that public servants are effectively "fireproof" and that retrenchment is not an option when government spending cuts are considered? Seemingly not. Government could resort to a catch-all provision of the Public Service Act if it steeled itself to endure the consequences that widespread retrenchments in the public service would provoke.

This provision is contained in Section 6(b) of the Act which provides that a public servant may be discharged "owing to the abolition of his post or any reduction in or reorganisation of departments or offices."

Back in 1957 some assiduous draughtsman foresaw that the time could come when government would need to cut civil service numbers and he laid the groundwork for such action. That clause, which has

lain disregarded in the statute book for 28 years, could be useful now (Pretoria is presumably aware of this).

It avoids the pitfalls, intricacies and delays of sackings for inefficiency or misconduct, it requires no legislation and it could be used in short order.

One could not expect a government painfully conscious of its political vulnerability to simply announce that the public service is to be cut by 10% in response to the need to reduce spending.

Generous benefits

Cuts would obviously have to be negotiated with the Public Servants Association — whose president, Colin Cameron, could be expected to oppose them bitterly. At the very least government would have to concede generous retrenchment benefits to those who were laid off.

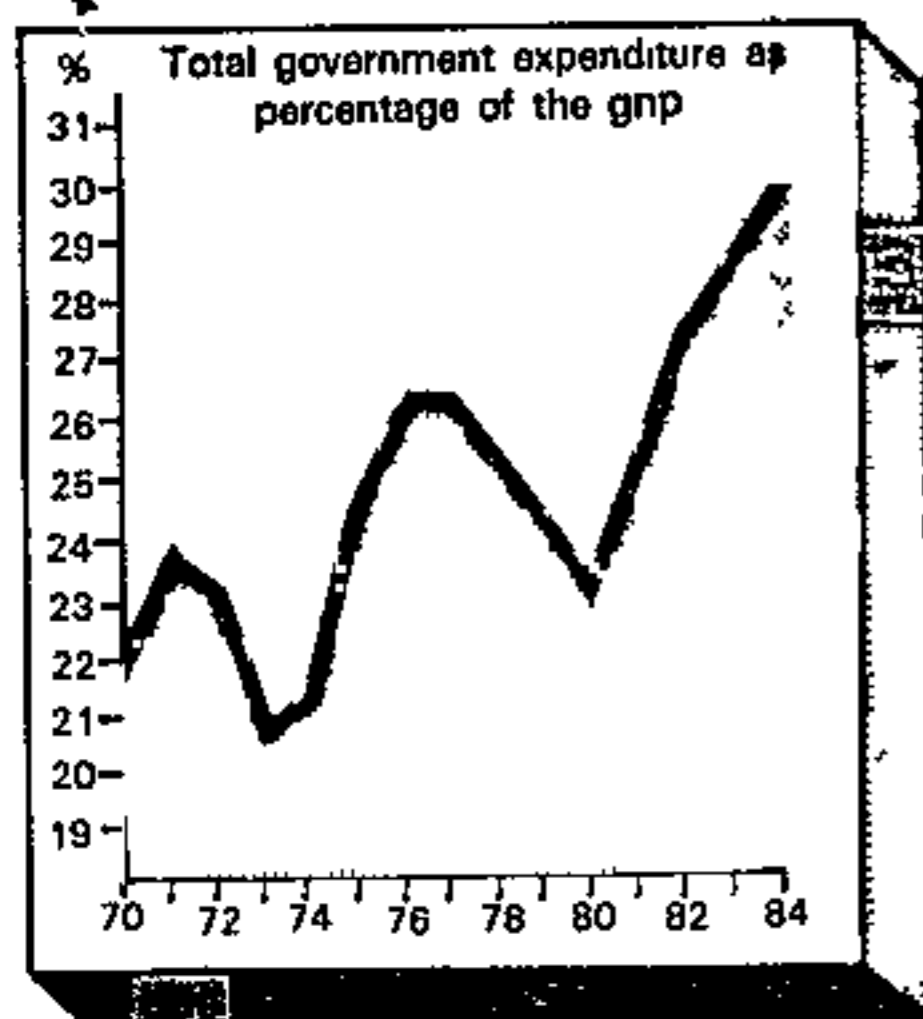
Unless we are vastly mistaken, however, the time is fast approaching when government will have to bite the bullet of retrenchment. There is no alternative. As it is, government is borrowing to finance current spending. This is untenable.

The manpower cuts should be made in departments whose *raison d'être* is the enforcement of policy that strives for racial pigeon-holing of people and their endeavour.

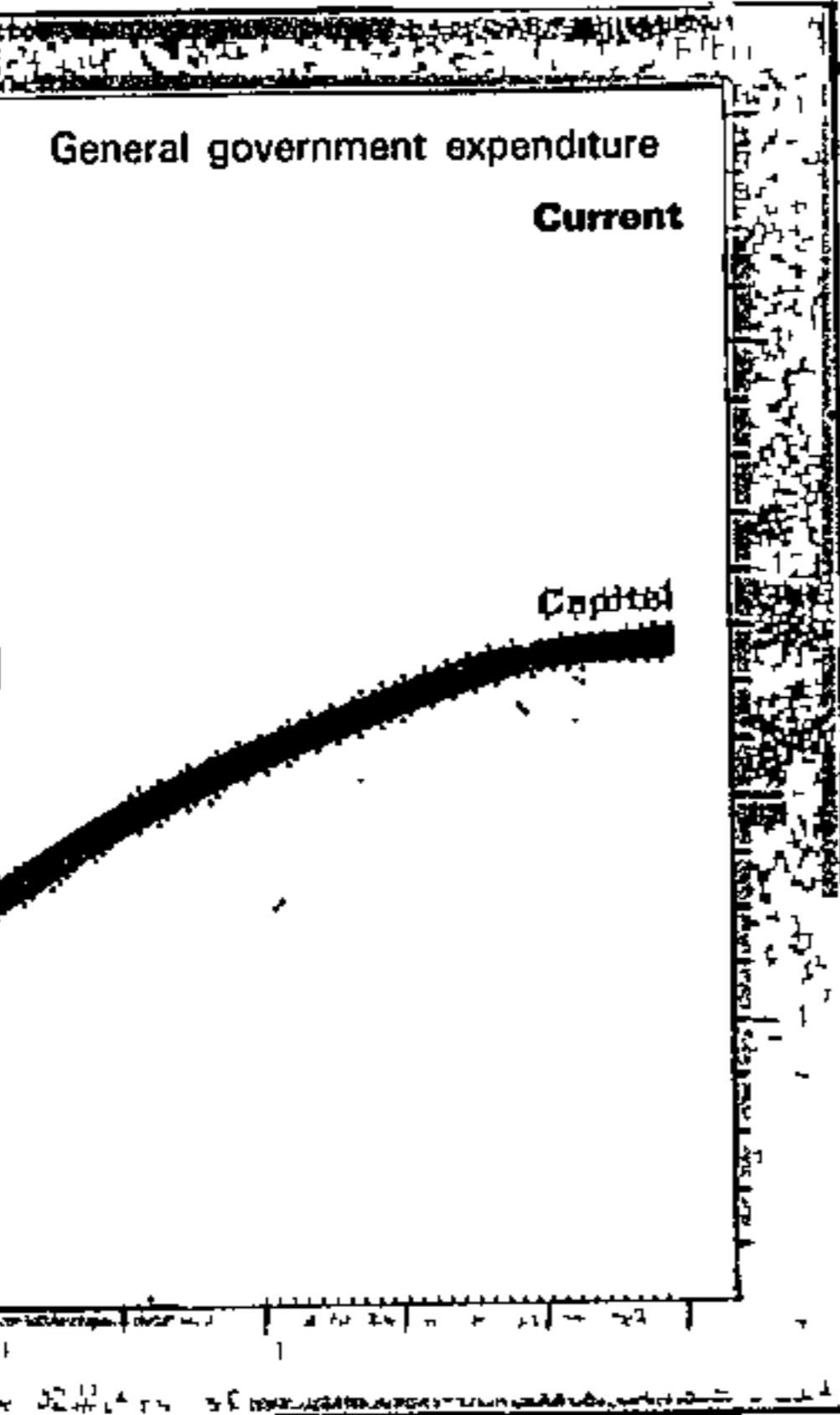
Cuts in these areas would not merely reduce government spending — they would be a positive contribution to economic recovery and to the country's international image.

As Philip Krawitz, president of the Cape Town Chamber of Commerce says "Government must assess its staff needs according to the same criteria as the private sector. If it is necessary to retrench staff — so be it."

200 250



THE BUDGET BLUES



Senbank's Goldenhuys ... a R5 billion deficit can't be afforded

Judging by the past, a spending cut in real terms is as unlikely as a \$900 gold price in the fiscal year ahead — despite Pretoria's attempt to dock 8% (worth R1 billion) off the public-sector remuneration bill. The directive to implement the cuts lacks clarity as it calls for general reductions and not a straight reduction in remuneration. So, what it will really mean in terms of actual saving is difficult to estimate.

A 3% PSBR is sound in economic terms. But if taxes are not increased and there is a slight real increase in government spending, a deficit of, say, R5 billion, is on the cards, and that could be a different matter. As Senbank chief economist Louis Goldenhuys tells the *FM*, SA simply cannot afford a deficit of such enormity. For one thing, at current interest rates, it would take about R1 billion of taxpayers' money to finance.

Under these circumstances, all that remains now is for Pretoria to decide which tax increases are best. Indirect taxes will probably take the brunt, especially customs and excise duties, and another increase in gst is highly likely, to 12% or even 15%.

In spite of the recent personal tax cuts through lifting the ceilings for marginal rates, individuals will still find they are increasingly paying more tax, even if higher income tax rates are not announced on March 18. For as the rate of inflation increases, so does the impact of fiscal drag. Furthermore, the introduction of the much-debated perks tax will add a final cruel twist.

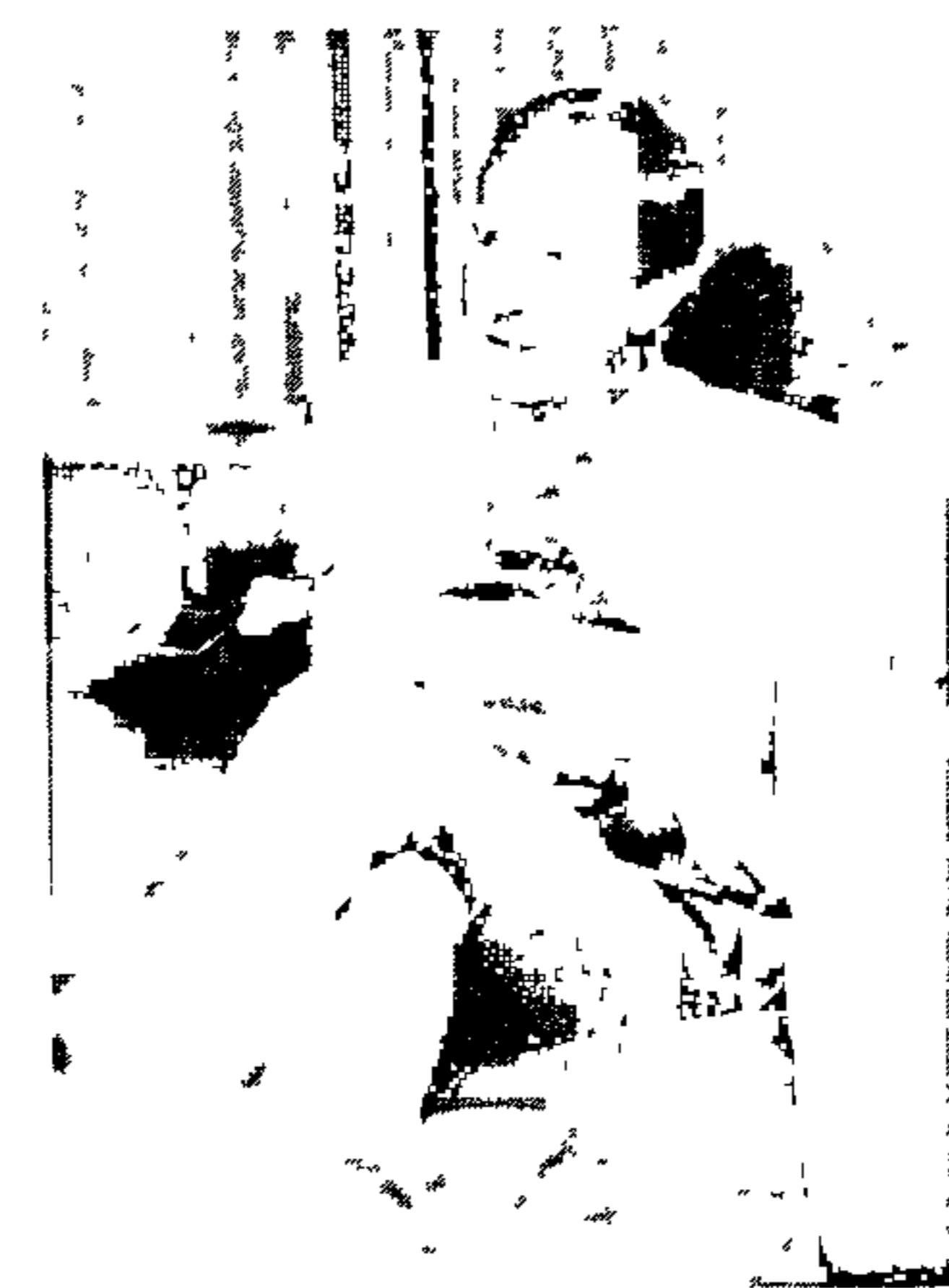
In addition to inflation and higher gst, price increases will also indirectly emanate from the new local authority taxes on the productive sector. These new taxes, projected to raise R1,3 billion in a full year, will strike hard at business confidence, already wilting under the stresses of recession.

In detail, both Barclays and Senbank sug-

gest government revenues for the 1985-1986 year will rise 13% from 1984-1985's final figure of R23 billion to R26,1 billion. Senbank sees the main increases coming from individuals (despite tax cuts), up by R1,3 billion, with gst increasing by R925m, and gold mine tax receipts up by R500m.

Assuming that government spending increases by 1984's inflation rate of 13%, total outlays will rise from R27 billion to R30,6 billion, leaving a deficit before borrowing of R4,5 billion, according to Senbank (Barclays' R4,7 billion).

This increase is given in nominal terms and assumes spending will merely keep up with inflation. But a real increase in government spending for the coming year seems unavoidable if traditions are followed. Senbank argues that if the deficit is



Finance Minister Du Plessis ... not 'if' but where

to be kept to 3% of gdp (R3,5 billion), taxes will have to be visibly increased by R1 billion in the Budget.

The "freeze" on inflation-compensatory increases in public servants' remuneration packages is likely to be offset considerably by "promotional" increases. These could be of the order of 5%, and, added to the massive hike in teachers' salaries, which were implemented on January 1, will make a substantial dent in the State's coffers. The actual outcome will be tempered only by Pretoria's attempt to cut public-sector expenditure by 8%.

Constitutional accounts

The Revenue accounts for white, Indian and coloured affairs — part of the new constitutional dispensation — were first reflected in the Treasury's accounts in December 1984. For that month alone, some R154m was drawn down. The trend of these payments may be assumed to be going only one way — upwards — although, in theory, this new spending replaces spending on other accounts.

For the closing fiscal year, taking into account expenditure patterns up to end-December, the revised government spending figure of R27 billion for the 1984-1985 year appears on target. If the original estimate of revenues for the year had proved correct, however, the government would have ended up with a R5,6 billion deficit before borrowing.

But the actual deficit will end at around R3,8 billion to R4,1 billion, thanks to windfall tax revenues of R1,3 billion to R1,8 billion more than the March 1984 estimates.

The revised expenditure and revenue figures, after including some "off-balance-sheet" items, such as R900m from the stabilisation account and R300m-odd from the Sasol share issue proceeds (which has not yet appeared in the accounts), leave a deficit before borrowing of about R3,8 bil-

Financial Mail February 15 1985



Assocom's Parsons ... inflation feeds on expectations

expectations in SA"

He believes appropriate anti-inflationary policy in SA rests on three pillars — monetary policy, fiscal policy, and an administered prices policy

"Experience has shown that a policy on administered prices is an essential element in a balanced anti-inflationary strategy in this country," he adds. If important State corporations are permitted to carry self-financing through tariff increases to indefensible lengths, they are largely insulated against the discipline of monetary policy. It also strengthens their role as "transmitting" or "propagating" factors in the inflationary process and inflationary expectations.

A failure to impose discipline on administered prices creates the perception among businessmen and the general public that those who administer prices, and those who benefit from them, are immune to economic discipline.

One way to solve the problem would be to keep administered prices below the rate of inflation. Parsons says that British PM, Margaret Thatcher, laid down as part of

her anti-inflationary campaign a directive that State corporations keep tariff increases to well below the rate of inflation

In response, the British parastatals managed to organise their affairs to comply with this guideline

"It may have been crude, but it worked," says Parsons. He adds that, in the months ahead, if SA is to cut inflationary expectations, it will be imperative for administered prices to be

- Increased at below the rate of inflation,
- Adjusted regularly, if necessary,
- Phased in over a period, where relevant,
- Averaged out over the business cycle,
- Implemented after full consultation with the private sector; and
- Subjected to more stringent market-related tests, where feasible

While the recent 40% increase in the petrol price was a special case, it could, nonetheless, have been better dealt with using some of these guidelines. Jan de Jager, director of the Federated Chamber of Industries information services, says "Many of the administrative price increases stem from the fact that the enabling legislation of parastatals requires that they should run their operations at neither a profit nor a loss. This is not a market-related approach for pricing policy. Indeed, it is where the rigidity in prices emanates

"If a loss occurs because of lower sales, prices are increased to make up the costs. That is not the way a private economy should work."

The structural rigidity inherent in the production and marketing of price controlled commodities makes the removal of subsidies, paradoxically, highly disruptive. The case with Sats last week is a prime example. Correct though it be to phase out subsidies, their departure should be accompanied by a more radical change in the way the organisations themselves are run.

Removal of subsidies, for instance, should run hand in hand with policies to privatise as much of government and parastatal services as practicable, to encourage



JCI's Bethlehem ... 'rising prices have a job to do'

competition. Without reform of this kind, existing inefficiencies are simply passed on to the end-user. Privatisation would also tend to increase consumer choice.

UCT's Brian Kantor is highly critical of price control (see box). He points out that it encourages consumption and reduces investment. Parastatals should be privatised and exposed to competition. "Let them set their own prices in a competitive environment," he insists.

In the case of Sats, it should be broken up into its component parts, each becoming a private organisation prepared to compete with the other.

Another important aspect in selling off corporations such as Sasol, Iscor, or Escom, is that the country's public debt could be reduced considerably. The interest burden on government debt would, of course, be reduced.

Ultimately, a policy of general privatisation is an essential tool in the fight to stabilise prices and improve the general efficiency of the economy. It has already been declared government policy. All that remains now is to begin implementation.

GOVERNMENT SPENDING

Tax hikes inevitable

It looks very much as if taxes will have to be raised this year. The blow will fall either in the Budget on March 18, or progressively during the course of the 1985-1986 fiscal year.

This is likely to happen even if government expenditure does not increase in real terms in the 1985-1986 fiscal year and despite fiscal drag which could increase government revenues by R3 billion more than expected.

The minimum estimated deficit for 1985-1986 is R4,5 billion, according to economists from two leading banks. That figure as-

Government's deficit for 1985-1986 is certain to be in the region of R4,5 billion. This assumes spending levels will see no real increase, and takes in the extra revenues from fiscal drag. The consequences are predictable.

sumes no real increase in spending, increased taxes from fiscal drag, and the carry-over from this year's deficit of around R3,8 billion.

329 *250*

A deficit of R4,5 billion for 1985-1986 is 4% of projected gnp, or equal to a 4% public-sector borrowing requirement (PSBR) in modern terms. Yet, Finance Minister Barend du Plessis said the 1985-1986 PSBR would be 3% in a speech at the recent Frankel Kruger investment conference in Johannesburg.

A 3% targeted PSBR in money terms is R3,5 billion, leaving a shortfall of R1 billion from the projected minimum deficit of R4,5 billion in the 1985-1986 year. This must be financed by either tax increases or spending cuts.

ion for the fiscal year

This is more than covered by the Treasury's issues of R4 billion, and is only slightly more than the R3,6 billion deficit originally budgeted for in March 1984

The most significant revenue increase from the original estimates is gst, up by 15,7% (R790m) to R5,8 billion The main reason is inflation Since all taxes are quoted in percentages, as prices rise, so do tax payments

Also, the high level of the rand/gold price is boosting gold mine tax payments These have already been revised upwards by 13,9% (R256m) from original estimates to R2,1 billion, and next month's payment could push the estimate yet further upwards

A serious structural problem, for which account may be taken in the 1985 Budget, is the trend of increasing current consumption to the detriment of capital outlays

250 For 15/2/85

THE REAL THING?

Projection of revenue on State Revenue Account

Revenue Item	Fiscal 1984/85		Fiscal 1984/85		Fiscal 1985/86	
	Original Budget	Rm	Projection	Rm	Projection	% change
Customs & Excise	1 939		1 950		2 000	2.5
GST	5 035		5 825		6 750	15.5
Gold mines (tax plus lease)	1 844		2 100		2 600	23.8
Other mines	220		260		350	30.0
Other companies	3 404		3 500		3 500	-
Individuals	7 696		7 825		9 150	17.0
Other	1 580		1 600		1 800	12.5
	<u>21 718</u>		<u>23 060</u>		<u>26 150</u>	<u>13.4</u>

Source: Senbank

While the two items showed virtual parity to as late as 1979, the following year saw a sharp decline in capital spending, a trend that has yet to be reversed. Indeed, in the first nine months of 1984, current spending

of R18 billion was 70% more than capital spending. The divergence of the two items will undoubtedly have detrimental long-term effects for economic growth and employment.

Economists call for Barend to wield hatchet on State payroll

Public service under attack

250 S. Times
17/2/85

HACK the public service. This is the unanimous call of 10 top economists. Business Times asked them what the Minister of Finance, Barend du Plessis, should do in his Budget, to be presented on March 18.

Without exception, they said the public service payroll would have to be slashed. Anything less would damage SA's long-term economic prospects.

The 10 argue that the vicious circle of increased taxation to meet the burgeoning State salary bill will lead to disaster.

The University of the Witwatersrand's economics head, Joubert Botha, says "We can get millions off State spending simply by reducing civil-service staff numbers."

"But it doesn't end there. We should take a hard look at all Government spending and cut out many wasteful areas. An easy way would be to merge the three parliaments. That would save a fortune."

Penalised

Econometrix's Frank Shostak argues in similar vein "The Budget should no longer simply be a book balancing exercise. We must stop penalising the people who produce simply to keep the civil service happy."

Asked to put themselves in Mr du Plessis' shoes in formulating a budget, the economists placed cutting State employment numbers either as the highest or second most important action.

Some, like Professor Shostak and Simpson Frater, economist Ari Uliel, opted for an immediate cut in both company and personal tax rates along with ruthless measures to chop the civil service.

Dr Uliel said "I would follow the Reagan example to the letter. We have to encourage individual initiative. The only way to do this is to reduce the Government's slice of the economy."

By Alec Hogg

Strategy

Stanbic's Andre Hamersma says "More important than the short-term effects of the Budget is to evolve a strategy which will give SA the opportunity to grow rapidly over the longer term."

"I believe we can take an example from Australia, which is looking to foreign investment to achieve this. To get foreigners interested it must be attractive for both individuals and companies to be here. That means lower taxes and by definition a smaller demand on the economy from the State."

"There is no question that

the number of civil servants can be sharply reduced. For example, SA Transport Services reduced its staff by 40 000 last year and is still running."

Volkscas' Adam Jacobs agrees "Over time we must reduce tax rates, perhaps to a maximum company rate of 35%."

Acceptable

Professor Shostak goes along with the longer-term planning strategy, saying "A spending increase of, say, 14% would be acceptable this year if a clear statement were made that next year the rise would be only 8%, in 1987 down to 5% and 2% the following year."

Senbank's Louis Geldenhuys says "I would like to see no increase in Government spending this year, but one has to be pragmatic. At the very least, Government spending must be kept below the inflation rate. Once we achieve a cutback there everything else will fall into place. By this I mean lower inflation, a better balance of payments position and higher long-term growth."

Barclays Bank's Johan Cloete says "We have to keep a lid on the civil-service wage bill. By doing this Government spending will fall, eventually working through to the inflation rate."

Comfortable

Views on other aspects of Budgetary planning are nowhere near unanimous.

Dr Uliel, for example, believes South Africa could live comfortably with a deficit before borrowing of R8 000-million this year.

"It is high by historic standards, but will be temporary. Once the supply side of the economy was stimulated through lower taxes, economic growth would be stimulated and tax collections, over time, would rise."

At the other end of the scale, Nedbank's Rudolf Gouws opts for a deficit of R2 800-million, the exact figure which he projects for Government's fixed investment spending.

"We should do everything in our power to reverse the recent trend which has seen Government borrowing to meet current expenditure requirements."

The 10 economists' prescriptions for the SA economy are on Page 3.

Staff budgets cut to the bone (250)

Public service jobs grow scarce

Star 18/2/85

Pretoria Bureau

Job opportunities in the public service are becoming increasingly scarce and even skilled workers are being overlooked as Government departments battle to trim their budgets

Departments have been ordered to trim staff budgets by eight percent during the 1985/6 financial year

Employees are being forced to be more productive and positions which become vacant are generally not being filled

Important Government employers such as the Post Office and South African Transport Services have reduced their recruitment programmes and are employing on a highly selective basis

If the public service achieves its eight percent cutback, it will mean a reduction in staff of about 32 000 workers and a drop in the salary bill of about R310 million

A spokesman for the Commission for Administration, Mr Louis de Jong, said the increased productivity programme was being strictly applied

"The aim is for a smaller, more efficient workforce," said SATS

spokesman Mrs Alet van Jaarsveld

"In previous years we employed almost anybody looking for work but this is no longer the case," she said

Key workers were still being employed by the SATS but even skilled artisans would find it difficult to get jobs, she said

The Post Office was employing a limited number of skilled workers, but on a selective basis, said a spokesman, Mrs Sannie Grobler

The gloomy employment picture in the public sector is in line with trends in private enterprise

Thousands of workers have been retrenched in depressed sectors such as car manufacturing and in the appliance, furniture and clothing industries

Unofficial estimates place the total number of unemployed in South Africa at more than three million and official figures also show an increase

The latest figures available from Central Statistical Services show an increase in black unemployment. The number of unemployed blacks in September 1984 was 526 000, compared to

458 000 in September 1983

The number of whites registered as unemployed with the Department of Manpower has also increased, from 12 856 in September 1983 to 14 118 in September 1984

Central Statistical Services figures show there has been a drop in the official number of unemployed coloured and Indian people

The official figure in September 1983 was 69 000 compared to 60 000 in 1984. The figure for Indians in 1983 was 20 000 and 17 000 in 1984

A spokesman for the CSS said these figures did not necessarily indicate an improvement in employment prospects for coloured and Indian people

"We have a very strict definition of who is unemployed. People previously regarded as unemployed may now fall into the category of economically inactive," he said

Unemployment in the independent national states is also very high

In Venda, for example, more than 16 000 people (at least 32 percent of the population) are out of work

(250)

Govt warned on public service jobs cutbacks

By GERALD REILLY
Pretoria Bureau

RETRENCHING public servants would be a drastic move with dire consequences, the president of the Public Servants' Association, Dr Colin Cameron, warned in Pretoria yesterday

— Speaking at a Press conference, Dr Cameron said the country's economic future and its current problems could not be solved by retrenching Government workers

Asked why the public service should escape the consequences of the recession, Dr Cameron said "A policy of retrenchment in the service would have to be strongly motivated and be an absolutely last resort"

Referring to the 8% personnel cut ordered by the Government, he said the necessary personnel saving could be achieved by limiting appointments. There was continual erosion of staff through retirement, death and resignations

There was no need for retrenchments. The impression was gaining momentum that the public servant was not pulling his weight. Snide remarks were being made, too, about public servants' pay levels and pay rises, "as if Government workers were getting an unreasonable reward for their services"

However, if pay levels in the public and private sectors were compared "there is very little difference"

Dr Cameron claimed a wrong and inaccurate picture of the public servant was being presented. People who talked of retrenchments in the service failed to appreciate that if this happened the standard of services rendered by the State would take a dive

"Those who clamour for personnel cuts have not taken into account the serious consequences of such a move," Dr Cameron said

A climate of antagonism against the public servant had been created in the private sector, which was not justified. "We feel we are making our contribution to the country's welfare and it ill-behoves one sector of the economy to throw stones at another"

The public service also appreciated the seriousness of the present economic recession and the need for everyone, including the public servant, to make extraordinary efforts to increase productivity

Dr Cameron said that in a climate of declining Government income and rising expenditure, reduced State spending could be achieved by rationalisation of State functions and an increase in productivity of public servants

force action
It clearly shows that there has been a

ARGUS 21/2/85

250

(BIBLI)

Public Service retrenchments 'a severe step'

Argus Correspondent

PRETORIA — Retrenchments in the Public Service would have to be fully justified and should be regarded as a last resort, the president of the Public Servants' Association, Dr Colin Cameron, told a Press conference here

"Retrenchment would be a severe step and I am not convinced this country's economic future can be dealt with by the retrenchment of people," he added

There was room for rationalisation in any organisation, but it would be irresponsible to summarily cut personnel expenditure without looking at the long-term consequences

Cutbacks

Those who called for cutbacks in the Public Service, should remember this meant cutbacks in health, agricultural, legal and other services to the public

Dr Cameron urged all public servants to see whether they could increase productivity in their jobs

"In the Public Service there are fixed procedures which can't be changed, but within these guidelines productivity can be increased," he said

Salaries

The private sector had the impression that public servants were being paid unfairly high salaries

Snide remarks to this effect were constantly being made in the media

However, one only had to compare the salaries of those doing the same work in the private sector to see this was not so, he said

(b) Concourse for Whites—approximately 42 000 per day
Concourse for non-Whites—approximately 182 000 per day

- (3) Yes, except in respect of train reservation facilities for non-Whites
(4) Yes

(a) and (b) Work on the improvements has already commenced and is expected to be completed by July 1985

(c) R74 000

Blue Train

155 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

- (1) How many passengers travelled on the Blue Train in 1984,
(2) whether all such passengers paid the full fare, if not, how many paid the full fare in that year?

The MINISTER OF TRANSPORT AFFAIRS

(1) 18 480

(2) No 18 380

250
Public Service: parity in salaries
Q. Co. 1. 215 21/2/85
203 Mr S S VANDER MERWE asked the Minister of Home Affairs

- (1) In what categories has full parity been achieved in the salaries paid to officers of different race groups in the Public Service,
(2) what is the total number of non-White officers in the Public Service who enjoy full parity in salaries,
(3) in what categories has full parity not been achieved in the salaries paid to officers of different race groups in the Public Service,

(4) what is the total number of non-White Officers in the Public Service who do not enjoy full parity in salaries,

- (5) (a) what steps are being taken to eliminate the existing disparities and (b) when is it estimated that such disparities will be eliminated?

The MINISTER OF HOME AFFAIRS

(1) Salaries in the Public Service have been categorized in 21 standard salary levels. The highest standard salary level is 21 and the lowest is salary level 1. Full parity has already been implemented as follows in the salaries of the various population groups employed by the State

Coloureds and Indians

Officials on standard salary levels 8 to 21 and 1 to 5

Blacks

Officials on standard salary levels 11 to 21 and 1 to 5

(2) Data is regard to the total number of non-white officials in the public service who enjoy full salary parity in the different categories is not maintained at a central point. Such data cannot be obtained from the individual institutions within the foreseeable future

(3) Coloureds/Indians Standard salary levels 6 to 7,
Blacks Standard salary levels 6 to 10

(4) With regard to the reply in (2), no specific data can be made available at this stage

(5) The system of equal remuneration for equal work, qualifications and productivity is applicable to those levels where the salary gap has already been eliminated. The implementation of a further phase of the programme will be considered in the light of available funds when occupational specific

market related investigations are undertaken according to needs and/or general salary adjustments can be effected

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- (1) What total number of passengers travelled on each trip undertaken by the Blue Train which departed from (a) Cape Town and (b) Pretoria/Johannesburg on each specified date during the period 1 December 1984 to 31 January 1985,
(2) what total number of passengers can be accommodated on the Blue Train?

The MINISTER OF TRANSPORT AFFAIRS

(1) (a)	1984-12-02	47	1985-01-01	47
	1984-12-04	44	1985-01-03	91
	1984-12-06	56	1985-01-05	77
	1984-12-08	21	1985-01-07	79
	1984-12-10	33	1985-01-09	74
	1984-12-12	28	1985-01-11	56
	1984-12-14	20	1985-01-13	46
	1984-12-16	37	1985-01-15	50
	1984-12-18	31	1985-01-17	51
	1984-12-20	35	1985-01-19	49
	1984-12-22	39	1985-01-21	104
	1984-12-24	9	1985-01-23	63
	1984-12-26	44	1985-01-25	34
	1984-12-28	77	1985-01-27	46
	1984-12-30	49	1985-01-29	41
			1985-01-31	44

(b)	1984-12-02	39	1985-01-01	67
	1984-12-04	36	1985-01-03	52
	1984-12-06	88	1985-01-05	56
	1984-12-08	59	1985-01-07	45
	1984-12-10	76	1985-01-09	48
	1984-12-12	45	1985-01-11	67
	1984-12-14	88	1985-01-13	75
	1984-12-16	59	1985-01-15	57
	1984-12-18	67	1985-01-17	66
	1984-12-20	58	1985-01-19	39
	1984-12-22	84	1985-01-21	46
	1984-12-24	89	1985-01-23	55
	1984-12-26	82	1985-01-25	70

- (2) 92 Provision is also made for 15 additional sleeping berths for children accompanying adults

218
Infant mortality rate
21/2/85

224 Dr M S BARNARD asked the Minister of Constitutional Development and Planning

- What was the infant mortality rate for (a) Blacks, (b) Coloureds, (c) Indians and (d) Whites in the Republic in (i) 1983 and (ii) 1984 or the latest specified 12-month period for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

(i) 1983

(a) 80.0 (Estimated-registration of births and deaths incomplete)

(b) 58.8

(c) 16.3

(d) 14.0

(ii) 1984 Not yet available

White South African citizens

231 Mr H H SCHWARZ asked the Minister of Constitutional Development and Planning

- (1) What was the total number of White South African citizens resident in the Republic as at 31 December 1984,
(2) (a) how many persons resident in the Republic as at that date had not taken out South African citizenship and (b)(i) what were their countries of origin and (ii) how many of them came from each such country?

(b) Concourse for Whites—approximately 42 000 per day
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	1984-12-20	58	1985-01-19	39
	1984-12-22	84	1985-01-21	46
	1984-12-24	89	1985-01-23	55
	1984-12-26	82	1985-01-25	70

1984-12-28	79	1985-01-27	75
1984-12-30	63	1985-01-29	5
		1985-01-31	

- (2) 92 Provision is also made for additional sleeping berths for children accompanying adults

224
Infant mortality rate
21/2/85
224 Dr M S BARNARD asked the Minister of Constitutional Development and Planning

What was the infant mortality rate (a) Blacks, (b) Coloureds, (c) Indian (d) Whites in the Republic in (i) 1983 and (ii) 1984 or the latest specified 12-month period for which figures are available?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING

- (i) 1983
 - (a) 80.0 (Estimated-registration births and deaths incomplete)
 - (b) 58.8
 - (c) 18.3
 - (d) 14.0
- (ii) 1984 Not yet available

White South African citizens

231 Mr H H SCHWARZ asked the Minister of Constitutional Development and Planning

- (1) What was the total number of White South African citizens resident in the Republic as at 31 December 1984
- (2) (a) how many persons resident in the Republic as at that date had not taken out South African citizenship and (b)(i) what were their countries of origin and (ii) how many of them came from each such country?

Longer working hours for public servants likely

By TOS WENTZEL
Political Correspondent

250

WORKING hours for public servants may soon be extended as part of a drive to increase productivity.

Longer working hours is one of the cost-cutting options under investigation by the Commission for Administration.

The Minister of Home Affairs, Mr F W de Klerk, under whose department the public service falls, said today it was no secret that there was an inquiry aimed at increasing productivity and cutting personnel expenditure

This would be done in a way that would not harm the work security of the productive official

This investigation had progressed far enough for decisions to be finalised in the near future

Mr de Klerk said saving measures would be announced in Parliament in the near future

The commission's cost cutting study has a target of improving productivity by 8 percent with a corresponding cut in per-

sonnel expenditure saving the State about R720-million.

The results of the study will be presented to the Cabinet before the Budget on March 18.

The president of the Public Servant Association, Dr Colin Cameron has urged public servants to see if they could increase productivity in their jobs

He warned that retrenchments in the public service would have to be justified and should be regarded as a last resort.

Major R Sive, Opposition spokesman on public service matters, said today longer hours could help to alleviate the present problem of avoiding an increase in the establishment that was necessary to run the country.

Extra hours did not, however, necessarily mean that people would do more work

There should be an undertaking from the PSA that its members were willing to do more work

Major Sive said that, on the other hand, human beings could not be expected to work indefinitely and the extra hours would have to be carefully assessed.

MPs to accept pay cut ^{W/K AR643 2/3/88} 250

By TOS WENTZEL

MEMBERS of Parliament are to take a voluntary pay cut of three percent because of the recession.

President P W Botha is due to announce this at a joint session of the three Houses of Parliament on Monday.

Political parties in all three Houses agreed to the cut after being approached by the Government.

The salary cut for MPs will be part of an over-all public service savings campaign.

According to party spokesmen, the latest

move by MPs is a gesture before an expected tough budget (on March 18) which will oblige ordinary taxpayers to make more sacrifices.

● At present MPs earn R43 000 a year, Cabinet Ministers R75 000 and the President R84 000 plus allowances of R25 000.

Joe the line or else, PW tells rail workers

By KITT KATZIN

RESIDENT P W Botha has warned South Africa's militant railway workers that unless they toe the line regarding new austerity measures, more hocks could be on the way.

The railway workers are leading nation wide protests of public servants against his cuts in their bonuses announced on Tuesday.

Mr Botha has rejected a plea by the 24 000-strong Artisans Staff Association (ASA) to scrap the cutbacks, and has told the association

Crisis in the PUBLIC SERVICE/1

that unless all public servants help reduce the inflation rate, the economy would deteriorate to the extent that many railway workers could soon find themselves without jobs.

The ASA, affiliated to the 170 000-member Federation of South African Transport Workers' Union, expressed bitter anger this week over the bonus cuts. Its members called for strike action and the resignation of the entire Cabinet.

Veteran railway union

Botha's giant still growing and growing

By RAY FAURE

PRESIDENT P W Botha has failed to fulfil his pledge to drastically prune South Africa's bloated public service, despite the controversial wage package cuts announced this week.

When he took office as Prime Minister more than six years ago, Mr Botha undertook to create a smaller and more efficient public service but, instead, he has created an even greater bureaucratic monster, which now threatens to turn on him.

Largest

Despite the overall reduction in the number of state departments in the last six years, South Africa still has one of the largest civil services per capita in the world.

March 1982

leaders described the mood of railwaymen as ugly and frightening and said the present crisis was one of the worst in South Africa's railway history.

The ASA warned Mr Botha that serious labour unrest would erupt if he did not scrap the bonus cuts.

In his reply, the President dismissed the warning. He said he accepted full responsibility for the decision to cut bonuses, and in turn warned the ASA that labour unrest would cause railwaymen and South Africa more harm than good.

Response

But the railwaymen, angered by Mr Botha's response, are determined to carry on the fight. In the next few days, they will convey the contents of their appeal to Mr Botha in reply — to all railwaymen in the country.

● hold a string of well-organised protest meetings in all large centres to pass a formal vote of no confidence in the government and the Cabinet,

● demand from the government a declaration of intent that it will pay back every cent back to railwaymen within the next three years, ● ask for an explanation on how the R225-million that will be saved in cut bonuses will be spent,

● ask for an assurance that no further cuts will be made to their pay packets, ● demand to know why the ASA and the Transport Workers' Union were not consulted about the cutbacks, and ● show to what extent dissatisfaction and labour unrest will affect productivity, and call again on the government to scrap the measures.

Certain factions within the ASA and the Transport Workers' Union are calling bluntly for strike action, stayaways or work stoppages.

Although the leaders of the two bodies are not in favour of such action, they warn they may not be able to stop their members from striking. "If their mood is anything to go by," said Mr Jimmy Zurich, president of the ASA,



Jimmy Zurich, ASA president, believes a new era of unrest may be on the way

By KITT KATZIN

POKER-FACED Jimmy Zurich says he is too old to rot in jail for putting railwaymen on strike — but after 43 years service with SATS, the 60-year-old railway union boss shakes his head solemnly when he says "Hier kom 'n ding (here comes something)".

Friendly, astute and scrupulously honest, Jimmy Zurich pulls no punches. "Look, we've been through bad times before," he says. "But to cut back now on pay packets in the midst of a crippling recession is the last straw. "Our 230 000 railwaymen, whatever their politics or their colour, will never forget this. It will be a blot on the government's copybook for ever."

Mr Zurich, president of the 24 000-strong Artisans Staff Association, describes the situation as the ugliest he has seen. "I know that they are ready for anything," he says.

He rules out strike action — it's against the law, and in any case the men wouldn't have jobs to go to — but the danger of growing labour unrest and falling productivity is another issue.

Crisis in the PUBLIC SERVICE/2

But why should the railwaymen not play their part? Why should they not fall into line with public servants to help slash government expenditure?

Firstly, the railwaymen were not consulted, he says. Secondly, they had already made their sacrifices, the railways' workforce had been reduced by 43 000 in the last two years. In addition, overtime pay and Sunday pay had been cut, and only a few vacancies were being filled. "Yet productivity increased by 10%."

On top of that, railway workers had sacrificed an 11% pay increase when they agreed last year to reduce their demand for pay hikes from 26% to 15%.

"No sir," says Jimmy Zurich, "we have made our sacrifices." Mr Zurich believes that unless the government defuses the present crisis, a new era of labour unrest will be on the way. "You tell me how to keep a cool head"

Development and Planning. Mr Chris Heunis, had resulted in "recommendations similar to those made to the civil servants' being made to municipalities.

Mr van der Spuy said several organisations, including the SA Association of Municipal Employees (SAAME) and the Institute of Town Clerks, had participated in the discussions and "in principle agreed to the recommendations."

Mr van der Spuy said no action would be taken until trade unions and employers had thrashed out the issue.

Both the SAAME and the Transvaal Municipal Employees Association are due to meet next week to discuss the issue.

Health Dept freezes all doctors' posts

By PAM KRAMER

ALL doctors' posts in government hospitals have been frozen, says the director of administration of the Department of Health, Dr J Visser.

Following the 8% cutback demanded by the government, Dr Visser said the department had submitted proposals to the Cabinet in February spelling out "what can and cannot be cut" in the department, as well as the implications of the cutbacks.

"We have put our case to the Cabinet. We have heard no particulars whatsoever," he said. Asked whether specialists' posts were threatened, he said "If it is necessary for posts to be filled, the health authority will make exceptions on a selective basis."

Low

He said there was no general ruling on specialist training posts and each case would be considered on merit.

There had been no "full-scale retrenchments up to now."

A senior doctor who did not wish to be identified said the morale of doctors on the Witwatersrand was low.

"Junior doctors are looking to emigrate because they cannot get the posts they want here and senior staff are moving into private practice."

He said it was very difficult to decide which posts should or should not be filled.

"If we do away with junior positions we will have no one to do the manual work. If the specialist training jobs go, there will be a lack of specialists, and senior doctors are essential to teach students."

He said it was strange that the authorities called for more doctors yet cut off their opportunities. "Jobs are being closed by attrition. Posts that have been vacated are not being filled."

The doctor stressed that the health budget should be cut rationally — according to potential workloads of different hospitals. To impose a blanket 8% cut on health spending was irrational, he said. The government should weigh up fiscal measures against the social, economic

Crisis in the PUBLIC SERVICE/3

and political consequences. "Those involved in health services should have a direct say in those services, including the structure of fees, the availability of services and the access to those services," he said.

The dean of the medical faculty of the University of the Witwatersrand, Professor M McGregor, supported the principle of people involved in health services participating in decisions concerning health issues.

Wise

"It would be wise of the authorities to consult medical staff before making decisions about cutbacks," he said.

The dean said he believed posts presently frozen would be unfrozen in the future because hospitals would be unable to keep going.

"I have deep sympathy for doctors looking for specialist posts. If I was training right now, I would feel very insecure."

"We are looking for doctors. We need to keep our young trainees, but if they can't find training jobs here they will be forced to go to countries where they can get the training they want."

He said young doctors were lining up for training posts which might not be there, and the lack of specialist jobs could result in an increase in general practitioners, which was congruent with the needs of this country.

"It would be an asset to have more GPs in the rural areas as long as we don't have hundreds of unhappy general practitioners on our hands who are there out of frustration," he said.

Prof McGregor said although the medical faculty had still not been given a budget for the year, it would not be cutting down on student intake.

S. Express

(250)

March

1985

towards the end of 1979, there were about 170 111 people employed in the public service. This figure has grown to about 396 230, according to the Commission for Administration.

Despite the 33% cut backs in the 13th cheques given annually to public servants — one of the austerity measures announced by Mr Botha last week, which has sparked outrage among public servants — there has been no real reduction in staff costs.

Public servants are costing taxpayers more than double what they cost them six years ago.

Last year public servants cost taxpayers R10-billion. The R1-billion increase on the previous year's figure

MPs' salaries to be probed

Cape Times 4/3/85 250

Political Staff

THE salaries and service conditions of MPs are to be examined by a commission headed by a former judge, it was reliably learnt yesterday.

The State President, Mr P W Botha, might announce the appointment of the commission during today's weekly joint sitting of Parliament.

It is understood that the commission will be headed by former judge Mr Justice Victor Hienstra, and will include the former United Party leader, Sir De Villiers Graaff, another former MP, Dr Frans Cronje of Nedbank, Dr Fred du Plessis of Sanlam and Mr Alex van Breda, the Chief Whip.

Mr Botha is also expected to confirm that MPs have agreed to a voluntary pay cut of about three percent.

This would follow a government decision, expected to be announced soon, to cut the massive civil-service pay bill by about four percent by cutting back on annual bonuses, getting rid of

unproductive staff and not filling the majority of vacant posts.

There were widespread calls for a new look at MPs' pay packages last year in the wake of a controversy concerning the payment of a R303 000 tax-free gratuity to the State President when he stepped down as prime minister.

South Africa's 306 white, coloured and Indian MPs currently earn annual salaries of R27 000 plus tax-free allowances of R16 000 and vehicle and travel allowances of about R6 000.

They are also entitled to free or heavily subsidized travel on SAA flights and on trains, as well as subsidized accommodation and some meals while in Cape Town for the parliamentary session.

Many MPs complain, however, that they could earn far more if they worked in the private sector.

Another gripe has been that all MPs earn the same regardless of seniority or voter support.

President, Ministers, MPs take 3 percent salary cut

THE basic salaries of the President, Ministers and MPs are to be cut by three percent to help reduce State expenditure.

President P W Botha announced this at a joint session of the three houses of Parliament today.

He also announced the appointment of an independent committee of inquiry to do an evaluation of the remuneration and conditions of service structures of the President, Parliamentarians and members of the President's Council.

Mr A L Schlebusch, former vice State President, will be chairman.

JUDGE

Other members are Sir De Villiers Graaff, a former leader of the Opposition, a judge, Mr V G Hiemstra, two prominent businessmen, Dr Frans Cronje and Dr Fred du Plessis.

The chief whip of Parliament, Mr A van Breda, will be one of the committee's technical advisers.

The salary cuts mean that the President's basic salary will be reduced by R210 a month, the salaries for Ministers by R147,50 a month and those of MPs by R67,50.

MP's allowances of R16 000 a year, Ministers allowances of R19 000 and the President's allowance of R36 200 are not affected.

DEMANDS

Mr Botha said the present economic situation would put exceptional demands on the coming Budget.

The State had to deal very circumspectly with the financial resources of the country, including State expenditure and the way it is financed.

Cuts in State expenditure therefore had to be aimed largely at running expenditure.

In many instances the State's largest expenditure was on salaries and savings had to be brought about here

PROVINCIAL

There had also been discussions with provincial authorities and the Governments of the national states.

Mr Botha said he wanted to emphasise that the cut in salaries must be seen as a positive gesture and an honest effort with a view to a balanced Budget in the present difficult circumstances. Later in the week there would be an announcement on the increase of productivity and savings on personnel expenditure in the public service.

He called on the private sector to follow the example in order to make a contribution to the lowering of the inflation rate.

Referring to the inquiry into remuneration and conditions of service structures of Parliamentarians Mr Botha said conditions had changed in the new constitutional system.

OBJECTIVE

With the system of standing committees MPs would throughout the year be busy with Parliamentary work and would often be absent from their constituencies.

The proposed committee would have to evaluate responsibilities, duties and tasks.

In order to have an objective evaluation it had been decided to have a committee composed of people who were all outside politics.

Mr Botha said: "The appointment of respected ex-politicians as members of the committee was done specifically because of their knowledge of the circumstances of Members of Parliament and the activities of Parliament. They can therefore make a meaningful contribution towards the investigation of the committee.

"I trust that this investigation will do justice to all concerned and that it will have the support and co-operation of the three Chambers and also of the various political parties in Parliament," Mr Botha said.

by IUS WENZEL, Political Correspondent
PUBLIC servants seem set to have their bonus pay cut by a third, but basic salaries will not be affected by measures to increase productivity and reduce personnel expenditure. This was indicated today by Government sources.

The Government hopes to save about R720-million a year with various schemes to cut costs and raise productivity. It is expected the cut will apply only to people who earn more than R6 000 a year.

The Cabinet discussed the package savings for the public service after an investigation by the Commission for Administration.

President Botha is to make a statement later today.

When President Botha announced the 3 percent cut in parliamentarians' salaries yesterday, he said the Government was considering more measures affecting the Budget and that he would make an announcement on increased productivity and savings on personnel expenditure in the public sector.

"Premature"

The Minister of Home Affairs, Mr F W de Klerk, under whose department the Public Service falls, and the Minister of Transport Affairs, Mr Hendrik Schoeman, have had discussions with staff associations. The two Ministers declined to comment today on details of the savings package.

Mr Schoeman said protests from Sats staff associations against a proposed cut in bonus pay were "premature". An announcement would be made later in the week.

Mr de Klerk said it was known that an inquiry into increased productivity and savings was under way and that an announcement would be made soon.

Other Government sources, however, confirmed there would be a one-third cut in public servants' annual thirteenth (bonus) cheques but not in basic salary.

Longer hours

As part of an increased productivity deal, civil servants would be required to work longer hours.

This does not necessarily mean that public servants will work a longer day as one of the possibilities being considered is shorter lunch and tea breaks.

The retirement age in the public service may be brought forward from 65 to 60 and some public servants may be asked to take early retirement.

The Opposition has agreed to the cut in parliamentarians' salaries but Dr F van Zyl Slabbert said today the Government needed to act urgently to restore confidence in the economy and in future political stability.

This meant fiscal and monetary discipline, re-evaluating priorities for State expenditure and above all cutting back on wasteful ideological expenditure.

Call for freeze

The Opposition's chief spokesman on financial matters, Mr Harry Schwarz, called on the Government to negotiate a national voluntary price and wage freeze as a means to arrest the deteriorating economic situation.

Mr Schwarz warned the Government it could not apply one set of principles to wages and salaries and another set to prices.

The Government was trying to cut salaries in the public sector and was trying to get the private sector to do the same, yet yesterday's Post Office budget was only the latest example of how prices were treated differently.

Public Service bonuses may be cut 33 percent

MEAS 5/3/85 250

MPCs to take 3% cut in their allowances

Provincial Reporter

The Administrator, Mr Gene Louw, and all provincial councillors are taking a three per cent cut in their taxable allowances as an economy measure.

The leader of the provincial council and MPC for local government, Mr Piet Loubser, said all three parties in the council, the National Party, Progressive Federal Party and New Republic Party, had decided at caucus meetings to take a three per cent cut in taxable allowances.

He said: "The Administrator, Mr Gene Louw, has also indicated that he will take a similar cut."

CITY COUNCILLORS

No directive has been issued to town and city councillors to take similar allowance cuts but Mr Loubser said if a request were made to senior officials in local authorities, "I would appeal to them to consider it favourably."

● In Johannesburg, the MPC for Randburg, Mrs Pat van Rensburg, has called on her fellow councillors to accept a three per cent cut in salary, Sapa reports.

Mrs van Rensburg added that the Progressive Federal Party caucus in the Randburg town council was willing to accept a three per cent cut in salary.

Anger at austerity measures

Argus Correspondent

PRETORIA. — Anger is mounting among the country's 450 000 State employees over austerity measures and at least one trade union has openly rejected the Government's latest economy moves.

More than 1 000 angry railway workers gathered in Pretoria yesterday to protest against proposed pay cuts. They called on the Government to reconsider cutting 13th cheques by a third.

Employees of the Federation of SA Transport Workers overwhelmingly supported a resolution which called on President P W Botha and the Cabinet to reconsider the economy moves.

Workers were clearly upset by the measures and their protests are likely to be echoed by public servants around the country.

Yesterday Mr Botha announced that all MPs and Cabinet ministers would take a three per cent cut in basic pay.

Railways workers warned that the Government's measures would lead to "widespread labour unrest and dissatisfaction".

This week the SA Airways Engineers' Association will hold a similar protest meeting

(Turn to Page 3, col 3)

We will give

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not interested
The six-point plan which comes into effect on April 1 involves.

● Measures to increase productivity which are expected to save R231 million on staff costs.

● Cutting of service bonuses (often referred to as 13th cheques) in the coming financial year from 8,3 percent of annual salary to 5,5 percent (a saving of 2,8 percent on the wage bill). This measure will not apply to those earning R6 000 a year or less. It is expected to save R225 million this year.

● The scrapping of an average 50 percent of the civil service posts which are now vacant.

● Staff who make regular use of free official transport between their homes and places of work will now have to pay for this service.

Expansion curtailed

● The immediate suspension of all further expansion in the civil service establishment, except where personally approved by Cabinet Ministers or Administrators as necessary.

● The adjustment of the system of merit awards to apply to a maximum of 10 percent of the staff as against the current 25 percent.

These last four steps will contribute a further saving of R35 million in the current year.

Mr Botha said that all institutions which paid staff costs out of revenue funds would be subject to the savings measures.

This included the provincial administrations and a variety of boards and other institutions.

Discussions were being held with the national states to implement similar measures in those administrations.

Mr Botha said it was essential that all public institutions in these difficult times reduced their expenditure and their claims indirectly or directly on the public's money.

With regard to the SA Transport Services, Mr Botha said a programme to reduce expenditure had been started two years ago. In that time the number of employees had been reduced by 45 000 or 16 percent, making a relative saving on labour costs of more than 10 percent.

The Post Office also made substantial contributions to increased productivity and strong financial discipline.

Nonetheless the Government had decided that employees of the SATS and the Post Office would also have to take a cut in service bonuses from April.

Pensioners would not be affected, said Mr Botha.

He said it was necessary to prune staff costs even after all possible savings had been made. This had been a difficult and a sensitive task.

Railwaymen protest at plan to cut their bonus

By Colleen Ryan,
Pretoria Bureau

More than 1 000 angry railway workers gathered in Pretoria yesterday to protest against the proposed bonus cuts.

Members of the Federation of SA Transport Workers overwhelmingly supported a resolution calling on President Botha and the Cabinet to think again about the cuts.

The resolution warned that the measures would lead to "widespread labour unrest and dissatisfaction", and said transport workers were not responsible for the financial crisis.

The South African Airways Engineers' Association will hold a similar protest meeting later in the week.

Transport union officials met the Government last week to discuss the pay cuts and voiced their strong disapproval. The president of the federation, Mr Jimmy Zurich, told the meeting yesterday.

He said SA Transport Services workers had made many sacrifices in recent years and improved productivity so the Government's plans now were "a great injustice".

The Public Servants' Association says it has not yet been notified officially of any cuts, but there is growing dissatisfaction about the Government's austerity programme to reduce costs by eight percent.

Vacant positions were not filled and some employees, such as hospital staff, have to work longer hours.

Teachers are anxiously awaiting the outcome of talks between the Federal Council of Teachers' Associations and the Government.

The leader of the Progressive Federal Party in the Provincial Council, Mr Douglas Gibson, said that if teachers were not given the back-pay promised by the State President last year it would be a "serious breach of faith".

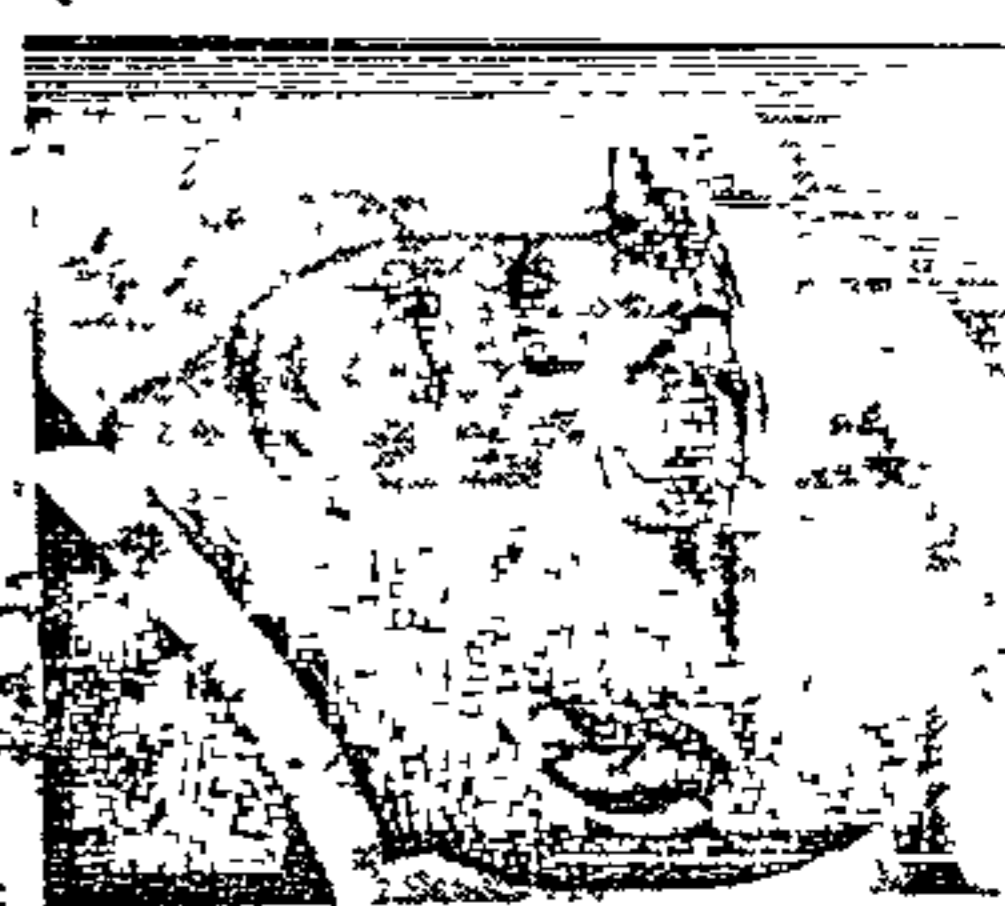
"For the first time in memory teachers are being paid a respectable salary. As a result the Transvaal Education Department has been overrun by young people wanting to enter the profession."

Parliament — President P W Botha today announced a six-point plan to slash Government staff expenditure by close on R500 million in the coming year.
He told Parliament this afternoon that the decision had not been made lightly and that civil servants could be assured that the Government had been compelled to act in the national interest.

By David Braun,
Political Correspondent

P W unveils plan to save R500-m

P W Botha... savings in all departments.



PFP hits out

at 'illogical'

pay cut plan

CME Times
6/3/85

250

By ANTHONY JOHNSON
Political Correspondent

THE PFP last night slammed the government's latest plan to cut civil servants' pay as an "illogical and unfair" strategy that was unlikely to improve productivity or produce meaningful savings.

Assocom sees 'determination'

Own Correspondent

JOHANNESBURG — Assocom has given high but qualified praise to the public service savings package announced by President Botha

The chief executive of Assocom, Mr Raymond Parsons, welcomed the fact that even before the budget the government had given tangible evidence of its determination to reduce government spending and raise productivity in the public sector

However, some economists see the three percent cut in the earnings of parliamentarians announced by the State President this week as an empty symbolic gesture "entailing absolutely no

sacrifice"

They pointed out the State President, who earns more than R7 000 a month, will sacrifice only R210 a month Cabinet ministers who earn more than R6 000 a month will lose R147,50 and Members of Parliament who earn about R3 500 a month, will find R67,50 less in their pay packets

Others welcomed the package

Barclays Bank economist Dr Johan Cloete said "Considerable amounts are involved They should have done this long ago"

Volkscas economist Mr Adam Jacobs said it was far better that total earnings packages be cut than that staff be laid off

At a press conference yesterday, President P W Botha staunchly defended his comprehensive plan to slash expenditure of South Africa's 750 000 public servants by almost R500-million in the coming year as "necessary medicine"

Mr Botha said that if the austerity measures succeeded in bringing South Africa single-digit inflation, the sacrifices that workers were being asked to make at present would be worthwhile

He emphasized that the measures he announced earlier — which included a one-third cut in the Public Service's bonus cheques — should not be seen as "steps originating from a spirit of despair" but rather as a timely bid to alleviate current economic ills

But the PFP's spokesman on finance, Mr Harry Schwarz, and the party's spokesman on the public service, Major Reuben Sive, said in a joint statement last night that the present steps were "retrogressive"

While the party had advocated the need to cut state expenditure, it was "utterly illogical and unfair" to impose a reduction in wages without doing anything about prices

The PFP called on the government to sit down with employers and trade unions in the private sector to work out a policy of voluntary price and wage restraints to prevent the economic situation from deteriorating even further

The Conservative Party's spokesman on Home Affairs, Mr Daan van der Merwe, said last night the announced pay cuts were the result of a spendthrift government being willing to make public servants the "unfortunate victims of its failed financial measures"

To take effect from April 1

The State President announced the sweeping austerity package for the Civil Service in the House of Assembly yesterday

The steps, which take effect from April 1 and also apply to provincial administrations and a number of other boards and similar institutions, include

● Measures for increased productivity which will bring about an average saving of three percent — about R321-million — on the original allocations of departments' personnel expenditures

● Cutting bonuses (or 13th cheques) in the coming financial year from 8,3 percent of the annual salary to 5,5 percent — a saving in the wage bill of 2,8 percent

This cut will not apply to those earning R6 000 a year or less and is expected to save R225-million a year

● The abolition of on average 50 percent of existing vacant posts

● Staff who make regular use of transport between their homes and work will have to pay for this service

● The immediate freezing of all establishment increases except where ministers and administrators personally approve essential expansions

● The expenditure on the present achievement awards which provides for a maximum of 25 percent of officials to be reduced to a maximum of 10 percent of officials

This last step would save a further R35-million

'Cutting spending for two years'

Mr Botha said the SA Transport Services and the Post Office had been cutting expenditure for two years already, but bonuses in these two services would also be cut

Discussions were being held to put the measure into operation in the homelands, semi-state organizations and control boards

At yesterday's press conference, the Minister of Home Affairs, Mr F W de Klerk, stressed that the bonus cuts should be seen as a temporary measure and would not affect the basic salaries or pensions of public employees

He said the abolition of 50 percent of vacancies in state departments would not affect education, police, prisons or labour core (low-level income groups)

● The one-third bonus cut had caused almost unprecedented discontent among the SATS's 235 000 staff members, according to the chairman of the Federation of SATS Trade Unions, Mr Jimmy Zurich

Railways workers across the country held protest meetings last night and more are planned today

Mr Zurich said the cuts were a "great injustice" because the SATS had made many sacrifices in recent years and had improved productivity

Public Service angry over cut in bonus cheque

Argus Correspondent
PRETORIA — Public servants, teachers and nurses have reacted with anger and indignation to the Government's announcement of a cut in their bonus cheques.

And the mood of South African Transport Services workers is expected to deteriorate as further protest meetings against the cutting of their 13th cheque are held around the country.

President P W Botha yesterday announced a six-point plan to slash Government staff expenditure by R500-million.

Measures taken include a cut in 13th cheques, the scrapping of free transport, a reduction in merit award increases and abolishing 50 percent of vacant Government posts.

Fireworks

"I expect that fireworks will erupt in Despatch, when railmen from Port Elizabeth and Uitenhage get together tonight," said Mr Jimmy Zurich, president of the Federation of SA Transport Workers.

He described a similar meeting in Johannesburg last night as being "very ugly".

"The meeting in Pretoria on Monday was calm compared to last night's gathering. In the 25 years I have worked for Sats I have never seen railwaymen react like this.

"The authorities should take note of the situation which is developing and try to defuse it," said Mr Zurich. "I don't feel easy about the situation and there are further meetings to be held in Durban, Kimberley and Bloemfontein.

"Diabolical"

"These meetings are not being organised by the Federation's headquarters but by the men themselves. We are just being invited to them."

At the protest meeting in Johannesburg last night, the cut in the annual bonus cheques of SA Transport Services employ-

ees was described as diabolical, immoral and unacceptable.

Workers strongly condemned the Government's decision to cut bonuses by 33 percent. A motion expressing their shock and dissatisfaction was accepted unanimously and will be sent to the President.

"The workers are not responsible for the financial crisis being experienced by the country and the SA Transport Services," the motion said. Their sacrifices had made it possible for Sats to reduce its staff by 43 000 and they deserved a better deal, it continued.

Strike action

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"What good is a resolution? Let's have some action — let's tell them what will happen if they take our money away," people shouted.

However, when the meeting was declared closed and many artisans had left, the union committee again put an amended resolution to them. It was accepted, but it did not reflect the mood of the meeting.

High inflation

The president of the Public Servants' Association, Dr Colin Cameron, said the measures were a great shock, particularly in the light of the high inflation.

"This is a reflection of the poor economic climate and it means there are difficult times ahead for public servants."

The latest measures, coupled with fringe benefits tax and soaring interest rates, would hit employees hard, said Dr Cameron.

The president of the Post and Telegraph Association, Mr Frikkie Smith, said workers would be disappointed with the cuts. The Government's measures would be discussed at an executive committee meeting.

Nursing posts

The indiscriminate scrapping of nurses' service posts will have a negative effect on the quality of patient care which nurses are expected to provide, the SA Nursing Association (Sana) has warned.

The executive director of Sana, Mrs Susan du Preez, said the scrapping of vacant student posts was unacceptable.

"We may have temporary vacancies because of a poor student intake, but we want student posts to be increased to provide for nursing needs in the next 20 years," she said.

Nurses supported the Government's efforts to increase productivity but Sana said if

the measures entailed adding to the hours already worked by nurses, then it did not agree because this would not necessarily lead to greater productivity.

Nurses at provincial hospitals recently had their working day increased by 30 minutes.

MEGAS
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Now comes anger over the pay-and-perk cuts

Public servants are understandably angry at the Government's announcement of pay cuts, but personnel analysts are less sympathetic to their plight.

"The Government is doing something it should have done years ago," said Mr John Cole, a remuneration expert for a leading consultancy.

Government measures announced yesterday include:

- A cut in the 13th cheque of civil servants
- A reduction in merit award increases
- The scrapping of free transport
- The abolition of 50 percent

By Colleen Ryan,
Pretoria Bureau

of all vacant Government posts

"I do not feel any pain about cuts in 13th cheques," said Mr Cole.

"In the private sector a 13th cheque is paid at all its dependent on company profits."

Dr Colin Cameron, president of the Public Servants Association, said the Government should scrap the measures as soon as the economy improves. "Should the public service be the target of cutbacks or are the latest cuts unfair?"

Civil servants' associations generally feel their members

are worse off than the private sector, but figures from the Progressive Federal Party last year seem to contradict this.

Although salaries in the public service are slightly lower than in the private sector, Government employees receive profitable perks such as low-interest housing loans, gratuities and generous pension fund deals.

Major Reuben Slive, Progressive Federal Party spokesman on the public service, gave figures on civil service remuneration packages in Parliament last year:

"An employee earning R800 a month or R9 600 a year would actually cost the State R22 146

when all perks were counted.

"Perks were worth 130 percent more than basic salary."

A more senior employee earning R1 500 a month came out with a total package of R36 395 a year, which was twice his basic salary.

Dr Oekie Stuart, of the Bureau for Economic Research at Stellenbosch University, said public servants were comfortably off compared to private sector workers.

"It may not be fair to cut their pay packets," he said, "but these are difficult economic times.

"They should not expect any salary increases this year." Another advantage of Gov-

ernment workers was job security.

"They should be prepared to work for a little less because of job security," said Dr Stuart.

Mr Cole said the latest Government pay cuts should be seen against the background of substantial salary increases to the public sector in the last five years.

"Salaries have increased rapidly," he added, "and even last year there was a 12,5 percent increase."

In recent years the private sector had lost many skilled workers to Government departments because of higher pay and good perks, said Mr Cole.

R500-million austerity plan shocks public workers

Anger grows over cash cut-backs

Staff Reporters

Public servants, teachers and nurses — already reeling from price and tax shocks this year — have reacted with anger and indignation to the announcement of sweeping measures to slash Government staff expenditure by R500 million.

The Federal Council of Teachers' Associations (FCTA) has slammed the Government decision to cut bonuses. And the SA Nursing Association has warned that the latest cuts could affect the quality of medical care.

The president of the Public Servants' Association, Dr Colin Cameron, said the measures were a great shock to State employees, particularly because of the high inflation rate.

The latest measures to cut Government staff expenditure, coupled with the fringe benefits tax and soaring interest rates, would hit employees hard, he said.

Yesterday President Botha announced a six-point plan to reduce expenditure which will come into effect on April 1. It includes a cut in 13th cheques, scrapping of free transport, a reduction in merit award increases and the abolition of half the vacant Government posts.

The kwaZulu Cabinet members have shown up President Botha's three percent cut in MPs' salaries by resolving to cut their own pay by more than 35 percent.

A statement today from the office of Chief Minister Gatsha Buthelezi said there was no money for even essential projects, so the Cabinet had resolved to cut salaries by 35,83 percent until the economic situation improved.

Closer to home, the Randburg and Sandton municipalities have undertaken to co-operate in the cost-saving drive.

The indiscriminate scrapping of nurses' service posts will have a negative effect on the quality of patient care which nurses are expected to provide, the SA Nursing Association has warned.

Nurses' hours

The executive director of Sana, Mrs Susan du Preez, said the scrapping of vacant student posts was particularly unacceptable.

"We may have temporary vacancies because of a poor student intake, but we want student posts to be increased to cater for nursing needs in the next 20 years," she said.

Nurses supported the Government's efforts to increase productivity, but if the measures entailed adding to the hours already worked by nurses then it did not agree, said Sana, because this would not necessarily lead to greater productivity.

In a statement today, FCTA chairman Mr John Stonier said the Government had yielded to pressure from the private sector, and by reducing the remuneration packet for the State service had deviated from the undertaking that public servants would be paid on a market-related basis. He said the organised teaching profession did not want to be seen as a collaborator in the plan.

Competitive pay

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Competitive pay

Mr Stonier said the council and representatives of teachers' associations from all population groups would meet in Durban later this week to discuss a programme of action.

There is concern that the cuts could affect the standard of education in schools. Teachers regretted the cuts at a time when their salaries were competitive with the private sector for the first time in years.

Local authorities, including provincial departments and municipalities, will also be asked to implement cuts. Provincial departments have still to hear how the cuts will affect them.

Members of provincial councils, like their parliamentary counterparts, have accepted a three percent cut in salaries.

The leader of the Progressive Federal Party in the Transvaal Provincial Council, Mr Douglas Gibson, said his party supported the measure. "Any gesture which will bring it home to the Government that South Africans are earnest in demanding action against inflation is supported. People have tolerated a terrible inflation rate for too long."

Public Service angry over cut in bonus cheque

MEGAS
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TOPS

Correspondent
RIA — Public servants teachers and nurses have reacted with anger and indignation to the Government's announcement of a cut in their bonus cheques

And the mood of South African Transport Services workers is expected to deteriorate as further protest meetings against the cutting of their 13th cheque are held around the country

President P W Botha yesterday announced a six-point plan to slash Government staff expenditure by R500-million

Measures taken include a cut in 13th cheques, the scrapping of free transport, a reduction in merit award increases and abolishing 50 percent of vacant Government posts

Fireworks

"I expect that fireworks will erupt in Despatch, when railmen from Port Elizabeth and Uitenhage get together tonight," said Mr Jimmy Zurich, president of the Federation of SA Transport Workers

He described a similar meeting in Johannesburg last night as being "very ugly"

"The meeting in Pretoria on Monday was calm compared to last night's gathering. In the 25 years I have worked for Sats I have never seen railwaymen react like this

"The authorities should take note of the situation which is developing and try to defuse it," said Mr Zurich "I don't feel easy about the situation and there are further meetings to be held in Durban, Kimberley and Bloemfontein

"Diabolical"

"These meetings are not being organised by the Federation's headquarters but by the men themselves. We are just being invited to them"

At the protest meeting in Johannesburg last night, the cut in the annual bonus cheques of SA Transport Services employ-

ees was described as diabolical, immoral and unacceptable

Workers strongly condemned the Government's decision to cut bonuses by 33 percent. A motion expressing their shock and dissatisfaction was accepted unanimously and will be sent to the President

"The workers are not responsible for the financial crisis being experienced by the country and the SA Transport Services," the motion said. Their sacrifices had made it possible for Sats to reduce its staff by 43 000 and they deserved a better deal, it continued

Strike action

In Durban more than 500 angry, rowdy and militant railway artisans last night called for a vote of no confidence in management and the Government, as well as strike action and work stoppages to force the President to back down on his decision to cut their 13th cheque

The vast majority rejected the initial resolution put forward by the Artisan Staff Association as being "too soft"

"What good is a resolution? Let's have some action — let's tell them what will happen if they take our money away," people shouted

However, when the meeting was declared closed and many artisans had left, the union committee again put an amended resolution to them. It was accepted, but it did not reflect the mood of the meeting

High inflation

The president of the Public Servants' Association, Dr Colin Cameron, said the measures were a great shock, particularly in the light of the high inflation

"This is a reflection of the poor economic climate and it means there are difficult times ahead for public servants"

The latest measures, coupled with fringe benefits tax and soaring interest rates, would hit employees hard, said Dr Cameron

The president of the Post and Telegraph Association, Mr Frikkie Smith, said workers would be disappointed with the cuts. The Government's measures would be discussed at an executive committee meeting

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the measures entailed adding to the hours already worked by nurses, then it did not agree because this would not necessarily lead to greater productivity.
Nurses at provincial hospitals recently had their working day increased by 30 minutes

PRETORIA—Civil servants reacted with dismay yesterday to comprehensive measures announced by President P W Botha slashing hundreds of millions off expenditure on the wages bill, bonuses and transport allowances.

Angry railwaymen in Durban and Johannesburg yelled their protest at separate meetings, many of them demanding strike action

State staff, teachers, Post Office workers, South African Transport Services employees and provincial administration personnel, will all bear the brunt of the cuts which are effective from April 1, and are designed to slash Government spending by almost R500 million

End-of-year bonus cheques of all Government and provincial employees have been cut by a third, half the existing vacancies in Government departments have been abolished, a ban has been slapped on the enlargement of any department, expenditure on the achievement recognition system has been cut, and higher productivity is being sought

People who regularly use official transport between home and work will now be required to pay for the ride

Further cuts

Mr Botha said in a speech in the House of Assembly, which was simultaneously read in the other two houses, further cuts in Government spending would be made later

He said there had been considerable pressure on the Government recently to cut back drastically on personnel. To do this would, however, be highly irresponsible

The personnel corps was dedicated and skilled, and was already working very hard. In 1984 more than 8 000 000

Mercury Correspondent

hours of organised overtime had been worked for no extra compensation

If one counted along with this the millions of hours of overtime which officials completed on an individual basis, without extra compensation, then much of the criticism of an overmanned civil service was completely unfounded

For this reason the original savings objective had been coupled to a programme to raise productivity

But in spite of attempts by Government departments increases in productivity alone could not in the short term bring about savings in personnel expenditure needed in the 1985/86 financial year

In making the cuts the Government had borne in mind that retrenchment of good and productive personnel should be avoided, that competitiveness in pay between the private and public sectors be maintained, that in as far as possible, that reduction of salaries must be avoided, that whatever measures were implemented should preferably be of a short-term nature, and that the position of low-paid workers must not be weakened

The bonus cut would not affect workers on a salary of R6 000 a year or less, but would apply to South African Transport Services employees and Post Office workers

Established staffs could be increased only

RETURN TO PAGE 2

Civil Servants at cuts

RBM

6/3/85

250

1234

Mercury 6/3/85 (25c)

Civil service anger at pay cuts

FROM PAGE 1

where ministers or administrators personally approved necessary increases

Civil servants seemed most distressed yesterday at the axing of their annual bonus cheque

The president of the Public Servants' Association, Dr Colin Cameron, said in a statement that the immediate and drastic reduction of the service bonus had caused a shock wave throughout the service

The bonus cut would not apply to teachers with whom negotiations on the issue were still in progress

Quasi-government

organisations, including control boards and State corporations, have been asked to make equivalent cuts, and it was estimated that 750 000 employees would be affected

The Minister of Home Affairs, Mr F W de Klerk, who is responsible for the public service, told a Press conference that he hoped the measures would be temporary and the full bonus might be reintroduced in the next financial year

Mr Botha said he accepted that there would be protests against the measures, but he had faith in the reasonableness of people to realise the steps were for their own good

Dr Cameron said 'Although we must accept this reduction in earnings we have the assurance of the Government that the full bonuses will be restored as soon as economic conditions allow'

The PFP's finance spokesman, Mr Harry Schwarz, and the party's spokesman on the public service, Maj Ruben Sive, said unless the Government negotiated voluntary price and wage restraints with employers and trade unions, the economic situation would continue to deteriorate

But at a Press conference soon after his announcement, Mr Botha said he was not prepared at this stage to consider such a move because it was unlikely to be successful

Grisly find

FROM PAGE 1

opened it and to his horror found the severed head of Jetendra.

The rest of his body was still missing late last night and there has been no trace of Ragiv, who is also feared killed

Police have appealed to fishermen near the Tugela River mouth to be on the look-out as it is feared the bodies may have been dumped in the river

Anyone able to help police in their investigations is asked to telephone Col George Earle at 838039 in Durban or the nearest police station



Part of the rowdy crowd at last night's meeting in Durban of the council of the Artisans' Staff Association which was held to protest against the Government's decision to cut bonus cheques.

Angry artisans call strike over bonus

Mercury Reporter
SOME angry Durban railway artisans called for strike action at a meeting last night, but a resolution calling on President Botha to reinstate their 13th cheque was passed

More than 500 members of the Natal divisional council of the Artisans' Staff Association crammed into the hall of the Railway Recreation Club to protest against the Government's bonus cuts.

The association's committee came in for strong criticism from some of the workers, who accused

them of being 'yes men' to the Government.

The meeting passed a resolution stating 'Employees of the South African Transport Services are concerned, shocked, disgusted and dissatisfied with the sudden decision on the 13th cheque being cut by a third'

Resolution

'It was not only degrading to have the 13th cheque cut, but was caused by gross mismanagement. Members feel that the SATS was guilty of mis-spending money by

sports sponsorships, etcetera

'Members are now demanding that the State President intervene and pay the full 13th cheque or face the consequences'

The resolution will be placed before President Botha this morning, according to the chairman of the association, Mr Chris Schutte

While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others

**Call me today for
demonstration**

Mercury 6/3/85 (28/135)



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While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others

wanted a strike.

'If our bonus is done away with, we will strike' some yelled.

Mr Schutte opened the meeting by saying the gathering had been called to discuss the Government's decision and 'politics and running down of the union will not be allowed.'

'We did nothing about the huge petrol price hike,' Mr Schutte said. 'A lot of other increases came after that. We joined the anti-inflation campaign in 1975.'

French study

JERUSALEM—A team of French nuclear experts has arrived in Israel to study the feasibility of building a nuclear power station here, an Energy Ministry spokesman said yesterday — (Sapa-AP)



SMILESTONES

By TIM HOOPER

"Always on Wednesdays"

Middle age is when actions creak louder than words

All parents think their children would behave if they didn't

Govt warned of strikes and go-slows

Nationwide, anger grows at bonus cuts

ROM 4/3/85 250 ~~250~~ ~~125~~

By GERALD REILLY
and ANTON HARBER

ANGER spread yesterday throughout the public sector as the implications for nearly a million black and white workers of the austerity measures being thrust on them by the Government became clear.

Anger has been intensified because the bonus cuts have come against a background of a spate of big Government-authorized price rises in the past three months, and a soaring inflation rate.

Furious railway workers are continuing their meetings nationwide to protest against the cutting of their 13th cheque by a third, and go-slows and strike action are being widely discussed.

The State President, Mr P W Botha, announced on Tuesday that civil servants would lose a third of their bonus 13th cheque, thus saving the Government R225-million.

Protest meetings were held at Kempton Park and Dispatch in the Eastern Cape last night and a mass meeting has been organised in Bloemfontein for tomorrow night.

Union leaders say there are demands from members for go-slow action to support the protest.

And an official of the powerful Artisan Staff Association said the executive council of the association would meet in Durban at the weekend and decide on further action following a mass meeting yesterday.

Dissatisfaction is also rife among the 85 000 post office workers.

An urgent meeting of the executive of the Posts and Telegraphs Association was held in Johannesburg last night to discuss the issue.

Tomorrow in Durban an emergency meeting of the Federal Council of Teachers Associations will discuss a "future action programme".

The measures have been totally rejected by the council.

About 2500 South African Airways employees last night added their voices to the fast-growing protest at a rowdy meeting in Kempton Park.

The large crowd roared its approval as speakers from the SAA Engineers Association, Salstaff and the Flight Engineers Association attacked the Government's decision.

They resolved to send a telegram to the State President accusing the Government of "bungling ambiguity" and saying it could only restore its credibility by retracting the decision to cut 13th cheques.

The Federation of SA Transport Workers is also planning protest meetings this week.

A spokesman for the 24 000-strong Trade Workers' Association, one of the federation's member groups, said meetings were planned in Johannesburg, Cape Town, Kimberley, Durban and Bloemfontein.

In Durban, angry railway

□ To Page 2

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State workers slam bonus cut

From Page 1

artisans called for strike action at a meeting, but a resolution calling on the State President to reinstate their 13th cheque was passed

More than 500 members of the Artisans' Staff Association passed a resolution stating "Employees of the South African Transport Services are concerned, shocked, disgusted and dissatisfied with the sudden decision on the 13th cheque being cut by a third

"It was not only degrading to have the 13th cheque cut, but was caused by gross mismanagement. Members feel that the SATS was guilty of mispending money by sports sponsorships, etc."

While some members demanded a go-slow, others proposed downing tools for two hours each day to protest against the decision, and others wanted a strike.

The Transvaal Teachers Association said the Government, to meet the demands of population growth, housing shortages and urbanisation, was resorting to "penny pinching" in order to stop the leaks caused by antiquated, short-sighted economic planning.

"Has the Government really assessed the cost of apartheid, homelands control, Administration Board subsidies, group areas restrictions, limitations on

the development of free enterprise and two years of compulsory military service?"

The association statement claimed the country was suffering today as a result of the "misguided and parsimonious" policies applied to black education since 1948.

Meanwhile, in Ulundi, the KwaZulu Cabinet decided yesterday to cut members' salaries by a massive 35,83% until the economic situation improves.

The massive cuts will slash more than R1 000 from the monthly salaries of Chief Buthelezi and his seven Cabinet members.

President P W Botha this week announced cuts of only 3% for himself, all other Cabinet Ministers, MPs and provincial councillors.

In a statement announcing the cuts, the KwaZulu Chief Minister, Chief Gathsha Buthelezi, said that his government did not even have money for essential new capital projects, including schools, clinics, hospitals, township development, roads and agricultural development.

In view of the serious situation the Cabinet yesterday decided it would be "inappropriate to have only a 3% cut in their salaries (a move announced by South Africa this week) and have resolved to cut their salaries by 35,83% until such time as the financial position improves."

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League calls for equal status

Staff Reporter

THE Public Servants' League — the Cape Town-based organisation representing 25 800 black, coloured and Asian workers in the Public Service — has asked for disparities in status with white workers to be resolved before it approves the Government's service reforms

In a statement the league says its members, some of whom have 30 to 40 years' "loyal service", have made "specific sacrifices" over the years because of

- Disparities in service conditions and salary,
- The fact that most are employed as temporary workers, irrespective of years of service, and

- The fact that little or no provision has been made for members to be appointed to posts involving promotion

The league is convinced that its members are aware of the economic situation and that they will make "sacrifices" to help solve the problem, the statement says

"We are prepared to sacrifice but we also want to be assured that we will be treated as equals in the Public Service"

The league says that before it can give approval to the "drastic measures" members need to be assured that their grievances are answered

Public sector anger at govt austerity plan

Own Correspondent

PRETORIA — Anger spread yesterday throughout the public sector as the implication for nearly a million black and white workers of the government's austerity measures became clear

This anger has been intensified because the bonus cuts have come against a background of a spate of big government-authorized price rises in the past three months and a soaring inflation rate

Furious railway workers are continuing their meetings nationwide to protest against the cutting of their 13th cheque by a third

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Union leaders say there are demands from members for go-slow action to support the protest

The general secretary of the Artisan Staff Association, Mr Willie van der Merwe, said his office was flooded yesterday with telegrams from many parts of the country demanding action and expressing shock at the bonus cut.

Dissatisfaction is also rife among the 85 000 Post Office workers

An urgent meeting of the executive of the Posts and Telegraphs Association was held in Johannesburg last night to discuss the issue

Tomorrow in Durban an emergency meeting of the Federal Council of Teachers' Associations will discuss a "future action programme" unless some of the measures are abolished or watered down

The council has said there is a threat to education if an attempt is made to abolish posts. One of the measures to be enforced is the abolition of 50 per cent of all vacant posts in the public sector

The measures have been rejected in toto by the council

In a hard-hitting statement, the Transvaal Teachers' Association accused the government of resorting to penny-pinching to stop leaks caused by antiquated short-sighted economic planning

Senior State department workers feared the austerity measures would be counter-productive and demotivate staff. They supported the Public Servants' Association plea for a speedy reversal of the decision to cut bonuses

PW seeks patriotic approach to pay cuts

AKGAS

7/3/85

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By TOS WENTZEL, Political Correspondent

PRESIDENT P W Botha today called for a reasonable and responsible approach to austerity measures in the Public Service and has appealed for a patriotic response to the country's problems.

He was reacting to the mounting anger and criticism in the Public Service which have followed the savings package, including a cut in bonuses.

Public Service protest meetings are being held in various parts of the country

In his reaction today Mr Botha said there was probably no one in the country who was not aware of the extent of the present economic circumstances.

In the private sector the consequences were being experienced in terms of smaller profits and greater risks, the dismissal of employees and increasing bankruptcies

"Unhappiness"

Alternatives were considered and accepted in the steps to curb State expenditure as a contribution to the recovery effort

One of these was to cut the so-called 13th cheque of officials by a third

"I accept that there will be unhappiness I have great understanding for this.

"I therefore want to repeat my earlier appeal — let us approach this matter in a reasonable and responsible way Let each of us, as loyal fellow-countrymen, make our contribution

"Our anthem"

"It is now the time to do what we sing about in our anthem — 'We for you, South Africa,'" Mr Botha said

● Opposition to the Government's pay-and-jobs clamp-down continues to grow and postal workers have joined the call for the measures to be reconsidered

● The 36 percent "cut" in salary for the Kwazulu Cabinet will not be taken from the salaries they are now being paid, but comes in the form of not accepting a 36 percent salary increase

Clarifying the announcement today, Kwazulu Chief Minister Gatsha Buthelezi said the decision to cut their salaries meant in effect that they would continue to be paid the same salaries as they were now receiving.

Chief Buthelezi's present salary is R39 525, while that of the other seven members of the Cabinet is R36 597.

These salaries are about R3 000 higher than those approved in the Kwazulu Legislative Assembly last year.

Chief Buthelezi said his salary was to have been increased to R53 688 and that of the Cabinet members to R49 710.

Chief Buthelezi said the decision had been taken because they represented the poor of the country and was necessary in terms of the vast needs of the people

ARGUS 7/3/85

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Howard *Q 61 459*
 336 Mr S S VAN DER MERWE asked the Minister of Environment Affairs and Tourism

- (1) How many (a) White, (b) Coloured, (c) Indian and (d) Black persons (i) applied for admission to and (ii) were accepted at each specified hotel school under the control of his Department in 1985,

- (2) whether his Department received any representations regarding these schools in 1984, if so, (a) from whom, (b) when and (c) what was (i) the nature of the representations and (ii) his response thereto,

- (3) whether he intends to extend the facilities at these schools to cater for more students, if not, why not, if so, when?

THE MINISTER OF ENVIRONMENT AFFAIRS AND TOURISM

- (1) Only the Landdrost Hotel School is being managed by the South African Tourism Board

(a) (i) 10.

(ii) 6

(b) (i) 30

(ii) 22.

(c) (i) 0

(ii) 0

(d) (i) 0

(ii) 0.

- (2) No
 (a), (b), (c) (i) and (ii) Fall away

- (3) No The facilities at the Landdrost Hotel cannot be extended and the course is at present under-subscribed. It has been accepted as policy that the South African Tourism Board should not be involved directly in the

training of persons for the hotel industry. Negotiations are, therefore, already being conducted with various bodies regarding the transfer of the Landdrost Hotel School.

Howard Q 61.460
 340 Mr S S VAN DER MERWE asked the Minister of Home Affairs

How many (a) White, (b) Coloured, (c) Indian and (d) Black persons who were (i) administrative, (ii) clerical, (iii) professional, (iv) technical and (v) general staff, were there in the Public Service as at the latest specified date for which figures are available?

THE MINISTER OF HOME AFFAIRS

Particulars are at present available in respect of posts which on 30 September 1984 were filled by Whites on the one hand and by Coloureds, Indians and Blacks combined on the other hand. Particulars are as follows

	(a)	(b), (c) en (d)
(i)	8 515	335
(ii)	19 563	3 587
(iii)	7 222	1 317
(iv)	5 225	141
(v)	850	243

Acquired immune deficiency syndrome

350 Dr M S BARNARD asked the Minister of Health and Welfare

How many cases of acquired immune deficiency syndrome were (a) reported and (b) diagnosed in the latest specified 12-month period for which figures are available?

THE MINISTER OF HEALTH AND WELFARE.

(a) The condition is not notifiable or reportable

(b) During 1984 10 cases

Howard Q 61.460
 351 Dr M S BARNARD asked the Minister of Health and Welfare
 How many hospital beds were (a) avail-

able and (b) needed for (i) White and (ii) non-White patients in hospitals falling under the control of his Department as at the latest specified date for which figures are available?

THE MINISTER OF HEALTH AND WELFARE.

(a) Beds available as at 31/1/85.

(i) Whites 6 105.

(ii) non-White 10 270

(b) Needed as at 31/1/85.

(i) Whites 4 739

(ii) non-White 10 394

Midwives/health visitors radiographers/sister tutors

352 Dr M S BARNARD asked the Minister of Health and Welfare.

How many (a) Blacks, (b) Indians, (c) Coloureds and (d) Whites registered as (i) midwives, (ii) health visitors, (iii) radiographers and (iv) sister tutors in 1984?

THE MINISTER OF HEALTH AND WELFARE

This information can only be furnished towards the end of March 1985 when all 1984 figures have been processed.

Para-medical personnel

353 Dr M S BARNARD asked the Minister of Co-operation, Development and Education

How many students (a) were enrolled in 1984 in each of the years of study at institutions falling under the control of his Department for training as (i) health assistants, (ii) health inspectors, (iii) public health nurses, (iv) medical laboratory technologists, (v) dental therapists, (vi) radiographers, (vii) physiotherapists and (viii) other specified para-medical personnel and (b) passed their final examination in that year in each of these courses of study?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(a) In respect of technicians the honourable member is referred to table 731, page 237, and universities to table 825, pages 248-250, of the 1984 annual departmental report

(b) The examination results for 1984 are not available.

Howard Q. 61.462
 354 Dr M S BARNARD asked the Minister of Health and Welfare:

(1) Whether any visits were made by State doctors in 1984 for the purposes of examining persons detained in terms of security legislation, if not, why not, if so,

(2) Whether records were kept of these visits, if not, why not, if so, how many visits were made in 1984,

(3) whether any reports on such visits were submitted by State doctors to his Department in 1984, if so, how many such reports were submitted,

(4) whether any action was taken by his Department as a result of such reports, if not, why not, if so, (a) in how many cases, (b) for what reasons and (c) by whom?

THE MINISTER OF HEALTH AND WELFARE

(1) Yes

(2) Yes, whenever required.

(3) Yes, after each visit

(4) (a) + (b)

Yes, whenever reports indicated the need for further action

(c) By State Medical Officers and Specialists
 Fish meal

361. Mr R R HULLEY asked the Minister of Agricultural Economics

HAMILTON RUSSELL VINEYARDS

In search of great wine



Grand Vin Noir
(100% Pinot Noir)

This dry red wine has benefited from the cool climatic conditions. After 18 months in French oak it has become a complex full wine in which fruit tannins harmonise with the wood - so reminiscent of the wines of the Cote d'Or of Burgundy

AFRICA'S MOST SOUTHERLY VINEYARD AND CELLAR

54771/3

No pay rises for SABC

Own Correspondent

JOHANNESBURG — The board of the SABC announced yesterday that staffers would get no salary increases this year

But the board also said its saving drive was already bearing fruit

Its total salary bill had been cut by 2,2 percent by the end of last month

Stringent measures already in force are

- A freeze on all vacancies Executive permission has to be obtained to fill a vacancy

- A ban on all overtime payments and a scaling-down of merit and differentiation allowances by at least a third

- A lengthening of working hours

- A hard rethink on merit bonuses at the end of the year

Bonus cut: All groups up in arms

Own Correspondent

PRETORIA — The nation-wide protest by public-sector workers against the slashing of their service bonuses by a third intensified further yesterday

The protest is now representative of all groups in the public sector, except for the services — police, prisons and Defence Force — who are prevented by regulation from mobilizing protest action

Teachers, railwaymen, state department workers, nurses and post office staff have all through their staff associations opposed the six-point plan to save R800-million on staff shares and benefits

But according to sources the bitterness against the move is as great in the services as it is among other groups in the public sector The services have no staff associations They are expected to give "unquestioning loyalty" to the government

Yesterday the SA Nursing Association and the Postal and Telegraphs Association joined in the protest

The central executive of the Postal and Telegraphs Association decided at a meeting last night to seek an immediate interview with the Minister of Communications and Public Works, Dr L A P A Munnik, to demand that the decision to cut their bonuses not be applied to them

The general secretary of the association, Mr Frank Gerber, said "We will tell the minister that post office workers have since 1971 voluntarily worked two additional hours a week without compensation They have saved the post office hundreds of millions of rands in this period"

Mr Gerber said consumer price increases were constantly eroding living standards and the association deplored the intention to slash the service bonus by a third This would worsen the plight of many workers

The SA Nursing Association has also protested and emphasized that if the austerity measures entailed longer working hours for nurses, the association would oppose this

TODAY

FURNITURE AND EFFECTS

TO BE AUCTIONED

TURN TO THE AUCTION PAGES IN TIMES CLASSIFIED

Angry PSA bosses hold closed meeting

Argus Correspondent

JOHANNESBURG — The executive of the Public Servants Association will hold an extraordinary meeting within the next three weeks to decide on a response to the salary and benefits cuts announced in Parliament this week.

Meanwhile no formal representations would be made to the Government, according to a spokesman.

This was decided by a group of about 50 leading public servants representing the various professional branches of the PSA at a two-hour meeting behind closed doors in Pretoria last night.

Agenda scrapped

The meeting was the latest in a series being held by public servants to mobilise resistance to the Government's decision to cut public servants' 13th cheques, scrap official transport and reduce merit increases, among other things.

After the meeting, PSA vice-president Mr Stan Davis said although the meeting had been a routine one, the normal agenda had been scrapped in favour of a debate on the new measures.

He would not be drawn on the content or tenor of the debate but it is known those present were angry about the cuts.

One representative said afterwards he had been sickened to see some of

his fellow public servants on television on Wednesday night saying they welcomed the moves.

"They remind me of the poet who traditionally attends the Zulu king in his kraal. This man has to praise the king no matter what."

Earlier this week the PSA president, Dr Colin Cameron, said the association was shocked at the cuts, especially in the light of the high inflation rate.

He predicted that the measures, coupled with high interest rates and the looming perks tax, would hammer the public servant.

● University staff will have their 13th cheques trimmed like other public servants, the secretary of the Committee for University Principals, Mr W J du Plessis, said today.

"Great disappointment"

The Government provided about 75 percent of all university funds and so universities were in the same position as other semi-State organisations, said Mr du Plessis.

The decision to reduce pay came as a "very great disappointment", said a statement released by the University Lecturers Association.

The effect on university personnel was aggravated by the earlier 13 percent cut in State subsidies, said the statement.

STRIKES at the 'austerity' camp continued yesterday when the Association of Salaried Personnel of the South African Railways (Salstaff) threatened to take legal action against the Government for breaking workers' contracts.

In a strongly worded statement, Salstaff's executive council said the payment of merit bonuses was based on services rendered in the previous year.

'According to legal advice which has already been sought, it seems that the measures taken by the Government can be regarded as a breach of contract.

'It is Salstaff's intention to take legal action if this matter is not cleared up properly.'

Salstaff has sent a telegram to the Minister of Transport, Mr Hendrik Schoeman, stating its findings and demanding that the matter be 'cleared up'.

The statement said Salstaff was deeply dissatisfied with the decision to cut bonus 13th cheques by a third. It said the measure was making 'victims' of specific sectors.

'We are well aware of the country's problems, but the financial burden should be carried by the broad public.'

The Mercury's Pretoria correspondent reports that the Cabinet has been startled by the furious reaction to the slashing of bonuses.

Confrontation

Sources said if the Cabinet thought by reducing their own substantial incomes by 3 percent they would dampen the reaction from Government workers they had 'made a serious miscalculation'.

The Government is now faced with a confrontation with leaders of the public sector's staff associations.

Meanwhile the PFP's spokesman on the public service, Maj Ruben Sive, said that by its penny-pinching efforts to cut State spending the Government had antagonised many thousands of public sector workers 'and a high price will be paid in lost motivation and productivity'.

Mercury Reporter

Botha, who was awarded the Freedom of Roodepoort, said the ability to adapt to changing circumstances was part of the will to survive.

'Therefore I ask that you criticise the Government where it neglects to make essential changes — that is positive criticism.

'But I also ask that you support the Government where it brings about reform in the interests of peace and welfare of our country and all its communities.'

The extent of the reaction to the President's plan was unprecedented in the public sector. Maj Sive said by scrapping 50 percent of vacant posts in the service and allowing retirement and death to reduce the bureaucratic establishment, far greater savings could be made than by 'monkeying about' with bonuses.

The State President said in Roodepoort yesterday that the changes being made by the Government in the interests of the welfare of all South Africa's people should be approached with understanding and responsibility.

Sapa reports that Mr

Pay Cuts: Less at Auction than elsewhere

RE

Mercury

9/3/85

250

Pay cut: Doctors warn of exodus

Staff Reporter

A GROUP of full-time hospital doctors have warned of an exodus from teaching hospitals into private practice or overseas if salaries in the civil service are cut.

In a joint letter to the SA Medical Journal, 12 doctors at Groote Schuur Hospital and the University of Cape Town said they were concerned about calls by leading economists for cuts in the civil service payroll.

They said many seemed to be unaware that doctors, medical technologists, teachers, nurses and other paramedical staff were civil servants.

There was also wide agreement that these civil servants were underpaid at present.

They said that if conditions of employment in academic practice deteriorated further there would be a "haemorrhage of doctors into private practice or overseas".

As a first step towards rectifying the situation doctors should, like judges, be removed from the ambit of the Commission for Administration.

● Sapa reports that the Trade Union Council of South Africa issued a statement on Saturday deploring bonus reductions for public servants as a "dictatorial action".

And the government's call on the private sector to follow its lead was an "unwelcome interference" with workers' and managers' freedom to make their own decisions, said Tucsas.

The reason for the nation's economic plight was "the government's maladministration" and not the fault of the workers.

Bonus cuts 'a breach of contract'

Sats staff may go to court on cuts

RAM 11/3/85 (250)
By GERALD REILLY

THE Railways Salaried Staff Association (Salstaf) may take legal action to prevent the Government from cutting the service bonuses of its 14 000 members by a third.

The president of Salstaf, Mr Brian Currie, said in Pretoria yesterday if there was no favourable response to a telegram sent to the State President at the weekend then a probable move would be to apply to the courts for an interdict restraining the Government from cutting service bonuses by a third.

Salstaf's action comes against a background of the furious reaction throughout the public sector to the announcement that bonuses were to be cut.

The move was understandable and the Government had brought it upon its own head, Dr Alex Boraine, PFP spokesman on Manpower said yesterday.

"It's one thing to freeze wages or withhold increases but quite another to cut wages or bonuses already granted."

Furthermore, it is particularly hard on railways personnel who have increased productivity to a remarkable degree over the past year, he said.

It is therefore understandable that staff associations would feel they are being penalised for the Government's mismanagement of the economy," said Dr Boraine.

Mr Currie said a 13th cheque was part of the service conditions of railway workers and to cancel or reduce it was a breach of contract.

Last week rowdy meetings of members of the Artisan Staff Association in Johannesburg, Pretoria, Cape Town, Durban, Bloemfontein and in the Eastern Cape, condemned the move.

There was talk of strikes and go-slow action unless the intention to cut bonuses was dropped.

Angry protests also came from the Public Service Association, the Federal Council of Teachers' Associations and Postal Staff Associations.

Pretoria sources said the furious reaction to the move has alarmed the Cabinet. The feeling was that the announced 3% cut in the earnings of politicians would defuse some of the angry response.

However, the politicians' "sacrifice" has been dismissed by senior public servants as inadequate and not comparable with the sacrifice being thrust on public sector workers.

It has been calculated that the State President will "sacrifice" about R220 a month of his R7 000 a month earnings.

Mr Currie said in an earlier telegram Salstaf had said if sacrifices had to be made they should be spread over the entire population, for instance by a tax levy.

Railwaymen and public servants should not have been singled out as the victims.

In his reply which reached Salstaf executive during an urgent meeting to discuss the issue in Durban at the weekend, the State President indicated that the small contribution to the country's economic welfare was decided by the Cabinet.

Without this the country's economic problems would become even more serious. He indicated this could lead to unemployment and the threat of unrest.

"He called on us together with the Government to put our shoulders to the wheel and set an example in responsibility and patriotism," Mr Currie said.

● The Trade Union Council of South Africa has issued a statement deploring bonus reductions for public servants and the Government's call on commerce to follow suit, reports Sapa.

The statement, issued yesterday after a two-day meeting of the TUCSA national executive, said the reasons for the nation's economic plight was "the Government's maladministration" and not the fault of the workers.

The action was "dictatorial".

Mercury 11/3/85

250

Doctors warn of exodus after pay-cut threats

Mercury Correspondent

CAPE TOWN—A group of full-time hospital doctors has warned of an exodus from teaching hospitals into private practice or overseas if salaries in the public service are cut.

And the SA Transport Services staff has told President Botha it will take legal action unless the bonus cut issue is resolved to its satisfaction.

In a joint letter to the SA Medical Journal, 12 doctors from Groote Schuur Hospital and the University of Cape Town said they were concerned about calls by leading economists for cuts in the civil service payroll.

They said many seemed to be unaware that professionals such as doctors, medical technologists, teachers,

nurses and other paramedical staff were civil servants

Grievances

There was also wide agreement that these categories of civil servants were, in fact, underpaid at present.

Among their particular grievances they listed Progressive impoverishment because of the failure of salaries to be adjusted for inflation and possible salary reductions.

Lack of essential equipment, overloading with clinical and teaching duties, and deficient secretarial facilities and inadequate computerisation.

They said if conditions of employment in fulltime academic practice deteriorated further there would be a 'haemorrhage of doctors from the teaching hospitals into private practice or overseas'.

'Thus we are likely to lose the most highly skilled segment of our medical manpower,' they said.

They suggested that as a first step towards rectifying the situation doctors should, like judges, be removed from the ambit of the Commission for Administration.

Telegram

Sapa reports that in a telegram to Mr Botha last Friday, the executive committee of SATS and Harbours Salaried Staff Association expressed disappointment at the President's response to a previous message, sent on Wednesday, requesting that the bonus cuts be reconsidered.

Two days later Mr Botha responded with a telegram telling the association that everybody must contribute to efforts to bring down the rate of

inflation. 'Labour unrest will improve nothing, but will probably hurt our country and its workers,' the President said.

His position was rejected in the staff association's second telegram, signed by its president, Mr B L Currie. It told Mr Botha the association 'is deeply disappointed with your position that the envisaged reduction of the bonus for SATS personnel can be considered negligible'.

Tucsa

It stated that, according to legal advice already obtained, the bonus cut was tantamount to a breach of contract. 'It is the intention of this association, unless this matter is resolved satisfactorily, to proceed with legal action,' the association's second telegram to Mr Botha said.

Meanwhile, the Trade

Union Council of South Africa has issued a statement deploring bonus reductions for public servants and the Government's call on commerce to follow suit.

The statement, issued yesterday after a two-day meeting of the Tucsa national executive, said the reduction of public servant's bonuses and freezing of their pay increments, announced by the Government last week, was 'a dictatorial action'.

And the Government's call on the private sector to follow its lead was an 'unwelcome interference' with workers' and managers' freedom to make their own decisions.

The reasons for the nation's economic plight was 'the Government's maladministration' and not the fault of the workers, the Tucsa statement said. — (Sapa)

SAOU rejects govt measures

Cape Times 12/3/85

250

Education Reporter

THE Suid-Afrikaanse Onderwysersunie (SAOU) yesterday added its voice to growing protest among the teaching profession at the government's recently announced measures aimed at increasing productivity and generating savings in the public sector.

In a statement released after an extraordinary meeting of the SAOU executive committee yesterday morning, the chairman, Mr J T Kritzinger, said the SAOU found the measures unacceptable. They were not a satisfactory solution to the financial difficulties facing the country.

They also made no allowances for the unique circumstances and needs of the education sector, and in the long run they would be damaging to the education of children in South Africa, he said.

The executive committee understood the financial dilemma facing the government, but was deeply unhappy over the fact that the government found it necessary to make cuts at such short notice, particularly since the improved salary deal for educators was implemented only in October last year.

Referring to a telegram sent by the umbrella organization of the white organized teaching profession, the Federal Council of Teachers' Associations, to the State President, Mr P W Botha, calling for an urgent meeting between the authorities and employee organizations in the public sector, Mr Kritzinger said it was of the utmost importance that such a meeting be agreed to.

Reiterating a view which was expressed by other teacher organizations last week, Mr Kritzinger said it appeared the government had given in to pressure from the private sector.

"It is high time the private sector made the same demands of itself as it does of the State," he said.

250

13/3/85

The Natal Mercury, We

Public Servant salary bill rose by 27 p c in spite of Govt pledge

PRETORIA—The salary bill for Public Servants for the last quarter of 1984 rose by more than 27 percent over the previous year, to almost R2,2 billion, according to Government figures

Figures quoted by Central Statistical Services (CSS) indicate that 896 103 people were employed by Government, provincial and municipal administrations by late

1984 — an increase of 2,8 percent over the end of 1983

In Government departments alone, according to the CSS, 23 000 more people were employed. A total of R2 164 million was paid out to employees in all the sections

The increase occurred in spite of Government pledges to cut back on personnel, the State President's Office said

yesterday, but that was due to a greater number of teachers

In the last months of 1984, earnings in central Government rose by more than 33 percent, to R967 million, over the same period the previous year, the CSS says. A large part of the increase was due to the Government's programme of making public sector jobs more market-related

The CSS statistics indicated further that the Transvaal was the largest provincial employer, using 44 percent of the total 259 580 provincial employees

Government employees in the six homelands increased by almost 20 percent since 1982, to now stand at a total of 118 700. KwaZulu, with 47 000 employees, had the largest public service, the CSS says. — (Sapa)

Angry railmen blast the Govt

By GERALD REILLY
Pretoria Bureau

AN ANGRY meeting of about 1 000 members of the Railways Artisan Staff Association last night uproariously passed a motion of no confidence in the Government.

They packed out a hall in Koedoespoort, Pretoria, for the second time in 10 days to make a foot-stamping protest at the arbitrary cut in their service bonuses.

A motion of no confidence is unprecedented in recent railway trade unions history. Railwaymen could not recall so forthright an attack on the Government for the past 40 years.

Mr Willie van der Merwe, ASA general secretary, stressed the vote of no confidence was not a political action — "trade union politics are bread and butter, and that is what this protest is all about".

Mr Van der Merwe said there had been no consultation on the bonus cut. The bonus was entrenched in railwaymen's service conditions.

ASA members in Johannesburg are to hold a second protest meeting at Sturrock Park tonight and a similar motion is expect-

ed to be approved. Last year the country's 235 000 railway workers were granted a 12% increase.

Last month the president of the Federal Council of Sats Trade Unions, Mr Jimmy Zurich, submitted a claim for 15% increases to the Minister of Transport Affairs, Mr Hendrik Schoeman. This was rejected.

And last week the Railways Salaried Staff Association threatened the Government with legal action to get bonuses back.

● The South African Teachers' Council yesterday warned the Government it would have to take cognisance of the "general opposition and unhappiness" caused by its austerity measures, but said it supported the call for savings provided education was not detrimentally affected.

● Meanwhile, after a meeting with Mr Chris Heunis, Minister of Constitutional Development and Planning, more than 45 000 members of the SA Association of Municipal Workers yesterday rejected a Government request for a pay cut similar to that imposed on other State employees last week, reports Sapa.

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Public salaries up in 1984

PRETORIA — The salaries bill for public servants for the last quarter of 1984 rose by more than 27 percent over the previous year, to almost R2.2-billion, according to government figures.

Figures quoted by Central Statistical Services (CSS) indicate that 896,103 people were employed by government, provincial and municipal administrations by late 1984 — an increase of 2.8 percent over the end of 1983.

In central government departments alone, according to the CSS, 23,000 more people were employed. A total of R2,164-million was paid out to employees in all the sections.

Cut back

The increase occurred despite government pledges to cut back on personnel, the State President's Office said yesterday, but that was due to a greater number of teachers.

In the last months of 1984, earnings in central government rose by over 33 percent, to R967-million, over the same period the previous year, the CSS says. A large part of the increase was due to government's programme of making public-sector jobs more market-related.

The CSS statistics indicated further that the Transvaal was the largest provincial employer, using 44 percent of the total 259,580 provincial employees.

Government employees in the six homelands increased by almost 20 percent since 1982, to now stand at a total of 118,700. Kwazulu, with 47,000 employees, had the largest public service, the CSS said. — Sapa

~~88~~ AM 15/3/85

few executives in this country with an Autobank in his foyer.

Liberty, he explains, is also expanding into other segments of life assurance, having recently announced its intention to take over the life licence of Guardian National (GN). In addition to GN's conventional busi-

ness, says Hilkowitz, direct mail selling will be an important additional thrust. The plan is to aim the new company at a broad market spectrum with Liberty itself sticking to the fat sheep

The last word goes to the redoubtable Donny who says he is now more confident

than ever of reaching assets of R10 billion by 1990 "I still hold with that," he says, "though I don't think we'll ever catch up to the likes of the two mutuals in my life time. But, quite honestly, I think I'm quite happy to be where we are" And so you should be, Donald
Nigel Vardy and Brian Zlotnick

PUBLIC SERVICE CUTS

Touching the untouchable

250

Government's attempt to reduce its share of the economy has shifted from capital account to current account. That is the ticket.

It was never going to be less than traumatic, since governments cannot trim current expenditure without reducing staff remuneration. In the South African context it is always worth noting that more than 46% of all whites work in the public sector. It is traditionally the feedstock of Nationalist Afrikaner power, possibly even more potent than the schools and the universities. Consequently, civil servants have enjoyed 37 years of mollycoddling — and maybe a good many years of careful treatment before that.

In fact, it has been suggested that the current proposal to trim the public-sector worker's cherished 13th cheque may well be the first such move since 1929 when SA went off the gold standard at the onset of the Great Depression. But that was before Afrikaner political power was properly mobilised.

But not even President P W Botha could have been prepared for the howls of protest that greeted last week's austerity package. That he has not run for cover and relented in the face of such tough threats of retaliation is possibly the most eloquent testimony to date that white politics has moved irretrievably into a new lane. Whether it is faster, better — or even moving in the right direction — remains to be seen. But it is different, and that is to be welcomed.

Botha could be forgiven for feeling that he is seldom given credit for having the courage to do the right thing. Public servants could be expected to be hostile to attempts to reduce their emoluments, and the rightwing opposition was bound to use the opportunity to go fishing for public-service votes.

The Progressive Federal Party, mindful of its commitment to "social democracy," had some trouble with Botha's proposals, presumably on the grounds that even bureaucrats have some sort of inalienable right (like the minimum wage) to be elevated above financial sacrifice; but in the end the party gave grudging endorsement. Manpower spokesman Alex Boraine commented lamely that it was "natural" for public-service staff associations to say they were being "penalised" for government's

It has taken an economic crisis to bring home to government the waste inherent in our public-service structure. If the attention on the public service and parastatals results in new initiatives, the crisis will have served a purpose.

mismanagement of the economy

This is not the point. The civil service is part of the problem of an excessive government share of the economy. The private sector, whose employees are exposed to the cyclical whims of the market and do not have the ironclad security of tenure government patronage demands, is coping with present difficulties to the best of its ability by means of pay cuts, rationalisation, and retrenchment. Or, quite simply, by going to the wall. The civil service is now being asked to be part of the solution, although the modest sacrifice demanded by the President does not nearly begin to match the solution inflicted on private em-

ployment.

This seems to have escaped Boraine, whose political instincts tell him there is a point to be scored here. He appears to have overlooked the fact that, by and large, civil-service emoluments (pay plus perks) are now "market-related." As members of the Cabinet are proud to proclaim at election time, this means that public servants are now rewarded at the levels they used to envy in their private-sector counterparts.

What it also means is that the public service, now in a position of financial equality with other sectors, should be subject to the same harsh economic laws that govern everyone else.

The FM's reservation about government's largely symbolic action is that it does not go nearly far enough. From the viewpoint of thousands of out-of-work private-sector employees the public service has hardly been touched.

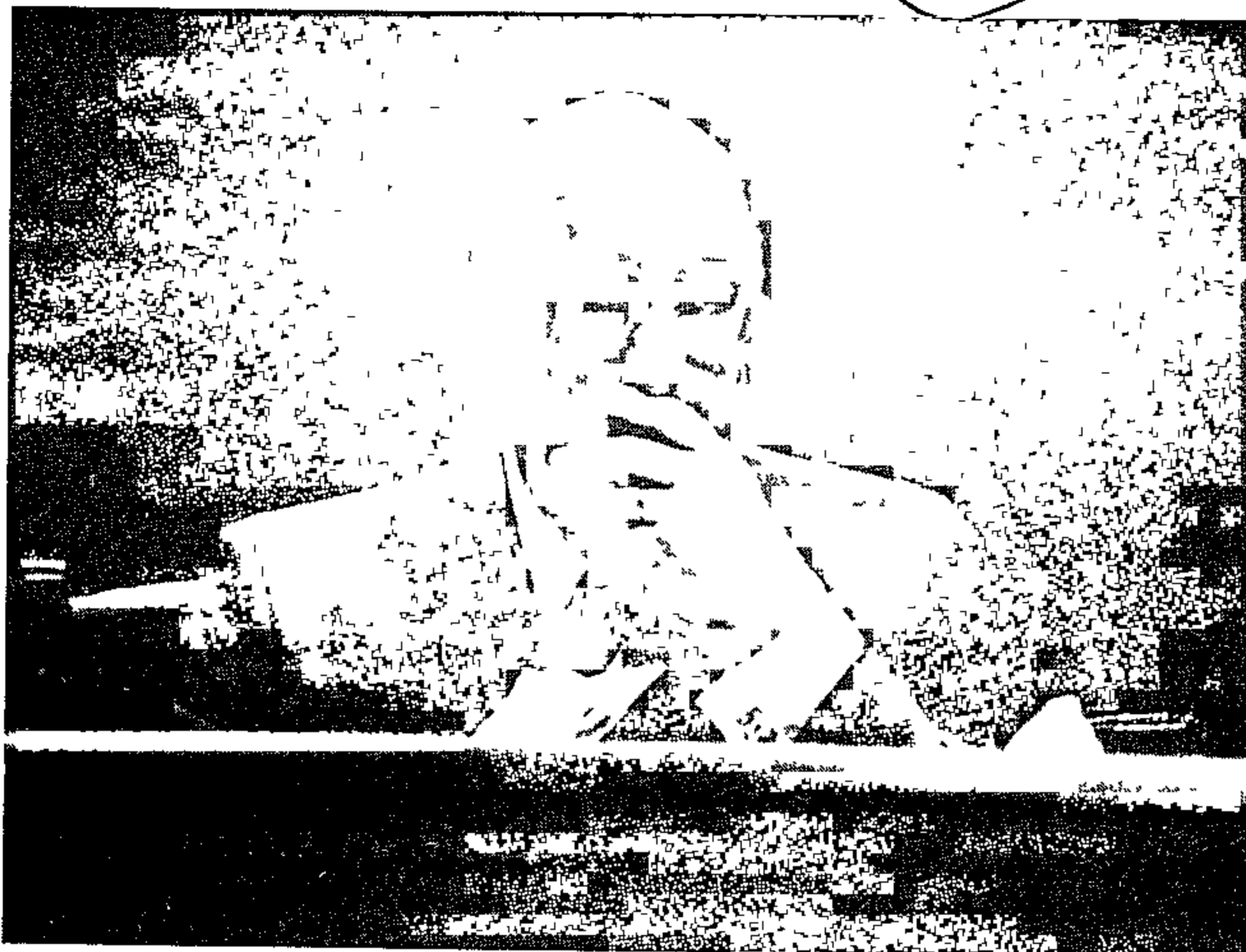
At worst, public servants will sacrifice a few hundred rands a year. Their jobs, overall perks and basic salaries remain untouched — as does their unconscionable



PFP's Boraine ... grudging endorsement of cuts

(250) FM

15/3/85



President Botha ... towards minimum intervention

degree of job security

It is easy to understand why Botha did not apply the pruning shears more vigorously. For many whites government is the employer of last resort. In many cases they are the casualties of competition for which they were poorly equipped. It may not yet be the time to cut a hole in their safety net but the time is fast approaching.

What Botha has done should be accepted as the starting point along a path that could eventually lead to a leaner and more efficient public service, whose task will be to administer the country with minimum intervention.

We suspect that much of the outrage coming from public servants, and from parastatal employees, is due to the symbolic effect of any assault on public-service pay. They fear the shadow, not the substance. Public servants fear that, having taken the first step, government may be encouraged to implement more swinging economies.

Certainly the measures announced by the

President last week are not drastic — and some of them are of doubtful effectiveness. The most easily-measurable effect will of course come from the one-third reduction in public-service bonuses.

Then there is an effective reduction in the public-service establishment (although not in existing numbers) through the decision not to fill half the existing vacancies.

How government can quantify a projected saving of R231m through "increased productivity" via longer working hours with an unchanged staff complement is difficult to understand. Many public servants will work their longer hours on pass raids, Group Areas inspections or in paper shuffling — with nothing on the balance sheet to show for their efforts.

By law it is difficult to pare the public service or to reduce the pay of public servants. In fact pay may not be reduced at all (other than for disciplinary reasons) except by Act of Parliament. Fortunately for government, however, the Public Service Act's definition of "remuneration" does not refer

to bonuses — only to "salaries, wages and allowances."

This does not mean that government may not end up in court on the issue — as the Railways Salaried Staff Association (Salstaf) has threatened. Salstaf president Brian Currie argues that the bonuses are part of service conditions, in the transport services anyway. To cancel or reduce benefits is a breach of contract, he claims.

Although the Public Service Act does not refer to bonuses as "remuneration," both the public service and the parastatal organisations have used the promise of an annual bonus, usually payable in the month of the worker's birthday, as a recruiting tool. It is now trite law that an employer may not unilaterally alter basic conditions of employment — and where employers have done so the Industrial Court has disallowed their actions. It is also common cause that government did not consult the various public-service staff associations before deciding on bonus cuts.

Whether the courts are on safe ground to apply this principle to public servants and quasi-government employees remains to be seen. Both public servants and transport service employees are excluded from some of the provisions of the Labour Relations Act (LRA) and their conditions of employment are governed by special legislation.

In the meantime Botha should not pause too long. Solutions are not difficult to prescribe. He should be examining whether a large part of the public service serves any economically useful function at all — and be prepared to eliminate those functions that merely serve to perpetuate the bureaucracy or to promote ideology.

He should also be examining whether the State has any business to be running many of the enterprises it currently owns. The part-privatisation of Sasol points the way to the future.

Privatisation of Iscor, the airways, the SABC, parts of the transport services and portions of Posts and Telecommunications would both realise large amounts of revenue, and reduce government's stake in the economy. It should also have the advantage of enabling competing enterprises to be set up to end existing State monopolies of supply.

THE SOCCER WAR

A time for matchmaking

Peace is threatening to break out in the soccer war. This is not surprising. It is basically a fight for control of the professional sector of SA's major sport, and that battle seems to have been won by the professional clubs grouped in the new National Soccer League (NSL).

A great deal of money is at stake, as well as much power, status and influence. Poli-

Soccer is big business — and the fight for control of the sport is essentially about money. The one good aspect of the whole unsavoury affair is that it should enable the football authorities to clean up their act.

tics — both of the national and organisational varieties — also plays a role. And as always when money, politics and power mesh with big business (in the guise of the sponsors), there are interests to protect as well as advantages to pursue.

If the war continues, there is no telling what will come crawling out of the cheese. Both the amateur SA National Football As-

sociation (Sanfa) and the NSL have always before them the frightening example of the Transvaal Rugby Football Union and the revelations that followed the ousting of Jannie le Roux.

Although the similarities between the rugby and the soccer wars should not be over-stressed, they are also too marked to be ignored. Both evolved from revolts against the rule of dictatorial administrators, purportedly of amateur sport — Le Roux in Transvaal rugby and George Thabe in the case of soccer. In both cases, there are allegations of administrators profiteering at the expense of the sports they were supposed to serve.

Down but not out

Thabe, who parleyed leadership of Sanfa into control of the National Professional Soccer League (NPSL), is cast very much in the Le Roux mould. A thickset, formidable man with a glower as frightening as that of the late John Vorster, he brooked no opposition — until it grew into the tidal wave that eventually swamped him.

Though down, he does not yet seem to be out. He still heads Sanfa, which controls the bulk of the approximately 480 000 amateur players in the country. He may also — though no one seems willing to spell out the details — have some of the major sponsors tied to contracts which they will find it difficult to wriggle out of, much as they might wish to throw in their lot with the professional clubs.



Deposed football Czar Thabe ... finally swamped by criticism

Thabe also has access to a war chest of uncertain size and shows every sign of continuing the fight for power and for his R54 000 a year in salaries (he was paid by both Sanfa and the NPSL) plus perks and expenses.

So despite their overwhelming media victory, and seemingly successful seizure of control over professional soccer, the NSL clubs have suddenly started making

conciliatory noises. Thus the newly-elected chairman of the NSL, Leepile Taunyane, says he wants to hold talks with Thabe to end hostilities.

One reason may be the influence of the sponsors, who certainly don't fancy being in the middle of a battle they don't understand and whose potential for disruption they find frightening. Guns have been brought out in soccer battles before — and over issues much less portentous than control of the professional league.

One of the major problems of the soccer war is that all the country knows about it is by courtesy of the newspaper sports writers — who tend to treat the whole issue as if it was a kind of super soccer match.

Thus we have read much about the "dynamic and outspoken" Abdul Bhamjee (the NSL spokesman) and the "burly and arrogant" George Thabe, not to mention the "kingpin of the rebellion" Kaizer Motaung.

The issues have been treated on a "he said" and "he replied" basis combined with a strong presumption that the NSL clubs are in the right and that "Sanfa Czar" Thabe must, and will, lose.

As the American political saying has it, "It ain't necessarily so." Certainly the predictions of the sports writers have often gone awry. Just weeks ago they were predicting that Bhamjee ("the brooding little man with the Buddha-like eyes") would be elected chairman of the NSL — and if he wasn't he would nevertheless "remain the boss." So there.

In fact Bhamjee, though undoubtedly a major power in the NSL, was never a viable candidate for the chairmanship — much as he seemed to want it. He declared himself "inundated" with requests to assume the chairmanship and to be willing to accept it, "if that is what the clubs want." It turned out that that wasn't what the clubs wanted. What they wanted, and got, was the



15/3/85
**Budget to
 reduce govt
 spending** (250.) (M.A.)

Political Staff

MONDAY'S budget will aim to reduce government spending as a contribution to fighting inflation, the State President, Mr P W Botha, indicated yesterday

In a statement in Cape Town in which he commented on deliberations earlier this month by the Economic Advisory Council (EAC), Mr Botha said "The budget which is soon to be presented, and which cannot be anticipated in detail here, will also be aimed at, among other things, making a contribution to the fight against inflation.

"In this regard, the government is in total agreement with the (Economic Advisory) Council on the need to reduce government expenditure ..."

Economic strategy

He added that because indiscriminate reductions in government spending could have far-reaching and undesirable social and other consequences, continual close attention was given to determining priorities in the public sector with a view to restricting State spending in the medium and long term

"Such priorities will be determined against the background of the national economic strategy, which is at present receiving attention from the Central Economic Advisory Council with a view to the formulation of recommendations to the government," Mr Botha said

He reaffirmed the government's policy on job creation, and emphasized its serious concern about unemployment.

In a resumé of the EAC discussions earlier this month, Mr Botha said all members emphasized that it was essential that inflation be fought more effectively, although it was accepted that the rate would continue to rise "for some time".

Different opinions

The council also emphasized that government-administered prices had to be fixed strictly on the basis of sound economic principles

With regard to the economic policy in general, Mr Botha said there were different opinions in the EAC on the most appropriate combination of measures

"Nonetheless, there was unanimity that a more balanced combination of monetary and fiscal policy, with greater emphasis on fiscal policy, supplemented by a conservative approach to the adjustment of salaries, wages and prices over which the government has direct control, is essential if the present economic problems are to be dealt with effectively."



...the Friends of America
 ...; Mr Mike Kovensky,
 ...the cubs were born;
 ...or of Aromaland

**km dash
 after bite**

Meanwhile serum from the Transvaal Snake Park, at Halfway House, had to be rushed to the Johannesburg Hospital. The assistant curator, Mr Dave Morgan, got the stocks there an hour before Mr Strydom's arrival

Because of the severity of the bite, a large dose of 100ml of the costly serum was administered. The

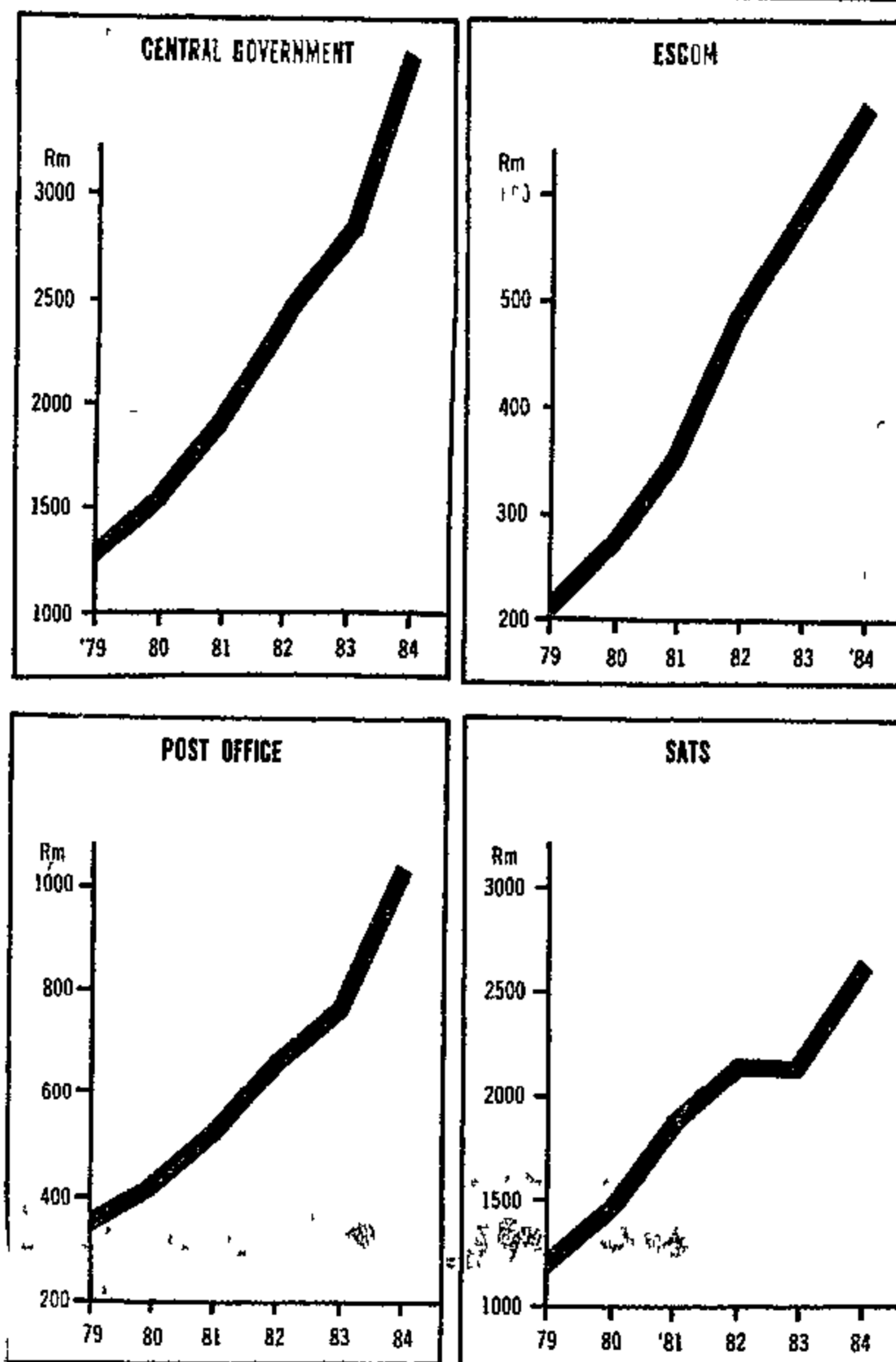
Bold attack on public service pay, Sasol repayment lower crisis heat

Botha bid to beat GST rise

250
S. Times
16/3/85

By Alec Hogg

Five-year wage spiral



PRESIDENT Botha's pay cuts for public servants may save South Africa from another GST increase.

Through a combination of bonus cuts, plans to boost productivity and charges on formerly free services, SA's most powerful man this week hacked R500-million off the public service salary bill. Together with Sasol's R700-million loan repayment scheduled for June, Mr Botha's action has relieved pressure for another GST increase. If these measures do not avert an increase, they should at least prevent a large one.

Budget

Only a week ago most economists predicted that GST would be raised to 12% in next Monday's Budget. Some even said that GST could be forced up to 15% to keep State borrowing requirements within limits.

But now opinion has changed. Mr Botha's bold attack on his burgeoning bureaucracy has been hailed as the most constructive economic action by the Government in months.

It is the first time since 1930, when SA was experiencing deep recession and price deflation, that any reductions have been ordered in public-sector wage packets.

Criticism of the Government's economic management has reached fever pitch. Liberty chairman Donald Gordon, for instance, said

this week. "We are in a national crisis"

Annual growth of the public-sector salary bill has exceeded that of the private sector in four of the past five years. Last year the State's salary bill rose by 28% compared with less than 10% growth in the private sector.

Compensated

One of the Government's most outspoken critics, Barclays chief economist John Cloete, says "To get State spending under control it is essential to cut growth in salaries and wages of public servants."

"The public servants may feel that they are out of pocket, but that might not be the case. They might be compensated by a restrained GST."

Another arch critic of the Government's economic policy, Free Market Foundation chief Leon Louw praises the pay cuts.

He told Business Times "At last people are switching their attention to the correct side of Government finances — spending."

"The Free Market Foundation has been arguing for some time that too much attention is devoted to how best to raise taxes instead of how the tax burden should be lowered. In effect we were attacking the effect and not the cause."

"This is the first sign that Government is setting its priorities straight on this issue."

Courageous

Other economic experts, such as Standard Bank's Nico Czyplionka, have praised President Botha's action as being politically courageous and long-needed proof that the public sector was prepared to play its part in getting the economy back on its feet.

Mr Czyplionka said "Without this cut it would have been virtually impossible not to increase GST."

"This would have meant even more strain on the private sector, which is shrinking in inflation-adjusted terms. Another GST increase would have caused more structural damage by killing off more of the private sector."

Conservative economists say the pay reductions amount to, at most, 2% of State spending. Although they admit Mr Botha's courage in halting the upward trend in public-service pay, they warn that the Budget will need to be tough to be credible, especially as the gold price is weak.

Post Office trims borrowing bill

THE Post Office budget is another example of the Government's new-found determination to put responsible financing ahead of politicking.

The Post Office's 15% average tariff increase, effective from April, has given ammunition to opposition politicians. But most critics have ignored the alternative.

Had the Post Office not increased tariffs, 96% of its 1985-86 capital expenditure would have had to be financed through loans. The new tariff structure will lower the loan portion to a more responsible 67%.

Business methods

The new Postmaster-General, William Ridgard, says: "We are a business in the strictest sense of the word."

"We cannot afford to allow ourselves to be come overgeared, no matter what the economic circumstances. If we did, future generations would have to meet the costs incurred today."

His deputy in charge of finance, Robbie Raath, says the increased prices are related

to the demand for new services.

"There is still a waiting list for 225 000 telephones and there has been a sharp increase in the growth of postal and telecommunication traffic."

"We have to meet the public's demands. The only way to do so is to increase capital expenditure."

Mr Raath says the Post Office hierarchy is adjusting to economic realities.

"In normal times we would stick to the Franszen Commission's recommendation of financing at least half of our capital expenditure internally. But to do that this year would have meant a much sharper increase in tariffs."

Cost cutting

Mr Raath says of cost cutting: "It has been policy for some time not to fill vacant posts. We have also intensified other saving measures."

"But there is a limit to how far you can go when the demand for services keeps rising. We have not retrenched staff, but will not make any general salary increases this year."

State paid coloured workers 40 pc more

w/le ARGUS 16/3/85 (250) ~~100~~

By **DEREK TOMMEY**
Financial Editor

SALARIES of coloured people employed by the central government rose on average by 40 percent last year, figures issued by the Central Statistical Services show

This increase was mainly the result of steps taken to improve the rates of pay of coloured teachers

In contrast the average wage paid black workers employed by the central government increased by 23 percent and the average white wage by 18,3 percent

At the end of last year 1 044 862 people were employed in the public service — not including the 393 131 employed by Escom, Sats and the Post Office. This was 34 300 or 3,4 percent more than a year earlier

The wage bill for these people in the last quarter of the year was R2,4-billion — 28,5 percent more than the R1,9-billion in the fourth quarter of 1983

Other departments

The average wage increase of people employed by the central government was 24 percent. However, people employed in other government and semi-government departments did much better

Employees with the statutory bodies — such as the CSIR and the Hotel Board — appear to have done particularly well

The wage bill of the statutory bodies rose by 35 percent, while the number of people they employed dropped by 0,5 percent

This suggests that a number of people employed with these organisations received outstanding pay rises last year. In many cases these increases were the result of the Government paying more to employees with academic qualifications

The wage bill of the national states increased last year by 39,3 percent, the biggest rise of all government organisations. But they also had the biggest increase in the number of people employed — 9,2 percent

The increase in the central government's wage bill was 33,1 percent while its labour force rose 6,2 percent

Numbers unchanged

Wages paid by the provincial administrations increased 28 percent though the numbers they employed were virtually unchanged

Slightly breaking the trend, the wages paid by the local authorities rose 18,2 percent, with a 0,5 percent rise in employment

For the three months ended December the average wage for whites employed by the central government was R3 635, equal to about R1 200 a month

The average coloured wage for the three months was R1 955 and the average black wage R1 275

S. Express *6/13/85* *(250)*

State salary bill has trebled in six years

THE number of public servants employed in central government has burgeoned by 32% while the state salary bill has more than trebled since Mr P W Botha came to power in 1978

Statistics released this week by the Central Statistical Services office show that the ranks of public servants swelled last year to 400 423, while central government staff earned a total of R3,7-billion

These figures do not include the SA Transport Services and Posts and Telecommunications

By RAY FAURE

The Sunday Express last week reported that since Mr Botha had taken over the reins of power, the number of central government employees had swelled from 170 111 in September 1978 to 396 230 in 1984

These figures were inaccurate, however, as they were based on incomplete data

The figure of 170 111 given for 1978 excluded the SA Police and the defence force, while the figure quoted

for 1984 — which was the latest available figure at the time of going to Press last week — included the police and defence force, but excluded Sats and Posts and Telecommunications

Statistics released by Central Statistical Services this week show that in December last year, 400 423 people were employed by central government — a record high

The official figure quoted for September 1978 was 302 906

The central government pay bill for last year totalled R3,7-billion — 31,5%

or R895-million higher than the previous year's payout, and more than treble the R1,1-billion paid out by central government to staff in 1978, when Mr Botha became Prime Minister

Last week, the Sunday Express — quoting recent Press reports — stated that from 1980 to 1984, the salary bill of central government, Sats, Post and Telecommunications and Escom rose from R4,5-billion to almost R10-billion

Central Statistical Services figures, however, indicate that the bill in 1980 was R3,7-billion and R8-billion in 1984

have been or will be taken in this regard?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes It has been found that the extended service rendered is satisfactory
- (2) No The present service is adequate and non-compulsory The private sector may, if they so wish, transport traffic to and from the station

Maintenance of railway line

323 Mr W V RAW asked the Minister of Transport Affairs

- (a) How many track kilometres of railway line are maintained (i) mechanically and (ii) manually and (b) what was the maintenance cost per track kilometre in each of these categories as at the latest specified date for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

- (a) (i) and (ii) Railway lines of Transport Services are being maintained mechanically with integrated manual maintenance of certain parts of the track Separate statistics are therefore not readily available
- (b) The fully integrated use of both methods makes meaningful division of costs impossible However, during the financial year 1983-84 approximately R10 300,00 per kilometre was spent on track maintenance

Howard Q 601.679
 Crimes against security of State: prisoners
 18/3/85
 332 Mrs H SUZMAN asked the Minister of Justice

- How many prisoners who are (a) 18 years and older and (b) under the age of 18 years are serving sentences for (i) crimes against the security of the State and (ii) other crimes?

The MINISTER OF JUSTICE

On 31 January 1985 the figures were as follows

- (a) (i) 335
- (ii) 90 503 with regard to all ages As figures at the 244 prisons vary daily, statistics per age group are not centrally kept and can only be obtained by a country-wide survey
- (b) (i) One (1)
- (ii) Included in the total given in (a)(ii)

Howard Q 601.680
 339 Mr H H SCHWARZ asked the Minister of Home Affairs

- (1) (a) How many posts were there in the Public Service as at the latest specified date for which figures are available and (b) how many such posts were vacant,
- (2) how many (a) appointments to and (b) resignations from the Public Service were there in 1984?

The MINISTER OF HOME AFFAIRS:

- (1) (a) (i) Administrative, clerical, professional, technical, general A and general B divisions 106 425 posts
- (ii) Non-classified division, educated and services (Prisons only) 125 266 posts
- (b) (i) In respect of (a)(i) above: 15 857
- (ii) Particular in respect of (a)(ii) above are handled departmentally Particulars are not readily available

- (2) Details not readily available as, in

terms of the policy of greater managerial independence, departments do not fully report to the Commission for Administration in this respect

Howard Q 601.681
 Prisons: deaths
 18/3/85
 349 Dr M S BARNARD asked the Minister of Justice.

- (1) Whether any deaths were reported in South African prisons in 1984, if so, (a) how many prisoners in each race group died of (i) natural and (ii) unnatural causes in that year and (b) what were the main causes of these (i) natural and (ii) unnatural deaths in respect of each race group.
- (2) whether post-mortems were performed on such prisoners, if so, how many post-mortems were performed in 1984?

The MINISTER OF JUSTICE

- (1) Yes

1 January 1984-31 December 1984

Blacks	146	47
Coloureds	36	20
Whites	14	4
Asians	0	0

Howard Q 601.682
 Black Labour Relations Regulation Act
 18/3/85
 356. Dr A L BORLAINE asked the Minister of Manpower

- (1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Black Labour Relations Regulation Act were enforced as at the latest specified date for which figures are available,
- (2) how many (a) Whites, (b) Coloureds, (c) Asians and (d) Blacks were affected by each of the above five categories of wage regulating machinery as at this date?

The MINISTER OF MANPOWER

- (1) (a) 187.
- (b) Nil (Conciliation board agreements are usually not published)

have been or will be taken in this regard?

The MINISTER OF TRANSPORT AFFAIRS

- (1) Yes It has been found that the extended service rendered is satisfactory
- (2) No The present service is adequate and non-compulsory. The private sector may, if they so wish, transport traffic to and from the station

Maintenance of railway line

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- (a) How many track kilometres of railway line are maintained (i) mechanically and (ii) manually and (b) what was the maintenance cost per track kilometre in each of these categories as at the latest specified date for which figures are available?

The MINISTER OF TRANSPORT AFFAIRS

- (a) (i) and (ii) Railway lines of Transport Services are being maintained mechanically with integrated manual maintenance of certain parts of the track. Separate statistics are therefore not readily available

- (b) The fully integrated use of both methods makes meaningful division of costs impossible. However, during the financial year 1983-84 approximately R10 300,00 per kilometre was spent on track maintenance

Howard Q Co 1. 679

332. Mrs H SUZMAN asked the Minister of Justice:

- How many prisoners who are (a) 18 years and older and (b) under the age of 18 years are serving sentences for (i) crimes against the security of the State and (ii) other crimes?

The MINISTER OF JUSTICE

On 31 January 1985 the figures were as follows

- (a) (i) 335
- (ii) 90 503 with regard to all ages. As figures at the 244 prisons vary daily, statistics per age group are not centrally kept and can only be obtained by a country-wide survey

- (b) (i) One (1)

(ii) Included in the total given in (a)(ii)

Howard Q Co 1 680
Public Service: posts 18/3/85

339 Mr H H SCHWARZ asked the Minister of Home Affairs

- (1) (a) How many posts were there in the Public Service as at the latest specified date for which figures are available and (b) how many such posts were vacant,

- (2) how many (a) appointments to and (b) resignations from the Public Service were there in 1984?

The MINISTER OF HOME AFFAIRS

- (1) (a) (i) Administrative, clerical, professional, technical, general A and general B divisions 106 425 posts

- (ii) Non-classified division, education and services (Prisons only) 125 266 posts

- (b) (i) In respect of (a)(i) above 15 857

- (ii) Particular in respect of (a)(ii) above are handled departmentally. Particulars are not readily available

- (2) Details not readily available as, in

terms of the policy of greater managerial independence, departments do not fully report to the Commission for Administration in this respect

Howard Q Co 1. 681
Prisons: deaths 18/3/85

349 Dr M S BARNARD asked the Minister of Justice

- (1) Whether any deaths were reported in South African prisons in 1984, if so, (a) how many prisoners in each race group died of (i) natural and (ii) unnatural causes in that year and (b) what were the main causes of these (i) natural and (ii) unnatural deaths in respect of each race group,

- (2) whether post-mortems were performed on such prisoners, if so, how many post-mortems were performed in 1984?

The MINISTER OF JUSTICE

- (1) Yes.

(1) (a) (i) and (ii)	Natural	Unnatural
1 January 1984-31 December 1984		
Blacks	146	47
Coloureds	36	20
Whites	14	4
Asians	0	0

Howard Q Co 1 682
Black Labour Relations Regulation Act 18/3/85

356 Dr A L BORRINE asked the Minister of Manpower

- (1) How many (a) industrial council agreements, (b) conciliation board agreements, (c) arbitration awards, (d) Wage Board determinations and (e) orders in terms of the Black Labour Relations Regulation Act were enforced as at the latest specified date for which figures are available,

- (2) how many (a) Whites, (b) Coloureds, (c) Asians and (d) Blacks were affected by each of the above five categories of wage regulating machinery as at this date?

The MINISTER OF MANPOWER

- (1) (a) 187

- (b) Nil (Conciliation board agreements are usually not published)

Request for
retroactive
bonus pay

22/3/81
Pretoria Bureau

The executive committee of the Public Servants' Association has requested the Government to reinstate public servants' bonuses with retrospective effect when the economy recovers.

The PSA which represents 50 000 public servants has objected to the Cabinet's decision, to cut their annual bonuses by a third, on the ground that bodies representing public servants were not consulted.

The PSA president, Dr. Colm Cameron, also requested the Cabinet not to make any further curtailments of public servants' pay.

He was at pains to point out to the Press that the committee's decision had been democratic and unemotive.

Dr. Cameron said he hoped the Cabinet would reply to the requests as soon as possible.

250 ~~160~~

Angry unions to meet President

By GERALD REILLY
Pretoria Bureau

THE leaders of nearly a million public sector workers will meet the State President in Cape Town tomorrow to warn him of the anger sparked off by the cutting of bonuses by one-third and to demand their reinstatement

The outcry over the bonus cut prompted the President to agree to meet the chairmen of the Federal Council of Sats trade unions and the Federal Council of Teachers Associations, and the presidents of the Public Servants Association, and the Postal Staff Association

With the President at the

meeting will be the Minister of Home Affairs Mr F W de Klerk, Minister of Transport Affairs Mr Hendrik Schoeman, and Minister of Posts and Telegraphs Dr Lapa Munnik

The announcement of the bonus cut last month was greeted with dismay by public sector workers and prompted a series of angry meetings at which workers called for strike action and some threatened legal action against the Government

The unions representing workers in state and parastatal organisations are also angry that there was no consultation before the move was announced



Mercury 25/3/85 (250) ~~250~~

Workers to demand 13th cheque back

**Mercury
Correspondent**

PRETORIA—The leaders of nearly a million workers in the public sector will tell the State President in Cape Town tomorrow of the grave dissatisfaction throughout the sector at the cutting of service bonuses by a third.

Pleas for the reinstatement of the full 13th cheque will be made.

The President agreed to a meeting, after an un-

precedented outcry from State and parastatal workers, with the chairmen of the Federal Council of SATS Trade Unions and the Federal Council of Teachers' Associations, and the presidents of the Public Servants Association and of Postal Staff Associations

With the President at the meeting will be the Minister of Home Affairs, Mr F W de Klerk, the Minister of Transport Affairs, Mr Hendrik Schoeman, and the Minister of Posts and Telegraphs, Dr

L A P A Munnik.

The announcement of the bonus cut last month was greeted with shock and dismay by public sector workers

Protest meetings were held throughout the country by the Railways Artisans Staff Association at which angry workers called for strike action

Yesterday the chairman of the Federal Council of SATS Trade Unions, Mr Jimmy Zurich, said he would tell the President that workers strongly resented the fact that their

unions had not been consulted before the bonus cut was imposed

Mr Zurich said the fact that politicians had accepted a token 3 percent cut in their 'very adequate' earnings 'in no way softened the bonus blow or makes it any more acceptable'

The president of the Public Servants Association, Dr Colin Cameron, will also object to the lack of consultation before the slicing of a third from their bonuses

He will ask the President for an assurance that bonus cuts will be restored retrospectively after the economy recovers from the current recession

The president of the Federal Council of Teachers' Associations, Mr John Stonier, said the 13th cheque was part of the salary package of teachers and that tampering with it 'has caused restlessness and grave dissatisfaction in the profession'

National Party denies attempt to upgrade free airline tickets for MPs

ARGUS 26/3/85 Political Staff 250
MR Hendrik Schoeman MP, leader of the House of Assembly, has rejected reports that National Party Members of Parliament wanted their free economy class tickets upgraded to business class.

In a statement in Parliament, Mr Schoeman said "The National Party Members of Parliament were shocked by these false reports. I wish to state unequivocally that no Member of Parliament of the National Party has requested to fly in the business class.

"These Prog reports are totally untrue, insulting and false.

"Up to now an excellent spirit has prevailed at our weekly whip meetings and it is not my intention to divulge confidential requests of the Opposition parties unless I am compelled to. I am disappointed that such false reports were published.

HEADLINES

"I expect the newspapers concerned to offer and publish an apology so that the truth will prevail. I do not contemplate any further steps at this stage."

Mr Schoeman said the report appeared in Argus Group newspapers under headlines such as "PFP floors high-flying Nat hopes" and "Free flying not enough for the NP".

The report said the Progressive Federal Party had blocked moves by the National Party to upgrade the free and subsidised flights for MPs from economy to business class.

MPs receive 18 free flights and pay 20 percent of the cost of their remaining SAA internal flights each year.

The MINISTER OF JUSTICE

Statistics for the period 1 January 1984 until 31 August 1984 are as follows

- (a) 433 hours
(b) 4 615 persons

Since 1 September 1984, the date on which judicial work was taken over from the Department of Co-operation and Development, the adjudication of all cases emanating from the various magistratal districts is dealt with by the Magistrates' Courts concerned

250 Howard Q. Co. 899 27/3/85
208 Mr R M BURROWS asked the Minister of Public Works

- (1) How many (a) White, (b) Coloured, (c) Indian and (d) Black persons in the Public Service had obtained State-guaranteed housing loans as at the latest specified date for which figures are available,
(2) (a) how many (i) White, (ii) Coloured, (iii) Indian and (iv) Black persons in the Public Service were in receipt of State housing subsidies as at the latest specified date for which figures are available and (b) what annual sum was spent in each case for (i) compulsory mortgage repayments and (ii) voluntary repayments?

The MINISTER OF PUBLIC WORKS

- (1) Statistics in respect of State-guaranteed housing loans are not kept separately in respect of the various population groups 53 771 loans have however been granted to public servants up to 31 December 1984
(2) Such statistics are not kept

Commissions/departmental committees

408 Mr K M ANDREW asked the Minister of Transport Affairs

HOA

- (1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of the South African Transport Services in 1984,
(2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

- (3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,
(4) what is the total estimated cost relating to each of these commissions and committees?

The MINISTER OF TRANSPORT AFFAIRS

- (1), (2), (3) and (4) No commissions were appointed but Transport Services appointed several departmental Committees of Inquiry which is normal management practice and takes place according to need Particulars in this regard are not readily available

Sporting facilities

447 Mr M A TARR asked the Minister of Co-operation, Development and Education

What was the total amount spent by the Department of Co-operation and Development on the provision of sporting facilities in South Africa in the 1984-85 financial year?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

- (a) Amount approved for sport facilities to date R4 698 440,10
(b) Applications at present under consideration R1 261 500,00
If (b) is approved before 31 March 1985, the total amount will be R5 959 940,10

- (c) The total amount already spent on the provision of sports facilities by the Department during the 1984-85 financial year stands at R4 107 989,86

Howard Q. Co. 901 27/3/85
National states: persons employed
518 Mr R A F SWART asked the Minister of Co-operation, Development and Education

How many Blacks in each national state were employed in undertakings established (a) on an agency basis and (b) by development corporations for national states as at the latest specified date for which figures are available?

	(a)	(b)	Total
Lebowa as at 31/12/1984	6 280	13 290	19 570
KwaZulu as at 28/2/1985	2 004	4 624	6 628
KwaNdebele as at 28/2/85	235	242	477
Gazankulu as at 31/3/1984	2 863	2 089	4 952
KaNgwane as at 28/2/1985	1 057	626	1 683
Owagwa as at 28/2/1985	9 550	86	9 636
Total	21 989	20 957	42 946

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

The MINISTER OF TRANSPORT AFFAIRS

not why not if so (a) what amount in respect of each leased locomotive was agreed upon and (b) what total amount in rental had been paid as at the latest specified date for which figures are available

- (3) whether any (a) maintenance and (b) repair work has been carried out in respect of the lent and/or leased locomotives, if so (a) by whom and (b) how much did this work cost in each case,
(4) whether the maintenance and repair work has been paid for if not, why not, if so, by whom?

(1) Yes, during the period January 1983 to December 1984 several class 33-400 diesel locomotives were hired out to the Zambian Railways Details of such locomotives are not readily available as they are being changed regularly for maintenance At the end of December 1984 nine locomotives were hired out

(2) All rental and insurance were paid in full up to July 1984 Arrears are being paid in three instalments The first has already been received

(a) Rental varied from R543 per day in January 1983 to R650 per day in December 1984

(b) R6.3 million has been received up to February 1985

- (1) Whether diesel locomotives were lent or leased to Zambia in the latest specified period of two years for which figures are available, if so, (a) how many such locomotives were so (i) lent and/or (ii) leased, (b) what class of locomotives were they in each case and (c) on what date were these locomotives (i) lent and (ii) leased to Zambia in each case,
(2) whether the rental in respect of the leased locomotives has been paid if

Howard Q. Co. 901 27/3/85
Zambia: locomotives
327 Mr J H VISAGIE asked the Minister of Transport Affairs +

HOA

Assurance on black rights

Cape Times
27/3/85

174
~~22~~ 250
Municipal Reporter

THE government is committed to giving blacks political rights "beyond the local government level" as long as this does not result in the domination of one population group by another, the State President, Mr P W Botha, said yesterday.

Mr Botha was addressing the first meeting of the Council for the Co-ordination of Local Government Affairs at which members of black local authorities were officially represented for the first time, in the Provincial Council Chamber in the City.

He said the participation of blacks on the co-ordinating council, in local authorities and on the Regional Services Councils was a "key component" but did not provide the whole solution to the question of black political rights.

"The question is not *whether* the black communities should be given political rights but *how* it should be done without the one population group being placed in a position to permanently dominate the other," he said.

Mr Botha said the devolution of authority to the local government institutions of various population groups was "a constitutional mechanism" which would protect the interests of minority groups within a heterogeneous society.

Causes of unrest in black areas

He said the elimination of the problems experienced by black urban communities "will to a large extent depend on the successful functioning of the black local authorities".

He said the co-ordinating council, which is concerned primarily with urban affairs, would also be investigating the causes of the unrest in black urban areas.

The government would continue to take steps against elements promoting violence but would also continue to improve the quality of life of the urban population and provide participation in the political process, he said.

● Elections are to be held over the next two years in the Cape for city councillors, as well as Indian and coloured management committees, in spite of an earlier government directive that all elections would be suspended until 1988.

The Minister of Constitutional Development and Planning, Mr Chris Heunis, said at a press conference yesterday that the co-ordinating council had called for certain elections to be held before 1988.

Candidates to serve until 1988

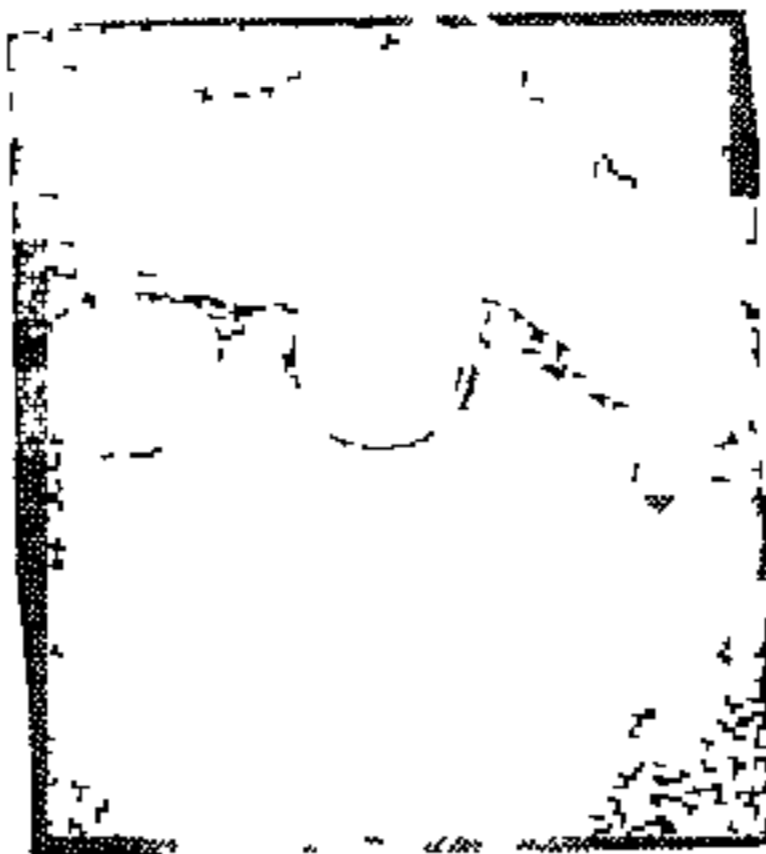
Although some elections will also be held in the Natal and Transvaal, the Cape is the only province which will hold elections for white, coloured and Indian local authorities within the next three years.

Elections for coloured and Indian management committees will be held this year and for half the white city council next year.

Candidates elected during this time will, however, serve only until 1988 when the new uniform election system comes into force.

Mr Heunis was not able to give any clear indication of the future of provincial councils.

He said he hoped the first Regional Services Councils would be established early in the second half of the year.



Mr A Sparks
CITE TIMES 27/3/85
250
Speaker
cites
Sparks
case

Political Staff

HOUSE OF ASSEMBLY.

— A celebrated legal case involving the Rand Daily Mail and its former editor, Mr Allister Sparks, was quoted by the Speaker, Mr Johan Greeff, in Parliament yesterday to open debate on the Uitenhage shootings.

Mr Greeff quoted the case during a ruling to counter a submission by the Minister of Justice, Mr Kobie Coetsee, that the PFP should not be allowed to refer to certain aspects of the shooting because the matter was being investigated by a judicial commission and was sub judice.

Mr Coetsee submitted that the commission should have the same protection from prejudice as an inquest and referred to previous rulings by the Speaker in which he had disallowed debate on matters being considered by inquests.

Mr Greeff, however, said a commission was not the same as an inquest. He could not see anything wrong with debating matters being investigated by the commission.

He quoted the Sparks case relating to publication of information connected to the Erasmus Commission.

A full Bench of the Transvaal Provincial Division ruled that the sub judice rule did not apply to commissions

THE MINISTER OF JUSTICE

Statistics for the period 1 January 1984 until 31 August 1984 are as follows

- (a) 433 hours
(b) 4 615 persons

Since 1 September 1984, the date on which judicial work was taken over from the Department of Co-operation and Development, the adjudication of *all cases* emanating from the various magisterial districts is dealt with by the Magistrates' Courts concerned.

250 Howard
208 Mr R M BURROWS asked the Minister of Public Works

- (1) How many (a) White, (b) Coloured, (c) Indian and (d) Black persons in the Public Service had obtained State-guaranteed housing loans as at the latest specified date for which figures are available,

- (2) (a) how many (i) White, (ii) Coloured, (iii) Indian and (iv) Black persons in the Public Service were in receipt of State housing subsidies as at the latest specified date for which figures are available and (b) what annual sum was spent in each case for (i) compulsory mortgage repayments and (ii) voluntary repayments?

THE MINISTER OF PUBLIC WORKS

- (1) Statistics in respect of State-guaranteed housing loans are not kept separately in respect of the various population groups 53 771 loans have however been granted to public servants up to 31 December 1984

- (2) Such statistics are not kept

Commissions/departamental committees

408 Mr K M ANDREW asked the Minister of Transport Affairs

- (1) How many (a) commissions and (b) departmental committees of inquiry were appointed in respect of the South African Transport Services in 1984,

- (2) whether any of the reports of such commissions and committees have been completed, if so, (a) how many and (b) of which commissions and committees,

- (3) whether any of the reports of such commissions and committees have been made public, if so, (a) how many and (b) of which commissions and committees,

- (4) what is the total estimated cost relating to each of these commissions and committees?

THE MINISTER OF TRANSPORT AFFAIRS

- (1), (2), (3) and (4) No commissions were appointed but Transport Services appointed several departmental Committees of Inquiry which is normal management practice and takes place according to need Particulars in this regard are not readily available

Sporting facilities

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THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

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THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

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Owaqwa as at 28/2/1985	9 550	86	9 636
Total	21 989	20 957	42 946

Howard
Zambia: locomotives
Q. 61.901 27/3/85
527 Mr J H VISAGIE asked the Minister of Transport Affairs

- (1) Whether diesel locomotives were lent or leased to Zambia in the latest specified period of two years for which figures are available, if so, (a) how many such locomotives were so (i) lent and/or (ii) leased, (b) what class of locomotives were they in each case and (c) on what date were these locomotives (i) lent and (ii) leased to Zambia in each case,

- (2) whether the rental in respect of the leased locomotives has been paid, if

THE MINISTER OF TRANSPORT AFFAIRS.

- (3) whether any (a) maintenance and (b) repair work has been carried out in respect of the lent and/or leased locomotives, if so, (a) by whom and (b) how much did this work cost in each case,
- (4) whether the maintenance and repair work has been paid for, if not, why not, if so, by whom?

- (1) Yes, during the period January 1983 to December 1984 several class 33-400 diesel locomotives were hired out to the Zambian Railways Details of such locomotives are not readily available as they are being changed regularly for maintenance At the end of December 1984 nine locomotives were hired out

- (2) All rental and insurance were paid in full up to July 1984 Arrears are being paid in three instalments The first has already been received

- (a) Rental varied from R543 per day in January 1983 to R650 per day in December 1984

- (b) R6,3 million has been received up to February 1985

- (3) and (4) Yes, the hire tariff is comprehensive and includes normal maintenance charges except for light repairs and maintenance which is attended to by Zambian Railways for its own account Supplies and spares for this purpose are provided by Transport Services

- Locomotives are also insured against accidents and such repair costs are recovered therefrom Separate costs are not readily available

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250 ~~251~~

angry teachers

Education Reporter

REPRESENTATIVES of every recognized teachers' association in the country met the State President, Mr P W Botha, in Cape Town yesterday to convey to him the anger of their members over the government's recently announced austerity measures for the civil service

After the meeting teacher representatives, as well as representatives of the Public Servants League and the Public Servants Association, indicated they did not expect any reversal of the measures announced last month by Mr Botha

They said however that Mr Botha and Finance Minister Mr Barend du Plessis had outlined clearly why the measures had been necessary

"We made it quite clear that in future we expect decisions of this nature not to be taken without consultation with teachers," said Mr Pat Samuels, president of the Indian teachers' body, the Teachers Association of South Africa

Bonus cuts

All the teacher associations appeared to be particularly concerned at the government's decision not to fill 75 percent of all vacant teaching posts because of the effect it would have on stability in the profession, the quality of education and the attractiveness of the profession

Mr H H Dlamlenzi, president of the African Teachers Association of South Africa, said he had told Mr Botha that the cut in bonus pay cheques would affect black teachers hardest since they had not yet reached parity with other race groups

● Last night Mr Botha said discussions he held yesterday with teachers associations, personnel associations of the civil service and postal service and the SATS had been "open-hearted and constructive"

was |

Wednesday March 27 1985

Botha says cuts are temporary

State workers accept austerity

270
S/aw
27/3/85

Political Correspondent

CAPE TOWN — Cabinet Ministers and public service leaders thrashed out their differences over the Government's austerity measures during three hours of talks in Cape Town yesterday

Railwaymen sought a meeting with Mr P W Botha in an effort to win back cash lost in bonus cuts, but were told there was no chance

Most of the public service representatives said after the talks that they understood the Government's position

and were "reasonably satisfied"

The president of the Public Servants Association (PSA), Dr Colin Cameron, said he accepted the cuts as inevitable, but was seeking an assurance that there would be no further erosion in benefits to State workers

He said he made it clear at the meeting that the PSA would have liked prior consultation

The PSA was concerned that the bonus cuts could set a precedent for further measures, said Dr Cameron

A statement from the State President's office described the talks as "open-hearted and constructive"

But the statement noted that separate talks were held with the federal council of Railway Staff Associations

Mr Botha told the groups that bonus cuts were seen as a temporary measure

RESTORED

Full bonus payouts could be restored as early as next year if the economic situation allowed it, he said

The meetings had been called to discuss the dissatisfaction of Government workers with the cuts

Several Cabinet Ministers, including Minister of Finance Mr Barend du Plessis, Minister of Home Affairs Mr F W de Klerk, Minister of Education and Cultural Affairs Mr Stoffel Botha and the Minister of Communication and Public Works, Dr Lapa Munnik, attended the talks

Botha orders probes

M. 28/3/85

250

Political Correspondent

THE President's Council has been instructed by President P W Botha to start four major investigations — including one into urbanisation, which has been labelled as a prime cause of the current unrest in black townships

The urbanisation investigation has been given top priority by Mr Botha, who wants a report by July next year

Announcing the investigations today, the chairman of the council, Dr Piet Koornhof, said they should be seen as part of the President's reform initiatives

The other investigations are into

- All aspects of the Immorality Act, except Section 16, which deals with sexual relations across the colour line

- Red tape that hampers economic development in general and the small business sector in particular

- The changing age composition of the various race groups and the resulting socio-economic implications

Dr Koornhof said at a Press conference today that the President's Council was giving priority to the investigations, which would contribute to an improvement of the standards of living of all South Africans as well as contributing to improved relations between the various groups

This was in accordance with the State President reform measures

Promiscuity

Dr Koornhof denied that the investigation into the Immorality Act was a political sop in reaction to the mounting criticism from the Conservative Party on the possibility that Section 16 may be scrapped.

The investigation followed a motion in the President's Council earlier this year in which concern was expressed about the quality of life in South Africa, including the high divorce rate, promiscuity, drug abuse, gambling and the number of road accidents

The committee investigating the Immorality Act would also investigate these aspects

Priority would be given to the Immorality Act, with the other aspects of the motion being looked into over a number of years

The investigation into red tape obstructing the economy would include laws such as influx control, which have been labelled by businessmen as one of the obstructions to a free market system.

The committee on urbanisation would be headed by Dr A Oosthuizen, chairman of the Council's committee for Constitutional Affairs

The committee would be able to use experts from the CSIR and from the various universities, such as Durban sociologist Professor Lawrie Schlemmer.

Dr Koornhof said the committee would look at the best way to "counter the present social, economic and physical problems resulting from rapid urbanisation"

All nine political parties on the President's Council would be represented on the committees. Dr Koornhof said consideration would be given to co-opting blacks

M.G. 48 28/3/88 250

Important policy shift on racial discrimination in the public service

Political Staff

NEW policy guidelines to do away with racial discrimination in the "employment and utilisation" of people in the public service have been laid down by the Government

The Cabinet took the step formally last year but it is publicly highlighted for the first time in the annual report of the Commission for Administration

The report was published in Cape Town yesterday and the commission's chairman, Dr J de Beer, confirmed in an interview that the move amounted to "an important shift in Government policy".

MERIT, EFFICIENCY

The report says. "During 1984 the Cabinet, on the recommendation of the commission, laid down revised policy guidelines for Ministers, administrators and heads of department with regard to the employment and utilisation of members of the various population groups in the public service

"These policy guidelines.

● are based on the non-discriminatory statutory basis for the staffing and administration of the public service

● acknowledge merit and efficiency as the primary principles in

terms of which decisions affecting the public service must be taken,

● keep pace with and are reconcilable with the new constitutional dispensation, and

● recognise the diversity of the population composition of South Africa, as well as the fact that the public service not only renders certain services directed at specific population groups, but is also concerned with promoting the common good of all population groups"

Government sources said that while the Public Service Act had never contained discriminatory measures, it had been Government policy in the past to put only whites in key administrative posts

They said this was not merely racism but also because whites were the only people who had the vote and could back the Government.

Now, the sources said, the situation had changed and people of colour had been drawn into the system

The new policy guidelines were apparently, not highlighted before, now because the Government feared a right-wing white backlash. But by all accounts the guidelines have been accepted in the public service without causing too many ripples.

Govt lays down guidelines

Race policy shift in SA public service

250
Staw
28/3/85

Political Staff

CAPE TOWN — New policy guidelines to do away with race discrimination in the "employment and utilisation" of people in the public service have been laid down by the Government

The Cabinet took the step formally last year but it is publicly highlighted for the first time in the annual report of the Commission for Administration

SHIFT

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"These policy guidelines . . .

- Are based on the non-discriminatory statutory basis for the staffing and administration of the public service,
- Acknowledge merit and efficiency as the primary principles in terms of which decisions affecting the public service must be taken;
- Keep pace with and are reconcilable with the new constitutional dispensation, and
- Recognise the diversity of the population composition of the

Republic, as well as the fact that the public service not only renders certain services directed at specific population groups but is also concerned with promoting the common good of all population groups"

Government sources said today that while the Public Service Act had never contained discriminatory measures, it had been Government policy in the past to put only whites in key administrative posts

This was pure racism. Further, whites were the only people who had the vote.

Now, the sources said, things had changed and people of colour had been drawn into the system.

The new policy guidelines were apparently not highlighted before now because the Government feared a right-wing white backlash. But by all accounts the guidelines have been accepted in the public service without causing too many ripples

BURDEN

According to Dr de Beer "It is a fact that whites alone cannot carry the full burden of state administration. The time has come when one should consider people on merit and efficiency

"The revised policy guidelines amount to an important shift in government policy, to the benefit of the population as a whole"

Dr de Beer said a form of affirmative action in administrations for "own affairs" was imperative — but he stressed that this would not involve any lowering of standards

Big salary 'freeze' no freeze

w/k ARSUS

30/3/85 (250)

Political Staff

IN a spite of a "freeze" on public servants' salaries the Government's total wage bill will still soar by 12,5 percent this year

This was revealed by the all-party Parliamentary Standing Committee on Finance in Cape Town yesterday

In its third report, which deals with this year's Budget, the Committee draws attention to a statement submitted to it by the Treasury which says that the total salary account of the Central Government is to rise this year from R7 844-million to R9 300-million

"If the savings on personnel-related expenditure of R471,1-million (plus-minus R417-million of that still has to be reflected in the printed Estimates of Expenditure) are taken into account, the figure for 1985 will amount to R8 828,9-million, or an increase of 12,5 percent," the report says

About seven percent of this ascribed to "carry-over costs of the improvement in the situation of educators", leaving an increase of about 5,5 percent for "increments, promotions and increases in numbers", it adds

Mr Harry Schwarz, the Progressive Federal party spokesman on finance and deputy chairman of the Standing Committee, said yesterday that the public service was still able to award its staff substantial salary increases by moving people up notches or into different grades

"From these figures it can be seen that the cost of the public service will expand at a greater rate than the overall increase in Government spending, and that in reality it is wrong to say that all civil service salaries have been frozen" Mr Schwarz said

ARGUS 12/4/85 (3007) 250

Dismiss 'prejudiced drones', says Dalling

Parliamentary Staff

THE Government has been urged to dismiss "prejudiced drones" in the public service who sought to torpedo the Government's reform efforts

Mr Dave Dalling (PFP Sandton) said arrogant, rude, obstructive and racialistic attitudes continued to hold sway in many official circles.

Speaking in the budget debate in the House of Assembly yesterday, he said: "Is the Government really governing? If it is, why are these bureaucrats, these junior officers whether they be from the Department of Communications, or the police, or from the Department of Co-operation and Development — being allowed to continue to frustrate and sabotage executive decisions?"

"Why are such people even still in the employ of the State? They should be sacked. They should be walking the streets looking for jobs. They should be unemployed like the masses they suppress."

Referring to Mr Louis le Grange's Department of Law and Order, Mr Dalling asked: "Who runs the police? Is the Minister, whose statements are contradicted by his own men, really in control?"

"Are the senior officers whose directives are ignored really in command? Why is this state of affairs, time after time, tolerated by an apparently impotent executive? Why does the leadership in the police not lead?"



Mr Dave Dalling

At a time when Government departments were seriously trying to improve race relations, certain "petty tyrants" continued to bedevil the future of the country "with impunity".

Referring to unrest at Uitenhage, Mr Dalling said Mr le Grange had issued a statement related to the events. The Minister had spoken about the police being surrounded, about the throwing of petrol bombs, and about certain "frightening aspects".

"But he was wrong. The police were not surrounded. No petrol bombs were thrown. His own police witnesses have contradicted his statement. He has been made to look like a fool. Some argue that he is a fool, but I prefer to believe he was misinformed."

lic servants in each year since its inception, (b) what amounts were paid out of the Fund in each year since its inception and (c) what amount is it anticipated will be paid into the Fund by public servants in the 1985-86 financial year?

The MINISTER OF HEALTH AND WELFARE:

(1) No.

(2) (a) (i) 1980/81—R32 966 979
1981/82—R39 809 527
1982/83—R47 052 856
1983/84—R59 920 710

(ii) 1980/81—R10 988 993
1981/82—R13 269 842
1982/83—R15 684 285
1983/84—R19 973 570

(b) 1980/81—R45 207 905
1981/82—R59 551 067
1982/83—R71 717 943
1983/84—R92 146 147
(Contributions plus interest)

(c) R15 847 200

709 Mr C W EGLIN asked the Minister of Co-operation, Development and Education

(1) (a) How many community councils are there in the republic and (b) when last were general elections held for these councils,

(2) whether any vacancies have occurred on these councils since the last general elections, were held, if so, (a) how many vacancies were caused by (i) resignations and (ii) any other specified factors and (b) how many of these vacancies have since been filled by way of by-elections?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION.

(1) (a) 195

How

(b) 112 in 1982
77 in 1983
6 in 1984

(2) Yes
(a) (i) 102

(ii) 10 disqualified
9 deceased
1 reclassified as Coloured

(b) 46

Local authorities

710 Mr C W EGLIN asked the Minister of Co-operation, Development and Education

Whether any vacancies have occurred in any Black local authorities since their establishment, if so, (a) how many were caused by (i) resignations and (ii) any other specified factors and (b) how many of these vacancies have since been filled by way of by-elections?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

Yes

(a) (i) 45

(ii) 12—Death

1—Vacation of office by having been absent from more than three consecutive meetings without having obtained prior leave of absence
1—Setting aside of election by the Court

(b) 8.

Tax evasion scheme

712 Mr P G SOAL asked the Minister of Co-operation, Development and Education

Whether his Department has conducted any investigation into the possible involvement of any officials of his Department in a tax evasion scheme allegedly involving

the partners and associates of a certain firm of professional persons, whose names have been furnished to the Minister's Department for the purpose of his reply, if so, (a) when and (b) what were the (i) circumstances surrounding the investigation and (ii) findings and (c) what are the names of the persons concerned?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

No

716 Mr B B GOODALL asked the Minister of Health and Welfare

What amounts of money were contributed by the State to the (a) Government Service Pension Fund, (b) Associated Institutions Pension Fund, (c) Temporary Employees' Pension Fund, (d) Authorities' Service Pension Fund and (e) Authorities' Service Superannuation Fund in the 1983-84 and 1984-85, financial years, respectively?

The MINISTER OF HEALTH AND WELFARE

(a) 1983-84 R741 547 949
1984-85 Not yet available

(b) 1983-84 R110 325 925 (Contributed by various Institutions).
1984-85 Not yet available

(c) 1983-84 R134 664 311 (Contributed by State and various Institutions)
1984-85 Not yet available

(d) 1983-84 R38 650 603 (Contributed by various Authorities)
1984-85 Not yet available

(e) 1983-84 R2 489 188 (Contributed by various Authorities)
1984-85 Not yet available.

State pension funds

717 Mr B B GOODALL asked the Minister of Health and Welfare

(a) What amount of money was there in the (i) Government Service Pension Fund, (ii) Associated Institutions Pension Fund, (iii) Temporary Employees' Pension Fund, (iv) Authorities' Service Pension Fund and (v) Authorities' Service Superannuation Fund, and (b) what percentage of each pension contribution was contributed by the (i) individual and (ii) State, as at the latest specified date for which figures are available?

The MINISTER OF HEALTH AND WELFARE

(a) As at 31 March 1984

(i) R6 256 220 199

(ii) R1 326 290 863

(iii) R837 064 417

(iv) R334 043 906

(v) R19 359 739

(b) (i) Government Service Pension Fund 27,26%

Associated Institutions Pension Fund 32,89%

Temporary Employees' Pension Fund 33,33%

Authorities' Service Pension Fund 32,89%

Authorities' Service Superannuation Fund 43,48%

(ii) Government Service Pension Fund, 72,74%

Associated Institutions Pension Fund, 67,11% (By the Institutions).

Temporary Employees' Pension Fund 66,67% (By the State and Institutions)

Authorities' Service Pension Fund 67,11% (By the Authorities)

Authorities' Service Superannuation Fund 56,52% (By the Authorities)

How

(1) Whether, with reference to his reply to Question No 34 on 19 March 1985, (a) he and/or (b) any member of the South African Police has, with the concurrence of the Minister of Communications in terms of section 118A (1) (a) of the Post Office Act, No 44 of 1958 authorized the tapping of any telephones in terms of section 118A of the said Act since the insertion of this provision in the principal Act by the Post Office Amendment Act, No 101 of 1972, if so, (i) on how many occasions, (ii) what was the rank of the person who authorized the tapping in each case and (iii) in respect of what dates is this information furnished,

(2) whether any criminal charges have been laid against any persons as a result of evidence gained from telephone tapping, if so (a) in respect of how many occasions and (b) what were the charges in each case.

*The MINISTER OF LAW AND ORDER

(1) No

(2) (a) and (b) Yes, but I do not consider it to be in the public interest to divulge the particulars as requested

St Francis Bay: Lighthouse

*8 Mr A SAVVAGE asked the Minister of Transport Affairs

(1) Whether the lighthouse at St Francis Bay is to be automated, if so

(2) whether the staff houses will still be required for staff, if not,

(3) whether it is the intention to sell these staff houses, if so, in what manner are these houses to be sold,

(4) whether it is the intention to dispose of the land adjoining the lighthouse, if so, on what basis will this be effected?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

(1) Yes

(2) Yes, for maintenance and security staff

(3) Falls away

(4) No

Pretoria: renovation of board room

*9 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

(1) Whether the board room at the South African Transport Services headquarters in Pretoria is being renovated, if so (a) at what cost (b) what is the nature of the renovations and (c) by whom is the work being undertaken

(2) whether tenders were called for, if not why not, if so

(3) whether the lowest tenders were accepted in each case, if not, why not?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

(1) No. Obsolete air-conditioning units are being replaced departmentally

(2) and (3) Fall away

Jan Smuts Airport, banks

*10 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

(1) Whether he will furnish the names of the banks which have facilities at Jan Smuts Airport, if not, why not, if so, what are their names,

(2) on what basis are these facilities let to the banks concerned.

(3) whether tenders and/or applications were invited for the allocation of these facilities, if not, why not, if so, (a) how many (i) tenders and/or (ii) applications were received and (b) on what basis was the occupant chosen in each case?

*The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

(1) Yes. Volkskas Bepert

(2) At a fixed rental of R16 700 per month for a period of five years whereafter the lessee may negotiate for an extension of the lease for a further 10 months

(3) Yes

(a) (i) 2 All banking facilities at the airport were included in a package deal in respect of which a single tender was called for by the State Tender Board

(ii) Falls away

(b) The highest rental offered *Hawson R. Col. 1081* State Departments employment of *Coloureds/Indians/Blacks 16/4/85* *11 Mr J B VAN ZYL asked the Minister of Home Affairs

(1) Whether the Cabinet recently took a decision on the employment of (a) Coloureds (b) Indians and (c) Blacks in State Departments falling under the Administration House of Assembly, if so (i) when and (ii) what decision

(2) whether the Commission for Administration recently sent a circular on the employment and utilization of the various population groups in the Public service under the new constitutional dispensation to the three Administrations for Own Affairs, if so, what are the contents of the circular?

*The MINISTER OF HOME AFFAIRS

(1) No. The Cabinet did not take a decision specifically concerning the employment of Coloureds, Indians and Blacks in the departments referred to. However, a general policy decision concerning the employment and utilisation of the various population groups in the Public Service was taken recently.

(2) No. A letter was addressed to Heads of Departments personally. I wish to refer the hon member to page 26 of the Annual Report of the Commission for Administration which contains the policy guidelines.

Action taken in Black townships on 21 March 1985 *16/4/85*

*12 Mr H S ... asked the Minister of Law and Order

(1) Whether the South African Police took any action in any Black townships in the Republic other than in Uitenhage on 21 March 1985, if so (a) in which townships, (b) what action and (c) what were the circumstances surrounding the incidents

(2) whether the police used any (a) live ammunition (b) rubber bullets and (c) teargas on these occasions, if so why

(3) whether any persons were shot and (a) killed and (b) wounded on these occasions, if so how many in each case

(4) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER

(1) Yes

(a) At Sebokeng on 5 occasions Sharpeville Eviction Asherville Galeshewe on 5 occasions 7 am de la Tumahone 16/4/85

lic servants in each year since its inception, (b) what amounts were paid out of the Fund in each year since its inception and (c) what amount is it anticipated will be paid into the Fund by public servants in the 1985-86 financial year?

The MINISTER OF HEALTH AND WELFARE.

- (1) No.
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1983/84—R19 973 570

(b) 112 in 1982
77 in 1983
6 in 1984

- (2) Yes
- (a) (i) 102

(ii) 10 disqualified
9 deceased

1 reclassified as Coloured

(b) 46

Local authorities

710 Mr C W EGLIN asked the Minister of Co-operation, Development and Education

Whether any vacancies have occurred in any Black local authorities since their establishment, if so, (a) how many were caused by (i) resignations and (ii) any other specified factors and (b) how many of these vacancies have since been filled by way of by-elections?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

Yes

- (a) (i) 45

(ii) 12—Death

- (1) (a) How many community councils are there in the republic and (b) when last were general elections held for these councils,
- (2) whether any vacancies have occurred on these councils since the last general elections were held, if so, (a) how many vacancies were caused by (i) resignations and (ii) any other specified factors and (b) how many of these vacancies have since been filled by way of by-elections?

(c) R15 847 200

Howard G. Col. 113
16/4/85

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- (b) 8.

Tax evasion scheme

712. Mr P G SOAL asked the Minister of Co-operation, Development and Education

Whether his Department has conducted any investigation into the possible involvement of any officials of his Department in a tax evasion scheme allegedly involving

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION.

- (1) (a) 195.

the partners and associates of a certain firm of professional persons, whose names have been furnished to the Minister's Department for the purpose of his reply, if so, (a) when and (b) what were the (i) circumstances surrounding the investigation and (ii) findings and (c) what are the names of the persons concerned?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

No

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What amounts of money were contributed by the State to the (a) Government Service Pension Fund, (b) Associated Institutions Pension Fund, (c) Temporary Employees' Pension Fund, (d) Authorities' Service Pension Fund and (e) Authorities' Service Superannuation Fund in the 1983-84 and 1984-85, financial years, respectively?

The MINISTER OF HEALTH AND WELFARE

- (a) As at 31 March 1984

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(ii) R1 326 290 863

(iii) R837 064 417

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The MINISTER OF HEALTH AND WELFARE

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(b) (i) Government Service Pension Fund 27.26%
Associated Institutions Pension Fund 32.89%
Temporary Employees' Pension Fund 33.33%
Authorities' Service Pension Fund 32.89%
Authorities' Service Superannuation Fund 43.48%

(ii) Government Service Pension Fund 72.74%
Associated Institutions Pension Fund 67.11% (By the Institutions)
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The MINISTER OF CO-OPERATION,
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(bb) When the need arises

(250) *Hand and*
Civil Pensions Stabilization Fund
R. Co 1. 1130 16/4/85
697 Mr R M BURROWS asked the Minister of Health and Welfare

(1) Whether the Civil Pensions Stabilization Fund has financial reserves, if so, what were its reserves as at the latest specified date for which figures are available,

(2) (a) what amount was contributed to the Fund by (i) the State and (ii) pub-

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The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

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TUESDAY, 16 APRIL 1985

1080

(1) Whether, with reference to his reply to Question No 34 on 19 March 1985, (a) he and/or (b) any member of the South African Police has, with the concurrence of the Minister of Communications in terms of section 118A of the Post Office Act, No 44 of 1958, authorized the tapping of any telephones in terms of section 118A of the said Act since the insertion of this provision in the principal Act by the Post Office Amendment Act, No 101 of 1972, if so, (i) on how many occasions, (ii) what was the rank of the person who authorized the tapping in each case and (iii) in respect of what dates is this information furnished,

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

- (1) Yes
- (2) Yes, for maintenance and security staff
- (3) Falls away
- (4) No

Pretoria, renovation of board room

*9 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

(2) whether any criminal charges have been laid against any persons as a result of evidence gained from telephone tapping, if so, (a) in respect of how many cases and (b) what were the charges in each case?

The MINISTER OF LAW AND ORDER

- (1) No
- (2) (a) and (b) Yes, but I do not consider it to be in the public interest to divulge the particulars as requested

St Francis Bay, lighthouse

*8 Mr A SAVVAGE asked the Minister of Transport Affairs

- (1) Whether the lighthouse at St Francis Bay is to be automated, if so,
- (2) whether the staff houses will still be required for staff, if not,
- (3) whether it is the intention to sell these staff houses, if so, in what manner are these houses to be sold,
- (4) whether it is the intention to dispose of the land adjoining the lighthouse, if so, on what basis will this be effected?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

- (1) Whether the board room at the South African Transport Services headquarters in Pretoria is being renovated, if so, (a) at what cost, (b) what is the nature of the renovations and (c) by whom is the work being undertaken,
- (2) whether tenders were called for, if not, why not, if so,
- (3) whether the lowest tenders were accepted in each case, if not, why not?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

- (1) No. Obsolete air-conditioning units are being replaced departmentally
- (2) and (3) Fall away

Jan Smuts Airport, banks

*10 Mr D J N MALCOMMESS asked the Minister of Transport Affairs

- (1) Whether he will furnish the names of the banks which have facilities at Jan Smuts Airport, if not, why not, if so, what are their names,
- (2) on what basis are these facilities let to the banks concerned,

1081

TUESDAY, 16 APRIL 1985

1082

(3) whether tenders and/or applications were invited for the allocation of these facilities, if not, why not, if so, (a) how many (i) tenders and/or (ii) applications were received and (b) on what basis was the occupant chosen in each case?

The MINISTER OF CONSTITUTIONAL DEVELOPMENT AND PLANNING (for the Minister of Transport Affairs)

- (1) Yes Volkskas Beperk

(2) At a fixed rental of R16 700 per month for a period of five years thereafter the lessee may negotiate for an extension of the lease for a further period of 4 years and 11 months

- (3) Yes

(a) (i) 2 All banking facilities at the airport were included in a package deal in respect of which a single tender was called for by the State Tender Board

(ii) Falls away

(b) The highest rental offered *Haward Q. 601. 1081*
State Departments, employment of *Coloureds/Indians/Blacks*
16/4/85
*11 Mr J B VAN ZYL asked the Minister of Home Affairs †

- (1) Whether the Cabinet recently took a decision on the employment of (a) Coloureds, (b) Indians and (c) Blacks in State Departments falling under the Administration House of Assembly, if so, (i) when and (ii) what decision,

(2) whether the Commission for Administration recently sent a circular on the employment and utilization of the various population groups in the Public service under the new constitutional dispensation to the three Administrations for Own Affairs, if so, what are the contents of the circular?

The MINISTER OF HOME AFFAIRS

(1) No. The Cabinet did not take a decision specifically concerning the employment of Coloureds, Indians and Blacks in the departments referred to. However, a general policy decision concerning the employment and utilisation of the various population groups in the Public Service was taken recently.

(2) No. A letter was addressed to Heads of Departments personally. I wish to refer the hon member to page 26 of the Annual Report of the Commission for Administration which contains the policy guidelines.

Action taken in Black townships on 21 March *16/4/85*

*12 Mrs H SUZMAN asked the Minister of Law and Order *Haward Q. 601. 1082*

(1) Whether the South African Police took any action in any Black townships in the Republic other than in Uitenhage on 21 March 1985, if so, (a) in which townships, (b) what action and (c) what were the circumstances surrounding the incidents,

(2) whether the police used any (a) live ammunition, (b) rubber bullets and (c) teargas on these occasions, if so, why,

(3) whether any persons were shot and (a) killed and (b) wounded on these occasions, if so, how many in each case,

(4) whether he will make a statement on the matter?

The MINISTER OF LAW AND ORDER

(1) Yes
(a) At Sebokeng on 5 occasions, Sharpeville, Evaton, Asherville, Galeshewe on 8 occasions, Zamdela, Tumahole, KwaNobuhle

AM 6/5 19/11/85

Some blacks to get freehold rights

250

Parliamentary Staff
FREEHOLD rights are to be granted to blacks in areas which now qualify for leasehold rights, President P W Botha announced today

Speaking in the Budget debate on his vote in the Assembly, Mr Botha said that, following further negotiations, the Government had decided that full individual property rights for those black communities and persons who already qualify for 99-year leasehold should go ahead

He said this principle had no implications for the content of existing political rights. This was governed by other rules.

HIGH PRIORITY

Mr Botha also announced an investigation into relations between Government departments and blacks by the Human Sciences Research Council.

The project had to receive high priority and would be designed to enable black peo-

ple themselves to identify and indicate problem areas.

President Botha said objectivity would be of the utmost importance in this investigation.

Other moves announced by President Botha include.

- An instruction that all Government authorities must again ensure that black communities are involved in decision making on socio-economic matters affecting them

INVOLVED

- An instruction to all departments to design and submit orientation programmes aimed at improving attitudes in the carrying out of their functions. These programmes would not be based on fictitious problems but on realities found in the HSRC investigation.

- The Commission for Administration would be held responsible for the broad co-ordination of the orientation programmes for personnel of all races who were in daily contact with black people.

UHL Times 19/4/81 (250)

New-look EAC established

Political Staff

THE State President, Mr P W Botha, yesterday announced the establishment of a new-look Economic Advisory Council aimed at giving the private sector a greater role in ensuring "the general well-being of the country and its people"

Speaking in the House of Assembly, Mr Botha said the new council was necessary because it had become evident that earlier moves by the government, such as the Carlton and Good Hope conferences, had not led, in practice, to a sufficiently satisfactory workable relationship between the government and the private sector

He said objections to the current EAC included that the government's viewpoint carried more weight than should be the case and that decisions by the council made no real contribu-

tion to "achieving the results aimed at the management of the South African economy on such a basis that all parties are involved and that results are acceptable"

Representation on the new EAC would be based on the contributions of the government and private sectors in terms of Gross Domestic Product

"In terms of GDP, the government sector contributes approximately 24% and the private sector 76% to economic activity in the country and the partnership has therefore been structured to reflect that fact," he said

The new EAC will comprise a chairman, 5 members from Industry, 3 each from mining, the trading industry, the financial world, the government sector and the agricultural sector, 2 each from the construction industry, the motor industry and the combined field of public transport, electricity and communication,

and 10 members appointed by the State President

The names of the new members have not yet been disclosed

The secretariat of the new EAC will be attached to the State President's office "to ensure the necessary co-ordination and communication"

Meetings will be held quarterly, unless "contentious" points are raised in which case special meetings will be held

The council will also be able to establish committees to deal with various issues and co-opt specialists

"I trust that this step will bring us closer to a formula in terms of which the private sector and the government sector assume joint responsibility for the way the South African economy is managed

"I am looking forward to the practical contribution that will be forthcoming from the EAC in future," Mr Botha said

HOMIES CASH: There's ²⁵⁰ more for BUREAUCRATS than for BLACKS

THE Government will spend more money this year on housing subsidies for its largely white public-service corps than it is to spend in housing for blacks.

The shock statistic has again focused attention on the massive state housing bonanza which absorbs millions of tax rands every year

And a new government accounting method introduced three weeks ago buries this vast hidden cost to the taxpayer in the budgets of the individual state departments — thus making it that much more difficult to control

This week opposition members demanded — and were denied — an independent inquiry into the home-loans scheme, which they now describe as a "monster"

Rough estimates compiled by the Sunday Times indicate that at a very minimum the State will spend more than R300-million on subsidising home loans for all state employees this year

In the central-government sector alone — it employs about 600 000 people — the Government has budgeted a wholly inadequate R135-million this year for the scheme

That is R4-million more than the Departments of Public Works and Co-operation and Development have jointly budgeted for black housing in the whole of the country

But Treasury officials this week admitted that the R135-million budgeted was based on the hope that interest rates would "soften" during the year — a prospect they themselves admit is unlikely

By BRIAN POTTINGER, Political Correspondent

In 1983 the Government budgeted R47-million for the scheme, but had to pump in substantially more during the year as interest rates on loans rose

Last year it earmarked R102,8-million, but had hastily to pour another R82,8-million — an 80-percent budget overshoot — into the kitty as the interest rates soared.

Splurge

This year the budgeted amount is 35 percent more than last year's figure, but will be substantially higher than estimated — perhaps even exceeding last year's record high of R188,8-million

State spending on the scheme has increased exponentially. In the past seven years it has gone up twelve fold for central-sector employees, and in services such as Transport Services it has increased 2 000 percent in 10 years

The state burden in housing costs has deeply concerned opposition quarters, which claim that the open-

ended policy has locked the Government into an enormously expensive scheme

The Government pegs interest rates at between three and five percent for employees and foots the bill for the rest — which today can be as much as 15 percent on the loan's interest

A typical scheme for a provincial educational department, for example, requires the authorities to pay R456 a month in subsidy on a R40 000 loan over 25 years for an employee with a basic salary above R18 000

The proliferation of state burdens in connection with the schemes has been highlighted in the latest report of the Department of Community Development — now the Department of Public Works

Between March 1983 and March 1984 the number of loans approved by the Government for all public-sector employees increased by 11,5 percent. But the total amount loaned increased by 39,1 percent while the guaranteed amount shot up 37,4 percent

The State went on an even greater lending splurge subsequently. In the 21 months from March 1983 to December last year the number of officials qualifying for subsidies on loans leapt by 32,5 percent

Concern about the housing subsidies is only part of a much deeper concern about the state wage bill as a whole

This year the total wage bill — central sector, services, provinces, statutory bodies, self-governing bodies and control boards — reached R9 300-million compared with last year's R7 800-million

Cost-cutting, claims the Commission for Administration, will knock the total increase back to R8 800-million, or about 12,5 percent increase over last year

But a study of the increase in the main budget estimates of expenditure on personnel in central government alone shows an increase of 16,8 percent

Explanatory memoranda from each department refer, inter alia, to cost increases which are then only partly attributed to the housing-loan subsidies.

But a snap Sunday Times analysis of some of the government departments shows a disturbing trend in increases on personnel expenditure — despite government pledges to trim the fat and peg staff expenditure increases to 10 percent.

The Department of Co-operation and Development, for example, has increased its personnel budget by 17,7 percent despite only an 0,9 percent rise in staff strengths

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MAG 22/085
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Magazine joins bonus cut outcry

Labour Reporter
THE outcry over the 34-percent cut in public service bonuses has been joined by The Public Servant, official magazine of the Public Servants' Association

An editorial in the latest edition says the cut has had a disturbing psychological effect of uncertainty and restlessness

It had always been the association's standpoint that remuneration of public servants was not the proper instrument with which to manipulate the economy, it says

SETBACK

"Although the present predicament of the Government is fully appreciated, it must be pointed out that this step spells nothing good for the public service and State administration

"When this same policy was followed during the late 70s in the organised campaign against inflation, with lip-service only from the private sector, it almost ended in disaster for the public service — a setback from which it has not recovered in full," says the editorial, which also questions whether the cuts will mean real savings

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tion with the rate at which prospecting is to be undertaken.

- (b) No.
- (c) Yes, several contractual obligations and conditions are stipulated in connection with aspects such as testing of first discoveries of oil or gas, lodging of reports safekeeping of samples, the keeping of relevant records and so forth

†Mr Speaker, perhaps I might just add that these rights which are being held by Soekor, make provision for subletting. At present Soekor is subletting its prospecting rights in the Algoa Basin to Energy Resources and Mining Corporation Ltd. The subletting agreement includes, however, conditions regarding the rate at which the latter company has to prospect, and conditions regarding the amount of money to be spent in this regard

Mr A SAVVAGE. Mr Speaker, arising out of the hon the Minister's reply, can he tell us whether we can also see that subcontract and where we can see it?

The MINISTER Mr Speaker, it will be available on the Soekor premises

Port Elizabeth: off-shore drilling rights

*5 Mr A SAVVAGE asked the Minister of Mineral and Energy Affairs

- (1) Whether any rights for off-shore drilling within a radius of 70 kilometres of Port Elizabeth have been awarded to any persons or companies, if so, (a) for what period, (b) on what terms and (c) what are the names of the persons or companies to which these rights have been awarded,

- (2) whether any conditions were attached to the awarding of these rights in regard to (a) the rate at which prospecting is to be done, (b) the amount of money to be invested in this prospecting per annum and (c) any other

HoA

specified matters, if not, why not, if so, what conditions in each case?

†The MINISTER OF MINERAL AND ENERGY AFFAIRS

- (1) Yes, to Soekor to prospect for natural oil and gas and to Foskor to prospect for phosphate
- (a) The prospecting rights held by Soekor and Foskor are valid to 22 June 1987 and 15 June 1985, respectively

(b) The conditions cover various aspects and are embodied in voluminous lease documents which can be inspected at the office of the Registrar of Mining Titles, Johannesburg

(c) Soekor and Foskor

- (2) (a) No, apart therefrom that prospecting must be carried out in a manner and on a scale satisfactory to the Minister of Mineral and Energy Affairs, no specific conditions are specified in connection with the rate of which prospecting is to be undertaken

(b) No

(c) Yes, various contractual obligations and conditions are stipulated

750
Public Service State housing subsidies
23/4/85

*6 Mr R M BURROWS asked the Minister of Public Works

- (1) Whether, with reference to his reply to Question No 208 on 27 March 1985, his Department has at any stage kept statistics concerning the (a) number of persons in receipt of Public Service State housing subsidies and (b) cost to the State of such subsidies, if not, (i) why not and (ii) who is responsible for keeping such statistics

ties, if so, in respect of what aspects of such subsidies are statistics kept;

- (2) whether there have recently been changes in policy in regard to (a) issuing, (b) administration and (c) collection of statistics regarding State housing subsidies, if not, who is responsible for these matters at present, if so, (i) what is the nature of the changes, (ii) why were these changes made and (iii) when did they come into effect?

The MINISTER OF PUBLIC WORKS

(1) (a) No

(b) Yes

(i) and (ii) Each Department paid the housing subsidies in respect of its officials and claimed the total amounts monthly from the Department of Public Works and Land Affairs, which provided the financing up to 31 March 1985. For the information of the hon member it is mentioned, in regard to (1)(b), that the allocated amount for the 1984-85 financial year amounts to R187 574 000

- (2) Insofar as the Department of Public Works and Land Affairs' involvement in the subsidy scheme is concerned a change has taken place in terms of which each Department accepted responsibility for the financing thereof with effect from 1 April 1985. This step is a refinement of the budgeting by objective system

*7 Mrs H SUZMAN asked the Minister of Law and Order

- (1) Whether a certain person, whose name has been furnished to the South African Police for the purpose of the Minister's reply, was shot and killed

on or about 27 March 1985 in Avenue A, New Brighton in the Eastern Cape, if so, (a) what were the circumstances surrounding the incident, (b) when was he shot and (c) what was his name.

- (2) whether his relatives were informed of his death, if not, why not if so on what date,
- (3) whether a post-mortem has been carried out, if not, when will it be carried out, if so (a) on what date and (b) what were the findings,

(4) whether the relatives of this person requested that the post-mortem be carried out in the presence of a pathologist of their choice, if so, on what date was the request made,

(5) whether this request was acceded to, if not, (a) why not, (b) on whose authority was this request refused and (c) who was present at the post-mortem,

(6) whether this person's relatives were informed of the date on which the post-mortem would be carried out, if not, why not, if so, on what date were they informed,

(7) whether he will make a statement on the matter?

†The MINISTER OF LAW AND ORDER

(1) Yes, in B Avenue

(a) On 27 March 1985 notorious Blacks attacked the residence of the mother of the Mayor of Kyan-nandi with stones. In order to disperse the rioters and to protect life and property the police were compelled to use fire-arms

(b) On 27 March 1985

(c) X A Kani

(2) No, because at that stage his identity

HoA

tion with the rate at which prospecting is to be undertaken

- (b) No
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- (b) On 27 March 1985
- (c) X A Kani

(2) No, because at that stage his identity

Clampdown on public service housing bonds

W/6 ARGUS 27/4/85

250

Weekend Argus
Correspondent

DURBAN — The Government has taken the first steps towards restraining public service housing subsidies, which have been blamed for pushing up house prices

A building society says it has received an official "recommendation" to ensure that no subsidised public servant or semi-State employee is helped to the point where his bond amount, under normal circumstances (ie, on an unsubsidised bases), would involve repayments exceeding 50 percent of his salary.

The normal building society rule is that buyers should not pay — after subsidies are taken into account — more than 25 percent of salary.

However, subsidies enable bond amounts to be pushed substantially higher than this

DRASTIC RETHINK

This move is in keeping with a drastic rethink on housing subsidies in the private sector

Following introduction of the fringe benefit legislation, the country's largest building society

— the United — has switched from providing new staff with bonds at only 3 percent to the more market-related 18 percent

Old staff still enjoy the lower rates

The tougher general stance on staff bond subsidies — and the "50 percent" ceiling on public servant loans — partly are aimed at ensuring that subsidised employees do not face huge increases in tax over the seven-year phase-in period for taxation of housing fringe benefits.

"OFFICIAL" RATE

At present the "official" housing interest rate is 18 percent, below which an employee will become liable for tax on his "fringe benefit"

Even at 18 percent staff benefit substantially — the official UBS rate for amounts over R60 000, for example, is 23 percent.

Interpreting the new instruction regarding public servants, building society men say a public servant with a bond "worth" 50 percent of his salary can expect natural salary increases over the next seven years.

They believe these increases gradually will reduce the repayment percentage closer to the

normal 25 percent of salary rule they apply to the man in the street

THE RIGHT STAFF

The question of State subsidies has become a controversial issue, with strong contenders on both sides

The State says they are necessary to attract and keep the right staff

Critics allege that subsidies are to blame for abnormally high property prices and that the rules can be twisted

For example, it is claimed that

- A public servant with a low bond recently needed R10 000 to add on a study. However, he discovered he could apply for a loan of R40 000, placing the R30 000 extra on call with a bank at 20 percent

Building society men say the scope to do this is limited to State employees with low bonds — State subsidisation carries a ceiling of R50 000

- With the State scheme designed around subsidising a percentage of the repayment, some public servants speed up their repayments in order to get higher subsidisation

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

	1978/79	1979/80	1980/81	1981/82	1982/83
(a) Port Natal Administration Board					
Shakaville	293 973	217 435	257 137	338 083	478 912
Hambanani	376 198	432 243	484 738	616 144	1 027 969
Nungizimu	5 033 451	5 341 297	6 246 960	8 137 545	11 325 802
Shayamoya	78 114	51 930	39 380	51 794	89 654
Klirwater	510 299	384 949	529 224	697 216	1 047 147

	1978/79	1979/80	1980/81	1981/82	1982/83
(b) Drakensberg Administration Board					
Edarville	—	6 825	7 647	15 743	21 461
Colenso	49 599	55 876	106 190	116 958	161 667
Dannhauser	15 665	50 873	84 592	92 546	133 231
Dundee	140 286	407 064	558 135	613 467	826 625
Isicourt	83 775	100 975	126 710	151 229	231 161
Ulenkoe	89 611	219 550	329 190	369 654	524 989
Ureytown	146 085	171 634	263 277	347 438	593 873
Howick	59 239	64 949	105 274	127 346	168 050
Kokstad	—	98 992	180 129	232 584	433 976
Ladysmith	302 071	333 724	476 164	583 586	923 605
Matatiele	—	27 790	52 948	53 790	87 898
Moor River	119 080	139 434	222 919	279 196	443 439
Paulpietersburg	36 007	49 060	60 722	76 294	126 345
Sobantu	723 642	673 563	1 040 853	953 690	1 474 926
Vryheid	214 171	314 581	458 141	600 971	858 275
Weenen (Emergency camp)	18 463	25 812	48 155	36 674	58 241
Winterton/Bergville	3 070	3 306	4 272	5 875	10 835

The above costs include operating costs. In the reply to question 439 of 1985 the operating costs of these towns were not included. If these costs are included the figures in respect of the 1983/84 financial year are as follows:

Shakaville	464 725
Hambanani	1 089 946
Nungizimu	10 025 428
Shayamoya	107 094
Klirwater	851 555
Edarville	15 800
Colenso	102 227
Dannhauser	119 052
Dundee	622 349
Isicourt	221 164
Ulenkoe	430 889
Greytown	397 502

(1) Whether any buildings in the Eastern Cape (a) belonging to and (b) under the control of his Department have

been damaged since August 1984, if so, (i) how many buildings and (ii) what is the estimated cost of the damage in each case.

Mr J J B VAN ZYL asked the Minister of Co-operation, Development and Education

How

been damaged since August 1984, if so, (i) how many buildings and (ii) what is the estimated cost of the damage in each case.

(2) What is the estimated cost of the damage?

THE MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) (a) Yes

(b) No

(i) Buildings at 25 schools

(ii) Port Elizabeth, Oudshoorn, Port Alfred, Grahamstown, Uitenhage, Fort Beaufort, Pearston and Despatch

(iii) Arson and stone throwing in all the cases except at one school each in Port Elizabeth, (Judithsorn and Uitenhage where stone throwing only took place

(2) Estimated cost R1 701 600,00

Howick 13 69

State Departments.

Mr J J B VAN ZYL asked the Minister of Home Affairs

(1) What total number of officials were employed by State Departments falling under the Commission for Administration (a) as at 31 March 1979 and (b) in each specified financial year from 1979/80 up to and including the latest financial year for which figures are available.

(2) What total amounts were spent by such State Departments on (a) salaries, (b) bonuses, (c) leave money, (d) gratuities, (e) subsidies and (f) other specified forms of remuneration in respect of the above-mentioned officials, in each specified financial year from 1978-79 up to and including the

latest financial year for which figures are available?

THE MINISTER OF HOME AFFAIRS

Remarks

The information supplied was extracted from the *Bulletin of Statistics* under the heading LABOUR, Employment, salaries and wages, Central Government

The concept 'Central Government' in the *Bulletin of Statistics* does not include the provincial administrations, national states, statutory institutions, the Department of Post and Telecommunications and the SA Transport Services

The concept 'Salaries and wages' for the Central Government in the *Bulletin of Statistics* includes global figures regarding salaries, wages, overtime earnings, bonuses and allowances, but does not include the State's contribution to medical, pension and other funds. Information regarding the last-mentioned as well as information regarding leave money, gratuities and subsidies are not readily available

(1) (a) 309 384

(b) As at 31 March at the end of each financial year

1979-80 325 762
1980-81 331 841
1981-82 343 173
1982-83 363 288
1983-84 386 087

(2) Total amount spent on (a), (b) and (f)

1978-79 R1 153 814 000
1979-80 R1 326 010 000
1980-81 R1 632 771 000
1981-82 R2 035 968 000
1982-83 R2 568 680 000
1983-84 R3 051 647 000

Howick 13 70

Notifiable diseases 1/5/85

Dr M S BARNARD asked the Minister of Health and Welfare.

Whether, with reference to his reply to

How

(2) (a) R4 207,95 in respect of claims lodged during January, 1985, and which were settled out of court

schools is taken as target and compared with the actual average ratios of 41,7:1 and 32,8:1 in 1984, the following shortages exist

(b) None
Johannesburg North: bilharzia

(i) Northern Transvaal Region 1 315
(ii) Highveld Region 1 654
(iii) Johannesburg Region 360

820 Mr P G SOAL asked the Minister of Health and Welfare

(iv) Orange Vaal Region 1 463
(v) OFS Region 1 067
(vi) Natal Region 534
(vii) Cape Region 1 198

(1) Whether the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg North was tested for bilharzia by his Department in 1984, if not, why not, if so,

(2) whether any traces of bilharzia were found, if so, (a) in which rivers, streams and canals and (b) what action is being taken in this regard?

(b) Percentage teachers professionally unqualified
(i) Northern Transvaal Region 20%
(ii) Highveld Region 17%
(iii) Johannesburg Region 9%
(iv) Orange Vaal Region 17%
(v) OFS Region 28%
(vi) Natal Region 26%
(vii) Cape Region 7%

The MINISTER OF HEALTH AND WELFARE

Hansen Q. 601-1375
1/5/85
821 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

What was the (a) shortage of teachers, and (b) percentage of inadequately trained teachers, in Black schools in each specified departmental region in the Republic as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

Figures as on 6 March 1984

(a) If a pupil-teacher ratio of 35:1 in primary schools and 30:1 in secondary

HOA

University of Zululand: violence

824. Mr K M ANDREW asked the Minister of Co-operation, Development and Education

Sobokeng Teachers Training College 549
Indumiso Teachers Training College 978
Cape Teachers Training College 526

(1) Whether, with reference to his reply to Question No 148 on 25 February 1985, the report of the commission of inquiry into the violence which occurred at the University of Zululand in October 1983 has been completed, if not, why not, if so, what were the findings.

Figures as on 6 March 1984

(2) whether any action will be taken as a result, if not, why not, if so, what action?

† Indicates translated version

For written reply

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) Yes, the report was handed over on 6 March 1985

(2) The report is still being prepared for to be laid upon the table

Hansen Q. 601-1377 1/5/85
825 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

(a) How many colleges of education for the training of Black teachers were there under the control of his Department, and (b) how many students were enrolled in each of these colleges, as at the latest specified date for which figures are available?

What percentage of gainfully employed (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were (i) directly and (ii) indirectly in State employ in the Republic as at the latest specified date for which figures are available?

The MINISTER OF HOME AFFAIRS

The information hereunder was obtained from the Bulletin of Statistics of September 1984. The percentages were calculated on the total employment in the Republic as in March 1984 for the population groups concerned

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(a) 7

(i) 22.2 (a) 16.5 (b) 11.1 (c) 10.3
(ii) 16.4 (a) 10.1 (b) 6.8 (c) 13.5

(b) Transvaal Teachers Training College 813
East Rand Teachers Training College 462
Soweto Teachers Training College 891
College Mphohadi Teachers Training College 307

(1) Whether the establishment of the Post Office has been reduced in terms of the recently announced staff cuts,

HOA

been damaged since August 1984; if so, (i) how many buildings and (ii) where are these buildings situated and (iii) what was the nature of the damage in each case.

(2) what is the estimated cost of the damage?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) (a) Yes

(b) No

(i) Buildings at 25 schools

(ii) Port Elizabeth, Oudtshoorn, Port Alfred, Grahamstown, Uitenhage, Fort Beaufort, Pearston and Despatch

(iii) Arson and stone throwing in all the cases except at one school each in Port Elizabeth, Oudtshoorn and Uitenhage where stone throwing only took place

(2) Estimated cost: R1 201 600,00

Howard Q. Col. 1369
774 Mr J J B VAN ZYL asked the Minister of Home Affairs +

(1) What total number of officials were employed by State Departments falling under the Commission for Administration (a) as at 31 March 1979 and (b) in each specified financial year from 1979-80 up to and including the latest financial year for which figures are available,

(2) what total amounts were spent by such State Departments on (a) salaries, (b) bonuses, (c) leave money, (d) gratuities, (e) subsidies and (f) other specified forms of remuneration in respect of the above-mentioned officials, in each specified financial year from 1978-79 up to and including the

latest financial year for which figures are available?

The MINISTER OF HOME AFFAIRS

Remarks

The information supplied was extracted from the *Bulletin of Statistics* under the heading LABOUR, Employment, salaries and wages, Central Government

The concept 'Central Government' in the *Bulletin of Statistics* does not include the provincial administrations, national states, statutory institutions, the Department of Post and Telecommunications and the SA Transport Services

The concept 'Salaries and wages' for the Central Government in the *Bulletin of Statistics* includes global figures regarding salaries, wages, overtime earnings, bonuses and allowances, but does not include the State's contribution to medical pension and other funds information regarding the last-mentioned as well as information regarding leave money, gratuities and subsidies are not readily available

(1) (a) 309 384

(b) As at 31 March at the end of each financial year

1979-80 R1 325 762
 1980-81 R1 331 841
 1981-82 R1 343 173
 1982-83 R1 363 288
 1983-84 R1 386 087

(2) Total amount spent on (a), (b) and (f)

1978-79 R1 153 814 000
 1979-80 R1 326 010 000
 1980-81 R1 632 771 000
 1981-82 R2 035 968 000
 1982-83 R2 568 680 000
 1983-84 R3 051 647 000

Howard Q. Col 1370
799 Dr M S BARNARD asked the Minister of Health and Welfare

Whether, with reference to his reply to

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(a) Port Natal Administration Board

	1978/79	1979/80	1980/81	1981/82	1982/83
Shakaville	293 973	217 435	257 437	338 083	478 912
Hambanati	376 198	432 243	484 738	616 144	1 027 969
Ningizimu	5 033 454	5 341 297	6 246 960	8 137 545	11 325 802
Shayamoya	78 114	51 930	39 380	51 794	89 654
Klaarwater	510 299	384 949	529 224	697 216	1 047 147

(b) Drakensberg Administration Board:

	1978/79	1979/80	1980/81	1981/82	1982/83
Cedarville	—	6 825	7 647	15 743	21 461
Colenso	49 599	55 876	106 190	116 958	161 667
Dannhauser	15 665	50 873	84 592	92 546	133 231
Dundee	140 286	407 064	558 135	613 467	826 625
Estcourt	83 775	100 975	126 710	151 229	231 161
Glencoe	89 611	219 550	329 190	369 654	524 989
Greytown	146 085	171 634	263 277	347 438	593 873
Howick	59 239	64 949	105 274	127 346	168 050
Kokstad	—	98 992	180 129	232 584	433 976
Ladysmith	302 071	333 724	476 164	583 586	923 605
Matatiele	—	27 790	52 948	53 790	87 898
Mooi River	119 080	139 434	222 919	279 196	443 439
Paulpietersburg	36 007	49 060	60 722	76 294	126 345
Sobantu	723 642	673 563	1 040 853	953 690	1 474 926
Vryheid	214 171	314 581	458 141	600 971	858 275
Weenen (Emergency camp)	18 463	25 812	48 155	36 674	58 241
Winterton/Bergville	3 070	3 306	4 272	5 875	10 835

The above costs include operating costs. In the reply to question 439 of 1985 the operating costs of these towns were not included. If these costs are included the figures in respect of the 1983/84 financial year are as follows:

	R	R
Shakaville	464 725	131 788
Hambanati	1 089 946	339 051
Ningizimu	10 025 428	484 678
Shayamoya	107 094	73 367
Klaarwater	851 555	325 782
Cedarville	15 800	97 109
Colenso	102 227	680 221
Dannhauser	119 052	689 532
Dundee	622 349	56 392
Estcourt	221 164	10 147
Glencoe	430 889	
Grevtown	397 502	

Howard Q. Col 1370
 795. Mr E. K. MOORCROFT asked the Minister of Co-operation, Development and Education:

(1) Whether any buildings in the Eastern Cape (a) belonging to and (b) under the control of his Department have

(2) (a) R4 207,95 in respect of claims lodged during January, 1985, and which were settled out of court

(p) None
 Johannesburg North; bilharzia
 820 Mr P G SOAL asked the Minister of Health and Welfare.

(1) Whether the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg North was tested for bilharzia by his Department in 1984, if not, why not, if so,

(2) whether any traces of bilharzia were found, if so, (a) in which rivers, streams and canals and (b) what action is being taken in this regard?

The MINISTER OF HEALTH AND WELFARE

(1) Yes, the water of rivers, streams and canals flowing through the Parliamentary constituency of Johannesburg was monitored for bilharzia in 1984

(2) No trace of bilharzia host snails was found

Hansen of Q 61 1375
 Teachers: Shifange/training 1/5/85

821 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

What was the (a) shortage of teachers, and (b) percentage of inadequately trained teachers, in Black schools in each specified departmental region in the Republic as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION,
 Figures as on 6 March 1984

(a) If a pupil-teacher ratio of 15:1 in primary schools and 30:1 in secondary schools is taken as target and compared with the actual average ratios of 41,7:1 and 32,8:1 in 1984, the following shortages exist

(i) Northern Transvaal Region	1 315
(ii) Highveld Region	1 654
(iii) Johannesburg Region	360
(iv) Orange Vaal Region	1 463
(v) OFS Region	1 067
(vi) Natal Region	534
(vii) Cape Region	1 198

(b) Percentage teachers professionally unqualified

(i) Northern Transvaal Region	20%
(ii) Highveld Region	17%
(iii) Johannesburg Region	9%
(iv) Orange Vaal Region	17%
(v) OFS Region	28%
(vi) Natal Region	26%
(vii) Cape Region	7%

Hansen of Q 61-1376 1/5/85
 Pupils who were refused admission to schools 822 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

Whether any pupils were refused admission to schools under his Department in 1985 because of their age, if so, how many in respect of each specified departmental region?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION,
 No child was because of age refused admission to a school in 1985

University of Zululand: violence
 824 Mr K M ANDREW asked the Minister of Co-operation, Development and Education

(1) Whether, with reference to his reply to Question No 148 on 25 February 1985, the report of the commission of inquiry into the violence which occurred at the University of Zululand in October 1983 has been completed, if not, why not, if so, what were the findings,

(2) whether any action will be taken as a result, if not, why not, if so, what action?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(1) Yes, the report was handed over on 6 March 1985

(2) The report is still being prepared for to be laid upon the table

Hansen of Q 61 1377 1/5/85
 Colleges of education 825 Prof N J J OLIVIER asked the Minister of Co-operation, Development and Education

(a) How many colleges of education for the training of Black teachers were there under the control of his Department, and (b) how many students were enrolled in each of these colleges, as at the latest specified date for which figures are available?

The MINISTER OF CO-OPERATION, DEVELOPMENT AND EDUCATION

(a) 7	(i) 22,2	(ii) 16,4	(b) 16,5	(c) 11,1	(d) 10,3
(b) Transvaal Teachers Training College	813	Staff establishment	10,1	6,8	13,5
East Rand Teachers Training College	462	Mr S S VAN DER MERWÉ asked the Minister of Communications.			
Soweto Teachers Training College	891				
Mphohadi Teachers Training College	307				

(1) Whether the establishment of the Post Office has been reduced in terms of the recently announced staff cuts,

Sebokeng Teachers Training College 549
 Indumiso Teachers Training College 978
 Cape Teachers Training College 526

Figures as on 6 March 1984

THURSDAY, 2 MAY, 1985

Indicates translated version

For written reply

General Affairs (250) Hansen of Q 61 1378 2/5/85
 370 Mrs H SUZMAN asked the Minister of Home Affairs

What percentage of gainfully employed (a) Whites, (b) Coloureds, (c) Indians and (d) Blacks were (i) directly and (ii) indirectly in State employ in the Republic as at the latest specified date for which figures are available?

The MINISTER OF HOME AFFAIRS

The information hereunder was obtained from the Bulletin of Statistics of September 1984. The percentages were calculated on the total employment in the Republic as in March 1984 for the population groups concerned

1984

State employment figures

Capt. Timp 4/5 Political 4/5/85 (250)

NEARLY 40 percent of gainfully employed whites worked directly and indirectly for the State, nearly double the percentage for other race groups, the Minister of Home Affairs, Mr F W de Klerk, revealed this week.

He said 22,2 percent of gainfully employed whites were directly in State employment in September last year and 16,4 were indirectly employed.

Mr De Klerk, replying to a question, said 16,5 percent of gainfully employed coloured people were directly employed by the State and 10,1 indirectly.

Only 11,1 percent of gainfully employed Indians were directly employed by the State and 6,8 percent were indirectly employed. He said 10,3 percent of gainfully employed blacks were directly employed and 13,5 indirectly employed by the State.

250
Star 4/5/85
**We'll work more,
say Munnik staff**

PARLIAMENT — Staff in the Department of Public Works and Land Affairs have voluntarily decided to work an extra half-hour a day, Minister of Public Works and Land Affairs Dr. Lapa Munnik said in the House of Delegates yesterday.

He said he was proud to be the Minister of a department whose staff had offered to work longer hours. — Sapa

1 000 000 public sector employees work longer hours

Mercury Correspondent

PRETORIA—Nearly 1 000 000 public sector workers are now voluntarily working longer hours in a bid to raise productivity, the chairman of the Commission for Administration, Dr Johan de Beer, said yesterday.

He estimated more than 500 000 additional hours were being worked every day in central, provincial and local government offices, and in the parastatal organisations.

Dr de Beer said in a bid to raise productivity as part of the State's anti-inflation campaign, the Cabinet asked all ministers to appeal to their departments to voluntarily work longer than normal hours. 'The appeal has been overwhelmingly successful. The response has snowballed to a point where the vast majority of workers have joined in the campaign.'

Nightmare

Dr de Beer said on an average State department employees worked a 40-hour week. Most would now be working 42½ hours. The PFP's spokesman on the public service, Maj Ruben Sive, said the fact that public sector workers had agreed to do an extra half hour's work a day was merely toying with the problem.

'It must be welcomed as a gesture, but there is such a terrifying nightmare of duplication and overlapping in the service that in practical terms it means very little.'

Parkinsons' Law laid down that the work load spread to fill the time available for it.

The extra half hour would only result in a slower working tempo. Maj Sive said duplication in the service would become even more rife with the scrapping of the provincial councils.

Duplication

With the take-over of provincial functions by certain Government departments and by local authorities, South Africa's already massive and complex bureaucracy had become even more unmanageable.

'For instance. Where does own affairs begin and general affairs end in areas such as education, health and agriculture? Think of the web of costly duplication that is being created.'

The President had committed himself some years ago to a rationalisation of the public service. 'But what is happening now is totally irrational,' Maj Sive said.

Economists agreed with Maj Sive the only effective way of cutting back on the R10 billion public sector salary bill was to eliminate apartheid and create an administration designed to serve all race groups.

ARGUS 22/5/85 (250)

Parliament building 100

The inauguration of the Parliament building in Cape Town is being commemorated today. The Argus Political Correspondent, TOS WENTZEL, reports

THE inauguration of the parliamentary building in Cape Town 100 years ago is being commemorated at a ceremony in the Gallery Hall of the Houses of Parliament this evening

The Speaker, Mr Johan Greeff, will open a display on the history of the building. He will also unveil a commemorative plaque and a brochure giving the history of the building which will be released.

The Minister of Finance, Mr Barend du Plessis, will present President P W Botha and Mr Greeff with coins specially minted for the occasion and imprinted with the facade of the building.

Four special stamps are being issued by the Post Office.

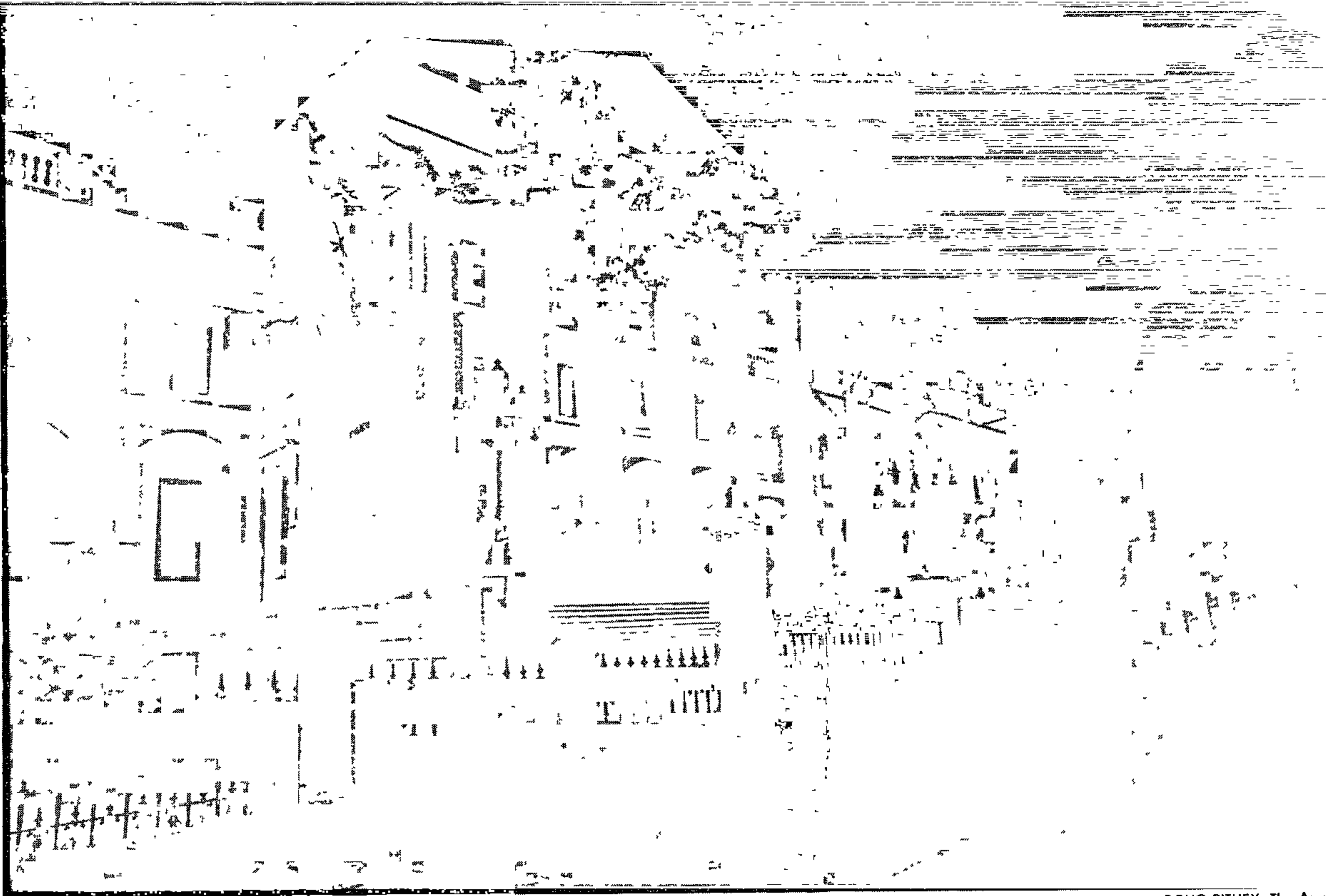
The band of the Cape Town Rifles (the "Dukes") will play at a ceremony in front of the building.

The actual inauguration of the oldest part of the parliamentary complex which housed the old Cape Colony's Parliament took place on May 15 1885.

Since then several wings, including the debating chamber of the Assembly at the time of Union in 1910 and in the fifties a wing for additional office accommodation have been added.

Now work is in progress on another wing next to the Tuynhuys for a chamber for the House of Delegates and a large hall for joint sessions of the three houses.

The laying of the foundation stone of the new building by the Governor, Sir Henry Barkly, on May 12 1875 was a grand occasion.



A view of the floodlit Parliament building which was inaugurated 100 years ago.

Pictures DOUG PITHEY, The Argus

Public holiday

The day was proclaimed a public holiday and specially erected stands were filled to capacity. Colourful bunting and flags, a military band, a salute of cannon shots from the Castle and several choirs marked the festive occasion.

The (Cape) Argus reported that the "arrangements were most satisfactory on a scale never before attempted in the Colony. The site was railed off and admittance gained by tickets which were distributed to the public in as free and liberal a manner as circumstances would permit."

A competition for the design of the building was won by Charles Freeman, a clerk in the Department of Public Works.

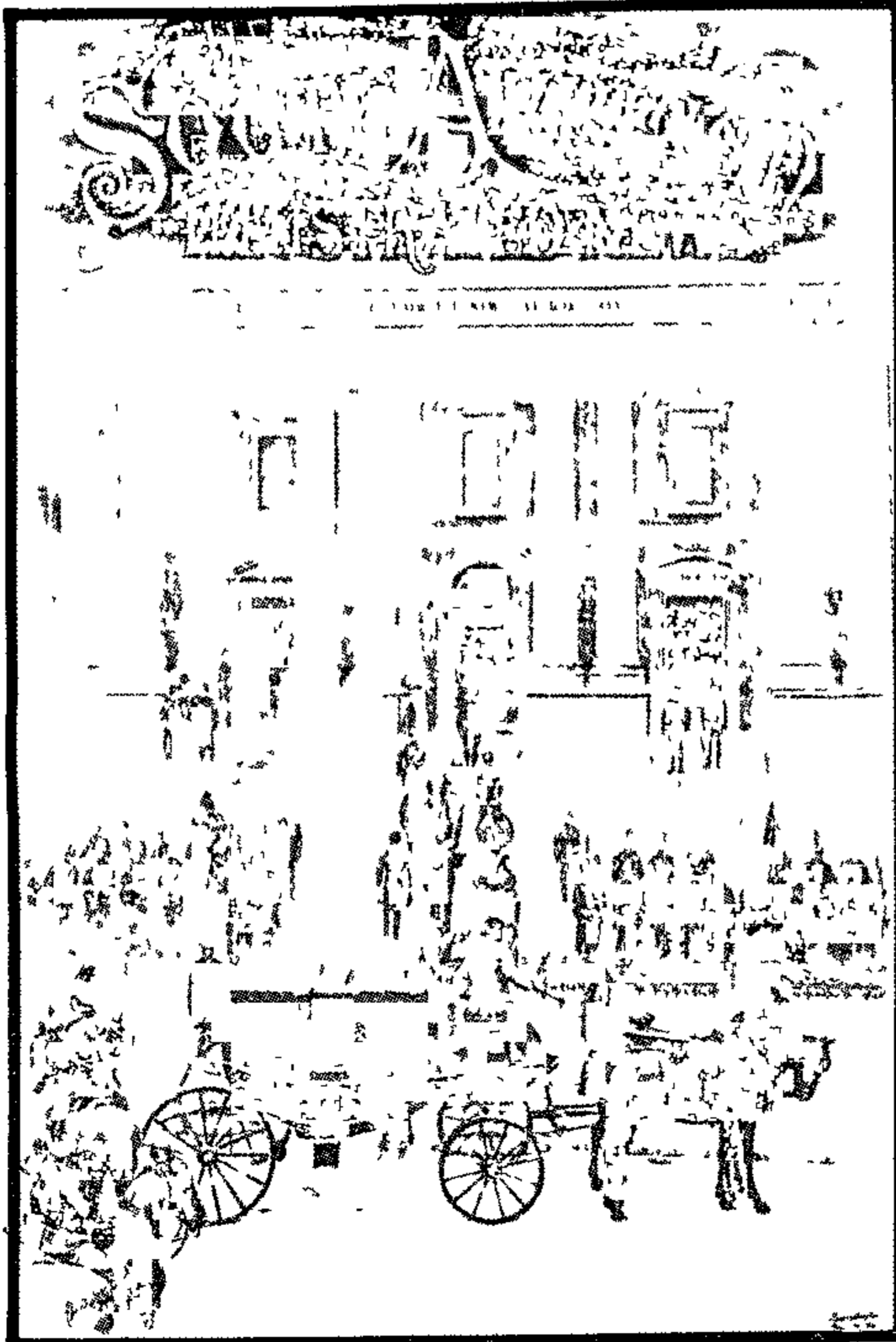
He maintained that his design could be executed for £50 000 but it soon became clear that his calculations were very far out.

Another architect Henry Greaves, was then given the commission to design the new building and the maximum allowed for this was £120 000.

When the building was completed in December 1884 the final cost amounted to £220 000.

The opening of the new building by the then Governor, Sir Hercules Robinson, on May 15 1885 was another gala occasion.

A large reception was given in the Queen's Hall, now known as the Gallery Hall, after the opening ceremony.

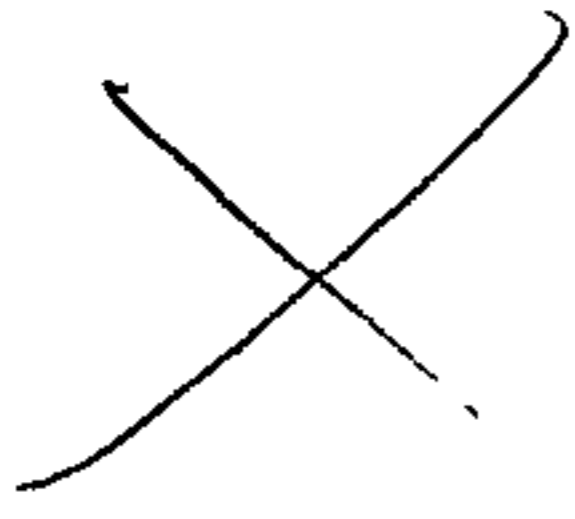


The cover illustration of the South African Illustrated News of May 23 1885 shows the Governor, Sir Hercules Robinson, arriving for the first session in the new building.



Another view of the Parliament building, showing the statue of Queen Victoria. Special stamps are being issued to mark the centenary.





Pay rises plug the brain drain

R. Day (250)
17/6/85

By GERALD REILLY

BIG increases in the pay of public servants in the past two years have helped plug the drain of highly-qualified professional personnel — a drain that threatened to cripple vital services.

Earnings of State Department workers are now, according to the Commission for Administration, almost on a par with those in the private sector with the additional attraction of greater job security.

Latest figures support this claim — the 400 000 central government workers, including police, defence and prisons personnel — will be paid a total of close to R4bn this year.

Public Servants' Association chief Colin Cameron says the decision to upgrade public servants pay was taken not only to slow down the professional staff drain, but to attract quality personnel.

The need stretched from typists to top scientists. Until the recent pay hikes the earnings of government workers were substantially below those of workers with similar qualifications in the private sector.

In fact the service had become the Cinderella in the labour market. The shortage of professionals in the service — in some areas it was as great as 40% — threatened certain departmental divisions with paralysis.

Cameron claimed the much-talked-of job security in the service was greatly exaggerated "Security is not as great as it at one time was. Recent legislation has made it far easier to get rid of personnel who are not performing, and this includes senior personnel."

The sheltered-employment tag could no longer be hung around the necks of government workers. Job security in the service, he claimed, was no greater than in the private sector.

'Goldmine' for top officials

250 S. Post 24/6/85

THE director-general of a government department could walk away with nearly a quarter of a million rands on retirement "without paying a cent in tax" This is the conclusion of Sake-Rapport, business supplement to Rapport, after investigating the State's pension funds

Describing these funds as a "gold-mine", Sake-Rapport says employer contributions to them will probably cost the taxpayer about R1 200 million — possibly even more — in the present financial year

The investigation revealed that a director-general's pension can amount to nearly 90% of his salary If he has served for less than 49 years, he can still claim this maximum figure by buying back pensionable service to the age of 16 under an "exceptionally favourable" formula

With a retiring salary of R66 225 a year, he would receive a lump-sum payout of about R218 000 in addition to his pension and a maximum leave accumulation of one year

According to Sake-Rapport, members of the security forces — the SADF, the police and the prisons service — can receive pensions representing 95% or more of their retiring salaries This is made possible by what Sake-Rapport calls a "unique" formula applying to these particular schemes

□□□□

ITS experiences while investigating State pensions and the treatment of deviate children have left Rapport with a highly unflattering view of some civil servants

The right description for these people, said Rapport's editor, Dr Willem de Klerk, in his personal column, was "tortoises — not modest little tortoises that withdraw their heads, but obstreperous tortoises, defiant tortoises, even arrogant tortoises"

Detailing the frustrations and delays experienced by his reporters, Dr De Klerk said there was often a tendency for civil servants to see themselves as little dictators They were reluctant to accept that the public service was there to serve the public

Too many officials, he said, also lacked the vaguest conception of the status and functions of newspapers in a democracy Newspapers, he emphasised, had the right to demand (not merely to ask for) information on behalf of the public

□□□□

RETALIATORY raids like that on Gaborone were "necessary and justified," said Die Vaderland.

"They stiffen South Africa's morale, which is adversely affected by terrorism and sabotage They neutralise the enemy, even if only temporarily And they are also a deterrent to countries harbouring Swapo and the ANC"

Nadere Kennis

JAMES McCLURG

Reviews the Afrikaans Press



Beeld said the raid had shown that, although South Africa had repeatedly extended the hand of friendship to its neighbours, it remained in one respect "a dangerous animal" If it was attacked, it defended itself

"The world, which today condemns South Africa as the aggressor, would do well to take note once again of this fact"

In contrast, Rapport said that while the raid held certain advantages, this kind of action had implications which in the long run could be just as serious as the continued danger of bombings

Botswana was in a difficult situation, and it could justifiably be asked whether it was really in a position to keep the ANC out of its borders

It was just possible that Botswana would now be under pressure to display a greater degree of enmity towards South Africa — even perhaps to the point of being obliged

to agree to accept surrogate forces such as the Cubans on the pretext that they would help to protect the country's territorial integrity

□□□□

SEVERAL Afrikaans newspapers have urged that the obstacles to black urbanisation be dismantled as soon as possible

Die Volksblad said recent relaxations were to be heartily welcomed, but they were obviously not the end of the road as regards black mobility Dr Gerrit Viljoen's indications of possible action during the next session of Parliament were significant

Beeld said urbanisation was not merely a force to be checked, but a source of energy that could be harnessed to re-establish South Africa's population where it was economically advantageous — and could ultimately make it easier for the country to find a political solution

Rapport's political columnist Pollux said it could be asked whether it was worth while to dismantle the ineffective and controversial machinery of control piece by piece Could this not merely end up in too little too late?

"What about radical reform, tackled in consultation with those concerned?"

□□□□

IS Pieter-Dirk Uys, better known as Evita Bezuidenhout, ambassadress of Bapetikosweti, a danger to South Africa's youth?

Dr P C Smit of Roosevelt Park, thinks he is In a letter to Beeld, Dr Smit urged people to protest against "this man who parades in public in women's clothes" He conceded that Uys could sometimes be very funny, but saw this as a front behind which he "drags through the mud so many things that are inviolate to the ordinary man"

Johan van Wyk, Beeld's most controversial columnist, endorsed Dr Smit's view In the OFS, however, several people interviewed by Die Volksblad thought that while Uys sometimes went too far, his satire provided a necessary element in South African life

□□□□

ekly Wage: R 25.68

ekly Wage: R 26.37

ekly Wage: R 26.10

CAH Times

2/7/85 (250)

Ministers assume office

JOHANNESBURG — Three new central Cabinet ministers, two House of Assembly Ministers' Council ministers and two new deputy ministers assumed office yesterday.

The three new cabinet ministers are Mr Stoffel Botha, who becomes Minister of Home Affairs, Mr Eli Louw, Minister of Administration and Economic Advisory Services in the Office of the State President, and Dr Willie van Niekerk, Minister of National Health and Population Planning.

Mr Stoffel Botha takes over Home Affairs from Mr F W de Klerk, who retains the portfolio of Minister of National Education.

The new members of the Ministers' Council of the House of Assembly are Mr de Villiers Morrison, who takes over the portfolio of Minister of Health Services and Welfare, and Mr Piet Clase, who takes over the portfolio of Education and Culture.

Mr Luwellyn Landers becomes deputy Minister of Population Development and Mr Soonbramoney Naicker deputy Minister of Environment Affairs and of Local Government, Housing and Agriculture in the House of Delegates — Sapa

CAPL TIME 4/7/85

Police, SADF in search

(251)

JOHANNESBURG. — It was the second such attack, or failed attack, on a Durban MP in the past few days. Police conducted a house-to-house search in Tembisa early yesterday while members of the Defence Force stood guard.

Residents at Mfuyaneni Section said the search started at 8am and was conducted by members of the South African Police while members of the SADF stood guard outside the houses which were being searched.

The raid follows two explosions in the township over the past two days.

In one explosion two children were killed when a hand-grenade was thrown into a house, while in the other incident a woman was killed in an explosion at the shop of the local mayor, Mr Lucas Mothiba.

However, a senior East Rand police spokesman said the house-to-house search in Tembisa was not a result of the explosion on Tuesday.

● Meanwhile, in Durban a policeman guarding the home of a House of Delegates MP fired shots at a car early yesterday morning after one of the occupants tried to throw what looked like a petrol bomb at the house.

Mr Mohan Bandulla, Opposition Solidarity MP for Havenside, Chatsworth, said he was awakened by two shots outside his home in Hollywood Avenue about 2.30am.

The suspect car was a luxury German model without registration plates.

Early on Monday, another House of Delegates MP, Mr A K Pillay, Solidarity MP for Merebank, found two unexploded petrol bombs outside his home.

● In Daveyton on the East Rand, police arrested eight men and took possession of nine petrol bombs.

● Police yesterday reported that incidents of stone-throwing, arson and petrol-bombing continued overnight in the Eastern Cape. Police said this was apparently a continuation of a feud between the Azanian People's Organization and the United Democratic Front.

In KwaZakele a SADF member was slightly injured when an army vehicle was petrol-bombed. There were no other injuries or arrests.

In a second incident in KwaZakele, a man was arrested after police dispersed a group trying to set fire to KwaZakele High School and another man was wounded and arrested by police after he allegedly tried to petrol-bomb a policeman's house.

● Meanwhile, another round of peace initiatives aimed at ending the feud between supporters of the UDF and

Azapo will be arranged soon by the East Cape African Chamber of Commerce (Ecaacoc), according to a prominent Azapo member, the Rev Mzwandile Magina.

Water Board plans to move to Rietvlei

250

Stew 10/7/85

By James Clarke

The Rand Water Board is to build new R24 million headquarters — out of town

It will sell its present headquarters on the corner of Market and Fraser streets, Johannesburg, which it has occupied since 1940

The new RWB building will be at Rietvlei in a scenic area of the Klip River Valley, 10 km due south of the CBD

Johannesburg City Council has asked the board to submit its building plans for approval and to submit an environmental impact assessment "for general information"

The site for the new offices is to be on portion 8 of the farm Rietvlei No 101 IR, land which the RWB owns. The area is zoned for buildings of up to three storeys

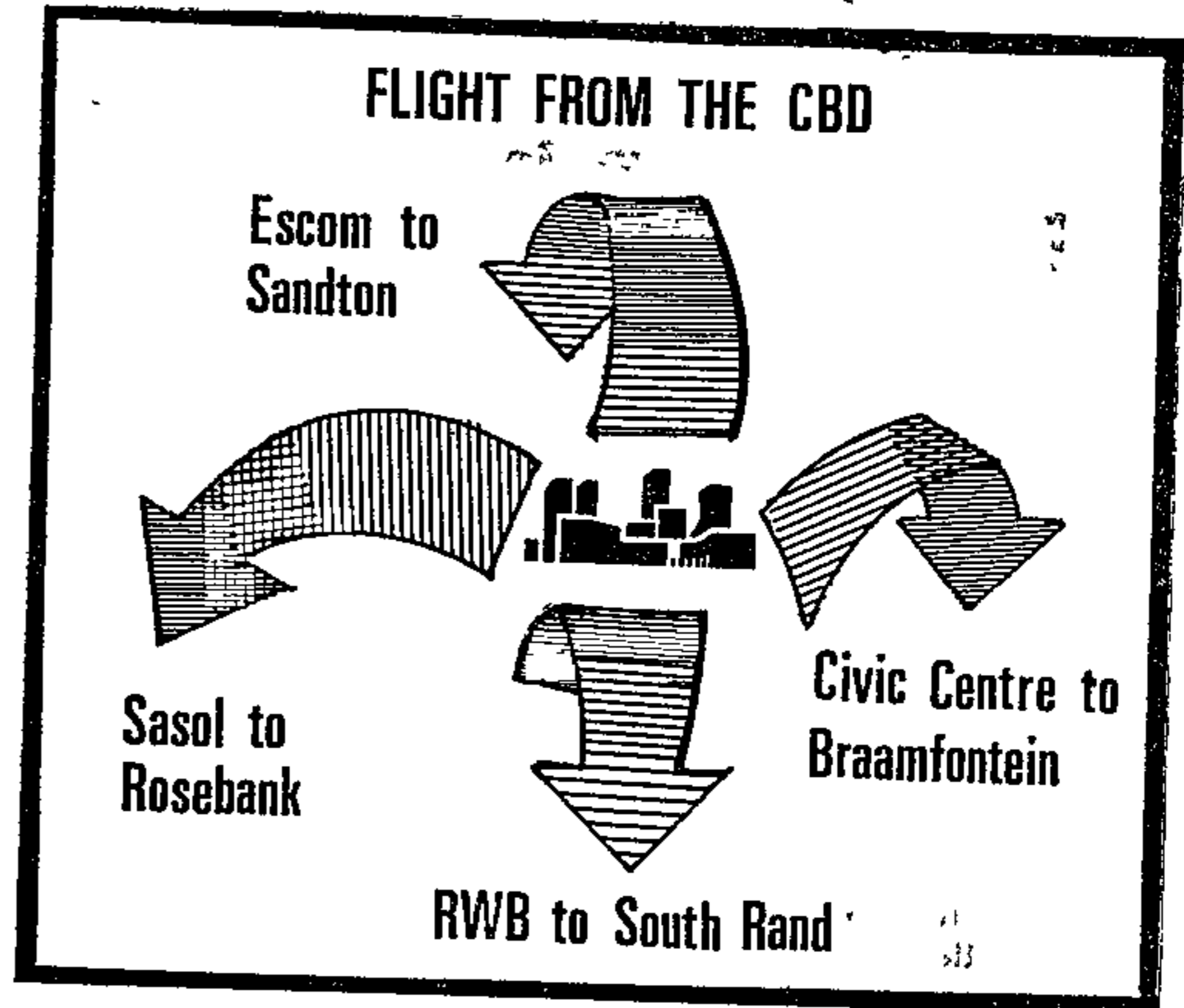
STAFF CONSULTED

The board asked its staff for their views and found most favoured the move. It will retain a small suite of offices in the city core and an office where it can deal with water accounts and public inquiries

The board says the new site is easily accessible for blacks and whites and is just off the Johannesburg to Cape motorway

Of the R24 million earmarked for the building, R4 million is for furniture, computers, security systems and kitchens.

The RWB's move is part of a pattern: a decade ago Escom moved 15 km north to Sandton, then Sasol moved 5 km north to Rosebank and now the RWB has gone south. Johannesburg's own Civic Centre helped pioneer the move when it moved from Rissik Street to Braamfontein Hill.



1-million await govt word on wages

Public servants await pay details

B Day 18/7/85

By GERALD REILLY

GOVERNMENT can brace itself for an angry blast from 1-million public-sector workers unless an early announcement is made on the restoration of the full service bonus and normal pay rises in the new financial year.

Annual increases were suspended this year because of an acute shortage of government funds. The postponement of the increases saved the Post Office, Railways and government about R1bn.

The public servants complaint, supported by the Public Servants' Association, that while earnings have been frozen increases have been granted to workers in the private sector.

This would distort and nullify PSA efforts to ensure that earnings in the service kept pace with those in the private sector.

At the annual meeting of the PSA, to be held in Pretoria in September, the executive will report on the pay and bonus issues. Demands are certain to be made that normal increases and the full bonus be restored in the 1986-87 financial year.

Senior public servants warned yesterday that, unless earnings in central government services were kept abreast of those in the private sector, the public service staff shortage would again become acute once the economic upturn started.

It is said that since increases were last granted in April 1984 until now, the consumer price index has risen by more than 20% and this is the extent to which living standards of public sector workers have declined.

Next month the executive of the federal council of South African Transport Services trade unions, headed by its president Jimmy Zurich, will have wage increase discussions with Minister of Transport Affairs Hendrik Schoeman.

The meeting was postponed by Schoeman in February. Zurich said yesterday that a demand for a 15% across-the-board increase was rejected by the minister in November at a time when the council could have justified an increase of 26%.

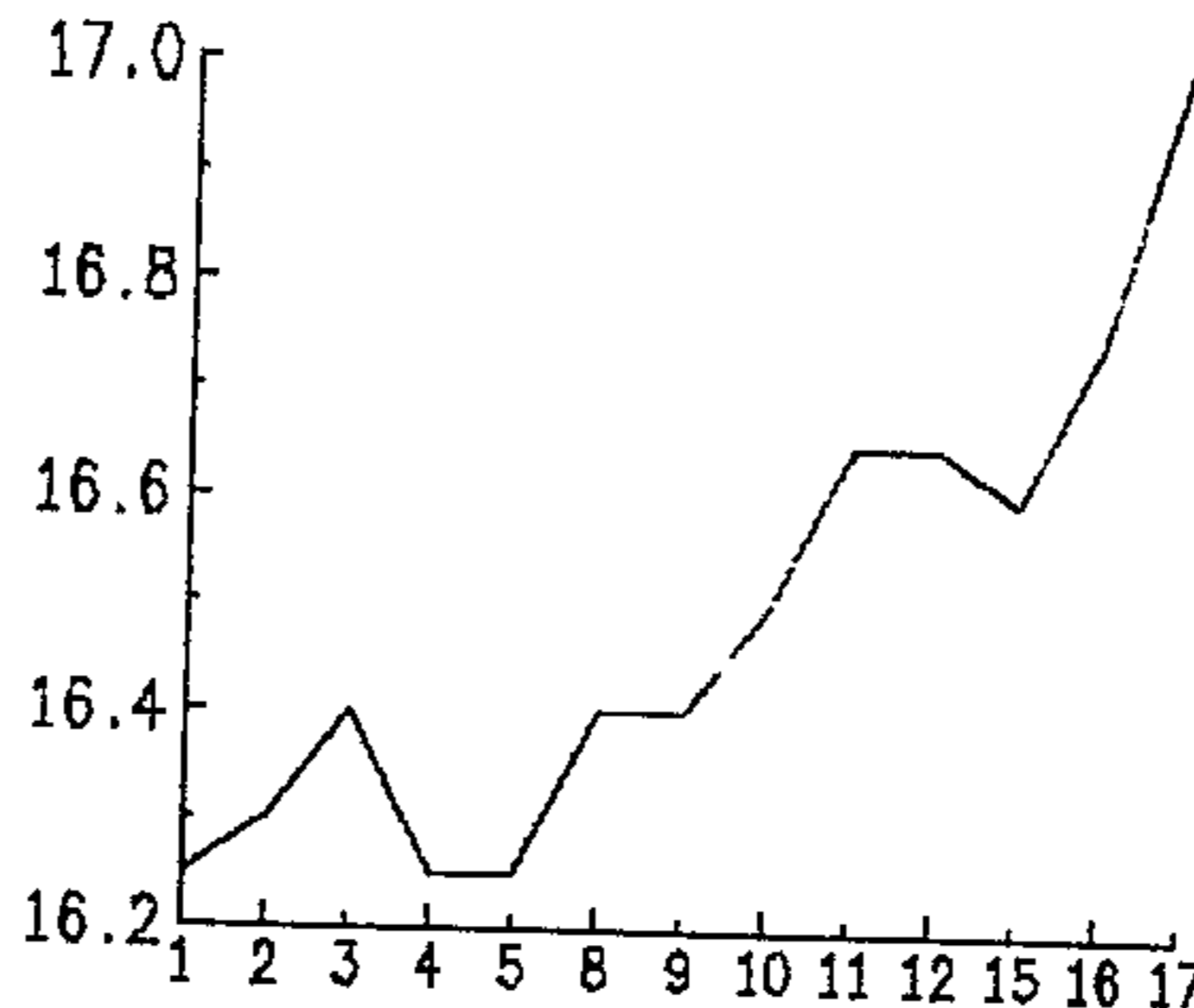
Zurich said another postponement of wage increases, and failure to restore the full service bonus next year, would see a repetition of the angry reaction of railway workers earlier this year after announcement of the bonus cut.

The fear of another public service staff crisis is also reflected in the latest issue of *The Public Servant*, the official PSA journal. It contains a warning that the service could have insufficient manpower in the next economic upswing.

Money market rates harden

SHORT-TERM money market rates have been hardening, particularly in the past two weeks, as this graph of the 90-day bankers' acceptances rate clearly shows. Dealers do not believe this is a start of a new bear trend. They believe it signals a period of consolidation in which market rates will move more closely into line with the prime rates which had grossly discounted a prime rate of 20%, let alone the current 21%.

BA RATES FROM JULY 1



Concern at public service wage gap

Argus Correspondent

PRETORIA — The Public Servant, organ of the Public Servants' Association, has again warned that the increasing gap between public service and private sector salaries may cause a future staff crisis in the public service.

According to the publication, the association's executive is so concerned about the position that it has already investigated it thoroughly and devised a plan of action.

The association was particularly concerned about the possibility that the public service would not have enough manpower during the next upswing in the economy, it said.

RECOVERY

Demands for market-related adjustments of public servant salaries would probably be made as soon as the economy showed signs of recovery.

A recurrence of the situation a few years ago, when public servants' salaries lagged so far behind that the State administration suffered, had to be prevented.

The Public Servant said surveys showed that private sector salaries had been adjusted this year in spite of the recession. Private sector employees were also compensated for the new fringe benefit tax.

SUNRISE NEWS

Coloureds will continue to press for one staff association for all

Govt to recognise separate bodies

by
Sue Leeman,
Pretoria Bureau

The Commission for Administration is to recognise black, coloured and Indian staff associations

within the public service, giving them additional access to negotiations with the authorities and a new say in the general administration of government

However, there seems to be little likelihood at this stage of one, racially-mixed staff association being formed, although coloured public servants say they intend to press for this

Instead, a multiracial consultative body empowered to negotiate on behalf of all public servants will probably be formed. This will include representatives from the four separate staff associations now in operation

Until now the only staff association recognised by the commission — which negotiates with the Government for pay increases, among other things — is the powerful, whites-only Public Servants' Association

The Public Service League (coloured), the Public Servants' Union (Indian) and the Institute for Public Servants (black) have had limited access to negotiating procedures and the league for one has had to approach the commission through the PSA

However, these bodies are to be recognised in terms of legislation in the Government Gazette yesterday

The legislation also provides for coloured, Indian and black staff associations to be represented on the public service advisory council for the first time

And it paves the way for the later implementation of a more formal system of on-going negotiations with Government which will allow input by all races

Commission chairman, Dr Johan de Beer, said the commission was trying to promote "more orderly consultation" between the public service in general and the Government "We are trying to forge a well-organised, balanced staff situation

that is truly representative. However, Dr de Beer said one integrated staff association was not likely "The different associations have different needs and wants and they will remain separate at this stage"

National chairman of the 27 000-member Public Service League, Mr Malcolm Domingo, said he welcomed the fact that public servants of all races would now be able to voice their feelings about service conditions.

However, he said the league would work towards one staff association for all

Mr Domingo said he believed a joint consultative body would be formed eventually, saying this should have decision-making powers and be able to negotiate on behalf of all public servants

President of the PSA, Dr Colin Cameron, said his organisation would welcome a more formal negotiation structure with decision-making powers

However, the individual staff associations must retain their independence and negotiations must be separate

The PSA was not in favour of one staff association because there were still "too many differences", he said



B. Day 30/7/85

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IN BRIEF

150

All-race council

Business Day Reporter

THE growing numbers of Indian, coloured and black public servants are to be given representation on the influential Joint Advisory Council of the Public Service, according to chairman of the Commission for Administration, Dr Johan de Beer

There are four employee organisations in the service: the Public Servants' Association (white), the Public Servants' League (coloured), the Public Servants' Union (Indian), and the Institute of Public Servants (black).

At present the PSA is the only staff body recognised for appointment to the council. Previously a personnel association had to have as members at least 50% of the officials in the A or B division of the service to nominate six members to the council. The commission appointed the other six members.

The council is now to be enlarged to 16 members — eight of them nominated by the commission. De Beer said each association would have at least one representative on the council.

PSA president Dr Colin Cameron said the PSA accepted "without reserve" the right of other groups in the service to have representation in the council. However, he stressed, the council had no negotiating powers.

Flatland flat

MANY of Hillbrow's flatland dwellers are giving banks on their doorstep a hard time, complain bankers in the area.

"Since January the number of bad debts has increased alarmingly," said one manager. "The amounts involved are not astronomical but we have between 40 and 50 people every month leaving us high and dry with R300 debts."

The bankers' problems have led to a dramatic increase in the number of bounced cheques.

According to Dun & Bradstreet, a credit-checking agency, the value of bounced cheques and promissory notes has increased by 67,4% over the past year

Big banks were reluctant to comment on the specifics of private debt, saying that they had made bad debt provisions that were "more than adequate".

Despite one bank manager's claim that nine out of 10 applications for a cheque account were now being rejected, the banks said that their policy towards credit had not changed "for some years".

The financial dilemma in flatland has been underscored by a D & B report which reveals that rent arrears is the biggest single cause of judgments

Public sector must find R1bn for new pay hikes

THE public sector will have to find R1bn in the new financial year if, as is expected, government submits pressure from staff associations to restore annual routine salary increases and full service bonuses in 1986/87

The public sector salary bill is now about R10bn for the 400 000 State workers, 240 000 in Sats, 270 000 in the provincial administrations and 90 000 in the post office.

Demands are expected before the end of the year from the three post office staff associations and the Public Service Association. The PSA has its general meeting in Pretoria next month and demands from branch representatives are certain to be made for a reinstatement of the full bonus and annual pay increases.

The big increases granted to State workers over the past two years brought the service about into line with the private sector. The PSA is committed to ensuring the gap remains closed.

An angry reaction will come from State and post office workers if any effort is made to prolong the freeze or give only token rises next year.

GERALD REILLY

First shots in the public sector pay battle will be fired on August 19 when the Federal Council of Sats Trade Unions demands a 25% increase at a meeting with Transport Minister Hendrik Schoeman. The demand was agreed unanimously at a meeting of the council at the weekend.

Schoeman's response should give some indication of the Cabinet's attitude.

Council chairman Jimmy Zurich said yesterday the minister had rejected a demand for a 15% increase in October "when we could easily have justified a claim for 26%".

"We have come under extreme pressure from our members to make the strongest possible demand for substantial pay adjustments. We have clear instructions from the council to demand a response from Schoeman on the 25% call."

"If he says he cannot agree to the increase for January then he must tell us when he can grant one and how much."

19/8/85 (20) B. Day

R8bn for civil servants

THE rocketing cost of maintaining huge and complex bureaucratic machinery is clearly set out in figures released in Pretoria last week by the Central Statistical Services

The figures, according to economists, stress the urgency of deregulation. This, together with the hinderance of red tape, according to the Deputy Minister of Trade and Industry and Finance Kent Durr, is smothering the creation of urgently-needed jobs.

According to CSS figures, the 650 343 workers in the central government and provincial administrations cost the country R6,145bn last year

During the year, workers in the central government sector decreased by 1 465 to 384 612. Provincial workers during the year also decreased by 3 142 to 259 954

Local government workers, however, increased by 700 to 238 000 and were

GERALD REILLY
Pretoria Bureau

paid a total of R1,992bn.

Staff of "diverse statutory bodies" also decreased, by 279, to 29 797. They were paid R427,6m in 1984

According to the figures, at the end of March, the total number of people employed by government, the provinces' statutory bodies and municipalities reached a total of 912 363.

The total paid out in salaries and wages in the four sectors in 1984 exceeded R8,5bn, which was more than 25% of the national Budget

It is pointed out that a large percentage of staff in central government, provincial administrations and local authorities is concerned with administering regulations and that most of them are associated with the government's race policies.

250
B. Day 23/8/85

Pressure builds to pay public servants more

GOVERNMENT workers should get good pay increases by April next year to prevent their drift to the private sector when the economy improves, senior officials in Pretoria said yesterday.

They said they would stress the point at the annual general meeting of the Public Servants' Association (PSA) in Pretoria next month.

Pressure on the government to clarify increase prospects and restore the full service bonus is expected to mount in the next few months.

PSA president Colin Cameron said parity between public and private sector earnings was needed or many services would

Pretoria Bureau

suffer the same staff crisis they had two years ago.

Earlier this week, Minister of Transport Affairs Hendrik Schoeman rejected the Sats union demands for a 25% increase.

He refused to commit himself on the prospects for reasonable increases at the start of the new financial year next April.

Post office workers are also demanding increases.

General secretary of the Postal and Telegraphs' Association Frank Gerber said representations were made two weeks ago to the Postmaster General.

Pie in the sky 20% pay rise demands

PUBLIC servants have as much chance of winning 20% salary increases in January as the State President has of making it two in a row for South African winners of the Nobel Peace Prize

Some trade unions — one being the Federal Council of Sats Trade Unions — want a 25% pay increase

They must be using the age-old union ploy of asking for much more than you know management will offer

Rumours

Johan de Beer, chairman of the Commission for Administration has squashed talk that State workers could be in line for hefty increases

Dr de Beer told me that reports about union demands were merely rumours. He had not received any official increase demands three weeks ago and the reports were circulating at least six weeks ago

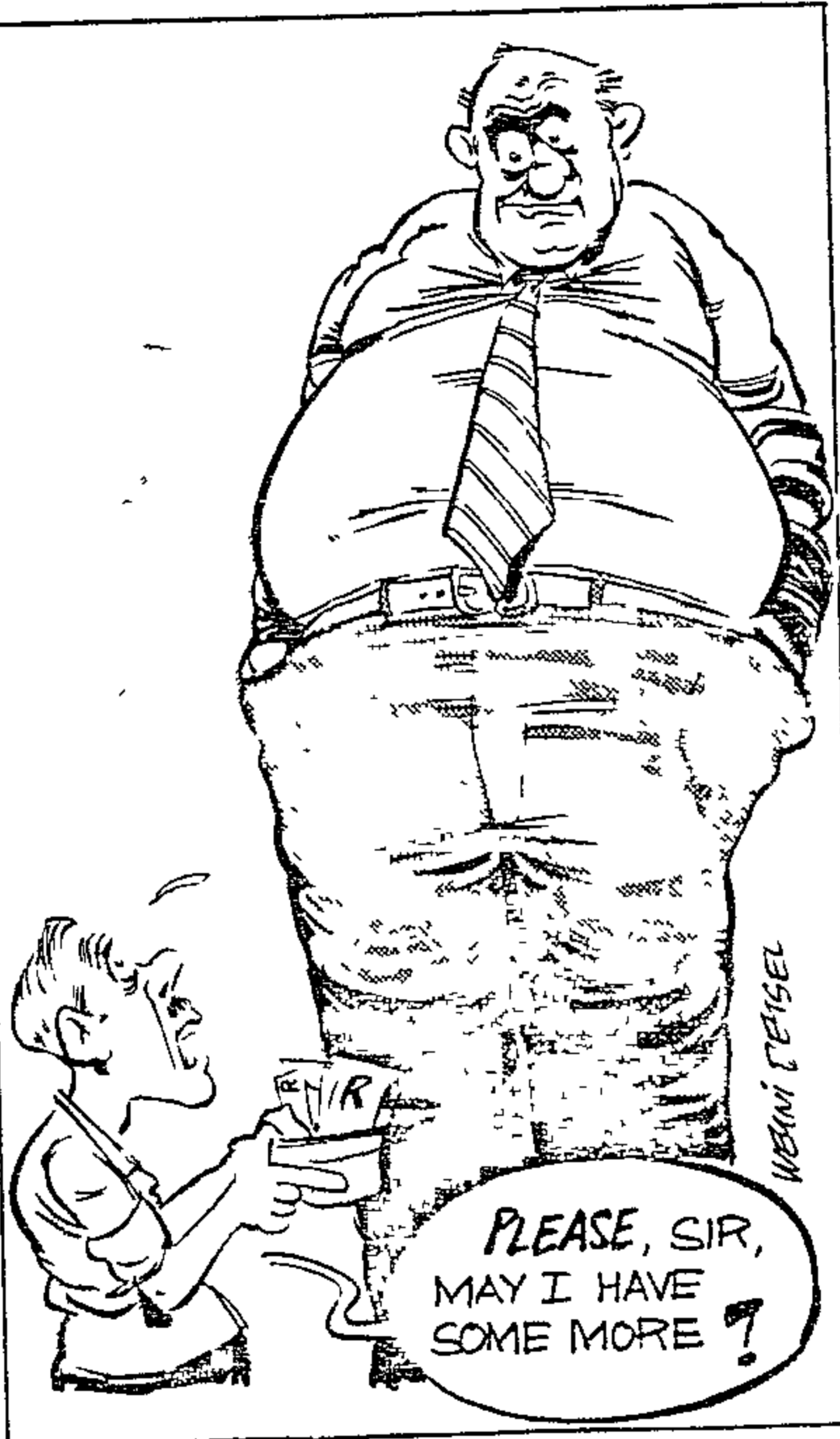
Although the main concern of the Commission for Administration is the personnel affairs of the 250 000-strong public service it acts as an adviser and co-ordinator on salaries for other Government employers

If there are increases for State employees in January or April next year, they are likely to be similar to those in the private sector — well below inflation and under 10%

Profits

Some cynical private-sector pay boffins were saying last month that strike-threatening black miners were far more entitled to pay increases than State workers profits being the main difference between the two sectors

With the rand price of gold touching new highs, the mines are doing exceptionally well — much to the chagrin of black miners



Public servants do not work for profit-making bosses and a value cannot be placed on much of their work

On August 16 the rand price of gold jumped from R735 an ounce to R807, indicative of the profits mining companies are making this year

But the Government has a framework in which to work the Budget. It cannot easily add to its salary bill, which already accounts for about 25% of its income

According to figures from

Central Statistical Services, the total paid out in salaries and wages to people employed by central Government, the four provinces and municipalities — almost 920 000 workers — topped R8.5-billion last year

Responsible

It is no rumour that about 40% of white employees work directly or indirectly for the State. Percentages for other race groups are also pretty high

In April last year, they all received an across the board

12% increase. Workers in specific job categories received more as part of an occupational differentiation programme

The programme was designed to put certain public-sector officials on a par with similarly qualified and responsible people in the private sector

The Civil Servants Association insists that the programme constantly review the pay packages of its members in comparison with the private sector

Although April 1984 was the last general pay rise for public servants, they have not missed much

Most employees in commerce and industry received between 5% and 8% in January, only a lucky few got 10% and some had to mark time on their 1984 salaries

Christmas

The much-publicised cutting of public service Christmas bonuses meets with little sympathy in private enterprise where 13th cheques are often related to performance and profits

This year, thousands of employees of small and large firms will receive smaller bonuses than last year — and some will get nothing

So many people are employed by the Government that even a token increase would cost an enormous amount at a time when it can least be afforded

If Bart Grove, general manager of South African Transport Services granted Sats workers a 10% increase — less than half of what their unions are asking — the cost would be about R250-million

If all those working directly or indirectly for the Government were granted a 10% increase in January, the annualised cost would be about R800-million

In these times, no matter for whom one works, it is perhaps wise to be thankful for a job

(250) ~~250~~ R. Day
8/9/85

Public-sector workers fear token increases

PUBLIC-sector workers fear government plans only token pay increases, at the start of the new financial year next April, which will take no account of inflation and the eroded purchasing power of earnings.

Their fears could be confirmed next week when Minister for Administration and Economic Advisory Services, Eli Louw, addresses the annual meeting of the Public Servants' Association (PSA).

Demands for adequate increases and for the restoration of the full service bonus — hacked by a third this year — will be made by PSA branch representatives from the

GERALD REILLY,

four provinces.

Nearly a million central government and provincial workers, railway and Post Office employees last had an increase, of 12%, on January 4.

According to Central Statistical Services, the public sector salary and wage bill adds up to about R10bn a year — almost a third of the national budget.

Even a 10% increase next year, it is pointed-out, would cost taxpayers R1bn which, in the case of Sats and the Post Office, would be recovered from higher tariffs.

Civil service trimming staff budgets by R429 million

By Sue Leeman, Pretoria Bureau

Government departments would succeed in trimming their staff budgets by an estimated R429 million this financial year, the Commission for Administration chairman, Dr Johan de Beer, said this morning.

One of the measures taken was the abolition of nearly 10 000 vacant posts.

Dr de Beer said that although the saving fell short of the commission's R471 million target, that was not a reflection on Government departments, which had co-operated well.

He said the shortfall had come in the area of personnel expenditure, where the commission had wanted to save R211 million.

Financial estimates indicated that the saving in that field would ultimately be more like R169 million.

Ten departments had exceeded their savings targets, while 11 had achieved what was intended. Only eight had been below target, and, of those, only two had experienced major difficulties. One of the defaulters had been Defence, which had had particularly heavy demands made upon it.

Dr de Beer said the service had effectively saved another R225 million as planned on service bonuses, which were cut by a third this year.

The third area of savings included cut-backs in transport costs and merit awards as

well as the abolition of vacant posts and the start of longer working hours for staff.

The target here had been R35 million and it was expected that would be reached.

Dr de Beer said it had been the aim to abolish half of all vacant posts and figures now showed that around 44 percent of those positions had been done away with. That meant that 9 600 posts throughout the service had been abolished.

He said this was just the first phase of the Government's savings drive — phase two would be implemented in the next financial year which began on April 1.

However it was still too early to give details of what phase two would entail.

30/9/85

STAR

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Civil service

~~250~~ 250
recognises

B. Day 11/10/85
three more

staff groups

THREE more public service staff associations, representing black, coloured and Indian civil servants, have been recognised by the Commission for Administration for representation on the Joint Advisory Council (JAC) of the Public Service

Previously only the Public Servants' Association, the constitution of which provides for white membership only, had been recognised, the chairman of the Commission, Dr Johan de Beer, said at a Press conference in Pretoria yesterday

De Beer said the public service had kept up with the country's reform process and that increasing numbers of permanently employed blacks, coloureds and Indians were joining the service

It had been necessary to give recognition to them and the commission had advertised in the Government Gazette for applications for recognition from associations which were prepared to meet the minimal requirements

Four had applied, he said, of which three, the Public Servants' League, the Public Servants' Union, and the Institute of Public Servants, which respectively represented the interests of coloured, Indian and black civil servants, had been accepted

De Beer said public service staff associations were at present mainly racially based, but emphasised the commission did not prescribe to the organisations how they should be made up

It might well happen in future that the emphasis would shift away from racial group interests to common interests, he said

"The field is open, but we would like to see any change taking place on an evolutionary basis and with freedom of association"

The staff associations were "sounding boards," through the JAC, for the commission to test proposed relevant legislation and other matters

De Beer said the council would now have 16 members as opposed to 12 previously. Eight of these would be nominated by the commission and the other eight jointly by the recognised staff associations — Sapa

~~250~~ 250
B. Day 11/10/85

Civil service recognises three more staff groups

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Badenhorst: CBD delays unavoidable

02/10/85
DISPATCH

Dispatch Reporter
PORT ELIZABETH —
Everything possible was
being done to speed up
the opening of central
business districts to all
races, the Deputy Minis-
ter of Constitutional De-
velopment and Plan-
ning, Mr Piet
Badenhorst, said yester-
day at the National Par-
ty's Cape Congress

Replying to a request
from Mr Ray Radue,
MPC for King William's
Town, that CBDs be
opened as a matter of
urgency Mr Badenhorst
said delays had been un-
avoidable as the depart-
ment had received many
applications

Mr Radue, who left the
NRP earlier this year to
join the National Party,
asked the government to
"act swiftly and cut the
red tape" Certain proce-
dures which had to be
followed, such as adver-
tising the application,
had caused lengthy de-
lays

Businessmen were suf-
fering daily from "hurt-
ful" consumer boycotts
in Queenstown, King
William's Town, East
London and elsewhere.

In view of the "serious
situation" in the country
it was vital that CBDs be
opened as soon as
possible

250 PICK AND SHOVEL BUDGET 21/10/85

Government spending for the fiscal year is now set to hit an estimated R32 billion, following the R600m package announced by Manpower Minister Pietie du Plessis. Of this, R100m was allocated in the Budget, R400m is expected from the 10% import surcharge, and another R100m from unspecified sources. But the extra R500m will not be included in official spending figures until the 1986-1987 Budget. It means government spending will total R5 billion more than last year. Shortly before announcing the 10% import surcharge, Finance Minister Barend du Plessis told the Free State National Party Congress "Of course I would love the opportunity to introduce a new Budget right now to deal with the new economic circumstances." He added that private companies could do this, it was a pity that governments had only a single opportunity to budget annually.

The new ad hoc mini-Budget makes public finance increasingly difficult to analyse. It is doubtful that government spending will stay on target even at R32 billion. Over the first five months of the

fiscal year, spending has increased 23% on a year ago against a budgeted 11%. On the other hand, revenues for the period are up 31% against an expected 19%. The revenue-spending gap explains the source of the extra R100m for the manpower package. It also ensures that government spending will reach an historical high at 30% of gnp. Critics who say a rand spent by the private sector is more efficacious than a rand spent in the public sector will note that a new "Interdepartmental Committee" has been established to hand out the R600m.

The pick-and-shovel job creation is based on "projects similar to those launched during the Great Depression of the Thirties," when tax rates were a fraction of today's. Some R75m goes to assist small business concerns, the most troubled by bureaucrats enforcing SA's 4 500 statutes. And R150m is allocated to the Unemployment Insurance Fund and "private sector projects." The manpower package is announced ahead of six Parliamentary by-elections to be held at the end of the month.

for businesses closing down only part of their
chosen by the courts appears to be whether

Fears of exodus to private sector

Public servants seek pay review

250

B. Day 22/10/87

Pretoria Bureau

THE Public Servants Association (PSA) will reinforce demands for pay adjustments at a meeting with the Commission for Administration this week.

Submissions were made earlier this year, but members insisted at last month's PSA annual general meeting that further representations be made.

The latest move is an indication of growing concern in the service that the pay freeze imposed earlier this year throughout the public sector may be extended into the new financial year.

This week's discussions are seen as crucial for all public-sector workers, including Sats, Post Office, SADF, Police and Prisons personnel.

Any concession made to the PSA will apply to all other segments of the public sector, which employ more than 1-million workers.

A 10% pay hike across the board would mean an additional R1bn on government's total salary bill, which would then rise above R11bn.

PSA president Cohn Cameron claimed

yesterday that the gap between the private and public sectors had opened up again.

He estimated that rises in the private sector this year ranged between 12% and 13%.

"If this is not closed, and the economy starts pulling out of recession, personnel will be lured away to the private sector, thus stripping the public sector of key personnel."

Reacting to criticism by RAU economist Professor Geert de Wet that public-service pay hikes are the biggest single factor in inflation and in strangling the country's economy, Cameron said: "The fact that inflation has continued unabated during the past two years, when public servants got no pay adjustments, indicates that this is a totally wrong perception."

"There were other more important causes of inflation than public-service pay," he added.

Public sector intensifies pay demands

ORGANISATIONS representing more than a million public sector workers are intensifying their demands for pay rises from the start of the new financial year next April

Further efforts were made by the Public Servants Association (PSA) this week to break the pay freeze imposed by government on public sector workers in April.

GERALD REILLY

Last week's meeting between the PSA and the Commission for Administration was followed up by discussions with Administration and Economic Advisory Services Minister Ely Louw

Although the Cabinet is expected to agree to general pay adjust-

ments which will also apply to SA Transport Services and post office workers, the critical state of government finances will mean they will be substantially below the current 16.6% inflation rate.

Although PSA president Colin Cameron expressed fears that the drift of skilled and professional workers to the private sector will accelerate

5/10/85

Public servants lobby for pay hike

Pretoria Bureau

The Public Servants' Association this week took its pay demands to the Minister of Administration and Economic Advisory Services in the office of the State President, Mr Eli Louw. The delegation is known to have asked for an increase of around 12 percent.

PSA President Dr Colin Cameron said recently that a double figure increase was vital if public servants were to keep their heads above water.

At its annual meeting in September, the association decided to begin lobbying for a general increase differentiated according to profession, as well as for the reinstatement of full public service bonuses, which were cut by a third this year.

The State's total wage bill — already about R10 000 million annually — will soar even further if the Government accedes to all the demands coming from public servants in different sectors.

Railway workers have said they want 26 percent.

SA can't afford pay rises ²⁵⁰ Croeser ^{B. Daw}

NEITHER government nor the economy could afford wage increases next year because of their potential to spur inflation, Deputy Director of Finance Gerard Croeser said in Johannesburg

Cutting back on the State wage bill, in the effort to reduce short-term spending, was a possibility in the new financial year, but such a cutback would be difficult, he told the Association of Business Leadership

Croeser said the issue of public-sector wage rises was political

At the close of the financial year civil servants would have gone 27 months without pay rises

GERALD REILLY

Though personnel reductions brought no short-term benefits, because of pension and gratuity payments, serious efforts would have to be made to rationalise staff, he said

Sources pointed out that the Public Servants' Association had not yet received assurances from government on pay rises nor the restoration of full service bonuses

Croeser said stimulation of the economy was being carefully monitored and speculation that the inflation rate could rise to 25% or 30% was laughable

He said current circumstances were very different to those that existed when the Budget was introduced, but monthly departmental expenditure showed only small deviations from projections at the beginning of the year.

However, additional expenditure would be required because of measures to stimulate the economy, such as the R500m State-aid programme and the servicing of the public debt.

Expenditure would be greater than budgeted but tax collections were favourable and borrowing for 1985/86 should not exceed 3% of the GDP

Vague responses from ministers

Discontent grows in public sector

B. Day

15/11/85

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GERALD REILLY

DISCONTENT among public sector workers is intensifying as Cabinet ministers fob off staff associations with vague responses to their appeals for salary increases

Ministers of Transport Affairs Hendrik Schoeman, Posts and Telecommunications Lapa Munnick, and Administration and Economic Advisory Services Eli Louw, have all refused to commit themselves at recent meetings with association leaders on the issue of increases in the new financial year

The Postal and Telegraphs Association told Munnick at a meeting two weeks ago that since the last increases in January last year, the Consumer Price Index had risen by more than 25%

By the start of the new financial year the backlog would be more than 30%, he was told

And last month, the Public Servants Association submitted a case for "double digit" rises to Louw

Yesterday Federal Council of SATS trade unions president Jimmy Zurich said distress and anger among railway workers had reached a peak

Zurich has just returned from speaking to branches of the Artisan Staff Association in all four provinces

The railways tough economy campaign, he told *Business Day* yesterday, had meant smaller incentive bonuses — in many instances none at all were being paid because of the lack of work — and drastic overtime cuts

At one time incentive bonuses and overtime made up between 20% and 25% of earnings

"In August the Minister of Transport Affairs, Hendrik Schoeman, rejected an urgent appeal for interim salary increases

"We hope to see him early in the new year to make a fresh appeal for 25% rises from April

We don't know where the money will come from — he is heading for a R450m deficit — but discontent among the staff is intense and finding the funds is his problem," Zurich said

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Business Day

THE NATIONAL NEWSPAPER FOR DECISION MAKERS

Cabinet discusses public sector pay

GOVERNMENT is considering giving public servants pay increases of between 8% and 10% — and is also discussing restoration of the 30% cut in service bonuses.

If granted, this could increase government spending by as much as R1bn.

Pretoria sources told *Business Day* yesterday that staff association demands had been discussed at Cabinet level and that, although no firm decision had been made, the lifting of the freeze on public-sector salary increases was now under intensive study.

GERALD REILLY

But economists warned yesterday that any increase in the huge slice of national income which goes to pay the 645 000 central government and provincial workers — about R6,5bn — would greatly complicate the 1986/87 Budget.

The figure of R6,5bn does not include pay for the 235 000 SA Transport Services (Sats) and 80 000 Post Office workers, who would get the same increase as any decided on for central government workers.

When their annual payout is added, the total public-sector salary bill exceeds R10bn

Public-sector salaries were last raised in January 1984 by 12%.

Since then staff associations claim inflation has eroded 22% of the purchasing power of their earnings.

The Public Servants Association (PSA) has submitted a demand for "double-digit" increases from the start of the new financial year in April, and Post Office and Sats unions have asked for ample compensation for inflation.

A major objective of the PSA is to keep pay in the service abreast of private-sector salaries

PSA chairman Colin Cameron has claimed that a gap has already opened between the two since January last year.

If this was not closed, he warned, there would be a flow of skilled and professional public servants to the private sector when the upturn got under way.

Progressive Federal Party spokesman on the public service, Ruben Slive, said the costs of government in South Africa had gone through the roof.



9/12/85 BUS DAY

State pay rise 'crucial'

ECONOMISTS see the higher government wage bill as the crucial inflation factor in the immediate future

One said it would be unfair to expect people to absorb 15% inflation. A wage increase was justified but must be seen in an overall context.

"One can't blame inflation on a salary increase," he added.

The economist said the additional \$1bn to the wage bill would not sustain a spending spree.

"One can't create wealth out of thin air."

Another said the country was already attempting to restimulate through lower interest rates and tax concessions but these had not been enough to increase

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demand. Therefore, one must realise the added consequences of too-high a wage bill increase.

He added that government should be able to support a slightly higher deficit without turning to the market next year.

A bank economist said "Effectively, civil service spending power will rise by 20%, which will enable manufacturers who have been absorbing their costs to raise prices. This in turn should prompt a recovery."

The biggest concern to all three was tax concessions. Because of wage increases government would not be able to make more concessions next year.